The Committee's recommendation to retire AALL’s Policy Statement on Job Security, Remuneration, and Employment Practices was adopted by the AALL Executive Board in July 2014.

The Committee's focus this year has been the upcoming 2015 AALL Salary Survey. In the spring of 2014, the committee was asked to start working on revisions to the next salary survey. Given this significant task, the Committee put on hold the activities of the previous year where we began gathering information from organizations that have salary and economic status information related to librarians and the legal industry. Furthermore, with the release of the Committee Review Task Force Final Report in September 2014 and the anticipated change in the Committee’s charge to focus solely on the salary survey, the committee thought it prudent to focus its efforts entirely on salary survey activities.

The Committee divided its work into two functions regarding the salary survey: 1) revisions to the job titles and descriptions and 2) investigating other potential revisions to the survey. Regarding the first task, the Committee sought recommendations from ALL-SIS, PLL-SIS, and SCCLL-SIS for changes to the job titles and descriptions. All three Special Interest Sections submitted their recommendations and the Economic Status Committee worked to incorporate those revisions. The Committee's recommendations were sent to the Committee's staff liaison in February 2015.

During the 2013-2014 committee year, the Committee began examining a number of suggestions it had received from the membership with regards to the salary survey. This led to a conference call with the survey company, ARI, Inc. where possible changes were discussed. The membership suggested that survey data be presented in Excel or some other online format that would allow data to be sorted or filtered. The Committee recommended this action in March 2015.

Some of the membership noted that lumping together firm and corporate law libraries inadvertently provided incorrect salary information for both types of libraries. The survey company noted that the survey already collects data on firm vs. corporate law libraries and that this information could be pulled out with tables. This was also recommended in March 2015.

The membership also noted that the survey does not allow the director of a library with multiple locations to complete the survey for more than one location. The survey company noted that this functionality already exists with the current salary survey. The invitation letters note that the director can contact the survey company for additional reports for multiple locations. ARI will send out a general link for extra locations that can be reused multiple times. The Committee noted that this needs to be better advertised to the membership.

Another suggestion was to make the survey easier to complete by retaining the previous survey’s data to make the survey easier to complete. After discussions with the survey company, the Committee decided not to pursue this option at this time. There would be additional costs and confidentiality issues in retaining survey data from survey to survey. This option may be worth considering at a future time.

The Committee has gathered a number of other suggestions for changes to the salary survey from the AALL membership. These suggestions include changes to the geographic groupings used in the survey, separate job titles for the three library types, and changing the overall timing of the survey. The Committee will continue to work next year on investigating the feasibility of these more significant revisions. As part of the process, the Committee will seek feedback from the AALL membership on specific revisions. Additionally, the Committee, in conjunction with AALL staff, will begin looking into the possibility of a salary calculator.

The Committee may also need to examine AALL’s outreach efforts regarding the survey. As noted earlier, many of the membership are unaware that the survey can be completed for multiple locations. Also, there needs to be communication with the membership as to why changes were made and why other changes were not made (e.g., the Committee's decision to not pursue the retention of data to make the survey easier to complete).