

# Salary Surveys: What the Librarian and Non-MLS Surveys Tell Us

A Symposium on Library Salaries

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stage actress     advertising executive

opera chorus member

barber

bartender

lead zookeeper

public defender

self-employed chess dealer

IT worker

travel agent

postal clerk

police officer

**What do these  
positions/people  
have in common?**

# Agenda

\$ Storytime (What does the data tell us?)

\$ Discussion (Is it time for a change?)

\$ Message of Hope (What can be done?)

\$ ACTION!



**Why are you here today?**

# Worker Related Trends

What's happening in your library? – do a quick local environmental scan

# National Demographic Trends\*

- \$ Aging of the workforce
- \$ Growth in the number of workers with eldercare responsibilities
- \$ Growth in the number of employees with both childcare and eldercare responsibilities
- \$ Changing family patterns in the US
- \$ Increase in unskilled workforce
- \$ Generational issues
- \$ Hispanics now the largest minority group in the US
- \$ High rates of immigration
- \$ Growth in the number of employees with childcare responsibilities
- \$ Increase in age discrimination litigation



# National Employment Trends\*

- \$ Rise in health care costs
- \$ Wage gap
- \$ Employee demand for flexible work schedules
- \$ Managing talent
- \$ Workplace privacy concerns of employees
- \$ Union membership declining in some professions
- \$ Linking pay and performance
- \$ Telecommuting
- \$ Employee demands for customized employment relationships
- \$ Demand for worklife balance
- \$ Backlash against managed care

# National Library Trends

- \$ Changing public expectation of Librarians and Libraries (*Public Agenda, OCLC*)
- \$ Changing education needs for library workers (*ALA-APA, Western Council of State Libraries, WebJunction*)
- \$ Technology
- \$ Reduced funding
- \$ Competition



# Librarian Salaries (2006)

## Average = \$56,259

	<b>PUBLIC and ACADEMIC Combined</b>	<b>PUBLIC Regional Salary Data</b>	<b>ACADEMIC Regional Salary Data</b>
<b>Title</b>	<b>2005</b>	<b>2006</b>	<b>2006</b>
Director	78,054	76,286	86,955
Deputy/Associate/Assistant Directors	60,729	70,498	79,731
Department Heads / Coordinators/ Senior Managers	55,833	58,184	58,354
Managers/Supervisors of Support Staff	44,324	48,555	51,614
Librarians who do not supervise	47,246	45,782	50,958
Beginning Librarians	36,486	40,026	42,186

# Median Salary Comparison

For example, median salary data for 2002 from the U.S. Bureau of Labor Statistics show (f=predominantly female occupation, m=male, n=neutral):

f Librarians: \$43,090 (ALA reported \$49,866 in 2002)

f Library technicians: \$24,090

m Accountants and auditors: \$47,000

n Administrative services managers: \$52,500

m Architects: \$56,620

m Civil engineers: \$60,070

m Computer systems analysts: \$62,890

n Customer service representatives: \$26,240

m Database administrators: \$55,480

n Paralegals: \$37,950

f Social Workers: \$33,150

f Teachers, post-secondary: \$49,040

# Large Library Directors' Salaries

Population of legal service area	Library Name (State)	Salary	Operating Expenditures
2,465,326	Brooklyn Public Library (NY)	\$203,600	\$80,342,387
3,912,200	Los Angeles Public Library CA)	\$200,508	\$111,755,970
1,175,200	San Bernadino County Library (CA)	\$173,000	\$11,330,000
1,970,525	Miami-Dade Public Library System (FL)	\$171,900	\$49,203,535
1,210,311	Las Vegas-Clark County Library District (NV)	\$155,646	\$40,077,939
1,147,740	King County Library System (WA)	\$141,148	\$71,414,453
3,595,300	Los Angeles Public Library, County Of (CA)	\$138,881	\$88,027,505
1,760,000	Broward County Libraries Division (FL)	\$138,464	\$55,387,733
1,417,052	Phoenix Public Library (AZ)	\$135,512	\$28,998,036
2,896,016	Chicago Public Library (IL)	\$134,424	\$89,298,048
1,043,600	Fairfax County Public Library (VA)	\$133,341	\$26,739,568
1,048,319	Providence Public Library (RI)	\$133,000	\$9,842,685

# Non-MLS Salary Comparison (2006)

	Public	Academic	BLS (2004)*
Accountant	\$ 38,796	\$ 37,318	\$ 50,770
Administrative Assistant	\$ 33,580	\$ 30,385	\$ 34,970
Associate Librarian**	\$ 31,793	\$ 33,276	
Clerk**	\$ 26,708	\$ 25,431	
Collection Development/Management	\$ 35,686	\$ 37,664	
Copy Cataloger	\$ 30,255	\$ 32,454	
Development Manager	\$ 52,295	\$ 58,397	
Human Resources Manager***	\$ 54,983	\$ 46,212	\$ 66,530
IT Manager	\$ 48,513	\$ 44,358	\$ 92,570
Janitorial Cleaner	\$ 26,018		\$ 18,790
Library Technician**	\$ 31,004	\$ 29,467	\$ 24,940

Grady, Jenifer and  
Denise M. Davis.  
ALA-APA Salary  
Survey: Non-MLS –  
Public and Academic.  
Chicago: ALA-APA,  
2006.

Jenifer Grady, MSLIS, MBA  
ALA Annual Conference  
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\*U.S. Bureau of Labor Statistics Occupational Outlook Handbook  
\*There were 9 functional areas for Associate Librarians, 9 for Clerks, 10 for Technicians, 9 for Clerks; these figures are averages of the average nationally for each position  
\*\*\*Compensation and Benefits only

# Non-MLS Salary Analyses

2006 Salary survey of 839 libraries yielded 26,937 individual salaries ranging from \$10,712 to \$130,686 across sixty-two (62) positions.

<b>LIBRARY CLASS</b>	<b>MINIMUM SALARY</b>	<b>MAXIMUM SALARY</b>
<b>Very Small Public</b>	\$10,712	\$68,640
<b>Small Public</b>	\$10,712	\$120,000
<b>Medium Public</b>	\$10,707	\$141,924
<b>Large Public</b>	\$10,711	\$101,920
<b>Very Large Public</b>	\$12,480	\$130,686
<b>Two-Year College</b>	\$10,800	\$66,286
<b>Four-Year College</b>	\$10,712	\$68,892
<b>University</b>	\$12,792	\$109,485
<b>ARL</b>	\$13,374	\$89,521

# Non-MLS Salary Analyses

based on *2006 Non-MLS Salary Survey*, published in *Library Worklife* newsletter

\$ **A Comparison of Library-Specific Positions and Non-Library-Specific Positions** By Florence M. Jumonville, Marilyn Hankel, and Janette J. Griffin

\$ **Public Libraries' Investment in Public Relations As Seen Through the *ALA-APA Salary Survey—Non-MLS: Public and Academic*** By Metta Lansdale

\$ **Library Support Staff Salaries: Public vs. Technical Services** By Sandy Brooks



# Raises\*

## Projected 12-month salary increase for MLS degreed employees

	ALL REGIONS	
	Mean	N
VERY SMALL PUBLIC	3.4%	122
SMALL PUBLIC	3.2%	144
MEDIUM PUBLIC	3.4%	172
LARGE PUBLIC	3.5%	146
VERY LARGE PUBLIC	3.6%	50
2-YEAR COLLEGE	3.7%	104
4-YEAR COLLEGE	3.3%	112
UNIVERSITY	3.2%	145
ARL	.	58

## Projected 12-month salary increase for NON-EXEMPT employees

	ALL REGIONS	
	Mean	N
VERY SMALL PUBLIC	2.7%	153
SMALL PUBLIC	2.9%	121
MEDIUM PUBLIC	3.0%	145
LARGE PUBLIC	3.1%	111
VERY LARGE PUBLIC	2.6%	37
2-YEAR COLLEGE	2.0%	59
4-YEAR COLLEGE	2.3%	83
UNIVERSITY	2.8%	111
ARL	3.4%	16

## Discussion Questions

\$ Are salaries too low? For everyone?

\$ Who needs to do something about it?

\$ What is ALA-APA?

\$What can be done?

# **A Little (Legal) History and Hope...**

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# Title VII of the Civil Rights Act of 1964, SEC. 2000e-2

(a) It shall be an unlawful employment practice for an employer - (1) to fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because of such individual's race, color, religion, sex, or national origin...

# Equal Pay Act of 1963

(d) (1) No employer having employees subject to any provisions of this section shall discriminate, within any establishment in which such employees are employed, between employees on the basis of sex by paying wages to employees in such establishment at a rate less than the rate at which he pays wages to employees of the opposite sex in such establishment for equal work on jobs the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working conditions...

# Current Legal Activities

**\$ Minimum Wage Raised, June 2007**

**\$ Paycheck Fairness Act**

**\$ Fair Pay Act of ~~2005~~ 2007**

**\$ Equal Pay Day**



## **Messages of Hope: Heroes in Library Land from the Toolkit and SirsiDynix \$5000 Award**

- \$ Alachua County Library District (FL, 2007)**
- \$ Connie Vinita Dowell (San Diego, CA, 2007)**
- \$ Theresa McMahan (Sullivan County Library System, TN, 2007)**
- \$ Maurice J. Freedman (2005)**
- \$ Dorothy Morgan, Liverpool (NY) Public Library (2005)**
- \$ James Fish, Baltimore County Public Library (2006)**
- \$ AFSCME Local 1526 of the Boston Public Library (2006)**

# Action Plan

1. Find your passion for pay equity
2. Know what you do and what others do
3. Find good data
4. Educate yourself on pay equity
5. Find others who agree with you
6. Brainstorm
7. Strategize/Plan
8. Move!
9. Be patient... change is coming



# New Resources

## Salary Survey Database

<http://cs.ala.org/websurvey/salarysurvey/salarysurveyform/form.cfm>

Includes Librarian and Non-MLS data

30-day subscriptions are \$30 until June 30<sup>th</sup>, then \$50; annual are \$150

## State Minimum Library Salaries webpage

<http://www.ala-apa.org/salaries/minimumsalaries.html>

## ALA-APA

[www.ala-apa.org](http://www.ala-apa.org); 800-545-2433, x2424; [jgrady@ala.org](mailto:jgrady@ala.org)