

*Vermont Library Conference*

*May 13, 2009*

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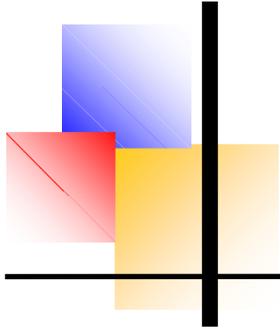
# **Vermont Public Librarians' Compensation: A Survey and a Toolkit**

VLA Personnel Committee

Presenters: Amy C. Grasmick      Scott Schaffer  
Kimball Public Library      UVM

Committee: Clara Bruns      Jo Anne Edwards  
Goddard College      Johnson State  
Amy Howlett      Stacey Knight  
DOL      St. Michael's College

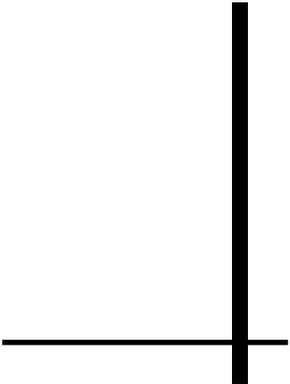
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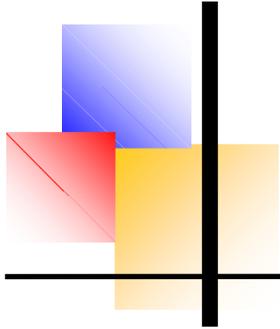


# Salaries: overall survey results

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Respondents	Mean	Min.	25 <sup>th</sup> percentile	Median	75 <sup>th</sup> percentile	Max.
112	\$17.83	\$8.00	\$13.98	\$16.25	\$21.29	\$38.00



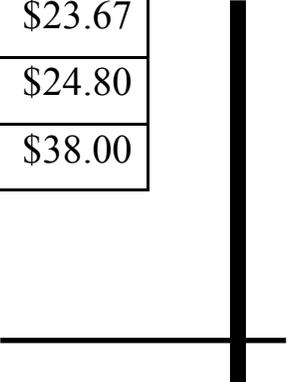


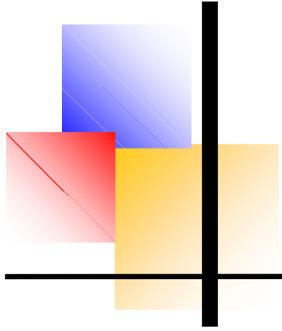
# Salaries: library size

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<b>Annual budget</b>	Respondents	Mean	Min.	Max.
\$50,000 or less	15	\$13.73	\$10.00	\$18.00
\$50,001-\$100,000	24	\$14.07	\$8.00	\$21.05
\$100,001-\$300,000	25	\$17.69	\$12.00	\$24.91
\$300,001+	25	\$21.98	\$11.95	\$38.00

<b>Service population</b>	Respondents	Mean	Min.	Max.
0-2000	19	\$14.35	\$9.00	\$21.05
2001-4000	27	\$15.28	\$8.00	\$23.67
4001-8000	21	\$17.51	\$11.95	\$24.80
8001+	22	\$21.93	\$12.00	\$38.00

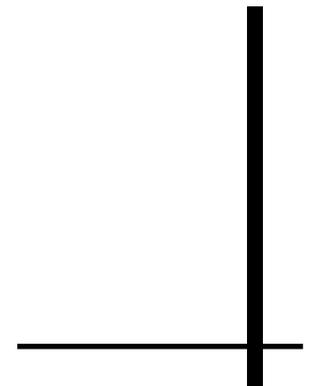


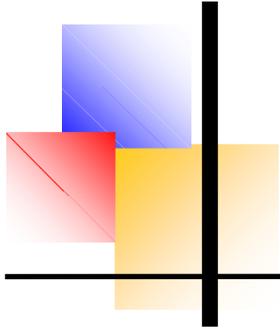


# Salaries: job responsibility

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<b>Job responsibility</b>	Respondents	Mean	Min.	Max.
One-person	12	\$14.85	\$10.00	\$21.05
Director	52	\$19.76	\$9.25	\$38.00
Asst. director	5	\$23.27	\$15.78	\$31.13
Youth services	15	\$15.87	\$11.80	\$23.08
Other	24	\$14.47	\$8.00	\$28.37

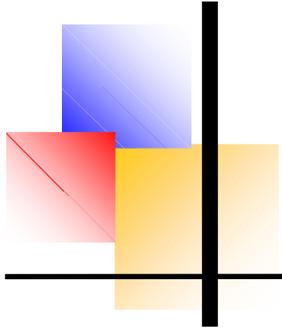




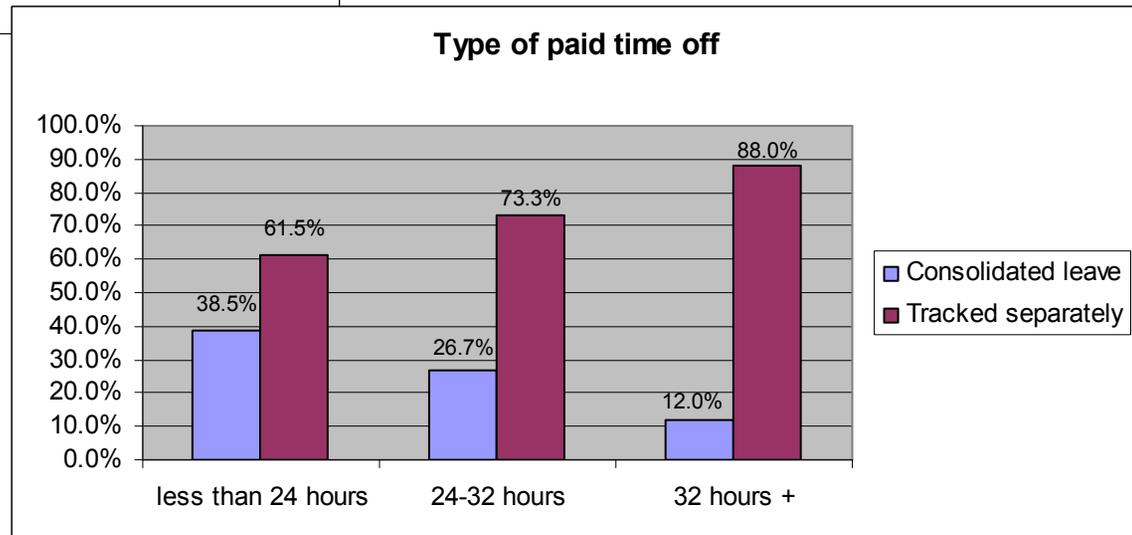
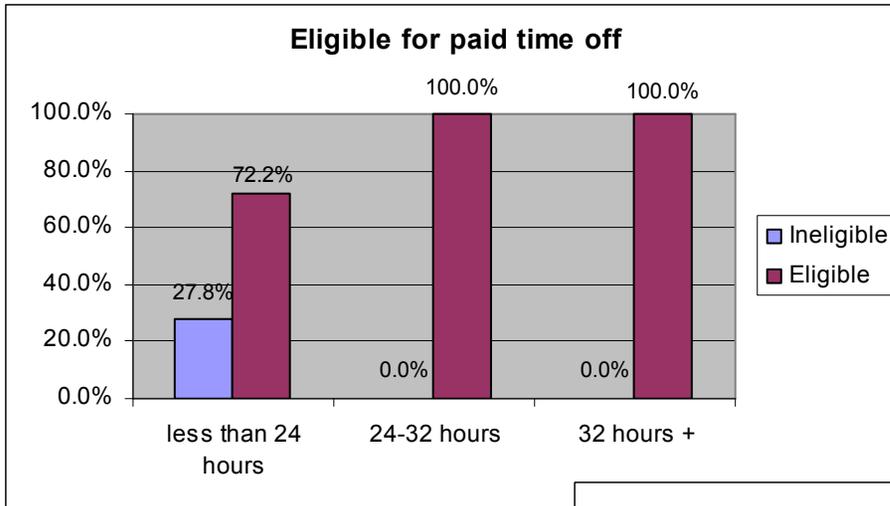
# Salaries: education & unions

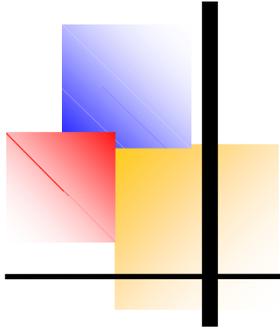
		Mean	Min.	Max.
<b>Education level</b>	No bachelor's	\$14.47	\$8.25	\$20.60
	Bachelor's	\$15.48	\$9.00	\$24.91
	Master's/doctorate	\$21.55	\$8.00	\$38.00
<b>MLS and/or DOL cert.</b>	Neither	\$12.74	\$8.00	\$21.05
	DOL cert	\$15.98	\$10.00	\$24.91
	MLS	\$24.03	\$12.91	\$38.00
<b>College degree required?</b>	Yes	\$19.78	\$9.00	\$38.00
	No	\$14.48	\$8.00	\$21.70
<b>MLS required?</b>	Yes	\$23.63	\$14.42	\$38.00
	No	\$15.15	\$8.00	\$24.91

<b>Member of collective bargaining unit (union)?</b>	Mean	Min.	Max.
Yes	\$22.64	\$17.01	\$28.85
No	\$17.46	\$8.00	\$38.00

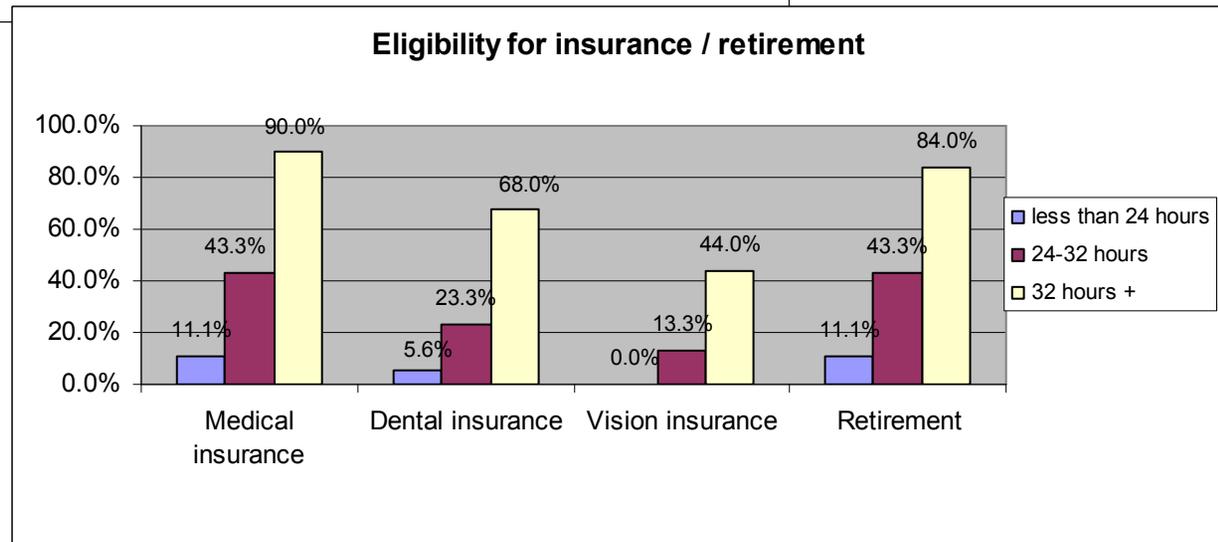
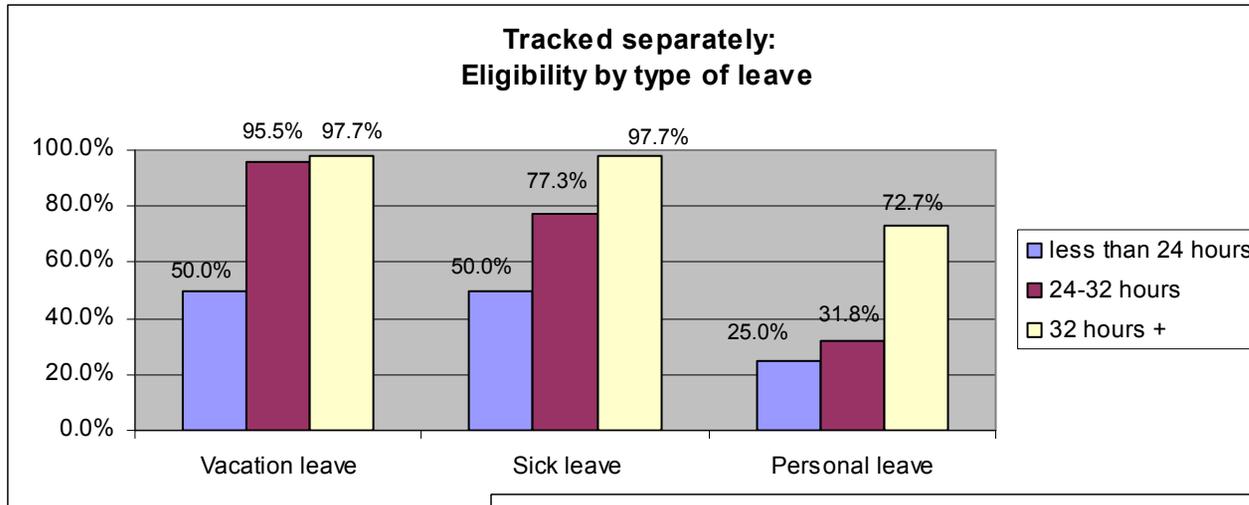


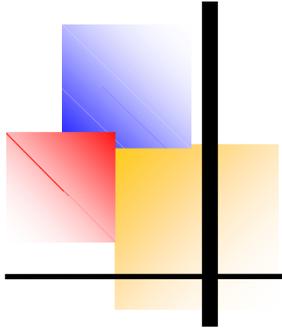
# Benefits: hours per week



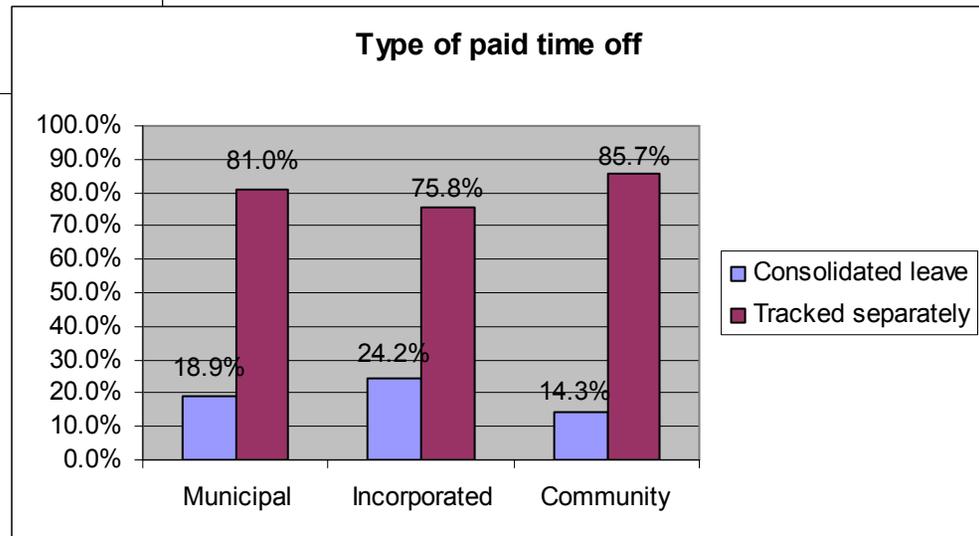
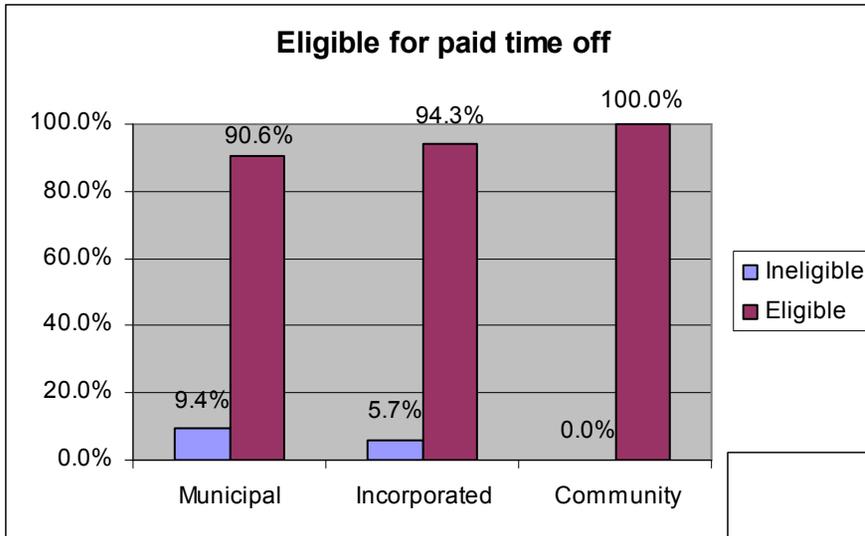


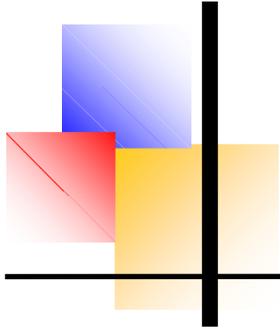
# Benefits: hours per week



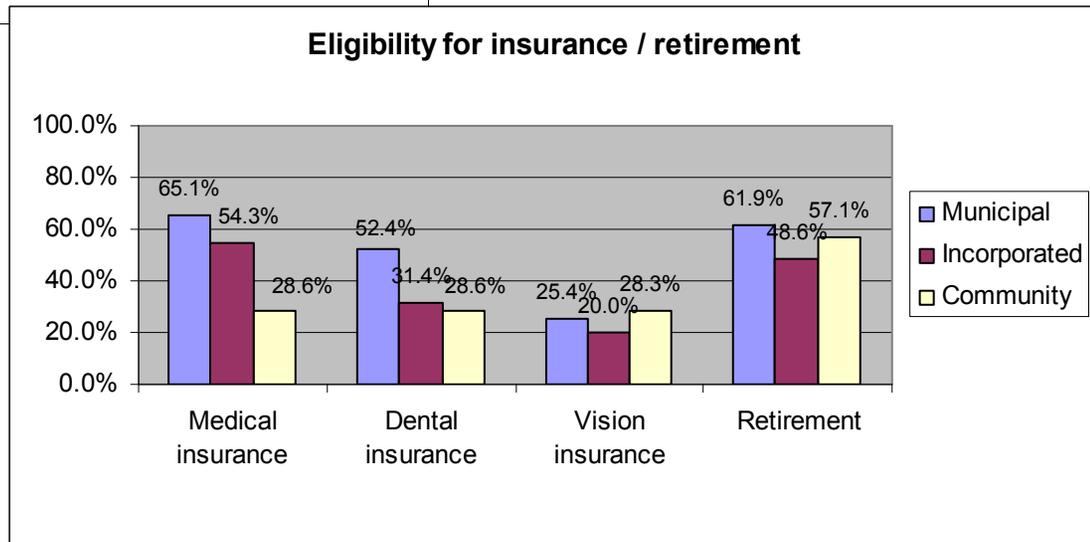
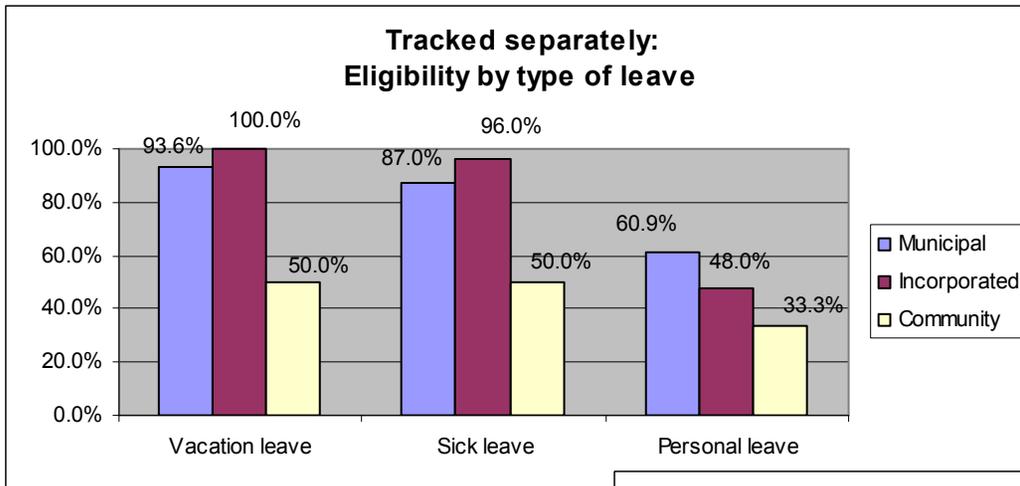


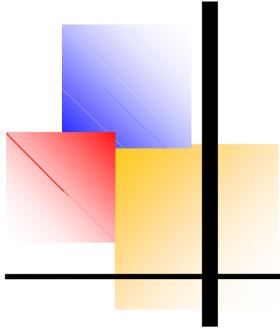
# Benefits: library type





# Benefits: library type





# Directors with DOL certification

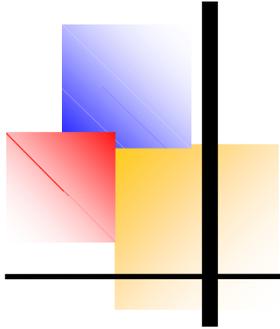
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## VLA Toolkit: recommended minimum starting salaries

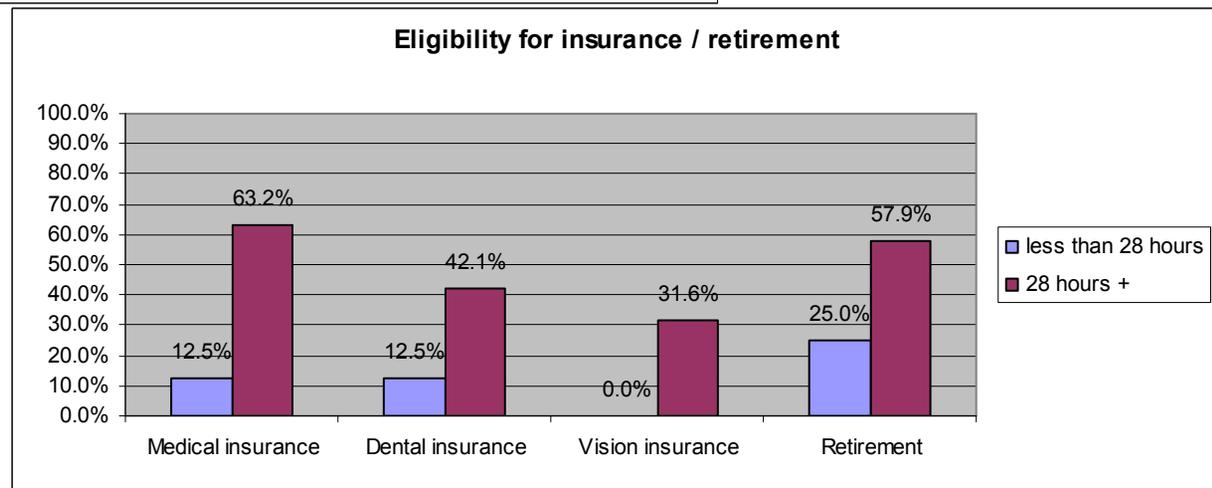
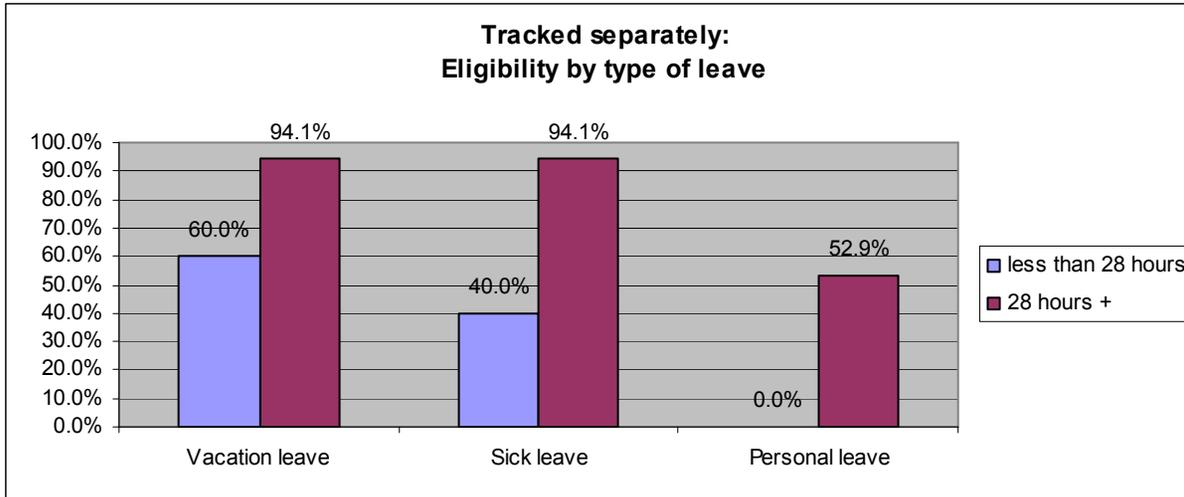
Bachelor's	Bachelor's + DOL	Master's	Master's + DOL	MLS
\$39,720 (\$19.10/hour)	<b>\$40,300</b> <b>(\$19.38/hour)</b>	\$40,950 (\$19.69/hour)	\$41,550 (\$19.98/hour)	\$42,350 (\$20.36/hour)

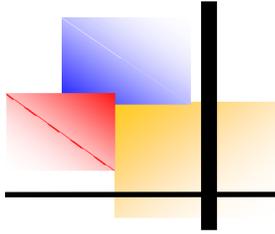
## VLA survey: directors with DOL certification (high school—MLS)

Respondents	Mean	Min	25 <sup>th</sup>	Median	75 <sup>th</sup>	Max
27	\$17.07	\$12.00	\$14.85	\$15.88	<b>\$18.89</b>	\$24.91



# Directors with DOL certification





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# **Increasing Public Library Compensation:** a How-to Guide for Vermont Libraries

Prepared by the  
Personnel Committee  
of the Vermont Library Association  
2003

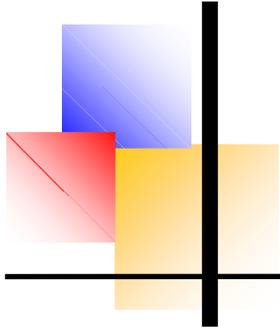
Revised 2009

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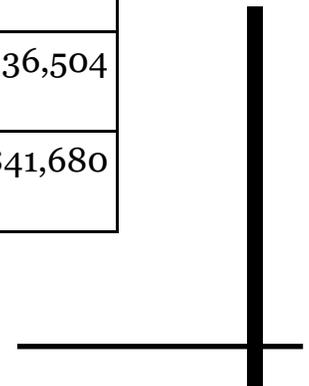
# Some comparative VT data

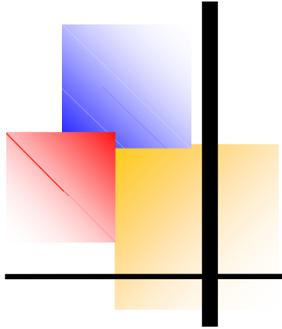
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**VLA Executive Board recommended minimum starting salary  
for a library director with a bachelor's degree and DOL certification:**

**\$40,300 = \$19.38/hour  
plus benefits**

	Hourly wage	Annual wage
Vermont Minimum Wage, 2009	\$8.06	\$16,765
Livable Wage in Vermont, 2009 ** single person, rural	\$16.41	\$34,132
VLA recommended minimum salary, 10/2008 ** not including benefits	\$19.38	\$40,300
Average minimum salary, teacher with a BA, 2006-2007 ** not including benefits	\$19.70	\$31,047
State Employee Librarian B (MLS, no experience), 2008-2009 **beginning salary after probation; not including benefits	\$17.55	\$36,504
ALA recommended minimum salary for beginning librarians, 2008 ** librarians with ALA-MLS	\$20.04	\$41,680





# Toolkit worksheets: process

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## Committee members:

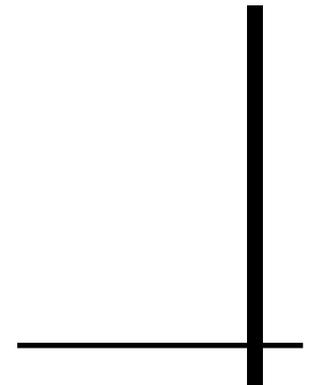
Name	Contact information

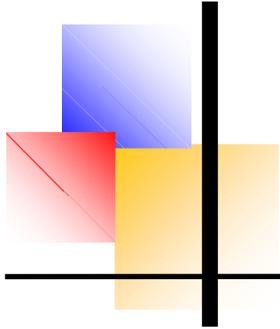
## Goal statement:

- How broad should the investigation into current remuneration be?
- Are other groups in town, such as municipal departments, working on the same issues?
- Is the library's budget growth in the past ten years the same as other town agencies or does it lag behind?
- Is there a town-wide situation that could be better addressed by a wage and classification study, including salaries of the public library?

## Timeline

Objective	Date of Completion	Responsibility
Write goal statement		
Write job description		
Compare to local job descriptions		
Salary comparison table		
Benefits		





# Toolkit worksheets: process

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## **Write job description**

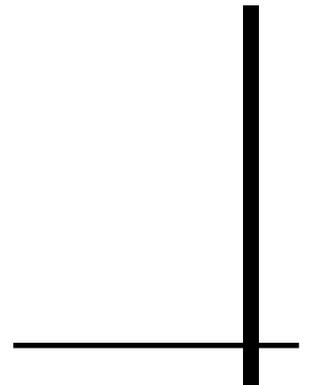
Sources

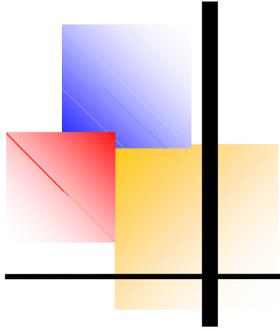
- <http://www.state.nh.us/nhla/payequitytoolkit.pdf>
- <http://www.vermontpersonnel.org/employee/specs.cfm>
- <http://www.bls.gov/oco>

## **Compare to local job descriptions**

Generally, jobs should be compared based on standard characteristics including:

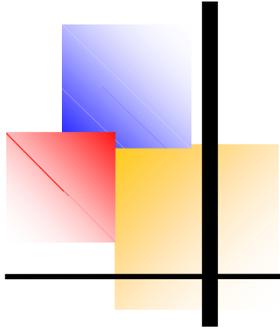
- § Knowledge and skill required to do the job
- § Level of communication needed: for example does the person speak for the institution, work directly with decision makers in the community, or work with the public more generally
- § Importance of the decisions required by the job
- § Level of authority
- § Impact of the work accomplished
- § Level of physical demands
- § Type of working conditions
- § Supervisory scope
- § Budget responsibility





## DIRECTOR & PROFESSIONAL STAFF Salary comparison

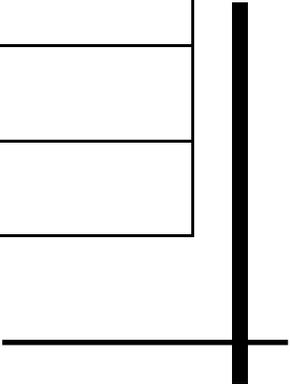
Current wage		
VLA recommended minimum salary		\$19.38 / \$40,300
DOL librarian B	<a href="http://www.vermontpersonnel.org/employee/specs.php">http://www.vermontpersonnel.org/employee/specs.php</a> <a href="http://www.vermontpersonnel.org/employee/paychart.php">http://www.vermontpersonnel.org/employee/paychart.php</a>	\$16.81 / \$34,965
Beginning librarian, mean salary, 2004	<a href="http://www.ala-apa.org/about/20062007APACD15.pdf">http://www.ala-apa.org/about/20062007APACD15.pdf</a>	\$19.23 / \$40,000
ALA-APA Living Wage Resolution	<a href="http://www.ala-apa.org/news/news.html#LivingWage">http://www.ala-apa.org/news/news.html#LivingWage</a>	\$20.04 / \$41,680
Starting public school teacher	town report <a href="http://www.vtnea.org/Teacher_Salaries_2006-07.pdf">http://www.vtnea.org/Teacher_Salaries_2006-07.pdf</a> <a href="http://www.state.vt.us/educ/new/html/data/teacher_FTE.html">http://www.state.vt.us/educ/new/html/data/teacher_FTE.html</a>	
Starting public school principal	town report school district	
Comparable town positions	town report	
Comparable VT librarians	<a href="http://libraries.vermont.gov/libraries/stats/plstats">http://libraries.vermont.gov/libraries/stats/plstats</a> <a href="http://vermontlibraries.org/finalreport2009.pdf">http://vermontlibraries.org/finalreport2009.pdf</a>	

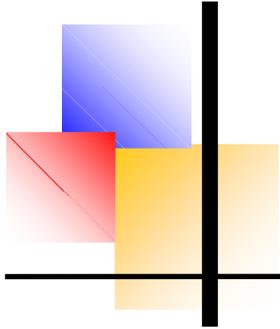


**DIRECTOR & PROFESSIONAL STAFF**  
**Consider benefits**

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Current benefits		
DOL librarian B	<a href="http://www.vermontpersonnel.org/employee/benefits.php">http://www.vermontpersonnel.org/employee/benefits.php</a>	
Starting public school teacher	town report	
Starting public school principal	school district	
Comparable town positions		
Comparable VT librarians	<a href="http://vermontlibraries.org/finalreport2009.pdf">http://vermontlibraries.org/finalreport2009.pdf</a>	

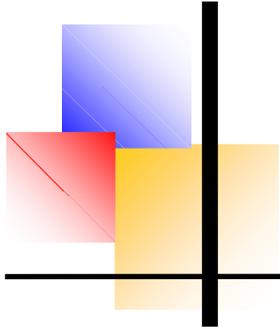




## State library associations recommended minimum starting salaries

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<b>Connecticut (2008/2009)</b>	Entry level	\$25.66
<b>Maine (2008)</b>	Librarian (bachelor's)	\$13.98
	Librarian (MLS)	\$15.15
	Director	\$21.46
<b>Massachusetts (2004)</b>	Full-time professional	\$23.06
<b>New Jersey (2009)</b>	Full-time professional	\$23.68
<b>Pennsylvania (2007)</b>	Full-time professional	\$16.89
	Supervising 3+ librarians	\$25.88
<b>Texas (2007)</b>	Full-time professional	\$19.23
<b>Vermont (2008)</b>	Public library director (bachelor's + DOL certification)	\$19.38
<b>Wisconsin (2001)</b>	Full-time professional	\$16.44



# LJ Placements & Salaries 2008

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2007 graduates from US library schools  
Northeast region: public libraries

Total placements	Mean	Minimum	Median	Maximum
98	\$18.57	\$9.00	\$18.77	\$33.08

## VLA public library survey 2008

Respondents	Mean	Min.	25 <sup>th</sup> percentile	Median	75 <sup>th</sup> percentile	Max.
112	\$17.83	\$8.00	\$13.98	\$16.25	\$21.29	\$38.00