

# VERMONT LIBRARY ASSOCIATION PERSONNEL COMMITTEE PUBLIC LIBRARY SALARY SURVEY 2012

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## Recommended starting salary

The Vermont Library Association recommends a minimum starting salary of \$42,460 (based on \$20.41/hour)

for library directors with a bachelor's degree and the Vermont Department of Libraries Certificate of Public

Librarianship.

Annual increases should include:

- Federal cost of living adjustment (COLA)
- Steps defined by the library: consider an additional raise of 2% for years 2-6, 1.5% for years 7-12, and 1% for years 13 and up
- Merit raises

In addition to the minimum recommended wage, the Vermont Library Association urges library trustees to provide their employees with a full benefits package, pro-rated accordingly.

## Salaries: overall survey results

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	Respondents (N)	Mean	Minimum	Maximum	Median
<b>LIBRARIANS</b>	105	\$17.88	\$10.00	\$38.26	\$16.18
<b>PARAPROFESSIONALS</b>	38	\$13.32	\$8.75	\$19.00	\$12.62

# Salaries: job responsibility

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<b>JOB RESPONSIBILITY</b>	<b>N</b>	<b>Mean</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Median</b>
<b>LIBRARIANS</b>					
One-person	14	\$15.01	\$11.00	\$20.00	\$14.62
Director	40	\$19.46	\$11.50	\$34.62	\$19.24
Assistant director	8	\$22.05	\$13.65	\$38.26	\$18.47
Adult services	7	\$19.01	\$13.26	\$28.37	\$17.27
Youth services	20	\$14.79	\$10.50	\$24.18	\$13.42
Total	105	\$17.88	\$10.00	\$38.26	\$16.18
<b>PARAPROFESSIONALS</b>					
Other	20	\$13.96	\$10.00	\$19.00	\$12.94
Adult Services	8	\$12.77	\$10.00	\$17.90	\$11.37
Total	38	\$13.32	\$8.75	\$19.00	\$12.62

# Salaries: library size

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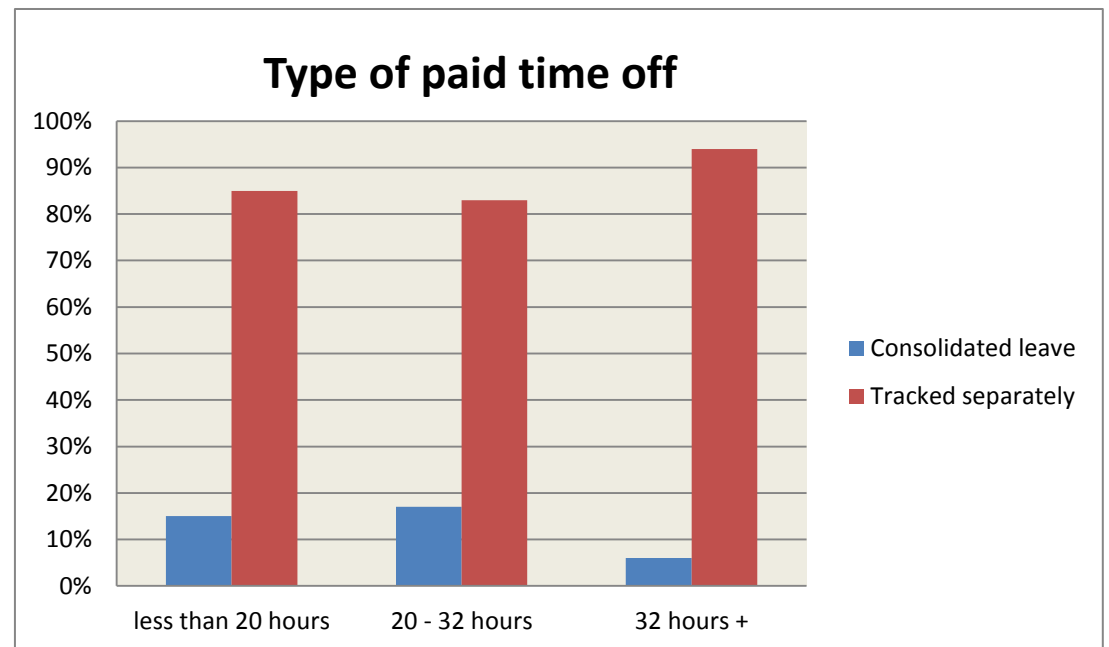
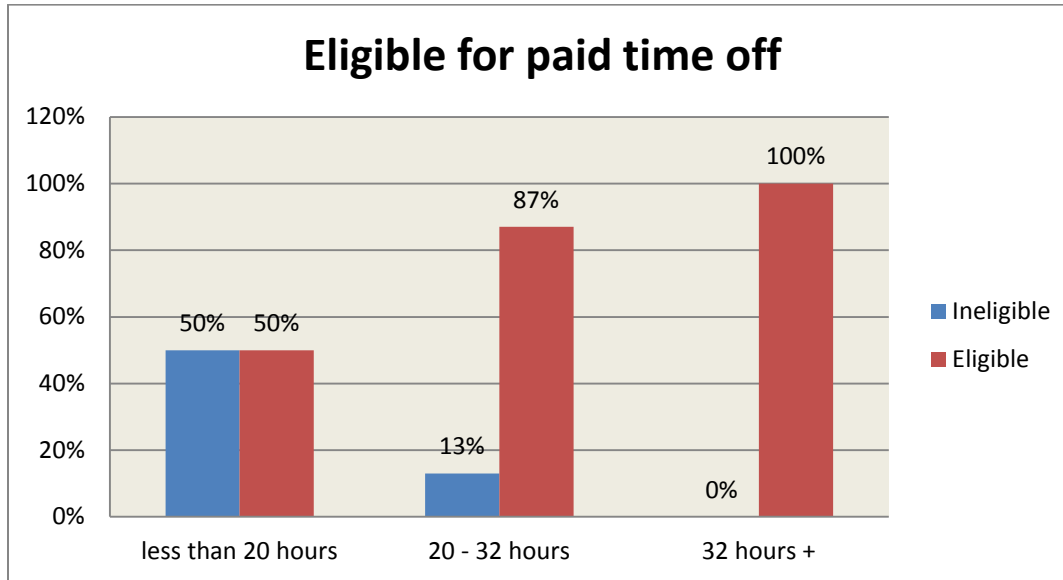
Annual budget	(N)	Mean	Minimum	Maximum	Median
<b>LIBRARIANS</b>					
\$619,532 +	15	\$25.30	\$12.82	\$38.26	\$23.87
\$619,531 - \$195,214	20	\$20.97	\$13.22	\$34.62	\$20.39
\$67,438 - \$195,213	23	\$16.06	\$11.00	\$22.00	\$15.81
\$67,437 or less	24	\$14.83	\$11.06	\$20.00	\$14.13
<b>PARAPROFESSIONALS</b>					
\$619,532 +	10	\$16.05	\$8.75	\$19.00	\$17.29
\$619,531 - \$195,214	8	\$14.17	\$10.68	\$17.69	\$14.19

# Salaries: education

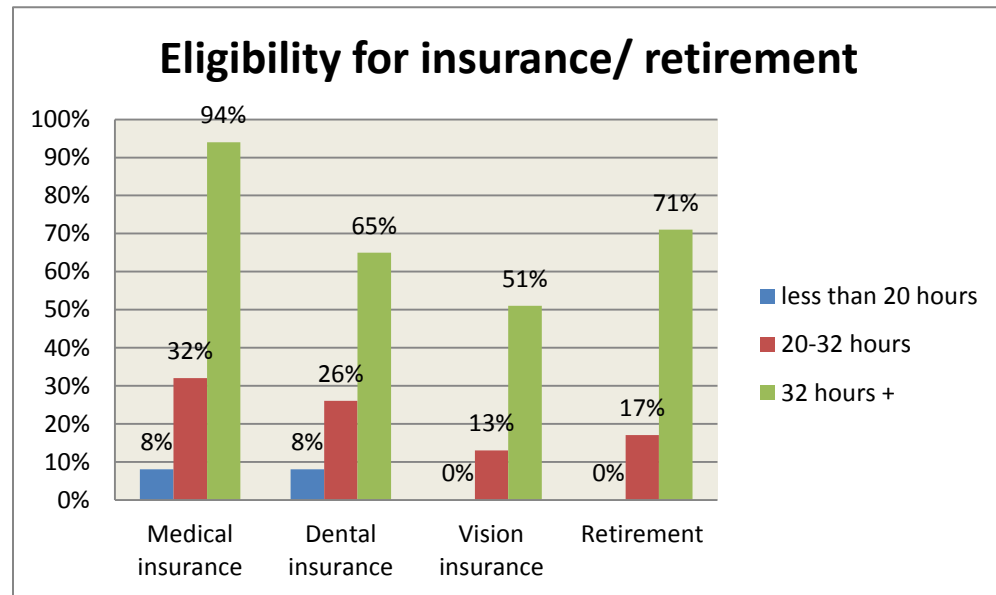
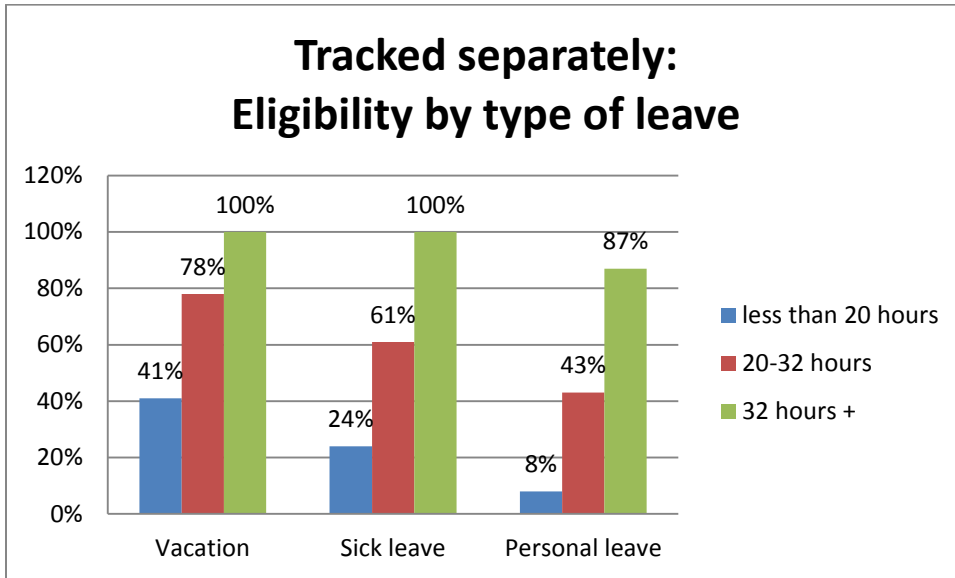
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		N	Mean	Minimum	Maximum
<b>LIBRARIANS</b>					
<b>Education level</b>	No bachelor's	15	\$15.95	\$10.50	\$38.26
	Bachelor's	42	\$16.37	\$11.50	\$25.30
	Master's	48	\$19.81	\$10.00	\$34.62
<b>MLS or DOL cert.</b>					
	VTLIB cert only	46	\$17.20	\$10.00	\$38.26
	MLS	33	\$21.59	\$11.50	\$34.62
<b>College degree req'd?</b>	Yes	67	\$18.95	\$11.06	\$34.62
	No	38	\$15.99	\$10.00	\$38.26
<b>MLS required?</b>	Yes	30	\$22.53	\$11.50	\$34.62
	No	75	\$16.02	\$10.00	\$38.26
<b>PARAPROFESSIONALS</b>					
<b>Education level</b>	No bachelor's	11	\$12.98	\$10.00	\$17.69
	Bachelor's	16	\$13.64	\$8.75	\$18.27
	Master's	11	\$13.18	\$10.30	\$19.00
<b>College degree req'd?</b>	Yes	7	\$14.96	\$10.90	\$19.00
	No	31	\$12.95	\$8.75	\$18.27

# Benefits: hours per week employee works

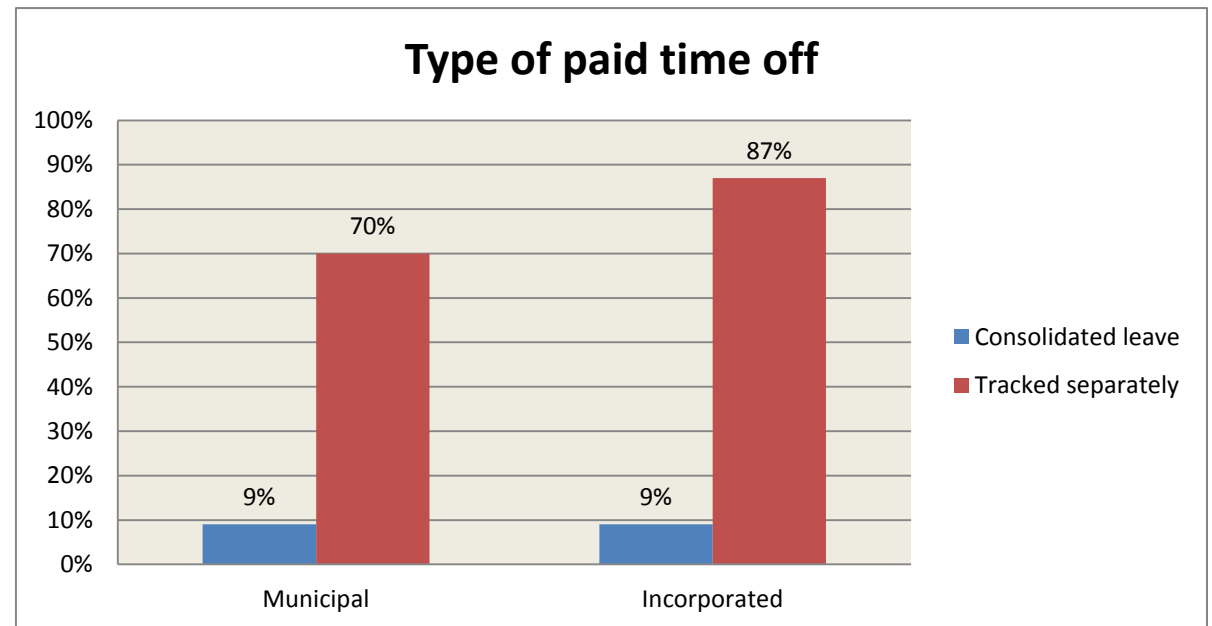
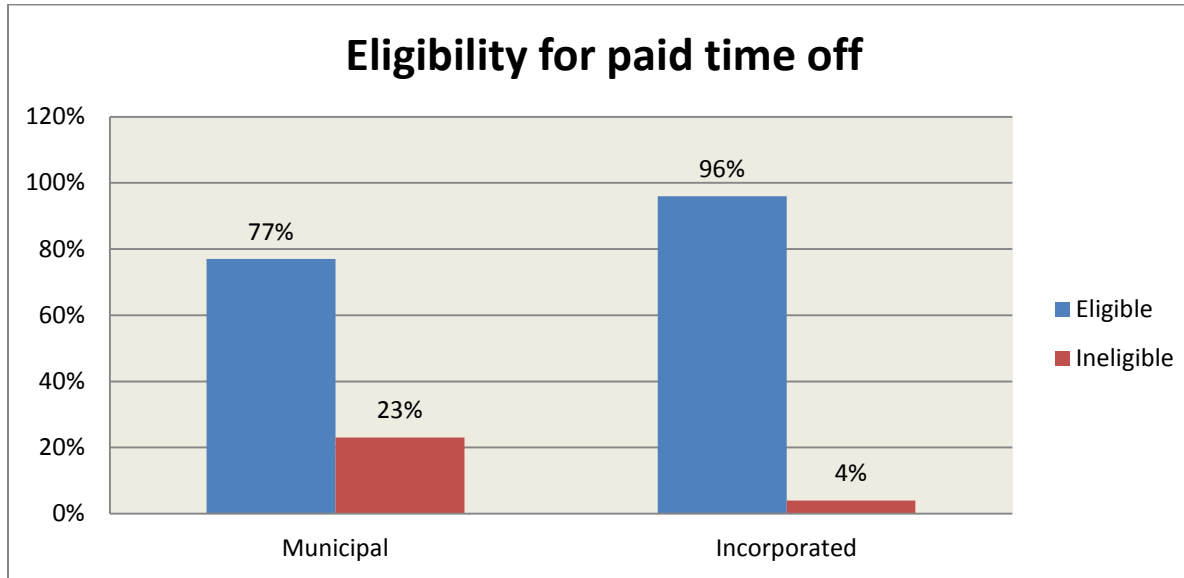


# Benefits: hours per week employee works



# Benefits: library type

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# Benefits: library type

