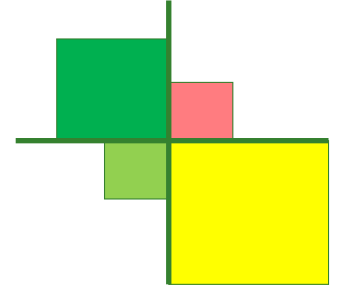




**Vermont
Library
Association**



2015 Vermont Public Librarians' Compensation: A Survey and A Toolkit

Personnel Committee

Chair: Shara McCaffrey

Amy Howlett

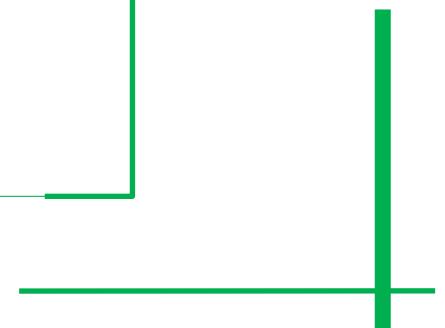
Stacey Knight

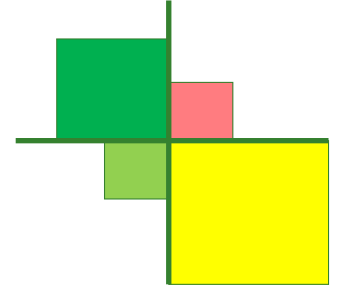
Clara Bruns

Joy Worland

Jeanette Blair

Special thanks to Alan Howard





GLOSSARY

Library Types:

- Municipal libraries are publicly owned libraries that a city, town, or village established by a vote of the municipality.
- Incorporated libraries are open to the public and receive public funds to operate. They are private nonprofit corporations, governed by a private board of trustees.

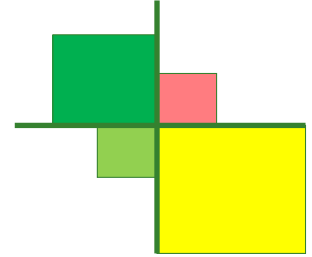
Work Positions:

- Librarians hold the positions of library director, youth librarian, reference librarian, technology librarian and technical services librarian and their work is defined by the job descriptions that coincide with these positions.
- Paraprofessionals include, but are not limited to: the front line desk staff who checks out books, gives directions, and answers the phone. They also include the interlibrary loan staff who retrieves books, searches for holdings, and mails requests, the support staff who provides basic help with computer questions, the library assistant who unpacks and processes materials.

Having a professional degree or DOL certification does not determine whether an individual is a librarian or a paraprofessional. Use the examples and consider the library organizational chart in your library to decide which category you belong in. In Vermont Libraries, professionals and paraprofessionals may work part time.



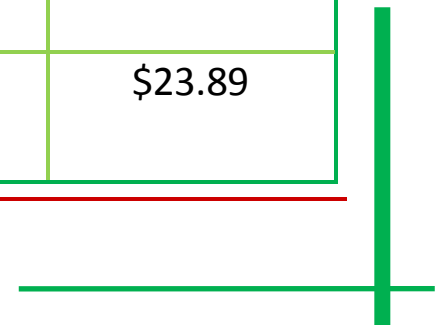
THE PERSONNEL COMMITTEE
CHART REPORT
OF THE
2015 PUBLIC LIBRARIANS'
SALARY AND BENEFIT SURVEY.

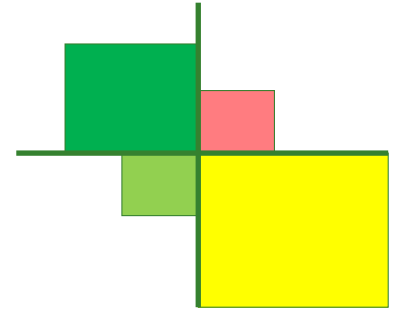


In 2016 VLA recommended that a Vermont public library director with a MLS or a BA and a VTLIB certificate of public librarianship, receive a minimum salary of \$44,563 (\$21.42/hr). In addition to the salary, VLA urges a full benefit package.

SALARIES: OVERALL SURVEY RESULTS

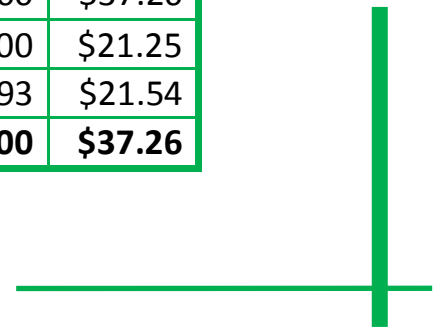
	Respondents (N)	Mean	Median	Minimum	Maximum
LIBRARIANS	108	\$18.78	17.45	10.00	\$37.26
PARAPROFESSIONALS	27	\$14.88	13.66	10.25	\$23.89

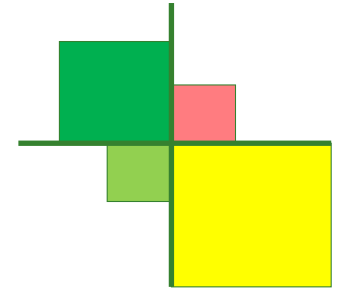




SALARIES: TYPE OF LIBRARY

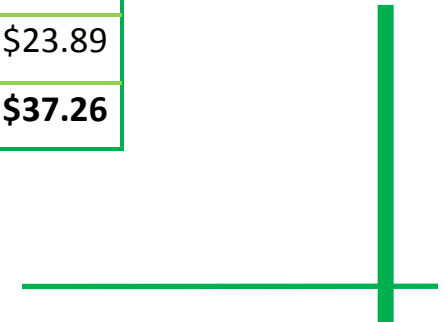
		Respondents	Mean	Median	Min.	Max.
LIBRARIANS	Municipal	64	\$18.98	\$17.45	\$10.00	\$34.55
	Incorporated	36	\$18.70	\$17.45	\$10.00	\$37.26
	Public in	5	\$18.12	\$18.75	\$13.00	\$21.25
	Other	3	\$15.22	\$12.31	\$11.80	\$21.54
	Total	108	\$18.78	\$17.45	\$10.00	\$37.26
PARAPROFESSIONAL	Municipal	13	\$16.22	\$15.00	\$10.25	\$23.89
	Incorporated	7	\$14.87	\$13.50	\$12.24	\$20.00
	Public in	2	13.50	\$13.50	13.00	14.00
	Other	5	\$11.94	\$11.66	\$10.93	\$14.00
	Total	27	\$ 14.88	\$13.66	\$10.25	\$23.89
Total	Municipal	77	\$19.02	\$ 22.40	\$10.00	\$34.55
	Incorporated	43	\$18.20	\$16.50	\$10.00	\$37.26
	Public in	7	\$16.80	\$18.70	\$13.00	\$21.25
	Other	8	\$13.17	\$12.05	\$10.93	\$21.54
	Total (St. Dev. 5.34)	135	\$18.01	\$17.31	\$10.00	\$37.26

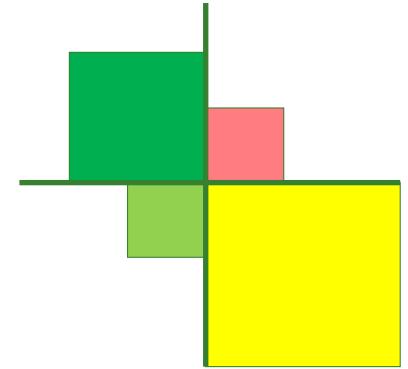




SALARIES: AREA OF RESPONSIBILITY

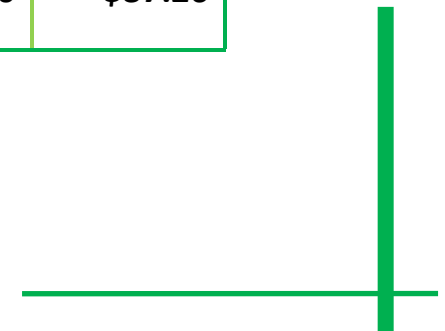
Hourly Rates	Respondents	Mean	Median	Min.	Max.
Director	42	\$21.24	\$19.25	\$10.00	\$37.26
Assistant Director	3	\$24.35	24.73	\$20.00	\$28.32
One-Person Library	19	\$16.37	\$16.64	\$13.00	\$22.00
Adult Services	15	\$14.43	\$14.00	\$10.93	\$18.90
Youth Services	5	\$18.12	\$18.75	\$13.00	\$21.25
Technical Services	7	\$15.48	\$13.15	\$12.00	\$22.50
Systems & Technology	2	\$15.50	\$15.50	\$15.00	\$15.00
Interlibrary Loan	5	\$13.53	\$13.35	\$12.74	\$14.53
Other	10	\$16.05	\$15.25	\$10.25	\$23.89
Total (Std. Dev. 5.34)	135	\$18.01	\$17.31	\$10.00	\$37.26

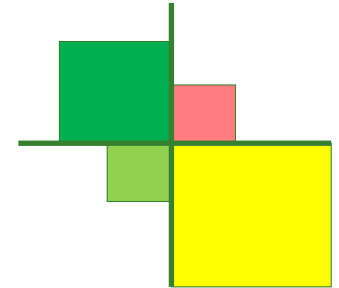




SALARIES: SUPERVISION TYPE

Hourly rates	Respondents	Mean	Median	Min.	Max.
Supervises librarians and possibly others	37	\$22.92	\$22.25	\$15.00	\$37.26
Supervises staff and possibly others	29	\$17.04	\$16.40	\$10.00	\$29.00
Supervises volunteers only	37	\$16.72	\$16.00	\$12.00	\$25.00
Does no supervision	19	\$15.88	\$14.57	\$10.00	\$25.69
Total (Std. Dev. 5.31)	122	\$18.55	\$17.44	\$10.00	\$37.26





SALARIES: EDUCATION

Hourly rates	Respondents	Mean	Median	Min.	Max.
High school, some coll., or Associates deg.	26	\$15.65	\$15.25	\$10.00	\$23.89
Bachelor's degree	54	\$17.10	\$16.50	\$12.31	\$28.32
Masters degree or Doctorate	55	\$20.00	\$19.06	\$10.00	\$37.26
Total (Std. Dev. 5.34)	135	\$18.01	\$17.31	\$10.00	\$37.26



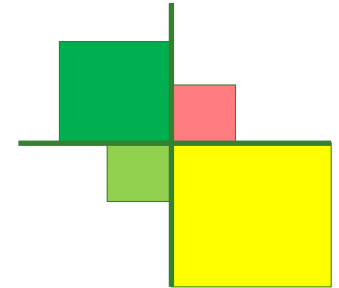


SALARIES: DEGREE

Is a college degree re-quired by your position?	Respondents	Mean	Median	Min.	Max.
Yes	79	\$19.69	\$18.26	\$12.00	\$37.26
No	56	15.63	\$15.63	\$10.00	\$23.89
Total	135	18.01	\$17.31	\$10.00	\$37.26

SALARIES: MLS OR CPL

Is the Master of Library Science Degree or the Certificate of Public Librarianship required by your position?	Respondents	Mean	Median	Min.	Max.
Yes	34	\$21.85	\$20.58	\$12.00	\$37.26
No	101	\$16.72	\$15.63	\$10.00	\$29.00
Total	135	\$18.01	\$17.08	\$10.00	\$37.26

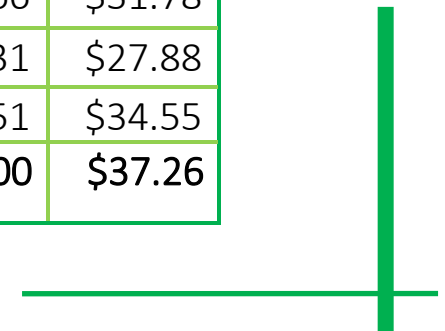


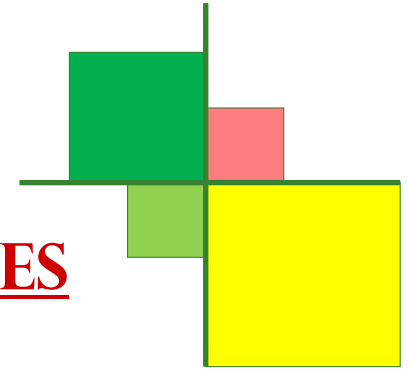
SALARIES: YEARS IN PROFESSION

Years working in libraries	Respondents	Mean	Median	Min.	Max.
0 - 5	37	\$15.26	\$15.00	\$10.00	\$22.60
6 - 10	35	\$16.95	\$17.31	\$10.93	\$24.73
11 - 20	37	\$19.91	\$17.44	\$10.00	\$37.26
21+	26	\$20.62	\$20.18	\$12.24	\$34.55
Total	135	\$18.01	\$17.31	\$10.00	\$37.26

SALARIES: EXPERIENCE

Years in current position	Respondents	Mean	Medi-	Min.	Max.
0 - 5	74	\$16.80	\$16.00	\$10.00	\$37.26
6 - 10	28	\$18.96	\$17.93	\$11.66	\$31.78
11 - 20	25	\$17.76	\$15.41	\$12.31	\$27.88
21+	8	\$26.62	\$28.21	\$16.51	\$34.55
Total	135	\$18.01	\$17.31	\$10.00	\$37.26





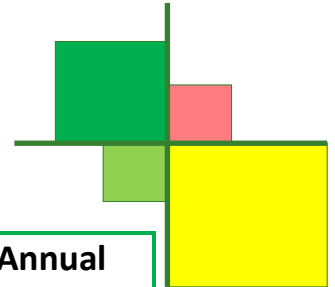
SALARIES: ANNUAL BUDGET QUARTILES

Hourly rates	Respondents	Mean	Median	Min.	Max.
\$47,808 or less	12	\$15.19	\$15.00	\$13.00	\$18.70
\$47,809 to \$79,727	14	\$17.41	\$17.55	\$12.50	\$20.75
\$79,728 to	14	\$19.91	\$19.60	\$12.31	\$29.00
\$155,010 +	13	\$26.48	\$24.45	\$19.00	\$37.26
Total	53	\$19.79	\$18.23	\$12.31	\$37.26

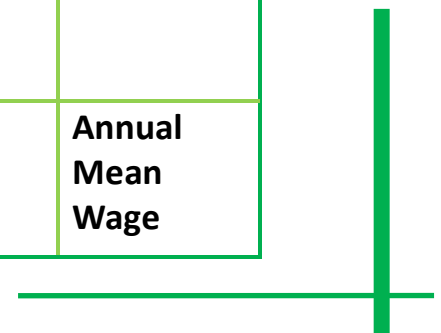


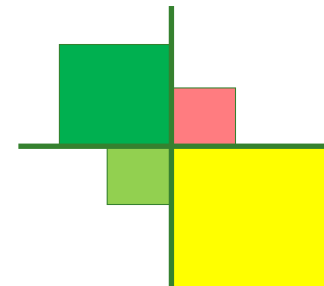


SALARY: RESOURCES



Per Adult 2016	Hourly	Annual
Vermont Minimum Wage 1 http://labor.vermont.gov/wordpress/wp-content/uploads/Minimum-Wage-Determination.pdf	\$9.60	\$19,968
Living Wage in Chittenden County, VT 2 http://livingwage.mit.edu/states/50/locations	\$12.65	\$26,312
Living Wage in Caledonia County, VT 2 http://livingwage.mit.edu/states/50/locations	\$10.73	\$22,318
Average Vermont Teacher Salary 4 http://education.vermont.gov/documents/data-teacher-staff-fte-report		\$44,755
ALA-APA Council Living Wage Resolution for 2016 3 http://ala-apa.org/?s=living+wage+resolution		\$40,000.00 Minimum
ALA-APA Advocating for Better Salaries Toolkit http://ala-apa.org/files/2014/05/2014-ALA-APA-BETTER-SALARIES-TOOLKIT-2.pdf		
May 2015 State Occupational Employment and Wage Estimates Vermont https://www.bls.gov/oes/current/oes_vt.htm#15-0000		Annual Mean Wage





SALARY: RESOURCES (CONTINUED)

Girmscheid , L. & Schwartz, M. (2014,July). Pay day: LJ's inaugural salary survey goes beyond first placement to benchmark librarians' compensation and satisfaction throughout their careers.

Library Journal, 139.12 p22. Word Count: 2945. From */General OneFile/*. Retrieved from

<http://go.galegroup.com/ps/retrieve.do?>

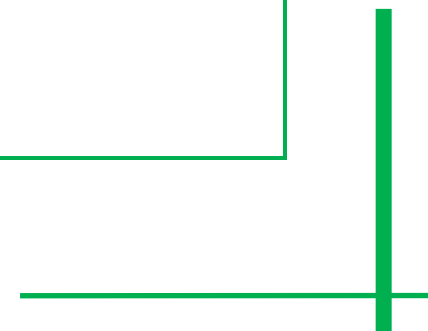
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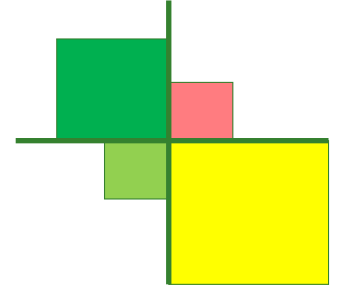
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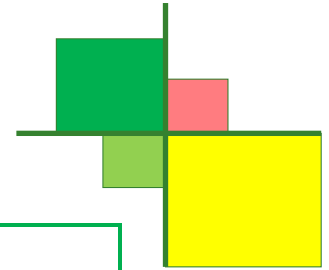


2015 Vermont Public Librarians' Benefit Eligibility: Survey Results: Type of Library

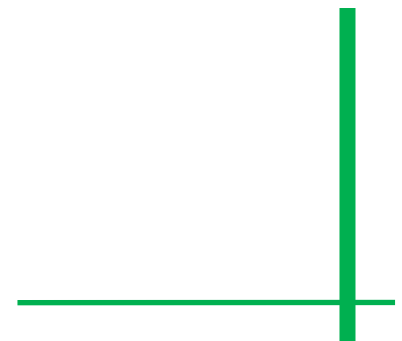
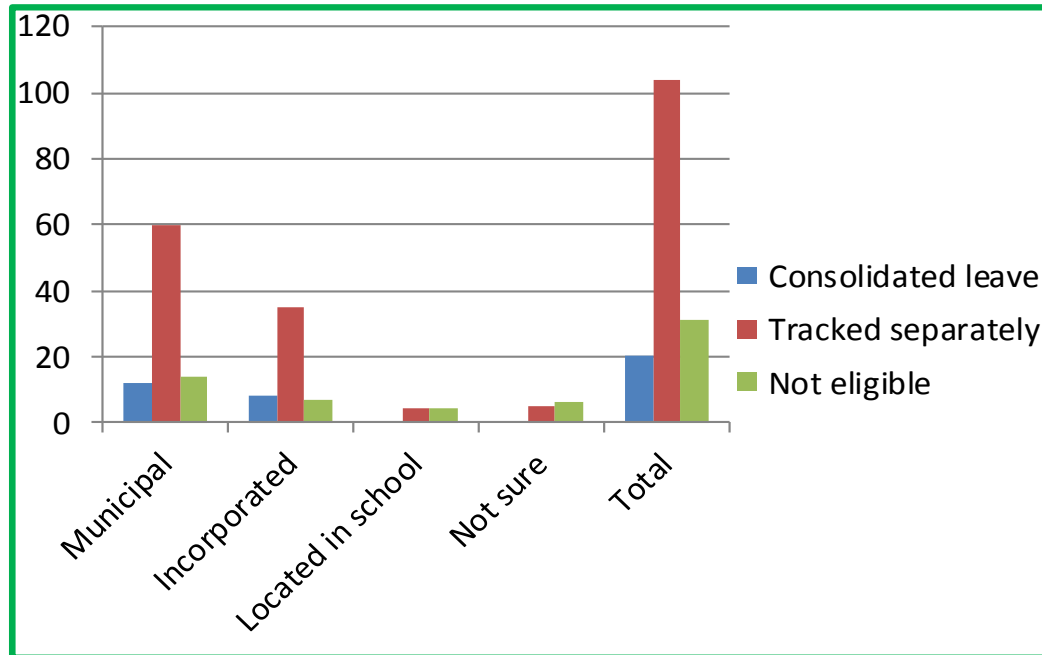


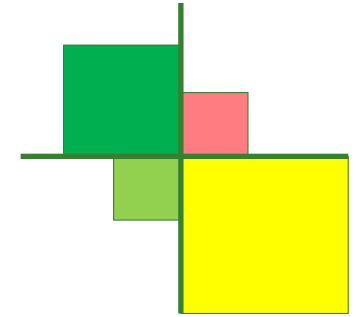


BENEFITS: PAID LEAVE



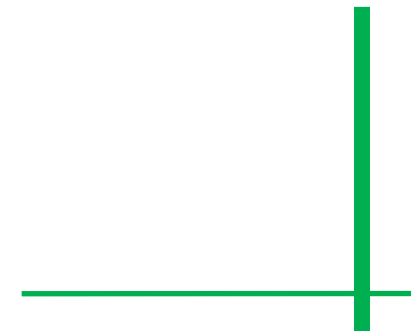
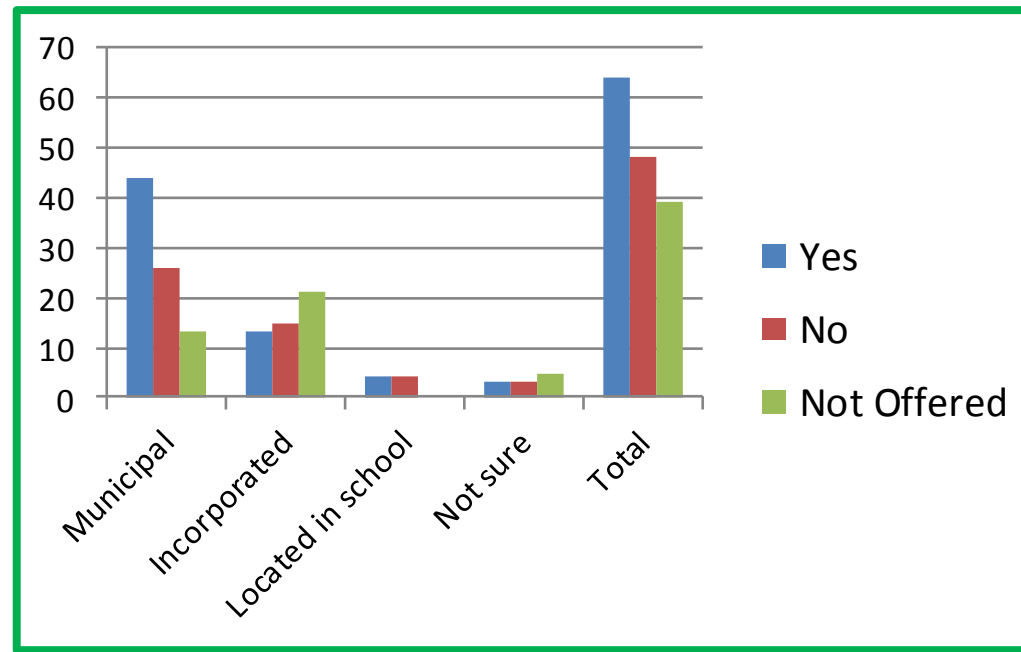
Vacation Time, Holiday, Sick, Personal, etc.	Paid Leave			
Type of Library	Consolidated leave	Tracked separately	Not eligible	Total
Municipal	12	60	14	86
Incorporated	8	35	7	50
Located in school	0	4	4	8
Not sure	0	5	6	11
Total	20	104	31	155





BENEFITS: MEDICAL INSURANCE

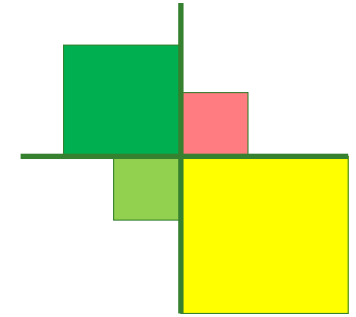
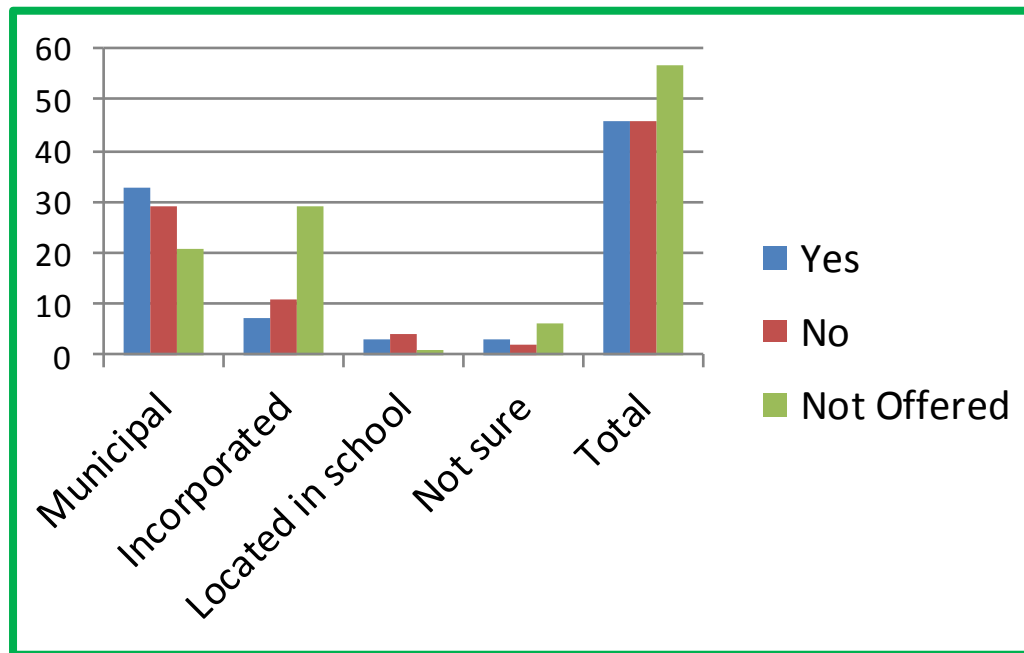
Type of Library	Yes	No	Not offered	Total
Municipal	44	26	13	83
Incorporated	13	15	21	49
Located in school	4	4	0	8
Not sure	3	3	5	11
Total	64	48	39	151





BENEFITS: DENTAL INSURANCE

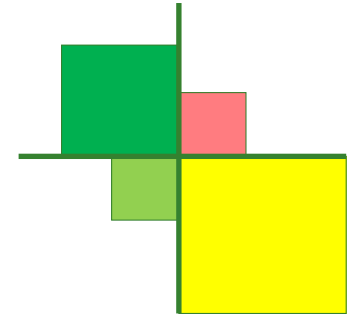
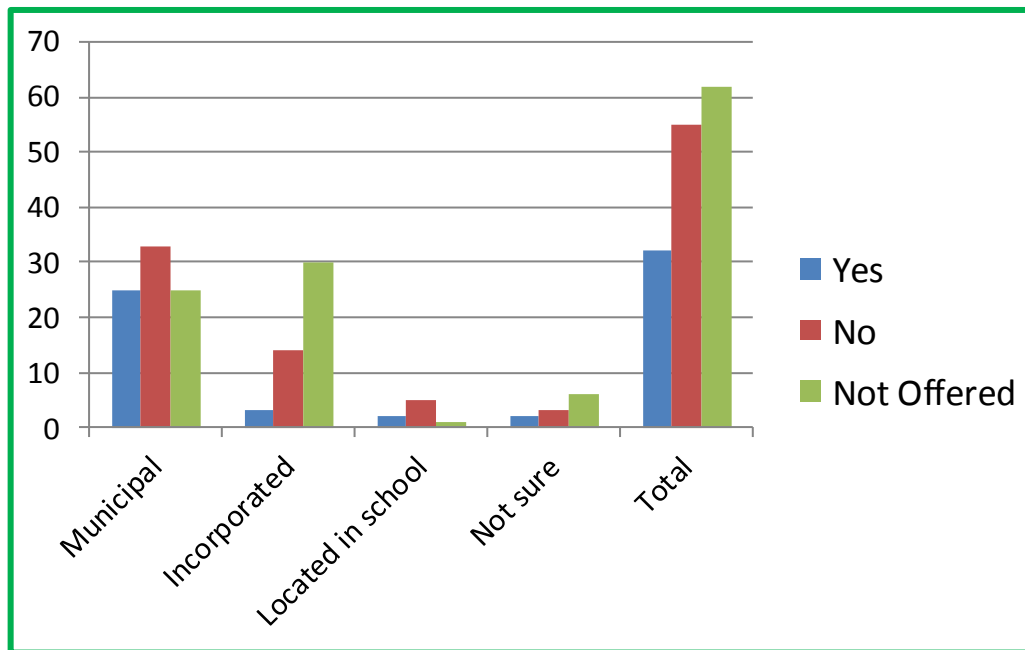
Type of Library	Yes	No	Not Offered	Total
Municipal	33	29	21	83
Incorporated	7	11	29	47
Located in school	3	4	1	8
Not sure	3	2	6	11
Total	46	46	57	149





BENEFITS: VISION INSURANCE

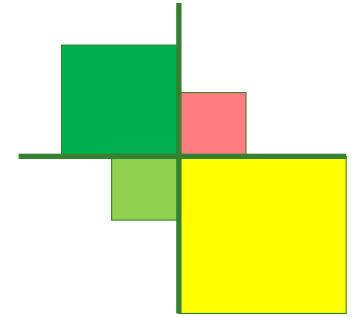
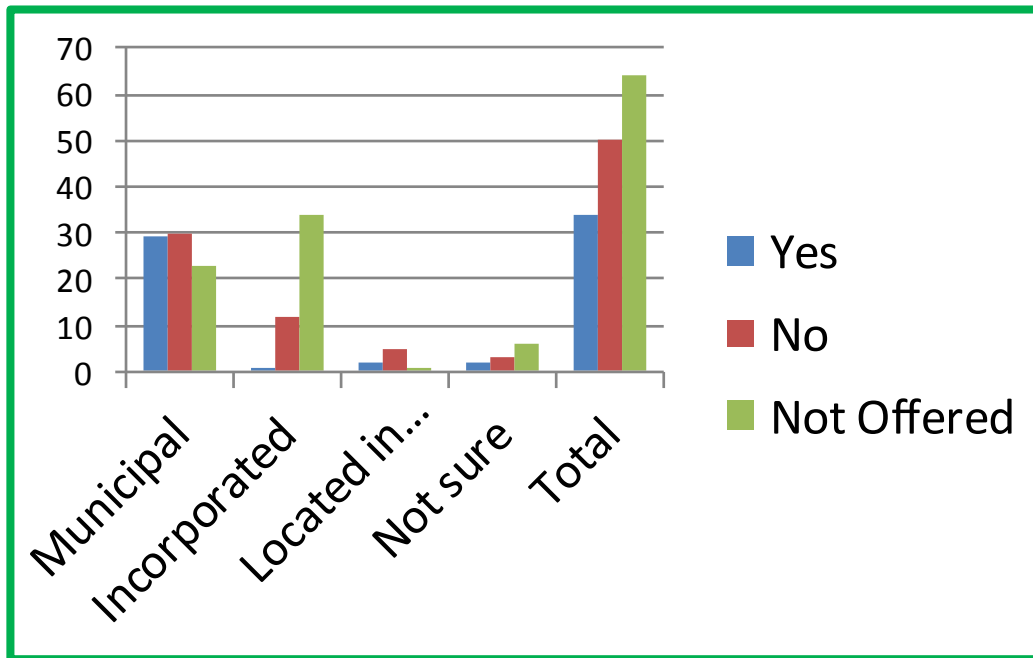
Type of Library	Yes	No	Not Offered	Total
Municipal	25	33	25	83
Incorporated	3	14	30	47
Located in school	2	5	1	8
Not sure	2	3	6	11
Total	32	55	62	149





BENEFITS: LIFE INSURANCE

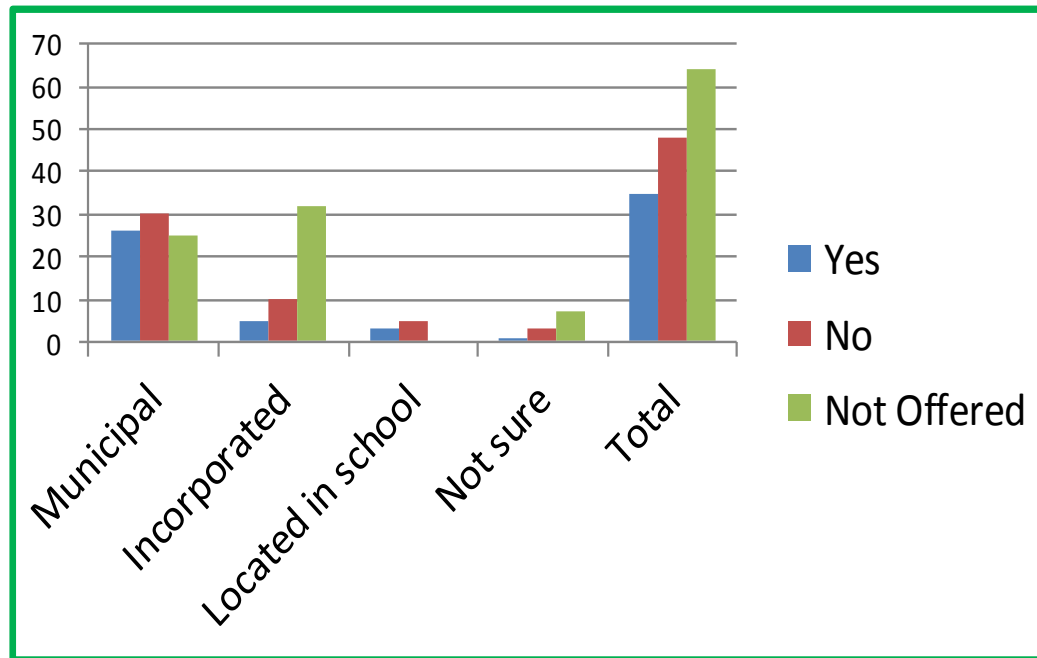
Type of Library	Yes	No	Not Offered	Total
Municipal	29	30	23	82
Incorporated	1	12	34	47
Located in school	2	5	1	8
Not sure	2	3	6	11
Total	34	50	64	148





BENEFITS: DISABILITY INSURANCE

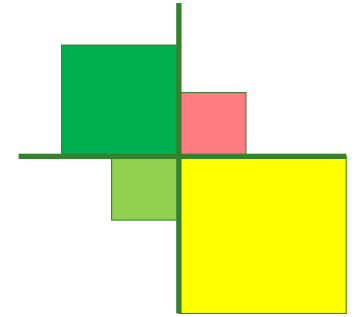
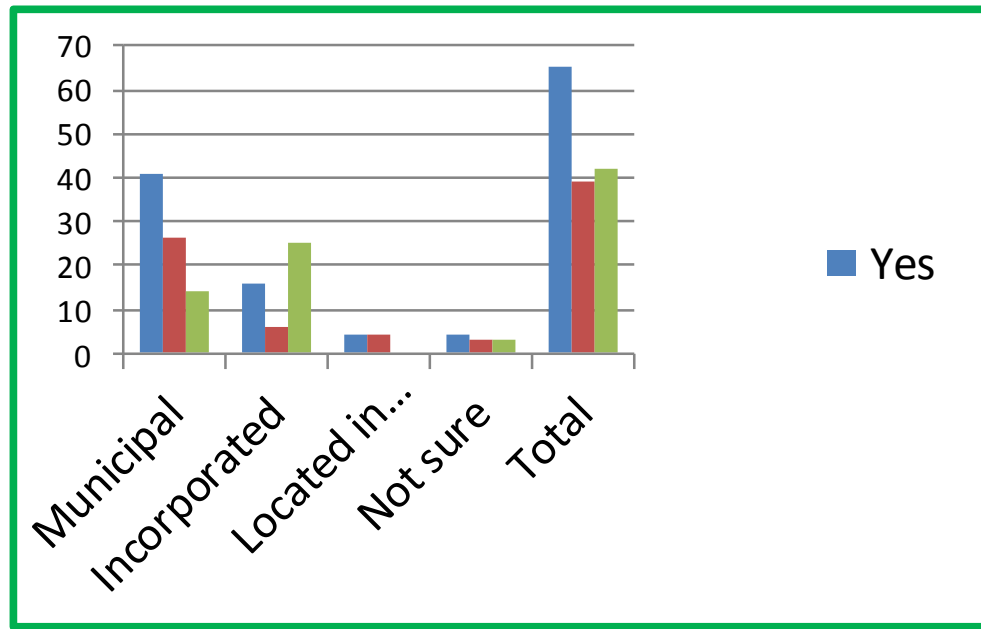
Type of Library	Yes	No	Not Offered	Total
Municipal	26	30	25	81
Incorporated	5	10	32	47
Located in school	3	5	0	8
Not sure	1	3	7	11
Total	35	48	64	147

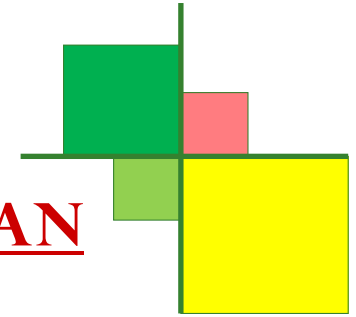




BENEFITS: RETIREMENT PLAN

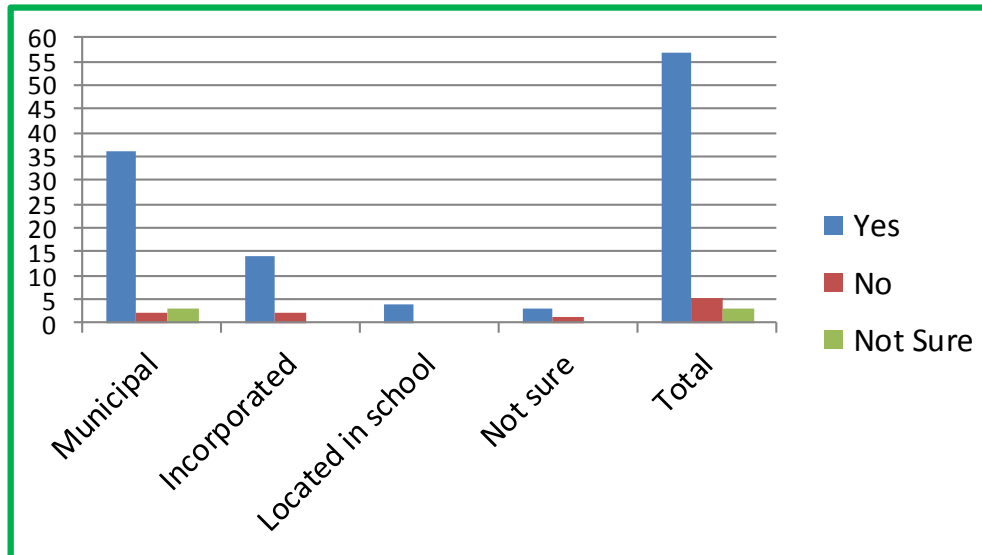
Type of Library	Yes	No	Not Offered	Total
Municipal	41	26	14	81
Incorporated	16	6	25	47
Located in school	4	4	0	8
Not sure	4	3	3	10
Total	65	39	42	146





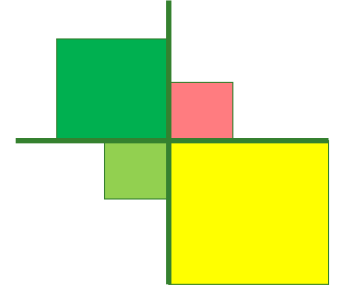
BENEFITS: EMPLOYER CONTRIBUTION TO PLAN

Type of Library	Yes	No	Not Sure	Total
Municipal	36	2	3	41
Incorporated	14	2	0	16
Located in school	4	0	0	4
Not sure	3	1	0	4
Total	57	5	3	65



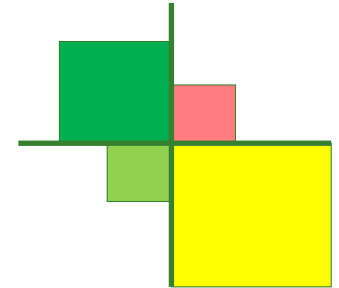


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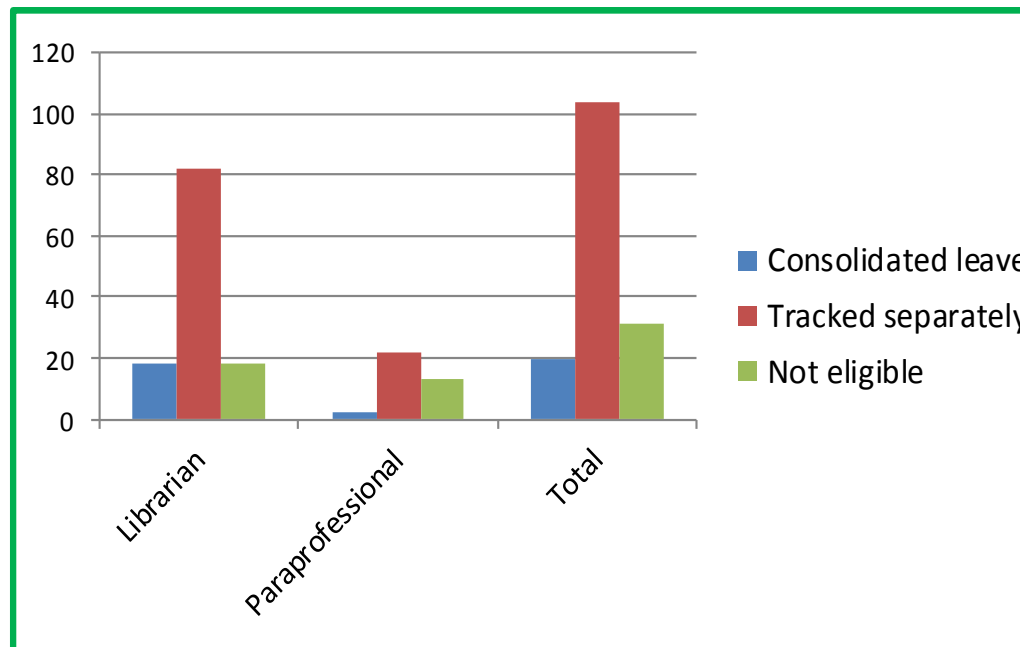
2015 Vermont Public Librarians' Benefit Eligibility: Survey Results: Work Position

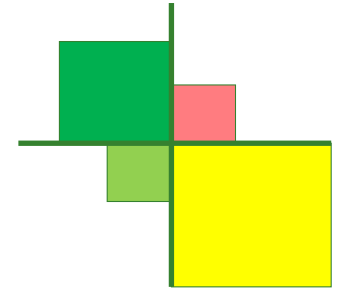




BENEFITS: PAID TIME

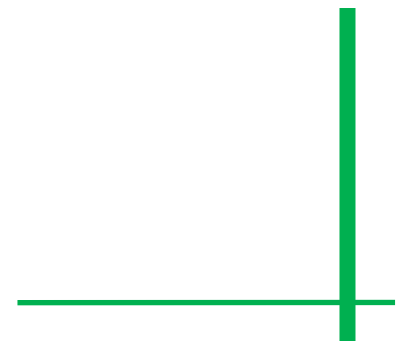
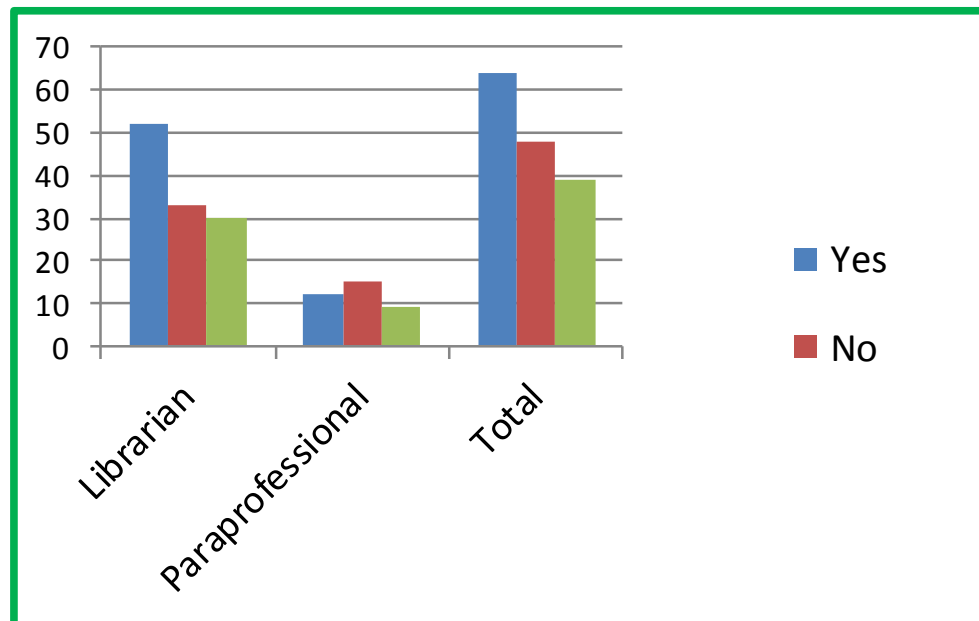
Vacation Time, Holiday, Sick, Personal, etc.	Paid Leave			
Work Position	Consolidated	Tracked separately	Not eligible	Total
Librarian	18	82	18	118
Paraprofessional	2	22	13	37
Total	20	104	31	155

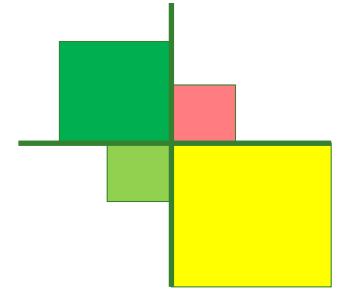




BENEFITS: MEDICAL INSURANCE

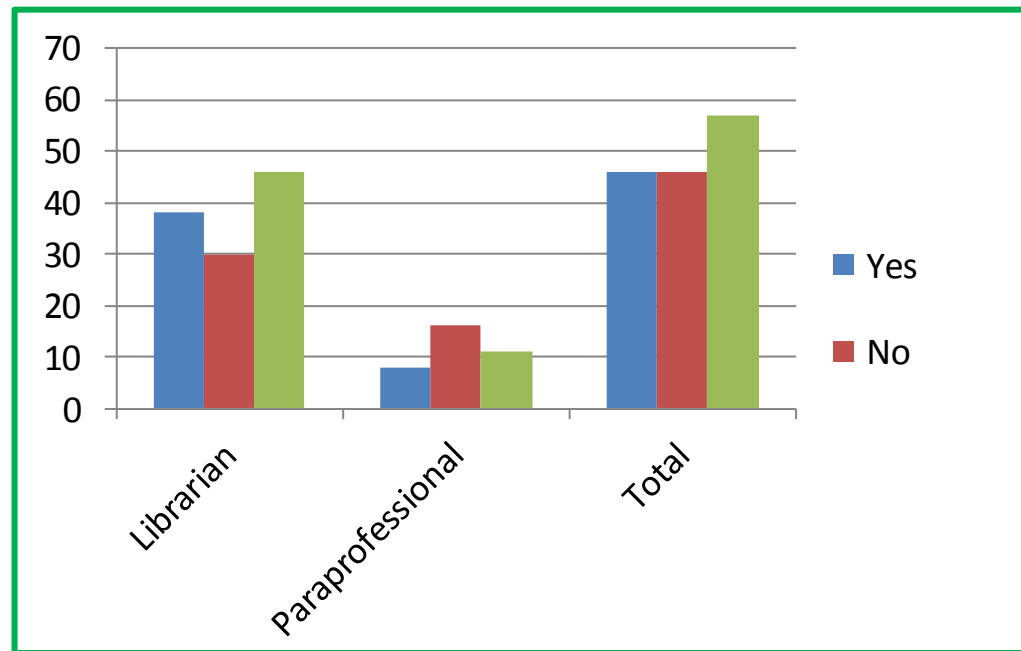
Work Position	Yes	No	Does Not Offer	Total
Librarian	52	33	30	115
Paraprofessional	12	15	9	36
Total	64	48	39	151

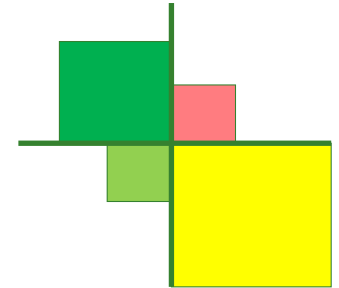




BENEFITS: DENTAL INSURANCE

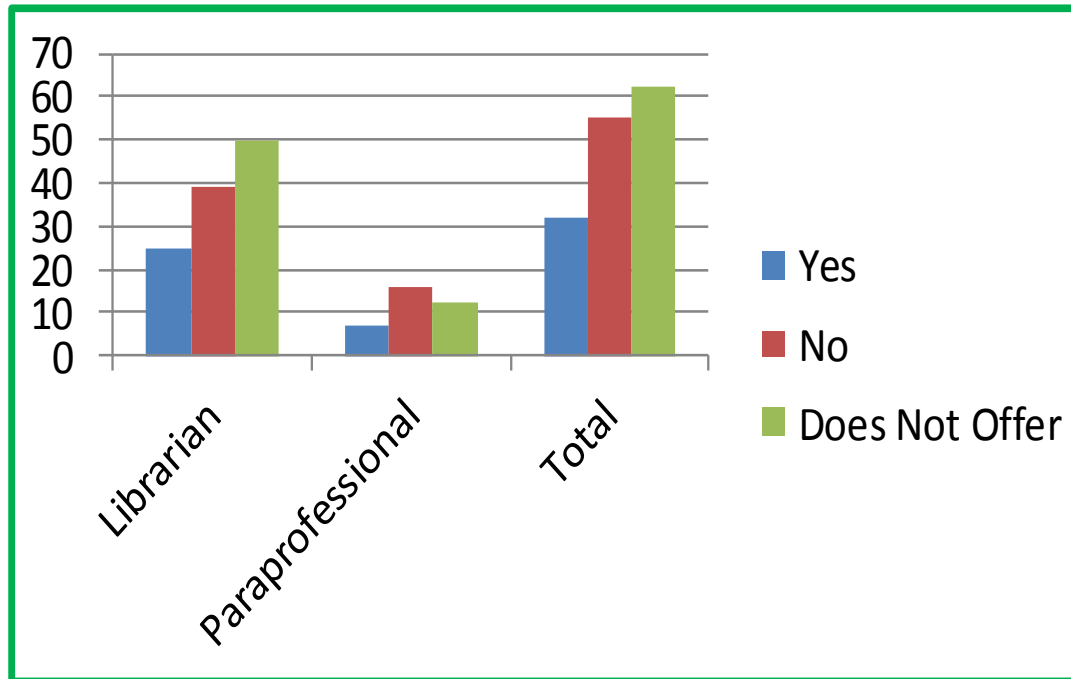
Work Position	Yes	No	Does Not Offer	Total
Librarian	38	30	46	114
Paraprofessional	8	16	11	35
Total	46	46	57	149





BENEFITS: VISION INSURANCE

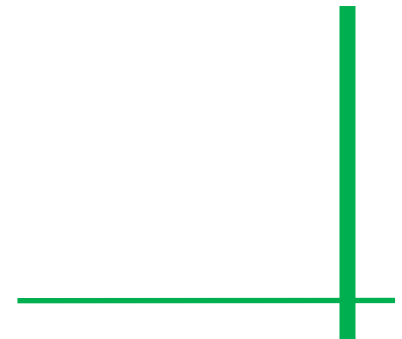
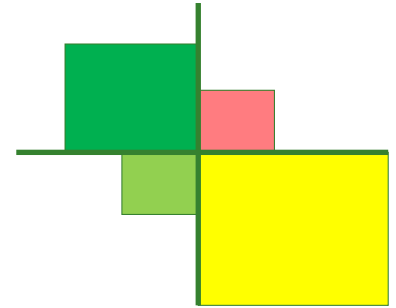
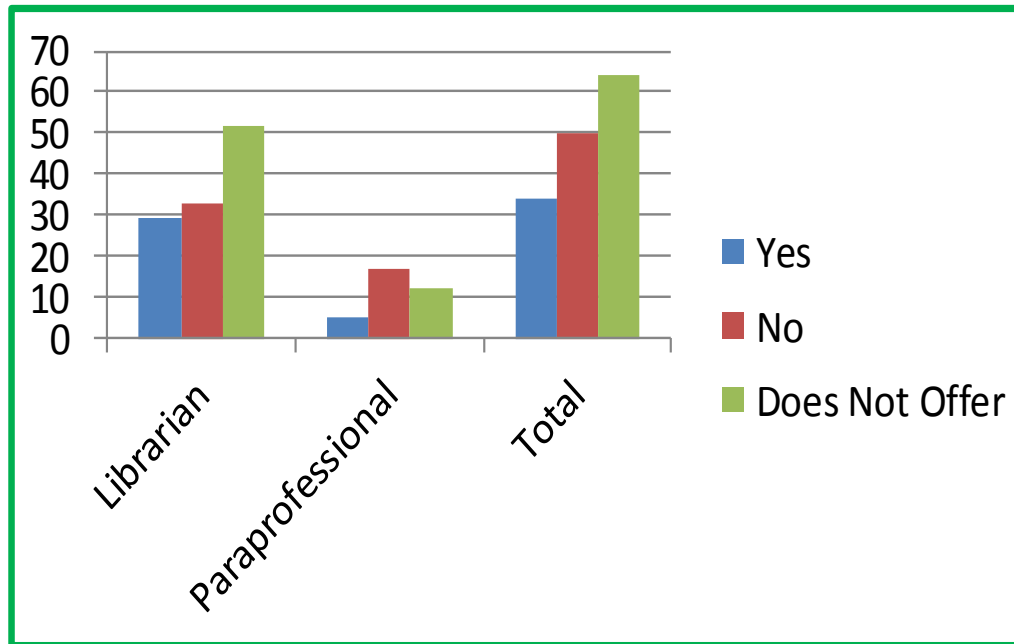
Work Position	Yes	No	Does Not Offer	Total
Librarian	25	39	50	114
Paraprofessional	7	16	12	35
Total	32	55	62	149

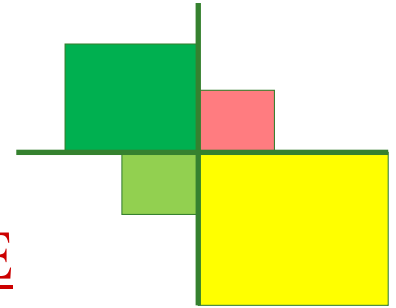




BENEFITS: LIFE INSURANCE

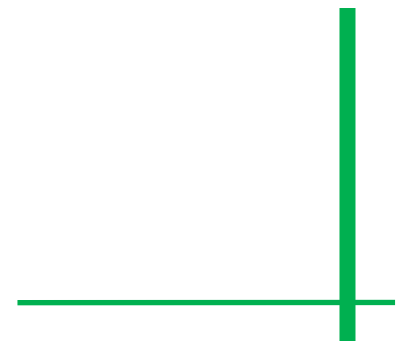
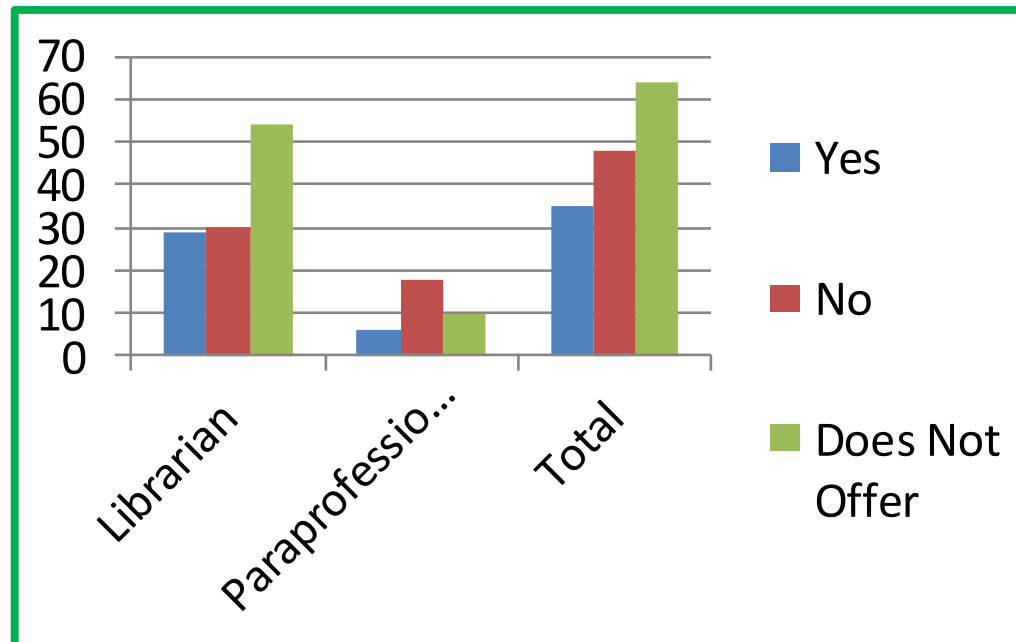
Work Position	Yes	No	Does Not Offer	Total
Librarian	29	33	52	114
Paraprofessional	5	17	12	34
Total	34	50	64	148

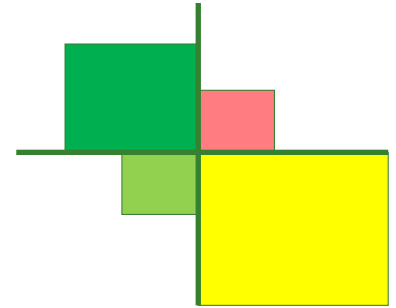




BENEFITS: DISABILITY INSURANCE

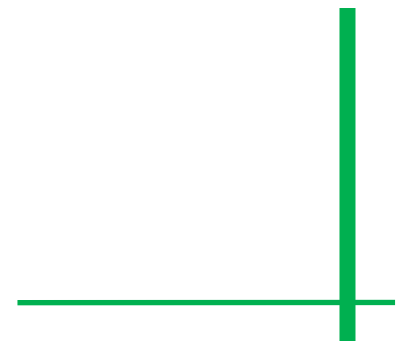
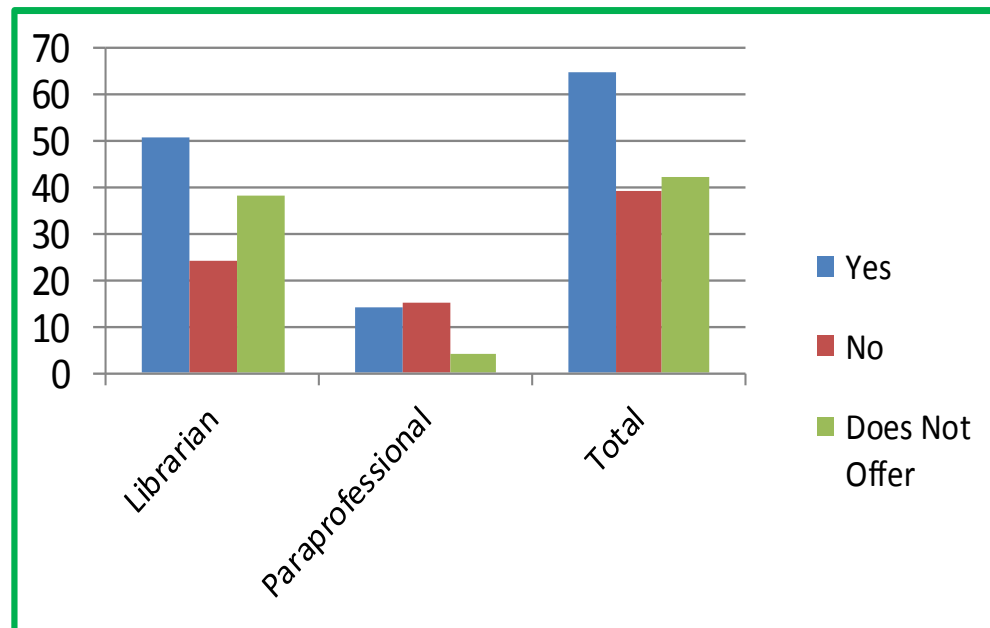
Work Position	Yes	No	Does Not Offer	Total
Librarian	29	30	54	113
Paraprofessional	6	18	10	34
Total	35	48	64	147

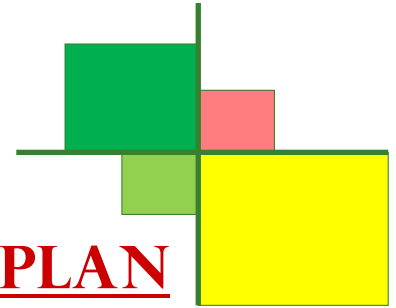




BENEFITS: RETIREMENT PLAN

Work Position	Yes	No	Does Not Offer	Total
Librarian	51	24	38	113
Paraprofessional	14	15	4	33
Total	65	39	42	146





BENEFITS: EMPLOYER CONTRIBUTION TO PLAN

Work Position	Yes	No	Not Sure	Total
Librarian	46	3	2	51
Paraprofessional	11	2	1	14
Total	57	5	3	65

