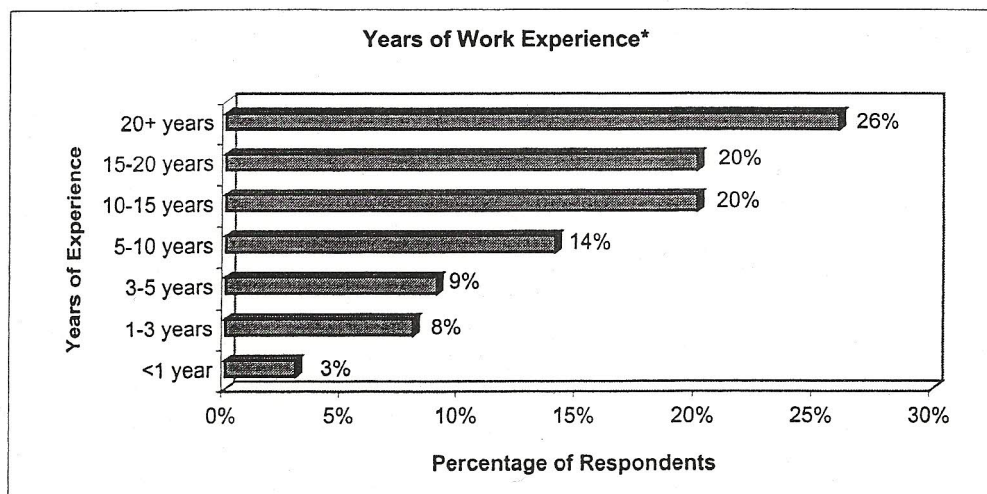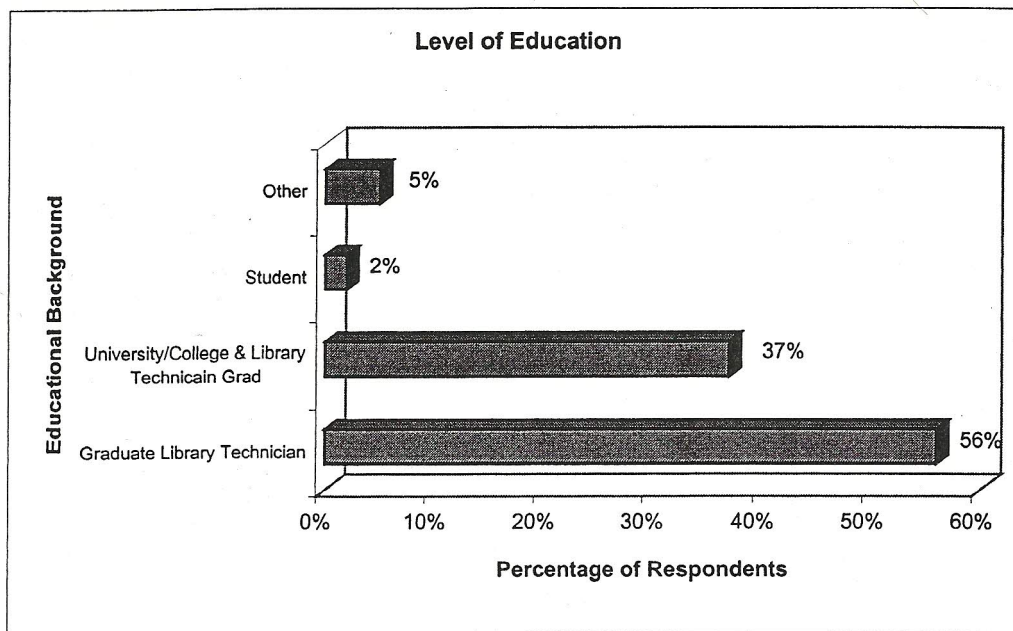# OALT/ABO Salary Survey 1999

Survey Results
September 1999

500 copies of the annual salary survey were distributed to members of OALT/ABO and at the annual OLA, and CLA conferences held in Toronto. There was a 23% response rate (117 surveys returned). The report created from the compiled results consists of four major sections: Education and Employment Status, Library Profiles, Duties and Services Performed, and most importantly Salaries and Wages.

Survey questions compiled by Pam Casey
Survey results compiled by Alexandra Bertram

Education and Employment Status

In this section you will find information about the educational and employment backgrounds of the respondents of this survey. These include degrees and diplomas held, type of employment, and years of employment in the library field.

Level of Education

Educational Background / Percentage of Respondents

- Other — 5%
- Student — 2%
- University/College & Library Technicain Grad — 37%
- Graduate Library Technician — 56%

(X-axis: 0% to 60%)

Years of Work Experience*

Years of Experience / Percentage of Respondents

- 20+ years — 26%
- 15-20 years — 20%
- 10-15 years — 20%
- 5-10 years — 14%
- 3-5 years — 9%
- 1-3 years — 8%
- <1 year — 3%

(X-axis: 0% to 30%)

*Work experience constitutes experience in a Library or Information Centre setting
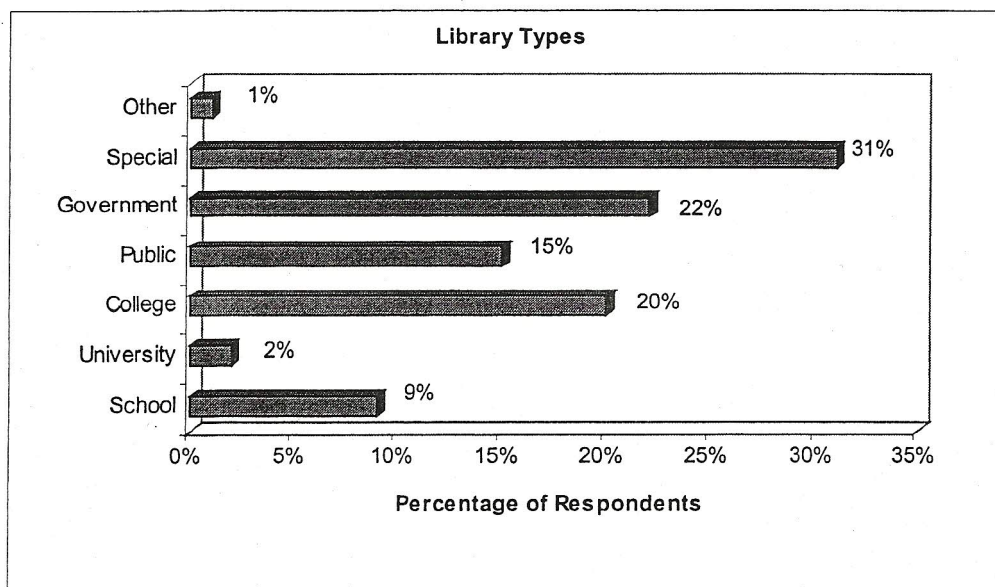
Employment Status
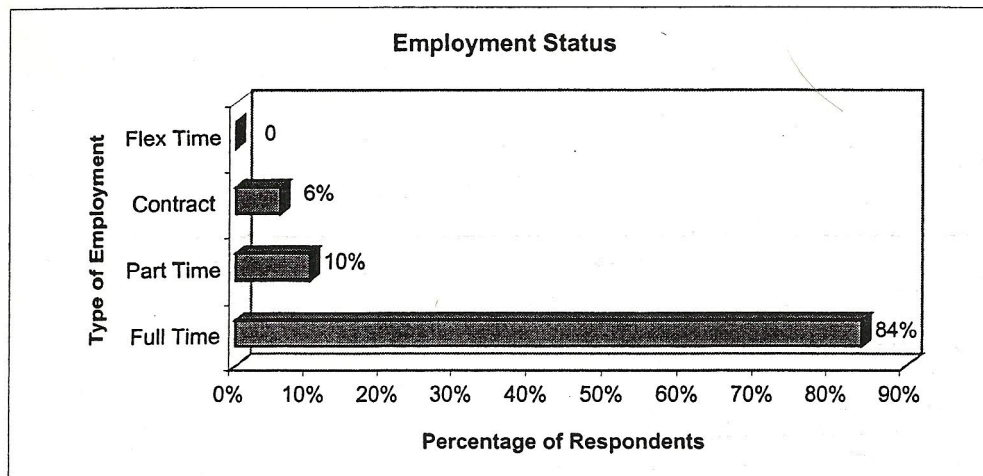
*Respondents who fall into the category of contract worker may be either full time or part time within that contract.

Library Profiles

This section of the survey includes information about the vast array of libraries that respondents are employed at, how large these libraries are in terms of number of employees, and the level of automation used.
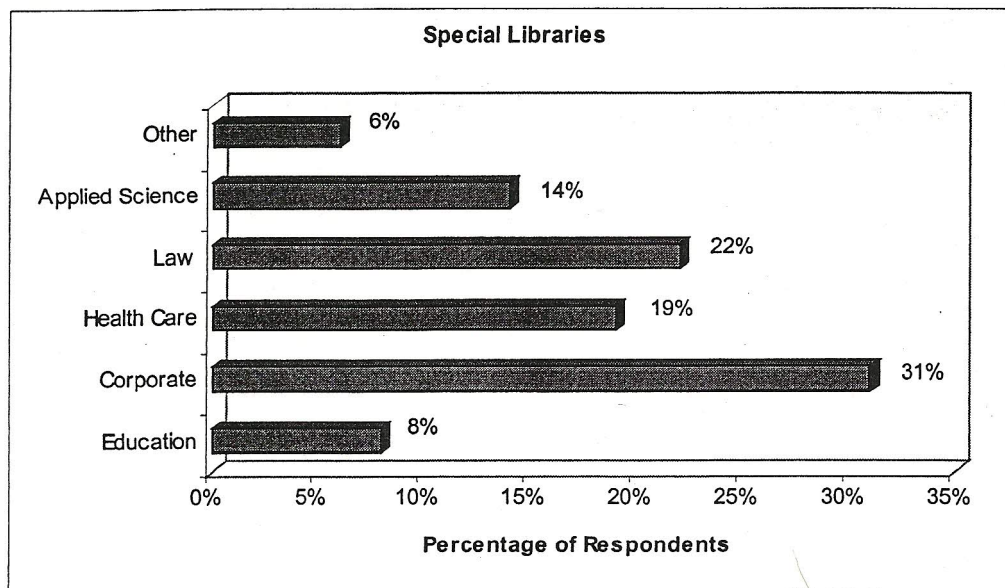
Library Types

*School includes elementary and secondary institutions

- The majority of respondents reported that they held employment within a Special Library (31%)
- Government, College and Public libraries were the next three largest employers of Library Technicians.
- 1 person out of the 117 respondents reported that they worked outside of a library setting.

There are a variety of sub-categories within each larger category of library type. The following breaks down Special, Government, and School Libraries into sub-categories, and the number of respondents working in each subcategory.
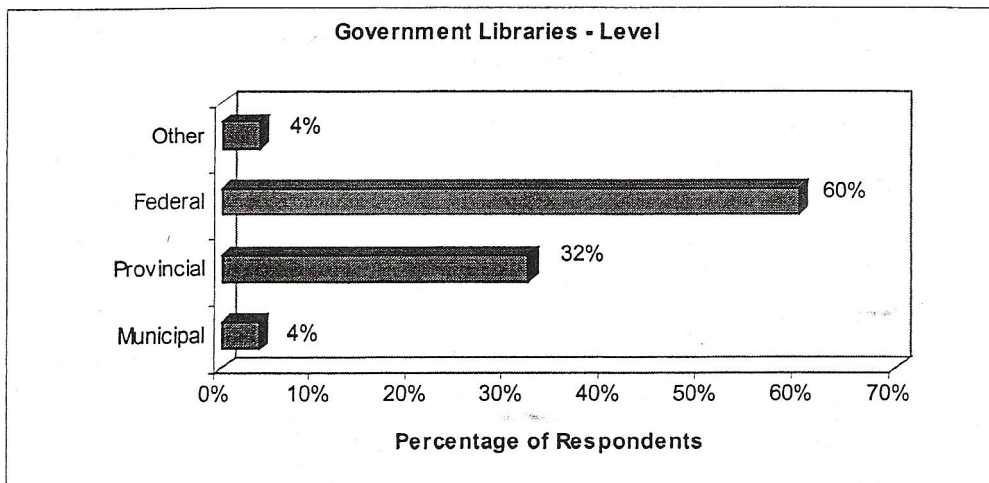
Special Libraries

Category	Percentage
Other	6%
Applied Science	14%
Law	22%
Health Care	19%
Corporate	31%
Education	8%

Percentage of Respondents

*Applied Science includes engineering and architecture
*Health Care includes hospitals, other care facilities, and other firms (ie. pharmaceutical companies)
*Corporate includes financial institutions, accounting, insurance, marketing corporations etc.
*Education includes libraries found in Board of Education offices

Government Libraries - Level

Category	Percentage
Other	4%
Federal	60%
Provincial	32%
Municipal	4%

Percentage of Respondents

*Government Libraries encompass both legislative and crown corporations

School Libraries - Level

Level	Percentage
Other	0
Both	10%
Highschool	30%
Elementary	60%

Percentage of Respondents
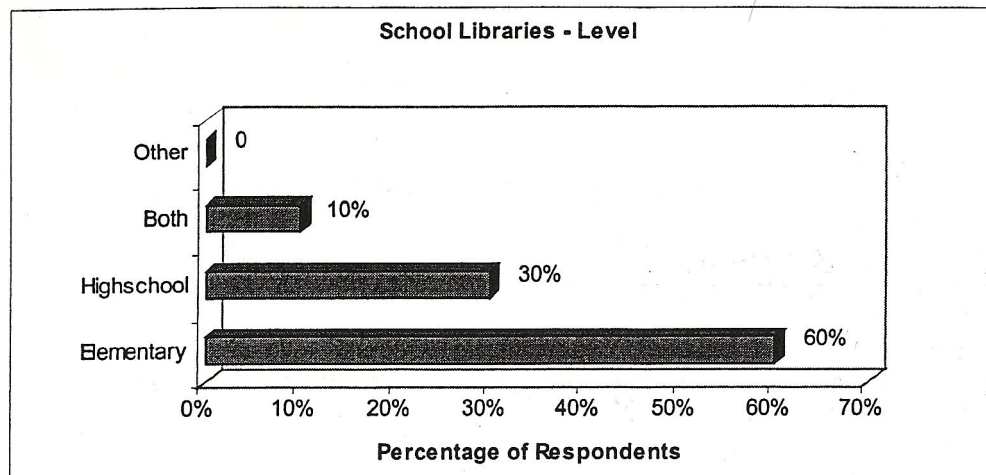
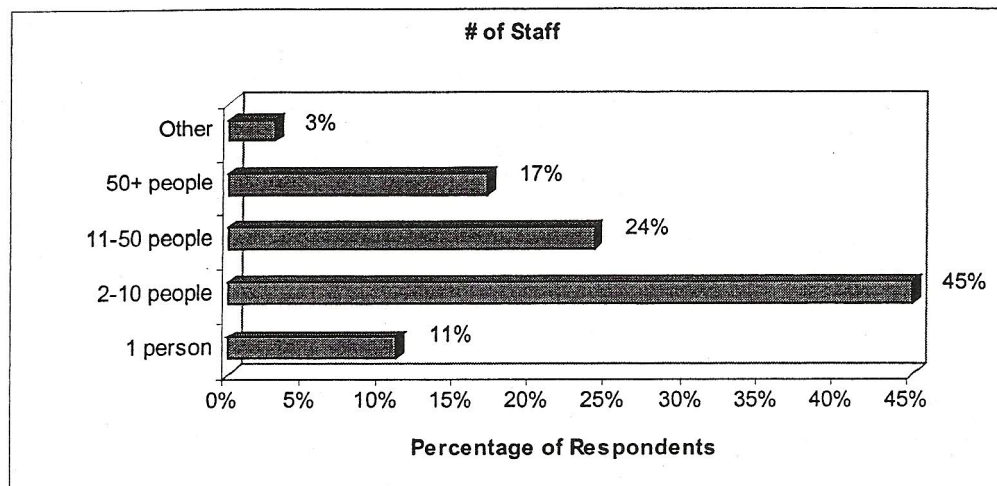*The category of both includes schools, which encompass both lower and upper level grades, such as private institutions

Size of Library Staff

# of Staff

Staff	Percentage
Other	3%
50+ people	17%
11-50 people	24%
2-10 people	45%
1 person	11%

Percentage of Respondents

Automation in Libraries

Library Automation

	Percentage
No	18%
Yes	82%

Percentage of Respondents
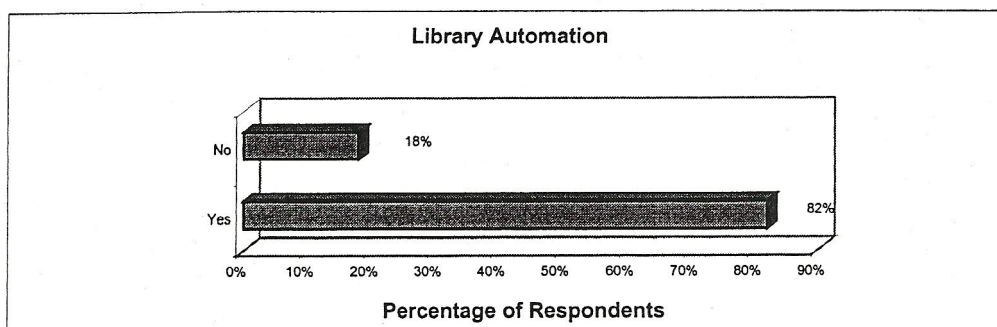
The survey asked the respondents to recall what type of automated library software their particular libraries used. The following are the top ten (listed in no particular order)

5

1. DRA
4. Sydney Plus
7. Columbia
10.Multis

2. Dynix
5. Eloquent Librarian
8. Mandarin

3. InMagic DB/Textworks
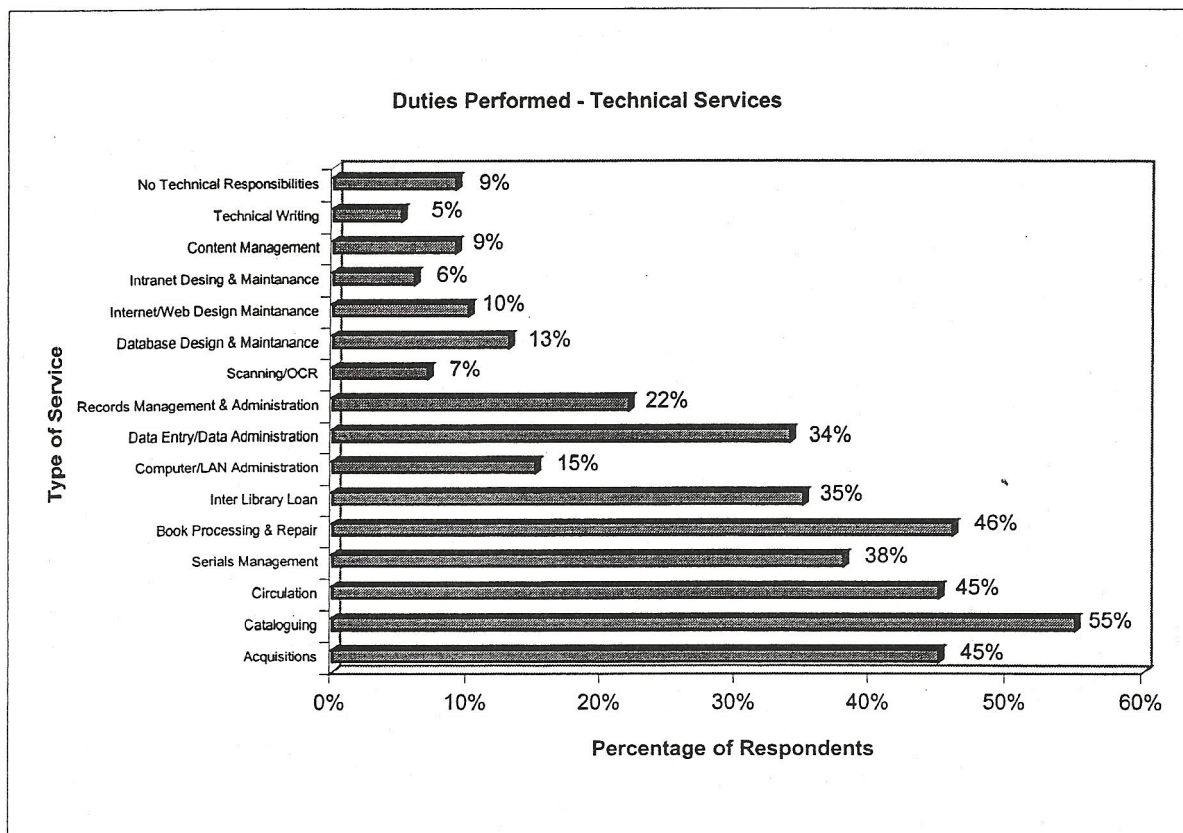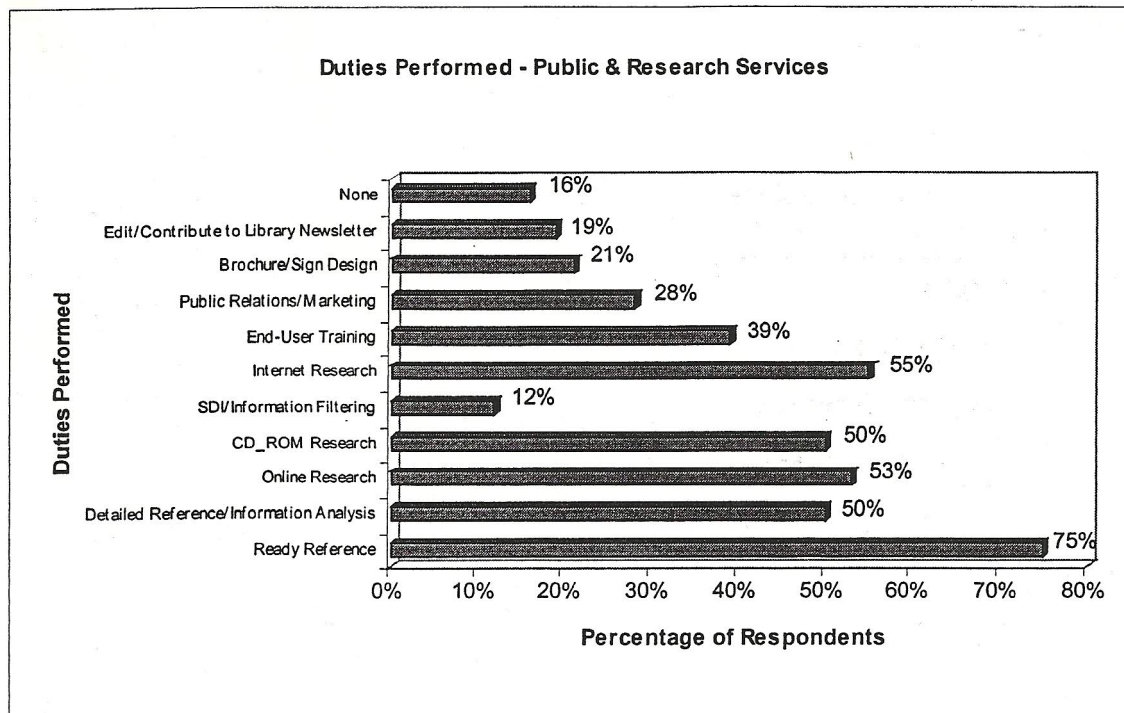6. Innopac
9. LIMMS

Duties and Services Performed

This section will incorporate information based on the respondents answers pertaining to the types of duties they are required to perform on a regular basis at technical, research, public and administrative levels (and other requirements in a library technicians job description).

Duties Performed - Technical Services

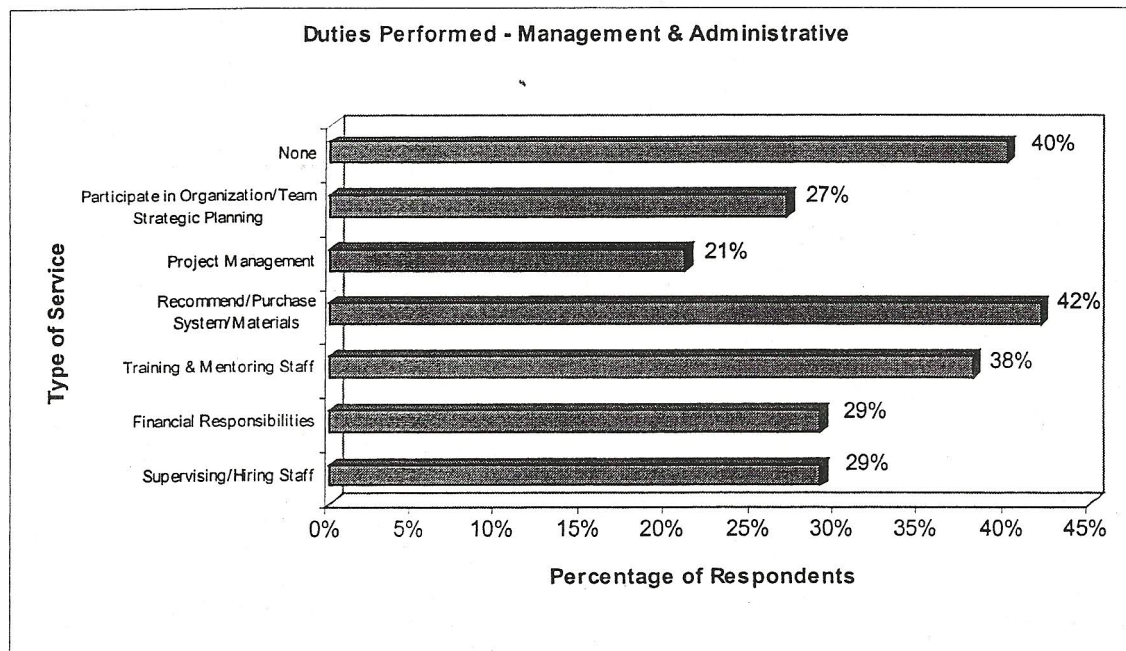| Type of Service	Percentage of Respondents
No Technical Responsibilities	9%
Technical Writing	5%
Content Management	9%
Intranet Desing & Maintanance	6%
Internet/Web Design Maintanance	10%
Database Design & Maintanance	13%
Scanning/OCR	7%
Records Management & Administration	22%
Data Entry/Data Administration	34%
Computer/LAN Administration	15%
Inter Library Loan	35%
Book Processing & Repair	46%
Serials Management	38%
Circulation	45%
Cataloguing	55%
Acquisitions	45%

*117 respondents, may be more than one duty selected per respondent

- The top 3 Technical duties performed on a regular basis by the respondents were Cataloguing (55%), Book Processing and Repair (46%), and Circulation and Acquisitions tied for third (45%).
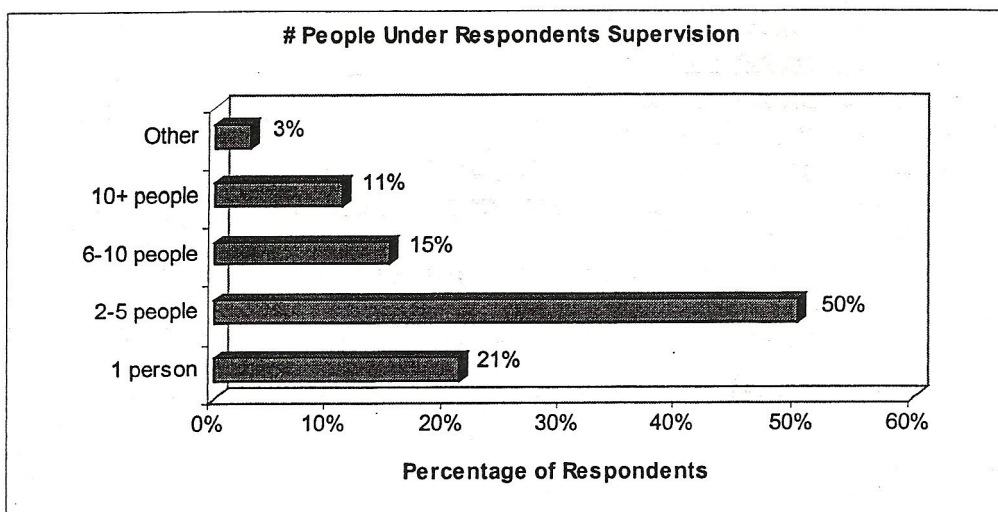
Duties Performed - Public & Research Services

Chart (horizontal bar), Y-axis labeled "Duties Performed", X-axis labeled "Percentage of Respondents":

Duty	Percentage
None	16%
Edit/Contribute to Library Newsletter	19%
Brochure/Sign Design	21%
Public Relations/Marketing	28%
End-User Training	39%
Internet Research	55%
SDI/Information Filtering	12%
CD_ROM Research	50%
Online Research	53%
Detailed Reference/Information Analysis	50%
Ready Reference	75%

*117 respondents, may be more than one duty selected per respondent

- The top 3 Public and Research Services performed by the respondents were Ready Reference (75%), Internet Research (55%), and Online Research (53%)

Duties Performed - Management & Administrative

Chart (horizontal bar), Y-axis labeled "Type of Service", X-axis labeled "Percentage of Respondents":

| Type of Service	Percentage
None	40%
Participate in Organization/Team Strategic Planning	27%
Project Management	21%
Recommend/Purchase System/Materials	42%
Training & Mentoring Staff	38%
Financial Responsibilities	29%
Supervising/Hiring Staff	29%

- The top 3 Managerial and Administrative duties performed by the respondents were Recommendation/Purchasing of Systems/Materials (42%), Training and Mentoring Other Staff (38%), and tied were Financial Responsibility and Supervising/Hiring Staff (29%)

Respondents were asked if Supervision was part of their job description. A total of 66 respondents (56%) reported that they had some supervisory duties within their library. The respondents supervised other staff members as well as volunteers.

 # People Under Respondents Supervision

Category	Percentage
Other	3%
10+ people	11%
6-10 people	15%
2-5 people	50%
1 person	21%

Percentage of Respondents

- Library Technicians working in school and public library environments were given the most supervisory duties.

Languages Spoken

Language	Percentage
Other	7%
French	20%
English	100%

Percentage of Respondents
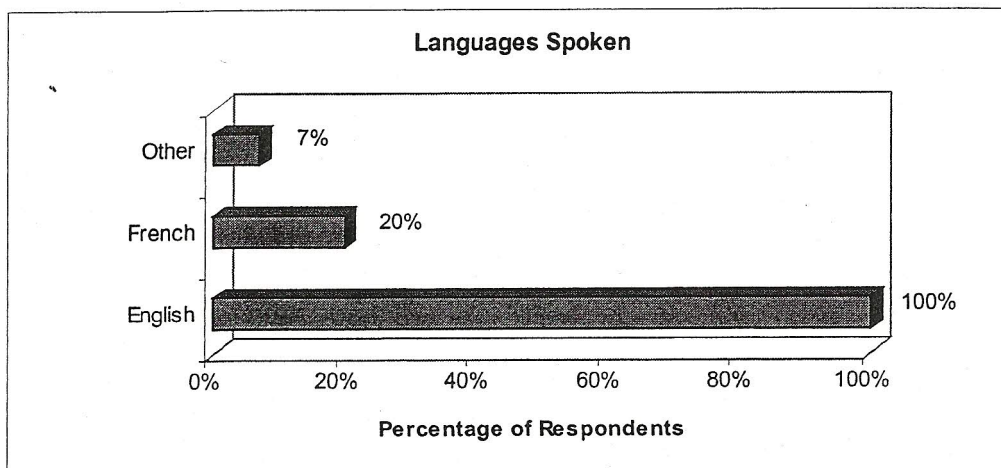
*Other languages spoken by respondents include Sign, Polish, Italian, Ukranian, Finnish, Slovenian, and German
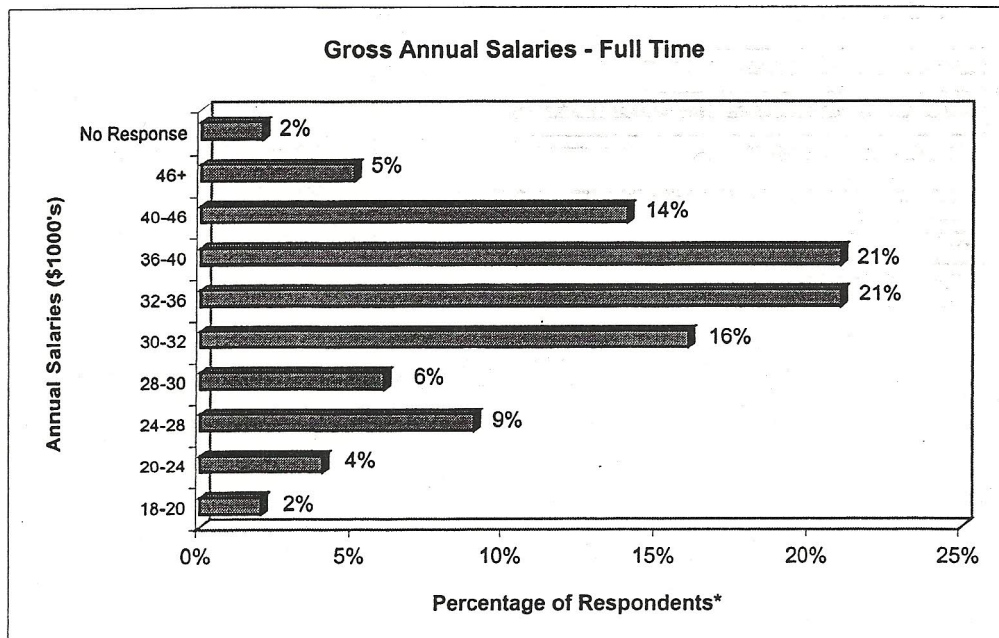
The survey also asked respondents if bilingualism was a requirement of their job. 12% of the respondents said that speaking a second language was a required skill, while 88% said it was not.

Salaries and Wages

This section of the survey deals with the salaries and wages obtained on an annual or hourly basis. It was decided to look at Full Time and Part Time (both include contract) salaries separately. It was also decided to
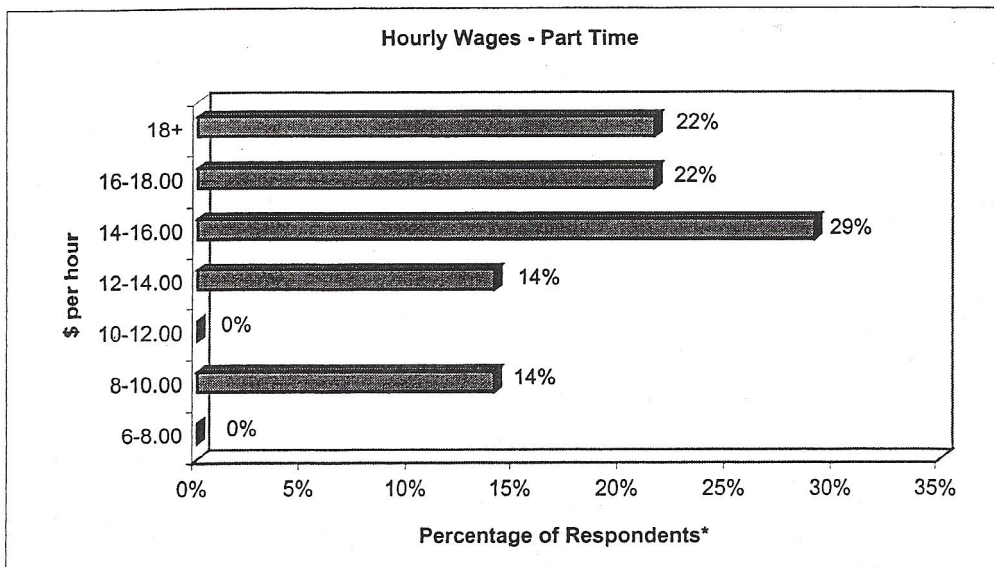
look at who negotiated library salaries and the differences of Unionized and Non-Unionized workers salaries. As well, salaries were broken down by type of library the respondents work in.

Gross Annual Salaries - Full Time

Annual Salaries ($1000's) vs Percentage of Respondents*

- No Response: 2%
- 46+: 5%
- 40-46: 14%
- 36-40: 21%
- 32-36: 21%
- 30-32: 16%
- 28-30: 6%
- 24-28: 9%
- 20-24: 4%
- 18-20: 2%

*Includes employees working in all types of libraries
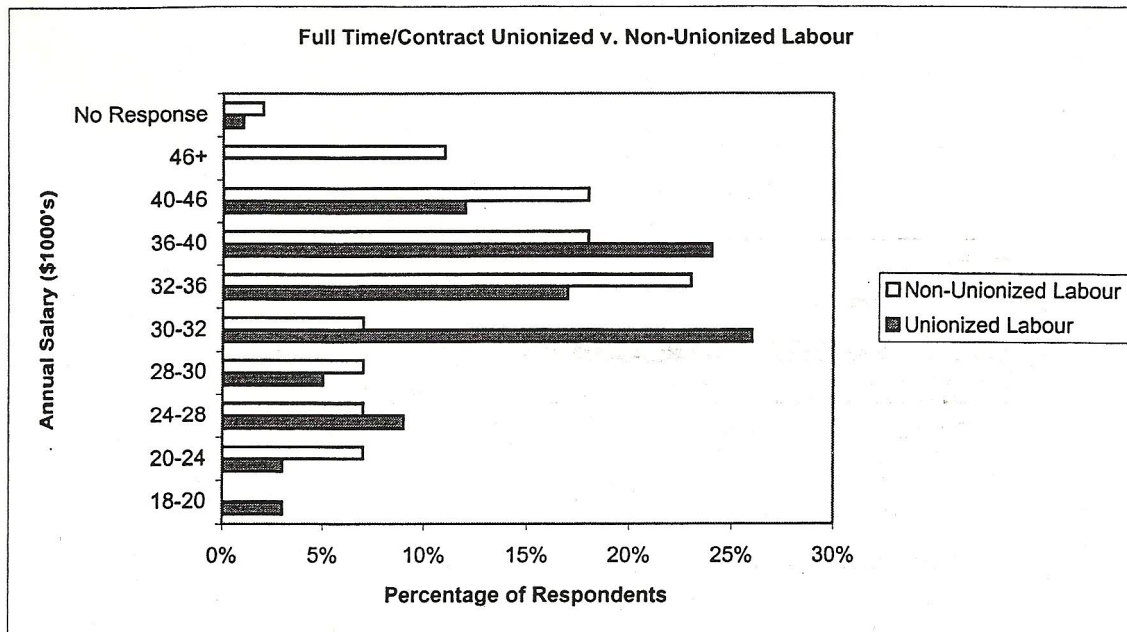
- The median annual salary for employees working Full Time was $34, 000
- The average annual salary for Full Time employees was $34,515

Hourly Wages - Part Time

$ per hour vs Percentage of Respondents*

- 18+: 22%
- 16-18.00: 22%
- 14-16.00: 29%
- 12-14.00: 14%
- 10-12.00: 0%
- 8-10.00: 14%
- 6-8.00: 0%
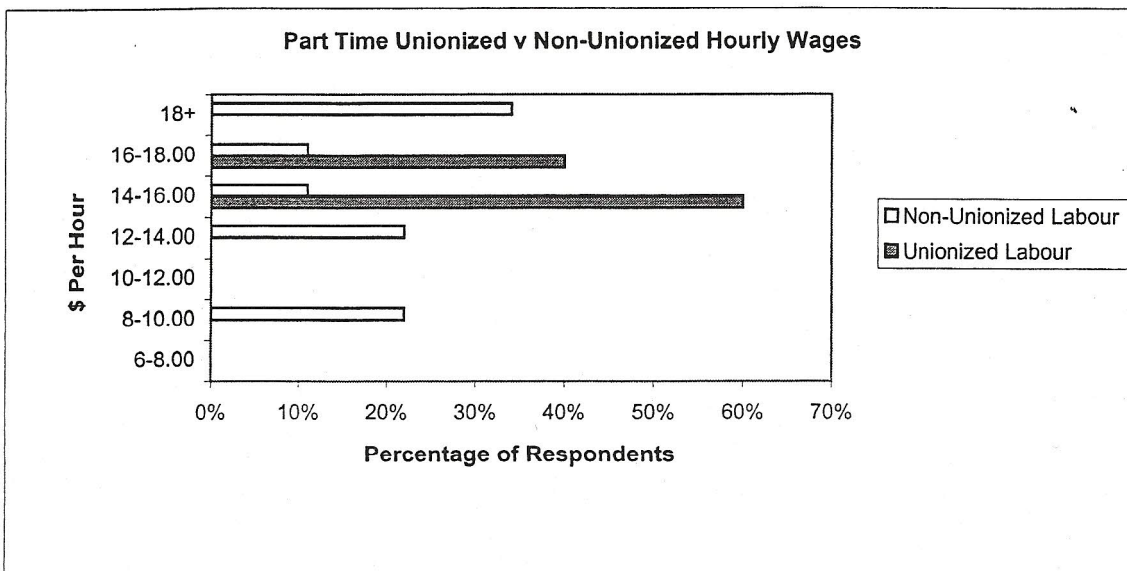
*Includes employees working in all types of libraries

- The median hourly wage for part time employees was $15.00/hour
- The average hourly wage for part time employees was $14.92/hour

We asked the respondents who had negotiating power over their salaries. 12% said that they negotiated their annual or hourly wage themselves. 34% said that a Governing Body set their wages. 51% or respondents said that a Union/Professional Association negotiated their salary or wage. 3% of the Respondents answered that their salaries were negotiated by another entity not noted in the survey
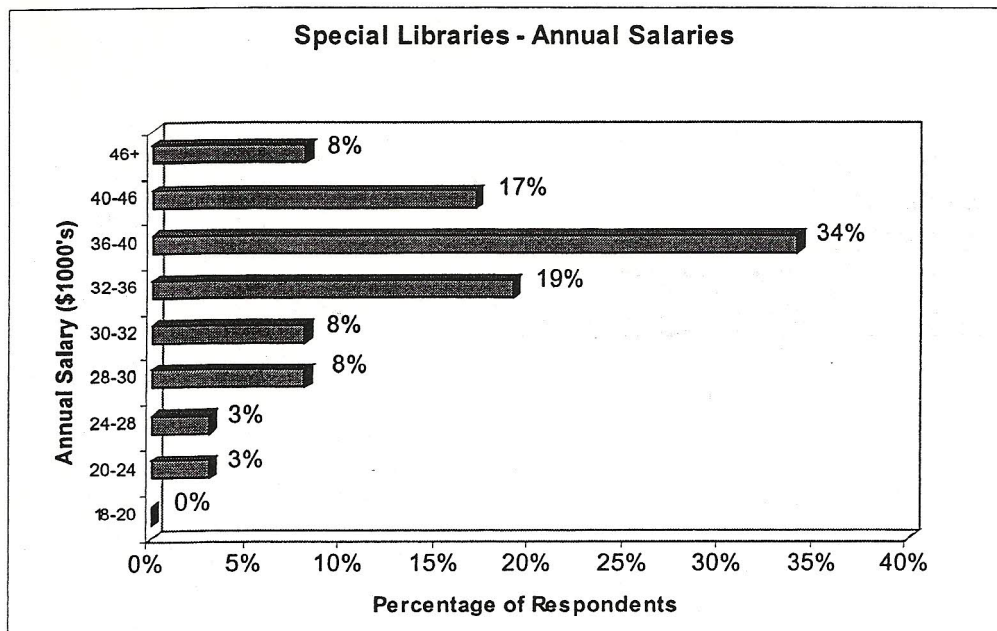
Full Time/Contract Unionized v. Non-Unionized Labour

*Includes employees working in all types of libraries

- The median annual salary for Full Time Unionized and Non Unionized employees was $34,000
- The average annual salary for Full Time Unionized employees was $33,898
- The average annual salary for Full Time Non-Unionized employees was $36,046

Part Time Unionized v Non-Unionized Hourly Wages

*Includes employees working in all types of libraries

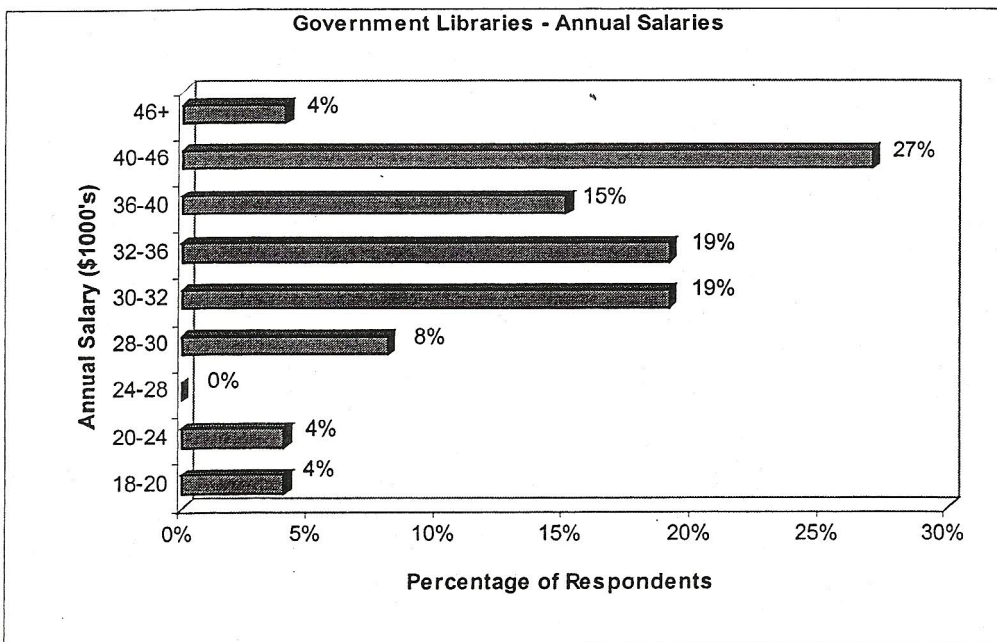- The median hourly wage for Part Time Unionized and non-unionized employees was $15.00/hour
- The average hourly wage for Part Time Unionized employees was $15.80/hour
- The average hourly wage for Part Time Non-Unionized employees was $14.44/hour

Special Libraries - Annual Salaries

Annual Salary ($1000's) vs. Percentage of Respondents

Annual Salary ($1000's)	Percentage
46+	8%
40-46	17%
36-40	34%
32-36	19%
30-32	8%
28-30	8%
24-28	3%
20-24	3%
18-20	0%

*Full Time and Part Time Salaries are included
* Part Time wages have been annualized

- The median annual salary for employees working in Special Libraries was $38,000
- The average annual salary for employees working in Special Libraries was $36,417

Government Libraries - Annual Salaries

Annual Salary ($1000's) vs. Percentage of Respondents

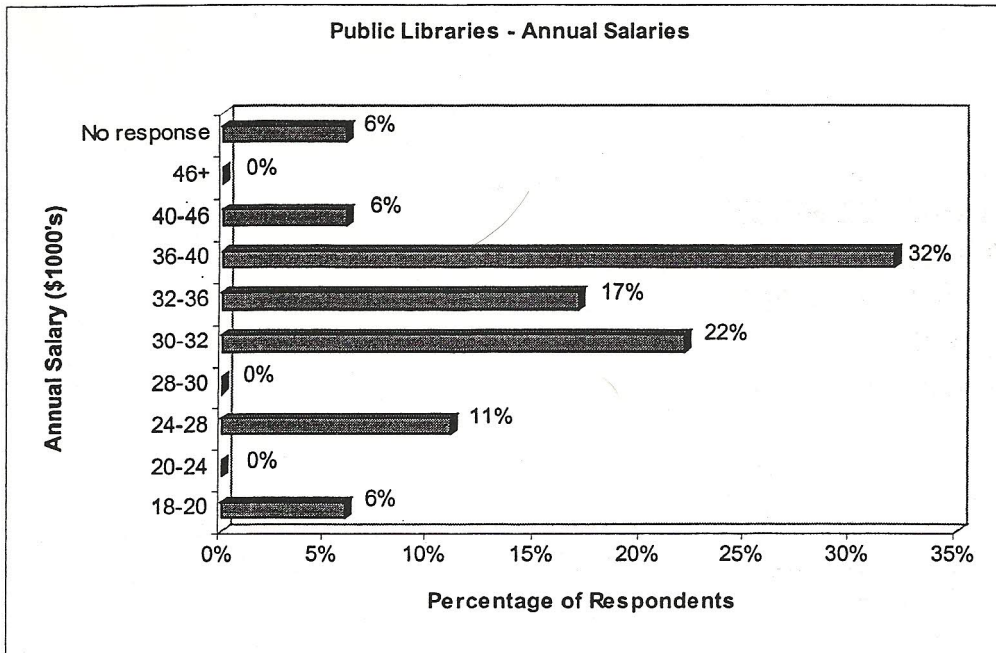| Annual Salary ($1000's)	Percentage
46+	4%
40-46	27%
36-40	15%
32-36	19%
30-32	19%
28-30	8%
24-28	0%
20-24	4%
18-20	4%

*Full Time and Part Time Salaries are included
*Part Time wages have been annualized

- The median annual salary for employees working in a Government Library was $34,000
- The average annual salary for employees working in a Government Library was $35,731

Public Libraries - Annual Salaries

Bar chart showing Annual Salary ($1000's) vs Percentage of Respondents:

- No response: 6%
- 46+: 0%
- 40-46: 6%
- 36-40: 32%
- 32-36: 17%
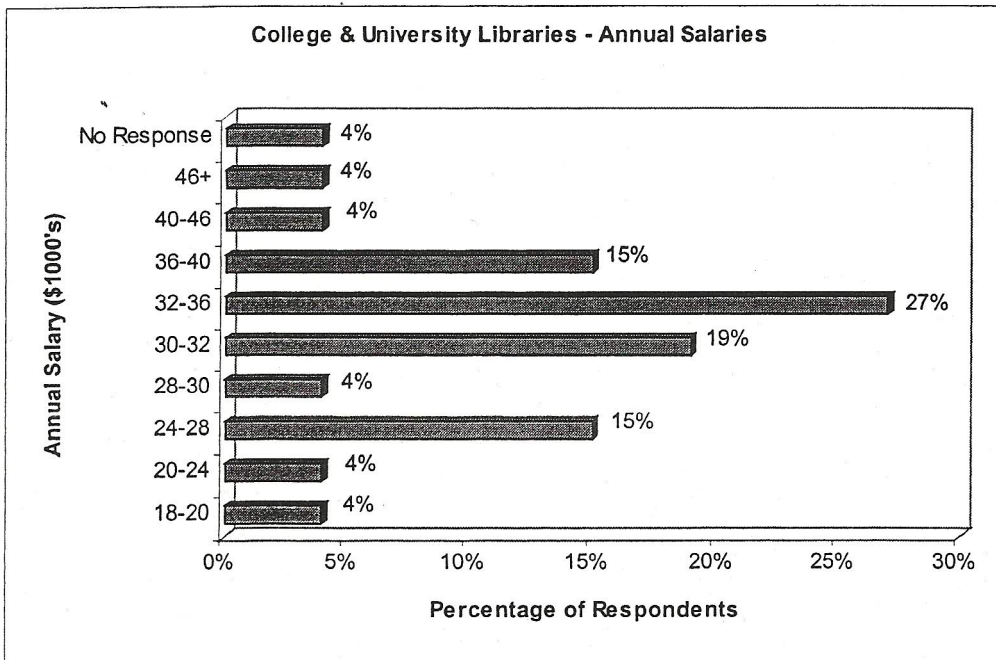- 30-32: 22%
- 28-30: 0%
- 24-28: 11%
- 20-24: 0%
- 18-20: 6%

*Full Time and Part Time Salaries are included
*Part Time wages have been annualized

- The median annual income for employees working in a Public Library was $34,000
- The average annual income for employees working in a Public Library was $34,471

College & University Libraries - Annual Salaries

Bar chart showing Annual Salary ($1000's) vs Percentage of Respondents:

- No Response: 4%
- 46+: 4%
- 40-46: 4%
- 36-40: 15%
- 32-36: 27%
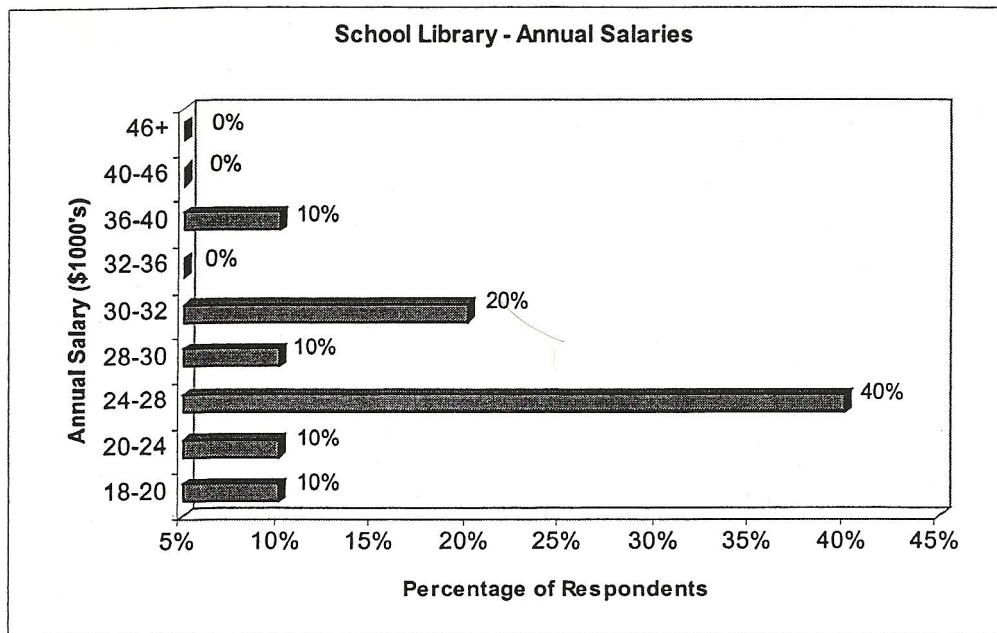- 30-32: 19%
- 28-30: 4%
- 24-28: 15%
- 20-24: 4%
- 18-20: 4%

*Full Time and Part Time salaries have been included
*Part Time wages have been annualized

- The median annual salary for employees working in an Academic Library was $34,000
- The average annual salary for employees working in an Academic Library was $32,360

School Library - Annual Salaries

Bar chart showing Annual Salary ($1000's) on the y-axis versus Percentage of Respondents on the x-axis:

Annual Salary ($1000's)	Percentage of Respondents
46+	0%
40-46	0%
36-40	10%
32-36	0%
30-32	20%
28-30	10%
24-28	40%
20-24	10%
18-20	10%

*Full Time and Part Time salaries have been included
*Part Time wages have been annualized

- The median annual salary for employees working in a School Library was $26,000
- The average annual salary for employees working in a School Library was $27,400