

## OALT/ABO Salary Survey 2002-2003

We are very pleased that 194 members responded to the latest salary survey. This is a 77% response rate, which is excellent. (The response rate at other associations has been 38%-46%.) We've included some comparisons with the 1999 survey, which had 117 respondents.

### 1. Personal Information

Respondents came from all regions, with particularly good response rate from Thunder Bay and Lohania Regions.

Table 1: Survey respondents, by OALT/ABO Region

OALT/ABO Region	OALT/ABO Membership*		Survey Respondents	
	Number	Percent	Number	Percent
Halton-Peel	58	23%	25	13%
Lohania	19	8%	21	11%
Ottawa	35	14%	24	12%
Thunder Bay	29	11%	19	10%
TALTA	94	37%	70	36%
Other(municipality)	18	7%	35	18%
Total	253		194	

\* OALT/ABO Board Meeting, January 2003

Though 35 respondents wrote a municipality rather than an OALT/ABO Region, there were at that time only 18 OALT/ABO members not affiliated with a Region.

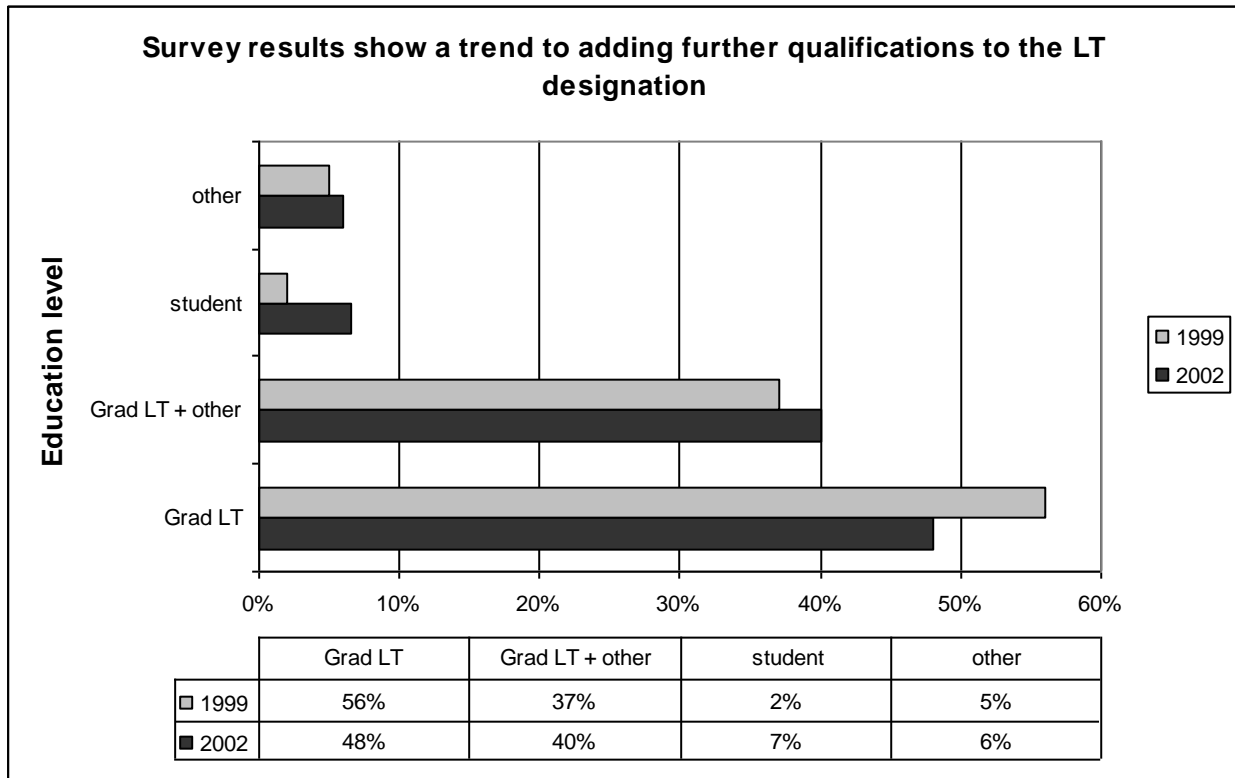
### Education

Table 2. Education Level

Education Level	Survey Respondents	
	Number	Percent
Graduate Library Technician	93	48%
Graduate Library Technician with other degrees/diplomas	77	40%
Student	13	}
Other	11	
Total	194	

As might be expected, students are under-represented in the survey; 6.7% of respondents were students, compared with 14% of OALT/ABO membership at January 2003. 40% of respondents have a degree or diploma in addition to the LT designation, compared with 37% in the 1999 survey (Chart 1).

Chart 1.



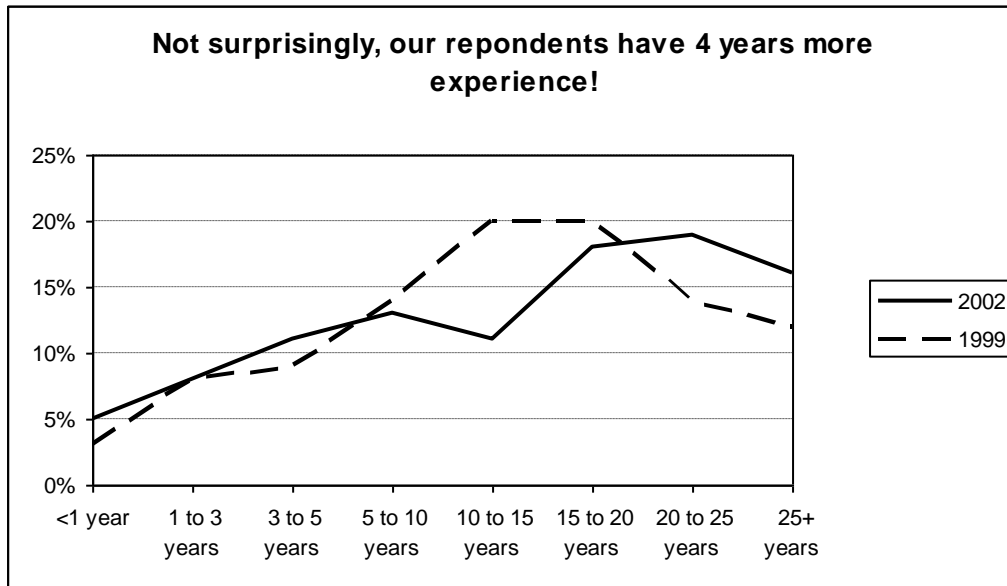
**Library / Information Work Experience**

Survey respondents had many years of experience in library & information work, with 87% reporting more than 3 years, and half (52%) reporting more than 15 years (Table 3). Median experience is about 15 years. In our 1999 survey, 46% of respondents reported more than 15 years' experience (Chart 2).

Table 3. **Years of Experience**

Years of Experience	Survey Respondents	
	Number	Percent
Less than 1 year	9	5%
1 – 3 years	15	8%
3 – 5 years	22	11%
5 – 10 years	25	13%
10 – 15 years	22	11%
15 – 20 years	34	17%
20 – 25 years	36	19%
25+ years	31	16%
Total	194	

Chart 2.



## 2. Jobs & Responsibilities

In all, there were 81 unique job titles. In Table 4, these have been grouped to show the most common forms – nearly 50% of respondents have “library technician” or “technician” in their job title. Respondents from schools and school boards had the most consistent job titles.

Table 4. **Job Titles**

Job Title	Survey Respondents	
	Number	Percent
Library Technician	69	36%
“Technician” in title	26	13%
Library Assistant	16 }	12%
“Assistant” in Title	8 }	
Librarian	9 }	14%
Head of/Coordinator	7 }	
Supervisor/Branch Head	3 }	
Manager (Various)	8 }	
Library Clerk	5	3%
Cataloguer	6	3%
Information Specialist	14	7%
Other	23	12%
<b>Total</b>	<b>194</b>	

About half of respondents have supervisory responsibility, and 14% also have titles indicating management or supervisory responsibility. Graduate LTs with additional qualifications are slightly more likely to be supervisors than Graduate LTs (Table 5). Respondents with 20+ years are somewhat more likely to be supervisors, and those with less experience are less likely to be supervisors (Table 6), although supervisors' experience ranges all the way from <1 year (supervising a volunteer), to 25+ years.

**Table 5. Staff Supervision by Supervisor's Education Level**

Education level	Respondents supervising staff		Respondents not supervising staff		Total by education	
	Number	Percent	Number	Percent	Number	Percent
Graduate Library Technician	45	44%	44	49%	89	47%
Graduate LT with other qualifications	46	45%	33	37%	79	41%
Student	4 }		8 }		12 }	
Other	7 }	11%	4 }	14%	11 }	12%
<b>Total</b>	<b>102</b>	<b>100%</b>	<b>89</b>	<b>100%</b>	<b>191</b>	<b>100%</b>

**Table 6. Staff Supervision by Years of Experience**

Years of Experience	Respondents supervising staff		Respondents not supervising staff		Total by experience	
	Number	Percent	Number	Percent	Number	Percent
Less than 1 year	1 }		7 }		8 }	
1 – 3 years	5 }	28%	10 }	46%	15 }	37%
3 – 5 years	12 }		10 }		22 }	
5 – 10 years	11 }		14 }		25 }	
10 – 15 years	14		9		23	
15 – 20 years	18		14		32	
20 – 25 years	20 }		15 }		35 }	
25+ years	21 }	41%	10 }	25%	31 }	35%
<b>Total</b>	<b>102</b>		<b>89</b>		<b>191</b>	

### 3. Library environment

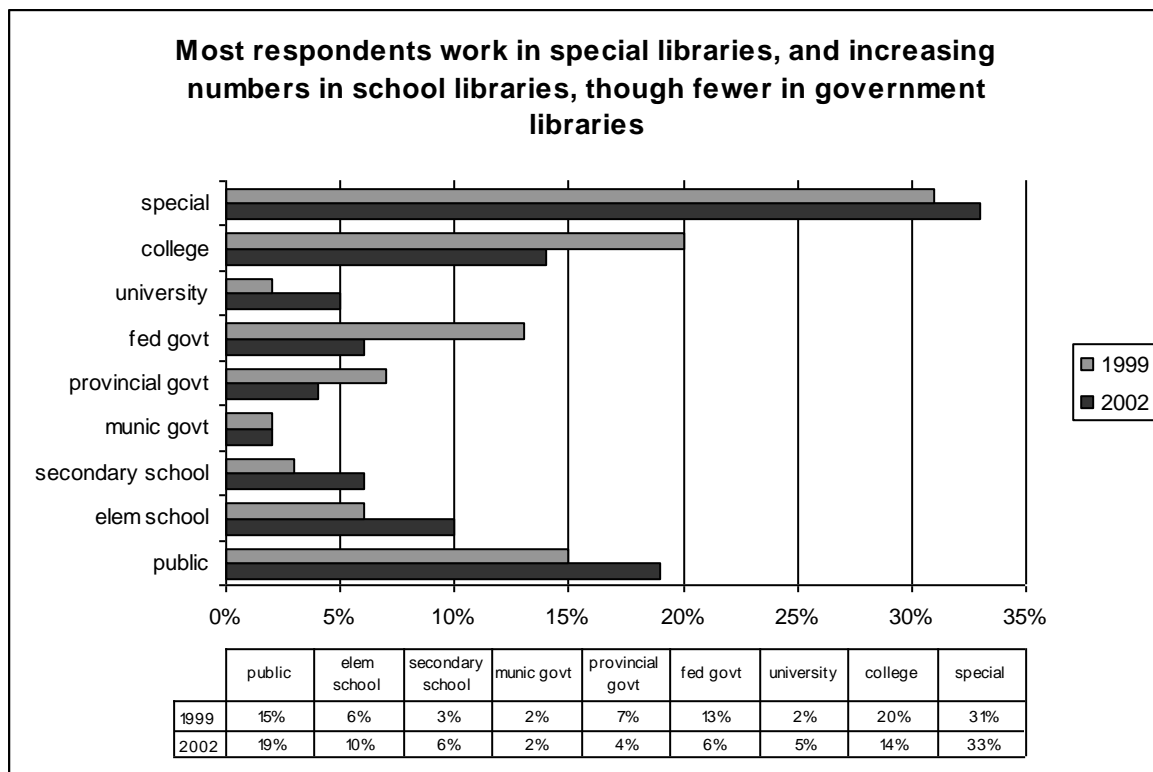
Of the 181 respondents who work in a library or resource centre, 29% work in special libraries, 21% in academic libraries, 19% each in the school system and in public library system, and 12% in other government libraries (Table 7).

Since the 1999 survey, there has been a noticeable increase in respondents in the school system, and a noticeable decrease in the respondents working in government libraries (Chart 3).

Table 7. **Type of library**

Type of Library	Total by library type	
	Number	Percent
Public Library	35	19%
School - Elementary	16	19%
School - Secondary	8	
Combined elementary & secondary	4	
School Board	7	
Government - Municipal	2	12%
Government - Provincial	8	
Government - Federal	11	
University	11	21%
College	27	
Special	52	29%
Total	181	

Chart 3.



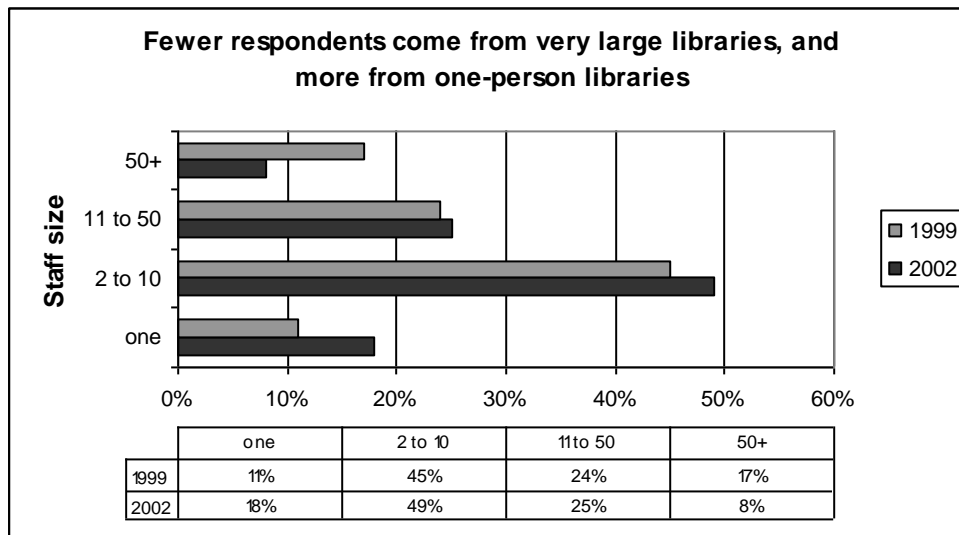
Half the respondents work in libraries with 2-10 staff (Table 8). Respondents from public libraries are more likely to come from larger libraries (11-50 people), while respondents from the school system are more likely to work in smaller libraries (1 person).

Since the 1999 survey, there has been a noticeable increase in respondents in one-person libraries, and a noticeable decrease in the respondents working in very large libraries (Chart 4).

Table 8. **Staff size by type of library**

Library type	1 person		2 – 10 people		11 – 50 people		50+ people		Total by type
<b>Public library</b>	0		9	26%	17	48%	9	26%	35
<b>School system</b>	18	51%	14	40%	2	6%	1	3%	35
<b>Government library</b>	3	14%	12	57%	4	19%	2	10%	21
<b>Academic library</b>	0		23	61%	12	32%	3	7%	38
<b>Special library</b>	10	19%	32	62%	9	17%	1	2%	52
<b>Total by size</b>	31	17%	90	50%	44	24%	16	9%	181 100%

Chart 4.



For more than half our respondents, a librarian is in charge, but 30% report that a library technician is in charge of his/her library.

80% of respondents have full-time positions, 13% part-time, with 7% on contract (either full- or part-time). 15% work flex-time (up from none in 1999).

## Salaries

Median and average salaries have moved with inflation and experience since the 1999 survey (Chart 5).

Chart 5.

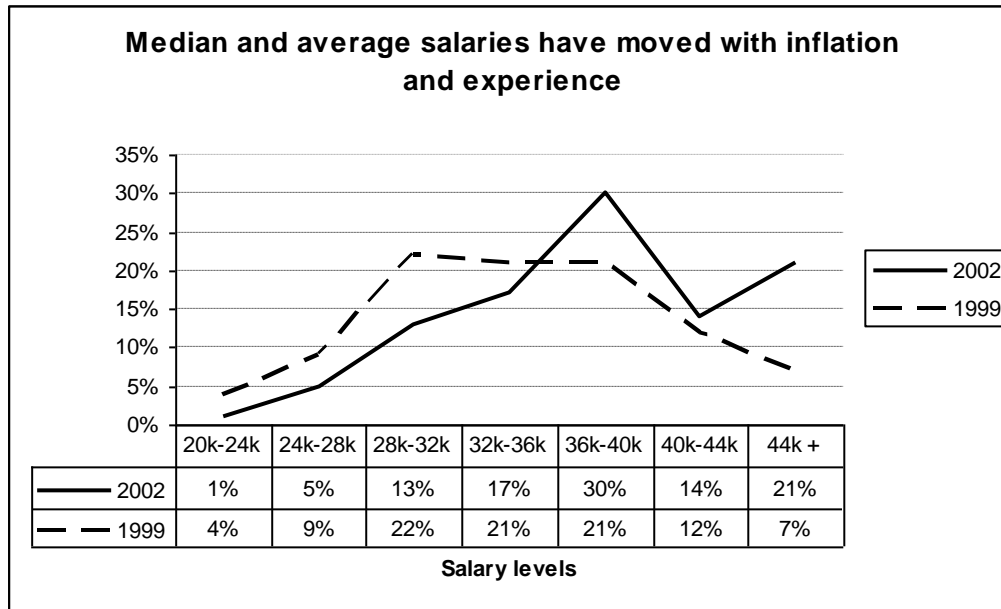


Table 9. **Full-time salaries by library type**

The median salary of full-time respondents is \$36k-\$40k. However, the median for respondents in the school system is \$28k-\$32k (an unknown number of respondents work a 10-month “year”).

Library type / full time salaries	\$20k-\$24k	\$24k-\$28k	\$28k-\$32k	\$32k-\$36k	\$36k-\$40k	\$40k-\$44k	\$44k+	Part time & contract
Public library		1	1	4	12	5	5	7
School system*	2	3	14	3	3	0	2	8
Government library			2	2	5	5	6	1
Academic library		1	2	9	14	4	2	6
Special library		2	0	7	11	7	16	8
<b>Total full-time respondents 150</b>	<b>1%</b>	<b>5%</b>	<b>13%</b>	<b>17%</b>	<b>30%</b>	<b>14%</b>	<b>21%</b>	<b>30</b>

\* An unknown number of “full time” positions are 10-month terms.

30 respondents have part-time work, or contracts that are less than 40 hours/week. 19 (almost one third) of these respondents report wage rates of more than \$18.00/hour, but three respondents report wage rates of less than \$14/hour.

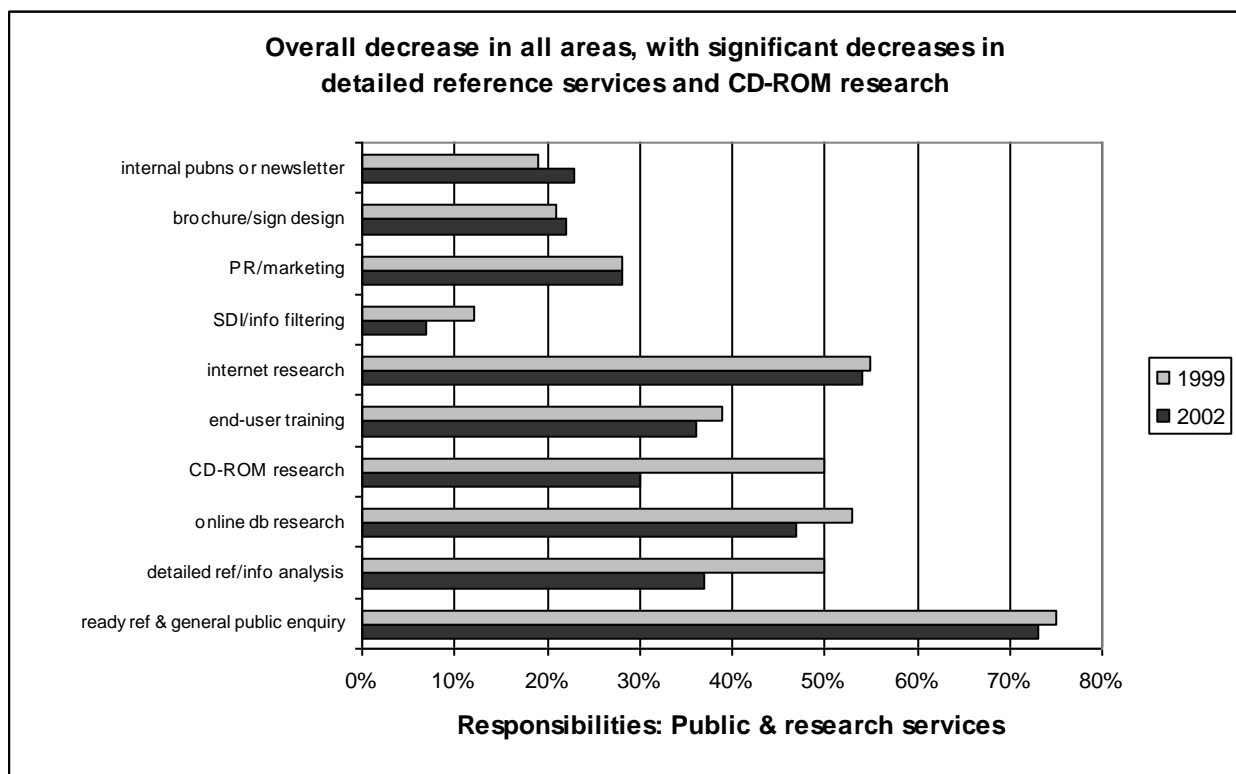
Benefits are fairly standard, with most (80-86%) of employed respondents reporting receiving extended medical insurance, prescription coverage, dental insurance and life or disability insurance. Most of the respondents in part-time or contract positions received no benefits.

#### 4. Job Activities

Respondents were asked to indicate all activities, under the headings of Public & Research Services, Technical Services, and Management & Administration.

Despite the 66% increase in respondents from the 1999 survey, almost all activities in Public & Research Services show a decrease (Chart 6). Promotional activities such as sign design, brochures and newsletters are the only activities where an increase in activity is reported. This general decrease may be a result of the profession-wide shift of reference to web- and Intranet-based research and reference services.

Chart 6.

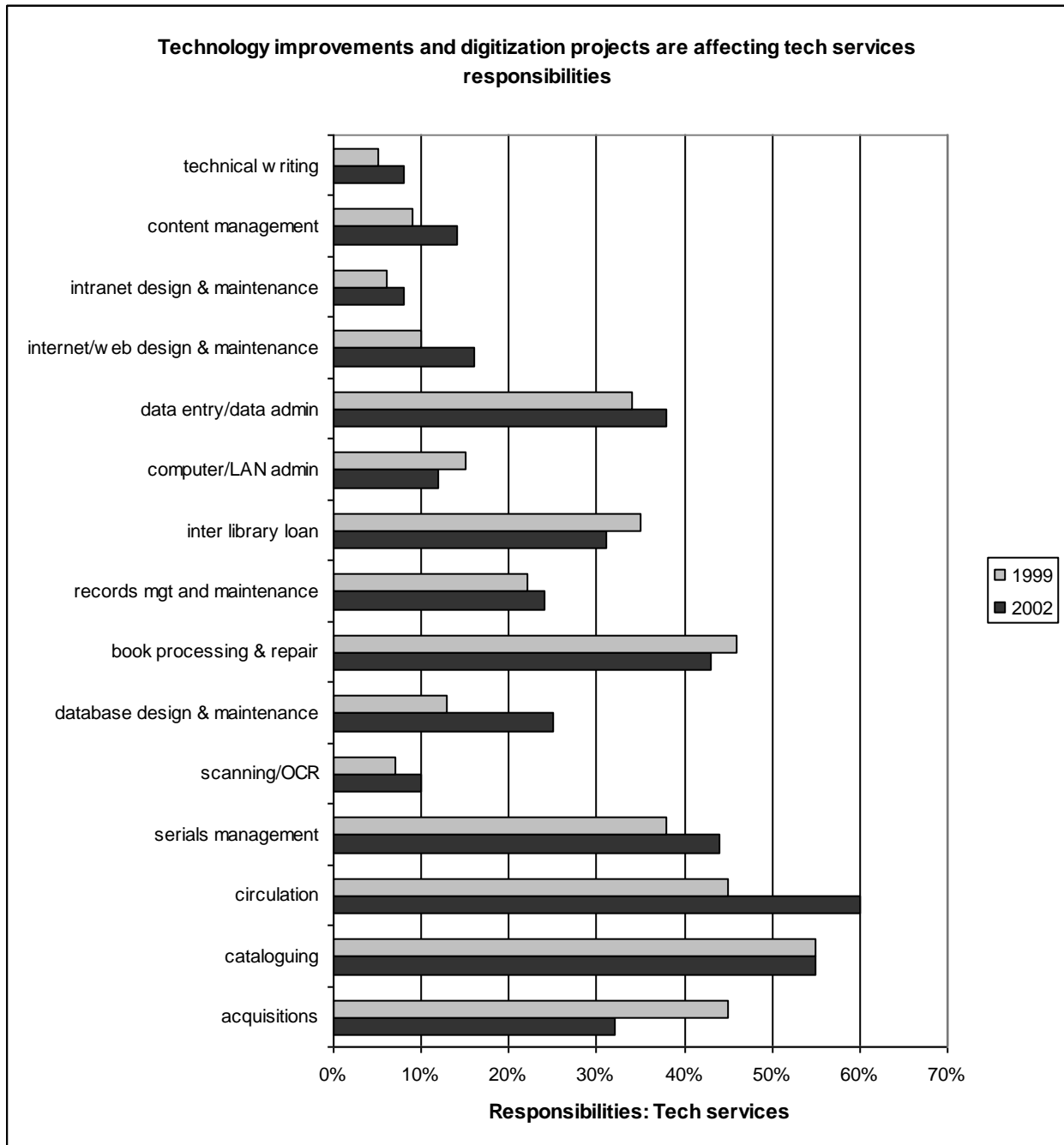


Among Technical Services responsibilities (Chart 7), there are significant increases for circulation, serials management, scanning/OCR, database design, web design and intranet design. This is probably also a result of the shift to desk-top delivery of information resources, and also to digitization projects. There are significant decreases in acquisitions, perhaps reflecting a move to user-driven document delivery systems.

92% of libraries are automated, and 40 different systems were named. The top 10 are: Bestseller, DRA, Dynix, Endeavor/Voyager, InMagic/DB Textworks, Innovative/Innopac, Mandarin, SIRSI, Sydney, and Winnebago.



Chart 7.



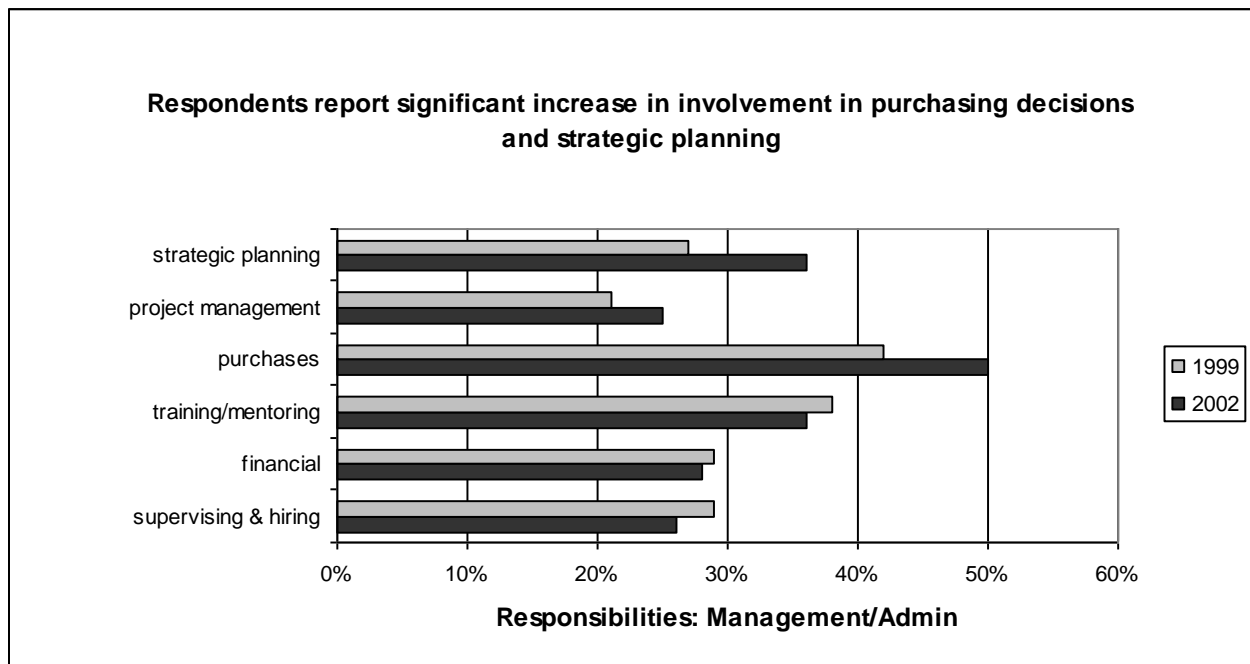
Despite the increase in technology use, 36% of respondents working in libraries report that their employer provides no regular job training/upgrading (Table 10). In fact, more than half of respondents in the school system, and almost half of respondents in academic libraries receive no job training. In contrast, only one in five of respondents in special libraries receives no training.

Table 10. Job training & upgrading by library type

Job training provided	None		Annually		Semi-annually		More often		Total by type
<b>Public library</b>	11	36%	8	27%	3	10%	8	27%	30
<b>School system</b>	18	53%	12	35%	3	9%	1	3%	34
<b>Government library</b>	6	32%	8	42%	3	16%	2	10%	19
<b>Academic library</b>	16	46%	6	18%	6	18%	6	18%	34
<b>Special library</b>	10	20%	14	27%	11	22%	16	31%	51
<b>Total all libraries</b>	61	36%	48	29%	26	15%	33	20%	168 100%

In areas of Management & Administration, half (50%) of respondents are involved in purchasing decisions, one third (36%) in strategic planning and in training/mentoring, and a quarter are involved in project management, financial management, and supervising/hiring (25%, 28% and 26% respectively). In particular, since the 1999 survey respondents report significant increases in involvement in purchasing decisions and in strategic planning (Chart 8).

Chart 8.



Respondents were asked the frequency of job (performance) evaluations (Table 11).

More than one third of respondents report they receive no performance evaluations. Importantly, in the school system only one in every five respondents receives a formal evaluation; among “none” we have included one respondent receiving biennial evaluations, 3 respondents every 3 years, and one being evaluated every 5 years. 63% of respondents in academic libraries also receive no evaluation, including one respondent receiving biennial evaluations.

In contrast, more than 80% of respondents in public, government and special libraries receive performance evaluations at least annually.

Table 11. **Evaluations by library type**

	<b>Annual</b>		<b>Semi-annual</b>		<b>None</b>		<b>Total by type</b>	
<b>Public library</b>	28	82%	0		6	18%	34	
<b>School system</b>	7	21%	0		27	79%	34	
<b>Government library</b>	16	76%	1	5%	4	19%	21	
<b>Academic library</b>	12	32%	2	5%	24	63%	38	
<b>Special library</b>	36	64%	10*	18%	10	18%	56	
<b>Total all libraries</b>	99	54%	13	7%	71	39%	183	100%

\*\* One respondent reports quarterly evaluations.

### **The big picture**

Finally, OALT/ABO members were asked “In the last twelve months, has there been any change in your position?”

For 42% of respondents, professional life had been stable, with no changes. However, the majority reported a wide variety of changes. 31% reported an increase in duties, and 16% endured departmental or organizational restructuring.

Once again we thank the members of OALT/ABO who responded to the 2002-2003 salary survey.