

OALT/ABO Salary & Library Profile Survey, 2005

A big “Thank you!” to the 141 members and non-members, who responded to the latest salary survey.

1. Library environment

Of the 136 respondents who work in a library or resource centre, 31% work in special libraries and 37% work in school or school board libraries. The remaining one-third of respondents are evenly spread across public, academic and government libraries. 6 respondents do not work in a library or resource centre.

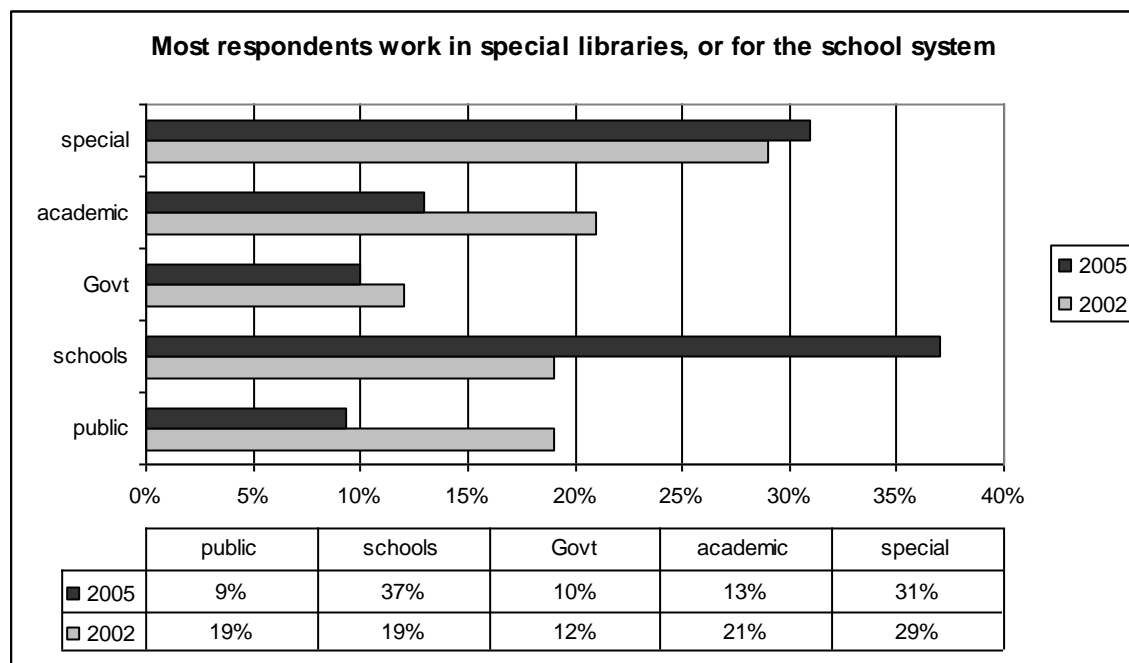


Table 1: **Type of library**

Type of Library	2005 Total by type /par genre		2002 Total by library/ par genre		Genre de bibliothèque
	Number	Percent	Number	Percent	
Public Library	13	9%	35	19%	Publique
School – Elementary	22	37%	16	19%	Scolaire – élémentaire
School – Secondary	20		8		Scolaire – secondaire
Middle school, or combined	2		4		
School Board	6		7		
Government – Munic/prov/fed	14	10%	21	12%	Gouvernementale
University/College	18	13%	38	21%	Universitaire/collégiale
Special	41	31%	52	29%	Spéciale
Total	136		181		

The big increase in respondents from the school systems, and significant drop in numbers responding from almost all other library types, means that overall comparisons with surveys from previous years are not meaningful.

Half the respondents work in libraries with 2-10 staff (Table 2). Most respondents from the school system work alone, while most respondents from special libraries come from libraries with staff (2-50 people).

Table 2. **Staff size by type of library**

Library type Genre de bibliothèque	1 person		2 – 10 people		11 – 50 people		50+ people		Total by type
Public / publique	0		6		4		3		13
School / scolaire	30	61%	17	35%	1	2%	1	2%	49
Government /gouvernement	0		4		6		5		15
Academic / universitaire	1		9		5		1		16
Special / spéciale	7	17%	30	75%	3	7 %	0		40
Total by size	38	29%	66	50%	19	14%	10	7%	133 100%

For slightly fewer than half our respondents, a librarian is in charge, but 36% report that a library technician is in charge of his/her library.

2. Members and non-members

The second big difference this year, compared with 2002, was the number of non-members who responded to the OALT/ABO survey. Only 36% of OALT/ABO members responded to the survey, which is disappointing. By contrast, one-third of responses came from individuals who are not members of OALT/ABO (Table 3). It seems that non-members appreciate the availability of a salary survey, whereas members do not value it so much as in previous years.

Table 3: **Library type by membership status**

Type of Library	2005 respondents			Genre de bibliothèque
	Total	Members	Non-members	
Public Library	13	11	2	Publique
Schools	50	21	29	Scolaire
Government	14	13	1	Gouvernementale
Academic	18	13	5	Universitaire/collégiale
Special	41	32	9	Spéciale
Other	6	5	1	Autre
Total	142	67%	33%	

In fact, these two major differences in respondents, library type and membership status, are related.

**Non-member respondents came from all types of library,
but almost two-thirds of them (62%) work in the school system.
This response represents an important opportunity for OALT/ABO.**

Table 4: Survey respondents, by membership affiliation

OALT/ABO Chapters	2005		2002	
	Survey Respondents Number	Percent	Survey Respondents Number	Percent
Halton-Peel	21	15%	25	13%
Lohania	10	7%	21	11%
Ottawa	16	11%	24	12%
Thunder Bay	5	4%	19	10%
Toronto	28	20%	70	36%
Book chapter	3	2%		
Schools chapter	9	6%		
No chapters specified	8	5%	35	18%
Non-members	47	33%		
Total*	142		194	

* Members may belong to more than one chapter

All of OALT/ABO chapters are represented in the survey results (Table 4, above).

3. Education and experience

Table 5: Education Level

Education Level	Survey Respondents		Niveau scolaire
	Number	Percent	
Graduate Library Technician	81	57%	Bibliotechnicien(ne) gradué(e)
Graduate Library Technician with other degrees/diplomas	54	38%	Bibliotechnicien(ne) gradué(e) avec d'autres diplômes
Student	2	5%	Étudiant(e)
Other	5		Autre
Total	142		

There is no significant difference in qualifications by library type, or between members and non-members.

Students are under-represented in the survey, compared with their presence in OALT/ABO membership. This reflects not only that primarily this is a survey of the workplace of LTs, but also that we may not have e-mail addresses for all student members.

Library / Information Work Experience

Survey respondents have many years of experience in library & information work, with 85% reporting more than 5 years' experience, and more than one-third (36%) reporting more than 20 years' experience (Table 6). Average experience is about 16 years.

Table 6: **Years of Experience**

Years of Experience	Survey Respondents	
	Number	Percent
Less than 1 year / moins d'un ans	3	2%
1 – 2 years / ans	4	3%
3 – 5 years / ans	15	11%
6 – 10 years / ans	30	21%
11 – 20 years / ans	39	27%
21 – 25 years / ans	23	16%
26+ years / ans	28	20%
Total	142	

4. Job Responsibilities & Activities

About half of respondents have supervisory responsibility, regardless of level of education. Experience also seems not to be a factor in supervision (Table 7). However, type of library is a factor: respondents from the school system are highly likely to be supervisors, whereas respondents in special and government libraries are least likely to be supervisors (Table 8).

Table 7. **Staff Supervision by Years of Experience**

Years of Experience	Respondents supervising staff		Respondents <u>not</u> supervising staff		Total by experience	
	Number	Percent	Number	Percent	Number	Percent
Less than 1 year / moins d'un ans			3 }		3 }	
1 – 2 years / ans	3 }		1 }		4 }	
3 – 5 years / ans	8 }	36%	7 }	38%	15 }	37%
6 – 10 years / ans	15 }		15 }		30 }	
11 – 20 years / ans	24	33%	15	22%	23	16%
21 – 25 years / ans	12 }		11 }		35 }	
25+ years / ans	11 }	31%	17 }	25%	31 }	46%
Total	73		69		142	

Table 8. Staff Supervision by Type of Library

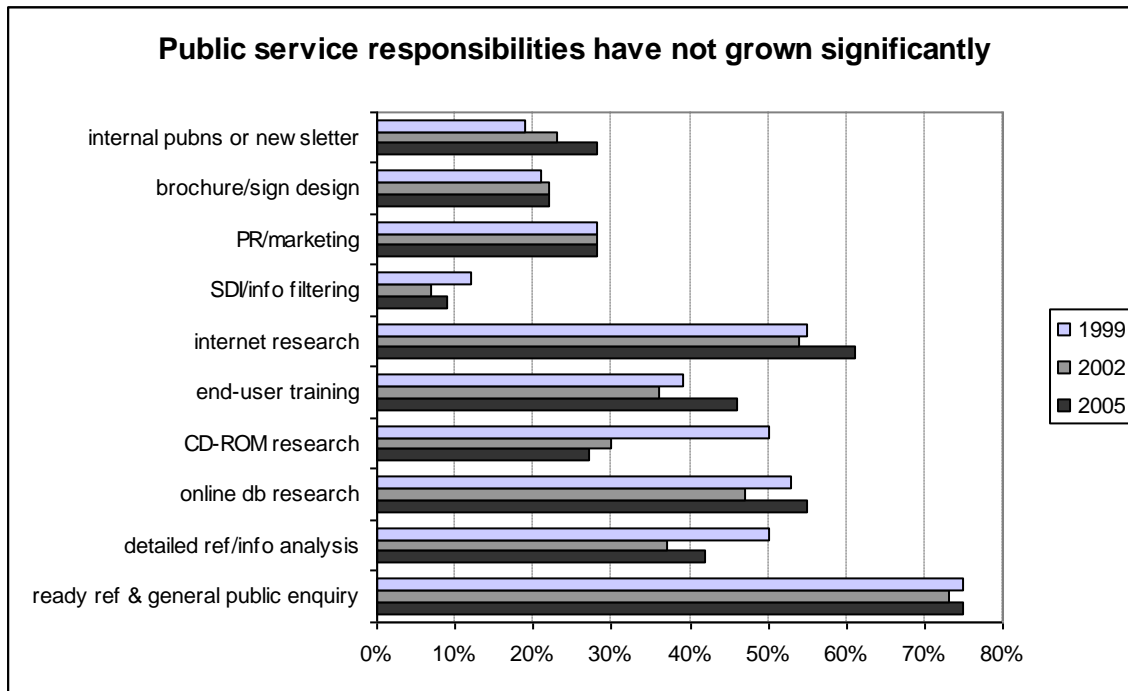
Type of Library	Respondents supervising staff		Respondents <u>not</u> supervising staff		Genre de bibliothèque
	Number	%	Number	%	
Public Library	8		5		Publique
Schools	38	75%	13	25%	Scolaire
Government	3	25%	9	75%	Gouvernementale
Academic	10		8		Universitaire/collégiale
Special	14	35%	26	65%	Spéciale
Other			6		Autre
Total	73		69		

Job Activities

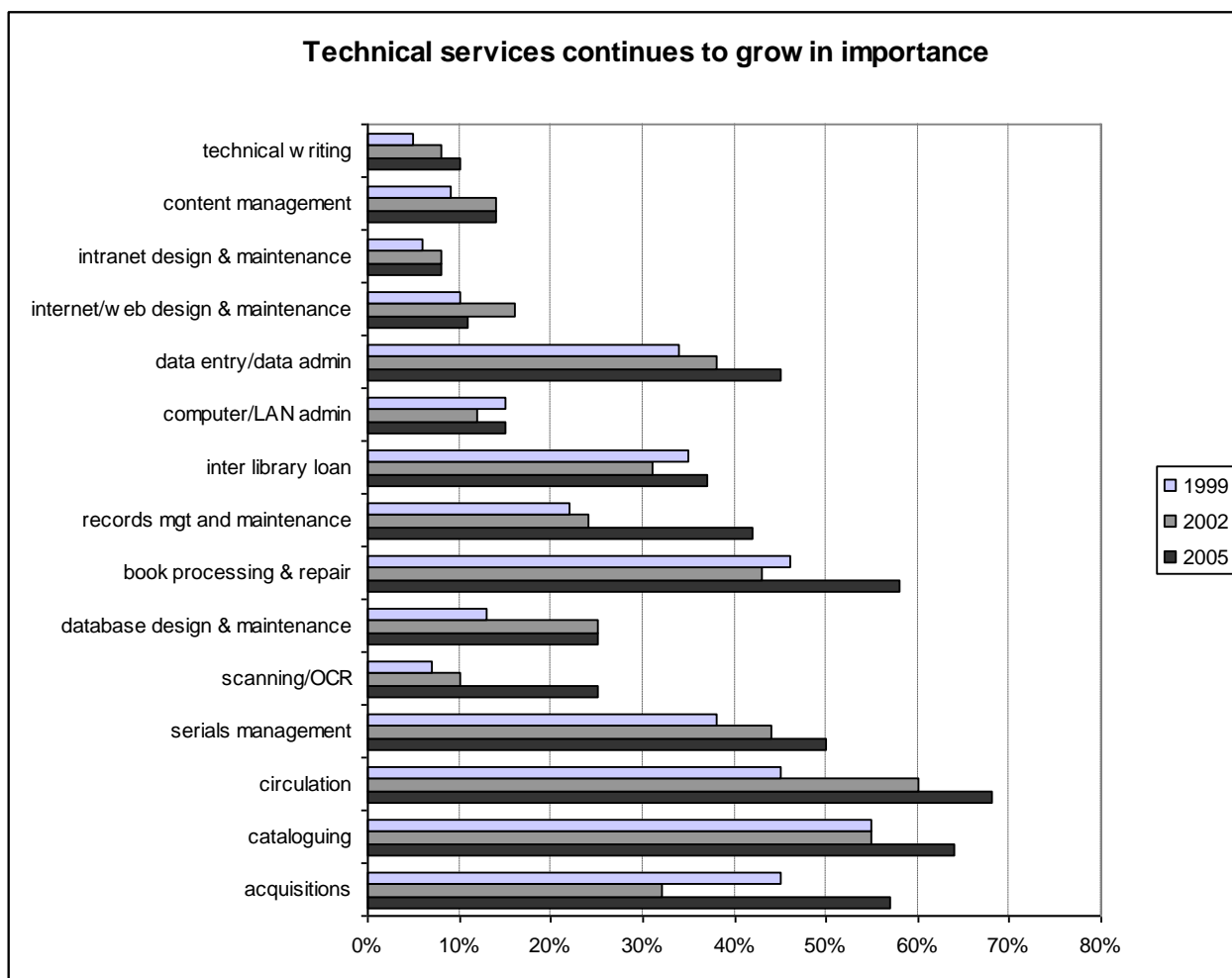
Respondents were asked to indicate all activities, under the headings of Public & Research Services, Technical Services, and Management & Administration. Overall, involvement in technical services has increased, and involvement in management has decreased – it is possible that this is due to the increase in respondents from the school system.

[Note: Respondents were asked to indicate *primary* responsibilities, but it is clear that many respondents indicated every single activity, not just their key activities.]

Activities in **Public & Research Services** have not grown significantly (see chart below), with the exception of Internet research and end user training.



Among **Technical Services** responsibilities (below), there are significant increases for tradition services such as acquisitions, cataloguing, book processing and records management. New technologies such as scanning/OCR, database design, web design and intranet design have grown less significantly.

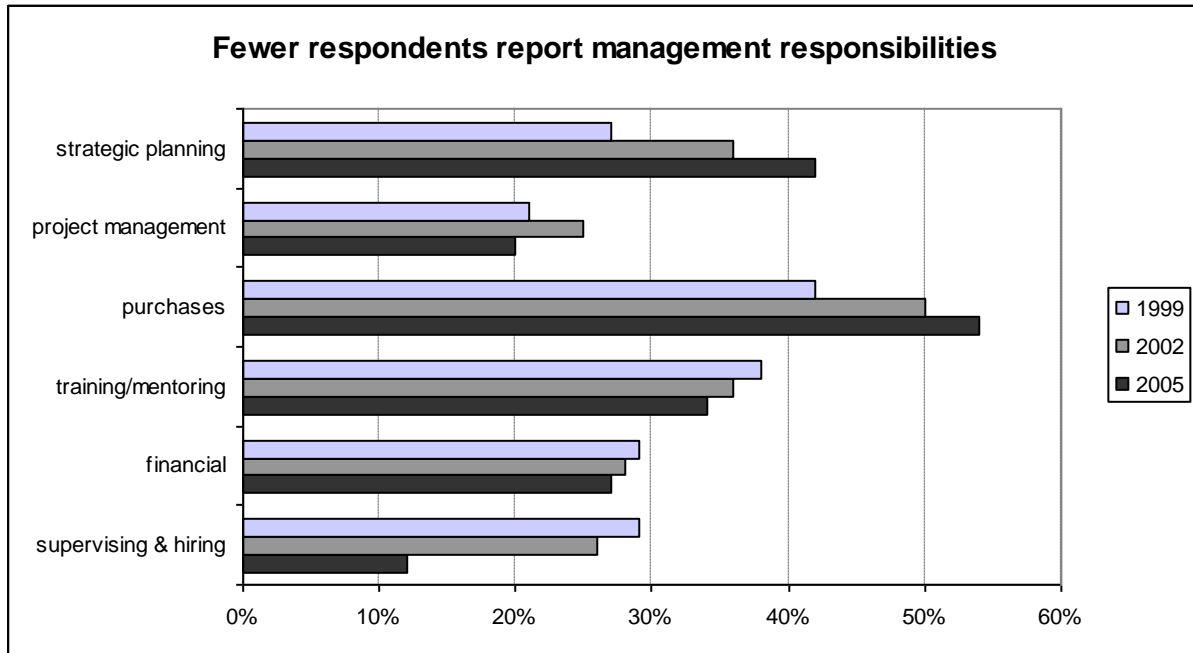


91% of libraries are automated, and 28 different systems were named.

Table 9.

Type of library	Most frequently mentioned systems	Genre de bibliothèque
Public Library	Dynix, Horizon	Publique
Schools	Athena, Horizon	Scolaire
Government	BiblioMondo	Gouvernementale
Academic	SIRSI, Unicorn	Universitaire/collégiale
Special	InMagic DB Textworks	Spéciale

In areas of **Management & Administration**, half (55%) of respondents are involved in purchasing decisions, more than one third in strategic planning (42%) and in training/mentoring (34%), and a quarter are involved in financial management. The only areas of increase are involvement in purchasing decisions and strategic planning (see below).



Job titles

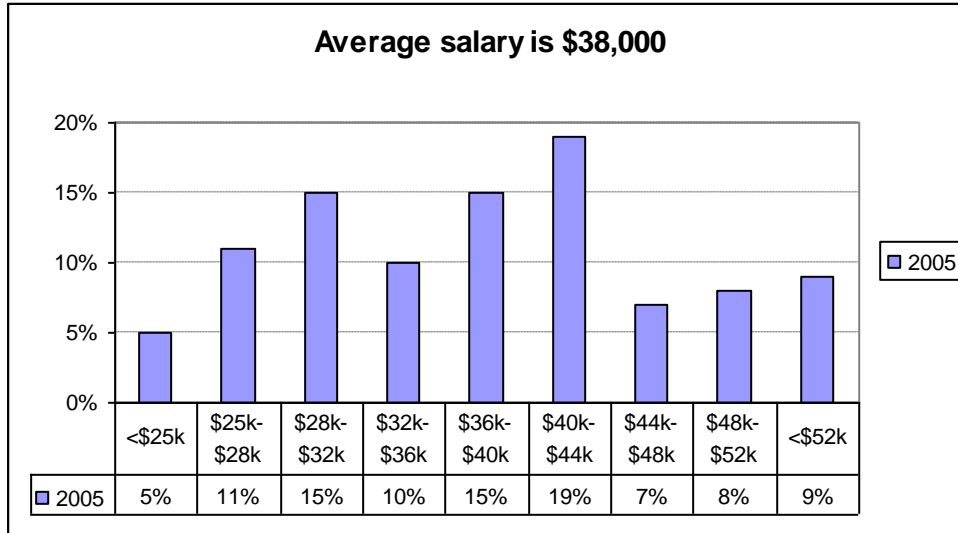
In all, there were 61 unique job titles. In Table 10, these have been grouped to show the most common forms. Respondents in the schools system and in government are most likely to have the title “library technician” or “bibliotechnicien(ne)”; respondents in special libraries have the widest variety of job titles.

Table 10.

Job title	Schools / Scolaire	Special / Spéciale	Other / Autre
Library technician / bibliotechnicien(ne) “Technician” in title	72% 18%	37% 15%	33% 22%
“Assistant” in title		10%	16%
Management: Librarian, Head, Coordinator, Supervisor, Manager, Team Leader, etc.	8%	20%	18%
“Specialist” in title	4%	12%	6%
Other	2%	2%	8%
Number of unique job titles: 61	14	24	29

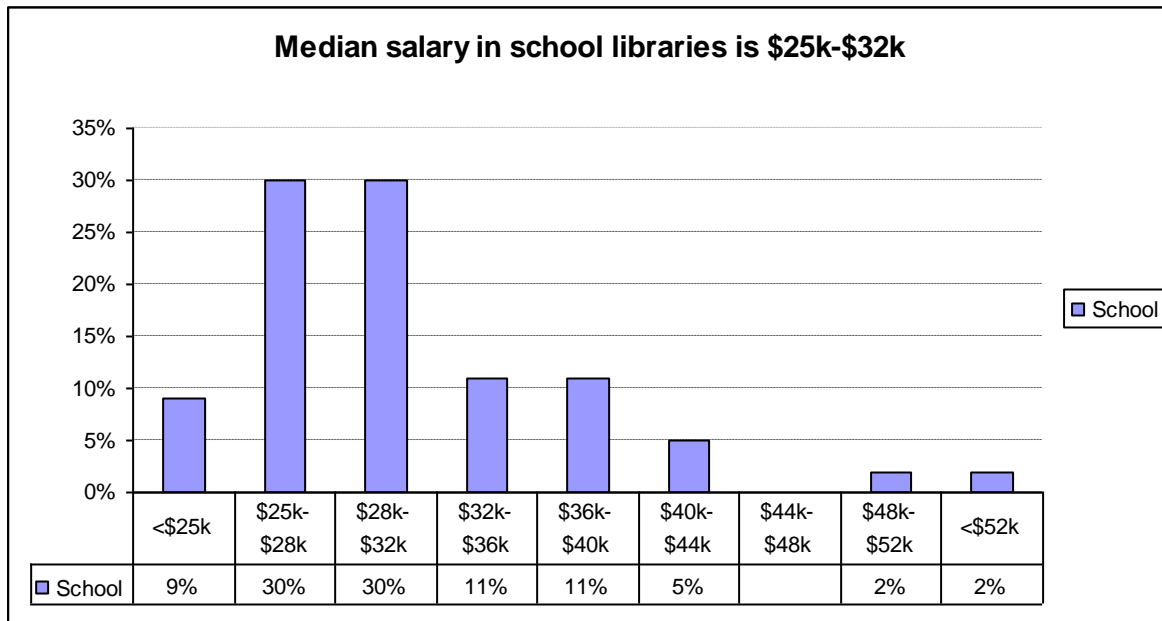
5. Salaries

90% of respondents have full-time positions although some respondents in the school system reported working a ten-month year. 5% of respondents work on contract (either full- or part-time).

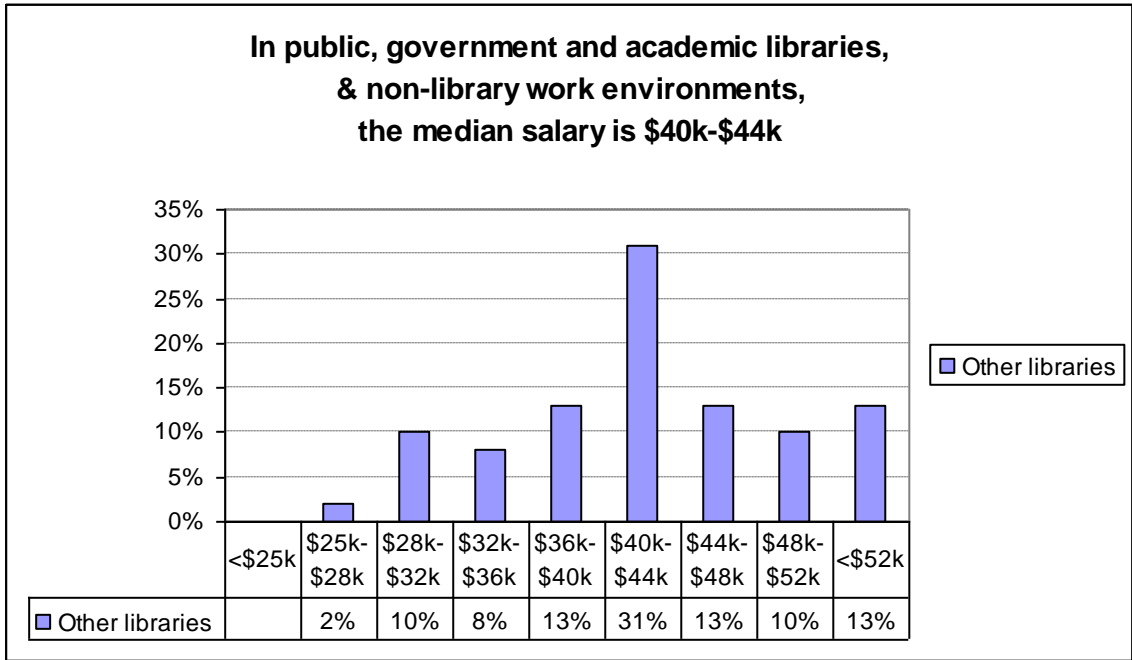
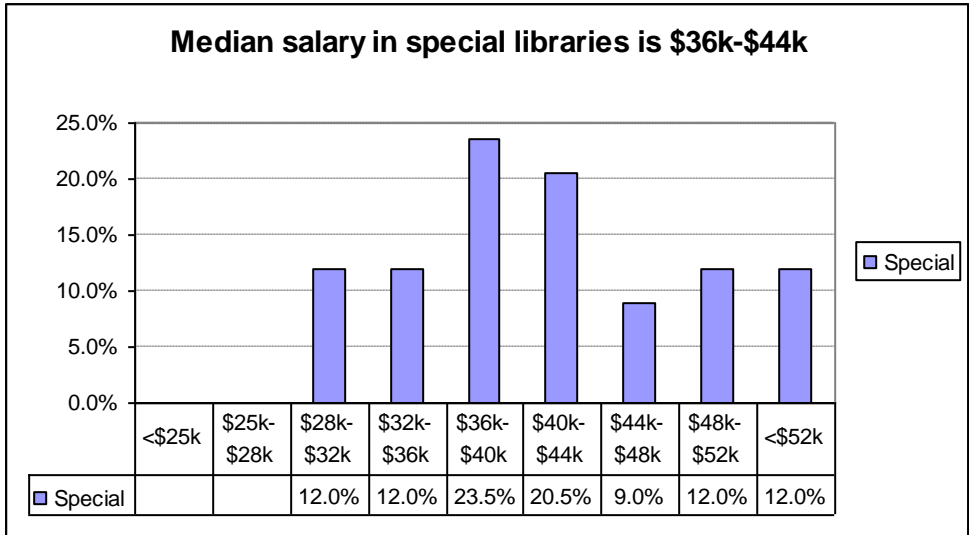


The average salary of respondents is about \$38,000. However, the median salary (most common response) of full-time respondents varies significantly with library type (see charts below). The median for respondents in the school system is \$25k-\$32k (an unknown number of respondents work a 10-month “year”). The median for respondents in academic and libraries is \$36k-\$44k.

Full-time salaries by library type



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



65% of respondents have their remuneration set by a union. Surprisingly, the lowest paid are the most unionized – 94% of respondents in the school system belong to a union. By comparison, only 20% of respondents from special libraries have their remuneration set by a union.

13 respondents have part-time work, or contracts that are less than 40 hours/week. Three-quarters of these respondents report wage rates of more than \$18.00/hour, with more than half in the range \$18-\$24/hour.

Benefits are fairly standard, with almost all 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.

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 fewer than one in every four respondents receives a formal evaluation; among “none” we have included some respondents receiving evaluations only once every two or three years. Half of respondents in academic libraries also receive no evaluation. In contrast, more than 80% of respondents in public and special libraries receive performance evaluations at least annually.

Table 11. **Evaluations by library type**

Library type	Annual	Semi-annual	Less frequent than annual, or not at all	Genre de bibliothèque
Public library	85%		15%	Publique
School system	23%	15%	62%	Scolaire
Government library	62%		36%	Gouvernementale
Academic library	47%		53%	Universitaire
Special library	62%	21%	18%	Spéciale
Total all libraries	50%	11%	39%	

Thank you / Merci !

Thank you to all the members of library technician profession who responded to the 2005 salary survey. We hope you find this survey useful.

If there are other statistics that you think would be useful for those entering or already in the profession in Ontario, please contact OALT/ABO (see <http://www.oaltabo.on.ca>) with your suggestions for questions that might be included in future surveys.

Maggie Weaver
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 April 2005.