

## OALT/ABO Salary & Library Profile Survey, 2007

A big “Thank you!” to the 224 members and non-members, who responded to the latest salary survey.

### 1. Library environment

Of the 208 respondents who work in a library or resource centre, 28% work in special libraries and 28% work in school or school board libraries. The remaining 44% of respondents are fairly evenly spread across public, academic and government libraries. 8 respondents do not work in a library or resource centre; 8 are unemployed.

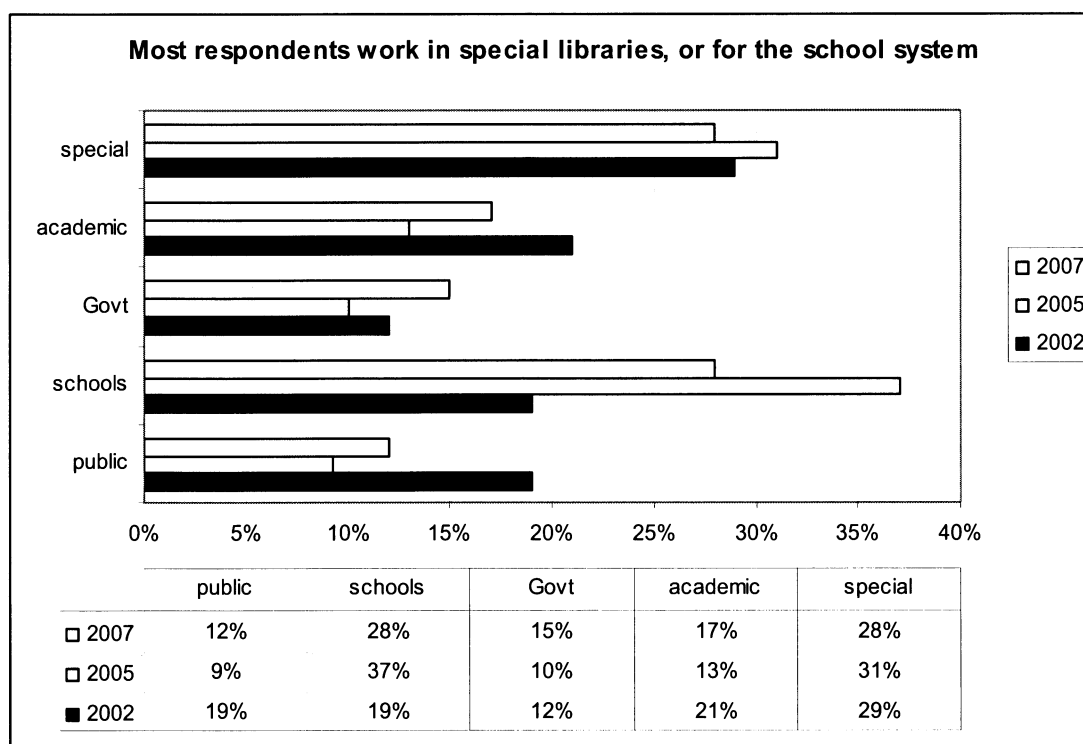


Table 1: Type of library

Type of Library	2007 Total		2005 Total		2002 Total		Genre de bibliothèque
	by type /par genre Number	Percent	by type /par genre Number	Percent	by type /par genre Number	Percent	
Public Library	24	12%	13	9%	35	19%	Publique
School – Elementary	23 }		22 }		16 }		Scolaire – élémentaire Scolaire – secondaire
School – Secondary	16 }		20 }		8 }		
Middle school, or combined	6 }		2 }		4 }		
School Board	14 }	28%	6 }	37%	7 }	19%	
Government – Munic/prov/fed	31	15%	14	10%	21	12%	Gouvernementale
University/College	36	17%	18	13%	38	21%	Universitaire/collégiale
Special	58	28%	41	31%	52	29%	Spéciale
Total	208		136		181		

*The dominant groups are respondents from the school system and from special libraries, so comparisons with 2005 are appropriate.*

*There has been improvement in the response from public, government and academic libraries, but as with previous surveys, numbers are not large enough for detailed analysis.*

Half the respondents work in libraries with 2-10 staff (Table 2), though fewer work alone than in 2005. Most respondents from the school system (83%) work in small or medium-sized libraries (1-10 people), while 71% respondents from special libraries come from medium-sized libraries (2-10 people) (Table 3).

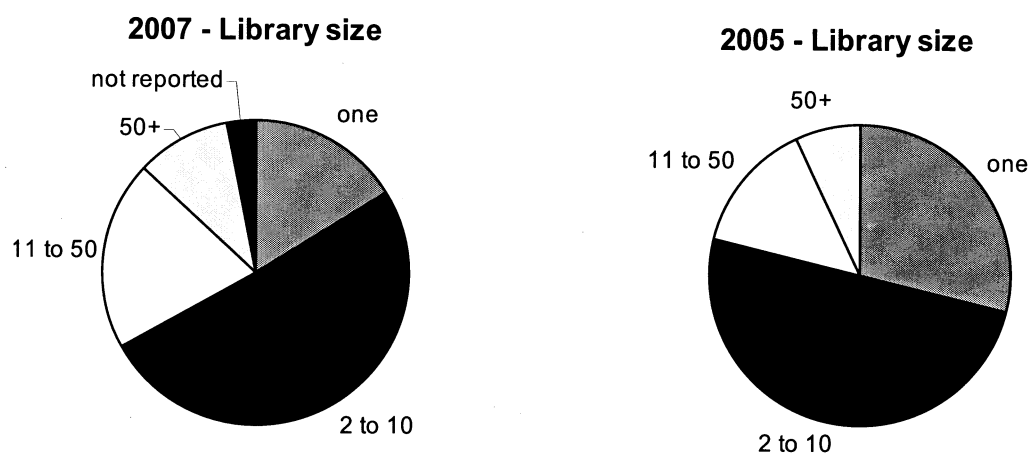


Table 2. Staff size by type of library

Library type Genre de bibliothèque	1 person	2 – 10 people	11 – 50 people	50+ people	Total by type
School / scolaire	21	28	5	0	59
Special / spéciale	7	41	8	1	58
Public/government/academic Publique/gouvernement/universitaire	5	37	29	19	91
Total	33	106 = 51%	42	20	201*

\* 7 respondents did not report library size.

Table 3. Staff size in school and special libraries

Library type Genre de bibliothèque	1 person		2 – 10 people		11 – 50 people		50+ people		Total by type	
	2007	2005	2007	2005	2007	2005	2007	2005	2007	2005
School / scolaire	36%	61%	47%	35%	9%	2%	-	2%	58	49
Special / spéciale	12%	17%	71%	75%	14%	7%	5%	0%	59	40

For half our respondents, a librarian is in charge, but 26% report that a library technician is in charge of her/his library.

## 2. Members and non-members

150 OALT/ABO members responded to the survey (Table 4); we encourage even more members to participate in future surveys, since more respondents means more valid (and often more detailed) analysis. As in the previous survey, one-third of responses came from individuals who are not members of OALT/ABO. “Thank you!” to those who forwarded the survey to friends and colleagues – the resulting analysis is a benefit to members and non-members alike.

Table 4: **Library type by membership status**

Type of Library	2007 respondents			2005 respondents			Genre de bibliothèque
	Total	Members	Non-members	Total	Members	Non-members	
Public Library	24	18	6	13	11	2	Publique
Schools	59	34	25	50	21	29	Scolaire
Government	31	19	12	14	13	1	Gouvernementale
Academic	36	20	5	18	13	5	Universitaire/collégiale
Special	58	41	17	41	32	9	Spéciale
Other	16	16	-	6	5	1	Autre
<b>Total</b>	<b>224</b>	<b>66%</b>	<b>34%</b>	<b>142</b>	<b>67%</b>	<b>33%</b>	

*The 76 non-member respondents come from all types of library. Relatively more non-member respondents work in the school system (33%) than do member respondents (22%), and their replies made it possible for us to provide the more detailed analysis for the school sector.*

Table 5: **Survey respondents, by membership affiliation**

All of OALT/ABO chapters are represented in the survey results (Table 5). Members may belong to more than one chapter; some respondents work for institutional members.

OALT/ABO Chapters	2007 Survey Respondents		2005 Survey Respondents	
	Number	Percent	Number	Percent
Halton-Peel	24	11%	21	15%
Lohania			10	7%
Ottawa	30	13%	16	11%
Thunder Bay	10	4%	5	4%
Toronto	44	20%	28	20%
Book chapter	4	3%	3	2%
Schools chapter	23	15%	9	6%
No chapters affiliation	25	11%	8	5%
Non-members	76	34%	47	33%
<b>Total</b>	<b>224</b>		<b>142</b>	

Three-quarters of respondents belong to one or more library association. Respondents in mid career (11-20 years' experience) are the most likely to belong to no associations, and also the least likely to belong to several associations. Respondents in special libraries are most likely (55%) to belong to several library associations (Table 6).

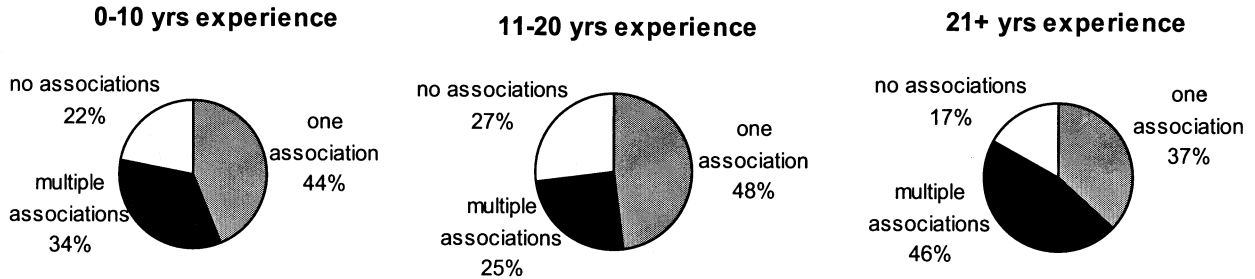


Table 6: Association membership – by library type

Type of Library	One association	Multiple associations	No memberships	Genre de bibliothèque
Public Library	50%	37%	12%	Publique
Schools	45%	25%	30%	Scolaire
Government	44%	25%	31%	Gouvernementale
Academic	47%	16%	36%	Universitaire/collégiale
Special	33%	55%	12%	Spéciale
Total	42%	33%	24%	

### 3. Education and experience

Table 7: Education Level

Education Level	Survey Respondents		Niveau scolaire
	Number	Percent	
Graduate Library Technician	108	48%	Bibliotechnicien(ne) gradué(e)
Graduate Library Technician with other degrees/diplomas	91	41%	Bibliotechnicien(ne) gradué(e) avec d'autres diplômes
Student	11	11%	Étudiant(e)
Other	14		Autre
Total	224		

Respondents are well-educated – 41% of respondents have a degree / diploma as well as the Library Technician qualification. There is no significant difference in qualifications by library type.

*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 84% reporting more than 5 years' experience, and one-third (34%) reporting more than 20 years' experience (Table 8). Average experience is about 16 years, about the same as the 2005 survey.

*An average of two years' more experience would be expected, but we had more students and unemployed new graduates responding this year.*

Table 8: Years of Experience

Years of Experience	2007 Respondents		2005 Respondents	
	Number	Percent	Number	Percent
Less than 1 year / moins d'un ans	8	3%	3	2%
1 – 2 years / ans	9	4%	4	3%
3 – 5 years / ans	20	9%	15	11%
6 – 10 years / ans	42	19%	30	21%
11 – 20 years / ans	69	31%	39	27%
21 – 25 years / ans	33	14%	23	16%
26+ years / ans	43	20%	28	20%
Total	224		142	

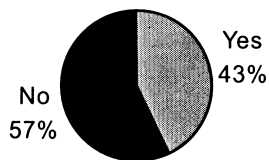
The higher response rate overall means we can provide more detailed analysis by experience.

### 4. Job Responsibilities & Activities

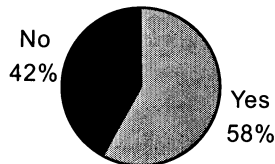
About half of respondents (47%) have supervisory responsibility, regardless of level of education.

Experience also seems not to be a factor in supervision. However, type of library is a factor: respondents from the school system are highly likely to have supervisory responsibilities (68%), whereas respondents in government libraries are least likely to be supervisors (Table 9).

**Supervision:**  
0-10 yrs experience



**Supervision:**  
11-20 yrs experience



**Supervision:**  
21+ yrs experience

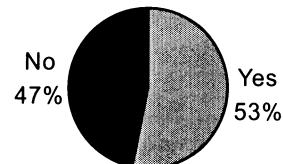


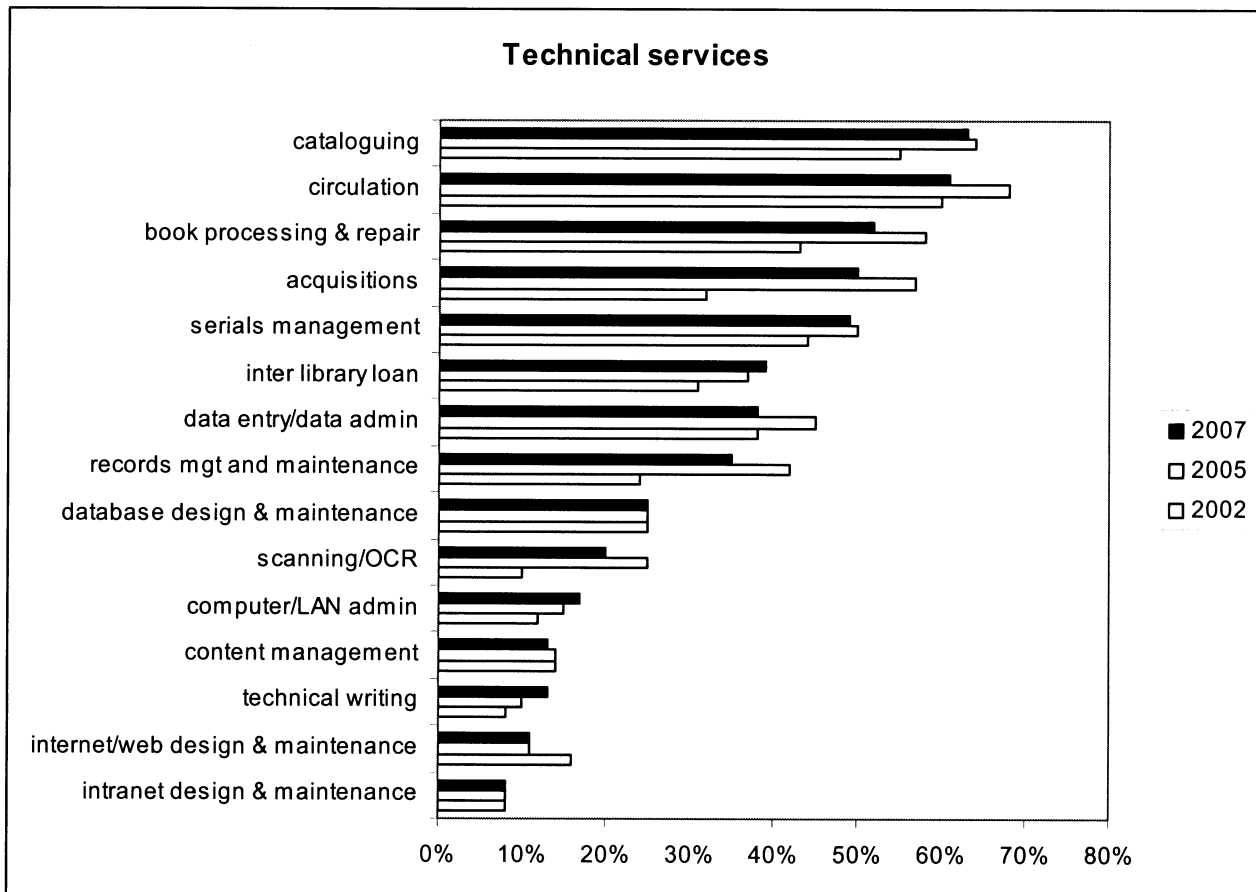
Table 9. Staff / volunteer supervision by type of library

Type of Library	Supervisory responsibilities		No Supervisory responsibilities		Genre de bibliothèque
	Number	Percent	Number	Percent	
Public Library	12		12		Publique
Schools	40	68%	19	32%	Scolaire
Government	8	26%	23	74%	Gouvernementale
Academic	16		20		Universitaire/collégiale
Special	22	38%	26	62%	Spéciale
Total	98		69		

### Job Activities

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

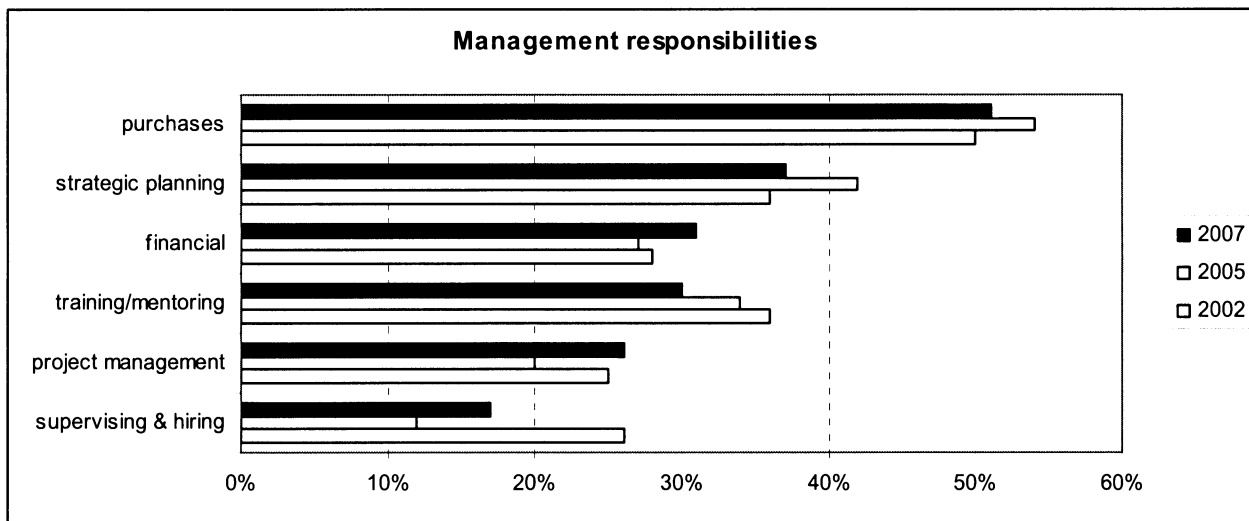
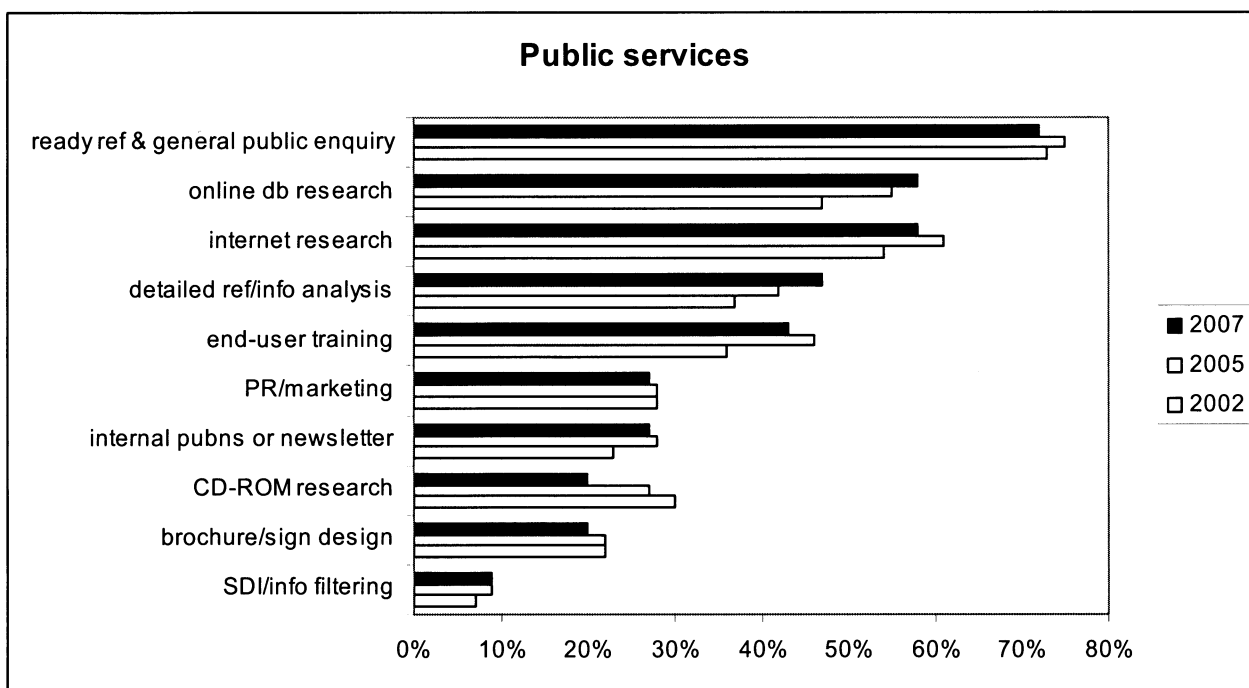
*Respondents were asked to indicate primary responsibilities, but it is clear that many respondents indicated every single activity, not just their key activities.*



94% of libraries are automated, and 28 different systems were named (Table 11).

Table 11. Most frequently mentioned library systems

Type of library	Most frequently mentioned systems	Genre de bibliothèque
Public Library	SirsiDynix	Publique
Schools	Athena, SirsiDynix	Scolaire
Government	Amicus, Voyager	Gouvernementale
Academic	SirsiDynix, Millenium, Voyager	Universitaire/collégiale
Special	InMagic, SirsiDynix, Voyager	Spéciale



Even individuals with less than 5 years experience have some management responsibilities, but as might be expected, the respondents with the most experience (21+ years) are the most likely to have management responsibilities (Table 12).

**Table 12: Management responsibilities by experience level**

	0-10 yrs experience	11-20 yrs experience	21+ yrs experience
Supervision	17%	10%	29%
Financial	27%	10%	46%
Training	25%	24%	49%
Purchasing	48%	48%	71%
Project management	20%	16%	37%
Strategic planning	41%	31%	46%
No management responsibilities	42%	45%	27%
Total*	59	58	63

\*Excluding unemployed respondents, and those not working in a library.

**Table 13: Top activities for respondents in school and special libraries**

There are some interesting differences in the responsibilities of respondents working in the school system and in special libraries (Table 13). Overall, most respondents from the school system noted slightly more total responsibilities, and more in technical services, than the special library respondents.

School libraries		Special libraries	
Cataloguing / catalogage	91%	Reference/ référence	74%
Book processing / traitement des documents	84%	Internet research / recherche sur Internet	72%
Circulation / circulation	83%	Online database research / recherche automatisée	70%
Reference/ référence	71%	Cataloguing / catalogage	58%
Acquisitions / acquisitions	66%	Serials Management / gestion des périodiques	58%
Serials Management / gestion des périodiques	60%	Acquisitions / acquisitions	56%
Recommend or purchase / Recommander ou acheter	59%	Circulation / circulation	54%
Records management / gestion des documents	55%	Detailed reference / référence détaillée	54%
Data entry / entrée de données admin.	53%	Book processing / traitement des documents	51%
Internet research / recherche sur Internet	50%	Interlibrary loan / prêts entre bibliothèques	51%
Online database research / recherche automatisée	47%	End user training / formation de l'utilisateur	49%
End user training / formation de l'utilisateur	47%	Recommend or purchase / Recommander ou acheter	49%
Public relations / relations publiques	43%	Participation in strategic planning / participer à la planification stratégique	46%
Participation in strategic planning / participer à la planification stratégique	43%	Data entry / entrée de données admin.	42%



**Table 13: Job titles**

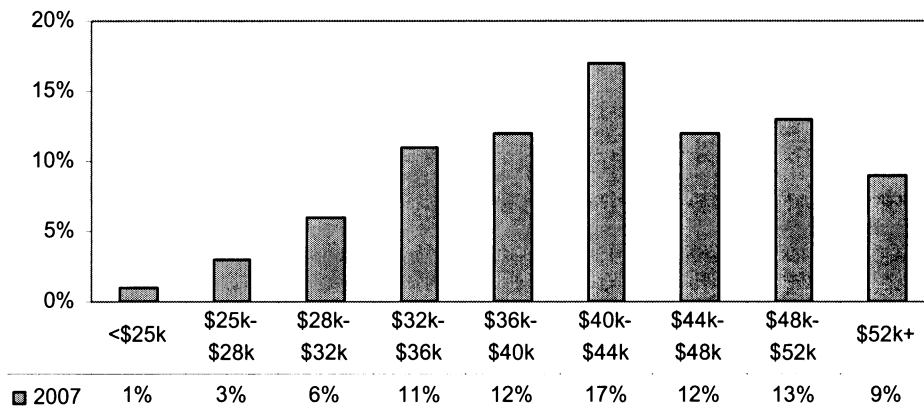
In all, there were 82 unique job titles. In Table 13, these have been grouped to show the most common forms. Respondents in the schools system are most likely to have the title “library technician” or “bibliotechnicien(ne)”; respondents in special libraries have the widest variety of job titles. Experience appears to have no impact on job title.

<b>Job title</b>	<b>Schools / Scolaire</b>	<b>Special / Spéciale</b>	<b>Public / government / academic Publique / gouvernement / universitaire</b>
Library technician / bibliotechnicien(ne) “Technician” in title	68% 20%	34% 17%	24% 23%
“Assistant” in title		13%	24%
Management: Librarian, Head, Coordinator, Supervisor, Manager, Administrator, Team Leader, etc.	7%	19%	14%
Specialist, technologist, consultant in title	5%	13%	2%
Other	-	3%	12%
Number of unique job titles: 82	15	34	47

**5. Salaries**

89% of respondents have full-time positions although some respondents in the school system reported working a ten-month year. 11% of respondents work part-time.

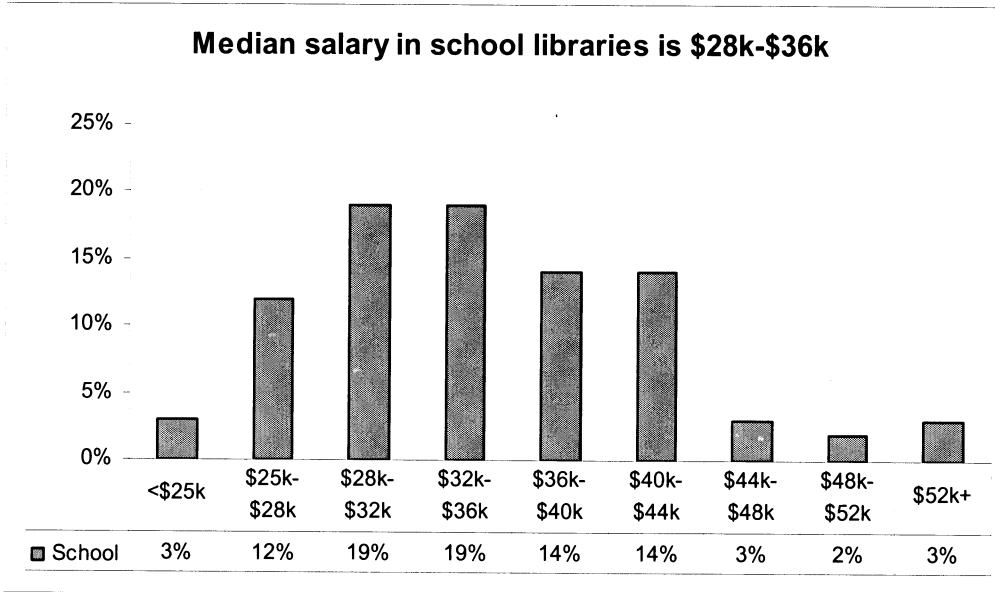
**Average salary is about \$42,000**



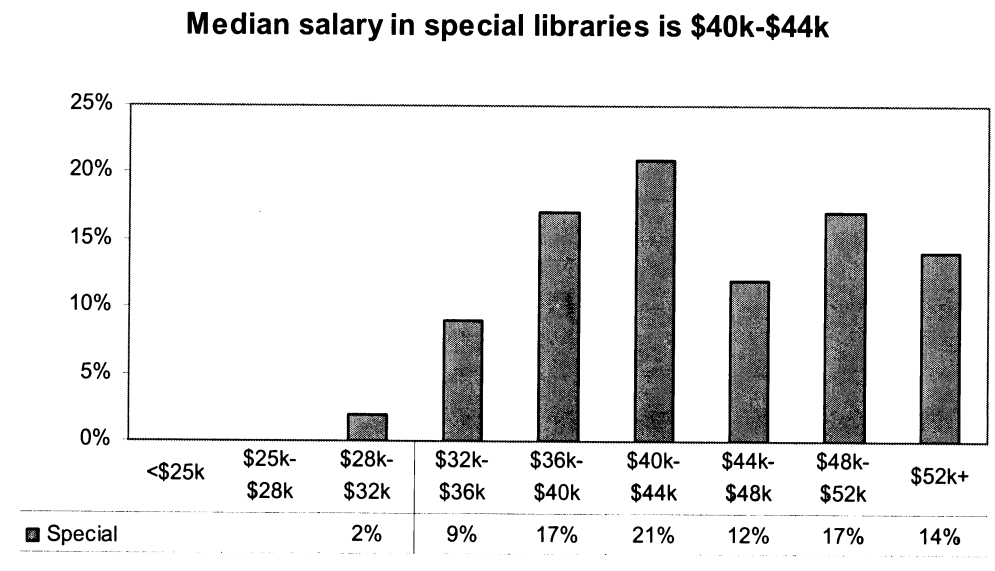
The average salary of all respondents is about \$42,000. However, the median salary (most common response) of full-time respondents varies significantly with library type (see charts below). The median for respondents in the school system is \$28k-\$36k (NB an unknown number of respondents work a 10-month “year”). The median for respondents in special libraries is \$40k-\$44k.

25 respondents work at hourly rates. Three-quarters of these respondents report wage rates of more than \$16.00/hour, with 40% in the range \$18-\$24/hour.

**Full-time salaries by library type**

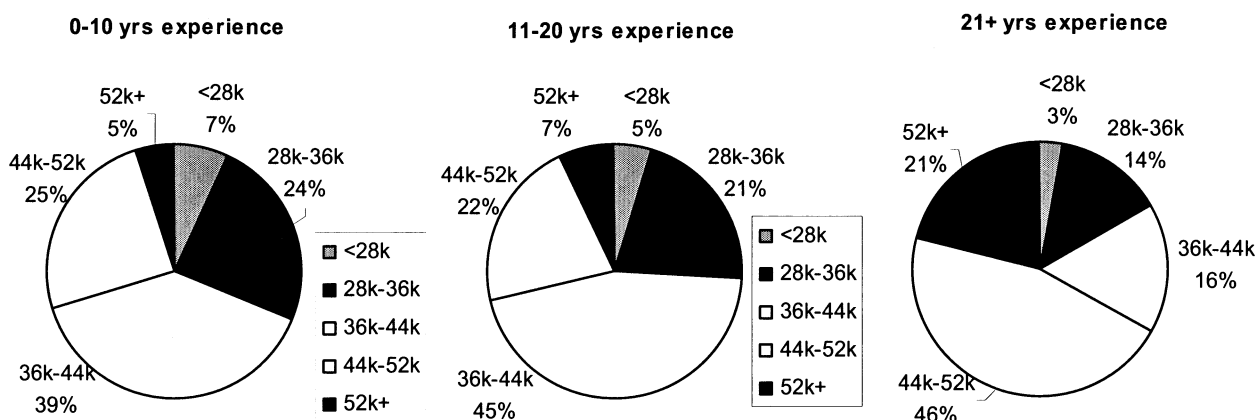


\* An unknown number of “full time” positions are 10-month terms.



77% of respondents have their remuneration set by a union. 93% of respondents in the school system belong to a union – by comparison, only 19% of respondents from special libraries have their remuneration set by a union.

One third of salaried respondents with less than 10 years experience earn less than \$36,000. By contrast, more than 2/3 of respondents with 21+ years experience earn \$44,000 or more. Experience seems to have no impact on the earnings of respondents reporting hourly wage rates.



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.

Table 14. Performance evaluations by library type

More than one third of respondents report they receive no performance evaluations (Table 14). In the school system 64% of respondents receive no formal evaluation, and half of respondents in academic libraries also receive no evaluation, thus missing an important opportunity to convince management of the value of one's work. In contrast, more than 85% of respondents in government and special libraries receive performance evaluations at least annually.

Library type	Annual	Semi-annual	Less frequent than annual, or not at all	Genre de bibliothèque
School system	24%	7%	64%	Scolaire
Special library	70%	16%	14%	Spéciale
Public/government/academic	59%	4%	37%	Publique/gouvernementale/universitaire
<b>Total all libraries</b>	<b>50%</b>	<b>11%</b>	<b>39%</b>	

**Thank you / Merci !**

Thank you to all the members of library technician profession who responded to the 2007 salary survey. We hope you find this survey useful. Please contact OALT/ABO (see <http://www.oaltabo.on.ca> ) with your suggestions for questions that might be included in future surveys.

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