OALT/ABO Salary & Library Profile Survey, 2009

A big "Thank you!" to the 157 members and non-members, who responded to the latest salary survey.

1. Library environment

The 149 respondents who work in a library or resource centre are fairly evenly spread across the various library types. 6 respondents do not work in a library or resource centre; 2 are currently unemployed.
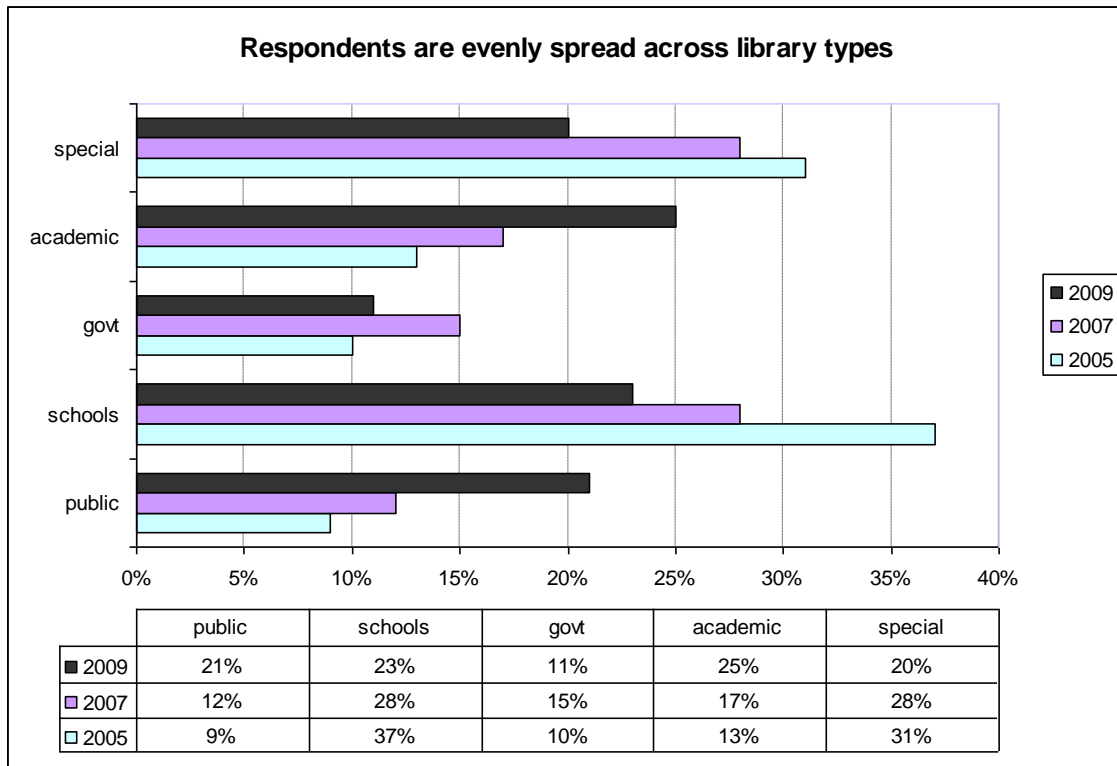
Respondents are evenly spread across library types

	public	schools	govt	academic	special
■ 2009	21%	23%	11%	25%	20%
■ 2007	12%	28%	15%	17%	28%
□ 2005	9%	37%	10%	13%	31%

Table 1: **Type of library**

Type of Library	**2009 Total** **by type / par genre** Percent	2007 Total by type /par genre Percent	2005 Total by type /par genre Percent	Genre de bibliothèque
Public Library	21%	12%	9%	Publique
School	23%	28%	37%	Scolaire
Government	11%	15%	10%	Gouvernementale
University/College	25%	17%	13%	Universitaire/collégiale
Special	20%	28%	31%	Spéciale
Total	149	208	136	

There has been improvement in the response from public and academic libraries,
but total numbers are not large enough for detailed analysis.

1

43% of the respondents work in libraries with 2-10 staff. More work in large libraries than in 2007, but the proportion working alone remains the same:

2009 - Library size

2007 - Library size
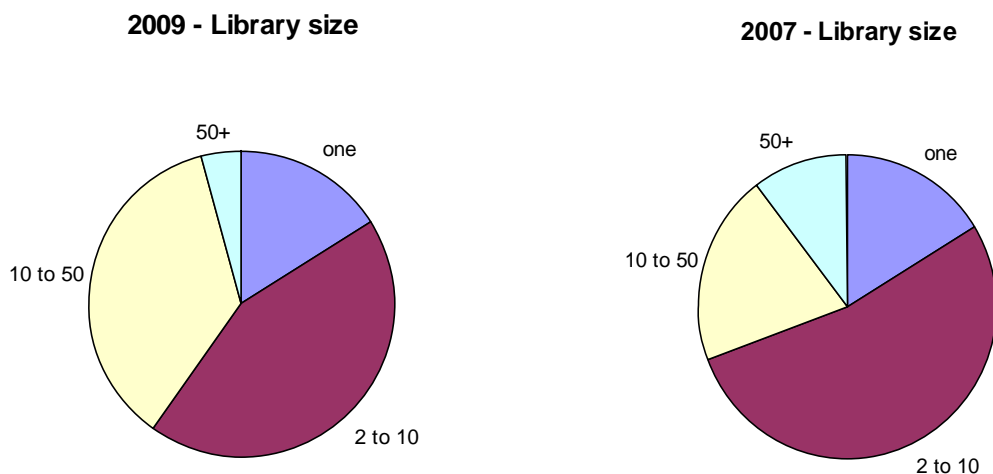
2. Members and non-members

108 OALT/ABO members responded to the survey (Table 2); 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 members who forwarded the survey to friends and colleagues, and to non-members who responded – the resulting analysis is a benefit to all Library Technicians in Ontario.

Table 2: **Library type by membership status**

Type of Library	2009 respondents			2007 respondents			Genre de bibliothèque
	Total	Members	Non-members	Total	Members	Non-members	
Public Library	31	20	11	24	18	6	Publique
Schools	36	22	13	59	34	25	Scolaire
Government	16	11	5	31	19	12	Gouvernementale
Academic	36	26	10	36	20	5	Universitaire/collégiale
Special	31	20	11	58	41	17	Spéciale
Other	8	8	-	16	16	-	Autre
Total	157	68%	32%	224	66%	34%	

The 50 non-member respondents come from all types of library. This year, their distribution among library types is similar to the distribution of member respondents.

More than three-quarters of respondents belong to one or more library association. Respondents with 21+ years experience, or working in special libraries, are most likely to belong to several library associations (Table 3).

However, 22% of respondents belong to no professional associations;
we hope that their participation in the survey has helped to demonstrate
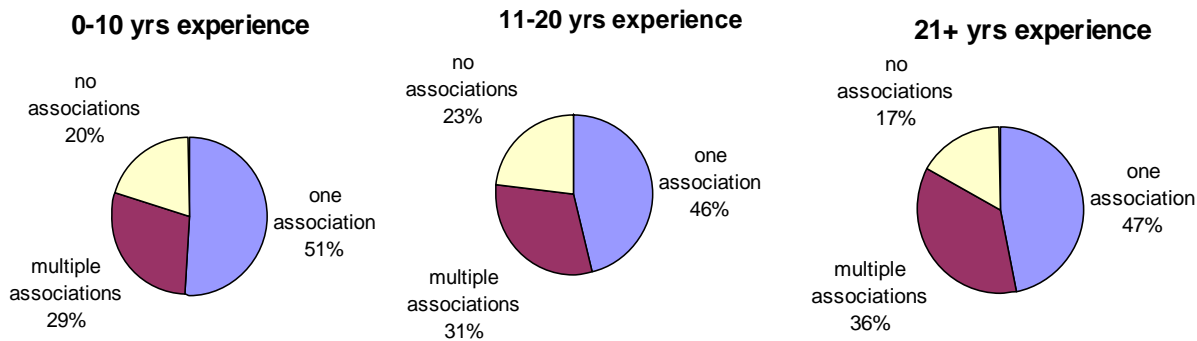*the value to the profession of LT and library associations.*

0-10 yrs experience

no associations 20%
one association 51%
multiple associations 29%

11-20 yrs experience

no associations 23%
one association 46%
multiple associations 31%

21+ yrs experience

no associations 17%
one association 47%
multiple associations 36%

Table 3: **Association membership – by library type**

Type of Library	One association	Multiple associations	No memberships	**Genre de bibliothèque**
Public Library	42%	32%	26%	Publique
Schools	51%	31%	18%	Scolaire
Government	63%	12%	25%	Gouvernementale
Academic	45%	24%	23%	Universitaire/collégiale
Special	34%	47%	19%	Spéciale
Total	47%	31%	25%	

The Ontario Library Association (OLA) is the most common "second" membership of OALT/ABO members, and the most common membership reported by non-members.

> *Over the last few years, OALT/ABO has worked with OLA to offer additional benefits to Ontario's library technicians, including technician oriented sessions at OLA Super Conference and a column in Access, OLA's member magazine.*

3. Education and experience

Table 4: **Education Level**

Education Level	**2009** percent	2007 percent	**Niveau scolaire**
Graduate Library Technician	51%	48%	Bibliotechnicien(ne) gradué(e)
Graduate Library Technician with other degrees/diplomas	46%	41%	Bibliotechnicien(ne) gradué(e) avec d'autres diplômes
Student	4%	11%	Étudiant(e)
Total	157	224	

Respondents are well-educated – 46% 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 current addresses for all student members.

Library / Information Work Experience

Survey respondents have many years of experience in library & information work, with 82% reporting more than 5 years' experience, and more than one-third (37%) reporting more than 20 years' experience (Table 5).

Table 5: **Years of Experience**

Years of Experience	**2009 Respondents**		2007 Respondents	
	Number	Percent	Number	Percent
Less than 1 year /moins d'un ans	3	2%	8	3%
1 – 2 years / ans	9	6%	9	4%
3 – 5 years / ans	17	11%	20	9%
6 – 10 years / ans	23	15%	42	19%
11 – 20 years / ans	47	30%	69	31%
21 – 25 years / ans	16	10%	33	14%
26+ years / ans	42	27%	43	20%
Total	157		224	

4. Job Responsibilities & Activities

In all, there were 76 unique job titles. In Table 6, these have been grouped to show the most common forms.

Table 6: **Job titles**

Job title	
Library technician / bibliotechnicien(ne)	42%
"Technician" in title	21%
"Assistant" in title	12%
Management: Librarian, Head, Coordinator, Supervisor, Manager, Administrator, Team Leader, etc.	14%
Number of unique job titles: 76	

4

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 <u>primary</u> responsibilities, but it is clear that many respondents indicated every single activity, not just their key activities.

We do not have enough respondents to undertake more detailed analysis by library type. However, LIT students will appreciate an understanding of the skills that they will find most useful in the workplace.
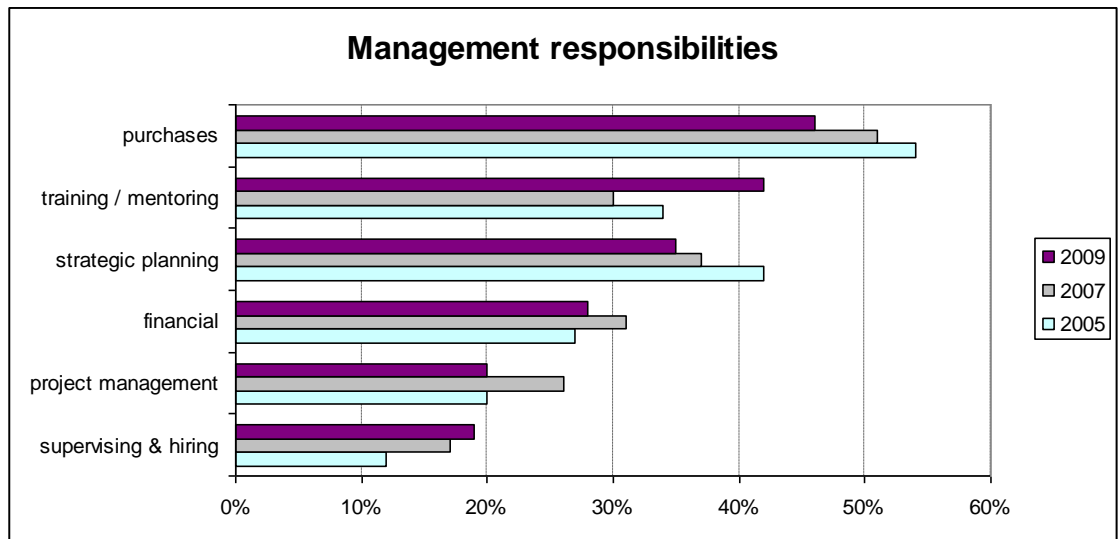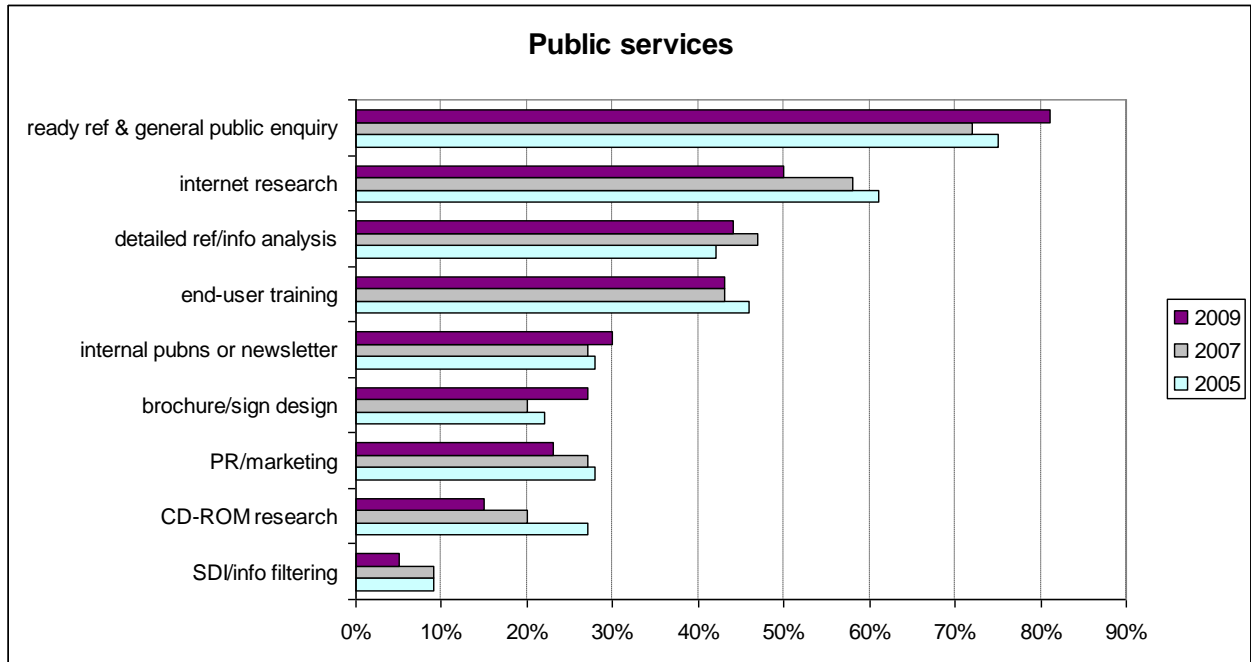

Technical services
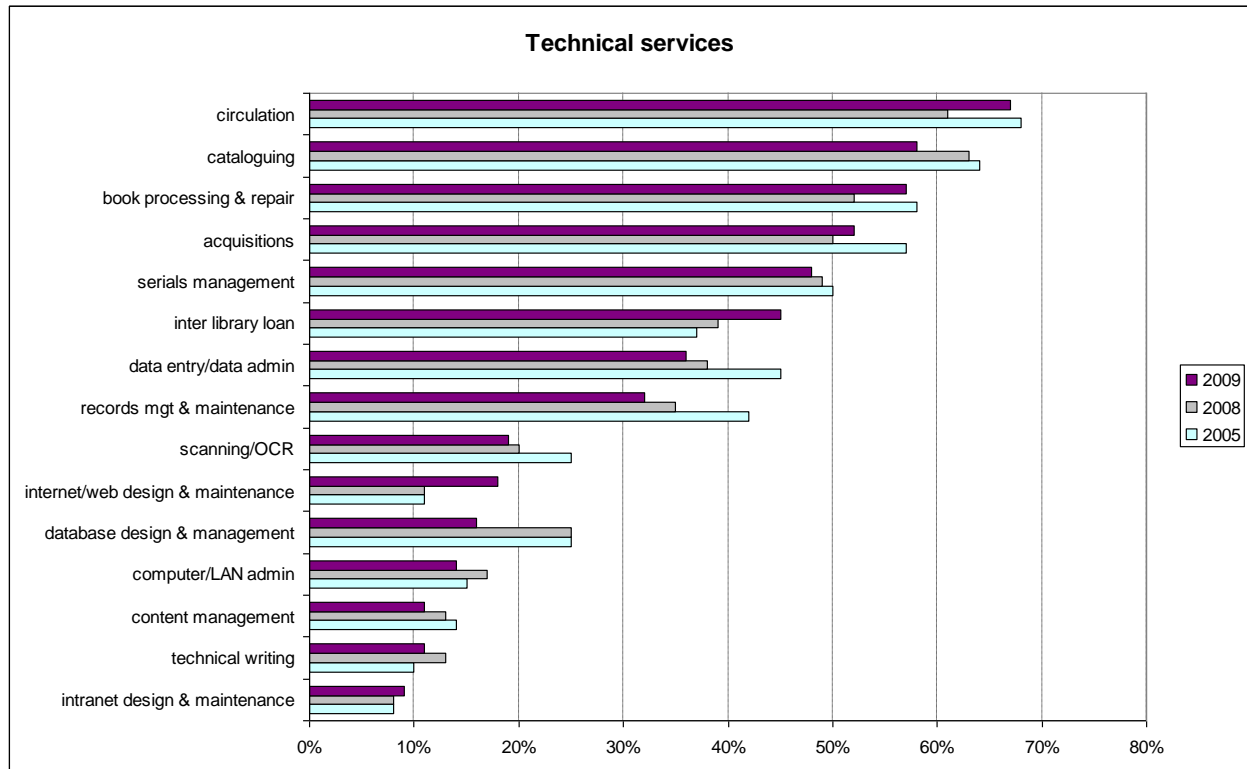
Almost all libraries are automated, and many different systems were named (Table 7). Several respondents referred to recent or imminent systems changes. While LIT programs can't train students in all possible systems, it is important for all LTs to be flexible enough to move between systems, as libraries upgrade.

Table 7. **Most frequently mentioned library systems**

Type of library	Most frequently mentioned systems	Genre de bibliothèque
Public Library	SirsiDynix, Symphony, Workflows, Horizon	Publique
Schools	Athena, Destiny	Scolaire
Government	Liberty, Evergreen	Gouvernementale
Academic	SirsiDynix, Workflows, Voyager	Universitaire/collégiale
Special	InMagic, Horizon	Spéciale

Many respondents did not report the name of their system, however in the event of a job change it would be important to know which system(s) you have experience with.

Public services

Category	
ready ref & general public enquiry	
internet research	
detailed ref/info analysis	
end-user training	
internal pubns or newsletter	
brochure/sign design	
PR/marketing	
CD-ROM research	
SDI/info filtering	

Legend: 2009, 2007, 2005

Management responsibilities

| Category	
purchases	
training / mentoring	
strategic planning	
financial	
project management	
supervising & hiring	

Legend: 2009, 2007, 2005

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 8).

Table 8: **Management responsibilities by experience level**

	0-10 yrs experience	11-20 yrs experience	21+ yrs experience
Supervision	14%	8%	26%
Financial	22%	15%	40%
Training	31%	35%	43%
Purchasing	27%	42%	60%
Project management	14%	4%	33%
Strategic planning	24%	35%	43%
No management responsibilities	39%	27%	28%

Over half of respondents (53%) have supervisory responsibility. Respondents at all levels of experience report supervisory responsibilities, however supervisory responsibility is somewhat a factor of experience:
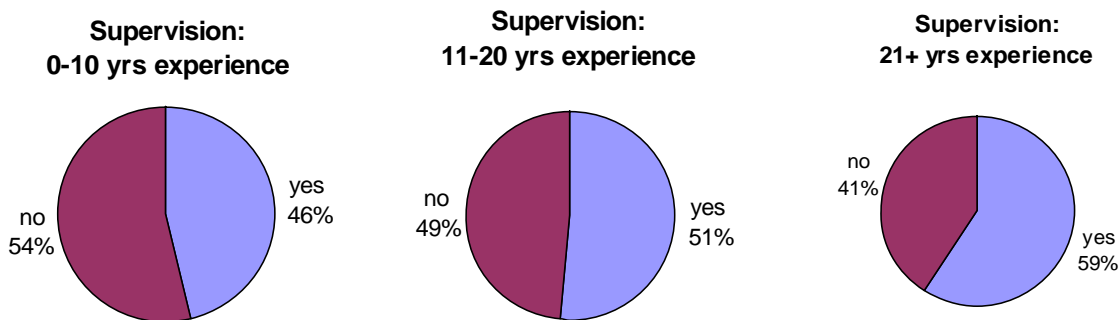
Type of library also seems to be a factor: respondents in school and public libraries are highly likely to have supervisory responsibilities (66% and 62% respectively), whereas respondents in special and government libraries are least likely to be supervisors (Table 9).
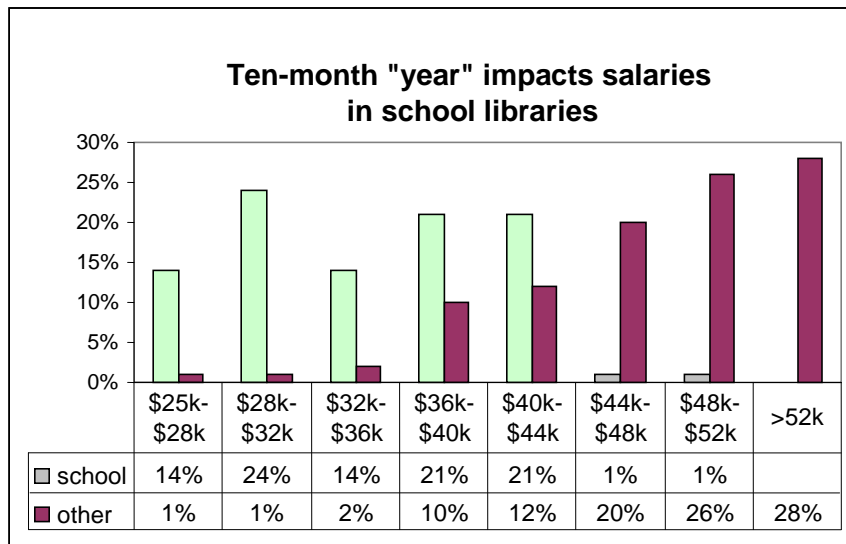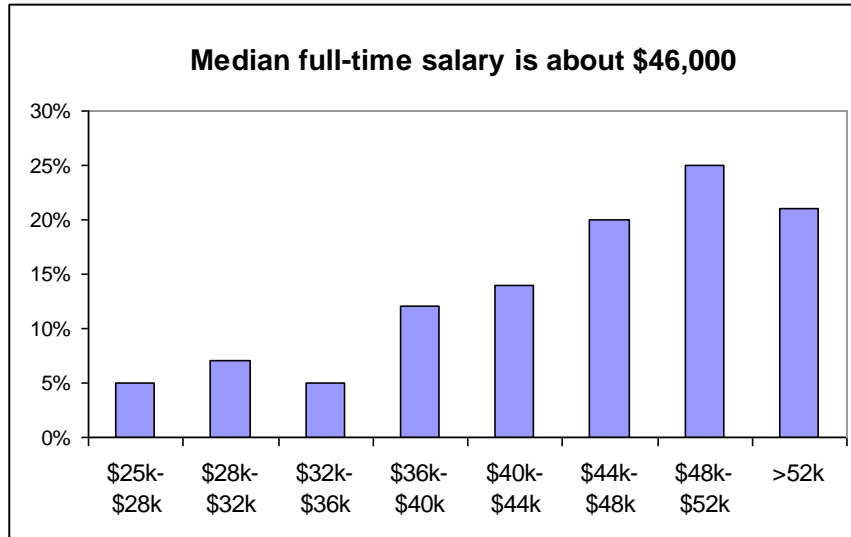
Table 9. **Staff / volunteer supervision by type of library**

Type of Library	Supervisory responsibilities Percent	No Supervisory responsibilities Percent	**Genre de bibliothèque**
Public Library	66%	34%	Publique
Schools	62%	38%	Scolaire
Government	37%	63%	Gouvernementale
Academic	53%	47%	Universitaire/collégiale
Special	47%	53%	Spéciale
Total	53%	47%	

80% of respondents' jobs do not require them to travel; the 20% who do travel work in all library types.

5. Salaries

79% of respondents working in libraries have full-time positions. The median (midpoint) salary of all respondents is about $46,000. However, salaries for respondents in school libraries seem to reflect their "ten-month year".

Median full-time salary is about $46,000

Range	Percentage
$25k-$28k	5%
$28k-$32k	7%
$32k-$36k	5%
$36k-$40k	12%
$40k-$44k	14%
$44k-$48k	20%
$48k-$52k	25%
>52k	21%

Ten-month "year" impacts salaries in school libraries

	$25k-$28k	$28k-$32k	$32k-$36k	$36k-$40k	$40k-$44k	$44k-$48k	$48k-$52k	>52k
school	14%	24%	14%	21%	21%	1%	1%	
other	1%	1%	2%	10%	12%	20%	26%	28%

15% of respondents work part-time, one third of them in public libraries. For the first time this year, our survey allowed respondents to provide information about more than one job – another 9 (busy) individuals provided information on 2 positions, full-time, part-time and contract.

> *The addition of the "second job" option resulted in a much longer survey questionnaire*
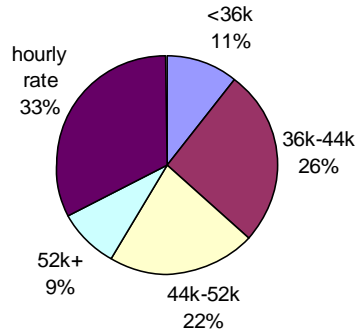> *and more complicated analysis – we hope you find the additional information valuable.*

20 respondents work at hourly rates; 60% of these respondents report wage rates of more than $18.00/hour.

94% of respondents working in libraries are paid bi-weekly or semi-monthly. Benefits are also fairly standard, with almost all of employed respondents reporting receiving extended medical insurance,
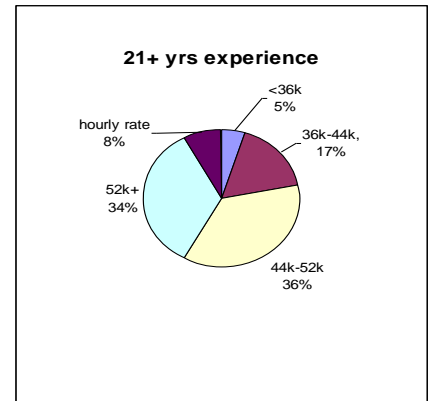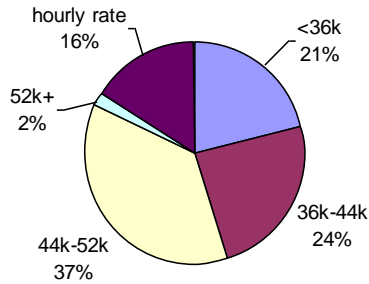
prescription coverage, dental insurance and life or disability insurance. Most of the respondents in part-time or contract positions received no benefits.

61% of respondents have their remuneration set by a union. 92% of respondents in the school system belong to a union; by comparison, only 28% of respondents from special libraries have their remuneration set by a union. A handful of respondents, particularly in special libraries, negotiate their salaries themselves.

0-10 yrs experience

- <36k 11%
- hourly rate 33%
- 36k-44k 26%
- 52k+ 9%
- 44k-52k 22%

11-20 yrs experience

- hourly rate 16%
- <36k 21%
- 52k+ 2%
- 36k-44k 24%
- 44k-52k 37%

21+ yrs experience

- <36k 5%
- hourly rate 8%
- 36k-44k, 17%
- 52k+ 34%
- 44k-52k 36%

Not surprisingly, the highest salaries (>$52,000) are earned by the respondents with most experience, and those respondents are least likely to be paid at hourly rates.

Almost one half of respondents report they receive no performance evaluations (Table 14). thus missing an important opportunity to convince management of the value of their work. In particular, 84% of respondents in school libraries receive no performance review, whereas 74% of respondents in public libraries receive performance evaluations at least annually.

Thank you / Merci !

Additional information provided by respondents but not reported here is used by the Executive of OALT/ABO in strategic planning for the association, and by the Conference Planning team to guide the choice of sessions offered.

Thank you to all the members of library technician profession who responded to the 2009 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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OALT/ABO
May, 2010