

**2008 North Texas Regional Library System (NTRLS)
Salary Survey Report: Library Staff**

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March 31, 2008

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Statement of Purpose

The purpose of this report is to provide information on current salaries for all levels of library staff including professional staff, paraprofessional staff and support staff in the North Texas Library System (NTRLS) area.

Methodology

Salary surveys were emailed from the NTRLS office to directors of the 74 member libraries in February 2008. I sent follow-up emails to all 74 library directors 2 weeks later providing an extended deadline and alternate methods for responding to the survey.

31 completed surveys were returned, representing a 41% return rate and providing information for a total of 408 positions. All valid information submitted on the surveys was used to compile results for this report. It should be noted that 2 surveys were returned with incomplete current salary information. The report is arranged by the following major job title categories:

- Library Director
- Assistant Director/Branch Manager
- Administrative Librarian
- Network/Systems/Computer Personnel
- Librarian
- Coordinator/Supervisor
- Library Assistant/Technical/Specialist
- Clerk/Aide
- Secretary
- Courier
- Page/Shelving Assistant

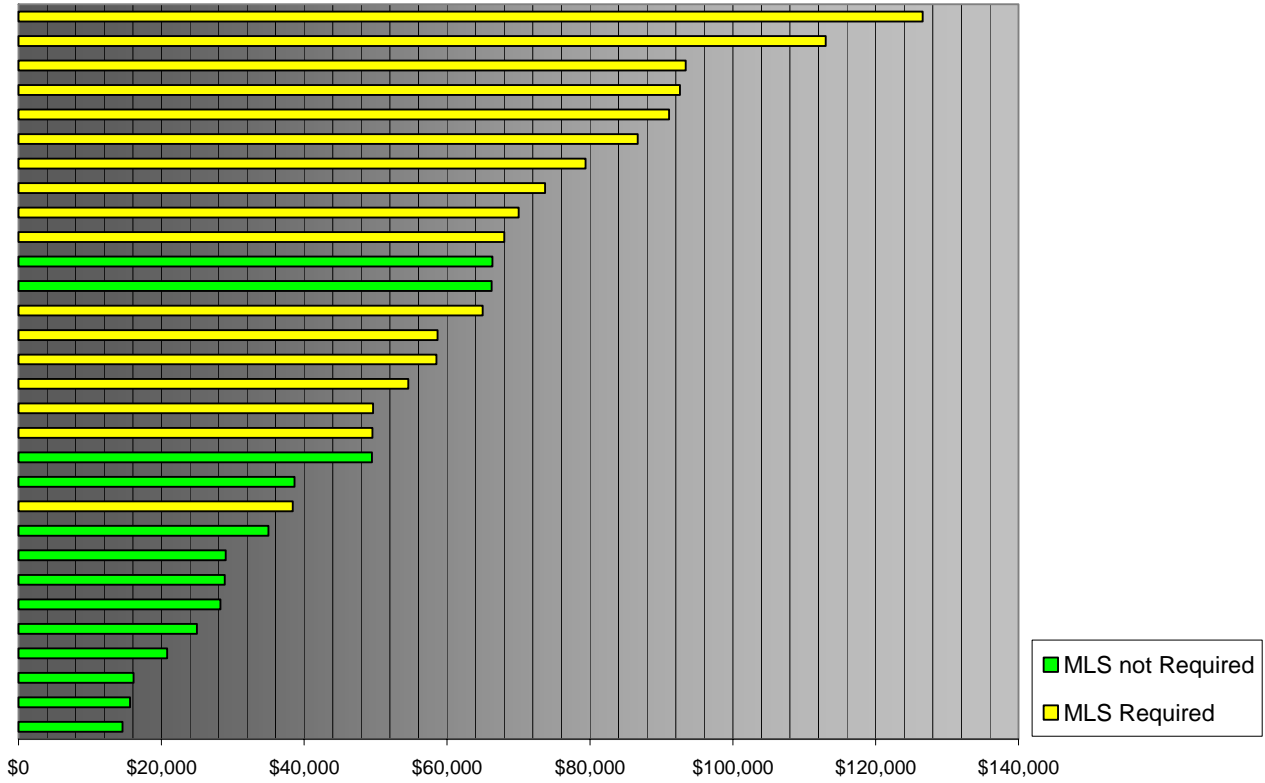
The number of positions reported on the surveys in each category appears in parentheses after the job title category.

Positions

Library Director (30)

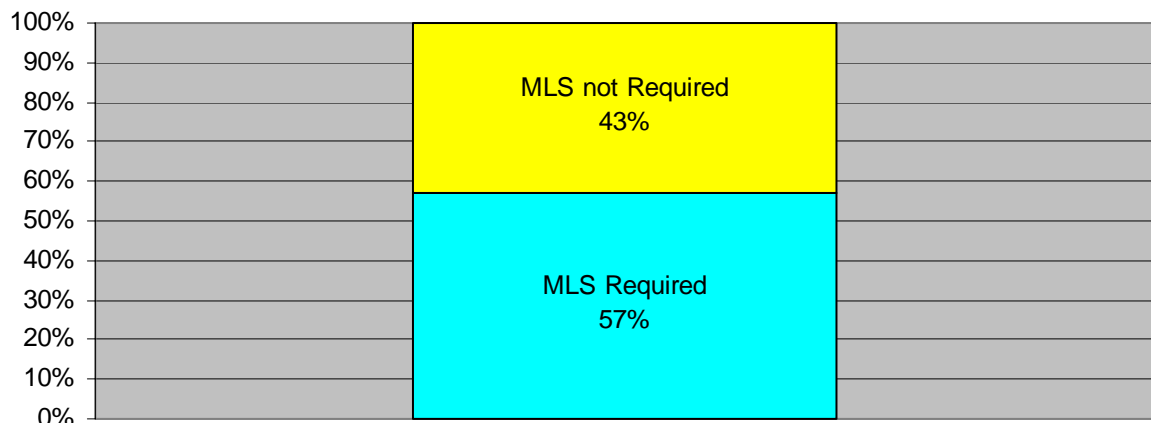
Position titles in this category include: Library Director, Library Manager and Library Administrator. Annual salaries in the Library Director category range from \$14,560 - \$126,560.

Library Director Annual Salaries



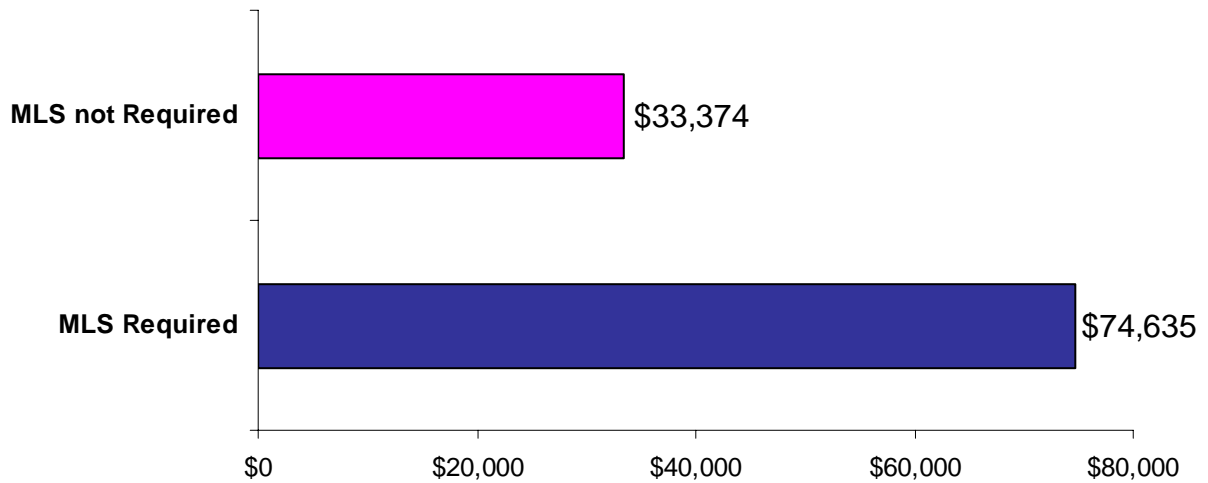
57% of Library Director positions require an MLS degree, whereas 43% do not require an MLS.

Percentage of Library Director Positions Requiring/Not Requiring MLS



The average annual salary for Library Directors with MLS degrees is \$74,635.; whereas the average annual salary for Library Directors without MLS degrees is \$33,374. The overall annual average salary for a Library Director is \$56,755.

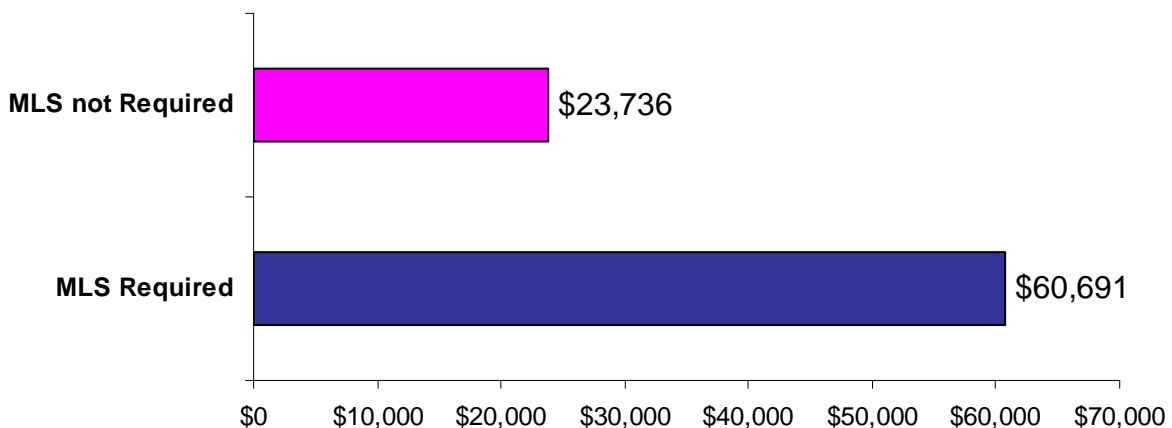
Library Director Average Annual Salaries



Assistant Director/Branch Manager (10)

Position titles in this category include: Assistant Library Director, Assistant Library Manager, Assistant to the Director and Branch Manager. The annual salary range for Assistant Director/Branch Managers is \$13,541 - \$68,745. 50% of these positions require an MLS degree and 50% do not. The average annual salary for Assistant Directors/Branch Managers with MLS degrees is \$60,691; whereas the average annual salary for those without MLS degrees is \$23,736. The overall annual average salary for Assistant Director/Branch Manager is \$42,214.

Assistant Director/Branch Manager Average Annual Salaries



Administrative Librarian (13)

Titles included in the Administrative Librarian category are: Technical Services Supervisor/Manager, Adult Services Supervisor, Children’s Supervisor, Library Services Supervisor, Public Services Manager/Administrator, Community Services Supervisor, Information Resources Supervisor and Bibliographic Services Administrator. All Administrative Librarian positions reported require an MLS degree. The current annual salaries for Administrative Librarian range from \$47,919 - \$77,776 and the overall average annual salary for these positions is \$60,459.

Network/Systems/Computer Personnel (7)

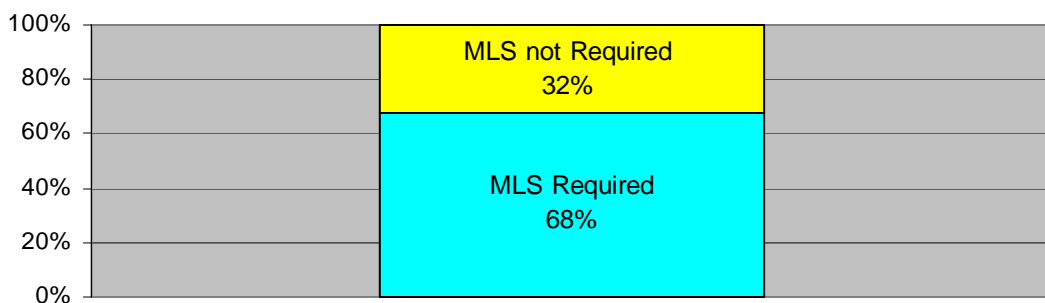
Positions in this category include Library Network Administrator, System Administrator, Electronic Services Administrator, Technical Training Specialist and User Support Specialist. Annual salaries for Network/Systems/Computer Personnel range from \$42,016 - \$77,933 and the average annual salary is \$59,404. 29% of these positions require an MLS, 43% require a Bachelor’s degree and 29% require Microsoft MCSE and A+ certification.

Librarian (73)

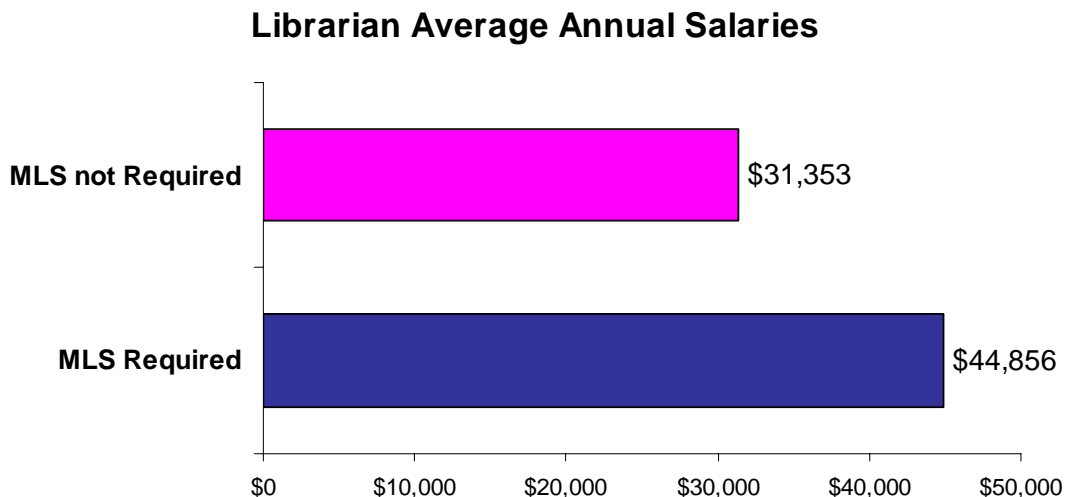
Librarians include the following position titles: Librarian, Librarian I, Librarian II, Librarian III, Senior Librarian, Catalogue/Acquisitions/Collection Development Librarian, Technical Services Librarian, Youth/Youth Services Librarian, Public Services Librarian, Children’s Librarian, Adult/Outreach Services Librarian, Reference Librarian, Electronic Resources Librarian, Interlibrary Loan (ILL) Librarian, Public Affairs Librarian, Information Services Librarian, Circulation Services Librarian, Assistant Librarian and Assistant Children’s Librarian.

68% of Librarian positions require an MLS degree; whereas 32% do not require an MLS.

**Percentage of Librarian Positions
Requiring/Not Requiring MLS Degree**



Current annual salaries for Librarians range from \$17,555 - \$61,562 and the overall average annual salary for this position is \$40,601. The average annual salary for Librarians in positions requiring an MLS is \$44,856; whereas the average annual salary for Librarians in positions not requiring an MLS is \$31,353.



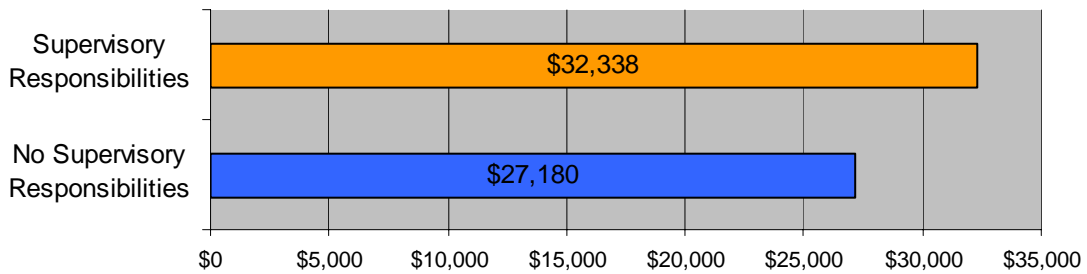
Coordinator/Supervisor (19)

Position titles in this group include: Library Supervisor, Administrative Coordinator, Circulation Supervisor, Children’s Services Coordinator, Teen Services Coordinator, Circulation Support Coordinator, Customer Service Coordinator, Library Materials Supervisor and Catalog Supervisor. 89% of these positions have supervisory responsibilities and 10% require a Bachelor’s degree. None of the Coordinator/Supervisor positions reported require an MLS degree. Salaries range from \$23,162 - \$54,887 and the average annual salary is \$40,488.

Library Assistant/Technician/Specialist (124)

Library Assistant/Technician/Specialist positions include: Library Assistant, Assistant Librarian, Circulation Assistant, Acquisitions Assistant, Children’s Assistant Librarian, Library Services Assistant, Senior Reference Assistant, Bibliographic Technical Assistant, Acquisitions Technical Assistant, Customer Service Assistant, Library Technician, Library Technician II, Library Acquisitions Specialist, Library Specialist and Youth Programming Assistant. None of the positions reported require an MLS; however 18% require a Bachelor’s degree. Salaries for Library Assistant/Technician/Specialist range from \$13,440 - \$42,636 and the overall average annual salary for this position is \$27,382. The 15% of these positions that have supervisory responsibilities pay an average annual salary of \$32,338; whereas the remaining 85% without supervisory responsibilities average an annual salary of \$27,180.

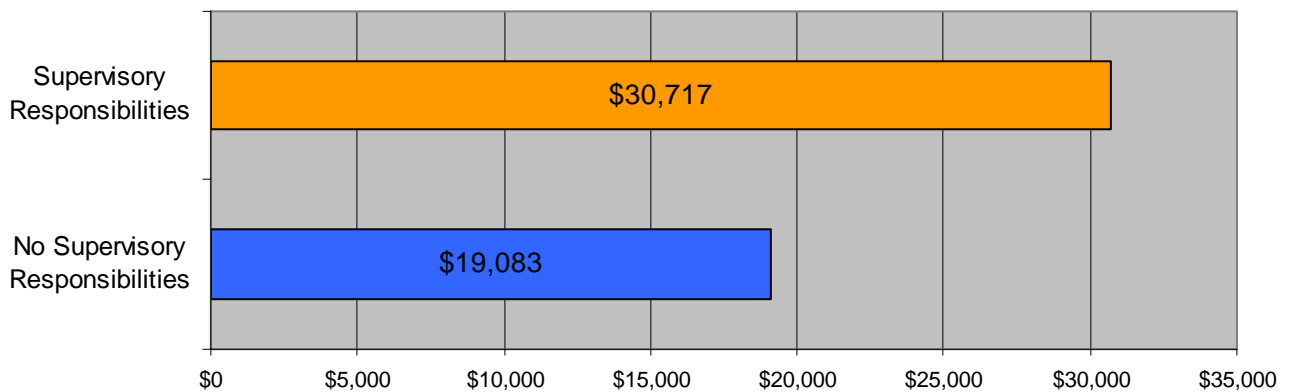
**Average Annual Salaries for Library
Assistant/Technician/Specialist with/without Supervisory
Responsibilities**



Clerk/Aide (108)

This group includes Library Clerk, Library Aide, Library Worker, Senior Clerk, Acquisitions Clerk, Circulation Clerk and Support Services Clerk. Annual salaries for Clerk/Aide range from \$7,352 - \$38,688. The average annual salary for the 12% of these positions that have supervisory responsibilities is \$30,717. The average annual salary for those without supervisory responsibilities is \$19,083. The overall average annual salary for Clerk/Aide is \$20,496.

**Average Annual Salaries for Library Clerk/Aide
with/without Supervisory Responsibilities**



Secretary (5)

Positions in the Secretary category include Secretary and Administrative Secretary. 40% of these positions have supervisory responsibilities and 60% do not supervise. Annual salaries for Secretary positions range from \$29,501 - \$46,044 and the average annual salary is \$35,491.

Courier (2)

The 2 Courier positions reported average \$24,107 annually.

Page/Shelving Assistant (17)

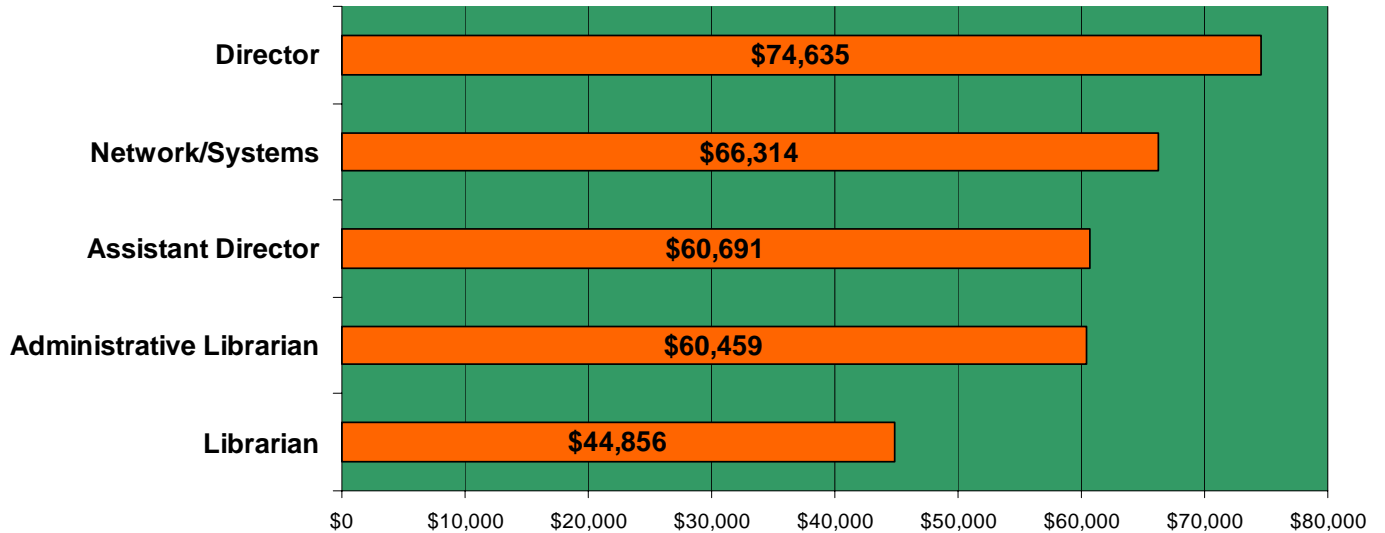
The annual salary range for Page/Shelving Assistant is \$9,381 - \$20,072. The average annual salary for this position is \$17,238.

Summary

Professional Staff

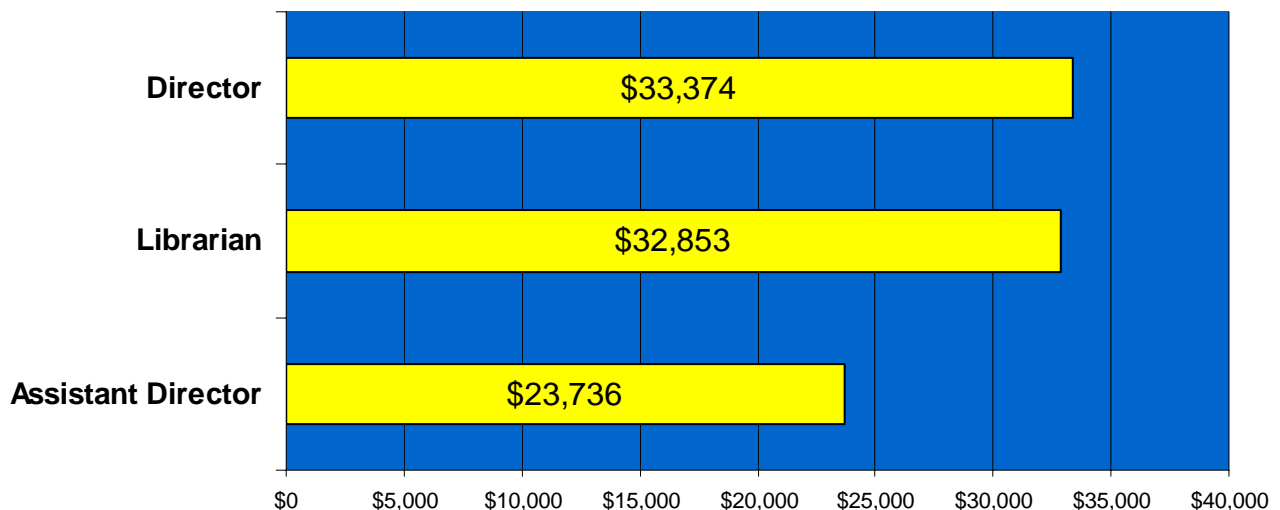
For the purposes of this report, Professional Staff includes: Library Director, Assistant Director/Branch Manager, Administrative Librarian, MLS Network/Systems Administrator and Librarian. The average annual salaries for MLS Librarians in all position titles range from \$44,856 - \$74,635.

Librarian Positions Requiring MLS Degree: Average Annual Salaries



Librarian positions not requiring an MLS degree have average annual salaries from \$23,736 - \$33,374. For the purposes of this report, Network/Systems/Computer positions not requiring an MLS are considered Support Staff.

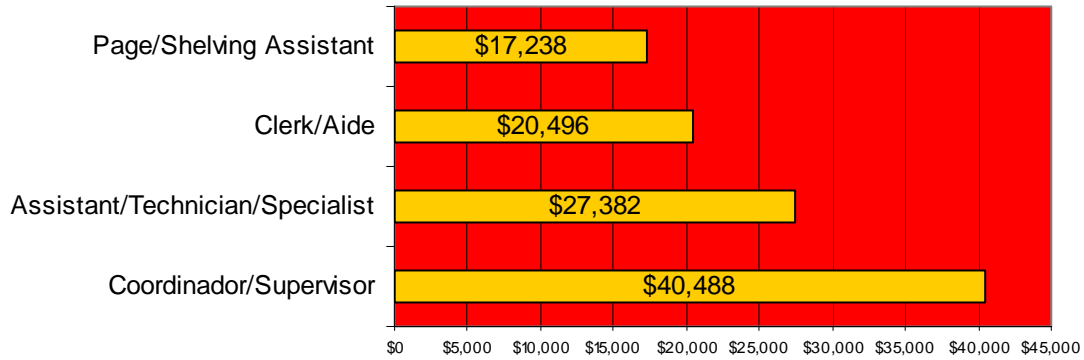
Librarian Positions not Requiring MLS Degree: Average Annual Salaries



Paraprofessional Staff

For the purposes of this report, Paraprofessional Staff includes Library Assistant/Technician/Specialist, Coordinator/Supervisor, Clerk/Aide and Page/Shelving Assistant. Average annual salaries for paraprofessional library positions range from \$17,238 - \$40,488.

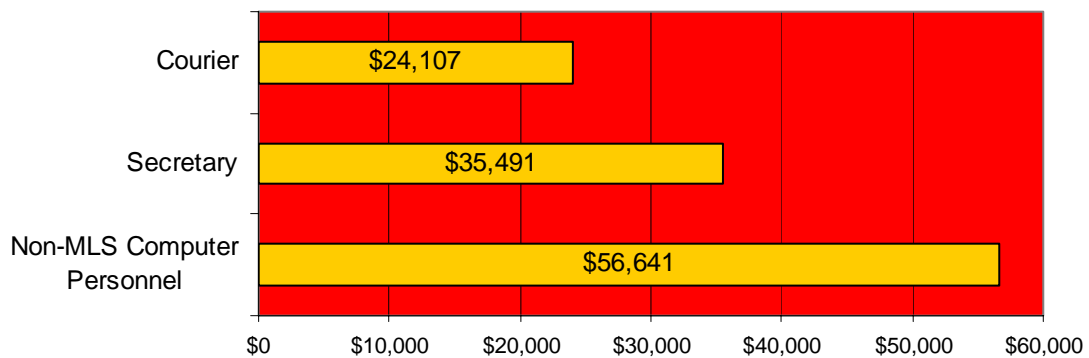
Paraprofessional Staff Average Annual Salaries



Support Staff

For the purposes of this report, Support Staff includes non-MLS Network/Systems/Computer Personnel, Secretary and Courier. Average annual salaries for support staff in libraries range from \$24,107 - \$56,641.

Support Staff Average Annual Salaries



Appendix A

North Texas Regional Library System Salary Survey 2008

This survey is being sent to all Library Directors in the North Texas Regional Library System to determine current salaries of ***all library staff*** including professional staff, paraprofessional staff and support staff. Survey results will be used to provide you with the information you need to justify salaries for library staff in the future. ***Thank you for your participation!***

Your Name	
Library	
Branch	
City/Town	
Phone Number	
Email Address	

1. View in Print Layout.
2. Enter your information at left.
3. List each library employee ***by title*** below. Use one line to enter complete information for each employee.
4. ***Save*** your completed survey.
5. Email your completed survey to NTRLSSurvey@comcast.net
6. Questions? Email NTRLSSurvey@comcast.net

	Position Title	Current Salary	Does this position have supervisory responsibilities? Y or N	Number of regular hours worked per week	Full-time or Part-time? FT or PT	Bachelor's Degree Required? Y or N	MLS Required? Y or N	Other advanced Degree? MS, MA, PhD, None	Salary range for this position
Example	Children's Librarian	38,982	Y	40	FT	Y	Y	None	35,000-45,000
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