



## **AALT 2005 SALARY SURVEY**

Compiled January 2006

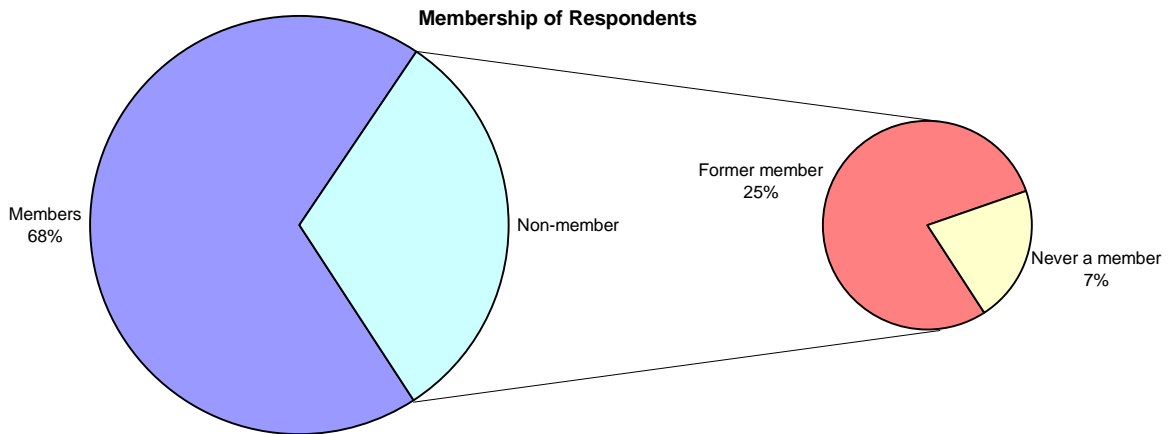
The AALT Salary Survey is compiled every two years. We contacted members by e-mail and had the questionnaire available on our website, which was available for downloading. We received 108 responses, 105 which were from Alberta respondents, compared to 124 survey responses for the 2003 survey and 59 responses for 2001. Thank you to those who participated.

Some of these numbers add up to 105 responses; some of them do not. Where they do not add up it is because the "no response" answers have been factored out or because some responses have multiple answers.

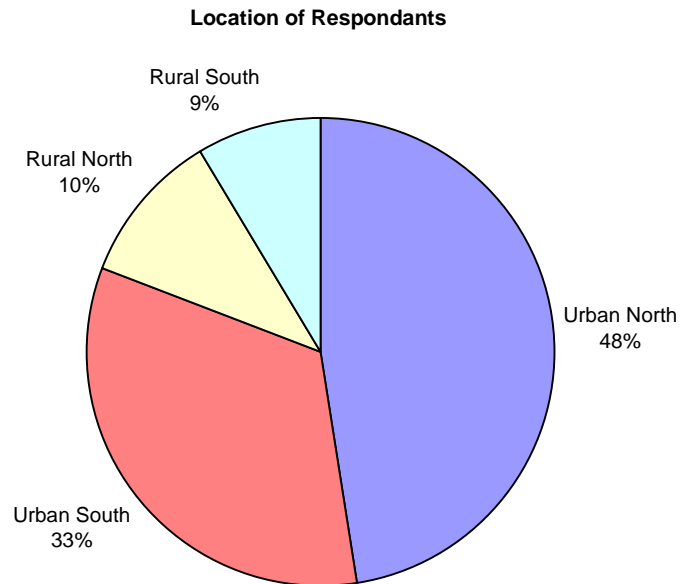
This survey largely followed the 2001, and 2003 surveys, with a few modifications. Every attempt has been made to consider the variables involved and to make mention of factors that may affect the results.

## Who responded to the survey?

For the first time, we questioned where responders worked and if they are AALT members as the survey itself was not conducted with a mailed hard copy format to members, but was more widely available to the library community generally. The AALT Member question yielded the following response:



We also asked the place of employment for respondents. The results of this question should be interesting to job searchers.

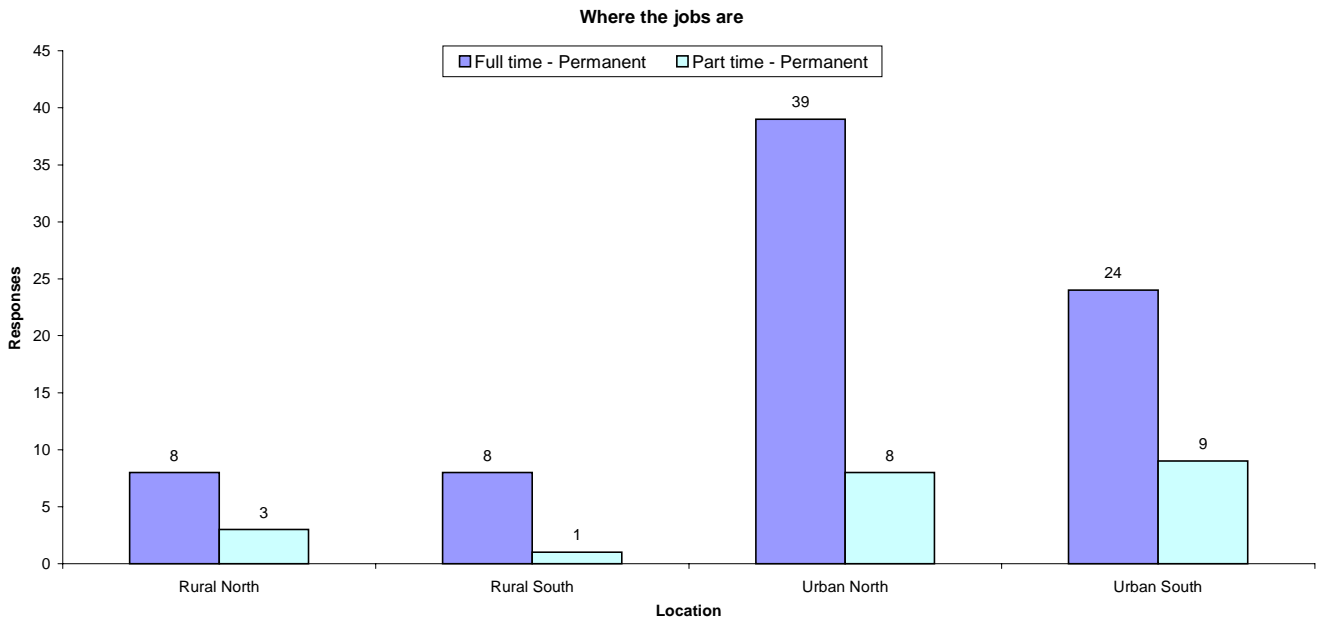


## **A. EMPLOYMENT STATUS**

This survey attempts to give Technicians and other interested parties an idea of what kind of employment is available as well as salary information. Many of the survey categories (i.e. Part time - Temporary; Casual) were not selected by any respondents.

<u>TYPE</u>	<u>NUMBER</u>	<u>PERCENTAGE</u>
Full time permanent	79	75.2%
Full time contract	1	1.0%
Full time temporary	3	2.8%
Part time permanent	21	20.0%
Currently seeking PT	1	1.0%
Total	105	100.0%

Since there were significant responses for full and part time permanent and data was available from this survey, we decided to see where in the province all the jobs are located. As expected, there are more technicians working in urban, rather than rural settings, and surprisingly a greater portion of respondents work in the northern half of the province. As there were no responses from Red Deer (the dividing line), there is no question of data skewing by adding the Red Deer technicians to either the North or South Areas.



Respondents were also asked the nature of their employment. As expected the majority of respondents - 88% - work in a library, as opposed to a non-library or alternative career.

## **JOB TITLES:**

Library Technicians hold many different titles. Rather than offer a list to point to the great number and variety of titles that library workers are designated, we thought frequency of words used in Technicians titles might be of more interest.

<b>Title words</b>	<b>Frequency</b>	<b>Percentage</b>
"Assistant"	14	13%
"Coordinator"	5	5%
"Information"	6	6%
"Librarian"	10	10%
"Library"	51	49%
"Manager"	4	4%
"Supervisor"	7	7%
"Technical"	5	5%
"Technician"	46	44%
"Library Technician"	35	33%

It is interesting that "Library Technician" is the title (or part of the title) for only 33% of respondents.

## **B. EDUCATION**

	<b>NUMBER</b>	<b>PERCENTAGE</b>
Library Technician diploma	87	82.9%
Some Technician courses	8	7.6%
MLIS/BLS	0	0.0%
Small Library Operations Certificate	6	5.7%
No formal training	4	3.8%
<b>TOTAL</b>	<b>105</b>	<b>100.0%</b>

Many respondents indicated they have degrees or diplomas in addition to their library education. 10% of respondents have a diploma in another discipline and 22% of respondents have a bachelors degree.

21% of respondents require other educational training for their positions. The responses to this open-ended question ranged from computer courses to medical terminology, French, and accounting.

### **C. LIBRARY TYPES**

<u>TYPE OF LIBRARY</u>	<u>NUMBER</u>	<u>PERCENTAGE</u>
School	21	20.0%
Special	42	40.0%
Academic	24	22.9%
Public	9	8.6%
Library System	5	4.8%
Other	4	3.8%
TOTAL	105	100.0%

<u>SPECIAL LIBRARIES</u>	<u>NUMBER</u>	<u>PERCENTAGE</u>
Corporate	9	20.0%
Federal Government	1	2.2%
Law	13	28.9%
Medical	3	6.7%
Non-Profit	4	8.9%
Provincial Government	15	33.3%
TOTAL	45	100.0%

The charts above show the breakdown of work environment by library type. Library Types will be used later in the survey to compare salary to work environments.

This section of the survey also asked what the designation of the library is. 85% of respondents have the word library somewhere in their designation. 63% of respondents work in the "Library".

## **D. JOB FUNCTIONS**

Most technicians report that they perform some technical services. Most also perform public services. The following lists represent tasks that technicians perform regularly, occasionally or through supervision by the number of respondents.

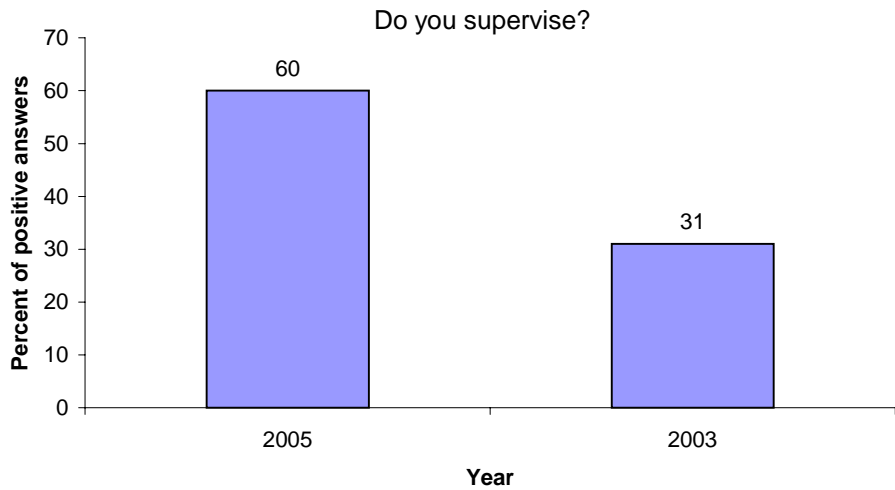
	Regular task	Occasional task	Supervise the task
Acquisitions	57	14	2
Audio-Visual	22	29	4
Book ordering	44	13	2
Cataloguing	56	15	8
CD-ROM searching	27	25	2
Children Services	22	4	3
Circulation	68	14	15
Collection development	46	19	2
Collection maintenance (book repair, etc.)	41	27	7
Computer/LAN Administration	24	14	4
Conduct story hour or read to students	17	1	4
Current awareness/Routing	34	11	4
Data entry	62	15	10
Database maintenance	50	19	6
Displays	28	24	7
Electronic publishing	16	7	4
Financial Responsibilities	40	10	3
Indexing	12	12	4
Interlibrary loans	36	21	9
Internet searching	84	15	7
Inventory	33	31	5
Loose leaf update filing	16	23	9
Maintain pamphlet or vertical file	15	15	4
On-line searching (excluding internet)	59	13	4
Processing	56	11	10
Programming	22	8	5
Public Relations	38	18	3
Reading	26	6	2
Records management	35	7	3
Reference: 15 min to 1 hour	47	17	4
Reference: over 1 hour	47	13	4
Reference: under 15 minutes	48	7	5
Secretarial duties	30	18	5
Serials check-in	49	11	13
Serials ordering	39	11	3
Shelving	46	25	15
Supervising staff	26	11	8
Supervising students	33	17	6
Testing new products	13	27	2
Tours	17	39	2
Training: on library use	46	29	4
Training: on software products	27	24	5
Training: research process	32	20	4
Writing/updating documentation or manuals	30	34	4

As you can see from the response chart, 84 respondents perform Internet Searching regularly. This compares to reference services of all types, which average at 47 respondents. Serials check-in, Database maintenance, Cataloguing, Processing, Acquisitions, On-line searching (excluding internet), Data entry, and Circulation were all tasks that were performed regularly by approximately half of respondents and were more frequently performed than reference services.

Testing new products, Collection maintenance (book repair, etc.), Audio-Visual, Training: on library use, Inventory, Writing/updating documentation or manuals, and Tours topped the list of most frequent occasional tasks.

**SUPERVISORY DUTIES:**

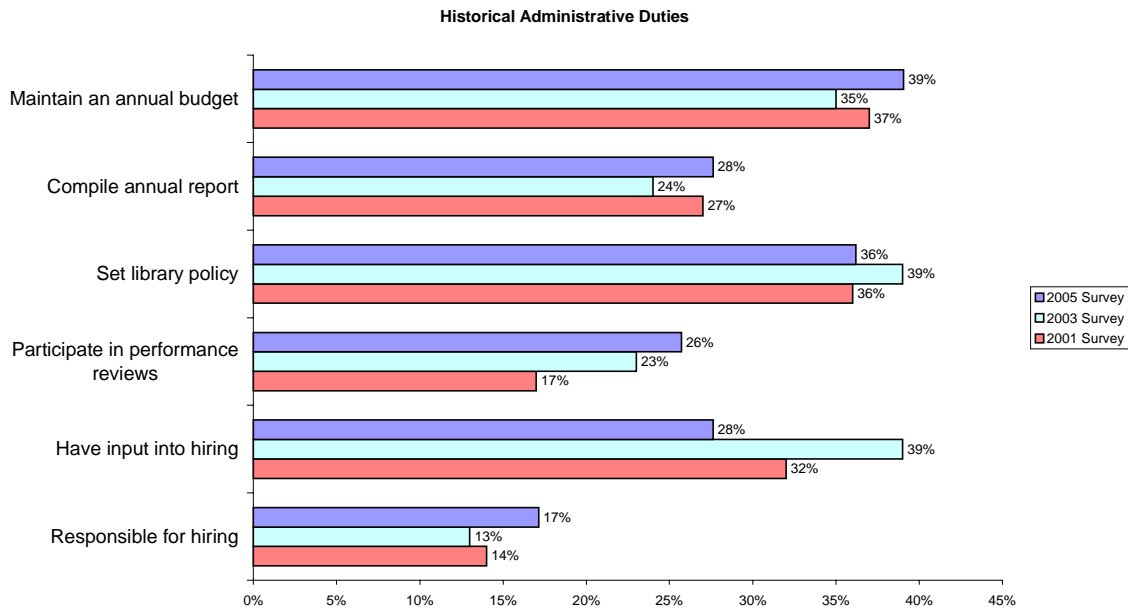
A historical look at the question of supervision is quite interesting. The following chart shows the percent of respondents for the last three AALT Salary Surveys who indicated that they supervised others, including other technicians, library clerks, students, and/or volunteers.



In 2005, most respondents supervised Circulation and Shelving with Serials Checkin as another frequently supervised task.

Administrative duties vary greatly among responders. Because the questions in this section have been in standard form for a number of years, comparisons can be made over time regarding technician's

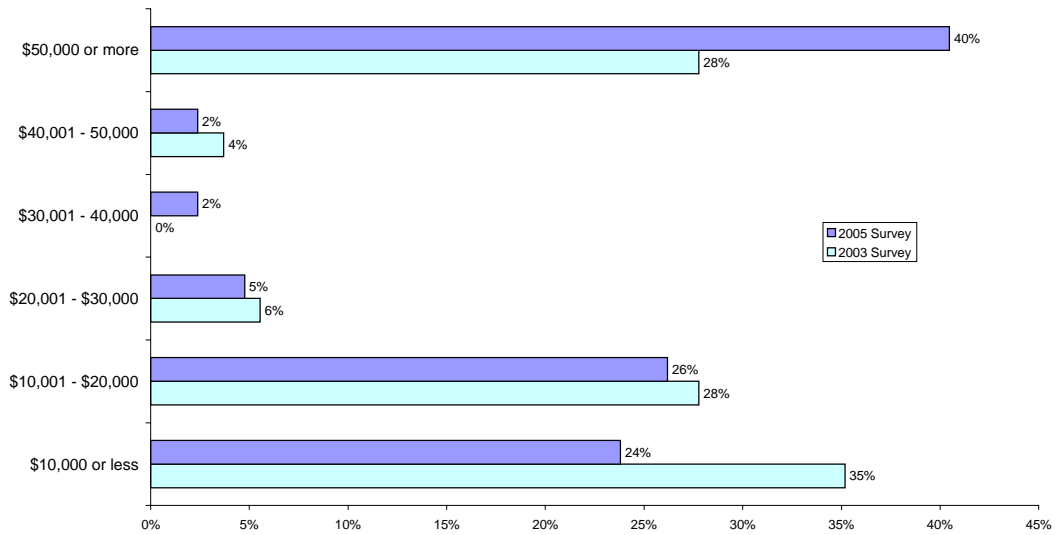
administrative responsibilities. The graph on the next page speaks for itself.



The most significant change from previous surveys is the reduced input into hiring that 2005 respondents had. This is only slightly compensated for by the increase in direct responsibility for hiring that was reported by respondents.

Library Technicians are responsible for maintaining a budget. This is another standard question from the previous surveys. It is a fair comparison of the 2005 and 2003 surveys as both had between 40 and 44% of respondents who were responsible for maintaining a budget. The trend overall seems to be technicians being responsible for larger budget amounts. In 2003 63 percent of budgets were in the lowest two categories with 2005 showing only 50 percent in this category.

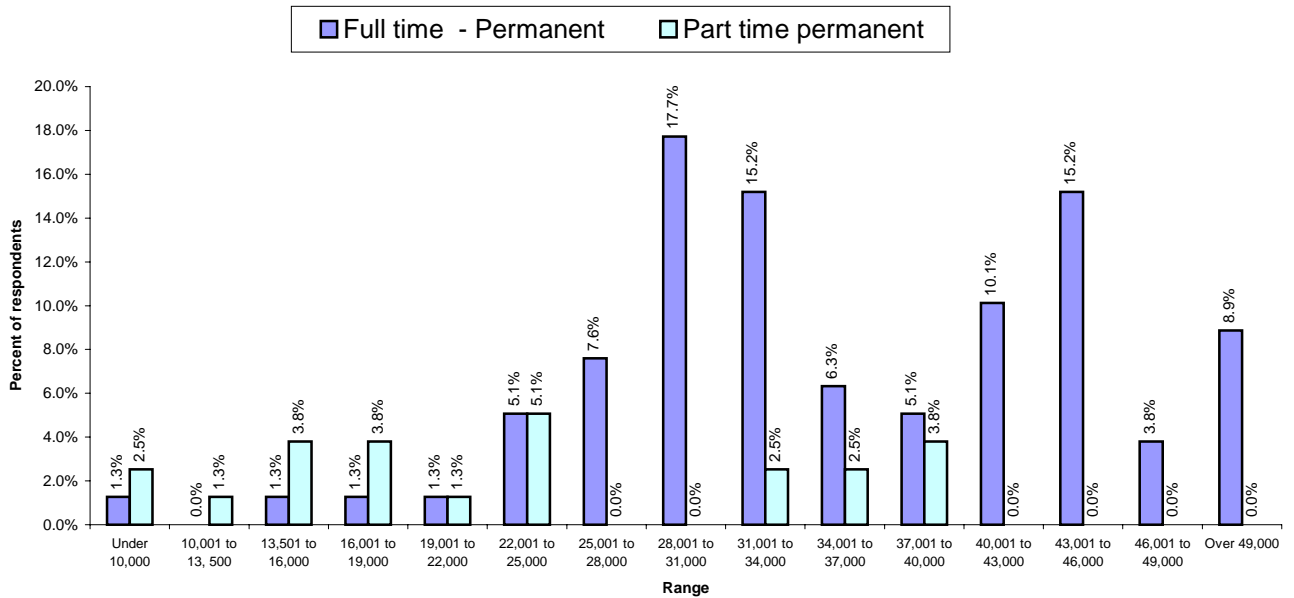
Historical Responsibility by Budget Amounts



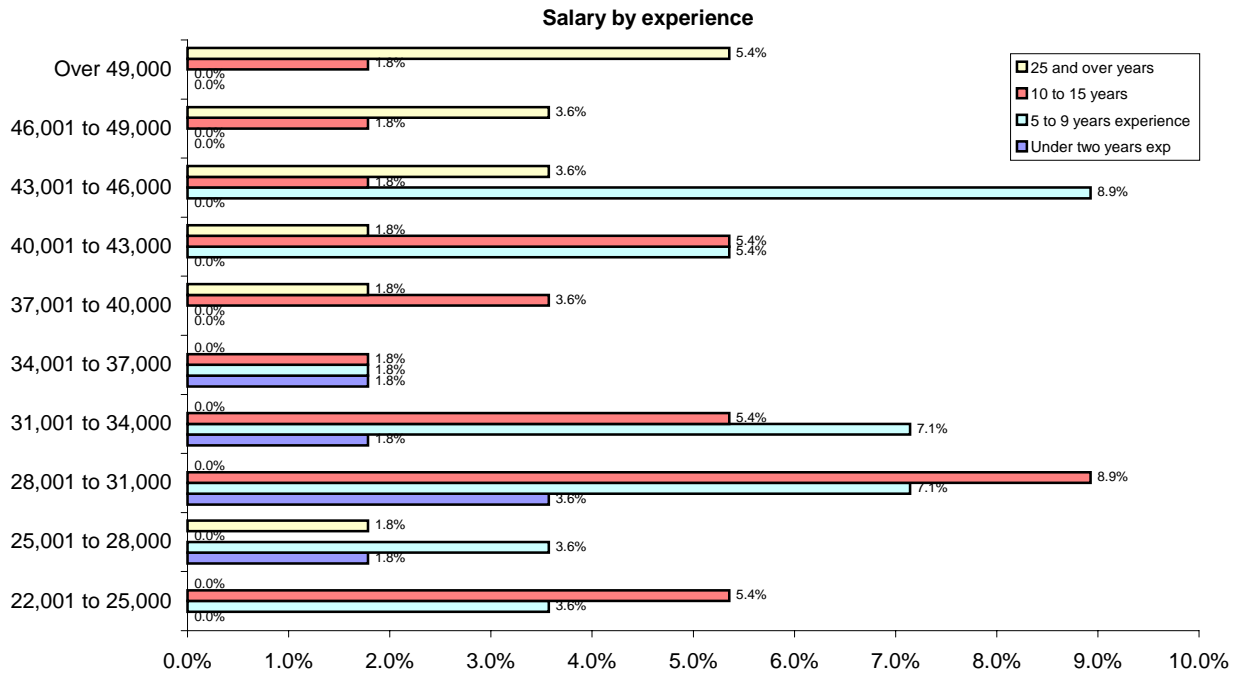
## **E. SALARIES**

Full time salaries differ significantly from part time salaries. There were 83 full time employee respondents and 22 part time respondents. 79 of the full time respondents were full time permanent employees. The salary ranges for those groups are reflected in the graphs below. The median salary for a full time library technician is the 31,001 to 34,000 range (no significant change).

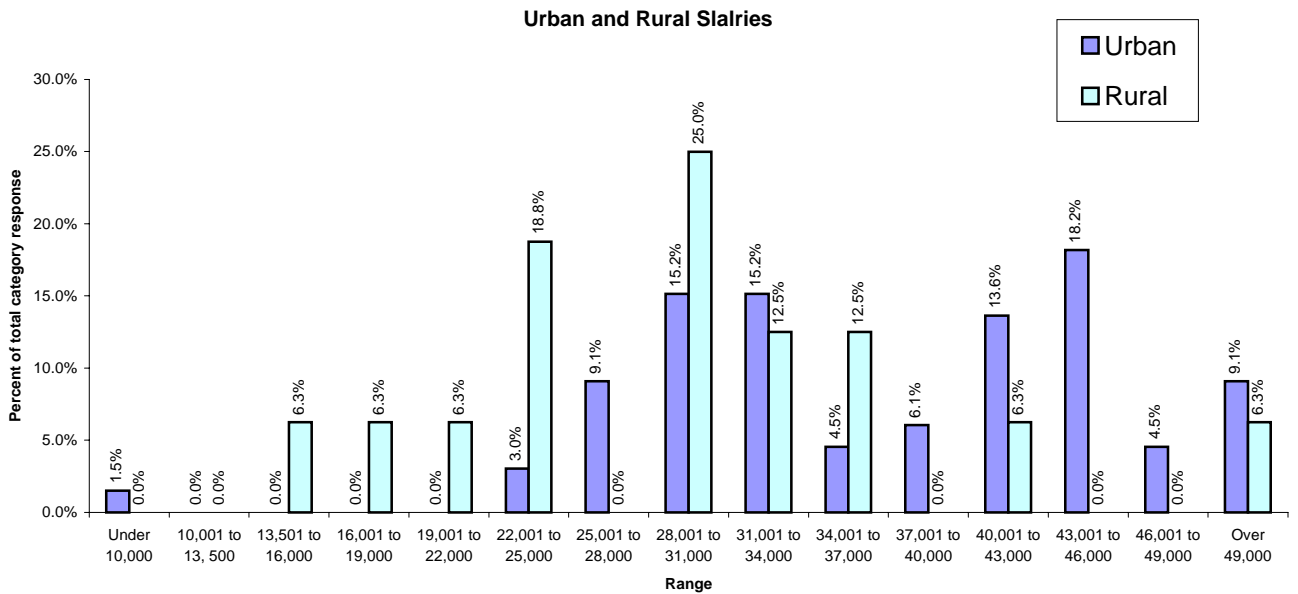
### Salaries



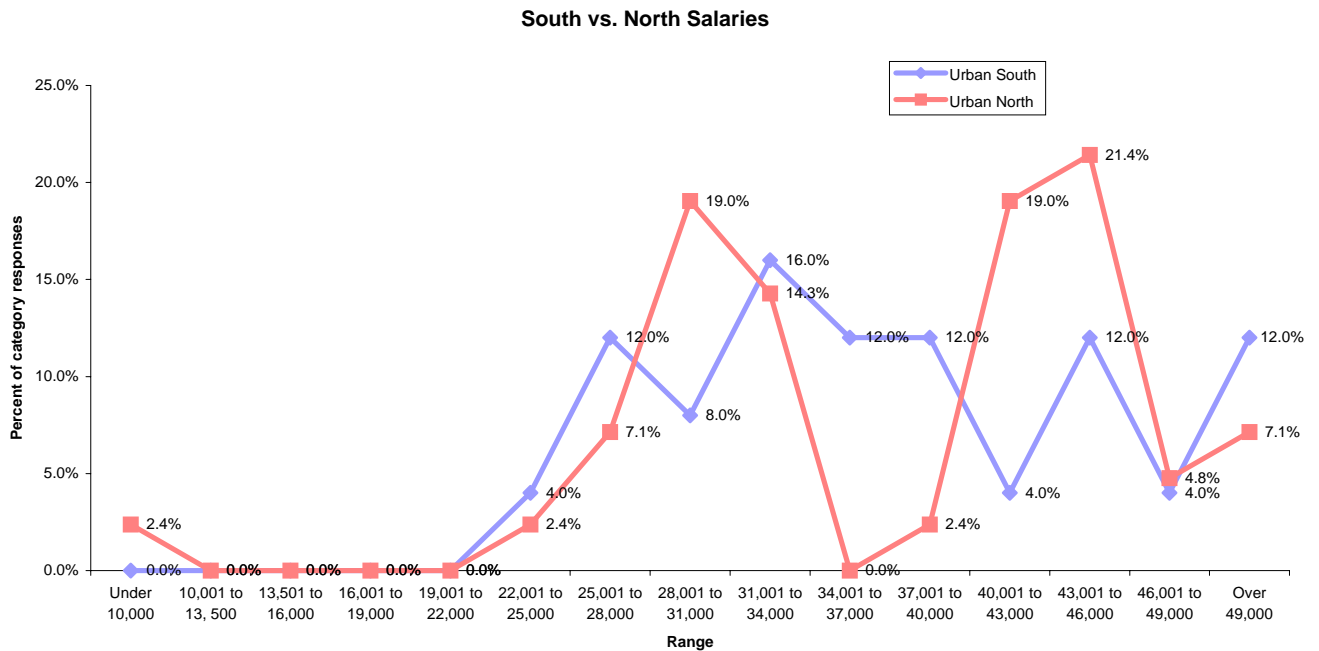
Another way to gauge salary is by years of experience. The data shows no significant aggregation for salary by experience across all responses. For instance there were five technicians with 2 years or less experience reporting full time salaries. Of those 5, the salaries ranged from 25,001 to 37,000. Also, the highest paid technicians are not those with the most experience, however, the trend is generally more experience=higher salary. The graph below shows some selected experience and salary ranges as reported by full time respondents.



The urban versus rural salary differences are nearly what you would expect. Urban technicians generally command higher salaries than their rural counterparts.



The north south salary picture differs for Alberta’s technicians as well. As you can see on the next chart, Southern Alberta salaries are reflected in blue and Northern Alberta salaries are in coral. The trend is faint, however it appears that, for library technicians, if you work in the northern urban areas, you are more likely to have a high salary than if you work in the southern urban areas.



## **VI BENEFITS**

Most library technicians receive benefits with their employment. In over 50% of cases, the following benefits were included with employment: Conferences or seminars (63%), Dental insurance (92%), Health insurance (92%), Life insurance (89%), Pension plan (83%), Vacation (81% have more than two weeks vacation after one year of employment).

Somewhat surprisingly, only 33% of technicians report having professional memberships paid as part of their benefit package. Not too surprisingly, no technicians reported child care benefits, and only 15% of respondents were eligible to receive annual bonuses.

## **CONCLUSIONS**

Library technician salaries have not significantly changed since the last survey. While some individuals are well compensated, many more are NOT.