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2007 SLA ANNUAL  
**SALARY SURVEY**  
& Workplace Study

# **SLA ANNUAL SALARY SURVEY AND WORKPLACE STUDY 2007**

**A RESEARCH PUBLICATION OF  
THE SPECIAL LIBRARIES ASSOCIATION (SLA)  
ALEXANDRIA, VIRGINIA, U.S.A**

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# INTRODUCTION

## Scope and Purpose

The objectives of SLA's 11<sup>th</sup> annual Salary Survey are to:

- collect and analyze systematic, accurate information about the salaries of special librarians and information professionals;
- establish a data bank to provide salary-related information to SLA members, their employers, library and information science students and faculty, library and information science professionals generally and human resource and compensation personnel;
- enable SLA members to assess their own salaries in light of measurable characteristics, such as level of education, years of experience, job responsibilities, and geographic location.

This report includes the SLA Workplace Study, the objectives of which are to:

- enhance the SLA annual salary survey results with additional information about benefits, trends in hiring and expenditure, and changes in job descriptions and competencies of information professionals;
- establish a data bank to provide salary-related information to SLA members, their employers, library and information science students and faculty, library and information science professionals generally and human resources and compensation personnel.

## History

SLA has conducted salary surveys since 1967, triennially from 1967 to 1990, biennially from 1990 to 1996 and annually from 1997 to the present. The Association has published the results of this survey in monograph form since 1982 and in the journal *Special Libraries* prior to that. Before conducting the survey annually, SLA provided abbreviated updates for the years a full survey was not administered. These annual updates were based on a shortened questionnaire and a smaller member sample, and the results were published in *Special Libraries*. Since 2003, the entire survey has been conducted online. In 2004, an online Salary Calculator was added, and in 2005 the SLA Workplace Study was conducted for the first time. In 2007, SLA Europe members were surveyed for the first time along with members located in the U.S. and Canada. The number of respondents, while small in number, provided significant data to show tables for U.K. salaries, in Pounds Sterling, as well as tables for other European countries, expressed in Euros.

## Survey Administration

The 2007 survey was again conducted online. The questionnaire was hosted on a secure Web site maintained by Association Research Inc. (ARI).

In April, an e-mail invitation to participate was sent to all full and student members of SLA located in the U.S. and Canada, and SLA Europe chapter members. The e-mail was sent to 10,098 members; 543 bounced and another 123 opted not to participate in the survey, bringing the total sample size to 9,432 members. Each personalized e-mail contained a link to the survey Web site. Additional follow-up e-mails were sent in May and June. As in prior years, data from the 2007 salary survey were edited and tabulated by ARI to ensure respondent confidentiality. A member in good standing of the Council of American Survey Research Organizations (CASRO), ARI has extensive experience in designing, tabulating, and interpreting surveys and also in working with the greater association community.

A total of 4,221 individuals accessed the online survey and submitted some data. Of that number, 3,880 provided enough information to be included in the analytical database.

**Table 1: Response Rate for SLA Salary Surveys 1997-2007**

Year	Surveys Mailed/Distributed	Surveys Completed	Response Rate
1997	6,000	2,484	41%
1998	5,948	2,435	41%
1999	6,003	2,515	42%
2000	6,072	2,781	46%
2001	4,672	2,339	50%
2002	6,038	2,778	46%
2003*	5,461	1,999	37%
2004*	9,947**	3,054	31%
2005*	8,580**	3,016	35%
2006*	8,916**	3,693	41%
2007*	9,432***	3,880	41%

\* Conducted online

\*\*All U.S. and Canadian members were included in the sample.

\*\*\*All U.S., Canadian, and SLA Europe chapter members were included in the sample.

## Changes to and Organization of the 2007 Salary Survey Report

A supplemental survey directed to Human Resources (HR) Professionals was distributed in addition to the 2007 Salary Survey questionnaire. This Workplace Study is found at the end of the Salary Survey results.

In 2007, the Table 13, which shows Salary Distribution by Institution/Industry, was expanded to show salaries based on library/information center annual budget. The benefits section of the survey was expanded to include tables on health insurance plan benefits, including premiums for individual and dependent coverage.

The salary survey report is organized so that information likely to be of use to a single user is grouped together as follows:

Data on the United States and Canada is separated so that all tables relevant to each country are grouped together. Chapters one through five include Canadian data, while chapters six through ten are comprised of U.S. data. Data for the United Kingdom respondents are in Chapter 11, while data for other European respondents are in Chapter 12.

Each chapter represents the data for a specific job description. Chapters one and six are for all Canadian and U.S. respondents, respectively; chapters two and seven refer to data for those serving primarily in an administrative or managerial capacity; chapters three and eight relate to data for reference librarians and professionals; chapters four and nine are for those with “general responsibilities” and chapters five and ten report data for those performing technical services. Approximately 47% of all respondents fit into one of the four job descriptions above, with the other 53% of respondents fragmented among the remaining 20 or so job descriptions.

Due to the sample sizes for SLA Europe respondents, only summary tables for all respondents are included—data by job description are not included.

The data within each chapter are divided into three sections: demographic, institutional, and job-specific. Demographic data relate to personal characteristics of the respondent, institutional data relate to characteristics of the respondent’s employer, and job-specific data are that which relate to the particular job held by the respondent.

## SLA Salary Calculator

This report contains a vast amount of salary data sorted and tabulated by numerous demographic and workplace characteristics. All of the tables are two dimensional, which limits you to viewing salary by one characteristic at a time—for example, location, job title, or experience—but not all at once.

SLA has developed an online interactive tool to analyze U.S. and Canadian information professionals' salaries based on multiple characteristics. (There were not sufficient data to include U.K. or other European salaries in the Salary Calculator.) You can select a specific set of characteristics to compare yourself to other professionals. And, you can get instant feedback as you investigate how salaries vary based on characteristics such as:

- Primary responsibility
- Job title
- Library/Information Center budget
- Library experience
- Number of employees supervised
- Location (U.S. Census District or Canadian Region)
- For profit or not-for-profit organization

The Salary Calculator incorporates predetermined ranges or brackets, such as “Budget under \$100,000,” “\$100,000-\$999,999,” and “\$1,000,000 or more.”

After you select each criterion, the Salary Calculator will compute the average salary for all survey respondents in the database who meet all of the criteria you selected.

Not only can you match your current situation, you can run some “what if” scenarios, such as “How much salary might I earn if I moved to a different region, changed responsibilities, and worked in a larger information center?” To avoid mixing U.S. and Canadian denominated salaries, you simply select a country and you then will have access to the other selection criteria.

The Salary Calculator will not answer every question, but will help you determine your value as an information professional.

This exciting tool is available exclusively to purchasers of the complete SLA Annual Salary Survey. To access the Salary Calculator, please go to [www.sla.org/salarycalculator07](http://www.sla.org/salarycalculator07) and follow the instructions. Please remember to use the password that was included in the cover letter that accompanied this report.



# **JOB DESCRIPTIONS AND MAJOR AREAS OF RESPONSIBILITY**

## **ADMINISTRATIVE/MANAGEMENT**

Administrative/management

## **REFERENCE**

Reference

## **GENERAL RESPONSIBILITIES**

General responsibilities (e.g., solo librarians)

## **TECHNICAL SERVICES**

Technical services

Acquisitions, collection development

Cataloging

Circulation, interlibrary loan

## **OTHER RESPONSIBILITIES INCLUDED IN ALL RESPONDENTS**

Administrative support/clerical

Abstracting, indexing, bibliographic and thesaurus development

Alert services, current awareness/environmental scanning

Archives, conservation, preservation

Competitive intelligence, business research

Computer systems specialist, automation, IT administration

Database/software design

Information product/database development

Intranet/portal development, Web content management

Knowledge management

Legal research

Online/electronic/literature researcher

Publishing, editing, writing

Records management

Research analyst

Subject specialist

Teaching for college/university (library school faculty)

Teacher, user training

Vendor/customer service, sales

Other

## JOB TITLE

In each chapter, Table 18 displays salary distributions by job title. These positions are defined below:

**Chief Information Officer, Vice President, Executive** – overall responsibility for multiple departments or areas.

**Director, Manager** – full responsibility for budgeting, supervising and administering department operations; may include project management, designing and implementing information services or Web content.

**Assistant Manager, Department or Section Head** – responsible for administration of a specific area within the department.

**Librarian, Information Specialist, Researcher, Analyst** – performs professional information services and research with little or no administrative responsibility; may include answering reference questions, cataloging, analyzing and interpreting data.

**Webmaster** – responsible for designing Web site and managing Web content.

**Support Staff** – under general or direct supervision, performs work to assist and support a manager.

**Professor, Academic Instructor** – instructs students, conducts research, represents a committee.

**Product Sales Manager or Representative** – sells information products or training, may have wide range of admin duties.

**Owner, Principal, Consultant** – self-employed in own business.

## DATA CONSIDERATIONS AND TABLE INTERPRETATION

With the exception of Table 22 (benefits information), all data presented in Tables 1 through 32 of each chapter are based on work-related earnings, before deductions, for full-time workers as of April 1, 2007. Though the 2007 questionnaire included a question about other forms of compensation, such as bonuses, commissions, and overtime, those earnings are not included in the salary data.

The basic earnings question in the 2007 survey asked for work-related earnings AND the time unit of pay to account for the increase in contracting and temporary work. In order to include as many cases as possible, the earnings for all full-time workers were then converted into yearly earnings. **These work-related earnings are referred to as “salary” throughout the report.**

Data on respondents who reported that they worked part-time or were unemployed can be found in Tables 29 through 32 in each chapter. In many cases, however, those tables have been omitted due to an insufficient number of respondents.

**Table rows with fewer than five respondents have been omitted to protect the anonymity of respondents and tables with no valid rows have likewise been omitted.** Table rows with between five and nine respondents do not report data for the 90<sup>th</sup> percentile due to the algorithm used by the statistical program.

All salary-related tables in the salary survey provide earnings data for respondents in the 10<sup>th</sup>, 25<sup>th</sup> (first quartile), 50<sup>th</sup> (median), 75<sup>th</sup> (third quartile) and 90<sup>th</sup> percentiles and also report a mean for the table row.

Percentiles are determined by rank ordering all salaries in a given response set from lowest to highest, with the salary in the middle of the ranking representing the 50<sup>th</sup> percentile (median), the salary one quarter of the way up from the lowest salary representing the 25<sup>th</sup> percentile (first quartile), etc. The **mean** is the arithmetic average of all reported salaries as determined by summing each salary and dividing by the number of cases. The **median** is often used in salary comparisons since reporting the center of distribution minimizes the effect of those few people who may earn dramatically more than their peers. The mean is more sensitive to such outliers and in some cases it is possible that a majority of respondents may earn far less than the mean.

In addition to reporting the various percentiles and mean salary for each table row, the salary survey also includes the number of respondents in the table row and the mean percent change from 2006 to 2007.

**Importantly, the mean percent changes in this report are calculated only for respondents in the same job and at the same organization in 2007 that they were in 2006 and do not represent the mean percent change from the data in the 2006 survey.**

Additionally, the final row on all tables is the baseline for all respondents who are being reported on in a given chapter (and thus does not change from table to table). **It is not a summary of respondents who answered the question being reported on in the table.** Likewise, the final row of the tables relating to part-time employees included data for all respondents who reported working part-time rather than a summary of data for the individual table.

## 2007 MEAN AND MEDIAN SALARY DATA

Table 2 below shows the distribution of salaries for all respondents.

**Table 2: 2007 Basic Annual Salaries:**

	Salary						Mean	Percent change Mean Percent Change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number		
All Canadian Respondents*	45,000	54,000	64,000	76,000	93,160	315	67,171	4.9%
All U.S. Respondents	40,620	50,000	64,000	82,000	104,000	2,833	69,426	5.1%
All U.K. Respondents**	26,470	28,500	42,000	60,000	90,100	48	48,185	7.9%
All Other European Respondents***	29,660	39,836	51,500	76,905	86,500	28	57,246	6.8%

\*All salaries in Canadian tables are reported in Canadian dollars. The exchange rate on April 1, 2007, was \$1.15 Canadian = \$1 U.S.

\*\* All salaries in U.K. tables are reported in Pounds Sterling. The exchange rate on April 1, 2007, was £.51 = \$1 U.S.

\*\*\*All salaries in other European tables are reported in Euros. The exchange rate on April 1, 2007, was € .75 = \$1 U.S.

In the United States, the average mean increase for special librarians and other information professionals was 5.1%, higher than the national rate.

The Canadian mean increase is nearly the same at 4.9%.

Tables 3A and 3B put the 2006 to 2007 increases in historical perspective for Canada and the U.S., respectively.

**Table 3A: Basic Annual Salaries - Canada (1985-2007)**

	Salary						
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean
1985	19,234	26,500	31,740	38,000	51,448	391	32,696
1988	21,631	31,300	35,900	42,209	58,693	417	37,079
1990	26,812	35,334	41,360	48,000	67,108	438	42,691
1992	29,495	39,000	45,450	53,325	70,955	396	46,901
1994	31,101	40,000	46,000	53,500	71,875	405	47,551
1996	32,000	40,900	48,000	56,000	69,700	326	49,107
1997	33,000	41,350	49,007	58,075	75,000	376	50,614
1998	36,500	42,000	49,800	60,000	68,358	369	51,604
1999	37,000	45,000	52,000	62,000	72,620	383	55,206
2000	40,000	45,000	54,000	65,000	73,207	340	56,808
2001	42,000	47,000	55,344	65,000	77,325	334	57,904
2002	40,009	47,925	56,653	69,656	80,000	300	59,328
2003	43,100	50,000	60,000	72,475	83,475	274	61,959
2004	46,000	52,000	60,000	74,000	86,137	219	63,548
2005	43,000	50,472	60,000	72,000	84,600	267	63,083
2006	45,288	53,000	62,500	75,000	90,000	319	65,522
2007	45,000	54,000	64,000	76,000	93,160	315	67,171

**Table 3B: Basic Annual Salaries - United States (1985-2007)**

Salary							
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean
1985	15,959	22,000	27,280	33,600	50,425	4,913	28,943
1988	19,528	26,800	32,000	39,500	57,943	3,357	34,110
1990	22,008	29,891	35,700	43,000	64,272	4,498	37,761
1992	23,685	32,032	39,749	48,000	71,213	3,566	41,673
1994	24,189	33,000	40,465	50,000	75,173	4,057	43,283
1996	27,480	35,500	43,592	54,000	78,000	3,309	46,805
1997	28,332	37,200	45,575	56,000	81,000	1,946	48,601
1998	32,000	38,000	47,000	59,300	72,424	1,811	50,572
1999	33,000	40,000	49,116	61,724	76,000	1,857	52,826
2000	35,000	42,000	51,073	65,000	81,390	2,124	55,806
2001	37,118	44,000	54,500	69,150	85,596	1,693	58,930
2002	37,287	45,450	56,500	71,817	89,000	1,933	60,583
2003	37,000	45,000	57,000	73,720	92,000	1,366	61,522
2004	38,000	46,000	58,258	75,000	94,359	2,320	63,151
2005	39,860	48,000	60,000	78,525	98,760	2,245	65,482
2006	40,000	49,483	62,000	80,000	100,000	2,798	67,400
2007	40,620	50,000	64,000	82,000	104,000	2,833	69,426

# THE CONSUMER PRICE INDEX AND MEDIAN SALARIES

## United States

The U.S. Consumer Price Index (CPI) is compiled by the Bureau of Labor Statistics and is a measure of the average change over time in the prices of goods and services in major expenditure groups – such as food, housing, apparel, transportation, medical care and entertainment – typically purchased by urban consumers. Essentially, it measures the purchasing power of consumer dollars by comparing what a sample “market basket” of goods and services costs today with what the same sample market basket cost at an earlier date. In terms of income, the CPI adjusted income of an individual represents how much income is necessary to purchase the same basket of goods today as at an earlier date.

Reported median salaries of special librarians in the United States (Table 4) have outstripped cost of living increases over the past 20 years. Using the 1985 median reported salary of \$27,280 as a baseline, an information professional would need to earn \$52,405 today to have kept pace with the Consumer Price Index. With the median reported income of the 2007 salary survey equal to \$64,000, SLA members have actually made significant gains vs. the CPI.

Table 4: U.S. Reported Salaries and Historical CPI Comparison

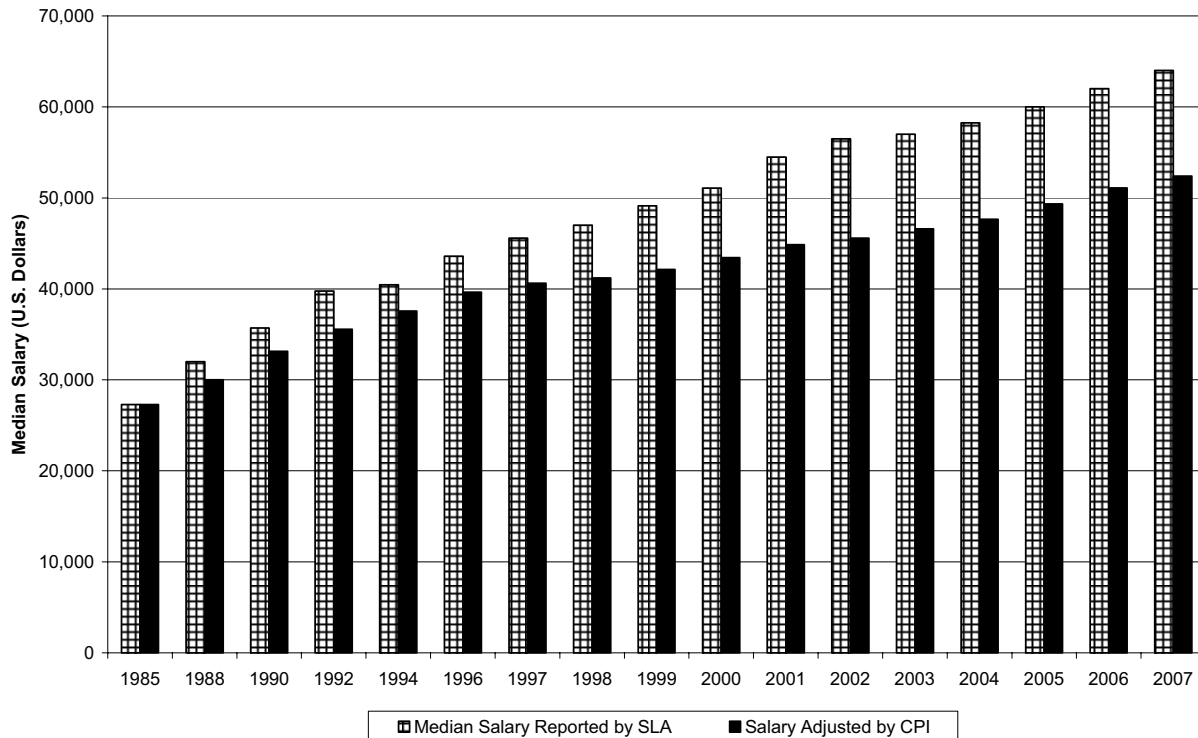
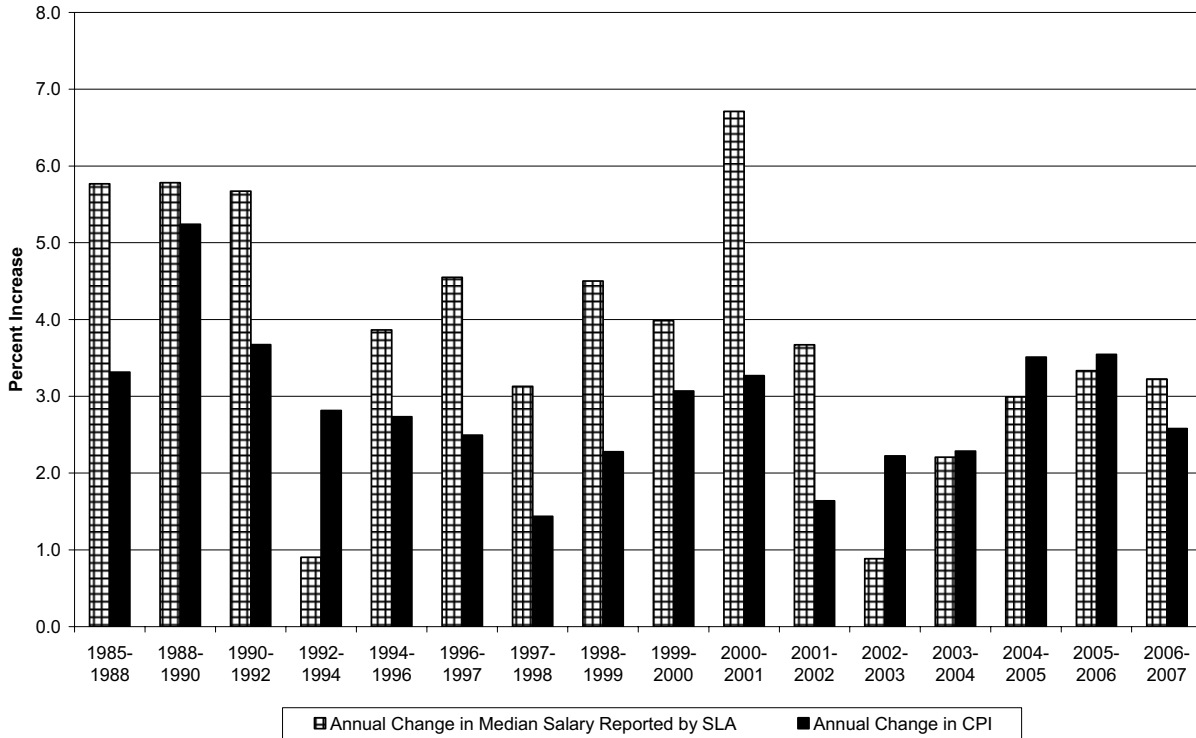


Table 5 provides a detailed explanation of special librarians’ gains vs. the CPI by showing the annual rate of increase in median salaries vs. the annual rate of increase in the CPI. Data are reported only for years in which a salary survey was conducted and the increases in both median salary and CPI have been annualized to account for the differing lengths of time between surveys.

Table 5: Annualized Increases in Median Salary vs. the CPI - U.S.



## Canada

Statistics Canada compiles a Consumer Price Index for Canada, reflecting the cost of a market basket of commonly purchased goods and services to permit the comparison of purchasing power of money over time. Similar to their U.S. counterparts, Canadian special librarians have gradually improved their financial position compared to the CPI over the last 20 years. According to the 2007 data, the median salary of Canadian respondents is now \$64,000, while the salary necessary to keep up with the CPI over the last 20 years is the considerably lower figure of \$56,075.

Table 6: Canadian Reported Salaries and Historical CPI Comparison

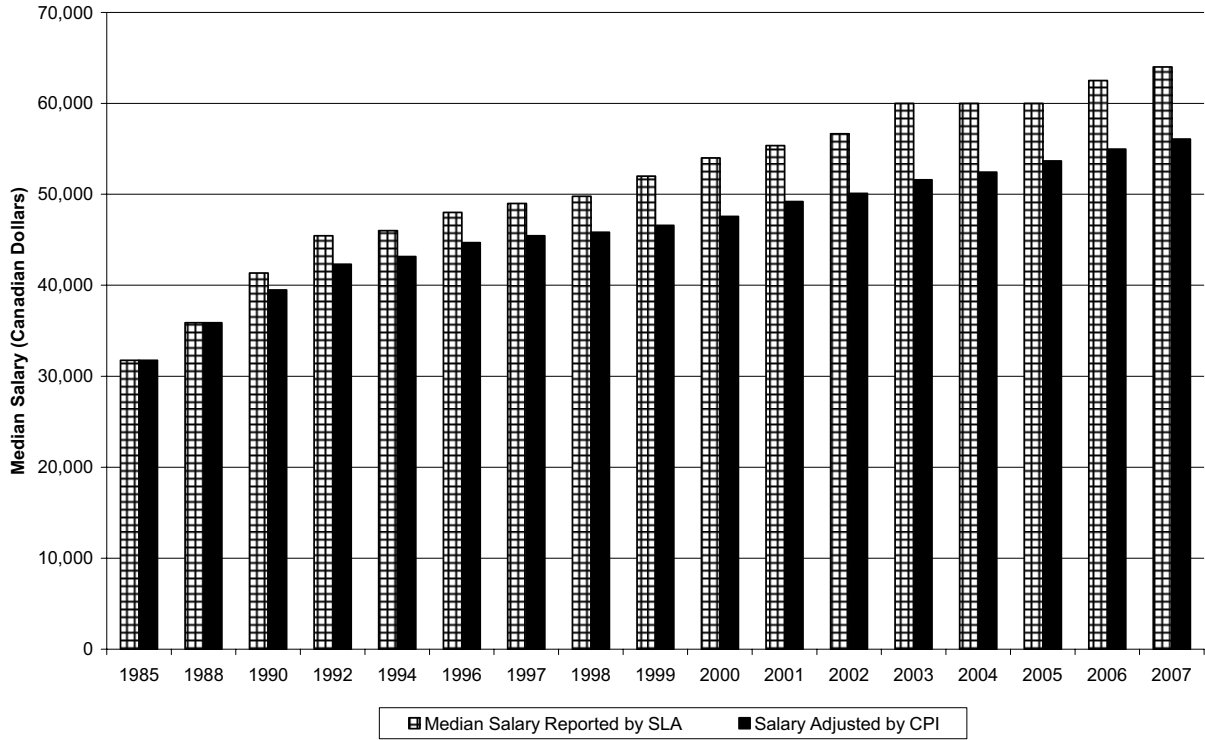
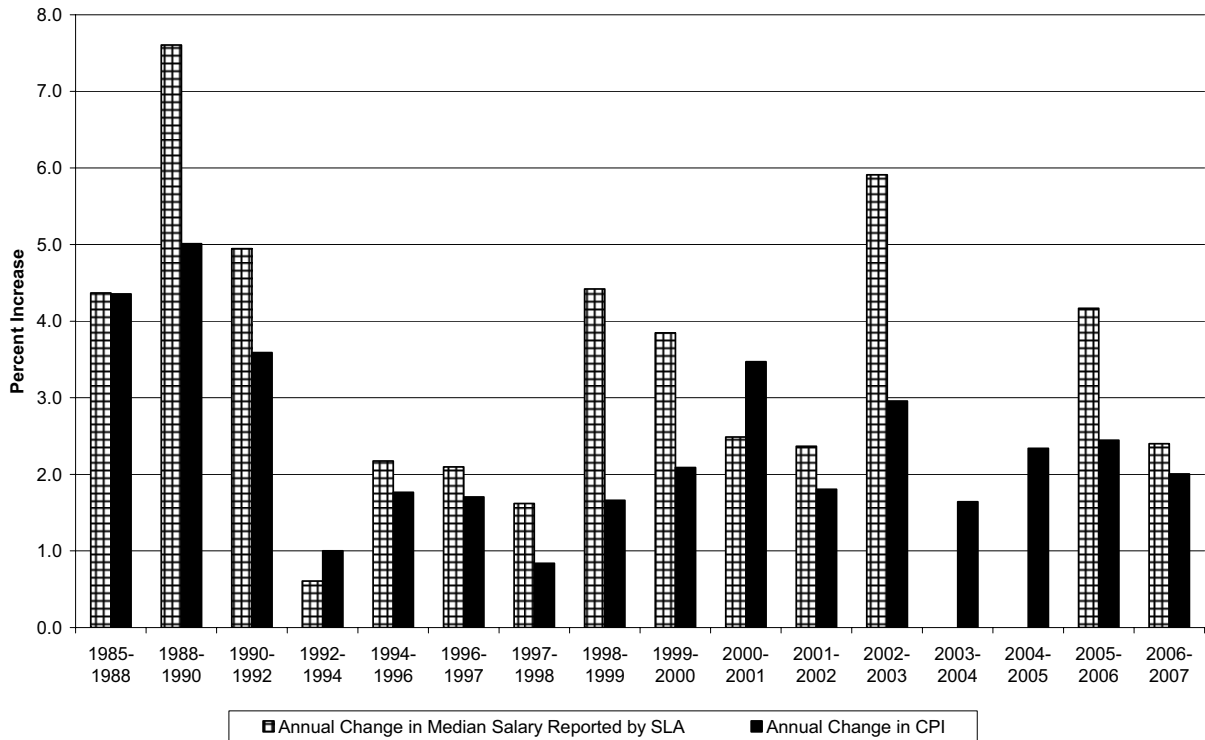


Table 7: Annualized Increases in Median Salary vs. the CPI - Canada



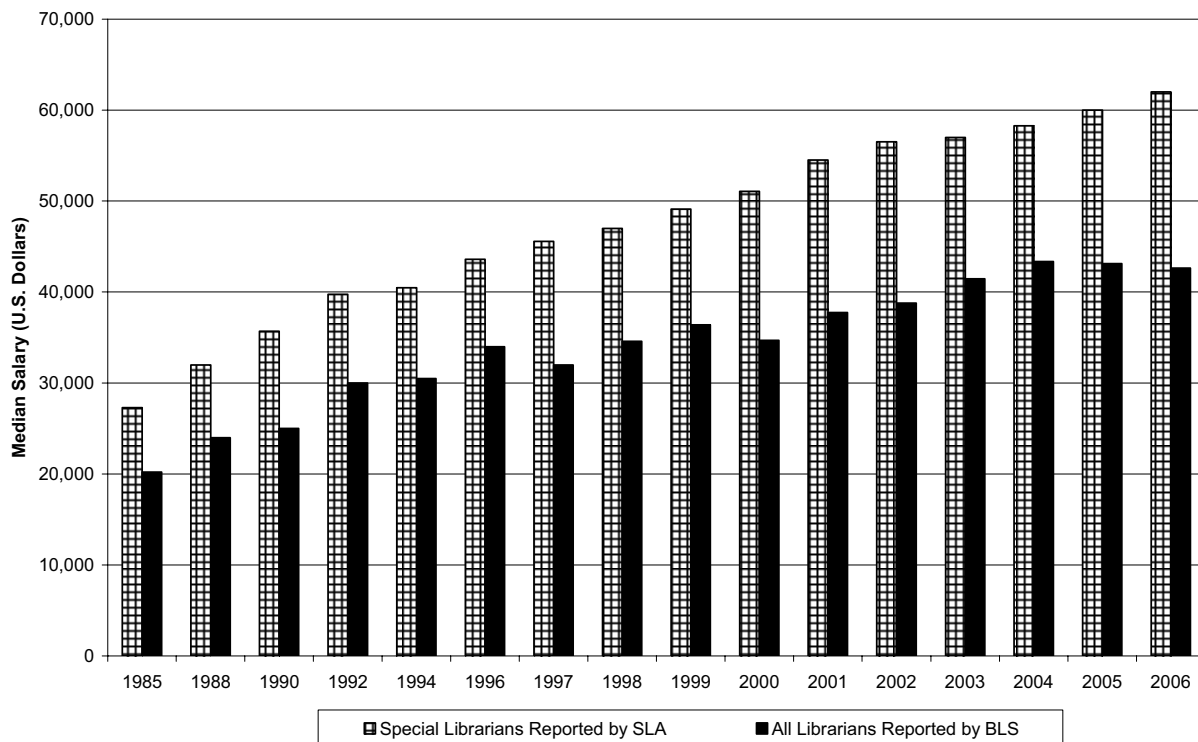


# SALARIES OF SPECIAL LIBRARIANS VS. SALARIES OF ALL LIBRARIANS

## United States

As Table 8 below shows, the additional training of SLA members has proved rewarding when compared to the earnings of all librarians. Comparing historical data from the Bureau of Labor Statistics' Division of Labor Force Statistics and median reported salaries on past salary surveys shows that for 2006, special librarians' median earnings (\$62,000) exceed the median earnings of all librarians by nearly \$20,000 per year.

Table 8: U.S. Median Annual Salaries - Special Librarians vs. All Librarians



## Canada

Unfortunately, Statistics Canada has not reported mean weekly earnings for Canadian librarians since 1996, so it is no longer possible to compare the salaries of Canadian special librarians with all Canadian librarians. However, in 1996, the gap was approximately \$25,000 per year and growing.

# CANADA

## Chapter One

### All Respondents



**Table 1 - Salary Distribution by Region**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Atlantic - Postal Codes A, B, C, and E	43,000	50,220	68,537	73,806	.	7	63,938	2.6%
Quebec - Postal Codes G, H, and J	41,000	52,604	64,000	74,320	94,400	45	66,294	5.9%
Ontario - Postal Codes K, L, M, N, and P	49,140	55,000	65,000	81,700	96,800	175	69,768	4.9%
Prairies - Postal Codes R, S, and T	43,740	54,000	60,000	75,000	86,590	43	64,129	5.6%
British Columbia - Postal Code V	42,100	52,000	60,000	71,500	87,000	44	61,069	3.8%
All Respondents	45,000	54,000	64,000	76,000	93,160	315	67,171	4.9%

**Table 2 - Salary Distribution by Metropolitan Area**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Metro Montreal	41,000	52,604	64,000	74,320	94,476	41	66,299	6.2%
Eastern Ontario	52,100	60,750	71,250	93,522	110,500	30	76,640	6.5%
Central Ontario	42,000	54,500	63,700	72,000	82,500	19	63,314	4.8%
Metro Toronto	49,403	55,155	65,000	81,275	97,792	120	69,943	4.7%
Southwestern Ontario	40,000	44,570	60,000	64,500	.	5	55,628	4.4%
Manitoba	38,180	50,795	57,000	62,744	.	6	55,473	5.0%
Alberta	43,925	53,500	63,500	79,000	87,825	34	65,818	5.9%
British Columbia	42,100	52,000	60,000	71,500	87,000	44	61,069	3.8%
All Respondents	45,000	54,000	64,000	76,000	93,160	315	67,171	4.9%

**Table 3 - Salary Distribution by Subject Degree Field**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Master	46,200	57,700	65,000	85,000	99,200	63	69,320	6.9%
Bachelor	47,850	54,929	64,155	78,000	91,218	206	67,946	4.3%
Some college but no degree	39,800	43,125	52,500	58,858	67,500	24	53,684	3.9%
No college	41,120	49,550	57,500	67,625	74,450	10	58,070	8.2%
All Respondents	45,000	54,000	64,000	76,000	93,160	315	67,171	4.9%

**Table 4 - Salary Distribution by Library/Information Science Degree**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Master	49,070	56,000	65,000	81,775	94,500	234	69,861	5.3%
Bachelor	41,700	50,625	60,874	74,500	84,776	16	62,430	5.8%
Associate	40,000	44,549	55,000	71,500	85,600	17	59,178	4.6%
Some college but no degree	40,450	45,000	51,000	64,040	70,500	24	55,024	2.8%
No college	39,200	42,500	57,000	66,000	90,585	18	59,388	3.8%
All Respondents	45,000	54,000	64,000	76,000	93,160	315	67,171	4.9%

**Table 5 - Salary Distribution by Degree Held**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Biomedical Sciences	36,760	53,500	70,000	97,500	105,765	10	73,525	7.8%
Business, Human Resources, Public Administration	51,200	54,000	59,120	65,420	78,000	15	61,756	10.0%
Computer Sciences	53,207	54,604	62,000	73,500	.	5	63,641	5.5%
Earth Sciences	44,850	45,000	57,000	81,100	.	7	63,184	3.1%
Education	44,600	50,860	67,000	81,500	100,000	13	67,226	7.6%
English/Literature/ Composition	48,912	55,800	67,000	81,700	97,160	67	69,956	4.0%
Fine and Applied Arts	42,572	58,000	62,000	75,000	92,800	11	65,078	5.2%
Foreign Languages/ Culture studies	51,600	60,000	66,721	79,789	103,200	27	73,671	1.5%
General Studies	40,900	55,000	70,500	90,672	99,389	10	71,749	4.4%
History	49,226	55,750	65,000	78,500	95,628	70	69,996	4.8%
Philosophy, Religion	38,100	43,000	63,000	64,000	.	7	55,706	2.7%
Physical Sciences	45,434	53,584	80,000	95,250	114,900	10	76,134	4.9%
Social Sciences	50,100	56,000	65,000	74,250	93,360	50	67,854	4.5%
Other	40,000	49,140	57,000	65,000	75,000	39	58,122	5.8%
All Respondents	45,000	54,000	64,000	76,000	93,160	315	67,171	4.9%

**Table 6 - Salary Distribution by Years of Library Experience**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
2 or less	40,000	43,000	51,500	55,000	60,800	23	50,863	9.2%
3-5 Years	44,925	50,750	55,000	60,500	67,460	34	55,845	8.9%
6-10 Years	42,350	54,125	60,000	66,000	81,500	48	62,815	4.0%
11-15 Years	44,550	52,325	64,000	70,750	75,300	56	63,438	4.1%
16-20 Years	42,600	60,950	72,000	84,500	105,800	41	73,037	4.3%
21-25 Years	50,350	60,500	70,148	88,800	100,500	48	74,779	4.3%
26 Years or More	54,000	63,000	74,403	87,913	100,500	64	76,614	3.5%
All Respondents	45,000	54,000	64,000	76,000	93,160	315	67,171	4.9%

**Table 7 - Salary Distribution by Years of Total Work Experience**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
2 or less	40,000	42,000	51,500	55,620	.	7	49,303	1.5%
3-5 Years	35,520	40,000	56,000	64,000	79,804	11	54,020	13.3%
6-10 Years	46,299	49,785	55,000	60,826	67,250	34	56,842	6.3%
11-15 Years	41,200	54,000	63,500	68,653	75,900	50	61,468	6.6%
16-20 Years	45,000	54,008	64,000	75,000	92,380	49	67,683	5.9%
21-25 Years	43,000	53,688	67,044	83,250	103,000	53	69,935	2.4%
26 Years or More	49,000	60,000	70,000	87,738	99,600	110	73,831	3.8%
All Respondents	45,000	54,000	64,000	76,000	93,160	315	67,171	4.9%

**Table 8 - Salary Distribution by Gender**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Female	45,200	54,250	64,309	76,000	92,249	261	67,247	4.7%
Male	43,000	50,110	59,000	73,100	108,000	49	66,932	6.5%
All Respondents	45,000	54,000	64,000	76,000	93,160	315	67,171	4.9%

**Table 9 - Salary Distribution by Ethnicity/ Race**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Asian, Pacific Islander	40,600	49,000	60,000	82,000	94,200	15	63,988	3.6%
White	45,000	54,858	64,000	78,000	94,000	269	68,124	4.7%
Other	50,000	52,000	71,000	84,000	.	5	68,600	10.1%
All Respondents	45,000	54,000	64,000	76,000	93,160	315	67,171	4.9%

**Table 10 - Salary Distribution by Number of Employees**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
2-9 Employees	49,140	52,785	60,000	75,000	.	6	65,523	6.6%
10-24 Employees	39,720	43,625	53,500	67,500	92,000	12	58,425	3.1%
25-99 Employees	40,940	52,000	60,000	78,000	85,800	23	63,493	6.0%
100-499 Employees	42,950	52,375	60,874	76,000	94,000	58	65,399	4.9%
500-999 Employees	41,700	53,700	62,129	73,900	105,400	40	68,184	7.3%
1,000-2,499 Employees	47,139	60,000	65,000	73,000	91,200	35	67,130	3.5%
2,500-4,999 Employees	42,700	54,929	65,500	86,168	105,000	38	69,137	5.4%
5,000-9,999 Employees	42,680	55,000	64,000	75,000	91,168	35	65,186	4.6%
10,000 or more Employees	50,250	56,780	68,750	79,500	91,690	64	71,185	4.6%
All Respondents	45,000	54,000	64,000	76,000	93,160	315	67,171	4.9%

**Table 11 - Salary Distribution by Non-profit Status**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Work in a Non-profit Organization	43,770	53,104	63,000	76,000	93,790	161	66,652	4.4%
Work in a For-profit Organization	46,000	55,000	64,000	75,000	92,380	149	67,675	5.7%
All Respondents	45,000	54,000	64,000	76,000	93,160	315	67,171	4.9%

**Table 12 - Salary Distribution by Business Sector**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Government	49,680	55,200	65,500	77,500	93,944	64	68,686	3.2%
Public Library	48,000	48,750	54,570	68,738	.	6	59,632	-5%
Academic Institution	43,000	53,430	64,000	77,000	95,184	57	66,921	5.8%
Other Organizations	45,000	54,000	64,000	76,000	92,542	178	67,390	5.4%
All Respondents	45,000	54,000	64,000	76,000	93,160	315	67,171	4.9%

**Table 13a - Salary Distribution by Institution/Industry**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Federal Government	45,570	54,552	64,500	75,750	99,944	34	68,246	3.9%
Other Government	41,922	54,537	64,500	76,851	91,553	30	66,865	2.6%
Academic-Subj Dept	50,750	57,250	66,000	88,973	106,344	24	73,003	4.0%
Academic-General Campus	43,000	52,645	61,409	72,452	86,800	30	63,511	7.3%
Accounting	41,500	46,550	58,066	64,625	76,250	14	57,217	5.5%
Associations & Labor Unions	41,000	54,000	69,300	83,500	.	7	68,354	5.3%
Broadcasting & Telecommunications	50,000	54,275	67,000	85,000	.	6	68,283	4.8%
Finance - except insurance	41,000	50,375	63,500	74,250	89,260	18	63,177	4.6%
Finance - insurance carriers, funds, trusts	44,275	52,500	54,168	69,060	80,800	13	60,217	4.9%
Health Care & Social Assistance	52,000	54,000	70,000	82,750	95,152	13	70,097	7.1%
Info Services - Information broker, contract search	48,000	51,500	60,000	62,500	.	5	57,600	-2.8%
Manufacturing - mining (including oil/gas), metals/mineral	43,760	58,000	70,000	82,700	98,060	13	70,288	5.1%
Manufacturing - pharmaceuticals & medical chemicals	54,500	57,250	71,000	128,690	.	5	88,576	3.4%
Professional Services - accounting, tax prep., bookkeeping	38,100	50,000	65,000	80,000	.	9	66,344	3.9%
Professional Services - legal	44,500	60,000	72,000	85,000	105,000	27	73,948	8.3%
Professional Services - mngt., scientific/tech. consulting	54,000	58,000	67,000	80,000	.	7	68,078	3.7%
Professional Services - scientific research & development	35,600	42,650	45,500	69,500	.	6	55,267	4.3%
Publishing - newspaper, periodical, book	60,000	64,069	70,000	91,600	.	9	75,815	3.2%
Other	36,000	40,500	47,049	56,250	.	6	47,850	3.8%
All Respondents	45,000	54,000	64,000	76,000	93,160	315	67,171	4.9%

\*All salaries in Canadian tables are reported in Canadian dollars. The exchange rate on April 1, 2007, was \$1.15 Canadian=\$1 U.S.

**Table 13b - Salary Distribution by Institution/Industry and Library/ Information Center Annual Budget**

Institution/Current Budget		10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Federal Government	\$50,000-\$74,999	53,000	53,000	62,257	63,829	.	5	59,183	1.8%
	\$250,000-\$499,999	56,000	59,850	70,871	89,500	.	5	73,914	2.7%
	Above \$1,000,000	66,000	79,500	93,400	114,000	.	5	96,080	2.6%
	Don't know	35,400	43,200	55,000	70,000	.	5	56,280	12.5%
Other Government	Under \$25,000	29,700	44,200	58,000	62,000	.	9	53,189	2.3%
	\$100,000-\$249,999	55,800	62,400	70,296	82,000	.	5	71,819	2.0%
Academic-Subj Dept	Above \$1,000,000	54,000	69,000	85,000	113,388	.	6	89,975	3.3%
	Don't know	50,000	51,500	60,500	65,500	.	6	59,167	3.0%
Academic-General Campus	\$100,000-\$249,999	43,000	49,000	58,000	63,155	.	5	56,462	6.3%
	Above \$1,000,000	43,000	50,930	60,818	79,403	.	9	69,276	12.4%
	Don't know	43,500	56,500	64,000	77,000	.	9	65,056	4.5%
Accounting	Don't know	41,000	42,100	51,700	58,850	.	9	51,178	6.6%
Finance - except insurance	\$100,000-\$249,999	41,000	41,000	49,750	64,267	.	6	54,428	2.2%
Professional Services - legal	\$500,000-\$999,999	56,000	70,000	87,000	102,500	.	5	86,400	3.6%
	Above \$1,000,000	64,000	65,000	74,200	125,000	.	5	90,840	13.8%
	Don't know	40,000	43,750	52,000	61,925	.	6	52,483	12.6%

**Table 14 - Salary Distribution by Union vs. Non-union**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Wages/Salary Set by Collective Bargaining Agreement	44,850	54,442	64,000	73,403	90,000	109	65,592	4.2%
Wages/Salary Not Set by Collective Bargaining Agreement	45,000	54,000	64,000	80,000	94,600	203	67,894	5.4%
All Respondents	45,000	54,000	64,000	76,000	93,160	315	67,171	4.9%

**Table 15 - Salary Distribution by Number of Years with Present Employer**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Less than Two Years	40,000	46,000	55,000	66,721	85,000	39	59,469	9.5%
Two Years	40,000	50,000	55,000	63,000	75,000	29	57,549	4.9%
3-5 Years	42,290	52,660	60,409	70,000	85,850	62	63,799	6.5%
6-10 Years	49,356	59,000	69,000	79,000	93,800	61	71,745	3.7%
11-15 Years	49,602	59,560	65,000	74,500	98,368	33	68,419	3.9%
16-20 Years	55,790	65,000	74,720	90,750	95,140	32	77,352	2.6%
21-25 Years	44,500	61,250	70,148	88,000	95,700	24	72,066	3.0%
26 Years or more	53,000	57,823	72,299	92,500	113,100	22	77,161	2.6%
All Respondents	45,000	54,000	64,000	76,000	93,160	315	67,171	4.9%



**Table 16 - Salary Distribution by Number of Employees Supervised or Managed**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
None	41,000	50,000	57,000	64,000	77,000	144	58,486	5.4%
1-2 Employees	44,800	54,000	65,000	74,000	83,800	63	64,803	4.3%
3-4 Employees	54,220	64,250	70,000	76,000	99,340	25	72,135	3.9%
5-6 Employees	55,000	62,825	72,597	87,325	93,036	25	73,648	4.8%
7-9 Employees	53,100	64,250	74,000	93,250	99,400	32	76,836	3.9%
10-14 Employees	49,000	63,250	79,250	102,100	.	8	80,113	8.2%
15-19 Employees	67,500	88,000	100,000	110,000	.	7	98,643	4.1%
20 or more Employees	79,333	85,000	111,000	132,000	161,000	11	110,869	6.3%
All Respondents	45,000	54,000	64,000	76,000	93,160	315	67,171	4.9%

**Table 17 - Salary Distribution by Primary Job Responsibility**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
General Responsibilities	40,800	49,570	58,431	67,340	82,100	57	59,436	4.6%
Administrative/Management	59,000	68,134	78,702	94,000	108,419	84	82,622	5.2%
Acquisitions, Collection Development	42,000	43,000	62,000	67,861	.	9	57,035	5.1%
Research Analyst	48,000	57,275	62,000	65,000	80,850	14	62,171	5.1%
Competitive Intelligence, Bus Research	47,100	51,400	58,000	68,125	88,320	26	62,128	4.4%
Intranet/Portal Development, Web Content Mgmt	46,950	55,000	55,850	65,462	85,685	12	60,702	4.0%
Knowledge Management	48,000	72,000	78,000	105,000	.	7	86,857	15.9%
Legal Research	50,000	56,000	60,450	64,625	.	6	59,733	6.3%
Online/Electronic/Literature Research	36,850	49,750	60,500	71,250	85,446	14	60,829	3.7%
Reference	41,800	52,000	57,000	64,000	76,045	27	58,853	7.2%
Subject Specialist	50,112	57,000	74,000	78,000	94,027	11	70,843	3.5%
Vendor/Customer Service, Sales	51,000	57,000	63,000	65,000	.	7	61,571	8.1%
Other	40,180	50,000	60,000	74,000	94,600	11	62,900	2.1%
All Respondents	45,000	54,000	64,000	76,000	93,160	315	67,171	4.9%

**Table 18 - Salary Distribution by Job Title**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Chief Info Officer/V.P./ Exec	65,000	82,500	110,000	147,500	.	5	114,000	13.2%
Director/Manager	58,000	65,000	75,000	90,500	105,000	109	79,052	4.4%
Asst Mngr./Dept./Section Head	51,100	55,925	67,111	76,500	87,385	30	69,070	5.3%
Librarian/Info Specialist/Researcher	42,440	50,000	57,000	64,155	75,000	137	58,704	5.4%
Webmaster	55,000	55,000	58,000	62,924	.	5	58,770	3.2%
Support Staff	35,800	39,525	41,000	46,750	66,000	14	44,793	3.2%
Other	55,620	57,310	62,000	73,000	.	5	64,524	-5%
All Respondents	45,000	54,000	64,000	76,000	93,160	315	67,171	4.9%

**Table 19 - Salary Distribution by Library or Information Resource Center Setting**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Work in Library or Information Resource Center	44,580	53,800	64,000	75,000	91,276	277	66,390	4.8%
Do Not Work in Library or Information Resource Center	49,950	55,500	64,500	82,500	106,500	36	72,526	6.0%
All Respondents	45,000	54,000	64,000	76,000	93,160	315	67,171	4.9%

**Table 20 - Salary Distribution by Library/ Information Center Annual Budget**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Under \$25,000	38,100	40,000	50,220	64,000	65,000	19	52,705	3.6%
\$25,000-\$49,999	44,910	48,500	53,207	72,500	83,680	13	59,621	2.9%
\$50,000-\$74,999	37,500	53,000	62,458	69,625	79,750	14	60,708	4.5%
\$75,000-\$99,999	49,312	50,000	65,000	72,000	84,800	11	63,558	5.8%
\$100,000-\$249,999	44,200	56,000	64,500	75,000	88,254	41	65,760	4.1%
\$250,000-\$499,999	52,815	63,775	70,936	85,043	97,100	32	73,420	3.8%
\$500,000-\$999,999	54,500	63,250	76,702	89,601	97,960	24	76,779	4.8%
Above \$1,000,000	53,088	65,000	84,666	95,500	129,000	41	84,780	6.3%
Budgets are not allocated to separate branch or libraries	43,960	58,000	66,721	76,000	93,240	15	67,773	4.6%
Don't know	42,000	49,337	55,700	63,344	67,600	67	56,396	5.3%
All Respondents	45,000	54,000	64,000	76,000	93,160	315	67,171	4.9%

**Table 21 - Salary Distribution by Full-time Equivalent Employees in Library/Information Center**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
2 or less	40,800	50,000	60,000	67,680	81,220	67	59,560	3.4%
More than 2 to 4	40,930	50,000	60,000	75,610	89,015	52	62,993	5.5%
More than 4 to 9	49,403	55,925	65,000	79,842	94,900	70	68,197	5.3%
More than 9	49,140	58,000	66,721	87,000	105,000	79	73,260	4.9%
All Respondents	45,000	54,000	64,000	76,000	93,160	315	67,171	4.9%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Total		Benefits provided by primary job					
	Count	Percent	Paid sick leave		Paid personal time off		Paid vacation	
			Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	34	100.0%	34	100.0%	28	82.4%	33	97.1%
Other Government	28	100.0%	26	92.9%	12	42.9%	27	96.4%
Public Library-Subj and General	5	100.0%	5	100.0%	3	60.0%	5	100.0%
Academic-Subj Dept	24	100.0%	23	95.8%	15	62.5%	24	100.0%
Academic-General Campus	33	100.0%	28	84.8%	16	48.5%	30	90.9%
Finance & Insurance; Accounting	61	100.0%	59	96.7%	41	67.2%	58	95.1%
Information Services & Publishing	38	100.0%	36	94.7%	17	44.7%	37	97.4%
Manufacturing and Agriculture	8	100.0%	8	100.0%	5	62.5%	8	100.0%
Professional Services	77	100.0%	76	98.7%	42	54.5%	76	98.7%
Utilities; Transportation; Broadcasting; Movies; Trade	7	100.0%	7	100.0%	2	28.6%	7	100.0%
Other	7	100.0%	7	100.0%	4	57.1%	7	100.0%
Total	322	100.0%	309	96.0%	185	57.5%	312	96.9%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Medical insurance/group plan		Medical savings account		Dental insurance/group plan		Vision coverage	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	33	97.1%			33	97.1%	30	88.2%
Other Government	28	100.0%	1	3.6%	28	100.0%	21	75.0%
Public Library-Subj and General	5	100.0%			5	100.0%	5	100.0%
Academic-Subj Dept	22	91.7%	4	16.7%	23	95.8%	15	62.5%
Academic-General Campus	29	87.9%			29	87.9%	23	69.7%
Finance & Insurance; Accounting	59	96.7%	22	36.1%	59	96.7%	56	91.8%
Information Services & Publishing	35	92.1%	13	34.2%	33	86.8%	32	84.2%
Manufacturing and Agriculture	8	100.0%	4	50.0%	8	100.0%	6	75.0%
Professional Services	76	98.7%	11	14.3%	76	98.7%	60	77.9%
Utilities; Transportation; Broadcasting; Movies; Trade	7	100.0%	4	57.1%	7	100.0%	7	100.0%
Other	7	100.0%	2	28.6%	7	100.0%	6	85.7%
Total	309	96.0%	61	18.9%	308	95.7%	261	81.1%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Life insurance		Retirement plan		Long-term disability		Short-term disability	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	28	82.4%	33	97.1%	31	91.2%	25	73.5%
Other Government	24	85.7%	26	92.9%	25	89.3%	25	89.3%
Public Library-Subj and General	3	60.0%	4	80.0%	3	60.0%	3	60.0%
Academic-Subj Dept	24	100.0%	24	100.0%	23	95.8%	23	95.8%
Academic-General Campus	27	81.8%	31	93.9%	29	87.9%	26	78.8%
Finance & Insurance; Accounting	56	91.8%	58	95.1%	56	91.8%	51	83.6%
Information Services & Publishing	33	86.8%	30	78.9%	32	84.2%	29	76.3%
Manufacturing and Agriculture	7	87.5%	8	100.0%	8	100.0%	8	100.0%
Professional Services	70	90.9%	64	83.1%	68	88.3%	66	85.7%
Utilities; Transportation; Broadcasting; Movies; Trade	5	71.4%	6	85.7%	5	71.4%	5	71.4%
Other	5	71.4%	3	42.9%	5	71.4%	5	71.4%
Total	282	87.6%	287	89.1%	285	88.5%	266	82.6%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Child day care		Time off for child or elder care		Employee assistance or wellness program		Profit sharing	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	2	5.9%	25	73.5%	25	73.5%		
Other Government	1	3.6%	10	35.7%	23	82.1%		
Public Library-Subj and General			3	60.0%	3	60.0%		
Academic-Subj Dept	5	20.8%	12	50.0%	19	79.2%	1	4.2%
Academic-General Campus	3	9.1%	15	45.5%	20	60.6%		
Finance & Insurance; Accounting	5	8.2%	32	52.5%	54	88.5%	29	47.5%
Information Services & Publishing	2	5.3%	9	23.7%	29	76.3%	11	28.9%
Manufacturing and Agriculture			4	50.0%	7	87.5%	5	62.5%
Professional Services	2	2.6%	23	29.9%	60	77.9%	19	24.7%
Utilities; Transportation; Broadcasting; Movies; Trade			1	14.3%	6	85.7%	3	42.9%
Other			2	28.6%	4	57.1%	1	14.3%
Total	20	6.2%	136	42.2%	250	77.6%	69	21.4%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job			
	Education/ professional development assistance		Professional association memberships	
	Cases	Percent	Cases	Percent
Federal Government	26	76.5%	14	41.2%
Other Government	24	85.7%	22	78.6%
Public Library-Subj and General	4	80.0%	1	20.0%
Academic-Subj Dept	21	87.5%	14	58.3%
Academic-General Campus	28	84.8%	11	33.3%
Finance & Insurance; Accounting	54	88.5%	56	91.8%
Information Services & Publishing	29	76.3%	25	65.8%
Manufacturing and Agriculture	8	100.0%	8	100.0%
Professional Services	64	83.1%	65	84.4%
Utilities; Transportation; Broadcasting; Movies; Trade	6	85.7%	4	57.1%
Other	7	100.0%	4	57.1%
Total	271	84.2%	224	69.6%

**Table 23 - Health Insurance Plan Provided by Institution Group**

	Do you participate in an employee-offered health insurance plan?					
	Yes		No		Not Applicable	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	28	77.8%	7	19.4%	1	2.8%
Other Government	22	73.3%			8	26.7%
Public Library-Subj and General	5	83.3%			1	16.7%
Academic-Subj Dept	19	76.0%	4	16.0%	2	8.0%
Academic-General Campus	25	73.5%	5	14.7%	4	11.8%
Finance & Insurance; Accounting	54	88.5%	4	6.6%	3	4.9%
Information Services & Publishing	30	73.2%	6	14.6%	5	12.2%
Manufacturing and Agriculture	8	100.0%				
Professional Services	66	83.5%	9	11.4%	4	5.1%
Utilities; Transportation; Broadcasting; Movies; Trade	5	62.5%	2	25.0%	1	12.5%
Other	6	85.7%	1	14.3%		
Total	268	80.0%	38	11.3%	29	8.7%

**Table 24 - Individual Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does this percent that you pay compare to the previous year?					
			Higher		Lower		The same	
	Count	Mean	Count	Count Percent	Count	Count Percent	Count	Count Percent
Federal Government	23	11.0%	1	4.3%			22	95.7%
Other Government	19	23.0%	4	20.0%			16	80.0%
Public Library-Subj and General	4	25.0%	1	20.0%			4	80.0%
Academic-Subj Dept	14	18.2%	1	6.7%			14	93.3%
Academic-General Campus	17	21.1%	4	20.0%	1	5.0%	15	75.0%
Finance & Insurance; Accounting	40	16.6%	6	13.3%	1	2.2%	38	84.4%
Information Services & Publishing	23	11.7%	2	8.7%			21	91.3%
Manufacturing and Agriculture	6	12.3%	2	28.6%			5	71.4%
Professional Services	56	15.1%	8	14.0%	1	1.8%	48	84.2%
Utilities; Transportation; Broadcasting; Movies; Trade	2	27.5%	1	33.3%			2	66.7%
Other	4	22.5%					4	100.0%
Total	208	16.3%	30	13.5%	3	1.4%	189	85.1%

**Table 25 - Dependent Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does the percent you pay compare to the previous year?					
			Higher		Lower		The same	
	Count	Mean	Count	Count Percent	Count	Count Percent	Count	Count Percent
Federal Government	19	5.1%	1	5.3%			18	94.7%
Other Government	16	22.9%	2	12.5%			14	87.5%
Public Library-Subj and General	3	21.7%	1	25.0%			3	75.0%
Academic-Subj Dept	12	11.7%	1	8.3%			11	91.7%
Academic-General Campus	11	21.6%	1	8.3%			11	91.7%
Finance & Insurance; Accounting	31	11.0%	4	12.1%	1	3.0%	28	84.8%
Information Services & Publishing	21	14.0%	2	9.5%			19	90.5%
Manufacturing and Agriculture	5	32.8%					5	100.0%
Professional Services	44	20.9%	8	17.0%	1	2.1%	38	80.9%
Utilities; Transportation; Broadcasting; Movies; Trade	2	27.5%	1	33.3%			2	66.7%
Other	3	30.0%					4	100.0%
Total	167	16.6%	21	11.9%	2	1.1%	153	86.9%

## Table 26 - Total Outlay for Health Insurance Benefits by Institution Group

	How does your total outlay for health insurance benefits compare to the incremental change in your salary for 2007?					
	Increase in health insurance premium is HIGHER THAN the increase in salary		Increase in health insurance premium is LOWER THAN the increase in salary		Increase in health insurance premium is the SAME as the increase in salary	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	1	5.3%	1	5.3%	17	89.5%
Other Government	2	11.8%	4	23.5%	11	64.7%
Public Library-Subj and General	2	40.0%			3	60.0%
Academic-Subj Dept	1	7.1%	5	35.7%	8	57.1%
Academic-General Campus	2	12.5%	5	31.3%	9	56.3%
Finance & Insurance; Accounting	4	10.8%	11	29.7%	22	59.5%
Information Services & Publishing			5	23.8%	16	76.2%
Manufacturing and Agriculture	1	16.7%	2	33.3%	3	50.0%
Professional Services	4	9.1%	20	45.5%	20	45.5%
Utilities; Transportation; Broadcasting; Movies; Trade			1	50.0%	1	50.0%
Other			1	33.3%	2	66.7%
<b>Total</b>	<b>17</b>	<b>9.2%</b>	<b>55</b>	<b>29.9%</b>	<b>112</b>	<b>60.9%</b>

## Table 27 - Salary Distribution by Employed/Self-Employed Status

Canada\*

	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Self-employed	48,000	50,000	60,000	80,000	.	7	63,714	1.9%
Not Self-employed	44,895	54,000	64,000	75,000	92,814	302	67,030	5.0%
All Respondents	45,000	54,000	64,000	76,000	93,160	315	67,171	4.9%

## Table 28 - Salary Distribution by Contract Basis at Primary Job

Canada\*

	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Work on Contract Basis	35,580	46,750	55,500	65,250	82,800	22	56,208	8.3%
Do Not Work on Contract Basis	45,300	54,787	64,000	76,000	93,742	292	67,891	4.7%
All Respondents	45,000	54,000	64,000	76,000	93,160	315	67,171	4.9%

**Table 29 - Salary Distribution by Number of Part-time Jobs Held**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
One	32,800	41,000	58,520	74,500	81,400	17	58,025	3.7%
All Respondents	32,000	35,000	54,800	74,000	81,000	19	55,338	3.3%

**Table 30 - Salary Distribution by Number of Part-time Hours Worked per Week**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
21-30 Hours	52,000	56,660	66,888	77,500	.	9	67,123	3.0%
All Respondents	32,000	35,000	54,800	74,000	81,000	19	55,338	3.3%

**Table 31 - Salary Distribution by Reasons for Working Part-time**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Respondent's Choice	30,600	43,700	65,944	74,750	82,400	12	60,759	2.7%
Other	33,000	34,000	42,000	62,660	.	5	47,064	6.8%
All Respondents	32,000	35,000	54,800	74,000	81,000	19	55,338	3.3%

**Table 32 - Average Hourly Rate for Part-time Employees by Census Division**

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# CANADA

## Chapter Two Administrative/Management



**Table 1 - Salary Distribution by Region**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Quebec - Postal Codes G, H, and J	63,000	67,044	74,200	94,000	132,000	15	82,740	6.3%
Ontario - Postal Codes K, L, M, N, and P	65,000	73,500	89,800	100,750	115,500	44	90,123	5.5%
Prairies - Postal Codes R, S, and T	55,400	58,000	69,000	75,202	83,600	13	67,259	5.9%
British Columbia - Postal Code V	42,000	54,500	78,000	87,000	.	9	71,872	1.9%
Primary Responsibility-Admin/Mgmt	59,000	68,134	78,702	94,000	108,419	84	82,622	5.2%

**Table 2 - Salary Distribution by Metropolitan Area**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Metro Montreal	62,500	66,638	73,100	87,500	137,500	14	81,936	6.6%
Eastern Ontario	68,200	78,895	93,888	108,500	126,000	13	94,891	5.7%
Metro Toronto	64,000	72,799	89,600	100,000	114,000	29	88,929	5.6%
Alberta	55,000	58,000	70,000	76,500	.	9	68,662	5.8%
British Columbia	42,000	54,500	78,000	87,000	.	9	71,872	1.9%
Primary Responsibility-Admin/Mgmt	59,000	68,134	78,702	94,000	108,419	84	82,622	5.2%

**Table 3 - Salary Distribution by Subject Degree Field**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Master	64,300	69,261	86,000	101,250	110,700	22	86,028	7.2%
Bachelor	58,000	68,403	77,702	91,600	103,500	54	80,771	4.4%
Primary Responsibility-Admin/Mgmt	59,000	68,134	78,702	94,000	108,419	84	82,622	5.2%

**Table 4 - Salary Distribution by Library/Information Science Degree**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Master	60,495	68,653	80,895	94,000	109,051	72	83,713	5.4%
Primary Responsibility-Admin/Mgmt	59,000	68,134	78,702	94,000	108,419	84	82,622	5.2%

**Table 5 - Salary Distribution by Degree Held**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Business, Human Resources, Public Administration	55,000	62,500	69,810	78,000	.	6	69,270	8.7%
English/Literature/ Composition	62,120	71,936	84,000	100,100	106,670	21	85,411	3.9%
Foreign Languages/ Culture studies	42,000	70,148	78,000	111,500	.	9	88,898	2.8%
History	65,420	73,000	88,000	105,000	132,000	19	91,602	7.1%
Social Sciences	55,500	65,750	70,000	93,550	98,000	14	76,103	4.3%
Other	56,000	60,000	67,044	79,600	.	5	69,249	9.3%
Primary Responsibility-Admin/Mgmt	59,000	68,134	78,702	94,000	108,419	84	82,622	5.2%

**Table 6 - Salary Distribution by Years of Library Experience**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
6-10 Years	56,600	60,413	66,000	90,250	130,300	12	77,210	5.0%
11-15 Years	60,100	65,884	73,500	75,750	143,700	12	79,811	5.1%
16-20 Years	52,018	72,220	85,000	105,500	108,735	13	85,362	7.0%
21-25 Years	57,000	71,648	94,000	99,000	139,800	13	91,607	6.3%
26 Years or More	66,000	72,299	85,000	92,200	105,000	29	84,793	3.6%
Primary Responsibility-Admin/Mgmt	59,000	68,134	78,702	94,000	108,419	84	82,622	5.2%

**Table 7 - Salary Distribution by Years of Total Work Experience**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
11-15 Years	56,800	60,825	65,000	70,436	86,800	13	67,466	6.4%
16-20 Years	60,400	73,600	78,000	99,444	153,400	13	90,045	5.8%
21-25 Years	58,100	70,074	77,115	99,500	107,787	16	81,875	4.6%
26 Years or More	62,000	72,299	87,000	95,960	114,600	37	87,627	4.6%
Primary Responsibility-Admin/Mgmt	59,000	68,134	78,702	94,000	108,419	84	82,622	5.2%

**Table 8 - Salary Distribution by Gender**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Female	63,200	70,000	79,404	93,888	105,000	71	82,797	4.6%
Male	51,400	57,000	74,200	108,419	126,000	13	81,670	9.0%
Primary Responsibility-Admin/Mgmt	59,000	68,134	78,702	94,000	108,419	84	82,622	5.2%

**Table 9 - Salary Distribution by Ethnicity/ Race**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
White	58,000	69,500	79,789	95,100	110,200	77	83,660	5.0%
Primary Responsibility-Admin/Mgmt	59,000	68,134	78,702	94,000	108,419	84	82,622	5.2%

**Table 10 - Salary Distribution by Number of Employees**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
25-99 Employees	61,650	69,825	79,789	98,500	.	5	83,288	4.2%
100-499 Employees	61,409	74,000	85,000	95,000	136,200	11	88,950	4.1%
500-999 Employees	54,400	60,000	70,296	100,000	121,200	15	79,808	8.3%
1,000-2,499 Employees	46,600	66,000	72,597	87,000	94,800	11	73,872	3.0%
2,500-4,999 Employees	55,300	65,000	79,000	93,766	113,400	12	80,857	8.0%
5,000-9,999 Employees	51,000	61,500	70,000	97,960	.	9	78,273	5.1%
10,000 or more Employees	70,000	73,000	78,000	91,000	136,000	19	87,701	3.1%
Primary Responsibility-Admin/Mgmt	59,000	68,134	78,702	94,000	108,419	84	82,622	5.2%

**Table 11 - Salary Distribution by Non-profit Status**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Work in a Non-profit Organization	57,000	65,000	77,000	93,916	112,500	54	81,211	4.2%
Work in a For-profit Organization	65,042	71,750	83,000	95,400	104,500	30	85,162	7.1%
Primary Responsibility-Admin/Mgmt	59,000	68,134	78,702	94,000	108,419	84	82,622	5.2%

**Table 12 - Salary Distribution by Business Sector**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary		Percent change
							Mean	Mean Percent Change	
Government	63,000	70,000	78,000	93,644	111,000	29	80,967	2.7%	
Academic Institution	55,400	59,000	68,000	101,379	134,400	13	81,754	8.9%	
Other Organizations	64,800	71,500	85,000	95,600	106,000	37	86,777	6.7%	
Primary Responsibility-Admin/Mgmt	59,000	68,134	78,702	94,000	108,419	84	82,622	5.2%	

**Table 13a - Salary Distribution by Institution/Industry**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary		Percent change
							Mean	Mean Percent Change	
Federal Government	48,300	63,500	74,000	93,766	112,800	16	78,097	2.3%	
Other Government	68,630	70,000	79,404	90,000	110,800	11	82,500	3.4%	
Academic-Subj Dept	60,000	62,500	68,000	121,419	.	5	87,168	3.6%	
Academic-General Campus	55,000	56,000	67,044	87,000	.	7	75,863	11.7%	
Health Care & Social Assistance	70,000	70,000	82,750	94,480	.	6	82,570	5.5%	
Professional Services - legal	64,600	76,150	86,000	103,750	133,000	12	91,017	9.3%	
Primary Responsibility-Admin/Mgmt	59,000	68,134	78,702	94,000	108,419	84	82,622	5.2%	

**Table 13b - Salary Distribution by Institution/Industry and Library/ Information Center Annual Budget**

Institution/Current Budget		10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary		Percent change
								Mean	Mean Percent Change	
Professional Services - legal	Above \$1,000,000	64,000	65,000	74,200	125,000	.	5	90,840	13.8%	

**Table 14 - Salary Distribution by Union vs. Non-union**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary		Percent change
							Mean	Mean Percent Change	
Wages/Salary Set by Collective Bargaining Agreement	51,800	61,650	72,597	90,000	110,000	31	76,496	3.9%	
Wages/Salary Not Set by Collective Bargaining Agreement	65,084	70,296	85,000	95,200	109,368	51	86,236	6.2%	
Primary Responsibility-Admin/Mgmt	59,000	68,134	78,702	94,000	108,419	84	82,622	5.2%	

**Table 15 - Salary Distribution by Number of Years with Present Employer**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Less than Two Years	60,000	60,825	87,000	118,500	.	5	89,130	17.5%
Two Years	55,000	59,000	70,000	94,000	.	5	75,200	4.6%
3-5 Years	55,000	64,500	70,000	88,550	112,000	17	77,018	7.1%
6-10 Years	58,000	64,761	74,600	84,750	141,184	20	81,275	4.3%
11-15 Years	65,000	67,000	81,500	98,980	.	8	82,865	5.3%
16-20 Years	66,900	77,580	90,500	94,900	102,300	12	87,377	3.0%
21-25 Years	49,000	64,972	83,702	94,550	.	6	79,683	5.3%
26 Years or more	71,200	72,597	85,000	111,000	116,400	11	90,388	2.2%
Primary Responsibility-Admin/Mgmt	59,000	68,134	78,702	94,000	108,419	84	82,622	5.2%

**Table 16 - Salary Distribution by Number of Employees Supervised or Managed**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
1-2 Employees	56,000	59,250	70,500	79,500	.	8	71,000	5.1%
3-4 Employees	65,100	67,903	71,936	78,750	89,340	10	74,045	5.1%
5-6 Employees	58,200	64,250	71,299	83,500	94,500	20	73,646	5.5%
7-9 Employees	58,800	69,000	79,789	94,000	99,200	23	80,089	3.8%
10-14 Employees	49,000	68,250	93,400	105,500	.	5	88,180	9.9%
15-19 Employees	88,000	94,000	101,000	123,000	.	5	107,000	4.4%
20 or more Employees	79,333	85,000	111,000	132,000	161,000	11	110,869	6.3%
Primary Responsibility-Admin/Mgmt	59,000	68,134	78,702	94,000	108,419	84	82,622	5.2%

**Table 17 - Salary Distribution by Primary Job Responsibility**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Administrative/Management	59,000	68,134	78,702	94,000	108,419	84	82,622	5.2%
Primary Responsibility-Admin/Mgmt	59,000	68,134	78,702	94,000	108,419	84	82,622	5.2%



**Table 18 - Salary Distribution by Job Title**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Director/Manager	63,300	70,000	83,000	95,050	106,587	62	84,878	4.9%
Asst Mngr./Dept./Section Head	50,400	57,000	68,000	79,053	94,600	16	70,552	7.0%
Primary Responsibility-Admin/Mgmt	59,000	68,134	78,702	94,000	108,419	84	82,622	5.2%

**Table 19 - Salary Distribution by Library or Information Resource Center Setting**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Work in Library or Information Resource Center	60,000	68,403	78,702	93,916	106,084	78	81,888	5.4%
Primary Responsibility-Admin/Mgmt	59,000	68,134	78,702	94,000	108,419	84	82,622	5.2%

**Table 20 - Salary Distribution by Library/ Information Center Annual Budget**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
\$100,000-\$249,999	56,800	60,000	74,000	85,000	96,800	15	75,045	3.9%
\$250,000-\$499,999	65,907	69,121	82,720	97,250	106,587	12	84,013	3.9%
\$500,000-\$999,999	63,800	71,500	84,000	94,544	101,000	17	82,730	4.1%
Above \$1,000,000	62,120	72,100	90,000	115,500	143,200	21	96,953	7.0%
Don't know	51,000	54,750	68,500	80,250	.	6	68,167	5.3%
Primary Responsibility-Admin/Mgmt	59,000	68,134	78,702	94,000	108,419	84	82,622	5.2%

**Table 21 - Salary Distribution by Full-time Equivalent Employees in Library/Information Center**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
More than 2 to 4	61,200	66,769	76,000	87,000	98,840	13	77,967	5.2%
More than 4 to 9	58,700	68,750	73,000	94,250	99,800	30	78,892	4.7%
More than 9	61,650	68,000	87,000	103,000	132,000	29	88,756	6.7%
Primary Responsibility-Admin/Mgmt	59,000	68,134	78,702	94,000	108,419	84	82,622	5.2%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Total		Benefits provided by primary job					
	Count	Percent	Paid sick leave		Paid personal time off		Paid vacation	
			Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	17	100.0%	17	100.0%	15	88.2%	17	100.0%
Other Government	11	100.0%	11	100.0%	6	54.5%	10	90.9%
Public Library-Subj and General	3	100.0%	3	100.0%	2	66.7%	3	100.0%
Academic-Subj Dept	5	100.0%	4	80.0%	2	40.0%	5	100.0%
Academic-General Campus	7	100.0%	6	85.7%	2	28.6%	6	85.7%
Finance & Insurance; Accounting	9	100.0%	8	88.9%	5	55.6%	9	100.0%
Information Services & Publishing	10	100.0%	10	100.0%	8	80.0%	10	100.0%
Manufacturing and Agriculture	2	100.0%	2	100.0%	2	100.0%	2	100.0%
Professional Services	23	100.0%	23	100.0%	11	47.8%	23	100.0%
Primary Responsibility-Admin/Mgmt	87	100.0%	84	96.6%	53	60.9%	85	97.7%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Medical insurance/group plan		Medical savings account		Dental insurance/group plan		Vision coverage	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	17	100.0%			17	100.0%	17	100.0%
Other Government	11	100.0%	1	9.1%	11	100.0%	8	72.7%
Public Library-Subj and General	3	100.0%			3	100.0%	3	100.0%
Academic-Subj Dept	5	100.0%			5	100.0%	2	40.0%
Academic-General Campus	5	71.4%			6	85.7%	3	42.9%
Finance & Insurance; Accounting	9	100.0%	1	11.1%	9	100.0%	7	77.8%
Information Services & Publishing	10	100.0%	2	20.0%	9	90.0%	10	100.0%
Manufacturing and Agriculture	2	100.0%	1	50.0%	2	100.0%	2	100.0%
Professional Services	23	100.0%	3	13.0%	23	100.0%	20	87.0%
Primary Responsibility-Admin/Mgmt	85	97.7%	8	9.2%	85	97.7%	72	82.8%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Life insurance		Retirement plan		Long-term disability		Short-term disability	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	15	88.2%	17	100.0%	17	100.0%	12	70.6%
Other Government	10	90.9%	9	81.8%	11	100.0%	11	100.0%
Public Library-Subj and General	2	66.7%	2	66.7%	2	66.7%	2	66.7%
Academic-Subj Dept	5	100.0%	5	100.0%	5	100.0%	5	100.0%
Academic-General Campus	7	100.0%	7	100.0%	6	85.7%	6	85.7%
Finance & Insurance; Accounting	9	100.0%	9	100.0%	8	88.9%	9	100.0%
Information Services & Publishing	10	100.0%	9	90.0%	10	100.0%	7	70.0%
Manufacturing and Agriculture	2	100.0%	2	100.0%	2	100.0%	2	100.0%
Professional Services	20	87.0%	21	91.3%	22	95.7%	21	91.3%
Primary Responsibility-Admin/Mgmt	80	92.0%	81	93.1%	83	95.4%	75	86.2%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Child day care		Time off for child or elder care		Employee assistance or wellness program		Profit sharing	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	2	11.8%	16	94.1%	14	82.4%		
Other Government			5	45.5%	11	100.0%		
Public Library-Subj and General			3	100.0%	2	66.7%		
Academic-Subj Dept	1	20.0%	3	60.0%	3	60.0%		
Academic-General Campus	2	28.6%	5	71.4%	5	71.4%		
Finance & Insurance; Accounting	1	11.1%	6	66.7%	8	88.9%	4	44.4%
Information Services & Publishing			4	40.0%	9	90.0%	3	30.0%
Manufacturing and Agriculture			1	50.0%	2	100.0%		
Professional Services			6	26.1%	20	87.0%	5	21.7%
Primary Responsibility-Admin/Mgmt	6	6.9%	49	56.3%	74	85.1%	12	13.8%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job			
	Education/ professional development assistance		Professional association memberships	
	Cases	Percent	Cases	Percent
Federal Government	13	76.5%	8	47.1%
Other Government	10	90.9%	7	63.6%
Public Library-Subj and General	3	100.0%	1	33.3%
Academic-Subj Dept	5	100.0%	3	60.0%
Academic-General Campus	7	100.0%	2	28.6%
Finance & Insurance; Accounting	8	88.9%	9	100.0%
Information Services & Publishing	9	90.0%	7	70.0%
Manufacturing and Agriculture	2	100.0%	2	100.0%
Professional Services	19	82.6%	20	87.0%
Primary Responsibility-Admin/Mgmt	76	87.4%	59	67.8%

**Table 23 - Health Insurance Plan Provided by Institution Group**

	Do you participate in an employee-offered health insurance plan?					
	Yes		No		Not Applicable	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	14	82.4%	3	17.6%		
Other Government	8	72.7%			3	27.3%
Public Library-Subj and General	3	100.0%				
Academic-Subj Dept	4	80.0%	1	20.0%		
Academic-General Campus	5	71.4%	1	14.3%	1	14.3%
Finance & Insurance; Accounting	8	88.9%	1	11.1%		
Information Services & Publishing	7	70.0%	2	20.0%	1	10.0%
Manufacturing and Agriculture	2	100.0%				
Professional Services	21	87.5%	1	4.2%	2	8.3%
Total	72	81.8%	9	10.2%	7	8.0%

**Table 24 - Individual Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does this percent that you pay compare to the previous year?					
			Higher		Lower		The same	
	Count	Mean	Count	Count Percent	Count	Count Percent	Count	Count Percent
Federal Government	11	7.7%					12	100.0%
Other Government	7	31.4%					7	100.0%
Public Library-Subj and General	3	21.7%					3	100.0%
Academic-Subj Dept	1	20.0%					2	100.0%
Academic-General Campus	3	37.0%	2	40.0%	1	20.0%	2	40.0%
Finance & Insurance; Accounting	4	22.5%					6	100.0%
Information Services & Publishing	7	20.4%	1	16.7%			5	83.3%
Manufacturing and Agriculture	2	10.0%					2	100.0%
Professional Services	18	7.4%	1	5.6%	1	5.6%	16	88.9%
Total	56	15.9%	4	6.6%	2	3.3%	55	90.2%

**Table 25 - Dependent Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does the percent you pay compare to the previous year?					
			Higher		Lower		The same	
	Count	Mean	Count	Count Percent	Count	Count Percent	Count	Count Percent
Federal Government	10	4.0%					10	100.0%
Other Government	6	36.7%					6	100.0%
Public Library-Subj and General	3	21.7%					3	100.0%
Academic-Subj Dept	0	.					1	100.0%
Academic-General Campus	2	55.0%	1	50.0%			1	50.0%
Finance & Insurance; Accounting	3	.0%					3	100.0%
Information Services & Publishing	7	25.1%	1	14.3%			6	85.7%
Manufacturing and Agriculture	2	10.0%					2	100.0%
Professional Services	14	13.2%	1	7.1%	1	7.1%	12	85.7%
Total	47	17.4%	3	6.3%	1	2.1%	44	91.7%

## Table 26 - Total Outlay for Health Insurance Benefits by Institution Group

	How does your total outlay for health insurance benefits compare to the incremental change in your salary for 2007?					
	Increase in health insurance premium is HIGHER THAN the increase in salary		Increase in health insurance premium is LOWER THAN the increase in salary		Increase in health insurance premium is the SAME as the increase in salary	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	1	12.5%	1	12.5%	6	75.0%
Other Government	1	20.0%	1	20.0%	3	60.0%
Public Library-Subj and General	1	33.3%			2	66.7%
Academic-Subj Dept					2	100.0%
Academic-General Campus	1	20.0%	2	40.0%	2	40.0%
Finance & Insurance; Accounting			1	25.0%	3	75.0%
Information Services & Publishing			1	14.3%	6	85.7%
Manufacturing and Agriculture					2	100.0%
Professional Services			7	53.8%	6	46.2%
<b>Total</b>	<b>4</b>	<b>8.2%</b>	<b>13</b>	<b>26.5%</b>	<b>32</b>	<b>65.3%</b>

## Table 27 - Salary Distribution by Employed/Self-Employed Status

Canada\*

	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Salary	Percent change
							Mean	Mean Percent Change
Not Self-employed	60,000	68,403	78,702	94,000	109,051	82	82,759	5.1%
Primary Responsibility-Admin/Mgmt	59,000	68,134	78,702	94,000	108,419	84	82,622	5.2%

## Table 28 - Salary Distribution by Contract Basis at Primary Job

Canada\*

	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Salary	Percent change
							Mean	Mean Percent Change
Do Not Work on Contract Basis	60,330	68,769	79,404	94,000	109,368	81	83,040	5.1%
Primary Responsibility-Admin/Mgmt	59,000	68,134	78,702	94,000	108,419	84	82,622	5.2%

## Table 29 - Salary Distribution by Number of Part-time Jobs Held

Canada\*

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## **Table 30 - Salary Distribution by Number of Part-time Hours Worked per Week**

Canada\*

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## **Table 31 - Salary Distribution by Reasons for Working Part-time**

Canada\*

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## **Table 32 - Average Hourly Rate for Part-time Employees by Census Division**

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# CANADA

## Chapter Three Reference





**Table 1 - Salary Distribution by Region**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Quebec - Postal Codes G, H, and J	35,400	38,200	55,000	58,500	.	5	49,680	19.7%
Ontario - Postal Codes K, L, M, N, and P	45,000	51,250	60,500	64,500	69,750	14	58,524	3.8%
British Columbia - Postal Code V	49,000	50,930	55,800	58,409	.	5	54,896	9.2%
Primary Responsibility-Reference	41,800	52,000	57,000	64,000	76,045	27	58,853	7.2%

**Table 2 - Salary Distribution by Metropolitan Area**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Metro Montreal	35,400	38,200	55,000	58,500	.	5	49,680	19.7%
Metro Toronto	42,000	48,250	53,000	64,250	.	8	55,000	-6%
British Columbia	49,000	50,930	55,800	58,409	.	5	54,896	9.2%
Primary Responsibility-Reference	41,800	52,000	57,000	64,000	76,045	27	58,853	7.2%

**Table 3 - Salary Distribution by Subject Degree Field**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Master	55,000	62,000	64,000	70,000	.	7	66,286	5.1%
Bachelor	37,380	48,250	54,900	62,558	83,742	12	56,568	6.5%
Primary Responsibility-Reference	41,800	52,000	57,000	64,000	76,045	27	58,853	7.2%

**Table 4 - Salary Distribution by Library/Information Science Degree**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Master	43,800	53,715	58,909	66,875	81,642	22	60,196	8.3%
Primary Responsibility-Reference	41,800	52,000	57,000	64,000	76,045	27	58,853	7.2%

**Table 5 - Salary Distribution by Degree Held**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
English/Literature/ Composition	52,000	53,900	62,000	66,750	.	5	60,660	11.6%
History	48,000	54,000	57,000	66,000	.	7	58,688	1.8%
Primary Responsibility-Reference	41,800	52,000	57,000	64,000	76,045	27	58,853	7.2%

**Table 6 - Salary Distribution by Years of Library Experience**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
3-5 Years	49,000	51,895	55,400	60,125	.	6	56,527	17.8%
6-10 Years	54,000	59,114	62,850	67,000	.	6	62,753	2.3%
Primary Responsibility-Reference	41,800	52,000	57,000	64,000	76,045	27	58,853	7.2%

**Table 7 - Salary Distribution by Years of Total Work Experience**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
6-10 Years	49,000	53,500	61,409	65,150	.	6	60,003	11.5%
11-15 Years	52,000	53,000	55,800	63,000	.	5	57,560	1.8%
26 Years or More	41,000	46,250	54,000	76,605	.	6	59,301	-1.4%
Primary Responsibility-Reference	41,800	52,000	57,000	64,000	76,045	27	58,853	7.2%

**Table 8 - Salary Distribution by Gender**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Female	41,700	51,250	56,500	64,500	77,164	26	58,847	7.4%
Primary Responsibility-Reference	41,800	52,000	57,000	64,000	76,045	27	58,853	7.2%

**Table 9 - Salary Distribution by Ethnicity/ Race**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
White	41,500	53,145	58,000	65,500	79,403	24	59,592	7.9%
Primary Responsibility-Reference	41,800	52,000	57,000	64,000	76,045	27	58,853	7.2%

**Table 10 - Salary Distribution by Number of Employees**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
100-499 Employees	35,400	50,100	55,900	68,603	.	6	58,390	9.9%
500-999 Employees	52,000	53,000	60,818	62,000	.	5	58,164	1.6%
Primary Responsibility-Reference	41,800	52,000	57,000	64,000	76,045	27	58,853	7.2%

**Table 11 - Salary Distribution by Non-profit Status**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Work in a Non-profit Organization	44,920	53,395	59,909	68,125	85,900	16	61,324	10.7%
Work in a For-profit Organization	41,200	48,000	55,000	63,700	69,200	11	55,258	2.1%
Primary Responsibility-Reference	41,800	52,000	57,000	64,000	76,045	27	58,853	7.2%

**Table 12 - Salary Distribution by Business Sector**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Academic Institution	49,386	54,465	61,409	76,605	87,700	10	64,748	8.7%
Other Organizations	41,400	48,500	56,000	64,850	69,800	13	56,411	3.9%
Primary Responsibility-Reference	41,800	52,000	57,000	64,000	76,045	27	58,853	7.2%

**Table 13a - Salary Distribution by Institution/Industry**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary		Percent change
							Mean	Mean Percent Change	
Academic-General Campus	49,000	53,930	62,000	79,403	.	9	65,609		9.4%
Primary Responsibility-Reference	41,800	52,000	57,000	64,000	76,045	27	58,853		7.2%

**Table 13b - Salary Distribution by Institution/Industry and Library/ Information Center Annual Budget**

Institution/Current Budget		10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary		Percent change
								Mean	Mean Percent Change	
Academic-General Campus	Above \$1,000,000	49,000	51,895	57,909	76,605	.	6	62,747		11.3%

**Table 14 - Salary Distribution by Union vs. Non-union**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary		Percent change
							Mean	Mean Percent Change	
Wages/Salary Set by Collective Bargaining Agreement	42,200	54,465	61,409	70,952	86,500	14	62,359		9.8%
Wages/Salary Not Set by Collective Bargaining Agreement	41,400	48,500	55,800	62,850	67,300	13	55,077		3.9%
Primary Responsibility-Reference	41,800	52,000	57,000	64,000	76,045	27	58,853		7.2%

**Table 15 - Salary Distribution by Number of Years with Present Employer**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary		Percent change
							Mean	Mean Percent Change	
3-5 Years	41,000	50,250	55,900	60,364	.	8	54,952		2.6%
Primary Responsibility-Reference	41,800	52,000	57,000	64,000	76,045	27	58,853		7.2%

**Table 16 - Salary Distribution by Number of Employees Supervised or Managed**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary		Percent change
							Mean	Mean Percent Change	
None	44,400	52,000	56,000	64,000	79,000	23	58,762		8.0%
Primary Responsibility-Reference	41,800	52,000	57,000	64,000	76,045	27	58,853		7.2%

**Table 17 - Salary Distribution by Primary Job Responsibility**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Reference	41,800	52,000	57,000	64,000	76,045	27	58,853	7.2%
Primary Responsibility-Reference	41,800	52,000	57,000	64,000	76,045	27	58,853	7.2%

**Table 18 - Salary Distribution by Job Title**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Librarian/Info Specialist/Researcher	41,500	52,215	56,500	63,784	79,403	24	58,659	7.1%
Primary Responsibility-Reference	41,800	52,000	57,000	64,000	76,045	27	58,853	7.2%

**Table 19 - Salary Distribution by Library or Information Resource Center Setting**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Work in Library or Information Resource Center	41,700	51,250	56,500	64,500	77,164	26	58,732	7.2%
Primary Responsibility-Reference	41,800	52,000	57,000	64,000	76,045	27	58,853	7.2%

**Table 20 - Salary Distribution by Library/ Information Center Annual Budget**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Above \$1,000,000	49,000	51,895	57,909	76,605	.	6	62,747	11.3%
Don't know	38,040	50,000	57,000	65,000	80,800	13	58,195	4.9%
Primary Responsibility-Reference	41,800	52,000	57,000	64,000	76,045	27	58,853	7.2%

**Table 21 - Salary Distribution by Full-time Equivalent Employees in Library/Information Center**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
More than 2 to 4	35,400	39,600	55,400	57,784	.	6	51,056	10.4%
More than 4 to 9	42,000	47,430	54,000	75,850	.	5	60,112	12.6%
More than 9	49,300	55,750	63,000	70,952	83,881	10	63,962	2.3%
Primary Responsibility-Reference	41,800	52,000	57,000	64,000	76,045	27	58,853	7.2%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Total		Benefits provided by primary job					
	Count	Percent	Paid sick leave		Paid personal time off		Paid vacation	
			Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	4	100.0%	4	100.0%	1	25.0%	3	75.0%
Other Government	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Academic-Subj Dept	2	100.0%	2	100.0%	2	100.0%	2	100.0%
Academic-General Campus	11	100.0%	9	81.8%	6	54.5%	10	90.9%
Finance & Insurance; Accounting	3	100.0%	3	100.0%	2	66.7%	3	100.0%
Information Services & Publishing	2	100.0%	2	100.0%	1	50.0%	2	100.0%
Professional Services	6	100.0%	6	100.0%	3	50.0%	6	100.0%
Primary Responsibility-Reference	29	100.0%	27	93.1%	16	55.2%	27	93.1%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Medical insurance/group plan		Medical savings account		Dental insurance/group plan		Vision coverage	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	3	75.0%			3	75.0%	2	50.0%
Other Government	1	100.0%			1	100.0%	1	100.0%
Academic-Subj Dept	2	100.0%	1	50.0%	2	100.0%	2	100.0%
Academic-General Campus	11	100.0%			11	100.0%	10	90.9%
Finance & Insurance; Accounting	3	100.0%	3	100.0%	3	100.0%	3	100.0%
Information Services & Publishing	2	100.0%	1	50.0%	2	100.0%	2	100.0%
Professional Services	6	100.0%	1	16.7%	6	100.0%	4	66.7%
Primary Responsibility-Reference	28	96.6%	6	20.7%	28	96.6%	24	82.8%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Life insurance		Retirement plan		Long-term disability		Short-term disability	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	2	50.0%	4	100.0%	2	50.0%	1	25.0%
Other Government	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Academic-Subj Dept	2	100.0%	2	100.0%	2	100.0%	2	100.0%
Academic-General Campus	11	100.0%	11	100.0%	10	90.9%	9	81.8%
Finance & Insurance; Accounting	3	100.0%	3	100.0%	3	100.0%	3	100.0%
Information Services & Publishing	2	100.0%	2	100.0%	2	100.0%	2	100.0%
Professional Services	5	83.3%	5	83.3%	6	100.0%	4	66.7%
Primary Responsibility-Reference	26	89.7%	28	96.6%	26	89.7%	22	75.9%



**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Child day care		Time off for child or elder care		Employee assistance or wellness program		Profit sharing	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government			1	25.0%	2	50.0%		
Other Government			1	100.0%	1	100.0%		
Academic-Subj Dept	2	100.0%	2	100.0%	2	100.0%	1	50.0%
Academic-General Campus			6	54.5%	6	54.5%		
Finance & Insurance; Accounting			2	66.7%	2	66.7%	2	66.7%
Information Services & Publishing			1	50.0%	2	100.0%		
Professional Services			1	16.7%	5	83.3%	2	33.3%
Primary Responsibility-Reference	2	6.9%	14	48.3%	20	69.0%	5	17.2%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job			
	Education/professional development assistance		Professional association memberships	
	Cases	Percent	Cases	Percent
Federal Government	2	50.0%	1	25.0%
Other Government	1	100.0%	1	100.0%
Academic-Subj Dept	2	100.0%	2	100.0%
Academic-General Campus	9	81.8%	4	36.4%
Finance & Insurance; Accounting	3	100.0%	3	100.0%
Information Services & Publishing	2	100.0%	2	100.0%
Professional Services	5	83.3%	6	100.0%
Primary Responsibility-Reference	24	82.8%	19	65.5%

**Table 23 - Health Insurance Plan Provided by Institution Group**

	Do you participate in an employee-offered health insurance plan?					
	Yes		No		Not Applicable	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	3	75.0%	1	25.0%		
Other Government	1	100.0%				
Academic-Subj Dept	2	100.0%				
Academic-General Campus	9	81.8%	1	9.1%	1	9.1%
Finance & Insurance; Accounting	3	100.0%				
Information Services & Publishing	2	66.7%			1	33.3%
Professional Services	4	66.7%	2	33.3%		
Total	24	80.0%	4	13.3%	2	6.7%

**Table 24 - Individual Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does this percent that you pay compare to the previous year?			
	Count	Mean	Higher		The same	
			Count	Count Percent	Count	Count Percent
Federal Government	3	28.3%	1	33.3%	2	66.7%
Other Government	1	.0%			1	100.0%
Academic-Subj Dept	2	25.0%			1	100.0%
Academic-General Campus	7	14.0%	2	25.0%	6	75.0%
Finance & Insurance; Accounting	2	75.0%			2	100.0%
Professional Services	3	8.7%			4	100.0%
Total	18	22.7%	3	15.8%	16	84.2%

**Table 25 - Dependent Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does the percent you pay compare to the previous year?			
			Higher		The same	
	Count	Mean	Count	Count Percent	Count	Count Percent
Federal Government	2	1.5%	1	33.3%	2	66.7%
Other Government	1	.0%			1	100.0%
Academic-Subj Dept	2	25.0%			2	100.0%
Academic-General Campus	5	11.6%			5	100.0%
Finance & Insurance; Accounting	1	50.0%			1	100.0%
Professional Services	2	13.0%			3	100.0%
Total	13	14.4%	1	6.7%	14	93.3%

**Table 26 - Total Outlay for Health Insurance Benefits by Institution Group**

	How does your total outlay for health insurance benefits compare to the incremental change in your salary for 2007?					
	Increase in health insurance premium is HIGHER THAN the increase in salary		Increase in health insurance premium is LOWER THAN the increase in salary		Increase in health insurance premium is the SAME as the increase in salary	
	Count	Percent	Count	Percent	Count	Percent
Federal Government					3	100.0%
Other Government					1	100.0%
Academic-Subj Dept					1	100.0%
Academic-General Campus	1	20.0%	2	40.0%	2	40.0%
Finance & Insurance; Accounting	2	100.0%				
Professional Services			1	33.3%	2	66.7%
Total	3	20.0%	3	20.0%	9	60.0%

**Table 27 - Salary Distribution by Employed/Self-Employed Status**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Not Self-employed	41,700	52,645	58,000	64,500	77,164	26	59,270	8.4%
Primary Responsibility-Reference	41,800	52,000	57,000	64,000	76,045	27	58,853	7.2%

**Table 28 - Salary Distribution by Contract Basis at Primary Job**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Do Not Work on Contract Basis	44,800	54,000	60,818	66,000	80,522	23	60,772	5.0%
Primary Responsibility-Reference	41,800	52,000	57,000	64,000	76,045	27	58,853	7.2%

**Table 29 - Salary Distribution by Number of Part-time Jobs Held**

Canada\*

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**Table 30 - Salary Distribution by Number of Part-time Hours Worked per Week**

Canada\*

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**Table 31 - Salary Distribution by Reasons for Working Part-time**

Canada\*

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**Table 32 - Average Hourly Rate for Part-time Employees by Census Division**

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# CANADA

## Chapter Four General Responsibilities



**Table 1 - Salary Distribution by Region**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Quebec - Postal Codes G, H, and J	41,000	46,750	59,604	73,750	.	8	63,507	2.6%
Ontario - Postal Codes K, L, M, N, and P	44,500	51,500	62,129	67,170	82,150	26	60,794	3.9%
Prairies - Postal Codes R, S, and T	39,600	41,500	54,000	68,829	.	9	59,029	6.6%
British Columbia - Postal Code V	37,000	42,350	52,880	65,000	79,200	13	54,146	6.0%
Primary Responsibility-General	40,800	49,570	58,431	67,340	82,100	57	59,436	4.6%

**Table 2 - Salary Distribution by Metropolitan Area**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Metro Montreal	41,000	45,000	53,207	75,000	.	7	63,151	2.7%
Metro Toronto	48,226	52,250	62,672	67,000	72,250	18	60,522	3.4%
Alberta	39,600	40,750	53,000	71,250	.	8	58,575	7.1%
British Columbia	37,000	42,350	52,880	65,000	79,200	13	54,146	6.0%
Primary Responsibility-General	40,800	49,570	58,431	67,340	82,100	57	59,436	4.6%

**Table 3 - Salary Distribution by Subject Degree Field**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Master	35,000	41,000	53,600	71,000	.	7	55,640	7.9%
Bachelor	41,200	50,000	60,000	67,510	82,450	40	60,221	3.7%
Primary Responsibility-General	40,800	49,570	58,431	67,340	82,100	57	59,436	4.6%

**Table 4 - Salary Distribution by Library/Information Science Degree**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Master	41,400	52,000	62,800	70,750	83,400	40	62,512	4.5%
Some college but no degree	41,000	43,000	50,000	68,829	.	5	54,732	1.6%
No college	39,600	39,800	43,000	59,216	.	5	48,206	6.7%
Primary Responsibility-General	40,800	49,570	58,431	67,340	82,100	57	59,436	4.6%



**Table 5 - Salary Distribution by Degree Held**

Canada\*

						Number	Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change	
English/Literature/ Composition	35,500	40,750	57,358	73,000	102,700	10	60,272	4.1%	
Foreign Languages/ Culture studies	52,000	52,000	62,500	67,500	.	6	61,167	1.9%	
History	46,656	51,000	64,000	68,500	80,100	13	60,966	4.4%	
Social Sciences	41,800	51,000	60,000	65,500	69,072	13	57,375	4.8%	
Other	35,500	43,750	51,370	56,439	62,618	10	50,216	7.3%	
Primary Responsibility-General	40,800	49,570	58,431	67,340	82,100	57	59,436	4.6%	

**Table 6 - Salary Distribution by Years of Library Experience**

Canada\*

						Number	Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change	
2 or less	40,000	40,500	52,000	52,800	.	5	47,720	8.4%	
3-5 Years	42,200	52,000	52,880	65,000	.	7	55,542	5.5%	
6-10 Years	40,000	41,750	46,000	57,250	.	9	49,127	4.8%	
11-15 Years	36,000	45,000	62,000	67,000	71,800	11	56,505	4.8%	
16-20 Years	39,600	43,650	78,500	82,875	.	6	68,017	3.2%	
21-25 Years	53,041	54,000	63,344	71,000	100,700	11	66,792	4.8%	
26 Years or More	50,000	58,823	67,340	73,750	.	8	69,245	1.6%	
Primary Responsibility-General	40,800	49,570	58,431	67,340	82,100	57	59,436	4.6%	

**Table 7 - Salary Distribution by Years of Total Work Experience**

Canada\*

						Number	Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change	
6-10 Years	42,230	45,125	52,000	61,250	69,500	10	53,334	7.4%	
11-15 Years	35,000	41,000	52,000	64,000	.	7	50,514	8.1%	
16-20 Years	45,000	50,910	54,008	73,750	.	6	59,816	4.5%	
21-25 Years	40,600	50,000	66,000	82,500	100,800	11	66,519	1.8%	
26 Years or More	41,000	53,500	62,257	68,840	81,800	21	62,777	4.0%	
Primary Responsibility-General	40,800	49,570	58,431	67,340	82,100	57	59,436	4.6%	

**Table 8 - Salary Distribution by Gender**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Female	41,720	51,000	60,000	70,000	82,900	45	60,507	4.5%
Male	36,000	41,000	53,207	64,000	65,000	11	53,003	4.7%
Primary Responsibility-General	40,800	49,570	58,431	67,340	82,100	57	59,436	4.6%

**Table 9 - Salary Distribution by Ethnicity/ Race**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
White	40,100	48,355	54,608	66,250	81,300	50	58,777	4.8%
Primary Responsibility-General	40,800	49,570	58,431	67,340	82,100	57	59,436	4.6%

**Table 10 - Salary Distribution by Number of Employees**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
10-24 Employees	39,600	39,900	46,500	56,500	.	6	49,100	3.5%
25-99 Employees	52,000	60,000	65,000	83,500	.	7	68,786	3.1%
100-499 Employees	40,000	45,000	52,440	59,608	71,500	16	53,218	4.1%
500-999 Employees	35,000	41,000	53,600	67,000	.	7	54,265	7.5%
2,500-4,999 Employees	43,000	57,358	66,000	90,000	.	9	71,619	3.4%
10,000 or more Employees	53,300	57,650	62,658	74,750	.	5	65,492	3.1%
Primary Responsibility-General	40,800	49,570	58,431	67,340	82,100	57	59,436	4.6%

**Table 11 - Salary Distribution by Non-profit Status**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Work in a Non-profit Organization	40,300	49,355	53,800	64,750	78,700	32	57,637	3.5%
Work in a For-profit Organization	42,320	50,000	62,000	71,000	83,400	23	62,125	6.2%
Primary Responsibility-General	40,800	49,570	58,431	67,340	82,100	57	59,436	4.6%

**Table 12 - Salary Distribution by Business Sector**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Government	45,070	53,155	57,358	64,250	68,000	14	57,756	5.1%
Other Organizations	41,000	46,000	58,431	70,000	82,500	39	59,406	4.4%
Primary Responsibility-General	40,800	49,570	58,431	67,340	82,100	57	59,436	4.6%

**Table 13a - Salary Distribution by Institution/Industry**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Federal Government	49,140	53,000	62,257	64,000	.	7	58,609	2.6%
Other Government	41,000	53,600	54,717	65,000	.	7	56,902	7.6%
Health Care & Social Assistance	52,000	52,000	52,000	67,172	.	5	58,069	3.3%
Professional Services - legal	40,000	41,875	61,000	75,000	.	6	60,083	7.8%
Primary Responsibility-General	40,800	49,570	58,431	67,340	82,100	57	59,436	4.6%

**Table 13b - Salary Distribution by Institution/Industry  
and Library/ Information Center Annual Budget**

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**Table 14 - Salary Distribution by Union vs. Non-union**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Wages/Salary Set by Collective Bargaining Agreement	45,500	53,155	61,129	65,250	76,000	14	59,817	4.5%
Wages/Salary Not Set by Collective Bargaining Agreement	40,000	45,000	54,500	70,000	83,100	43	59,312	4.6%
Primary Responsibility-General	40,800	49,570	58,431	67,340	82,100	57	59,436	4.6%

**Table 15 - Salary Distribution by Number of Years with Present Employer**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Less than Two Years	35,000	41,500	53,250	58,679	.	8	50,777	3.7%
Two Years	40,000	40,000	43,000	52,000	.	5	45,400	6.7%
3-5 Years	41,240	42,500	53,600	70,000	79,800	11	57,775	7.6%
6-10 Years	39,600	47,070	60,000	73,500	.	9	60,393	3.5%
11-15 Years	50,000	56,000	62,257	65,500	.	5	61,051	6.2%
16-20 Years	53,207	54,000	62,658	82,500	.	7	65,909	2.5%
21-25 Years	50,000	62,750	68,840	82,500	.	6	72,447	2.7%
Primary Responsibility-General	40,800	49,570	58,431	67,340	82,100	57	59,436	4.6%

**Table 16 - Salary Distribution by Number of Employees Supervised or Managed**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
None	40,300	45,250	54,250	64,750	71,700	32	55,968	4.8%
1-2 Employees	40,200	52,440	62,658	71,000	83,900	21	63,002	4.4%
Primary Responsibility-General	40,800	49,570	58,431	67,340	82,100	57	59,436	4.6%

**Table 17 - Salary Distribution by Primary Job Responsibility**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
General Responsibilities	40,800	49,570	58,431	67,340	82,100	57	59,436	4.6%
Primary Responsibility-General	40,800	49,570	58,431	67,340	82,100	57	59,436	4.6%

**Table 18 - Salary Distribution by Job Title**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Director/Manager	40,000	53,300	67,000	72,000	83,500	19	64,571	2.4%
Librarian/Info Specialist/Researcher	41,000	45,000	53,600	64,000	77,800	35	57,229	5.5%
Primary Responsibility-General	40,800	49,570	58,431	67,340	82,100	57	59,436	4.6%

**Table 19 - Salary Distribution by Library or Information Resource Center Setting**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Work in Library or Information Resource Center	40,500	48,355	56,574	67,000	78,500	54	58,923	4.8%
Primary Responsibility-General	40,800	49,570	58,431	67,340	82,100	57	59,436	4.6%

**Table 20 - Salary Distribution by Library/ Information Center Annual Budget**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Under \$25,000	39,640	40,750	56,800	65,000	101,000	10	58,320	5.3%
\$25,000-\$49,999	45,000	46,750	52,440	57,125	.	8	54,190	3.3%
\$50,000-\$74,999	35,000	40,000	62,257	70,000	.	7	58,059	.5%
\$75,000-\$99,999	49,140	50,000	60,000	71,000	.	7	60,163	4.0%
\$250,000-\$499,999	42,500	51,662	69,000	82,125	.	6	66,619	5.7%
Don't know	40,000	41,000	43,000	54,500	.	7	48,292	7.8%
Primary Responsibility-General	40,800	49,570	58,431	67,340	82,100	57	59,436	4.6%

**Table 21 - Salary Distribution by Full-time Equivalent Employees in Library/Information Center**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
2 or less	40,200	47,570	54,500	66,000	71,800	41	57,084	4.3%
Primary Responsibility-General	40,800	49,570	58,431	67,340	82,100	57	59,436	4.6%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Total		Benefits provided by primary job					
	Count	Percent	Paid sick leave		Paid personal time off		Paid vacation	
			Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	7	100.0%	7	100.0%	6	85.7%	7	100.0%
Other Government	7	100.0%	6	85.7%	2	28.6%	7	100.0%
Public Library-Subj and General								
Academic-Subj Dept	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Academic-General Campus	3	100.0%	2	66.7%	2	66.7%	3	100.0%
Finance & Insurance; Accounting	9	100.0%	9	100.0%	5	55.6%	8	88.9%
Information Services & Publishing	13	100.0%	11	84.6%	5	38.5%	12	92.3%
Manufacturing and Agriculture	3	100.0%	3	100.0%	2	66.7%	3	100.0%
Professional Services	16	100.0%	16	100.0%	8	50.0%	15	93.8%
Utilities; Transportation; Broadcasting; Movies; Trade	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Other	1	100.0%	1	100.0%			1	100.0%
Primary Responsibility-General	61	100.0%	57	93.4%	32	52.5%	58	95.1%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Medical insurance/group plan		Medical savings account		Dental insurance/group plan		Vision coverage	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	7	100.0%			7	100.0%	5	71.4%
Other Government	7	100.0%			7	100.0%	5	71.4%
Public Library-Subj and General								
Academic-Subj Dept	1	100.0%			1	100.0%		
Academic-General Campus	2	66.7%			2	66.7%	2	66.7%
Finance & Insurance; Accounting	8	88.9%	5	55.6%	9	100.0%	8	88.9%
Information Services & Publishing	11	84.6%	4	30.8%	11	84.6%	9	69.2%
Manufacturing and Agriculture	3	100.0%	2	66.7%	3	100.0%	3	100.0%
Professional Services	16	100.0%	1	6.3%	16	100.0%	11	68.8%
Utilities; Transportation; Broadcasting; Movies; Trade	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Other	1	100.0%			1	100.0%	1	100.0%
Primary Responsibility-General	57	93.4%	13	21.3%	58	95.1%	45	73.8%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Life insurance		Retirement plan		Long-term disability		Short-term disability	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	6	85.7%	6	85.7%	7	100.0%	6	85.7%
Other Government	6	85.7%	7	100.0%	6	85.7%	5	71.4%
Public Library-Subj and General								
Academic-Subj Dept	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Academic-General Campus	2	66.7%	2	66.7%	2	66.7%	2	66.7%
Finance & Insurance; Accounting	8	88.9%	8	88.9%	8	88.9%	7	77.8%
Information Services & Publishing	10	76.9%	9	69.2%	9	69.2%	9	69.2%
Manufacturing and Agriculture	3	100.0%	3	100.0%	3	100.0%	3	100.0%
Professional Services	13	81.3%	10	62.5%	12	75.0%	14	87.5%
Utilities; Transportation; Broadcasting; Movies; Trade			1	100.0%	1	100.0%	1	100.0%
Other	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Primary Responsibility-General	50	82.0%	48	78.7%	50	82.0%	49	80.3%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Child day care		Time off for child or elder care		Employee assistance or wellness program		Profit sharing	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government			4	57.1%	3	42.9%		
Other Government			1	14.3%	4	57.1%		
Public Library-Subj and General								
Academic-Subj Dept	1	100.0%	1	100.0%				
Academic-General Campus					1	33.3%		
Finance & Insurance; Accounting			5	55.6%	7	77.8%	3	33.3%
Information Services & Publishing	1	7.7%	2	15.4%	7	53.8%	2	15.4%
Manufacturing and Agriculture			3	100.0%	3	100.0%	3	100.0%
Professional Services			1	6.3%	9	56.3%	1	6.3%
Utilities; Transportation; Broadcasting; Movies; Trade			1	100.0%	1	100.0%	1	100.0%
Other					1	100.0%		
Primary Responsibility-General	2	3.3%	18	29.5%	36	59.0%	10	16.4%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job			
	Education/ professional development assistance		Professional association memberships	
	Cases	Percent	Cases	Percent
Federal Government	5	71.4%	3	42.9%
Other Government	5	71.4%	6	85.7%
Public Library-Subj and General				
Academic-Subj Dept	1	100.0%		
Academic-General Campus	1	33.3%	1	33.3%
Finance & Insurance; Accounting	8	88.9%	9	100.0%
Information Services & Publishing	11	84.6%	8	61.5%
Manufacturing and Agriculture	3	100.0%	3	100.0%
Professional Services	12	75.0%	11	68.8%
Utilities; Transportation; Broadcasting; Movies; Trade	1	100.0%	1	100.0%
Other	1	100.0%	1	100.0%
Primary Responsibility-General	48	78.7%	43	70.5%

**Table 23 - Health Insurance Plan Provided by Institution Group**

	Do you participate in an employee-offered health insurance plan?					
	Yes		No		Not Applicable	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	6	75.0%	2	25.0%		
Other Government	6	85.7%			1	14.3%
Public Library-Subj and General					1	100.0%
Academic-Subj Dept	1	100.0%				
Academic-General Campus	2	66.7%			1	33.3%
Finance & Insurance; Accounting	8	88.9%	1	11.1%		
Information Services & Publishing	9	69.2%	2	15.4%	2	15.4%
Manufacturing and Agriculture	3	100.0%				
Professional Services	15	88.2%	1	5.9%	1	5.9%
Utilities; Transportation; Broadcasting; Movies; Trade	1	100.0%				
Other	1	100.0%				
Total	52	81.3%	6	9.4%	6	9.4%



**Table 24 - Individual Coverage Health Insurance Plan Benefits  
Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does this percent that you pay compare to the previous year?			
	Count	Mean	Higher		The same	
			Count	Count Percent	Count	Count Percent
Federal Government	5	15.1%			5	100.0%
Other Government	5	25.4%	2	33.3%	4	66.7%
Academic-Subj Dept	1	45.0%			1	100.0%
Academic-General Campus	1	80.0%			1	100.0%
Finance & Insurance; Accounting	7	2.7%	2	25.0%	6	75.0%
Information Services & Publishing	8	2.5%			8	100.0%
Manufacturing and Agriculture	2	11.4%			2	100.0%
Professional Services	12	37.5%	4	33.3%	8	66.7%
Utilities; Transportation; Broadcasting; Movies; Trade	1	50.0%			1	100.0%
Other	1	.0%			1	100.0%
<b>Total</b>	<b>43</b>	<b>20.7%</b>	<b>8</b>	<b>17.8%</b>	<b>37</b>	<b>82.2%</b>

## Table 25 - Dependent Coverage Health Insurance Plan Benefits Provided by Institution Group

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does the percent you pay compare to the previous year?			
			Higher		The same	
	Count	Mean	Count	Count Percent	Count	Count Percent
Federal Government	4	12.5%			3	100.0%
Other Government	3	13.3%			4	100.0%
Academic-Subj Dept	1	.0%			1	100.0%
Finance & Insurance; Accounting	6	.7%			6	100.0%
Information Services & Publishing	8	2.5%			8	100.0%
Manufacturing and Agriculture	2	50.0%			2	100.0%
Professional Services	10	37.0%	4	40.0%	6	60.0%
Utilities; Transportation; Broadcasting; Movies; Trade	1	50.0%			1	100.0%
Other	1	.0%			1	100.0%
<b>Total</b>	<b>36</b>	<b>17.6%</b>	<b>4</b>	<b>11.1%</b>	<b>32</b>	<b>88.9%</b>

## Table 26 - Total Outlay for Health Insurance Benefits by Institution Group

	How does your total outlay for health insurance benefits compare to the incremental change in your salary for 2007?					
	Increase in health insurance premium is HIGHER THAN the increase in salary		Increase in health insurance premium is LOWER THAN the increase in salary		Increase in health insurance premium is the SAME as the increase in salary	
	Count	Percent	Count	Percent	Count	Percent
Federal Government					5	100.0%
Other Government			2	50.0%	2	50.0%
Academic-Subj Dept					1	100.0%
Academic-General Campus					1	100.0%
Finance & Insurance; Accounting			2	33.3%	4	66.7%
Information Services & Publishing			1	16.7%	5	83.3%
Manufacturing and Agriculture			1	50.0%	1	50.0%
Professional Services	2	16.7%	5	41.7%	5	41.7%
Utilities; Transportation; Broadcasting; Movies; Trade					1	100.0%
Other					1	100.0%
<b>Total</b>	<b>2</b>	<b>5.1%</b>	<b>11</b>	<b>28.2%</b>	<b>26</b>	<b>66.7%</b>

## Table 27 - Salary Distribution by Employed/Self-Employed Status

Canada\*

						Number	Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change	
Not Self-employed	40,500	48,355	54,608	67,000	75,000	54	58,016	4.6%	
Primary Responsibility-General	40,800	49,570	58,431	67,340	82,100	57	59,436	4.6%	

## Table 28 - Salary Distribution by Contract Basis at Primary Job

Canada\*

						Number	Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change	
Do Not Work on Contract Basis	41,000	49,785	56,574	67,170	78,500	54	59,220	4.8%	
Primary Responsibility-General	40,800	49,570	58,431	67,340	82,100	57	59,436	4.6%	

**Table 29 - Salary Distribution by Number of Part-time Jobs Held**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
One	40,000	47,740	55,260	68,916	.	6	57,121	1.3%
Primary Responsibility-General	30,000	40,000	52,000	66,888	.	7	53,247	1.1%

**Table 30 - Salary Distribution by Number of Part-time Hours Worked per Week**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Primary Responsibility-General	30,000	40,000	52,000	66,888	.	7	53,247	1.1%

**Table 31 - Salary Distribution by Reasons for Working Part-time**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Primary Responsibility-General	30,000	40,000	52,000	66,888	.	7	53,247	1.1%

**Table 32 - Average Hourly Rate for Part-time Employees by Census Division**

.



# CANADA

## Chapter Five Technical Services



**Table 1 - Salary Distribution by Region**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Ontario - Postal Codes K, L, M, N, and P	42,000	61,000	66,721	73,000	.	7	64,674	5.4%
Primary Responsibility-Tech Services	37,526	43,000	61,500	68,430	78,220	16	57,464	4.6%

**Table 2 - Salary Distribution by Metropolitan Area**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Primary Responsibility-Tech Services	37,526	43,000	61,500	68,430	78,220	16	57,464	4.6%

**Table 3 - Salary Distribution by Subject Degree Field**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Bachelor	38,100	44,805	63,155	72,000	81,180	12	60,638	4.2%
Primary Responsibility-Tech Services	37,526	43,000	61,500	68,430	78,220	16	57,464	4.6%

**Table 4 - Salary Distribution by Library/Information Science Degree**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Master	43,000	56,500	64,655	70,750	82,660	10	63,343	5.6%
Primary Responsibility-Tech Services	37,526	43,000	61,500	68,430	78,220	16	57,464	4.6%

**Table 5 - Salary Distribution by Degree Held**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Primary Responsibility-Tech Services	37,526	43,000	61,500	68,430	78,220	16	57,464	4.6%



**Table 6 - Salary Distribution by Years of Library Experience**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
3-5 Years	36,000	41,299	62,000	74,200	.	5	58,600	7.5%
11-15 Years	43,000	46,610	64,309	67,861	.	5	58,650	3.5%
Primary Responsibility-Tech Services	37,526	43,000	61,500	68,430	78,220	16	57,464	4.6%

**Table 7 - Salary Distribution by Years of Total Work Experience**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
26 Years or More	38,180	49,590	66,721	74,500	.	5	62,980	2.4%
Primary Responsibility-Tech Services	37,526	43,000	61,500	68,430	78,220	16	57,464	4.6%

**Table 8 - Salary Distribution by Gender**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Female	36,654	43,150	63,155	71,430	81,180	12	59,517	5.3%
Primary Responsibility-Tech Services	37,526	43,000	61,500	68,430	78,220	16	57,464	4.6%

**Table 9 - Salary Distribution by Ethnicity/ Race**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
White	37,090	42,750	55,610	66,000	79,700	14	55,693	4.8%
Primary Responsibility-Tech Services	37,526	43,000	61,500	68,430	78,220	16	57,464	4.6%

**Table 10 - Salary Distribution by Number of Employees**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
5,000-9,999 Employees	43,000	46,610	66,721	76,200	.	5	62,468	6.0%
Primary Responsibility-Tech Services	37,526	43,000	61,500	68,430	78,220	16	57,464	4.6%

**Table 11 - Salary Distribution by Non-profit Status**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Work in a Non-profit Organization	38,662	43,000	63,155	68,291	75,700	10	58,143	3.5%
Work in a For-profit Organization	36,000	39,000	61,000	76,200	.	5	58,280	6.7%
Primary Responsibility-Tech Services	37,526	43,000	61,500	68,430	78,220	16	57,464	4.6%

**Table 12 - Salary Distribution by Business Sector**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Government	38,180	44,200	66,721	74,500	.	5	60,824	2.3%
Academic Institution	36,000	41,250	52,500	64,482	.	6	52,218	4.0%
Primary Responsibility-Tech Services	37,526	43,000	61,500	68,430	78,220	16	57,464	4.6%

**Table 13a - Salary Distribution by Institution/Industry**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Primary Responsibility-Tech Services	37,526	43,000	61,500	68,430	78,220	16	57,464	4.6%

**Table 13b - Salary Distribution by Institution/Industry  
and Library/ Information Center Annual Budget**

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**Table 14 - Salary Distribution by Union vs. Non-union**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Wages/Salary Set by Collective Bargaining Agreement	36,218	41,795	56,110	65,430	72,372	10	54,143	3.3%
Wages/Salary Not Set by Collective Bargaining Agreement	42,000	45,449	65,000	77,850	.	6	63,000	6.6%
Primary Responsibility-Tech Services	37,526	43,000	61,500	68,430	78,220	16	57,464	4.6%

**Table 15 - Salary Distribution by Number of Years with Present Employer**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
6-10 Years	43,000	46,610	65,000	71,000	.	5	60,044	4.6%
Primary Responsibility-Tech Services	37,526	43,000	61,500	68,430	78,220	16	57,464	4.6%

**Table 16 - Salary Distribution by Number of Employees Supervised or Managed**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
None	36,000	44,799	61,000	72,500	.	9	58,836	4.3%
Primary Responsibility-Tech Services	37,526	43,000	61,500	68,430	78,220	16	57,464	4.6%

**Table 17 - Salary Distribution by Primary Job Responsibility**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Acquisitions, Collection Development	42,000	43,000	62,000	67,861	.	9	57,035	5.1%
Primary Responsibility-Tech Services	37,526	43,000	61,500	68,430	78,220	16	57,464	4.6%

**Table 18 - Salary Distribution by Job Title**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Librarian/Info Specialist/Researcher	36,436	42,000	50,220	64,309	81,320	11	54,519	4.4%
Primary Responsibility-Tech Services	37,526	43,000	61,500	68,430	78,220	16	57,464	4.6%

**Table 19 - Salary Distribution by Library or Information Resource Center Setting**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Work in Library or Information Resource Center	37,526	43,000	61,500	68,430	78,220	16	57,464	4.6%
Primary Responsibility-Tech Services	37,526	43,000	61,500	68,430	78,220	16	57,464	4.6%

**Table 20 - Salary Distribution by Library/ Information Center Annual Budget**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
\$100,000-\$249,999	43,000	57,250	64,655	67,291	.	6	61,672	5.7%
Primary Responsibility-Tech Services	37,526	43,000	61,500	68,430	78,220	16	57,464	4.6%

**Table 21 - Salary Distribution by Full-time Equivalent Employees in Library/Information Center**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
More than 9	43,000	62,000	66,721	73,000	.	7	64,861	3.6%
Primary Responsibility-Tech Services	37,526	43,000	61,500	68,430	78,220	16	57,464	4.6%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Total		Benefits provided by primary job					
	Count	Percent	Paid sick leave		Paid personal time off		Paid vacation	
			Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	2	100.0%	2	100.0%	2	100.0%	2	100.0%
Other Government	3	100.0%	3	100.0%	2	66.7%	3	100.0%
Academic-Subj Dept	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Academic-General Campus	4	100.0%	4	100.0%	1	25.0%	4	100.0%
Information Services & Publishing	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Professional Services	2	100.0%	2	100.0%	1	50.0%	2	100.0%
Other	3	100.0%	3	100.0%	1	33.3%	3	100.0%
Primary Responsibility-Tech Services	16	100.0%	16	100.0%	9	56.3%	16	100.0%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Medical insurance/group plan		Medical savings account		Dental insurance/group plan		Vision coverage	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	2	100.0%			2	100.0%	2	100.0%
Other Government	3	100.0%			3	100.0%	3	100.0%
Academic-Subj Dept	1	100.0%			1	100.0%	1	100.0%
Academic-General Campus	3	75.0%			3	75.0%	2	50.0%
Information Services & Publishing	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Professional Services	2	100.0%			2	100.0%	1	50.0%
Other	3	100.0%	1	33.3%	3	100.0%	2	66.7%
Primary Responsibility-Tech Services	15	93.8%	2	12.5%	15	93.8%	12	75.0%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Life insurance		Retirement plan		Long-term disability		Short-term disability	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	1	50.0%	2	100.0%	1	50.0%	2	100.0%
Other Government	3	100.0%	3	100.0%	3	100.0%	3	100.0%
Academic-Subj Dept	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Academic-General Campus	2	50.0%	4	100.0%	4	100.0%	2	50.0%
Information Services & Publishing	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Professional Services	2	100.0%	2	100.0%	2	100.0%	2	100.0%
Other	1	33.3%			1	33.3%	1	33.3%
Primary Responsibility-Tech Services	11	68.8%	13	81.3%	13	81.3%	12	75.0%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Child day care		Time off for child or elder care		Employee assistance or wellness program		Profit sharing	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government			1	50.0%	2	100.0%		
Other Government			2	66.7%	3	100.0%		
Academic-Subj Dept					1	100.0%		
Academic-General Campus			1	25.0%	1	25.0%		
Information Services & Publishing					1	100.0%		
Professional Services			1	50.0%	1	50.0%	1	50.0%
Other			1	33.3%	1	33.3%	1	33.3%
Primary Responsibility-Tech Services			6	37.5%	10	62.5%	2	12.5%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job			
	Education/professional development assistance		Professional association memberships	
	Cases	Percent	Cases	Percent
Federal Government	2	100.0%		
Other Government	2	66.7%	2	66.7%
Academic-Subj Dept	1	100.0%	1	100.0%
Academic-General Campus	3	75.0%		
Information Services & Publishing	1	100.0%	1	100.0%
Professional Services	1	50.0%	2	100.0%
Other	3	100.0%	1	33.3%
Primary Responsibility-Tech Services	13	81.3%	7	43.8%

**Table 23 - Health Insurance Plan Provided by Institution Group**

	Do you participate in an employee-offered health insurance plan?					
	Yes		No		Not Applicable	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	2	100.0%				
Other Government	2	66.7%			1	33.3%
Academic-Subj Dept	1	100.0%				
Academic-General Campus	3	75.0%	1	25.0%		
Information Services & Publishing	1	100.0%				
Professional Services			1	50.0%	1	50.0%
Other	3	100.0%				
Total	12	75.0%	2	12.5%	2	12.5%

**Table 24 - Individual Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does this percent that you pay compare to the previous year?	
	Count	Mean	The same	
			Count	Count Percent
Federal Government	1	2.0%	1	100.0%
Other Government	1	2.5%	1	100.0%
Academic-Subj Dept	1	.0%	1	100.0%
Academic-General Campus	2	2.5%	2	100.0%
Information Services & Publishing	1	80.0%	1	100.0%
Other	2	45.0%	3	100.0%
Total	8	22.4%	9	100.0%

**Table 25 - Dependent Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does the percent you pay compare to the previous year?			
	Count	Mean	Higher		The same	
			Count	Count Percent	Count	Count Percent
Other Government	2	27.5%	1	100.0%		
Academic-Subj Dept	1	.0%				
Academic-General Campus	1	5.0%			1	100.0%
Information Services & Publishing	1	80.0%			1	100.0%
Other	2	45.0%			3	100.0%
Total	7	32.9%	1	16.7%	5	83.3%

**Table 26 - Total Outlay for Health Insurance Benefits by Institution Group**

	How does your total outlay for health insurance benefits compare to the incremental change in your salary for 2007?					
	Increase in health insurance premium is HIGHER THAN the increase in salary		Increase in health insurance premium is LOWER THAN the increase in salary		Increase in health insurance premium is the SAME as the increase in salary	
	Count	Percent	Count	Percent	Count	Percent
Other Government	1	50.0%			1	50.0%
Academic-Subj Dept			1	100.0%		
Academic-General Campus					1	100.0%
Information Services & Publishing			1	100.0%		
Other			1	50.0%	1	50.0%
Total	1	14.3%	3	42.9%	3	42.9%

**Table 27 - Salary Distribution by Employed/Self-Employed Status**

Canada\*

	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Salary	Percent change
							Mean	Mean Percent Change
Not Self-employed	37,526	43,000	61,500	68,430	78,220	16	57,464	4.6%
Primary Responsibility-Tech Services	37,526	43,000	61,500	68,430	78,220	16	57,464	4.6%

\*All salaries in Canadian tables are reported in Canadian dollars. The exchange rate on April 1, 2007, was \$1.15 Canadian=\$1 U.S.



**Table 28 - Salary Distribution by Contract Basis at Primary Job**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary		Percent change
							Mean		Mean Percent Change
Do Not Work on Contract Basis	37,308	43,000	62,000	69,000	78,960	15	58,429		4.9%
Primary Responsibility-Tech Services	37,526	43,000	61,500	68,430	78,220	16	57,464		4.6%

**Table 29 - Salary Distribution by  
Number of Part-time Jobs Held**

Canada\*

**Table 30 - Salary Distribution  
by Number of Part-time  
Hours Worked per Week**

Canada\*

**Table 31 - Salary Distribution by  
Reasons for Working Part-time**

Canada\*

**Table 32 - Average Hourly  
Rate for Part-time Employees  
by Census Division**

# UNITED STATES

## Chapter Six All Respondents



**Table 1 - Salary Distribution by Census Division**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
New England	41,700	54,000	69,667	85,000	100,000	213	71,582	4.9%
Middle Atlantic	43,000	55,000	70,860	90,000	120,000	555	76,710	5.1%
South Atlantic	42,000	49,320	63,000	81,200	104,000	587	69,909	5.2%
East S. Central	35,250	43,750	50,000	67,739	89,838	74	58,556	4.5%
West S. Central	37,950	50,000	58,000	73,200	102,260	138	66,129	5.9%
East N. Central	40,313	50,000	60,000	75,000	92,000	443	64,560	5.1%
West N. Central	32,550	43,000	54,550	70,500	99,183	210	60,569	5.1%
Mountain	37,350	43,050	54,000	67,000	83,300	136	57,097	4.4%
Pacific	44,490	57,000	70,000	87,250	105,000	477	73,970	4.9%
All Respondents	40,620	50,000	64,000	82,000	104,000	2,833	69,426	5.1%

**Table 2 - Salary Distribution by Metropolitan Area**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Springfield, MA; NH, Provid., RI; Hartford, CT; Portland, ME	35,700	48,000	64,750	87,425	95,500	38	67,252	6.1%
Boston CMSA - incl. Cambridge, Worcester, MA	43,200	54,000	69,000	85,000	98,000	143	69,955	5.1%
New York City CMSA - incl. Princeton; New Haven; Stony Brook	48,000	60,800	77,590	95,625	125,000	410	82,568	5.0%
Albany, NY; Rochester, NY; Binghamton, NY	30,560	41,000	48,600	61,757	70,700	35	50,723	5.2%
Harrisburg, PA; Pittsburgh, PA; University Park, PA	31,200	43,390	54,000	69,468	86,820	42	56,144	5.8%
Philadelphia, CMSA - incl. West Chester, PA; Wilmington, DE	42,450	51,500	67,460	86,250	124,100	98	75,298	4.2%
Washington, DC CMSA - incl. Baltimore, MD; Alexandria, VA	45,000	53,000	70,000	89,000	112,680	357	75,323	5.4%
Richmond, VA; Blacksburg, VA; Morgantown, WV	36,400	45,622	55,000	64,250	96,863	26	59,979	6.3%
NC - incl. Charlotte; Durham; Raleigh; Winston Salem	39,293	48,000	55,000	71,000	98,823	67	64,405	4.3%
SC - incl. Columbia; Charleston	34,800	38,044	42,500	60,700	148,000	13	58,461	6.2%
GA - incl. Atlanta; Macon	38,800	46,000	60,000	71,000	81,800	43	60,130	5.2%
FL - incl. Tallahassee; Miami; Tampa	38,503	44,375	51,606	63,250	80,300	66	56,387	4.8%
AL - incl. Montgomery; Tuscaloosa	38,600	45,000	55,000	73,400	100,000	15	61,500	5.8%
TN - incl. Nashville; Memphis	42,200	48,000	53,150	69,680	94,735	31	65,927	3.2%
KY - incl. Lexington; Louisville	29,838	34,590	46,000	54,500	77,400	21	48,340	4.3%
Cincinnati CMSA - incl. Newport	46,400	52,500	61,500	76,500	91,700	16	65,563	8.5%
Columbus, OH; Dayton OH	34,720	43,850	56,678	79,747	92,206	37	60,744	4.3%
Cleveland CMSA - incl. Akron	43,550	50,325	59,000	72,429	84,900	40	62,539	5.0%
Indianapolis, IN; West Lafayette, IN	35,700	48,000	64,464	77,280	100,200	25	64,668	3.9%
Detroit CMSA - incl. Ann Arbor, Southfield	36,000	43,894	57,387	66,673	80,000	61	58,669	7.7%
East Lansing, MI; Kalamazoo, MI; Madison, WI	38,000	42,000	54,696	65,000	78,000	39	54,985	2.8%
IA - incl. Des Moines; Ames; Iowa City	27,000	32,433	34,450	60,366	.	8	42,848	6.1%
Milwaukee CMSA - incl. Brookfield, WI	36,000	50,250	61,900	70,550	87,000	29	62,065	4.6%
Minneapolis, MN; St. Paul, MN	42,000	47,150	56,000	79,250	107,000	89	67,734	4.3%
Chicago CMSA - incl. Hinsdale, Des Plaines	44,750	53,000	66,050	82,775	110,000	164	71,370	5.4%
Champaign, IL; Springfield, IL	40,269	45,250	55,708	76,115	90,100	20	62,884	4.2%
MO - incl. St. Louis; Kansas City	32,270	39,000	54,050	68,500	85,065	78	56,672	6.0%
KS and NE - incl. Lawrence, KS; Wichita, KS; Omaha, NE	26,800	33,000	47,000	63,500	89,056	31	50,450	5.0%
LA and MS - incl. New Orleans; Baton Rouge; Vicksburg	32,802	37,500	60,000	75,630	113,260	22	65,658	5.5%
OK - incl. Stillwater; Oklahoma City	30,856	37,500	54,000	56,724	66,200	11	48,669	4.3%
Dallas CMSA - incl. Irving; Fort Worth	42,200	48,000	55,000	72,600	92,240	31	61,764	5.5%
Houston CMSA - incl. Spring; Sugarland	49,400	56,000	62,000	80,000	108,440	43	72,732	5.8%
Austin, TX; San Antonio, TX; El Paso, TX	44,000	50,000	57,750	79,000	110,100	32	69,302	7.1%
Denver CMSA - incl. Boulder; and Colorado Springs	42,000	48,000	60,100	79,000	87,300	63	61,667	5.5%
WY; UT; ND; SD; ID; Eastern WA	34,876	38,000	44,500	59,365	68,508	20	48,315	4.6%

**Table 2 - Salary Distribution by Metropolitan Area**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
AZ and NV - incl. Phoenix; Tucson; Tempe; Las Vegas	38,424	44,000	55,388	66,500	79,937	36	56,427	3.8%
NM - incl. Albuquerque; Los Alamos	39,200	43,000	50,000	66,155	116,600	13	60,216	5.1%
Los Angeles, CMSA - incl. Pasadena; and Santa Barbara	43,800	55,000	70,000	89,000	105,000	147	73,469	4.6%
San Diego, CA; La Jolla, CA	44,000	55,000	71,000	92,098	96,000	39	71,890	7.1%
San Francisco CMSA - incl. Mountain View; San Jose; Oakland	52,643	65,000	79,000	95,000	109,000	164	81,770	4.4%
Sacramento CMSA - incl. Davis	42,668	55,680	69,800	85,055	111,900	20	74,224	3.7%
HI; AK - incl. Honolulu; Anchorage	38,100	44,476	58,000	69,629	.	9	57,923	5.4%
Portland, CMSA - incl. Salem; and Eugene	31,800	45,000	59,250	73,250	95,600	30	62,381	7.3%
Seattle CMSA - incl. Bellevue; Olympia	42,000	56,775	64,961	76,530	91,920	50	66,365	4.8%
All Respondents	40,620	50,000	64,000	82,000	104,000	2,833	69,426	5.1%

**Table 3 - Salary Distribution by Subject Degree Field**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Doctorate	48,800	58,500	76,800	102,000	148,000	153	88,115	5.2%
6th Year Certificate	50,000	54,750	63,700	70,430	.	9	64,771	5.8%
Master	40,600	51,000	65,000	84,000	103,080	881	70,568	4.7%
Bachelor	40,072	50,000	63,852	81,000	103,000	1,646	68,056	5.3%
Associate	39,800	45,000	52,000	68,000	120,500	28	62,983	3.3%
Some college but no degree	37,094	42,000	50,910	61,500	69,400	52	53,184	4.3%
No college	33,000	45,000	54,000	74,750	94,000	44	60,945	5.7%
All Respondents	40,620	50,000	64,000	82,000	104,000	2,833	69,426	5.1%

**Table 4 - Salary Distribution by Library/Information Science Degree**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Doctorate	49,400	55,736	74,000	117,025	170,200	17	91,510	3.5%
6th Year Certificate	48,460	59,991	77,000	88,141	132,491	21	79,833	3.6%
Master	42,000	51,000	65,000	82,535	103,218	2,370	69,959	5.2%
Bachelor	38,498	50,000	60,620	86,000	112,600	83	68,702	4.8%
Associate	40,300	55,650	68,175	97,000	121,100	32	74,525	4.8%
Some college but no degree	31,490	37,480	45,000	63,000	90,845	118	53,786	3.5%
No college	34,000	45,000	58,000	82,500	105,550	154	69,422	5.0%
All Respondents	40,620	50,000	64,000	82,000	104,000	2,833	69,426	5.1%

**Table 5 - Salary Distribution by Degree Held**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Biomedical Sciences	42,960	51,000	68,000	92,000	115,160	147	75,853	4.0%
Business, Human Resources, Public Administration	43,770	52,000	65,000	83,000	100,760	303	69,997	4.3%
Communications/Journalism/ Public Relations	42,000	49,000	58,000	75,000	93,000	147	64,674	6.6%
Computer Sciences	41,564	50,000	70,000	85,000	138,360	43	74,434	4.3%
Earth Sciences	40,841	50,250	65,350	87,625	112,088	48	70,668	4.7%
Education	41,138	51,000	65,000	82,223	100,400	227	69,607	4.8%
Engineering	39,050	43,500	59,300	80,833	89,600	30	62,755	4.0%
English/Literature/ Composition	38,000	48,118	62,124	81,000	104,000	573	68,121	5.2%
Fine and Applied Arts	35,600	44,500	64,000	82,000	105,400	151	68,176	5.3%
Foreign Languages/ Culture studies	39,800	51,000	67,051	84,000	104,000	187	71,714	4.7%
General Studies	39,300	46,750	64,500	82,250	99,250	62	67,363	4.9%
History	42,120	50,850	65,610	84,430	104,000	382	70,944	4.8%
Law	45,540	57,000	72,000	91,500	113,879	112	80,236	6.0%
Philosophy, Religion	42,860	49,000	63,994	83,605	98,853	85	70,466	6.1%
Physical Sciences	44,000	52,000	66,612	87,000	112,584	119	75,328	4.5%
Social Sciences	41,439	50,502	63,954	80,860	105,200	437	68,973	5.0%
Other	38,467	47,000	60,000	77,920	100,000	456	65,405	4.9%
All Respondents	40,620	50,000	64,000	82,000	104,000	2,833	69,426	5.1%

**Table 6 - Salary Distribution by Years of Library Experience**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
2 or less	32,240	38,000	45,000	53,000	62,500	223	48,315	7.8%
3-5 Years	34,900	42,000	49,160	58,950	68,618	268	50,799	6.7%
6-10 Years	39,129	47,000	57,100	70,000	81,900	470	59,673	6.5%
11-15 Years	44,000	52,000	65,000	79,750	94,000	404	67,666	4.7%
16-20 Years	47,149	57,000	69,000	85,370	101,200	365	72,910	4.2%
21-25 Years	50,000	60,888	78,000	95,000	114,420	342	80,572	4.7%
26 Years or More	50,000	60,875	78,139	100,000	125,000	730	84,007	3.7%
All Respondents	40,620	50,000	64,000	82,000	104,000	2,833	69,426	5.1%

**Table 7 - Salary Distribution by Years of Total Work Experience**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
2 or less	31,250	36,500	45,250	52,375	61,500	24	45,323	8.4%
3-5 Years	31,000	38,469	45,000	56,000	62,600	77	47,942	8.5%
6-10 Years	33,560	42,000	50,000	60,000	72,725	252	51,771	8.2%
11-15 Years	39,996	47,000	56,850	70,000	83,000	334	60,366	6.0%
16-20 Years	38,590	48,375	59,000	73,033	89,250	378	62,750	5.5%
21-25 Years	40,000	51,000	68,000	84,132	102,000	410	69,581	5.0%
26 Years or More	46,000	57,000	72,000	92,000	115,000	1,349	78,454	4.0%
All Respondents	40,620	50,000	64,000	82,000	104,000	2,833	69,426	5.1%

**Table 8 - Salary Distribution by Gender**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Female	40,000	50,000	63,000	81,048	103,160	2,299	68,689	5.1%
Male	42,000	51,771	67,000	85,673	105,000	478	72,787	5.2%
All Respondents	40,620	50,000	64,000	82,000	104,000	2,833	69,426	5.1%

**Table 9 - Salary Distribution by Ethnicity/ Race**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Native American, Alaskan	46,500	54,000	64,000	82,500	111,600	41	71,304	3.6%
Asian, Pacific Islander	40,000	51,500	66,500	86,250	110,700	80	71,760	4.4%
Black	38,460	50,246	62,000	76,717	90,000	81	63,810	5.6%
Hispanic	36,398	49,500	62,984	75,850	106,000	53	66,402	5.3%
White	41,000	50,000	64,040	82,775	104,000	2,514	69,710	5.1%
Other	42,960	54,000	60,000	82,950	97,170	20	66,745	6.4%
All Respondents	40,620	50,000	64,000	82,000	104,000	2,833	69,426	5.1%



**Table 10 - Salary Distribution by Number of Employees**

U. S.

	10th Per- centile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Per- centile	Number	Mean	Mean Percent Change
One Employee	17,800	24,500	60,000	100,000	105,200	17	60,382	-.8%
2-9 Employees	30,900	39,000	55,000	75,000	125,500	38	67,333	3.8%
10-24 Employees	33,380	42,000	56,000	68,000	93,400	51	57,439	5.3%
25-99 Employees	35,000	41,700	54,000	68,750	82,000	204	58,372	6.1%
100-499 Employees	37,500	45,875	58,000	75,000	90,298	538	62,907	5.7%
500-999 Employees	40,000	48,225	61,000	74,000	97,615	320	65,056	5.5%
1,000-2,499 Employees	44,000	53,000	66,000	85,250	110,000	462	72,168	4.7%
2,500-4,999 Employees	45,578	53,000	68,000	89,438	115,000	304	76,204	4.8%
5,000-9,999 Employees	42,570	52,000	68,375	87,254	106,000	270	74,105	5.1%
10,000 or more Employees	45,250	56,000	72,000	87,875	108,000	604	75,560	4.6%
All Respondents	40,620	50,000	64,000	82,000	104,000	2,833	69,426	5.1%

**Table 11 - Salary Distribution by Non-profit Status**

U. S.

	10th Per- centile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Per- centile	Number	Mean	Mean Percent Change
Work in a Non-profit Organization	38,000	45,639	57,803	75,000	94,000	1,280	63,297	4.5%
Work in a For-profit Organization	44,012	54,652	70,000	86,188	110,000	1,525	74,336	5.5%
All Respondents	40,620	50,000	64,000	82,000	104,000	2,833	69,426	5.1%

**Table 12 - Salary Distribution by Business Sector**

U. S.

	10th Per- centile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Per- centile	Number	Mean	Mean Percent Change
Government	42,000	50,775	66,105	85,397	106,000	332	70,675	4.6%
Public Library	32,000	35,375	45,500	58,250	77,650	50	49,399	5.7%
Academic Institution	35,000	43,000	52,230	66,567	85,074	548	58,760	4.6%
Other Organizations	43,570	54,000	68,000	85,000	106,000	1,866	72,631	5.3%
All Respondents	40,620	50,000	64,000	82,000	104,000	2,833	69,426	5.1%

**Table 13a - Salary Distribution by Institution/Industry**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Federal Government	47,000	57,000	74,000	93,000	112,878	219	77,365	5.0%
Other Government	38,497	44,000	54,855	67,280	83,000	121	58,131	4.5%
Public Library-Subject	35,976	41,250	55,607	65,400	92,580	14	55,922	5.5%
Public Library-General	27,600	34,000	39,000	52,240	73,200	31	44,709	3.8%
Academic-Subj Dept	38,387	45,000	55,000	71,000	96,000	257	63,807	3.9%
Academic-General Campus	33,930	42,000	50,000	62,988	81,000	282	54,379	4.9%
Accounting	46,200	55,750	70,000	83,775	127,100	26	74,992	5.9%
Agriculture, Forest	32,228	42,320	62,000	73,875	106,050	10	62,378	4.9%
Associations & Labor Unions	41,886	52,000	60,000	75,000	93,058	95	65,665	5.0%
Broadcasting & Telecommunications	45,210	53,280	67,000	87,250	100,100	28	70,334	5.0%
Finance - except insurance	47,000	58,800	70,000	85,000	112,200	91	75,915	6.1%
Finance - insurance carriers, funds, trusts	44,803	56,683	68,834	83,721	95,500	52	71,060	4.6%
Health Care & Social Assistance	42,100	49,000	60,000	75,660	91,800	101	64,555	5.2%
Info Services - consortiums/membership libraries	32,000	44,224	57,750	80,000	108,800	25	65,625	7.1%
Info Services - Information broker, contract search	42,000	48,500	58,500	80,000	100,000	52	66,710	3.8%
Info Services - internet service provider	28,800	41,400	76,000	122,500	.	5	80,760	3.8%
Info Services - news syndicates, information providers	38,930	50,625	69,000	79,350	94,200	32	70,071	1.9%
Manufacturing - aerospace products & parts	50,000	58,000	65,000	80,000	87,500	39	68,601	4.3%
Manufacturing - chemical, except pharm./med. chemical	50,000	54,999	69,000	92,000	108,600	43	74,072	3.2%
Manufacturing - computers & electronic product	43,950	55,000	80,000	98,000	118,411	31	79,228	3.3%
Manufacturing - food, beverage & tobacco	42,200	61,750	72,015	89,450	119,300	18	75,893	6.0%
Manufacturing - miscellaneous	50,876	58,516	80,000	96,275	112,400	38	82,900	5.0%
Manufacturing - mining (including oil/gas), metals/mineral	44,060	59,750	70,750	86,000	132,050	10	75,650	5.8%
Manufacturing - petroleum & coal , plastics & rubber	50,625	57,543	71,500	95,000	108,920	16	76,005	7.6%
Manufacturing - pharmaceuticals & medical chemicals	65,000	77,392	87,000	108,112	120,816	109	92,152	5.1%
Manufacturing - textile/apparel, printing, wood & furn.	42,000	48,000	54,000	63,000	.	6	56,000	3.1%
Manufacturing - transportation, except aerospace	38,939	49,788	59,500	73,575	87,700	12	60,985	7.3%
Motion Picture & Sound Recording	43,120	44,590	51,000	90,750	98,400	10	62,292	4.4%
Museums & Historical Sites	32,650	41,250	46,500	56,600	68,700	32	48,849	3.6%
Professional Services - accounting, tax prep., bookkeeping	45,300	57,750	76,000	97,250	164,000	10	83,850	5.8%
Professional Services - advertising & PR/direct mail	39,500	45,000	60,500	76,500	115,660	34	69,945	6.3%
Professional Services - architectural & engineering design	42,100	47,750	56,860	66,625	77,581	50	58,530	6.5%
Professional Services - computer systems design & mngt	39,600	48,500	76,000	95,500	149,800	13	78,077	6.4%
Professional Services - employee placement, temporary help	40,450	50,000	59,500	66,000	126,000	18	64,583	5.3%
Professional Services - legal	48,000	60,000	72,000	91,320	115,000	445	79,101	5.9%

**Table 13a - Salary Distribution by Institution/Industry**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Professional Services - mngt., scientific/tech. consulting	53,800	60,000	73,620	89,250	120,000	107	79,899	6.7%
Professional Services - other (market research, translation)	21,000	47,112	59,900	77,250	88,300	20	59,237	3.1%
Professional Services - scientific research & development	38,800	52,125	69,559	81,000	99,900	48	69,490	3.2%
Publishing - newspaper, periodical, book	39,828	47,000	57,250	75,250	102,200	98	65,160	4.8%
Publishing - database, directory, software	42,700	53,500	72,650	89,750	102,300	36	72,591	6.0%
Religious, Grantmaking and Giving, Social Advocacy	34,800	45,250	54,000	66,723	89,120	25	57,375	4.2%
Transportation Services	44,300	47,910	52,661	75,750	86,900	12	60,183	7.0%
Utilities	39,900	48,162	63,806	76,250	89,070	18	63,604	3.6%
Trade - wholesale and retail	41,200	43,000	55,500	67,500	89,000	11	58,936	6.6%
Other	33,164	43,500	58,300	75,000	93,000	73	63,903	4.9%
All Respondents	40,620	50,000	64,000	82,000	104,000	2,833	69,426	5.1%

Table 13b - Salary Distribution by Institution/Industry and Library/ Information Center Annual Budget

Institution/Current Budget		10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Federal Government	Under \$25,000	49,000	51,500	74,000	85,900	.	5	69,760	3.5%
	\$50,000-\$74,999	38,100	49,500	62,660	81,342	85,077	10	63,253	2.8%
	\$75,000-\$99,999	55,000	55,150	66,767	76,000	.	5	65,813	6.1%
	\$100,000-\$249,999	39,700	60,000	68,000	78,400	89,000	23	66,812	4.7%
	\$250,000-\$499,999	49,580	62,250	78,463	88,250	112,890	18	77,365	2.8%
	\$500,000-\$999,999	69,600	77,250	91,000	100,597	114,188	16	90,020	3.0%
	Above \$1,000,000	48,025	65,828	91,713	112,000	128,676	70	90,782	4.9%
	Budgets are not allocated to separate branch or libraries	56,480	65,000	68,787	101,802	.	7	78,438	9.5%
	Don't know	37,784	50,000	60,000	76,103	82,689	43	61,151	6.3%
	Other Government	Under \$25,000	31,229	39,297	43,750	65,000	76,814	16	50,880
\$25,000-\$49,999		34,000	38,351	45,424	72,876	.	8	52,657	3.9%
\$75,000-\$99,999		50,200	55,000	60,000	66,210	.	7	62,059	3.9%
\$100,000-\$249,999		36,280	44,500	53,000	65,000	86,600	15	55,634	3.1%
\$250,000-\$499,999		53,000	56,500	75,240	88,000	.	5	72,848	4.5%
\$500,000-\$999,999		31,148	48,287	61,500	82,250	.	6	62,191	3.2%
Above \$1,000,000		29,800	41,000	74,000	101,000	124,768	13	72,164	5.0%
Budgets are not allocated to separate branch or libraries		25,000	46,710	54,000	58,545	.	9	51,252	6.6%
Don't know		38,499	42,000	45,000	59,676	69,248	17	50,272	1.7%
Public Library-Subject		Above \$1,000,000	38,957	41,250	55,607	69,400	101,044	10	58,465
Public Library-General	Above \$1,000,000	32,000	35,250	50,000	58,500	.	9	47,500	5.0%
	Don't know	25,964	29,750	36,000	41,500	50,000	13	36,418	5.7%
Academic-Subj Dept	Under \$25,000	29,237	37,700	49,500	56,500	74,350	14	49,169	4.5%
	\$50,000-\$74,999	38,000	45,000	50,000	63,000	.	7	54,624	7.0%
	\$75,000-\$99,999	32,680	38,000	45,000	58,000	.	7	49,097	10.2%
	\$100,000-\$249,999	39,960	46,500	63,909	78,509	93,000	18	63,368	2.6%
	\$250,000-\$499,999	50,500	56,208	63,000	70,904	80,380	18	63,271	3.3%
	\$500,000-\$999,999	37,600	45,750	59,500	71,000	128,543	13	66,236	3.4%
	Above \$1,000,000	42,200	49,000	63,000	83,000	129,943	83	73,564	3.5%
	Budgets are not allocated to separate branch or libraries	40,000	46,000	51,211	82,928	.	9	72,007	4.2%
	Don't know	33,160	40,985	48,000	55,000	69,640	53	49,762	5.0%
	Academic-General Campus	Under \$25,000	31,000	35,000	40,200	45,500	.	7	40,871
\$25,000-\$49,999		24,000	25,875	34,500	58,125	.	6	43,500	3.9%
\$50,000-\$74,999		43,000	45,750	52,260	59,250	.	5	52,452	2.8%
\$75,000-\$99,999		30,000	37,500	45,000	56,125	.	9	46,639	1.4%
\$100,000-\$249,999		43,208	47,250	51,500	65,750	85,784	18	59,895	3.8%
\$250,000-\$499,999		32,196	46,000	61,900	77,860	90,600	13	61,942	5.9%
\$500,000-\$999,999		35,914	42,550	54,000	60,500	79,000	22	53,741	7.0%
Above \$1,000,000		38,393	46,000	53,476	67,763	91,592	118	59,888	4.7%
Don't know		30,560	35,000	44,000	55,000	64,200	77	45,879	4.7%
Accounting		Don't know	48,050	49,625	63,500	74,750	81,530	10	63,420
Associations & Labor Unions	Under \$25,000	33,380	37,600	56,200	72,000	87,600	11	58,064	8.2%
	\$50,000-\$74,999	60,000	62,500	65,000	82,062	.	5	70,825	4.0%
	\$100,000-\$249,999	54,353	55,000	68,000	93,145	111,600	15	74,122	3.1%
	\$250,000-\$499,999	49,000	58,000	70,000	79,800	95,800	15	70,881	6.1%
	\$500,000-\$999,999	40,000	66,284	77,750	110,000	.	8	82,455	3.2%
	Don't know	39,760	43,000	48,600	54,059	58,280	15	48,643	2.1%
Broadcasting & Telecommunications	Above \$1,000,000	58,000	73,327	89,000	95,250	.	8	84,664	4.8%
	Don't know	46,000	48,250	52,500	66,250	.	6	56,833	9.6%
Finance - except insurance	\$100,000-\$249,999	55,000	59,000	83,000	100,000	.	7	79,143	5.6%
	\$250,000-\$499,999	46,500	57,375	80,000	95,000	.	9	75,088	8.5%
	\$500,000-\$999,999	54,000	54,000	67,500	87,500	.	5	70,100	9.5%
	Above \$1,000,000	68,000	69,750	92,000	136,250	168,000	16	103,619	4.1%
	Budgets are not allocated to separate branch or libraries	34,320	40,050	60,000	88,500	139,800	10	67,220	10.2%
Finance - insurance carriers, funds, trusts	Don't know	45,200	58,800	70,000	75,000	84,480	31	68,382	5.8%
	\$50,000-\$74,999	43,433	46,717	52,000	74,100	.	5	58,727	2.1%
	\$100,000-\$249,999	58,000	59,500	74,000	87,500	.	5	73,600	4.3%
	\$250,000-\$499,999	31,200	35,350	68,000	88,000	.	5	62,940	5.4%
	\$500,000-\$999,999	55,000	65,000	70,500	83,500	.	7	70,986	4.2%
	Above \$1,000,000	56,678	70,000	80,000	110,000	.	7	86,782	3.6%
	Don't know	42,000	52,332	66,920	73,500	.	9	64,620	4.3%

Table 13b - Salary Distribution by Institution/Industry and Library/ Information Center Annual Budget

Institution/Current Budget	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change	
Health Care & Social Assistance	\$25,000-\$49,999	36,000	48,750	56,750	66,500	.	6	57,083	11.0%
	\$50,000-\$74,999	34,500	44,000	46,000	49,500	.	7	47,020	2.9%
	\$100,000-\$249,999	41,980	49,250	61,000	78,750	87,500	24	62,753	.5%
	\$250,000-\$499,999	45,280	59,488	64,000	77,000	93,000	19	66,903	7.6%
	\$500,000-\$999,999	50,100	54,000	72,335	81,125	89,648	10	69,431	5.0%
	Above \$1,000,000	55,000	61,300	76,150	133,750	.	8	91,438	2.7%
Info Services - consortiums/membership libraries	Don't know	38,000	38,620	48,600	50,400	.	9	47,960	10.8%
	Don't know	24,813	32,000	45,000	56,250	.	8	46,602	4.9%
Info Services - Information broker, contract search	Don't know	43,080	46,200	52,600	64,000	79,900	10	56,232	3.9%
Info Services - news syndicates, information providers	Don't know	36,000	38,225	47,000	70,000	.	8	54,613	-.9%
Manufacturing - aerospace products & parts	\$250,000-\$499,999	45,000	54,500	75,000	91,500	.	5	73,400	5.1%
	\$500,000-\$999,999	58,000	61,500	71,000	86,250	.	5	73,300	3.3%
	Above \$1,000,000	64,000	67,461	73,000	81,128	.	9	76,797	3.9%
	Don't know	42,000	54,000	62,000	66,820	.	9	62,071	5.2%
Manufacturing - chemical, except pharm./med. chemical	\$100,000-\$249,999	50,820	52,720	65,000	85,500	.	9	69,140	2.8%
	\$250,000-\$499,999	50,000	55,500	73,000	102,000	.	5	77,600	5.6%
	\$500,000-\$999,999	62,000	65,000	84,050	93,750	.	6	82,517	2.9%
	Above \$1,000,000	69,000	72,572	100,000	105,000	.	7	92,421	3.6%
	Don't know	45,550	50,500	56,500	74,750	115,159	10	65,623	2.7%
Manufacturing - computers & electronic product	\$100,000-\$249,999	47,750	48,160	80,000	96,500	.	5	73,864	.7%
	Above \$1,000,000	62,500	79,500	100,000	116,027	.	9	100,728	4.7%
Manufacturing - miscellaneous	\$100,000-\$249,999	49,000	59,500	81,700	95,500	.	5	78,340	3.6%
	Above \$1,000,000	41,000	82,500	100,000	122,000	.	9	110,444	3.6%
	Don't know	27,000	54,016	73,000	86,000	.	8	68,595	7.8%
Manufacturing - petroleum & coal , plastics & rubber	Above \$1,000,000	76,000	82,750	101,000	108,200	.	6	97,767	7.8%
Manufacturing - pharmaceuticals & medical chemicals	\$250,000-\$499,999	46,800	65,000	78,000	107,000	111,600	11	79,523	5.8%
	\$500,000-\$999,999	71,072	79,105	96,000	114,550	133,200	13	97,572	6.0%
	Above \$1,000,000	75,600	81,214	105,000	117,800	141,000	39	104,621	5.1%
	Don't know	54,750	71,400	85,000	94,450	105,050	28	82,366	5.2%
Museums & Historical Sites	\$250,000-\$499,999	42,000	42,500	57,000	73,300	.	5	57,720	2.9%
	Don't know	30,000	37,625	45,000	50,750	.	8	44,490	2.5%
Professional Services - advertising & PR/direct mail	\$100,000-\$249,999	45,000	52,500	85,500	113,490	.	6	83,720	5.7%
	Don't know	36,000	42,000	44,750	60,125	.	6	49,167	7.6%
Professional Services - architectural & engineering design	\$25,000-\$49,999	33,500	56,207	57,000	68,500	.	7	57,387	9.7%
	\$50,000-\$74,999	44,020	48,505	60,500	70,000	.	6	60,837	4.5%
	\$100,000-\$249,999	69,500	70,750	75,000	86,772	.	5	78,009	2.8%
	Budgets are not allocated to separate branch or libraries	35,000	46,000	47,000	64,000	.	9	53,247	4.6%
Professional Services - legal	Don't know	42,000	49,613	53,500	67,767	.	6	57,236	7.7%
	\$75,000-\$99,999	30,000	45,000	75,000	93,000	.	5	70,200	13.5%
	\$100,000-\$249,999	44,300	52,250	64,750	81,500	92,773	26	67,722	5.1%
	\$250,000-\$499,999	48,800	60,000	73,000	87,500	105,000	45	75,030	5.1%
	\$500,000-\$999,999	48,380	60,000	70,000	96,425	111,800	53	78,342	5.4%
	Above \$1,000,000	59,900	70,515	90,000	116,890	150,000	144	99,006	6.5%
Professional Services - mngt., scientific/tech. consulting	Budgets are not allocated to separate branch or libraries	33,000	51,250	65,000	84,620	101,582	13	67,400	4.0%
	Don't know	45,447	52,880	63,000	72,125	82,000	134	63,514	5.8%
	\$25,000-\$49,999	68,400	70,200	82,000	89,500	.	5	80,280	4.2%
	\$50,000-\$74,999	55,400	56,375	61,250	74,250	.	6	65,933	5.3%
	\$100,000-\$249,999	53,000	59,300	70,000	80,813	92,000	14	70,896	4.5%
	\$250,000-\$499,999	69,750	71,685	83,000	123,700	.	5	94,754	4.1%
	\$500,000-\$999,999	43,200	54,750	85,000	94,100	113,600	10	79,430	5.2%
	Above \$1,000,000	60,000	75,000	83,000	126,875	148,400	13	96,596	4.2%
Professional Services - scientific research & development	Budgets are not allocated to separate branch or libraries	42,000	51,000	55,000	57,600	.	7	56,671	7.1%
	Don't know	51,800	58,800	67,000	80,000	99,200	23	70,213	7.4%
	\$100,000-\$249,999	28,000	59,000	72,000	90,408	.	7	70,730	5.1%
	\$500,000-\$999,999	52,000	61,750	72,745	92,000	.	6	78,082	3.8%
	Above \$1,000,000	45,000	65,000	81,500	102,000	.	8	81,500	4.3%
	Don't know	40,200	46,350	66,700	77,500	94,800	11	65,991	6.4%
Publishing - newspaper, periodical, book	Under \$25,000	27,000	42,000	53,750	60,500	.	6	50,583	2.5%
	\$250,000-\$499,999	45,000	62,125	75,000	83,250	.	8	73,888	3.8%
	\$500,000-\$999,999	73,000	82,000	90,850	104,250	.	6	95,117	2.8%
	Above \$1,000,000	28,600	71,500	100,000	113,000	.	9	94,484	8.8%
	Budgets are not allocated to separate branch or libraries	42,000	42,000	47,500	60,000	.	7	51,569	4.3%
Utilities	Don't know	39,850	45,500	54,000	66,600	75,000	29	59,590	3.6%
	\$250,000-\$499,999	43,700	50,350	60,159	76,836	.	5	62,906	4.1%
Trade - wholesale and retail	Don't know	41,000	42,500	55,150	69,750	.	6	57,883	7.1%

**Table 13b - Salary Distribution by Institution/Industry and Library/ Information Center Annual Budget**

Institution/Current Budget		10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Other	Under \$25,000	35,000	35,500	52,000	68,550	.	5	52,020	4.6%
	\$100,000-\$249,999	49,960	53,000	62,000	72,000	90,800	15	66,117	4.0%
	Above \$1,000,000	44,000	60,000	75,000	87,000	.	7	70,571	10.5%
	Don't know	30,170	35,000	43,500	57,000	81,000	14	47,481	5.8%

**Table 14 - Salary Distribution by Union vs. Non-union**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Wages/Salary Set by Collective Bargaining Agreement	37,000	44,000	56,228	70,750	85,740	229	59,677	4.1%
Wages/Salary Not Set by Collective Bargaining Agreement	42,000	50,028	65,000	83,000	105,000	2,584	70,235	5.1%
All Respondents	40,620	50,000	64,000	82,000	104,000	2,833	69,426	5.1%

**Table 15 - Salary Distribution by Number of Years with Present Employer**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Less than Two Years	35,000	42,000	52,000	66,000	84,000	410	57,579	8.7%
Two Years	37,280	44,790	55,000	70,000	89,920	260	60,654	6.1%
3-5 Years	38,160	46,175	60,000	77,718	98,000	513	64,787	4.9%
6-10 Years	44,020	53,000	65,500	83,000	103,000	689	70,576	4.5%
11-15 Years	48,512	57,000	74,000	93,000	117,300	298	78,444	4.3%
16-20 Years	49,600	60,500	71,000	90,899	112,000	265	77,834	3.9%
21-25 Years	50,477	60,000	77,000	100,600	120,800	155	84,542	3.3%
26 Years or more	50,964	60,000	80,000	99,000	116,000	167	82,753	3.3%
All Respondents	40,620	50,000	64,000	82,000	104,000	2,833	69,426	5.1%

**Table 16 - Salary Distribution by Number of Employees Supervised or Managed**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
None	38,000	46,000	57,100	72,000	85,740	1,396	60,580	5.1%
1-2 Employees	42,013	50,900	63,000	80,000	94,200	617	66,704	4.6%
3-4 Employees	45,000	56,000	70,000	85,000	104,000	267	72,155	5.6%
5-6 Employees	49,000	64,000	79,600	95,000	119,920	159	81,898	4.6%
7-9 Employees	50,580	62,360	83,000	100,600	123,000	143	84,396	5.6%
10-14 Employees	54,600	69,500	93,000	118,478	137,400	105	97,215	5.8%
15-19 Employees	49,200	64,750	108,000	125,000	144,900	40	101,342	5.4%
20 or more Employees	67,116	90,000	113,000	141,260	191,000	95	120,059	5.2%
All Respondents	40,620	50,000	64,000	82,000	104,000	2,833	69,426	5.1%

**Table 17 - Salary Distribution by Primary Job Responsibility**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
General Responsibilities	39,000	47,000	57,000	70,000	83,820	488	59,578	4.6%
Administrative/Management	55,000	67,000	85,000	109,112	132,000	629	91,067	5.3%
Administrative Support/Clerical	25,694	28,750	38,298	44,125	54,856	30	38,291	3.3%
Abstracting, Indexing, Bibliographic Development	25,500	42,500	59,000	80,004	106,932	13	61,603	2.4%
Acquisitions, Collection Development	38,200	45,000	57,698	77,250	85,716	70	61,588	5.1%
Research Analyst	46,519	55,000	66,000	82,000	100,160	155	70,659	6.8%
Archives, Conservation, Preservation	32,000	36,000	45,000	55,480	67,509	23	47,678	5.4%
Cataloging	30,800	36,100	47,000	58,875	81,200	57	51,321	2.7%
Circulation, Interlibrary Loan	25,376	28,330	36,720	47,000	53,314	33	37,894	4.4%
Computer Systems Specialist, IT Administration	39,362	48,875	64,160	85,555	104,880	32	67,495	3.9%
Alert Services, Current Awareness, Environ Scanning	37,360	42,250	62,375	90,500	127,460	16	70,412	3.7%
Competitive Intelligence, Bus Research	50,600	58,000	68,000	81,350	100,000	145	72,679	4.7%
Info Product/Database Development	42,720	51,000	78,000	99,400	107,800	31	78,093	5.3%
Intranet/Portal Development, Web Content Mgmt	41,640	50,000	61,810	76,030	92,264	60	64,852	5.1%
Knowledge Management	48,400	62,500	76,000	93,500	124,000	81	83,030	7.2%
Legal Research	44,000	54,375	66,000	75,168	95,000	114	67,171	6.1%
Online/Electronic/Literature Research	44,100	53,000	64,000	75,500	89,800	151	65,266	4.6%
Publishing, Editing, Writing	35,500	45,000	55,000	76,000	100,000	19	61,711	1.3%
Records Management	42,200	52,000	56,740	69,500	84,336	18	60,313	11.6%
Reference	38,000	44,100	54,700	70,000	84,600	329	58,178	5.1%
Subject Specialist	43,260	46,000	56,256	68,900	82,000	99	61,015	4.0%
Teaching for College/University	50,400	55,000	60,000	80,184	126,720	11	72,053	-2%
Technical Services	37,000	45,000	54,500	70,000	84,300	56	57,387	5.7%
Teacher, User Training	36,000	42,000	54,000	61,896	84,800	41	54,559	5.2%
Vendor/Customer Service, Sales	44,358	52,500	68,000	78,500	101,600	47	68,369	4.0%
Other	35,700	46,750	64,000	101,500	142,200	76	79,216	5.8%
All Respondents	40,620	50,000	64,000	82,000	104,000	2,833	69,426	5.1%

**Table 18 - Salary Distribution by Job Title**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Chief Info Officer/V.P./ Exec	72,000	103,250	125,953	165,000	212,500	44	135,729	6.3%
Director/Manager	50,000	61,000	78,000	98,000	120,000	899	82,415	5.2%
Asst Mngr./Dept./Section Head	42,050	54,000	65,292	83,083	102,270	370	69,168	5.1%
Librarian/Info Specialist/Researcher	39,000	46,000	56,700	70,000	84,000	1,269	59,866	5.1%
Webmaster	38,364	43,875	56,650	72,750	85,000	34	59,647	4.8%
Support Staff	26,000	30,000	38,100	45,893	60,000	79	39,908	3.5%
Professor/Academic Instructor	40,438	51,000	60,000	79,092	110,380	17	68,310	2.8%
Product Sales Manager/ Rep.	43,000	52,500	62,500	80,000	107,073	39	68,227	5.5%
Owner/ Principal/ Consultant	18,800	24,500	75,000	100,000	129,000	21	74,929	-1.6%
Other	38,000	48,250	63,000	83,406	124,969	57	73,629	5.3%
All Respondents	40,620	50,000	64,000	82,000	104,000	2,833	69,426	5.1%

**Table 19 - Salary Distribution by Library or Information Resource Center Setting**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Work in Library or Information Resource Center	40,885	50,000	64,000	81,553	103,000	2,444	68,829	5.1%
Do Not Work in Library or Information Resource Center	39,738	50,325	65,000	86,880	110,000	372	72,826	4.8%
All Respondents	40,620	50,000	64,000	82,000	104,000	2,833	69,426	5.1%

**Table 20 - Salary Distribution by Library/ Information Center Annual Budget**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Under \$25,000	32,000	38,200	49,000	60,965	75,300	98	50,927	6.0%
\$25,000-\$49,999	33,100	41,000	56,000	68,500	85,550	75	56,428	5.5%
\$50,000-\$74,999	42,910	47,000	53,040	65,000	83,592	87	56,960	3.7%
\$75,000-\$99,999	39,400	47,415	56,000	67,325	80,000	66	61,011	4.3%
\$100,000-\$249,999	45,000	53,000	65,000	78,550	93,000	262	66,762	3.8%
\$250,000-\$499,999	45,000	57,000	69,000	83,800	96,000	239	71,040	5.4%
\$500,000-\$999,999	47,790	58,012	74,500	89,925	110,000	216	76,561	4.8%
Above \$1,000,000	45,000	58,000	78,000	103,000	128,000	647	84,013	5.3%
Budgets are not allocated to separate branch or libraries	40,900	47,000	56,600	73,464	93,046	108	63,675	5.4%
Don't know	37,000	45,000	55,000	70,000	82,000	647	58,362	5.2%
All Respondents	40,620	50,000	64,000	82,000	104,000	2,833	69,426	5.1%



**Table 21 - Salary Distribution by Full-time Equivalent Employees in Library/Information Center**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
2 or less	40,000	48,585	58,000	72,661	87,800	613	62,004	4.6%
More than 2 to 4	40,000	50,000	62,000	79,306	93,000	385	65,057	5.7%
More than 4 to 9	42,700	52,000	68,000	83,425	104,000	526	70,953	5.3%
More than 9	40,000	51,000	68,000	90,000	119,000	849	74,980	5.0%
All Respondents	40,620	50,000	64,000	82,000	104,000	2,833	69,426	5.1%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Total		Benefits provided by primary job					
	Count	Percent	Paid sick leave		Paid personal time off		Paid vacation	
			Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	226	100.0%	211	93.4%	92	40.7%	203	89.8%
Other Government	130	100.0%	127	97.7%	84	64.6%	122	93.8%
Public Library-Subj and General	59	100.0%	52	88.1%	31	52.5%	55	93.2%
Academic-Subj Dept	288	100.0%	275	95.5%	164	56.9%	279	96.9%
Academic-General Campus	302	100.0%	284	94.0%	170	56.3%	282	93.4%
Finance & Insurance; Accounting	319	100.0%	293	91.8%	233	73.0%	305	95.6%
Information Services & Publishing	425	100.0%	383	90.1%	291	68.5%	410	96.5%
Manufacturing and Agriculture	157	100.0%	142	90.4%	110	70.1%	149	94.9%
Professional Services	931	100.0%	835	89.7%	694	74.5%	882	94.7%
Utilities; Transportation; Broadcasting; Movies; Trade	98	100.0%	91	92.9%	69	70.4%	95	96.9%
Associations; Museums; Advocacy, Health Care	13	100.0%	11	84.6%	9	69.2%	12	92.3%
Other	76	100.0%	70	92.1%	55	72.4%	70	92.1%
Total	3,024	100.0%	2,774	91.7%	2,002	66.2%	2,864	94.7%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Medical insurance/group plan		Medical savings account		Dental insurance/group plan		Vision coverage	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	217	96.0%	147	65.0%	176	77.9%	153	67.7%
Other Government	127	97.7%	80	61.5%	122	93.8%	96	73.8%
Public Library-Subj and General	51	86.4%	24	40.7%	46	78.0%	35	59.3%
Academic-Subj Dept	276	95.8%	188	65.3%	265	92.0%	212	73.6%
Academic-General Campus	290	96.0%	195	64.6%	272	90.1%	226	74.8%
Finance & Insurance; Accounting	309	96.9%	223	69.9%	304	95.3%	263	82.4%
Information Services & Publishing	415	97.6%	307	72.2%	397	93.4%	339	79.8%
Manufacturing and Agriculture	157	100.0%	132	84.1%	156	99.4%	132	84.1%
Professional Services	907	97.4%	680	73.0%	865	92.9%	694	74.5%
Utilities; Transportation; Broadcasting; Movies; Trade	96	98.0%	68	69.4%	91	92.9%	70	71.4%
Associations; Museums; Advocacy, Health Care	13	100.0%	8	61.5%	11	84.6%	11	84.6%
Other	75	98.7%	37	48.7%	70	92.1%	53	69.7%
Total	2,933	97.0%	2,089	69.1%	2,775	91.8%	2,284	75.5%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Life insurance		Retirement plan		Long-term disability		Short-term disability	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	201	88.9%	206	91.2%	140	61.9%	101	44.7%
Other Government	95	73.1%	129	99.2%	76	58.5%	70	53.8%
Public Library-Subj and General	37	62.7%	47	79.7%	31	52.5%	25	42.4%
Academic-Subj Dept	249	86.5%	267	92.7%	215	74.7%	185	64.2%
Academic-General Campus	256	84.8%	272	90.1%	212	70.2%	190	62.9%
Finance & Insurance; Accounting	292	91.5%	297	93.1%	268	84.0%	263	82.4%
Information Services & Publishing	385	90.6%	383	90.1%	355	83.5%	343	80.7%
Manufacturing and Agriculture	150	95.5%	140	89.2%	143	91.1%	145	92.4%
Professional Services	851	91.4%	816	87.6%	755	81.1%	727	78.1%
Utilities; Transportation; Broadcasting; Movies; Trade	89	90.8%	86	87.8%	79	80.6%	76	77.6%
Associations; Museums; Advocacy, Health Care	10	76.9%	10	76.9%	9	69.2%	10	76.9%
Other	61	80.3%	66	86.8%	46	60.5%	38	50.0%
Total	2,676	88.5%	2,719	89.9%	2,329	77.0%	2,173	71.9%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Child day care		Time off for child or elder care		Employee assistance or wellness program		Profit sharing	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	33	14.6%	93	41.2%	135	59.7%	10	4.4%
Other Government	12	9.2%	50	38.5%	89	68.5%		
Public Library-Subj and General			14	23.7%	31	52.5%		
Academic-Subj Dept	47	16.3%	112	38.9%	186	64.6%	5	1.7%
Academic-General Campus	30	9.9%	97	32.1%	179	59.3%	11	3.6%
Finance & Insurance; Accounting	50	15.7%	137	42.9%	240	75.2%	107	33.5%
Information Services & Publishing	65	15.3%	183	43.1%	322	75.8%	141	33.2%
Manufacturing and Agriculture	53	33.8%	89	56.7%	137	87.3%	62	39.5%
Professional Services	130	14.0%	339	36.4%	650	69.8%	371	39.8%
Utilities; Transportation; Broadcasting; Movies; Trade	12	12.2%	36	36.7%	70	71.4%	15	15.3%
Associations; Museums; Advocacy, Health Care	1	7.7%	6	46.2%	9	69.2%	6	46.2%
Other	5	6.6%	18	23.7%	42	55.3%	15	19.7%
Total	438	14.5%	1,174	38.8%	2,090	69.1%	743	24.6%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job			
	Education/professional development assistance		Professional association memberships	
	Cases	Percent	Cases	Percent
Federal Government	141	62.4%	44	19.5%
Other Government	82	63.1%	72	55.4%
Public Library-Subj and General	35	59.3%	12	20.3%
Academic-Subj Dept	229	79.5%	104	36.1%
Academic-General Campus	225	74.5%	62	20.5%
Finance & Insurance; Accounting	247	77.4%	271	85.0%
Information Services & Publishing	313	73.6%	296	69.6%
Manufacturing and Agriculture	143	91.1%	136	86.6%
Professional Services	584	62.7%	778	83.6%
Utilities; Transportation; Broadcasting; Movies; Trade	84	85.7%	82	83.7%
Associations; Museums; Advocacy, Health Care	10	76.9%	9	69.2%
Other	49	64.5%	46	60.5%
Total	2,142	70.8%	1,912	63.2%

**Table 23 - Health Insurance Plan Provided by Institution Group**

	Do you participate in an employee-offered health insurance plan?					
	Yes		No		Not Applicable	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	192	84.6%	28	12.3%	7	3.1%
Other Government	113	83.7%	19	14.1%	3	2.2%
Public Library-Subj and General	44	62.0%	17	23.9%	10	14.1%
Academic-Subj Dept	251	85.1%	38	12.9%	6	2.0%
Academic-General Campus	263	84.6%	41	13.2%	7	2.3%
Finance & Insurance; Accounting	277	85.8%	38	11.8%	8	2.5%
Information Services & Publishing	379	85.0%	46	10.3%	21	4.7%
Manufacturing and Agriculture	146	91.8%	11	6.9%	2	1.3%
Professional Services	791	82.9%	135	14.2%	28	2.9%
Utilities; Transportation; Broadcasting; Movies; Trade	84	84.8%	12	12.1%	3	3.0%
Associations; Museums; Advocacy, Health Care	11	78.6%	2	14.3%	1	7.1%
Other	69	80.2%	11	12.8%	6	7.0%
<b>Total</b>	<b>2,620</b>	<b>84.0%</b>	<b>398</b>	<b>12.8%</b>	<b>102</b>	<b>3.3%</b>

**Table 24 - Individual Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does this percent that you pay compare to the previous year?					
	Count	Mean	Higher		Lower		The same	
			Count	Count Percent	Count	Count Percent	Count	Count Percent
Federal Government	136	27.8%	38	24.8%	8	5.2%	107	69.9%
Other Government	86	10.6%	24	24.5%	4	4.1%	70	71.4%
Public Library-Subj and General	42	14.0%	10	23.3%	3	7.0%	30	69.8%
Academic-Subj Dept	184	15.8%	77	36.3%	10	4.7%	125	59.0%
Academic-General Campus	191	14.8%	55	25.8%	18	8.5%	140	65.7%
Finance & Insurance; Accounting	213	16.9%	68	28.5%	12	5.0%	159	66.5%
Information Services & Publishing	276	18.2%	131	40.6%	19	5.9%	173	53.6%
Manufacturing and Agriculture	96	16.5%	48	42.1%	3	2.6%	63	55.3%
Professional Services	563	16.4%	227	33.8%	31	4.6%	414	61.6%
Utilities; Transportation; Broadcasting; Movies; Trade	68	16.6%	26	34.7%	9	12.0%	40	53.3%
Associations; Museums; Advocacy, Health Care	5	5.0%	5	50.0%			5	50.0%
Other	55	15.6%	13	21.3%	5	8.2%	43	70.5%
Total	1,915	16.9%	722	32.6%	122	5.5%	1,369	61.9%

**Table 25 - Dependent Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does the percent you pay compare to the previous year?					
	Count	Mean	Higher		Lower		The same	
			Count	Count Percent	Count	Count Percent	Count	Count Percent
Federal Government	76	22.9%	15	19.0%	4	5.1%	60	75.9%
Other Government	58	13.5%	10	15.4%	5	7.7%	50	76.9%
Public Library-Subj and General	20	15.6%	2	9.1%	3	13.6%	17	77.3%
Academic-Subj Dept	104	22.0%	41	32.3%	2	1.6%	84	66.1%
Academic-General Campus	110	19.5%	29	24.0%	6	5.0%	86	71.1%
Finance & Insurance; Accounting	126	19.3%	34	22.7%	8	5.3%	108	72.0%
Information Services & Publishing	177	22.3%	71	32.4%	12	5.5%	136	62.1%
Manufacturing and Agriculture	64	21.7%	27	37.5%	2	2.8%	43	59.7%
Professional Services	319	25.5%	97	26.1%	16	4.3%	259	69.6%
Utilities; Transportation; Broadcasting; Movies; Trade	43	23.8%	15	33.3%			30	66.7%
Associations; Museums; Advocacy, Health Care	3	.0%	1	25.0%			3	75.0%
Other	30	31.6%	7	21.2%	1	3.0%	25	75.8%
Total	1,130	22.3%	349	26.7%	59	4.5%	901	68.8%

**Table 26 - Total Outlay for Health Insurance Benefits by Institution Group**

	How does your total outlay for health insurance benefits compare to the incremental change in your salary for 2007?					
	Increase in health insurance premium is HIGHER THAN the increase in salary		Increase in health insurance premium is LOWER THAN the increase in salary		Increase in health insurance premium is the SAME as the increase in salary	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	46	30.5%	56	37.1%	49	32.5%
Other Government	25	29.1%	30	34.9%	31	36.0%
Public Library-Subj and General	8	22.2%	14	38.9%	14	38.9%
Academic-Subj Dept	79	40.3%	60	30.6%	57	29.1%
Academic-General Campus	67	35.8%	69	36.9%	51	27.3%
Finance & Insurance; Accounting	50	22.7%	104	47.3%	66	30.0%
Information Services & Publishing	100	33.4%	114	38.1%	85	28.4%
Manufacturing and Agriculture	33	29.5%	44	39.3%	35	31.3%
Professional Services	148	24.7%	272	45.5%	178	29.8%
Utilities; Transportation; Broadcasting; Movies; Trade	21	31.8%	23	34.8%	22	33.3%
Associations; Museums; Advocacy, Health Care	1	11.1%	6	66.7%	2	22.2%
Other	11	20.0%	26	47.3%	18	32.7%
Total	589	29.2%	818	40.6%	608	30.2%

**Table 27 - Salary Distribution by Employed/Self-Employed Status**

U. S.

	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Self-employed	20,000	42,000	80,000	110,000	127,000	35	84,643	1.2%
Not Self-employed	41,000	50,000	64,000	82,000	103,191	2,762	69,198	5.1%
All Respondents	40,620	50,000	64,000	82,000	104,000	2,833	69,426	5.1%

**Table 28 - Salary Distribution by Contract Basis at Primary Job**

U. S.

	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Work on Contract Basis	30,000	40,000	51,200	65,160	100,000	187	59,780	3.5%
Do Not Work on Contract Basis	42,000	51,000	65,000	82,850	104,000	2,629	70,011	5.1%
All Respondents	40,620	50,000	64,000	82,000	104,000	2,833	69,426	5.1%

**Table 29 - Salary Distribution by Number of Part-time Jobs Held**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
One	22,000	29,993	40,000	54,000	70,000	211	43,057	3.1%
Two	20,000	30,000	36,000	43,500	58,000	39	38,375	1.9%
Three	29,560	41,140	53,300	71,250	.	6	54,360	3.8%
All Respondents	21,800	29,997	39,770	52,920	70,000	257	42,498	2.9%

**Table 30 - Salary Distribution by Number of Part-time Hours Worked per Week**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
10 or Fewer Hours	20,100	28,000	38,000	48,500	67,000	12	39,417	6.8%
11-20 Hours	16,800	24,000	31,520	45,500	55,000	69	35,638	-3.2%
21-30 Hours	26,080	31,210	40,200	55,000	70,696	113	44,723	4.5%
31 or More Hours	28,289	33,100	45,520	56,000	74,186	61	46,551	5.8%
All Respondents	21,800	29,997	39,770	52,920	70,000	257	42,498	2.9%

**Table 31 - Salary Distribution by Reasons for Working Part-time**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Respondent's Choice	26,280	33,115	45,000	58,000	73,152	170	47,354	4.2%
Unable to Secure Full-time Work	16,040	26,000	32,000	40,000	47,400	35	32,389	5.0%
Other	16,800	23,000	32,123	40,600	49,600	51	32,747	-3.6%
All Respondents	21,800	29,997	39,770	52,920	70,000	257	42,498	2.9%



**Table 32 - Average Hourly Rate for Part-time Employees by Census Division**

	Work-related earnings/hour 4/1/2007					Mean Percent Change 2006- 2007
	First Quartile 25%	Median 50%	Third Quartile 75%	Number	Mean	
New England	13.19	16.89	21.85	18	18.13	-2.7%
Middle Atlantic	14.59	18.93	25.50	21	20.74	3.1%
South Atlantic	15.38	20.00	25.79	21	20.85	5.7%
West S. Central	14.50	20.95	27.33	7	21.91	-1.6%
East N. Central	14.90	19.50	25.00	22	20.45	1.6%
West N. Central	9.13	26.42	28.45	5	20.31	5.6%
Mountain	14.57	18.50	26.83	8	21.89	12.0%
Pacific	22.35	29.00	35.50	25	30.93	2.2%
TOTAL	15.14	20.20	27.00	128	22.41	2.9%

# UNITED STATES

## Chapter Seven Administrative/Management



**Table 1 - Salary Distribution by Census Division**

U. S.

						Number	Salary	Percent
	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile		Mean	Change
New England	58,000	68,500	88,900	106,750	152,015	40	94,398	5.8%
Middle Atlantic	57,500	70,936	92,000	120,408	149,000	133	100,450	5.3%
South Atlantic	54,600	71,000	84,700	110,298	137,268	135	94,241	5.1%
East S. Central	39,134	46,250	75,000	97,500	112,720	20	79,817	4.9%
West S. Central	48,250	57,485	81,500	109,575	139,650	32	86,599	4.9%
East N. Central	53,400	60,000	72,300	91,500	117,600	97	79,087	5.3%
West N. Central	49,132	62,000	79,585	107,000	138,000	43	87,252	5.8%
Mountain	53,400	60,100	70,000	92,000	97,400	27	74,789	6.1%
Pacific	60,000	77,900	93,360	108,668	129,700	102	94,245	4.7%
Primary Responsibility-Admin/Mgmt	55,000	67,000	85,000	109,112	132,000	629	91,067	5.3%

**Table 2 - Salary Distribution by Metropolitan Area**

U. S.

						Number	Salary	Percent
	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile		Mean	Change
Boston CMSA - incl. Cambridge, Worcester, MA	55,000	63,500	83,800	105,500	125,000	29	87,124	6.1%
New York City CMSA - incl. Princeton; New Haven; Stony Brook	64,700	78,000	97,500	125,250	155,900	106	104,382	5.5%
Harrisburg, PA; Pittsburgh, PA; University Park, PA	42,000	48,500	58,250	69,611	.	9	59,441	4.0%
Philadelphia, CMSA - incl. West Chester, PA; Wilmington, DE	55,700	85,125	108,260	125,000	164,750	24	108,332	4.9%
Washington, DC CMSA - incl. Baltimore, MD; Alexandria, VA	63,760	75,000	91,400	112,600	138,423	91	97,749	5.4%
Richmond, VA; Blacksburg, VA; Morgantown, WV	47,285	54,143	74,000	128,939	.	5	88,033	1.9%
NC - incl. Charlotte; Durham; Raleigh; Winston Salem	48,720	55,000	72,013	110,298	193,195	15	92,299	5.4%
GA - incl. Atlanta; Macon	69,000	70,500	80,000	98,000	.	5	83,400	7.0%
FL - incl. Tallahassee; Miami; Tampa	48,800	54,000	67,000	84,000	131,000	15	73,500	4.3%
AL - incl. Montgomery; Tuscaloosa	47,000	59,500	82,500	100,000	.	5	80,300	7.4%
TN - incl. Nashville; Memphis	38,760	47,578	78,000	96,338	.	9	89,803	4.0%
KY - incl. Lexington; Louisville	36,500	39,500	46,000	73,903	.	5	54,561	3.8%
Cincinnati CMSA - incl. Newport	55,000	57,500	70,000	71,000	.	5	65,400	11.2%
Cleveland CMSA - incl. Akron	58,000	63,000	72,572	90,000	.	9	76,304	3.1%
Indianapolis, IN; West Lafayette, IN	30,000	52,000	64,464	75,000	.	9	65,052	5.7%
Detroit CMSA - incl. Ann Arbor, Southfield	46,229	50,984	67,216	87,757	130,500	14	74,230	8.4%
East Lansing, MI; Kalamazoo, MI; Madison, WI	54,696	56,424	58,500	68,319	.	6	61,996	4.0%
Milwaukee CMSA - incl. Brookfield, WI	56,700	63,925	76,650	94,500	.	8	79,738	5.1%
Minneapolis, MN; St. Paul, MN	58,605	74,375	96,500	136,250	201,500	14	108,694	5.5%
Chicago CMSA - incl. Hinsdale, Des Plaines	56,800	66,500	87,760	113,750	123,600	36	90,858	4.8%
Champaign, IL; Springfield, IL	45,000	63,000	76,320	82,000	.	7	73,260	4.0%
MO - incl. St. Louis; Kansas City	45,541	56,111	78,510	96,250	113,350	20	76,930	6.6%
KS and NE - incl. Lawrence, KS; Wichita, KS; Omaha, NE	34,000	60,000	63,500	92,820	.	7	68,503	4.8%
LA and MS - incl. New Orleans; Baton Rouge; Vicksburg	37,150	54,625	73,520	112,450	149,454	10	82,937	4.4%
Dallas CMSA - incl. Irving; Fort Worth	47,000	52,000	76,250	99,000	.	8	77,688	6.6%
Houston CMSA - incl. Spring; Sugarland	84,000	84,500	92,000	123,750	.	5	101,700	6.3%
Austin, TX; San Antonio, TX; El Paso, TX	50,770	59,164	75,000	118,500	189,600	10	92,560	3.5%
Denver CMSA - incl. Boulder; and Colorado Springs	46,400	60,100	83,000	92,000	98,800	15	76,759	5.6%
AZ and NV - incl. Phoenix; Tucson; Tempe; Las Vegas	51,000	62,360	70,000	92,000	.	7	74,737	6.7%
Los Angeles, CMSA - incl. Pasadena; and Santa Barbara	55,200	78,200	93,860	105,750	131,700	36	94,292	5.8%
San Francisco CMSA - incl. Mountain View; San Jose; Oakland	76,000	86,500	97,925	112,146	133,500	34	101,302	4.6%
Sacramento CMSA - incl. Davis	63,300	75,825	98,000	119,210	.	6	98,356	1.7%
Portland, CMSA - incl. Salem; and Eugene	58,500	70,125	88,120	117,016	.	6	92,116	3.2%

**Table 2 - Salary Distribution by Metropolitan Area**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Seattle CMSA - incl. Bellevue; Olympia	58,650	61,250	77,250	83,850	114,585	12	78,298	6.6%
Primary Responsibility-Admin/Mgmt	55,000	67,000	85,000	109,112	132,000	629	91,067	5.3%

**Table 3 - Salary Distribution by Subject Degree Field**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Doctorate	65,900	76,826	97,500	130,500	196,400	62	111,913	4.5%
Master	51,000	64,000	84,000	104,750	135,100	208	88,582	5.6%
Bachelor	55,540	68,087	84,370	109,556	125,228	336	89,681	5.2%
Associate	61,000	66,250	102,292	121,250	.	6	96,431	3.7%
Some college but no degree	36,000	49,000	54,000	63,300	.	7	56,662	3.5%
Primary Responsibility-Admin/Mgmt	55,000	67,000	85,000	109,112	132,000	629	91,067	5.3%

**Table 4 - Salary Distribution by Library/Information Science Degree**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Doctorate	55,000	74,000	75,000	141,000	.	7	116,043	1.7%
6th Year Certificate	50,300	60,300	81,520	130,336	.	8	91,207	2.6%
Master	55,280	68,000	84,850	107,000	129,000	536	90,463	5.3%
Bachelor	43,680	66,210	95,000	114,600	136,000	15	93,041	4.5%
Associate	55,800	68,087	76,250	97,000	118,200	12	81,071	4.4%
Some college but no degree	31,500	60,825	91,025	133,500	153,220	12	92,692	3.7%
No college	44,600	55,000	82,500	120,000	207,000	31	97,082	8.0%
Primary Responsibility-Admin/Mgmt	55,000	67,000	85,000	109,112	132,000	629	91,067	5.3%

**Table 5 - Salary Distribution by Degree Held**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Biomedical Sciences	54,550	64,464	80,000	113,000	154,334	35	91,427	3.4%
Business, Human Resources, Public Administration	55,244	68,108	86,000	106,000	136,687	72	90,469	4.8%
Communications/Journalism/ Public Relations	51,400	56,750	70,500	90,500	119,000	30	78,708	8.4%
Computer Sciences	60,000	69,000	121,500	143,195	.	6	110,877	7.1%
Earth Sciences	78,200	83,750	108,500	112,909	123,800	10	101,488	4.9%
Education	50,000	62,750	79,793	106,250	132,115	58	88,673	4.1%
English/Literature/ Composition	52,478	69,000	85,000	112,600	138,000	123	92,945	5.2%
Fine and Applied Arts	60,900	73,750	93,000	124,450	141,500	22	98,289	3.0%
Foreign Languages/ Culture studies	55,827	68,000	79,200	99,000	129,300	56	86,297	4.3%
General Studies	43,000	87,000	110,000	114,600	.	7	97,086	5.1%
History	57,500	69,750	89,338	104,000	128,000	104	91,468	5.6%
Law	64,850	79,459	92,500	113,636	160,450	38	103,773	5.1%
Philosophy, Religion	42,056	55,000	84,000	94,378	238,000	13	96,040	4.5%
Physical Sciences	55,350	70,600	86,000	113,688	144,300	30	100,160	7.7%
Social Sciences	55,200	65,250	89,250	108,168	120,000	104	88,769	5.6%
Other	50,650	66,250	83,000	103,153	125,000	84	85,905	4.5%
Primary Responsibility-Admin/Mgmt	55,000	67,000	85,000	109,112	132,000	629	91,067	5.3%

**Table 6 - Salary Distribution by Years of Library Experience**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
3-5 Years	37,750	49,550	57,229	77,750	93,500	24	62,357	10.2%
6-10 Years	47,050	55,150	70,000	80,836	96,600	60	72,646	6.8%
11-15 Years	47,400	63,250	73,350	94,000	111,056	81	80,186	6.0%
16-20 Years	57,825	69,000	83,000	101,000	125,000	90	87,857	4.8%
21-25 Years	57,200	74,000	92,000	111,000	129,800	111	93,891	5.4%
26 Years or More	62,000	76,599	96,000	117,950	145,600	256	101,697	4.1%
Primary Responsibility-Admin/Mgmt	55,000	67,000	85,000	109,112	132,000	629	91,067	5.3%

**Table 7 - Salary Distribution by Years of Total Work Experience**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
3-5 Years	30,000	32,000	57,000	66,500	.	5	50,800	9.6%
6-10 Years	39,000	47,500	60,000	75,000	93,000	19	62,316	9.4%
11-15 Years	48,330	59,250	74,000	84,250	110,500	38	77,135	7.6%
16-20 Years	50,600	64,250	75,000	100,000	120,000	65	81,996	6.5%
21-25 Years	54,600	72,143	87,450	103,000	120,000	92	88,554	5.0%
26 Years or More	57,000	71,000	91,000	113,800	139,200	407	96,459	4.6%
Primary Responsibility-Admin/Mgmt	55,000	67,000	85,000	109,112	132,000	629	91,067	5.3%

**Table 8 - Salary Distribution by Gender**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Female	53,788	67,009	84,370	110,000	132,200	488	90,542	5.3%
Male	56,600	67,000	88,000	104,000	138,400	127	93,428	5.0%
Primary Responsibility-Admin/Mgmt	55,000	67,000	85,000	109,112	132,000	629	91,067	5.3%

**Table 9 - Salary Distribution by Ethnicity/ Race**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Native American, Alaskan	59,116	66,225	82,500	104,238	119,256	12	86,456	4.0%
Asian, Pacific Islander	50,300	72,125	93,000	113,500	126,500	18	94,008	5.4%
Black	48,400	51,952	75,717	89,750	101,100	16	73,291	5.2%
Hispanic	43,000	53,938	70,000	97,585	.	9	75,338	6.0%
White	55,000	68,000	85,000	110,000	136,000	569	91,832	5.3%
Primary Responsibility-Admin/Mgmt	55,000	67,000	85,000	109,112	132,000	629	91,067	5.3%



**Table 10 - Salary Distribution by Number of Employees**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
2-9 Employees	44,200	52,240	68,000	75,000	111,000	11	66,840	4.6%
10-24 Employees	35,000	54,750	67,500	93,250	.	8	72,000	11.6%
25-99 Employees	49,800	59,000	74,000	90,000	114,400	31	79,966	6.6%
100-499 Employees	50,000	60,500	77,434	92,000	125,400	111	83,180	5.9%
500-999 Employees	50,745	62,725	79,324	103,040	128,851	66	84,992	4.4%
1,000-2,499 Employees	56,970	75,000	92,910	112,688	128,700	118	95,535	5.2%
2,500-4,999 Employees	50,117	66,210	91,536	113,550	138,000	83	97,018	5.0%
5,000-9,999 Employees	58,800	68,000	90,000	114,000	146,600	71	96,904	4.7%
10,000 or more Employees	61,888	74,000	93,000	114,000	134,400	127	95,818	5.0%
Primary Responsibility-Admin/Mgmt	55,000	67,000	85,000	109,112	132,000	629	91,067	5.3%

**Table 11 - Salary Distribution by Non-profit Status**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Work in a Non-profit Organization	50,000	60,000	77,800	100,000	123,439	328	83,470	4.7%
Work in a For-profit Organization	62,100	77,000	93,000	115,000	138,000	291	99,290	5.8%
Primary Responsibility-Admin/Mgmt	55,000	67,000	85,000	109,112	132,000	629	91,067	5.3%

**Table 12 - Salary Distribution by Business Sector**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Government	57,900	67,018	89,676	111,149	124,264	85	89,790	3.7%
Public Library	41,896	55,607	68,000	80,115	99,496	13	68,719	4.6%
Academic Institution	47,000	55,000	71,000	92,580	134,872	134	80,887	4.9%
Other Organizations	60,000	72,000	90,000	111,160	136,500	389	95,296	5.8%
Primary Responsibility-Admin/Mgmt	55,000	67,000	85,000	109,112	132,000	629	91,067	5.3%

**Table 13a - Salary Distribution by Institution/Industry**

U. S.

						Number	Salary	Percent
	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile		Mean	Change
Federal Government	61,562	74,000	95,000	112,939	127,056	65	95,480	3.6%
Other Government	44,694	60,250	72,000	87,400	100,800	25	74,318	3.7%
Public Library-General	35,000	55,120	59,000	76,250	.	9	62,441	2.2%
Academic-Subj Dept	49,400	59,800	75,000	103,500	141,052	77	88,118	4.8%
Academic-General Campus	46,400	50,984	61,950	85,000	109,500	54	70,456	4.9%
Accounting	74,000	77,000	100,000	128,500	.	5	102,200	4.8%
Associations & Labor Unions	55,360	64,500	80,900	104,000	120,600	22	87,695	4.3%
Broadcasting & Telecommunications	83,000	86,750	96,500	104,000	.	6	96,333	4.8%
Finance - except insurance	62,850	78,000	94,000	121,250	160,200	22	101,114	6.0%
Finance - insurance carriers, funds, trusts	57,830	69,500	89,500	116,750	146,000	10	93,520	7.3%
Health Care & Social Assistance	49,284	58,500	67,675	83,000	122,500	36	76,358	5.0%
Info Services - consortiums/membership libraries	49,000	67,500	82,500	107,500	.	8	91,250	13.9%
Info Services - news syndicates, information providers	36,000	37,500	70,000	77,500	.	5	60,000	3.4%
Manufacturing - aerospace products & parts	64,000	74,500	87,500	97,000	.	5	86,100	5.8%
Manufacturing - chemical, except pharm./med. chemical	72,572	76,643	99,000	118,299	.	6	97,717	3.5%
Manufacturing - computers & electronic product	36,500	66,000	96,500	125,513	.	8	95,069	4.6%
Manufacturing - miscellaneous	68,000	71,750	80,000	167,500	.	5	111,700	6.5%
Manufacturing - pharmaceuticals & medical chemicals	87,900	104,000	111,000	120,204	139,200	26	113,078	6.1%
Museums & Historical Sites	45,000	46,714	52,500	71,150	.	6	57,314	5.2%
Professional Services - legal	66,750	80,000	95,750	118,140	153,750	134	104,283	6.1%
Professional Services - mngt., scientific/tech. consulting	59,000	78,500	105,000	122,500	148,400	13	102,062	6.8%
Professional Services - scientific research & development	60,000	78,000	103,500	115,250	.	6	98,000	5.1%
Publishing - newspaper, periodical, book	36,600	65,250	92,000	100,300	134,000	21	85,945	4.8%
Religious, Grantmaking and Giving, Social Advocacy	46,000	48,415	71,500	89,275	.	8	69,211	4.3%
Other	65,000	71,430	88,000	104,275	.	9	88,112	4.8%
Primary Responsibility-Admin/Mgmt	55,000	67,000	85,000	109,112	132,000	629	91,067	5.3%

Table 13b - Salary Distribution by Institution/Industry and Library/ Information Center Annual Budget

Institution/Current Budget		Salary					Number	Percent change	
		10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Federal Government	\$100,000-\$249,999	52,000	54,750	66,824	77,300	.	8	66,718	2.5%
	\$250,000-\$499,999	57,000	65,500	78,277	108,041	.	9	82,334	2.8%
	\$500,000-\$999,999	90,000	92,000	94,244	109,224	.	8	100,257	2.9%
Other Government	Above \$1,000,000	67,048	89,676	106,000	125,000	150,533	31	107,085	3.9%
	\$100,000-\$249,999	44,000	44,867	57,000	85,400	.	6	62,993	2.6%
Academic-Subj Dept	Above \$1,000,000	42,000	58,000	100,000	115,000	.	5	89,200	2.3%
	\$100,000-\$249,999	47,000	52,500	70,000	86,564	.	9	70,370	4.2%
Academic-General Campus	\$250,000-\$499,999	55,000	59,458	70,936	78,000	.	8	69,660	2.4%
	Above \$1,000,000	55,438	65,616	90,520	128,226	143,130	34	99,375	4.6%
	Don't know	30,000	36,729	47,000	72,550	.	5	53,111	15.9%
	\$100,000-\$249,999	50,000	52,250	66,250	92,535	.	6	75,129	4.6%
Finance - except insurance	\$250,000-\$499,999	57,313	59,607	70,800	77,860	.	5	69,147	.8%
	\$500,000-\$999,999	35,000	46,000	58,000	70,125	.	8	59,688	4.2%
	Above \$1,000,000	46,480	50,200	73,130	99,500	124,263	25	77,746	4.1%
Health Care & Social Assistance	Above \$1,000,000	72,000	95,000	125,000	157,000	.	9	126,222	4.7%
	\$100,000-\$249,999	45,000	59,000	70,000	83,000	.	8	70,125	3.0%
	\$250,000-\$499,999	47,824	60,000	67,000	80,000	92,956	11	69,246	7.5%
	\$500,000-\$999,999	51,000	53,000	68,349	80,410	.	5	67,034	6.8%
Manufacturing - pharmaceutical & medical chemicals	Above \$1,000,000	60,000	63,900	93,650	141,000	.	6	99,417	2.8%
	\$100,000-\$249,999	100,500	108,056	114,000	126,954	148,451	16	118,605	6.6%
	\$250,000-\$499,999	52,800	60,375	83,765	94,000	105,500	14	79,688	4.8%
Professional Services - legal	\$500,000-\$999,999	63,500	71,250	95,000	110,000	146,250	24	96,973	5.6%
	Above \$1,000,000	72,000	83,000	103,000	125,000	185,000	83	111,948	6.8%
	Don't know	80,000	81,000	83,000	100,000	.	5	89,000	3.3%
Publishing - newspaper, periodical, book	\$250,000-\$499,999	59,000	65,250	81,000	92,300	.	5	79,220	4.2%

Table 14 - Salary Distribution by Union vs. Non-union

U. S.

	Salary					Number	Percent change	
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Wages/Salary Set by Collective Bargaining Agreement	54,520	66,000	74,000	84,000	105,800	27	77,921	4.4%
Wages/Salary Not Set by Collective Bargaining Agreement	55,000	67,759	85,000	110,000	134,100	598	91,639	5.3%
Primary Responsibility-Admin/Mgmt	55,000	67,000	85,000	109,112	132,000	629	91,067	5.3%

**Table 15 - Salary Distribution by Number of Years with Present Employer**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Less than Two Years	47,000	56,600	74,000	94,000	131,600	53	81,188	9.6%
Two Years	44,000	63,000	78,648	112,000	126,000	35	86,027	7.0%
3-5 Years	49,040	63,000	79,500	100,000	126,000	100	85,608	5.2%
6-10 Years	53,800	66,750	82,000	105,000	135,400	157	89,011	5.5%
11-15 Years	59,700	72,292	90,000	115,800	134,700	93	95,547	4.5%
16-20 Years	60,190	78,208	92,000	113,850	137,811	70	98,726	4.5%
21-25 Years	58,160	70,872	98,755	112,878	135,600	55	94,665	3.6%
26 Years or more	65,697	80,000	96,250	112,750	141,500	56	100,162	3.6%
Primary Responsibility-Admin/Mgmt	55,000	67,000	85,000	109,112	132,000	629	91,067	5.3%

**Table 16 - Salary Distribution by Number of Employees Supervised or Managed**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
None	47,400	57,000	75,000	94,500	122,120	33	79,756	6.5%
1-2 Employees	46,720	57,545	68,500	86,500	100,400	88	72,161	5.1%
3-4 Employees	49,700	62,000	75,000	91,650	107,200	117	77,275	4.9%
5-6 Employees	62,444	70,704	83,700	98,000	122,300	98	88,180	4.7%
7-9 Employees	53,000	65,000	84,000	105,000	125,000	99	86,806	5.6%
10-14 Employees	63,500	78,450	103,580	120,000	153,286	84	105,258	6.2%
15-19 Employees	62,800	90,000	113,250	137,375	161,200	30	113,701	4.4%
20 or more Employees	75,300	93,052	113,400	141,195	189,500	80	122,125	5.0%
Primary Responsibility-Admin/Mgmt	55,000	67,000	85,000	109,112	132,000	629	91,067	5.3%

**Table 17 - Salary Distribution by Primary Job Responsibility**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Administrative/Management	55,000	67,000	85,000	109,112	132,000	629	91,067	5.3%
Primary Responsibility-Admin/Mgmt	55,000	67,000	85,000	109,112	132,000	629	91,067	5.3%

**Table 18 - Salary Distribution by Job Title**

U. S.

						Number	Salary	Percent
	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile		Mean	Change
Chief Info Officer/V.P./ Exec	83,600	111,490	142,000	173,250	213,500	32	144,631	6.5%
Director/Manager	57,621	69,000	87,000	108,000	129,000	462	91,394	5.1%
Asst Mngr./Dept./Section Head	42,250	56,903	72,000	92,000	111,000	114	74,799	4.9%
Librarian/Info Specialist/Researcher	49,000	51,000	57,000	79,475	126,270	11	67,801	11.2%
Other	54,696	87,348	138,000	220,800	.	5	150,859	3.8%
Primary Responsibility-Admin/Mgmt	55,000	67,000	85,000	109,112	132,000	629	91,067	5.3%

**Table 19 - Salary Distribution by Library or Information Resource Center Setting**

U. S.

						Number	Salary	Percent
	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile		Mean	Change
Work in Library or Information Resource Center	55,000	67,750	84,615	108,000	131,129	574	90,733	5.1%
Do Not Work in Library or Information Resource Center	47,200	66,000	89,000	120,000	143,200	51	94,567	6.7%
Primary Responsibility-Admin/Mgmt	55,000	67,000	85,000	109,112	132,000	629	91,067	5.3%

**Table 20 - Salary Distribution by Library/ Information Center Annual Budget**

U. S.

						Number	Salary	Percent
	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile		Mean	Change
Under \$25,000	46,000	51,000	62,000	77,000	.	9	64,689	7.4%
\$25,000-\$49,999	39,000	60,000	72,000	81,000	.	9	69,000	7.4%
\$75,000-\$99,999	44,655	54,500	66,210	74,000	80,000	13	64,124	5.5%
\$100,000-\$249,999	50,000	60,000	75,000	92,000	102,400	67	76,434	3.3%
\$250,000-\$499,999	57,000	64,000	78,000	90,000	105,600	83	78,273	4.5%
\$500,000-\$999,999	59,500	70,250	87,500	108,000	125,000	89	90,474	4.4%
Above \$1,000,000	60,497	77,959	101,000	124,250	148,100	258	103,971	5.6%
Budgets are not allocated to separate branch or libraries	54,000	73,356	87,000	103,000	147,000	19	91,622	4.6%
Don't know	41,220	49,952	69,750	85,000	100,200	26	69,306	8.6%
Primary Responsibility-Admin/Mgmt	55,000	67,000	85,000	109,112	132,000	629	91,067	5.3%

**Table 21 - Salary Distribution by Full-time Equivalent Employees in Library/Information Center**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
2 or less	50,000	57,400	80,000	90,750	108,500	54	77,343	4.5%
More than 2 to 4	53,175	60,000	75,000	89,150	103,400	101	75,884	4.6%
More than 4 to 9	60,276	70,150	82,000	100,150	121,000	174	87,600	5.3%
More than 9	57,000	75,000	100,000	120,000	149,000	239	102,409	5.4%
Primary Responsibility-Admin/Mgmt	55,000	67,000	85,000	109,112	132,000	629	91,067	5.3%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Total		Benefits provided by primary job					
	Count	Percent	Paid sick leave		Paid personal time off		Paid vacation	
			Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	65	100.0%	63	96.9%	28	43.1%	60	92.3%
Other Government	26	100.0%	26	100.0%	17	65.4%	25	96.2%
Public Library-Subj and General	13	100.0%	13	100.0%	7	53.8%	13	100.0%
Academic-Subj Dept	80	100.0%	78	97.5%	46	57.5%	78	97.5%
Academic-General Campus	55	100.0%	55	100.0%	33	60.0%	53	96.4%
Finance & Insurance; Accounting	71	100.0%	68	95.8%	50	70.4%	68	95.8%
Information Services & Publishing	86	100.0%	81	94.2%	65	75.6%	85	98.8%
Manufacturing and Agriculture	31	100.0%	28	90.3%	22	71.0%	28	90.3%
Professional Services	204	100.0%	192	94.1%	159	77.9%	196	96.1%
Utilities; Transportation; Broadcasting; Movies; Trade	16	100.0%	14	87.5%	13	81.3%	14	87.5%
Associations; Museums; Advocacy, Health Care	2	100.0%	2	100.0%	2	100.0%	2	100.0%
Other	10	100.0%	10	100.0%	10	100.0%	10	100.0%
Primary Responsibility-Admin/Mgmt	661	100.0%	632	95.6%	453	68.5%	634	95.9%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Medical insurance/group plan		Medical savings account		Dental insurance/group plan		Vision coverage	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	65	100.0%	45	69.2%	49	75.4%	45	69.2%
Other Government	26	100.0%	17	65.4%	25	96.2%	20	76.9%
Public Library-Subj and General	12	92.3%	8	61.5%	12	92.3%	10	76.9%
Academic-Subj Dept	78	97.5%	56	70.0%	77	96.3%	64	80.0%
Academic-General Campus	54	98.2%	40	72.7%	50	90.9%	43	78.2%
Finance & Insurance; Accounting	69	97.2%	48	67.6%	69	97.2%	57	80.3%
Information Services & Publishing	85	98.8%	63	73.3%	83	96.5%	74	86.0%
Manufacturing and Agriculture	31	100.0%	26	83.9%	31	100.0%	26	83.9%
Professional Services	199	97.5%	158	77.5%	189	92.6%	145	71.1%
Utilities; Transportation; Broadcasting; Movies; Trade	16	100.0%	13	81.3%	16	100.0%	12	75.0%
Associations; Museums; Advocacy, Health Care	2	100.0%	1	50.0%	1	50.0%	1	50.0%
Other	10	100.0%	4	40.0%	10	100.0%	6	60.0%
Primary Responsibility-Admin/Mgmt	649	98.2%	481	72.8%	614	92.9%	505	76.4%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Life insurance		Retirement plan		Long-term disability		Short-term disability	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	61	93.8%	61	93.8%	44	67.7%	30	46.2%
Other Government	20	76.9%	26	100.0%	12	46.2%	11	42.3%
Public Library-Subj and General	10	76.9%	12	92.3%	9	69.2%	5	38.5%
Academic-Subj Dept	72	90.0%	76	95.0%	71	88.8%	59	73.8%
Academic-General Campus	50	90.9%	50	90.9%	47	85.5%	39	70.9%
Finance & Insurance; Accounting	64	90.1%	66	93.0%	65	91.5%	64	90.1%
Information Services & Publishing	83	96.5%	83	96.5%	77	89.5%	69	80.2%
Manufacturing and Agriculture	31	100.0%	31	100.0%	30	96.8%	30	96.8%
Professional Services	189	92.6%	181	88.7%	175	85.8%	167	81.9%
Utilities; Transportation; Broadcasting; Movies; Trade	16	100.0%	15	93.8%	15	93.8%	14	87.5%
Associations; Museums; Advocacy, Health Care	1	50.0%	1	50.0%	1	50.0%	1	50.0%
Other	9	90.0%	10	100.0%	8	80.0%	8	80.0%
Primary Responsibility-Admin/Mgmt	608	92.0%	614	92.9%	556	84.1%	498	75.3%



**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Child day care		Time off for child or elder care		Employee assistance or wellness program		Profit sharing	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	6	9.2%	34	52.3%	40	61.5%	1	1.5%
Other Government	1	3.8%	7	26.9%	15	57.7%		
Public Library-Subj and General			7	53.8%	10	76.9%		
Academic-Subj Dept	19	23.8%	43	53.8%	65	81.3%		
Academic-General Campus	5	9.1%	25	45.5%	33	60.0%		
Finance & Insurance; Accounting	15	21.1%	32	45.1%	59	83.1%	17	23.9%
Information Services & Publishing	16	18.6%	46	53.5%	67	77.9%	18	20.9%
Manufacturing and Agriculture	11	35.5%	24	77.4%	30	96.8%	16	51.6%
Professional Services	36	17.6%	87	42.6%	164	80.4%	76	37.3%
Utilities; Transportation; Broadcasting; Movies; Trade	3	18.8%	7	43.8%	12	75.0%	2	12.5%
Associations; Museums; Advocacy, Health Care					1	50.0%	2	100.0%
Other			2	20.0%	6	60.0%	1	10.0%
Primary Responsibility-Admin/Mgmt	112	16.9%	316	47.8%	504	76.2%	133	20.1%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job			
	Education/ professional development assistance		Professional association memberships	
	Cases	Percent	Cases	Percent
Federal Government	40	61.5%	17	26.2%
Other Government	16	61.5%	18	69.2%
Public Library-Subj and General	10	76.9%	5	38.5%
Academic-Subj Dept	66	82.5%	28	35.0%
Academic-General Campus	45	81.8%	19	34.5%
Finance & Insurance; Accounting	61	85.9%	59	83.1%
Information Services & Publishing	70	81.4%	70	81.4%
Manufacturing and Agriculture	30	96.8%	30	96.8%
Professional Services	135	66.2%	189	92.6%
Utilities; Transportation; Broadcasting; Movies; Trade	14	87.5%	13	81.3%
Associations; Museums; Advocacy, Health Care	1	50.0%	1	50.0%
Other	10	100.0%	9	90.0%
Primary Responsibility-Admin/Mgmt	500	75.6%	460	69.6%

**Table 23 - Health Insurance Plan Provided by Institution Group**

	Do you participate in an employee-offered health insurance plan?					
	Yes		No		Not Applicable	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	57	87.7%	7	10.8%	1	1.5%
Other Government	24	92.3%	2	7.7%		
Public Library-Subj and General	11	84.6%	2	15.4%		
Academic-Subj Dept	71	88.8%	8	10.0%	1	1.3%
Academic-General Campus	51	92.7%	4	7.3%		
Finance & Insurance; Accounting	59	83.1%	12	16.9%		
Information Services & Publishing	77	89.5%	8	9.3%	1	1.2%
Manufacturing and Agriculture	28	90.3%	3	9.7%		
Professional Services	171	83.4%	31	15.1%	3	1.5%
Utilities; Transportation; Broadcasting; Movies; Trade	16	100.0%				
Associations; Museums; Advocacy, Health Care	1	50.0%	1	50.0%		
Other	9	90.0%			1	10.0%
Total	575	87.1%	78	11.8%	7	1.1%

**Table 24 - Individual Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does this percent that you pay compare to the previous year?					
			Higher		Lower		The same	
	Count	Mean	Count	Count Percent	Count	Count Percent	Count	Count Percent
Federal Government	40	33.0%	11	23.4%	2	4.3%	34	72.3%
Other Government	19	15.5%	7	35.0%			13	65.0%
Public Library-Subj and General	10	12.1%	2	20.0%	2	20.0%	6	60.0%
Academic-Subj Dept	53	18.5%	22	36.7%	2	3.3%	36	60.0%
Academic-General Campus	42	14.8%	9	19.6%	3	6.5%	34	73.9%
Finance & Insurance; Accounting	45	21.9%	20	40.0%	1	2.0%	29	58.0%
Information Services & Publishing	55	22.7%	27	43.5%	3	4.8%	32	51.6%
Manufacturing and Agriculture	22	15.2%	14	58.3%			10	41.7%
Professional Services	129	16.2%	48	32.7%	3	2.0%	96	65.3%
Utilities; Transportation; Broadcasting; Movies; Trade	16	26.6%	6	37.5%	1	6.3%	9	56.3%
Associations; Museums; Advocacy, Health Care	0	.					1	100.0%
Other	9	4.8%	2	22.2%	1	11.1%	6	66.7%
Total	440	19.2%	168	34.1%	18	3.7%	306	62.2%

**Table 25 - Dependent Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does the percent you pay compare to the previous year?					
			Higher		Lower		The same	
	Count	Mean	Count	Count Percent	Count	Count Percent	Count	Count Percent
Federal Government	23	30.2%	5	20.0%			20	80.0%
Other Government	16	16.8%	3	17.6%			14	82.4%
Public Library-Subj and General	6	25.2%			3	50.0%	3	50.0%
Academic-Subj Dept	30	24.4%	11	28.2%	1	2.6%	27	69.2%
Academic-General Campus	25	24.0%	5	17.2%	1	3.4%	23	79.3%
Finance & Insurance; Accounting	31	28.2%	14	40.0%	1	2.9%	20	57.1%
Information Services & Publishing	38	29.4%	16	34.8%			30	65.2%
Manufacturing and Agriculture	15	14.5%	11	64.7%			6	35.3%
Professional Services	74	23.3%	18	20.5%	3	3.4%	67	76.1%
Utilities; Transportation; Broadcasting; Movies; Trade	11	31.2%	4	36.4%			7	63.6%
Other	3	33.3%					2	100.0%
Total	272	25.1%	87	27.6%	9	2.9%	219	69.5%

**Table 26 - Total Outlay for Health Insurance Benefits by Institution Group**

	How does your total outlay for health insurance benefits compare to the incremental change in your salary for 2007?					
	Increase in health insurance premium is HIGHER THAN the increase in salary		Increase in health insurance premium is LOWER THAN the increase in salary		Increase in health insurance premium is the SAME as the increase in salary	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	14	30.4%	19	41.3%	13	28.3%
Other Government	7	35.0%	9	45.0%	4	20.0%
Public Library-Subj and General	3	37.5%	3	37.5%	2	25.0%
Academic-Subj Dept	23	41.1%	16	28.6%	17	30.4%
Academic-General Campus	15	36.6%	11	26.8%	15	36.6%
Finance & Insurance; Accounting	11	23.9%	28	60.9%	7	15.2%
Information Services & Publishing	18	31.0%	25	43.1%	15	25.9%
Manufacturing and Agriculture	8	34.8%	7	30.4%	8	34.8%
Professional Services	25	18.2%	70	51.1%	42	30.7%
Utilities; Transportation; Broadcasting; Movies; Trade	4	28.6%	7	50.0%	3	21.4%
Associations; Museums; Advocacy, Health Care					1	100.0%
Other			6	66.7%	3	33.3%
Total	128	27.9%	201	43.8%	130	28.3%

**Table 27 - Salary Distribution by Employed/Self-Employed Status**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Not Self-employed	55,000	67,000	85,000	108,668	133,000	614	91,099	5.2%
Primary Responsibility-Admin/Mgmt	55,000	67,000	85,000	109,112	132,000	629	91,067	5.3%

**Table 28 - Salary Distribution by Contract Basis at Primary Job**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Work on Contract Basis	52,048	57,313	75,000	113,800	130,724	31	83,756	6.8%
Do Not Work on Contract Basis	55,000	68,000	85,000	108,056	133,800	590	91,313	5.2%
Primary Responsibility-Admin/Mgmt	55,000	67,000	85,000	109,112	132,000	629	91,067	5.3%

**Table 29 - Salary Distribution by Number of Part-time Jobs Held**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
One	30,000	42,000	60,000	77,290	90,000	19	60,412	3.9%
Primary Responsibility-Admin/Mgmt	29,400	39,211	58,000	74,645	89,000	21	57,480	6.4%

**Table 30 - Salary Distribution by Number of Part-time Hours Worked per Week**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
21-30 Hours	32,400	42,000	60,000	72,000	91,200	11	61,092	3.1%
31 or More Hours	28,111	29,438	60,500	80,073	.	8	57,081	11.2%
Primary Responsibility-Admin/Mgmt	29,400	39,211	58,000	74,645	89,000	21	57,480	6.4%

**Table 31 - Salary Distribution by Reasons for Working Part-time**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Respondent's Choice	30,000	41,963	59,000	75,968	89,500	20	58,892	6.4%
Primary Responsibility-Admin/Mgmt	29,400	39,211	58,000	74,645	89,000	21	57,480	6.4%

**Table 32 - Average Hourly Rate for Part-time Employees by Census Division**

.

# UNITED STATES

## Chapter Eight Reference



**Table 1 - Salary Distribution by Census Division**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
New England	32,500	47,263	56,500	75,125	86,500	24	60,085	5.8%
Middle Atlantic	38,040	46,850	62,984	80,500	92,800	53	64,007	6.3%
South Atlantic	41,273	46,000	53,000	71,500	91,000	89	59,897	5.5%
East S. Central	39,200	43,250	54,075	66,558	74,520	12	55,018	8.0%
West S. Central	30,000	35,850	42,000	45,690	.	9	40,509	6.1%
East N. Central	36,788	43,500	55,500	68,750	77,958	45	56,486	4.5%
West N. Central	32,420	37,990	45,000	57,000	66,000	25	48,049	5.3%
Mountain	38,100	40,500	47,500	57,965	66,745	20	48,823	1.7%
Pacific	40,600	52,278	63,125	70,000	85,000	52	62,135	4.1%
Primary Responsibility-Reference	38,000	44,100	54,700	70,000	84,600	329	58,178	5.1%



**Table 2 - Salary Distribution by Metropolitan Area**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Springfield, MA; NH, Provid., RI; Hartford, CT; Portland, ME	33,000	45,750	57,500	69,500	.	6	58,333	7.8%
Boston CMSA - incl. Cambridge, Worcester, MA	31,970	46,013	55,500	77,125	85,300	18	60,669	5.2%
New York City CMSA - incl. Princeton; New Haven; Stony Brook	41,080	56,000	72,000	84,000	95,400	35	70,556	6.8%
Albany, NY; Rochester, NY; Binghamton, NY	41,000	43,625	47,350	49,450	.	6	46,800	5.7%
Harrisburg, PA; Pittsburgh, PA; University Park, PA	28,600	29,300	39,600	51,500	.	5	40,240	9.0%
Philadelphia, CMSA - incl. West Chester, PA; Wilmington, DE	45,013	48,753	65,532	79,250	.	6	64,846	2.5%
Washington, DC CMSA - incl. Baltimore, MD; Alexandria, VA	42,900	48,525	57,750	78,325	96,200	68	63,675	5.7%
GA - incl. Atlanta; Macon	38,000	40,000	43,380	57,250	.	5	47,576	3.0%
FL - incl. Tallahassee; Miami; Tampa	32,000	40,000	42,000	49,000	.	7	43,039	7.5%
TN - incl. Nashville; Memphis	42,000	42,750	51,675	64,906	.	6	53,302	3.1%
Columbus, OH; Dayton OH	34,900	40,950	47,225	85,951	.	5	60,205	6.6%
Cleveland CMSA - incl. Akron	39,000	41,000	45,900	53,286	.	5	46,894	1.7%
Detroit CMSA - incl. Ann Arbor, Southfield	36,450	41,625	58,750	65,347	75,000	10	56,552	9.9%
East Lansing, MI; Kalamazoo, MI; Madison, WI	34,000	36,485	47,456	59,125	.	6	48,621	4.7%
Minneapolis, MN; St. Paul, MN	40,000	44,900	55,000	64,750	.	8	58,400	5.4%
Chicago CMSA - incl. Hinsdale, Des Plaines	52,360	56,700	67,500	74,000	81,785	11	66,223	4.3%
MO - incl. St. Louis; Kansas City	32,400	36,875	42,000	52,500	63,000	14	44,484	5.6%
Denver CMSA - incl. Boulder; and Colorado Springs	42,000	43,200	48,000	62,400	.	7	52,066	2.4%
Los Angeles, CMSA - incl. Pasadena; and Santa Barbara	42,000	48,000	68,000	85,000	89,250	19	68,685	2.9%
San Francisco CMSA - incl. Mountain View; San Jose; Oakland	47,500	57,750	64,000	69,500	72,400	16	62,188	8.0%
Sacramento CMSA - incl. Davis	40,000	41,500	53,556	67,543	.	6	54,039	1.8%
Primary Responsibility-Reference	38,000	44,100	54,700	70,000	84,600	329	58,178	5.1%

**Table 3 - Salary Distribution by Subject Degree Field**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Doctorate	42,600	45,000	52,000	62,000	78,880	15	55,673	2.6%
Master	37,800	43,850	56,000	68,825	85,850	104	58,115	5.3%
Bachelor	37,000	44,500	54,200	70,000	84,845	194	58,399	5.3%
Some college but no degree	30,000	37,314	43,000	56,700	.	7	45,493	4.6%
Primary Responsibility-Reference	38,000	44,100	54,700	70,000	84,600	329	58,178	5.1%

**Table 4 - Salary Distribution by Library/Information Science Degree**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
6th Year Certificate	37,000	55,092	72,500	94,000	.	6	74,520	3.1%
Master	39,232	45,000	54,200	70,000	83,500	284	58,024	5.3%
Bachelor	33,000	38,000	45,000	57,250	.	9	53,167	5.3%
Some college but no degree	32,000	36,250	54,000	62,500	.	9	53,831	4.5%
No college	30,000	33,000	43,000	80,166	95,700	13	53,870	4.6%
Primary Responsibility-Reference	38,000	44,100	54,700	70,000	84,600	329	58,178	5.1%

**Table 5 - Salary Distribution by Degree Held**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Biomedical Sciences	36,240	45,000	50,000	58,000	83,520	23	53,683	4.8%
Business, Human Resources, Public Administration	38,100	46,500	56,650	74,500	87,000	29	60,626	3.7%
Communications/Journalism/ Public Relations	39,160	47,000	60,000	68,000	72,000	15	56,803	10.3%
Computer Sciences	38,952	40,113	42,000	69,864	.	5	52,391	6.7%
Earth Sciences	42,911	48,500	70,000	80,375	.	8	66,801	6.5%
Education	35,400	41,500	55,500	70,500	76,560	25	55,477	3.0%
Engineering	39,000	42,750	48,050	77,083	.	6	56,239	3.0%
English/Literature/ Composition	35,790	42,250	54,500	67,625	87,800	62	56,952	5.7%
Fine and Applied Arts	36,850	39,347	46,250	73,250	87,218	18	54,586	4.1%
Foreign Languages/ Culture studies	39,531	43,125	53,925	71,250	85,400	26	59,257	3.3%
History	35,600	42,000	54,000	73,561	86,767	42	58,723	4.8%
Law	39,660	44,000	52,000	60,500	66,800	13	52,146	1.3%
Philosophy, Religion	45,414	46,850	51,500	65,000	92,580	12	59,230	5.5%
Physical Sciences	42,500	47,990	54,681	65,146	101,050	14	60,469	6.5%
Social Sciences	39,000	44,000	60,000	74,045	84,400	55	60,151	4.5%
Other	37,000	42,500	52,000	64,288	85,000	49	56,440	5.1%
Primary Responsibility-Reference	38,000	44,100	54,700	70,000	84,600	329	58,178	5.1%

**Table 6 - Salary Distribution by Years of Library Experience**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
2 or less	32,200	37,750	44,500	50,000	59,000	41	44,505	9.4%
3-5 Years	36,800	41,330	46,175	54,300	60,500	48	47,767	6.5%
6-10 Years	36,500	43,000	52,000	63,000	75,250	64	53,892	5.4%
11-15 Years	39,573	47,500	60,000	69,550	80,938	37	60,257	5.1%
16-20 Years	37,000	43,535	61,200	74,250	100,670	32	63,026	3.6%
21-25 Years	47,113	50,750	66,750	85,000	92,704	34	67,819	4.2%
26 Years or More	49,200	56,472	69,000	83,000	95,856	71	69,623	3.4%
Primary Responsibility-Reference	38,000	44,100	54,700	70,000	84,600	329	58,178	5.1%

**Table 7 - Salary Distribution by Years of Total Work Experience**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
2 or less	30,000	37,500	47,000	56,500	.	5	47,000	5.0%
3-5 Years	33,440	38,437	41,600	46,350	54,640	15	42,949	8.8%
6-10 Years	33,000	42,000	48,000	54,000	68,400	43	49,038	8.6%
11-15 Years	37,020	44,375	50,000	60,475	70,000	42	52,413	7.1%
16-20 Years	38,010	42,000	48,750	60,000	67,700	40	51,837	4.0%
21-25 Years	37,463	42,000	57,000	72,000	89,600	47	59,815	5.7%
26 Years or More	43,000	51,925	66,000	80,500	89,100	137	66,180	3.5%
Primary Responsibility-Reference	38,000	44,100	54,700	70,000	84,600	329	58,178	5.1%

**Table 8 - Salary Distribution by Gender**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Female	37,950	44,500	54,550	70,000	84,721	258	58,299	5.0%
Male	37,350	42,750	54,500	67,137	82,399	66	57,462	5.6%
Primary Responsibility-Reference	38,000	44,100	54,700	70,000	84,600	329	58,178	5.1%

**Table 9 - Salary Distribution by Ethnicity/ Race**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Asian, Pacific Islander	37,110	38,739	61,775	76,250	107,900	10	62,960	4.1%
Black	35,500	50,200	56,000	84,000	.	7	65,529	5.8%
White	38,000	44,350	54,000	70,000	84,752	297	57,930	5.2%
Primary Responsibility-Reference	38,000	44,100	54,700	70,000	84,600	329	58,178	5.1%

**Table 10 - Salary Distribution by Number of Employees**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
10-24 Employees	30,000	32,250	40,950	59,011	.	6	45,491	5.7%
25-99 Employees	36,720	40,750	47,000	52,750	60,700	22	47,341	5.0%
100-499 Employees	34,000	39,732	50,000	60,500	78,000	69	52,710	5.4%
500-999 Employees	39,920	43,000	54,000	63,000	77,800	47	56,396	5.5%
1,000-2,499 Employees	36,800	46,900	60,000	73,500	90,800	57	61,816	6.0%
2,500-4,999 Employees	45,190	51,888	64,540	76,125	88,125	44	65,325	4.2%
5,000-9,999 Employees	38,000	43,600	57,500	72,300	87,000	29	59,817	4.9%
10,000 or more Employees	42,000	48,000	63,250	81,494	89,400	47	64,178	4.6%
Primary Responsibility-Reference	38,000	44,100	54,700	70,000	84,600	329	58,178	5.1%

**Table 11 - Salary Distribution by Non-profit Status**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Work in a Non-profit Organization	37,322	42,000	50,000	64,310	81,949	210	54,957	4.6%
Work in a For-profit Organization	42,000	50,100	61,122	75,000	88,250	117	63,890	6.2%
Primary Responsibility-Reference	38,000	44,100	54,700	70,000	84,600	329	58,178	5.1%

**Table 12 - Salary Distribution by Business Sector**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Government	40,200	49,250	63,540	81,121	94,851	60	65,321	4.8%
Public Library	32,100	33,000	36,250	42,500	49,700	10	38,050	3.3%
Academic Institution	37,481	42,000	48,550	60,000	74,100	108	52,237	5.0%
Other Organizations	41,280	48,000	58,000	70,000	85,000	147	60,915	5.5%
Primary Responsibility-Reference	38,000	44,100	54,700	70,000	84,600	329	58,178	5.1%

**Table 13a - Salary Distribution by Institution/Industry**

U. S.

						Number	Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change	
Federal Government	47,400	55,000	72,000	86,000	97,200	43	71,279	6.2%	
Other Government	38,500	42,000	53,000	61,881	73,000	14	53,587	1.1%	
Public Library-General	32,000	33,000	35,500	41,000	.	7	37,357	2.6%	
Academic-Subj Dept	39,640	45,000	51,000	61,597	72,700	40	54,365	3.4%	
Academic-General Campus	35,830	40,375	47,613	60,250	75,000	70	51,227	5.8%	
Associations & Labor Unions	33,760	40,800	48,600	55,350	58,800	13	47,653	6.5%	
Finance - except insurance	56,650	63,400	75,000	89,800	.	9	76,228	3.9%	
Health Care & Social Assistance	42,000	48,000	59,460	65,500	.	6	57,487	5.0%	
Info Services - Information broker, contract search	43,800	45,400	50,200	56,500	.	5	50,800	3.8%	
Manufacturing - pharmaceuticals & medical chemicals	74,000	74,800	83,331	85,500	.	5	80,786	2.8%	
Museums & Historical Sites	39,463	40,732	42,000	46,000	.	5	43,093	3.1%	
Professional Services - advertising & PR/direct mail	36,000	37,125	51,000	75,000	.	6	54,250	9.2%	
Professional Services - legal	45,800	52,500	61,000	70,000	94,100	45	64,319	6.2%	
Professional Services - mngt., scientific/tech. consulting	50,000	55,025	69,000	79,250	88,625	10	67,795	6.8%	
Professional Services - scientific research & development	30,000	38,175	59,000	86,204	.	5	61,552	3.6%	
Publishing - newspaper, periodical, book	32,620	42,750	47,500	65,700	77,600	12	52,683	5.1%	
Other	37,400	40,700	44,000	68,500	.	5	52,480	6.7%	
Primary Responsibility-Reference	38,000	44,100	54,700	70,000	84,600	329	58,178	5.1%	

**Table 13b - Salary Distribution by Institution/Industry and Library/ Information Center Annual Budget**

Institution/Current Budget							Number	Salary		Percent change
		10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change	
Federal Government	\$100,000-\$249,999	49,000	62,875	78,300	92,250	.	6	76,683	8.1%	
	\$500,000-\$999,999	72,000	72,700	76,000	93,438	.	5	81,655	3.4%	
	Above \$1,000,000	46,540	56,500	71,000	92,398	106,400	13	73,802	8.7%	
	Don't know	33,320	48,000	60,000	74,045	80,995	11	59,067	4.9%	
Other Government	Don't know	42,000	42,000	43,000	64,500	.	5	51,200	-7.8%	
Academic-Subj Dept	Above \$1,000,000	39,800	45,900	52,200	61,065	86,220	17	56,698	2.5%	
	Don't know	42,840	45,003	50,000	67,749	71,200	16	54,509	3.9%	
Academic-General Campus	\$250,000-\$499,999	42,000	42,750	66,849	89,500	.	5	66,270	5.8%	
	Above \$1,000,000	37,407	42,193	51,431	63,681	75,000	34	53,833	4.3%	
	Don't know	32,120	37,000	42,000	48,000	71,274	23	45,076	7.0%	
Associations & Labor Unions	Don't know	41,600	43,000	48,600	53,684	.	7	48,698	6.1%	
Finance - except insurance	Don't know	56,650	57,725	75,000	84,300	.	5	71,810	4.1%	
Professional Services - legal	\$500,000-\$999,999	34,000	53,000	60,000	85,000	.	7	65,079	5.8%	
	Don't know	47,100	51,750	61,700	70,000	81,800	30	62,176	5.8%	
Publishing - newspaper, periodical, book	Don't know	42,000	42,000	46,000	54,000	.	7	49,371	3.2%	

**Table 14 - Salary Distribution by Union vs. Non-union**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Wages/Salary Set by Collective Bargaining Agreement	39,162	42,000	55,000	67,524	83,400	51	57,796	5.0%
Wages/Salary Not Set by Collective Bargaining Agreement	37,480	44,500	54,400	70,000	84,752	277	58,206	5.2%
Primary Responsibility-Reference	38,000	44,100	54,700	70,000	84,600	329	58,178	5.1%

**Table 15 - Salary Distribution by Number of Years with Present Employer**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Less than Two Years	33,000	38,828	47,500	60,000	68,000	68	49,639	7.2%
Two Years	34,360	42,500	48,750	56,350	75,080	36	51,613	6.6%
3-5 Years	37,100	42,000	48,300	58,600	68,900	60	51,212	5.0%
6-10 Years	42,000	50,000	60,000	76,000	87,000	69	62,950	3.9%
11-15 Years	48,000	55,736	70,000	86,500	102,300	29	71,508	5.1%
16-20 Years	46,245	52,000	64,000	80,000	87,600	31	64,904	3.6%
21-25 Years	41,273	57,444	66,756	88,148	.	9	71,690	3.8%
26 Years or more	58,800	70,000	75,000	87,750	98,300	16	77,438	2.6%
Primary Responsibility-Reference	38,000	44,100	54,700	70,000	84,600	329	58,178	5.1%

**Table 16 - Salary Distribution by Number of Employees Supervised or Managed**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
None	37,000	43,245	53,000	67,875	81,445	240	56,278	5.2%
1-2 Employees	38,578	45,763	57,500	70,000	84,833	50	59,546	4.0%
3-4 Employees	46,195	53,500	58,250	85,250	103,870	18	67,691	6.8%
5-6 Employees	42,000	44,440	55,000	73,000	.	5	57,976	6.8%
7-9 Employees	40,500	54,000	72,000	81,750	104,822	12	70,161	3.8%
Primary Responsibility-Reference	38,000	44,100	54,700	70,000	84,600	329	58,178	5.1%

**Table 17 - Salary Distribution by Primary Job Responsibility**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Reference	38,000	44,100	54,700	70,000	84,600	329	58,178	5.1%
Primary Responsibility-Reference	38,000	44,100	54,700	70,000	84,600	329	58,178	5.1%

**Table 18 - Salary Distribution by Job Title**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Director/Manager	39,000	54,000	70,000	89,250	111,000	19	71,666	5.4%
Asst Mngr./Dept./Section Head	43,566	55,000	61,625	73,000	97,100	32	65,486	5.6%
Librarian/Info Specialist/Researcher	37,282	43,850	52,100	68,000	84,000	268	56,674	5.1%
Primary Responsibility-Reference	38,000	44,100	54,700	70,000	84,600	329	58,178	5.1%

**Table 19 - Salary Distribution by Library or Information Resource Center Setting**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Work in Library or Information Resource Center	37,500	44,000	54,700	70,000	84,580	317	58,013	5.2%
Do Not Work in Library or Information Resource Center	40,600	47,000	52,000	80,000	93,161	11	60,676	5.1%
Primary Responsibility-Reference	38,000	44,100	54,700	70,000	84,600	329	58,178	5.1%



**Table 20 - Salary Distribution by Library/ Information Center Annual Budget**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Under \$25,000	30,000	31,500	34,900	48,750	.	5	39,080	5.8%
\$50,000-\$74,999	33,000	43,000	56,700	67,524	.	7	53,603	5.9%
\$75,000-\$99,999	56,000	56,000	60,000	65,000	.	5	60,400	5.0%
\$100,000-\$249,999	38,480	49,750	63,750	86,813	94,500	22	66,966	5.7%
\$250,000-\$499,999	42,000	43,750	60,000	74,150	92,800	21	61,178	5.1%
\$500,000-\$999,999	37,600	54,000	62,550	75,500	88,200	27	65,563	6.0%
Above \$1,000,000	38,957	44,750	55,250	71,250	87,900	90	59,720	5.1%
Budgets are not allocated to separate branch or libraries	35,000	41,000	58,000	77,000	.	5	58,800	4.9%
Don't know	37,000	43,350	50,000	64,850	76,260	132	54,274	4.9%
Primary Responsibility-Reference	38,000	44,100	54,700	70,000	84,600	329	58,178	5.1%

**Table 21 - Salary Distribution by Full-time Equivalent Employees in  
Library/Information Center**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
2 or less	31,800	38,482	60,000	73,250	86,700	25	58,040	5.4%
More than 2 to 4	36,840	44,500	54,000	63,000	72,800	55	55,393	7.1%
More than 4 to 9	41,200	46,175	57,000	70,000	86,757	73	60,247	5.0%
More than 9	37,219	43,245	53,131	70,900	85,300	156	58,172	4.4%
Primary Responsibility-Reference	38,000	44,100	54,700	70,000	84,600	329	58,178	5.1%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Total		Benefits provided by primary job					
	Count	Percent	Paid sick leave		Paid personal time off		Paid vacation	
			Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	44	100.0%	41	93.2%	18	40.9%	37	84.1%
Other Government	16	100.0%	14	87.5%	13	81.3%	13	81.3%
Public Library-Subj and General	17	100.0%	14	82.4%	7	41.2%	15	88.2%
Academic-Subj Dept	43	100.0%	41	95.3%	25	58.1%	43	100.0%
Academic-General Campus	78	100.0%	69	88.5%	45	57.7%	70	89.7%
Finance & Insurance; Accounting	31	100.0%	29	93.5%	26	83.9%	30	96.8%
Information Services & Publishing	18	100.0%	16	88.9%	12	66.7%	17	94.4%
Manufacturing and Agriculture	7	100.0%	7	100.0%	2	28.6%	7	100.0%
Professional Services	96	100.0%	87	90.6%	71	74.0%	91	94.8%
Utilities; Transportation; Broadcasting; Movies; Trade	3	100.0%	2	66.7%	1	33.3%	3	100.0%
Other	5	100.0%	5	100.0%	2	40.0%	5	100.0%
Primary Responsibility-Reference	358	100.0%	325	90.8%	222	62.0%	331	92.5%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Medical insurance/group plan		Medical savings account		Dental insurance/group plan		Vision coverage	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	42	95.5%	29	65.9%	38	86.4%	31	70.5%
Other Government	16	100.0%	13	81.3%	16	100.0%	11	68.8%
Public Library-Subj and General	14	82.4%	6	35.3%	13	76.5%	9	52.9%
Academic-Subj Dept	42	97.7%	28	65.1%	38	88.4%	33	76.7%
Academic-General Campus	71	91.0%	47	60.3%	67	85.9%	53	67.9%
Finance & Insurance; Accounting	31	100.0%	23	74.2%	31	100.0%	30	96.8%
Information Services & Publishing	17	94.4%	10	55.6%	17	94.4%	13	72.2%
Manufacturing and Agriculture	7	100.0%	7	100.0%	7	100.0%	7	100.0%
Professional Services	96	100.0%	66	68.8%	92	95.8%	79	82.3%
Utilities; Transportation; Broadcasting; Movies; Trade	3	100.0%	1	33.3%	3	100.0%	2	66.7%
Other	5	100.0%	3	60.0%	5	100.0%	3	60.0%
Primary Responsibility-Reference	344	96.1%	233	65.1%	327	91.3%	271	75.7%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Life insurance		Retirement plan		Long-term disability		Short-term disability	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	41	93.2%	41	93.2%	28	63.6%	21	47.7%
Other Government	12	75.0%	16	100.0%	9	56.3%	11	68.8%
Public Library-Subj and General	7	41.2%	11	64.7%	5	29.4%	7	41.2%
Academic-Subj Dept	34	79.1%	38	88.4%	29	67.4%	21	48.8%
Academic-General Campus	59	75.6%	69	88.5%	53	67.9%	42	53.8%
Finance & Insurance; Accounting	30	96.8%	30	96.8%	27	87.1%	25	80.6%
Information Services & Publishing	15	83.3%	16	88.9%	17	94.4%	17	94.4%
Manufacturing and Agriculture	7	100.0%	7	100.0%	7	100.0%	7	100.0%
Professional Services	93	96.9%	88	91.7%	74	77.1%	71	74.0%
Utilities; Transportation; Broadcasting; Movies; Trade	3	100.0%	3	100.0%	2	66.7%	2	66.7%
Other	5	100.0%	5	100.0%	2	40.0%	3	60.0%
Primary Responsibility-Reference	306	85.5%	324	90.5%	253	70.7%	227	63.4%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Child day care		Time off for child or elder care		Employee assistance or wellness program		Profit sharing	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	11	25.0%	20	45.5%	27	61.4%	3	6.8%
Other Government	1	6.3%	6	37.5%	13	81.3%		
Public Library-Subj and General			3	17.6%	5	29.4%		
Academic-Subj Dept	6	14.0%	12	27.9%	25	58.1%		
Academic-General Campus	11	14.1%	26	33.3%	47	60.3%	1	1.3%
Finance & Insurance; Accounting	5	16.1%	15	48.4%	24	77.4%	8	25.8%
Information Services & Publishing	4	22.2%	7	38.9%	13	72.2%	4	22.2%
Manufacturing and Agriculture	3	42.9%	1	14.3%	7	100.0%	2	28.6%
Professional Services	17	17.7%	36	37.5%	69	71.9%	38	39.6%
Utilities; Transportation; Broadcasting; Movies; Trade	1	33.3%	2	66.7%	2	66.7%	1	33.3%
Other			1	20.0%	4	80.0%		
Primary Responsibility-Reference	59	16.5%	129	36.0%	236	65.9%	57	15.9%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job			
	Education/ professional development assistance		Professional association memberships	
	Cases	Percent	Cases	Percent
Federal Government	31	70.5%	8	18.2%
Other Government	11	68.8%	5	31.3%
Public Library-Subj and General	11	64.7%	1	5.9%
Academic-Subj Dept	36	83.7%	10	23.3%
Academic-General Campus	58	74.4%	11	14.1%
Finance & Insurance; Accounting	24	77.4%	26	83.9%
Information Services & Publishing	14	77.8%	12	66.7%
Manufacturing and Agriculture	6	85.7%	7	100.0%
Professional Services	56	58.3%	82	85.4%
Utilities; Transportation; Broadcasting; Movies; Trade	2	66.7%	2	66.7%
Other	2	40.0%	2	40.0%
Primary Responsibility-Reference	251	70.1%	166	46.4%

**Table 23 - Health Insurance Plan Provided by Institution Group**

	Do you participate in an employee-offered health insurance plan?					
	Yes		No		Not Applicable	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	39	88.6%	4	9.1%	1	2.3%
Other Government	14	87.5%	2	12.5%		
Public Library-Subj and General	7	31.8%	10	45.5%	5	22.7%
Academic-Subj Dept	37	84.1%	7	15.9%		
Academic-General Campus	65	78.3%	14	16.9%	4	4.8%
Finance & Insurance; Accounting	29	90.6%	2	6.3%	1	3.1%
Information Services & Publishing	15	78.9%	1	5.3%	3	15.8%
Manufacturing and Agriculture	7	100.0%				
Professional Services	85	88.5%	9	9.4%	2	2.1%
Utilities; Transportation; Broadcasting; Movies; Trade	2	66.7%	1	33.3%		
Other	5	100.0%				
Total	305	82.2%	50	13.5%	16	4.3%

**Table 24 - Individual Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does this percent that you pay compare to the previous year?					
			Higher		Lower		The same	
	Count	Mean	Count	Count Percent	Count	Count Percent	Count	Count Percent
Federal Government	26	25.9%	7	23.3%	4	13.3%	19	63.3%
Other Government	11	13.6%	1	9.1%			10	90.9%
Public Library-Subj and General	6	20.0%	2	28.6%			5	71.4%
Academic-Subj Dept	22	15.2%	12	41.4%	1	3.4%	16	55.2%
Academic-General Campus	44	13.0%	11	22.9%	5	10.4%	32	66.7%
Finance & Insurance; Accounting	25	9.9%	5	20.8%	3	12.5%	16	66.7%
Information Services & Publishing	10	8.9%	5	38.5%			8	61.5%
Manufacturing and Agriculture	4	20.0%	4	66.7%			2	33.3%
Professional Services	50	15.9%	27	40.3%	2	3.0%	38	56.7%
Utilities; Transportation; Broadcasting; Movies; Trade	1	.0%	1	50.0%			1	50.0%
Other	4	26.3%	1	25.0%			3	75.0%
Total	203	15.6%	76	31.5%	15	6.2%	150	62.2%

**Table 25 - Dependent Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does the percent you pay compare to the previous year?					
			Higher		Lower		The same	
	Count	Mean	Count	Count Percent	Count	Count Percent	Count	Count Percent
Federal Government	17	21.2%	2	11.1%	2	11.1%	14	77.8%
Other Government	5	34.0%	1	14.3%	1	14.3%	5	71.4%
Public Library-Subj and General	4	.0%					4	100.0%
Academic-Subj Dept	9	35.1%	7	58.3%			5	41.7%
Academic-General Campus	28	18.7%	8	29.6%	2	7.4%	17	63.0%
Finance & Insurance; Accounting	10	7.8%	1	7.1%	2	14.3%	11	78.6%
Information Services & Publishing	7	15.0%	2	22.2%			7	77.8%
Manufacturing and Agriculture	2	37.5%	2	66.7%			1	33.3%
Professional Services	29	32.7%	9	25.0%	1	2.8%	26	72.2%
Utilities; Transportation; Broadcasting; Movies; Trade	1	.0%					1	100.0%
Other	3	30.0%	1	33.3%			2	66.7%
Total	115	23.2%	33	24.6%	8	6.0%	93	69.4%

**Table 26 - Total Outlay for Health Insurance Benefits by Institution Group**

	How does your total outlay for health insurance benefits compare to the incremental change in your salary for 2007?					
	Increase in health insurance premium is HIGHER THAN the increase in salary		Increase in health insurance premium is LOWER THAN the increase in salary		Increase in health insurance premium is the SAME as the increase in salary	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	14	45.2%	10	32.3%	7	22.6%
Other Government	2	25.0%	3	37.5%	3	37.5%
Public Library-Subj and General	1	16.7%	2	33.3%	3	50.0%
Academic-Subj Dept	11	45.8%	8	33.3%	5	20.8%
Academic-General Campus	10	23.8%	22	52.4%	10	23.8%
Finance & Insurance; Accounting	5	21.7%	13	56.5%	5	21.7%
Information Services & Publishing	4	33.3%	7	58.3%	1	8.3%
Manufacturing and Agriculture	1	16.7%	2	33.3%	3	50.0%
Professional Services	19	31.7%	25	41.7%	16	26.7%
Utilities; Transportation; Broadcasting; Movies; Trade	1	50.0%			1	50.0%
Other	1	25.0%			3	75.0%
Total	69	31.7%	92	42.2%	57	26.1%

**Table 27 - Salary Distribution by Employed/Self-Employed Status**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Not Self-employed	37,650	44,000	54,000	68,310	84,000	322	57,754	5.2%
Primary Responsibility-Reference	38,000	44,100	54,700	70,000	84,600	329	58,178	5.1%

**Table 28 - Salary Distribution by Contract Basis at Primary Job**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Work on Contract Basis	36,420	40,956	50,000	53,431	66,398	33	49,932	6.8%
Do Not Work on Contract Basis	38,030	44,500	56,200	70,000	84,593	292	58,756	5.0%
Primary Responsibility-Reference	38,000	44,100	54,700	70,000	84,600	329	58,178	5.1%

**Table 29 - Salary Distribution by Number of Part-time Jobs Held**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
One	24,000	29,500	34,200	41,250	50,880	29	35,880	3.8%
Two	12,000	31,994	36,000	54,000	.	9	43,610	-4.1%
Primary Responsibility-Reference	23,300	30,000	35,500	44,075	53,056	38	37,710	1.9%

**Table 30 - Salary Distribution by Number of Part-time Hours Worked per Week**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
11-20 Hours	14,500	27,000	32,750	38,870	70,000	14	35,493	-2.8%
21-30 Hours	25,052	30,030	35,000	45,250	53,272	17	37,136	6.6%
31 or More Hours	36,000	39,750	45,800	54,440	.	5	46,836	-3.5%
Primary Responsibility-Reference	23,300	30,000	35,500	44,075	53,056	38	37,710	1.9%

**Table 31 - Salary Distribution by Reasons for Working Part-time**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Respondent's Choice	27,600	33,821	40,250	51,370	61,600	18	44,567	-.4%
Unable to Secure Full-time Work	13,260	29,500	30,060	35,500	.	9	31,502	17.2%
Other	13,000	28,000	32,000	40,600	45,020	11	31,571	-3.8%
Primary Responsibility-Reference	23,300	30,000	35,500	44,075	53,056	38	37,710	1.9%

**Table 32 - Average Hourly Rate for Part-time Employees by Census Division**

	Work-related earnings/hour 4/1/2007					Mean Percent Change 2006- 2007
	First Quartile 25%	Median 50%	Third Quartile 75%	Number	Mean	
Middle Atlantic	14.00	18.93	21.65	5	18.05	-3.3%
East N. Central	14.38	15.88	19.49	6	17.20	8.7%
TOTAL	14.88	17.75	22.93	22	19.86	1.9%

# UNITED STATES

## Chapter Nine General Responsibilities





**Table 1 - Salary Distribution by Census Division**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
New England	46,800	52,875	64,150	76,250	91,100	38	65,560	4.0%
Middle Atlantic	41,200	48,000	62,000	78,000	93,000	77	64,569	3.9%
South Atlantic	41,200	48,000	59,000	66,500	80,000	89	58,805	5.1%
East S. Central	30,760	42,138	48,975	58,500	77,176	20	51,854	6.1%
West S. Central	40,800	50,000	56,724	64,000	71,600	31	56,822	4.3%
East N. Central	37,500	43,744	52,500	67,673	81,567	69	56,513	4.8%
West N. Central	32,000	38,975	47,000	56,180	68,000	34	47,765	7.0%
Mountain	36,200	41,499	52,000	59,488	67,400	35	51,859	3.4%
Pacific	43,612	52,800	65,000	79,000	88,000	95	65,685	4.1%
Primary Responsibility-General	39,000	47,000	57,000	70,000	83,820	488	59,578	4.6%

**Table 2 - Salary Distribution by Metropolitan Area**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Springfield, MA; NH, Provid., RI; Hartford, CT; Portland, ME	38,000	62,500	71,000	83,800	.	7	69,710	6.4%
Boston CMSA - incl. Cambridge, Worcester, MA	46,000	50,500	56,364	71,500	83,636	24	60,913	3.3%
New York City CMSA - incl. Princeton; New Haven; Stony Brook	43,000	53,000	66,500	80,657	94,100	58	68,697	4.4%
Albany, NY; Rochester, NY; Binghamton, NY	32,000	41,500	48,000	61,757	.	7	50,108	3.3%
Philadelphia, CMSA - incl. West Chester, PA; Wilmington, DE	40,600	44,425	57,250	73,125	88,200	12	59,517	2.9%
Washington, DC CMSA - incl. Baltimore, MD; Alexandria, VA	48,000	58,675	64,000	77,025	83,860	42	65,640	4.8%
Richmond, VA; Blacksburg, VA; Morgantown, WV	31,000	35,000	54,000	64,000	.	7	51,300	10.1%
NC - incl. Charlotte; Durham; Raleigh; Winston Salem	43,101	47,087	54,928	61,500	92,700	12	57,103	4.5%
GA - incl. Atlanta; Macon	33,500	44,773	55,250	63,750	.	8	53,511	4.2%
FL - incl. Tallahassee; Miami; Tampa	40,008	45,652	50,842	58,399	64,120	16	51,867	4.6%
TN - incl. Nashville; Memphis	42,000	48,500	56,500	69,740	.	8	61,055	11.3%
KY - incl. Lexington; Louisville	29,797	29,949	43,800	60,000	.	6	46,566	2.8%
Columbus, OH; Dayton OH	34,000	40,000	43,700	59,000	.	7	47,815	10.1%
Cleveland CMSA - incl. Akron	43,000	44,625	54,000	69,040	.	8	57,582	4.2%
Indianapolis, IN; West Lafayette, IN	45,000	46,000	54,000	75,000	.	5	59,200	3.0%
Detroit CMSA - incl. Ann Arbor, Southfield	37,200	43,787	52,500	63,000	66,676	11	53,376	6.7%
East Lansing, MI; Kalamazoo, MI; Madison, WI	38,000	38,600	51,500	66,250	.	6	52,467	2.4%
Milwaukee CMSA - incl. Brookfield, WI	27,000	31,500	50,500	74,090	.	5	52,336	3.9%
Minneapolis, MN; St. Paul, MN	42,400	44,500	47,750	56,360	76,964	13	52,287	4.8%
Chicago CMSA - incl. Hinsdale, Des Plaines	34,000	49,000	56,200	70,300	92,000	19	60,402	3.5%
MO - incl. St. Louis; Kansas City	30,600	33,725	40,260	56,750	71,400	12	45,702	9.9%
KS and NE - incl. Lawrence, KS; Wichita, KS; Omaha, NE	25,000	30,368	37,156	49,375	.	6	38,828	8.8%
Houston CMSA - incl. Spring; Sugarland	38,500	50,250	55,603	63,500	70,600	16	55,622	5.4%
Austin, TX; San Antonio, TX; El Paso, TX	44,000	47,000	50,000	64,675	.	5	54,670	4.1%
Denver CMSA - incl. Boulder; and Colorado Springs	34,580	53,200	60,744	69,250	86,400	12	61,216	3.0%
WY; UT; ND; SD; ID; Eastern WA	35,000	36,250	40,500	59,894	.	5	46,557	3.8%
AZ and NV - incl. Phoenix; Tucson; Tempe; Las Vegas	41,749	44,000	54,630	58,500	64,500	10	52,753	2.9%
NM - incl. Albuquerque; Los Alamos	39,000	39,500	46,000	51,500	.	5	45,600	4.5%
Los Angeles, CMSA - incl. Pasadena; and Santa Barbara	40,000	52,800	60,000	78,000	102,600	23	65,057	3.1%
San Diego, CA; La Jolla, CA	36,700	46,000	61,500	86,500	92,500	10	64,558	4.6%
San Francisco CMSA - incl. Mountain View; San Jose; Oakland	50,400	58,300	73,500	82,755	95,900	41	71,724	3.6%

**Table 2 - Salary Distribution by Metropolitan Area**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Portland, CMSA - incl. Salem; and Eugene	29,451	45,000	52,000	65,000	72,400	11	51,688	5.4%
Primary Responsibility-General	39,000	47,000	57,000	70,000	83,820	488	59,578	4.6%

**Table 3 - Salary Distribution by Subject Degree Field**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Doctorate	40,800	57,750	66,500	84,000	91,700	16	68,052	5.4%
Master	42,100	50,000	59,000	70,000	81,957	140	60,805	3.9%
Bachelor	38,940	47,000	56,610	70,000	84,015	298	59,557	4.8%
Associate	33,500	40,750	49,000	58,658	.	5	49,563	3.1%
Some college but no degree	37,200	38,800	47,000	56,000	93,200	11	51,755	4.3%
No college	32,160	42,234	50,000	51,938	84,200	12	50,674	9.2%
Primary Responsibility-General	39,000	47,000	57,000	70,000	83,820	488	59,578	4.6%

**Table 4 - Salary Distribution by Library/Information Science Degree**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Master	41,000	48,000	58,000	70,150	84,150	409	60,798	4.5%
Bachelor	44,820	52,000	59,000	75,000	94,980	15	62,877	2.9%
Associate	25,000	41,000	57,600	60,159	.	7	55,537	7.9%
Some college but no degree	26,946	35,750	41,600	50,150	62,157	18	43,204	4.1%
No college	33,500	40,000	54,000	63,500	85,000	29	54,013	4.6%
Primary Responsibility-General	39,000	47,000	57,000	70,000	83,820	488	59,578	4.6%

**Table 5 - Salary Distribution by Degree Held**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Biomedical Sciences	42,800	45,500	53,000	67,294	84,520	13	58,068	5.3%
Business, Human Resources, Public Administration	43,000	45,500	58,000	69,635	79,930	48	59,554	5.0%
Communications/Journalism/ Public Relations	36,400	42,250	49,159	67,000	95,000	13	55,947	6.3%
Computer Sciences	41,000	47,750	55,000	78,000	.	8	60,375	5.4%
Earth Sciences	36,000	42,054	52,750	68,125	.	8	54,301	4.9%
Education	37,400	47,249	52,000	66,000	85,000	47	57,074	6.5%
Engineering	42,000	45,120	61,600	65,000	.	7	56,817	5.9%
English/Literature/ Composition	35,300	44,934	52,900	70,000	87,700	102	57,837	5.4%
Fine and Applied Arts	34,400	38,750	51,505	71,150	93,000	33	56,617	4.7%
Foreign Languages/ Culture studies	47,000	51,106	65,000	79,500	85,509	25	67,453	5.4%
General Studies	40,480	54,300	69,150	76,725	86,025	18	65,938	3.9%
History	43,560	51,750	62,000	73,500	82,054	67	62,398	4.7%
Law	39,600	47,392	62,500	77,784	97,134	13	63,668	5.2%
Philosophy, Religion	33,000	48,000	80,884	83,210	93,200	11	67,787	3.6%
Physical Sciences	47,281	54,566	66,806	87,065	100,000	14	70,197	-.4%
Social Sciences	41,599	51,000	58,000	67,000	77,810	71	58,817	4.0%
Other	38,320	44,000	56,850	68,500	85,200	87	58,758	3.8%
Primary Responsibility-General	39,000	47,000	57,000	70,000	83,820	488	59,578	4.6%

**Table 6 - Salary Distribution by Years of Library Experience**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
2 or less	31,000	35,000	44,000	53,500	63,000	49	46,636	10.2%
3-5 Years	33,097	40,625	47,500	59,750	70,376	36	50,599	4.9%
6-10 Years	36,450	41,875	50,250	65,000	71,400	62	53,099	6.2%
11-15 Years	44,000	49,375	59,100	72,000	84,745	82	61,485	3.5%
16-20 Years	44,956	50,000	58,500	72,181	87,050	78	61,753	3.2%
21-25 Years	47,112	53,500	61,909	77,211	84,977	60	64,868	4.5%
26 Years or More	43,000	51,900	63,154	78,000	92,000	121	65,491	3.6%
Primary Responsibility-General	39,000	47,000	57,000	70,000	83,820	488	59,578	4.6%

**Table 7 - Salary Distribution by Years of Total Work Experience**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
3-5 Years	25,568	31,867	47,000	58,500	96,130	17	48,838	5.6%
6-10 Years	33,250	36,725	49,125	56,875	72,600	28	49,643	6.3%
11-15 Years	40,020	47,000	55,184	66,250	81,510	50	58,103	4.7%
16-20 Years	36,822	43,750	51,084	60,360	75,000	77	53,834	5.1%
21-25 Years	40,002	49,159	59,000	70,000	75,982	71	59,745	4.8%
26 Years or More	42,640	50,000	62,000	76,850	87,900	241	63,703	4.1%
Primary Responsibility-General	39,000	47,000	57,000	70,000	83,820	488	59,578	4.6%

**Table 8 - Salary Distribution by Gender**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Female	38,900	47,000	56,228	70,000	84,000	409	59,174	4.5%
Male	43,020	49,000	62,000	73,500	89,700	65	62,319	5.4%
Primary Responsibility-General	39,000	47,000	57,000	70,000	83,820	488	59,578	4.6%

**Table 9 - Salary Distribution by Ethnicity/ Race**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Native American, Alaskan	42,000	47,000	60,000	72,625	.	8	64,188	2.7%
Asian, Pacific Islander	51,700	56,200	67,000	77,868	99,200	11	69,450	-1.9%
Black	37,100	53,000	64,000	74,000	101,067	11	66,258	3.0%
Hispanic	34,000	40,000	53,000	76,700	.	7	56,957	4.1%
White	38,990	47,000	56,787	70,000	83,269	438	59,234	4.9%
Primary Responsibility-General	39,000	47,000	57,000	70,000	83,820	488	59,578	4.6%

**Table 10 - Salary Distribution by Number of Employees**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
10-24 Employees	38,630	42,500	56,614	61,125	76,400	16	55,602	8.3%
25-99 Employees	34,000	41,000	54,000	67,000	80,850	59	54,643	6.5%
100-499 Employees	36,750	46,250	56,350	65,750	76,620	124	57,033	4.6%
500-999 Employees	39,880	48,000	56,207	71,000	92,600	53	61,702	4.2%
1,000-2,499 Employees	38,100	47,000	57,000	78,000	87,827	80	61,852	3.4%
2,500-4,999 Employees	37,500	47,938	56,377	70,500	80,500	34	59,043	3.5%
5,000-9,999 Employees	42,000	49,500	62,000	81,000	96,650	39	64,915	4.8%
10,000 or more Employees	44,390	50,000	60,000	70,500	86,200	77	62,329	3.8%
Primary Responsibility-General	39,000	47,000	57,000	70,000	83,820	488	59,578	4.6%

**Table 11 - Salary Distribution by Non-profit Status**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Work in a Non-profit Organization	37,500	44,000	53,000	63,000	80,000	215	54,906	3.9%
Work in a For-profit Organization	42,000	50,000	61,500	75,000	87,000	269	63,311	4.9%
Primary Responsibility-General	39,000	47,000	57,000	70,000	83,820	488	59,578	4.6%

**Table 12 - Salary Distribution by Business Sector**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Government	37,450	44,802	53,000	68,590	85,000	68	56,647	3.6%
Public Library	32,000	33,000	34,112	41,500	.	5	36,622	16.0%
Academic Institution	32,693	41,499	48,000	56,228	65,480	63	49,951	6.2%
Other Organizations	41,000	50,000	60,000	72,000	85,276	346	62,071	4.3%
Primary Responsibility-General	39,000	47,000	57,000	70,000	83,820	488	59,578	4.6%

**Table 13a - Salary Distribution by Institution/Industry**

U. S.

						Number	Salary	Percent
	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile		Mean	Change
Federal Government	45,600	52,950	68,394	82,750	86,790	26	67,569	3.1%
Other Government	35,750	43,625	50,450	56,583	68,861	44	50,549	5.1%
Academic-Subj Dept	38,000	44,562	51,211	63,000	68,220	43	53,177	4.7%
Academic-General Campus	30,000	35,000	44,000	52,260	62,680	23	45,948	7.4%
Finance - except insurance	37,000	47,000	54,750	68,905	96,500	14	58,646	5.8%
Finance - insurance carriers, funds,	50,000	57,650	63,735	73,667	.	8	65,517	4.5%
Health Care & Social Assistance	38,766	45,188	52,500	68,750	89,900	30	57,668	1.9%
Manufacturing - aerospace products & parts	45,000	52,100	58,500	64,250	74,290	14	58,724	3.2%
Manufacturing - chemical, except pharm. /med. chemical	39,600	54,999	61,000	93,000	101,700	11	68,873	3.0%
Manufacturing - computers & electronic product	47,750	48,160	70,000	100,150	.	5	73,324	1.9%
Manufacturing - food, beverage & tobacco	43,000	55,000	70,000	90,200	.	7	72,479	3.1%
Manufacturing - miscellaneous	51,084	53,000	70,000	98,000	.	7	75,583	3.1%
Manufacturing - petroleum & coal , plastics & rubber	48,000	51,750	67,000	72,000	.	7	64,639	9.9%
Manufacturing - pharmaceuticals & medical chemicals	41,200	67,670	79,105	86,750	.	8	76,659	4.3%
Museums & Historical Sites	31,000	38,125	42,000	52,250	.	8	43,938	3.9%
Professional Services - architectural & engineering design	39,800	47,000	56,500	68,500	76,147	35	57,358	4.9%
Professional Services - legal	45,950	53,900	65,000	78,250	86,501	62	66,499	4.4%
Professional Services - mngt., scientific/tech. consulting	44,400	52,650	68,500	75,375	87,800	12	65,967	4.9%
Professional Services - other (market research, translation)	47,000	47,224	52,000	75,500	.	5	59,490	7.8%
Professional Services - scientific research & development	50,400	52,500	72,000	81,000	97,600	11	71,700	3.2%
Publishing - newspaper, periodical, book	42,000	43,000	54,000	62,000	76,600	11	54,727	3.4%
Religious, Grantmaking and Giving, Social Advocacy	22,000	40,937	54,000	65,586	.	6	51,599	2.6%
Utilities	39,000	40,000	57,000	66,612	.	7	54,067	3.2%
Other	35,744	47,000	60,000	68,512	80,200	25	58,188	4.6%
Primary Responsibility-General	39,000	47,000	57,000	70,000	83,820	488	59,578	4.6%



Table 13b - Salary Distribution by Institution/Industry and Library/ Information Center Annual Budget

Institution/Current Budget		10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
								Mean	Mean Percent Change
Federal Government	\$50,000-\$74,999	37,000	45,250	61,000	85,022	.	6	62,848	3.3%
	Don't know	40,000	52,800	63,500	81,567	.	7	64,139	2.2%
Other Government	Under \$25,000	29,373	36,164	41,450	56,431	74,772	10	46,334	3.5%
	\$25,000-\$49,999	34,000	38,054	45,424	60,504	.	6	50,543	4.5%
	\$100,000-\$249,999	38,000	44,500	53,000	57,000	.	7	50,336	3.6%
	Budgets are not allocated to separate branch or libraries	25,000	45,723	51,450	55,250	.	8	49,176	6.8%
Academic-Subj Dept	Under \$25,000	33,860	39,874	49,500	65,425	78,070	10	52,302	4.1%
	\$50,000-\$74,999	38,000	41,500	50,000	58,684	.	5	50,073	8.5%
Academic-General Campus	Under \$25,000	31,000	34,000	39,300	44,375	.	6	39,017	12.9%
Health Care & Social Assistance	\$50,000-\$74,999	44,000	44,719	46,000	49,100	.	5	46,727	2.9%
	\$100,000-\$249,999	40,012	47,635	56,700	80,000	89,900	10	61,706	-3.2%
Professional Services - architectural & engineering design	\$25,000-\$49,999	33,500	50,530	56,750	68,875	.	6	56,951	6.0%
	\$50,000-\$74,999	44,020	47,010	59,000	73,500	.	5	60,004	4.4%
	Budgets are not allocated to separate branch or libraries	45,000	47,000	51,860	65,000	.	8	55,528	4.8%
Professional Services - legal	\$100,000-\$249,999	40,420	48,000	62,000	70,000	81,534	15	59,959	4.2%
	\$250,000-\$499,999	54,800	64,000	73,000	84,000	96,400	15	74,680	5.1%
	\$500,000-\$999,999	47,300	53,588	64,000	76,000	.	8	67,206	3.6%
	Above \$1,000,000	47,000	62,500	80,000	87,000	.	5	75,800	2.9%
	Budgets are not allocated to separate branch or libraries	27,000	34,500	50,500	58,500	.	5	47,300	4.8%
Publishing - newspaper, periodical, book	Don't know	54,200	56,000	60,000	75,000	.	7	67,029	4.4%
	Budgets are not allocated to separate branch or libraries	42,000	42,000	43,000	65,500	.	5	51,600	3.2%
Other	\$100,000-\$249,999	49,000	53,800	62,000	68,512	.	9	62,974	4.1%

Table 14 - Salary Distribution by Union vs. Non-union

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Wages/Salary Set by Collective Bargaining Agreement	34,600	40,500	51,211	59,000	75,233	35	52,192	4.1%
Wages/Salary Not Set by Collective Bargaining Agreement	39,520	47,274	57,200	70,000	84,150	449	60,032	4.6%
Primary Responsibility-General	39,000	47,000	57,000	70,000	83,820	488	59,578	4.6%

**Table 15 - Salary Distribution by Number of Years with Present Employer**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Less than Two Years	32,600	40,000	52,500	64,250	81,000	62	53,483	10.0%
Two Years	33,400	44,000	52,150	65,000	80,240	47	54,833	5.5%
3-5 Years	35,936	42,000	55,000	68,375	82,391	88	57,031	4.6%
6-10 Years	43,820	50,000	59,000	75,000	86,200	103	62,351	3.8%
11-15 Years	43,000	50,000	57,000	75,000	87,500	59	62,376	3.4%
16-20 Years	40,451	52,815	63,577	71,250	91,900	50	64,054	3.2%
21-25 Years	42,100	49,888	61,000	71,250	87,827	30	63,291	3.6%
26 Years or more	44,442	48,700	57,000	75,000	85,460	35	62,512	3.0%
Primary Responsibility-General	39,000	47,000	57,000	70,000	83,820	488	59,578	4.6%

**Table 16 - Salary Distribution by Number of Employees Supervised or Managed**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
None	37,150	45,000	54,200	65,130	80,000	262	56,573	4.7%
1-2 Employees	43,050	50,000	62,000	75,180	88,000	180	63,897	4.3%
3-4 Employees	38,360	44,141	56,500	71,575	86,114	28	59,304	3.9%
5-6 Employees	32,000	41,675	54,630	64,350	.	8	54,495	6.3%
Primary Responsibility-General	39,000	47,000	57,000	70,000	83,820	488	59,578	4.6%

**Table 17 - Salary Distribution by Primary Job Responsibility**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
General Responsibilities	39,000	47,000	57,000	70,000	83,820	488	59,578	4.6%
Primary Responsibility-General	39,000	47,000	57,000	70,000	83,820	488	59,578	4.6%

**Table 18 - Salary Distribution by Job Title**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Director/Manager	43,420	50,000	61,000	75,000	87,056	215	63,216	4.4%
Asst Mngr./Dept./Section Head	39,400	52,500	60,000	75,000	95,400	31	64,571	7.0%
Librarian/Info Specialist/Researcher	37,000	44,010	54,000	65,000	78,000	225	55,902	4.3%
Support Staff	28,400	29,064	40,008	50,000	.	7	41,466	2.7%
Primary Responsibility-General	39,000	47,000	57,000	70,000	83,820	488	59,578	4.6%

**Table 19 - Salary Distribution by Library or Information Resource Center Setting**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Work in Library or Information Resource Center	39,000	47,000	56,720	70,000	83,028	461	59,267	4.5%
Do Not Work in Library or Information Resource Center	43,300	46,500	61,525	74,338	96,155	22	63,533	4.5%
Primary Responsibility-General	39,000	47,000	57,000	70,000	83,820	488	59,578	4.6%

**Table 20 - Salary Distribution by Library/ Information Center Annual Budget**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Under \$25,000	32,016	37,800	47,546	55,750	74,772	60	49,991	4.7%
\$25,000-\$49,999	35,000	44,000	55,603	67,375	85,625	44	57,202	6.3%
\$50,000-\$74,999	41,200	45,279	50,700	61,750	80,884	49	54,685	4.0%
\$75,000-\$99,999	38,800	43,000	50,000	56,724	62,589	23	51,630	6.9%
\$100,000-\$249,999	42,715	50,300	62,000	73,500	86,418	93	63,283	2.7%
\$250,000-\$499,999	50,000	59,970	67,500	80,650	88,000	52	69,817	5.8%
\$500,000-\$999,999	49,180	58,000	71,000	81,100	93,080	23	71,498	3.8%
Above \$1,000,000	42,500	51,500	76,500	84,750	110,600	16	72,488	4.0%
Budgets are not allocated to separate branch or libraries	32,000	43,000	51,106	61,318	70,650	44	52,242	5.6%
Don't know	37,644	48,000	56,000	69,680	81,740	55	58,821	3.5%
Primary Responsibility-General	39,000	47,000	57,000	70,000	83,820	488	59,578	4.6%

**Table 21 - Salary Distribution by Full-time Equivalent Employees in Library/Information Center**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
2 or less	39,203	47,000	56,000	69,625	81,384	364	58,838	4.4%
More than 2 to 4	37,850	48,619	58,500	78,250	91,040	46	61,461	4.9%
More than 4 to 9	37,650	43,500	65,000	72,000	86,673	15	61,987	7.4%
More than 9	32,600	41,000	65,400	79,500	96,400	12	62,817	3.7%
Primary Responsibility-General	39,000	47,000	57,000	70,000	83,820	488	59,578	4.6%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Total		Benefits provided by primary job					
	Count	Percent	Paid sick leave		Paid personal time off		Paid vacation	
			Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	28	100.0%	25	89.3%	8	28.6%	27	96.4%
Other Government	48	100.0%	48	100.0%	28	58.3%	46	95.8%
Public Library-Subj and General	10	100.0%	9	90.0%	5	50.0%	9	90.0%
Academic-Subj Dept	55	100.0%	51	92.7%	35	63.6%	52	94.5%
Academic-General Campus	23	100.0%	22	95.7%	9	39.1%	22	95.7%
Finance & Insurance; Accounting	52	100.0%	47	90.4%	37	71.2%	49	94.2%
Information Services & Publishing	90	100.0%	78	86.7%	52	57.8%	85	94.4%
Manufacturing and Agriculture	22	100.0%	19	86.4%	14	63.6%	21	95.5%
Professional Services	166	100.0%	144	86.7%	112	67.5%	153	92.2%
Utilities; Transportation; Broadcasting; Movies; Trade	18	100.0%	17	94.4%	9	50.0%	18	100.0%
Other	26	100.0%	25	96.2%	21	80.8%	25	96.2%
Primary Responsibility-General	539	100.0%	486	90.2%	331	61.4%	507	94.1%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Medical insurance/group plan		Medical savings account		Dental insurance/group plan		Vision coverage	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	28	100.0%	17	60.7%	21	75.0%	18	64.3%
Other Government	48	100.0%	30	62.5%	45	93.8%	34	70.8%
Public Library-Subj and General	7	70.0%	3	30.0%	6	60.0%	5	50.0%
Academic-Subj Dept	52	94.5%	40	72.7%	50	90.9%	36	65.5%
Academic-General Campus	23	100.0%	11	47.8%	20	87.0%	13	56.5%
Finance & Insurance; Accounting	48	92.3%	33	63.5%	44	84.6%	35	67.3%
Information Services & Publishing	88	97.8%	68	75.6%	82	91.1%	74	82.2%
Manufacturing and Agriculture	22	100.0%	19	86.4%	22	100.0%	19	86.4%
Professional Services	160	96.4%	111	66.9%	153	92.2%	114	68.7%
Utilities; Transportation; Broadcasting; Movies; Trade	18	100.0%	11	61.1%	15	83.3%	9	50.0%
Other	26	100.0%	14	53.8%	24	92.3%	19	73.1%
Primary Responsibility-General	521	96.7%	357	66.2%	483	89.6%	376	69.8%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Life insurance		Retirement plan		Long-term disability		Short-term disability	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	25	89.3%	26	92.9%	18	64.3%	12	42.9%
Other Government	36	75.0%	48	100.0%	29	60.4%	26	54.2%
Public Library-Subj and General	7	70.0%	8	80.0%	4	40.0%	3	30.0%
Academic-Subj Dept	48	87.3%	50	90.9%	39	70.9%	35	63.6%
Academic-General Campus	18	78.3%	18	78.3%	11	47.8%	14	60.9%
Finance & Insurance; Accounting	45	86.5%	48	92.3%	35	67.3%	39	75.0%
Information Services & Publishing	82	91.1%	79	87.8%	72	80.0%	66	73.3%
Manufacturing and Agriculture	21	95.5%	18	81.8%	21	95.5%	20	90.9%
Professional Services	147	88.6%	133	80.1%	126	75.9%	116	69.9%
Utilities; Transportation; Broadcasting; Movies; Trade	14	77.8%	17	94.4%	15	83.3%	12	66.7%
Other	21	80.8%	21	80.8%	16	61.5%	12	46.2%
Primary Responsibility-General	465	86.3%	467	86.6%	387	71.8%	356	66.0%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Child day care		Time off for child or elder care		Employee assistance or wellness program		Profit sharing	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	2	7.1%	9	32.1%	14	50.0%	1	3.6%
Other Government	4	8.3%	15	31.3%	30	62.5%		
Public Library-Subj and General			1	10.0%	3	30.0%		
Academic-Subj Dept	5	9.1%	11	20.0%	35	63.6%	4	7.3%
Academic-General Campus			4	17.4%	8	34.8%	6	26.1%
Finance & Insurance; Accounting	7	13.5%	19	36.5%	35	67.3%	16	30.8%
Information Services & Publishing	10	11.1%	27	30.0%	63	70.0%	30	33.3%
Manufacturing and Agriculture	4	18.2%	6	27.3%	19	86.4%	8	36.4%
Professional Services	10	6.0%	51	30.7%	98	59.0%	75	45.2%
Utilities; Transportation; Broadcasting; Movies; Trade	1	5.6%	3	16.7%	13	72.2%	1	5.6%
Other			5	19.2%	16	61.5%	5	19.2%
Primary Responsibility-General	43	8.0%	151	28.0%	334	62.0%	146	27.1%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job			
	Education/professional development assistance		Professional association memberships	
	Cases	Percent	Cases	Percent
Federal Government	14	50.0%	8	28.6%
Other Government	28	58.3%	32	66.7%
Public Library-Subj and General	5	50.0%	2	20.0%
Academic-Subj Dept	44	80.0%	30	54.5%
Academic-General Campus	15	65.2%	10	43.5%
Finance & Insurance; Accounting	41	78.8%	48	92.3%
Information Services & Publishing	59	65.6%	61	67.8%
Manufacturing and Agriculture	19	86.4%	18	81.8%
Professional Services	92	55.4%	130	78.3%
Utilities; Transportation; Broadcasting; Movies; Trade	16	88.9%	16	88.9%
Other	18	69.2%	18	69.2%
Primary Responsibility-General	351	65.1%	374	69.4%

**Table 23 - Health Insurance Plan Provided by Institution Group**

	Do you participate in an employee-offered health insurance plan?					
	Yes		No		Not Applicable	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	27	93.1%	2	6.9%		
Other Government	43	89.6%	5	10.4%		
Public Library-Subj and General	7	53.8%	3	23.1%	3	23.1%
Academic-Subj Dept	47	85.5%	6	10.9%	2	3.6%
Academic-General Campus	18	78.3%	5	21.7%		
Finance & Insurance; Accounting	43	82.7%	8	15.4%	1	1.9%
Information Services & Publishing	80	85.1%	9	9.6%	5	5.3%
Manufacturing and Agriculture	22	100.0%				
Professional Services	133	75.6%	36	20.5%	7	4.0%
Utilities; Transportation; Broadcasting; Movies; Trade	16	84.2%	2	10.5%	1	5.3%
Other	25	89.3%	3	10.7%		
Total	461	82.5%	79	14.1%	19	3.4%

**Table 24 - Individual Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does this percent that you pay compare to the previous year?					
			Higher		Lower		The same	
	Count	Mean	Count	Count Percent	Count	Count Percent	Count	Count Percent
Federal Government	19	28.3%	4	21.1%			15	78.9%
Other Government	30	6.8%	7	19.4%	1	2.8%	28	77.8%
Public Library-Subj and General	7	8.7%	1	14.3%	1	14.3%	5	71.4%
Academic-Subj Dept	37	13.5%	15	35.7%	1	2.4%	26	61.9%
Academic-General Campus	15	15.4%	4	23.5%	1	5.9%	12	70.6%
Finance & Insurance; Accounting	36	17.0%	9	22.0%	2	4.9%	30	73.2%
Information Services & Publishing	64	20.9%	28	38.9%	3	4.2%	41	56.9%
Manufacturing and Agriculture	16	14.4%	3	15.8%	2	10.5%	14	73.7%
Professional Services	105	18.1%	37	30.8%	6	5.0%	77	64.2%
Utilities; Transportation; Broadcasting; Movies; Trade	12	6.8%	3	23.1%	2	15.4%	8	61.5%
Other	18	13.6%	4	18.2%	1	4.5%	17	77.3%
Total	359	16.5%	115	28.2%	20	4.9%	273	66.9%

**Table 25 - Dependent Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does the percent you pay compare to the previous year?					
			Higher		Lower		The same	
	Count	Mean	Count	Count Percent	Count	Count Percent	Count	Count Percent
Federal Government	11	15.3%	2	18.2%	1	9.1%	8	72.7%
Other Government	23	3.9%	2	8.3%	1	4.2%	21	87.5%
Public Library-Subj and General	3	25.0%	1	33.3%			2	66.7%
Academic-Subj Dept	26	21.6%	11	36.7%			19	63.3%
Academic-General Campus	10	18.3%	3	27.3%	1	9.1%	7	63.6%
Finance & Insurance; Accounting	21	15.2%	3	12.5%	2	8.3%	19	79.2%
Information Services & Publishing	37	23.9%	12	29.3%	4	9.8%	25	61.0%
Manufacturing and Agriculture	12	18.8%	1	7.1%	1	7.1%	12	85.7%
Professional Services	61	22.0%	13	20.6%	6	9.5%	44	69.8%
Utilities; Transportation; Broadcasting; Movies; Trade	7	9.4%	2	28.6%			5	71.4%
Other	11	35.2%	2	15.4%	1	7.7%	10	76.9%
Total	222	19.4%	52	21.6%	17	7.1%	172	71.4%

**Table 26 - Total Outlay for Health Insurance Benefits by Institution Group**

	How does your total outlay for health insurance benefits compare to the incremental change in your salary for 2007?					
	Increase in health insurance premium is HIGHER THAN the increase in salary		Increase in health insurance premium is LOWER THAN the increase in salary		Increase in health insurance premium is the SAME as the increase in salary	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	5	27.8%	7	38.9%	6	33.3%
Other Government	8	25.8%	7	22.6%	16	51.6%
Public Library-Subj and General	1	20.0%	2	40.0%	2	40.0%
Academic-Subj Dept	15	38.5%	11	28.2%	13	33.3%
Academic-General Campus	3	21.4%	9	64.3%	2	14.3%
Finance & Insurance; Accounting	3	9.4%	13	40.6%	16	50.0%
Information Services & Publishing	29	43.3%	16	23.9%	22	32.8%
Manufacturing and Agriculture	5	26.3%	9	47.4%	5	26.3%
Professional Services	35	32.7%	39	36.4%	33	30.8%
Utilities; Transportation; Broadcasting; Movies; Trade	4	33.3%	3	25.0%	5	41.7%
Other	5	25.0%	9	45.0%	6	30.0%
Total	113	31.0%	125	34.3%	126	34.6%



**Table 27 - Salary Distribution by Employed/Self-Employed Status**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary		Percent change
							Mean	Mean Percent Change	
Not Self-employed	39,365	47,068	57,000	70,000	82,391	478	59,513		4.5%
Primary Responsibility-General	39,000	47,000	57,000	70,000	83,820	488	59,578		4.6%

**Table 28 - Salary Distribution by Contract Basis at Primary Job**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary		Percent change
							Mean	Mean Percent Change	
Work on Contract Basis	34,100	37,000	48,864	60,500	94,200	30	53,322		5.0%
Do Not Work on Contract Basis	40,000	47,312	57,400	70,000	83,860	456	60,027		4.4%
Primary Responsibility-General	39,000	47,000	57,000	70,000	83,820	488	59,578		4.6%

**Table 29 - Salary Distribution by Number of Part-time Jobs Held**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary		Percent change
							Mean	Mean Percent Change	
One	25,300	30,000	40,614	54,495	65,840	52	44,050		-5.5%
Two	20,000	26,200	32,123	37,000	64,512	15	35,462		-5.3%
Primary Responsibility-General	24,200	30,000	38,700	54,000	66,560	71	42,945		-1.3%

**Table 30 - Salary Distribution by Number of Part-time Hours Worked per Week**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary		Percent change
							Mean	Mean Percent Change	
11-20 Hours	23,600	25,500	35,350	50,000	68,416	17	40,897		-10.0%
21-30 Hours	28,600	34,660	38,938	53,000	71,000	27	44,515		1.4%
31 or More Hours	24,500	32,031	45,510	55,896	68,017	24	44,582		.4%
Primary Responsibility-General	24,200	30,000	38,700	54,000	66,560	71	42,945		-1.3%

**Table 31 - Salary Distribution by Reasons for Working Part-time**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Respondent's Choice	26,920	32,000	45,000	56,000	75,023	48	46,952	2.3%
Unable to Secure Full-time Work	20,000	21,500	29,450	37,975	.	8	31,430	-3.5%
Other	21,000	25,750	33,392	39,894	49,260	14	34,000	-16.5%
Primary Responsibility-General	24,200	30,000	38,700	54,000	66,560	71	42,945	-1.3%

**Table 32 - Average Hourly Rate for Part-time Employees by Census Division**

	Work-related earnings/hour 4/1/2007					Mean Percent Change 2006- 2007
	First Quartile 25%	Median 50%	Third Quartile 75%	Number	Mean	
New England	12.50	13.25	19.01	5	15.25	-31.4%
South Atlantic	19.75	25.29	33.00	8	26.53	2.8%
Pacific	26.29	28.19	32.00	9	30.64	3.4%
TOTAL	16.17	25.00	28.10	37	23.74	-1.3%



# UNITED STATES

## Chapter Ten Technical Services



**Table 1 - Salary Distribution by Census Division**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
New England	30,560	37,000	54,000	80,500	86,000	17	56,931	1.0%
Middle Atlantic	31,700	41,000	61,000	76,000	90,000	33	60,162	4.4%
South Atlantic	35,008	42,000	49,000	63,000	83,800	63	54,882	3.7%
West S. Central	31,148	34,960	48,500	57,233	.	8	46,707	6.7%
East N. Central	36,948	41,587	50,950	59,563	79,500	30	52,256	7.6%
West N. Central	25,070	27,000	33,000	52,785	59,560	20	38,892	4.0%
Mountain	25,000	30,250	49,600	61,862	.	6	48,941	1.6%
Pacific	37,310	44,050	53,643	79,226	87,829	36	60,098	5.5%
Primary Responsibility-Tech Services	31,104	40,000	50,514	65,000	83,150	216	54,170	4.5%

**Table 2 - Salary Distribution by Metropolitan Area**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Boston CMSA - incl. Cambridge, Worcester, MA	30,420	38,000	57,324	83,000	87,000	15	58,988	.6%
New York City CMSA - incl. Princeton; New Haven; Stony Brook	31,750	40,750	61,750	79,381	93,500	24	62,983	3.1%
Philadelphia, CMSA - incl. West Chester, PA; Wilmington, DE	36,500	42,000	60,000	63,000	.	7	55,157	5.5%
Washington, DC CMSA - incl. Baltimore, MD; Alexandria, VA	37,400	45,447	50,000	73,000	87,500	41	59,021	3.8%
FL - incl. Tallahassee; Miami; Tampa	24,740	32,005	42,000	57,250	.	8	43,845	4.1%
Columbus, OH; Dayton OH	26,000	40,250	52,500	77,125	.	6	55,750	3.5%
Detroit CMSA - incl. Ann Arbor, Southfield	32,600	41,200	52,000	80,000	.	7	55,079	14.0%
Minneapolis, MN; St. Paul, MN	30,000	32,080	44,000	53,809	.	8	43,144	2.9%
Chicago CMSA - incl. Hinsdale, Des Plaines	36,720	39,500	43,500	50,675	.	8	45,953	10.6%
MO - incl. St. Louis; Kansas City	24,500	25,250	31,750	58,000	.	8	39,500	5.6%
Los Angeles, CMSA - incl. Pasadena; and Santa Barbara	37,850	42,750	62,800	82,389	84,870	14	61,235	3.6%
San Francisco CMSA - incl. Mountain View; San Jose; Oakland	30,000	50,104	55,000	81,500	.	9	62,388	11.4%
Seattle CMSA - incl. Bellevue; Olympia	25,940	33,970	48,036	58,461	.	5	46,579	3.4%
Primary Responsibility-Tech Services	31,104	40,000	50,514	65,000	83,150	216	54,170	4.5%

**Table 3 - Salary Distribution by Subject Degree Field**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Master	30,459	38,290	50,000	73,650	87,200	73	55,370	5.0%
Bachelor	31,160	41,000	51,000	63,000	80,649	123	53,763	4.4%
Associate	42,000	43,500	52,000	60,000	.	5	51,800	3.8%
No college	30,000	31,000	51,000	83,556	.	7	55,794	3.1%
Primary Responsibility-Tech Services	31,104	40,000	50,514	65,000	83,150	216	54,170	4.5%

**Table 4 - Salary Distribution by Library/Information Science Degree**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Master	31,994	42,000	52,000	65,708	84,100	178	56,011	5.0%
Some college but no degree	27,080	32,000	41,000	52,523	73,400	21	45,171	1.2%
No college	28,000	31,000	48,600	51,900	.	7	46,643	3.5%
Primary Responsibility-Tech Services	31,104	40,000	50,514	65,000	83,150	216	54,170	4.5%

**Table 5 - Salary Distribution by Degree Held**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Biomedical Sciences	30,000	37,000	48,000	60,000	.	9	48,131	7.9%
Business, Human Resources, Public Administration	34,056	42,000	51,900	83,250	91,678	21	58,648	4.6%
Communications/Journalism/ Public Relations	30,000	43,000	57,750	75,000	.	7	57,964	-.1%
Computer Sciences	53,040	54,020	70,000	80,250	.	5	67,708	3.7%
Education	36,000	45,000	65,610	83,556	85,740	19	63,921	3.4%
English/Literature/ Composition	30,088	35,525	47,500	60,000	77,100	46	51,893	3.1%
Fine and Applied Arts	25,800	34,500	50,000	61,898	68,000	17	48,410	11.8%
Foreign Languages/ Culture studies	30,280	41,040	54,000	78,500	85,000	21	57,170	5.6%
General Studies	28,600	37,750	45,500	57,250	81,100	10	48,800	6.6%
History	40,358	43,500	52,523	74,325	84,250	24	58,394	3.6%
Philosophy, Religion	24,500	28,000	57,350	67,700	.	7	51,811	8.7%
Physical Sciences	26,000	41,000	50,000	52,000	.	7	49,135	-1.0%
Social Sciences	28,950	38,000	49,250	65,750	81,800	36	52,592	4.5%
Other	30,400	34,660	44,200	56,475	79,877	33	48,205	4.9%
Primary Responsibility-Tech Services	31,104	40,000	50,514	65,000	83,150	216	54,170	4.5%

**Table 6 - Salary Distribution by Years of Library Experience**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
2 or less	31,650	35,150	42,100	47,400	53,045	22	41,740	-2%
3-5 Years	25,988	31,000	40,000	52,000	65,400	27	43,159	9.7%
6-10 Years	29,362	36,750	45,000	55,581	73,700	42	47,625	6.1%
11-15 Years	30,000	42,000	51,200	65,000	86,000	39	55,121	4.4%
16-20 Years	28,250	38,250	51,950	65,458	78,004	24	52,871	1.5%
21-25 Years	38,032	49,410	64,000	87,500	98,400	13	68,349	4.1%
26 Years or More	46,000	51,500	62,000	82,723	89,000	49	67,543	3.8%
Primary Responsibility-Tech Services	31,104	40,000	50,514	65,000	83,150	216	54,170	4.5%

**Table 7 - Salary Distribution by Years of Total Work Experience**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
2 or less	32,500	32,575	38,600	46,250	.	6	39,550	-6.3%
6-10 Years	26,000	31,750	42,000	50,300	60,000	25	42,590	7.4%
11-15 Years	26,400	36,500	50,000	55,000	79,000	31	49,622	5.9%
16-20 Years	29,800	40,750	49,500	66,750	82,300	28	53,264	4.8%
21-25 Years	27,550	37,000	46,500	64,500	83,352	32	51,446	3.6%
26 Years or More	37,300	45,250	57,898	78,000	87,322	92	61,278	3.4%
Primary Responsibility-Tech Services	31,104	40,000	50,514	65,000	83,150	216	54,170	4.5%

**Table 8 - Salary Distribution by Gender**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Female	31,148	41,000	51,000	65,000	83,000	179	54,268	4.5%
Male	30,039	39,000	50,208	64,921	89,639	35	54,602	4.3%
Primary Responsibility-Tech Services	31,104	40,000	50,514	65,000	83,150	216	54,170	4.5%



**Table 9 - Salary Distribution by Ethnicity/ Race**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Asian, Pacific Islander	36,000	41,250	46,518	74,000	.	8	53,755	2.7%
Black	25,700	36,010	51,000	73,250	.	9	53,802	4.6%
Hispanic	30,000	31,455	47,000	54,900	.	6	45,523	6.2%
White	31,274	40,250	50,910	64,980	82,223	184	54,124	4.5%
Primary Responsibility-Tech Services	31,104	40,000	50,514	65,000	83,150	216	54,170	4.5%

**Table 10 - Salary Distribution by Number of Employees**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
25-99 Employees	30,000	31,534	36,500	50,156	58,425	16	40,008	5.8%
100-499 Employees	30,000	36,100	43,000	52,000	63,800	45	45,749	6.0%
500-999 Employees	28,400	41,800	51,950	63,500	83,200	30	53,113	6.4%
1,000-2,499 Employees	31,960	45,000	53,643	69,653	87,200	36	57,524	3.4%
2,500-4,999 Employees	39,600	46,000	55,000	67,700	88,859	23	60,996	3.2%
5,000-9,999 Employees	32,900	40,680	62,000	82,112	89,400	22	61,292	1.7%
10,000 or more Employees	37,750	45,000	59,175	80,000	89,500	34	62,436	6.3%
Primary Responsibility-Tech Services	31,104	40,000	50,514	65,000	83,150	216	54,170	4.5%

**Table 11 - Salary Distribution by Non-profit Status**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Work in a Non-profit Organization	30,000	37,000	49,000	62,000	82,000	139	51,868	4.1%
Work in a For-profit Organization	35,940	44,600	55,000	74,750	85,000	77	58,325	5.2%
Primary Responsibility-Tech Services	31,104	40,000	50,514	65,000	83,150	216	54,170	4.5%

**Table 12 - Salary Distribution by Business Sector**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary		Percent change
							Mean	Mean Percent Change	
Government	35,812	45,500	64,000	83,250	92,600	33	66,184	5.2%	
Public Library	25,946	29,861	38,040	52,688	65,175	10	41,992	3.2%	
Academic Institution	27,700	32,300	47,750	57,675	72,200	77	47,739	3.7%	
Other Organizations	35,312	43,000	54,000	67,000	83,734	95	56,513	5.1%	
Primary Responsibility-Tech Services	31,104	40,000	50,514	65,000	83,150	216	54,170	4.5%	

**Table 13a - Salary Distribution by Institution/Industry**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary		Percent change
							Mean	Mean Percent Change	
Federal Government	34,850	46,250	64,500	84,625	95,900	28	67,498	4.3%	
Other Government	25,000	34,611	54,018	76,131	.	8	54,712	7.1%	
Public Library-General	25,940	26,000	37,080	50,000	.	7	37,860	3.3%	
Academic-Subj Dept	26,130	32,450	44,250	52,262	64,660	30	44,893	4.1%	
Academic-General Campus	28,462	33,500	47,875	59,035	71,690	46	48,515	3.1%	
Manufacturing - pharmaceuticals & medical chemicals	36,000	66,750	78,500	84,250	.	6	74,500	6.9%	
Museums & Historical Sites	30,000	34,875	45,000	53,200	.	6	44,217	-.1%	
Professional Services - legal	32,250	42,750	56,240	72,625	90,000	28	58,842	3.9%	
Professional Services - mngt., scientific/tech. consulting	42,000	51,750	58,000	67,375	.	6	59,917	10.2%	
Professional Services - scientific research & development	28,000	36,500	45,000	72,000	.	5	52,400	3.8%	
Primary Responsibility-Tech Services	31,104	40,000	50,514	65,000	83,150	216	54,170	4.5%	

**Table 13b - Salary Distribution by Institution/Industry and Library/ Information Center Annual Budget**

Institution/Current Budget		10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary		Percent change
								Mean	Mean Percent Change	
Federal Government	Above \$1,000,000	37,800	46,500	82,750	97,250	148,100	10	81,100	4.5%	
	Don't know	35,000	43,250	50,500	66,025	.	6	54,450	7.2%	
Academic-Subj Dept	Above \$1,000,000	32,000	39,000	49,000	63,300	.	5	50,720	2.5%	
	Don't know	26,500	31,400	38,860	50,000	54,414	12	40,672	5.9%	
Academic-General Campus	\$500,000-\$999,999	35,020	39,655	46,500	59,035	.	6	48,211	8.0%	
	Above \$1,000,000	33,600	46,100	56,251	73,500	92,878	17	59,390	5.2%	
	Don't know	25,550	30,775	33,000	45,813	56,710	16	37,988	-1.1%	
Professional Services - legal	Above \$1,000,000	38,000	54,500	82,500	98,750	.	6	79,667	2.8%	
	Don't know	42,000	45,000	52,000	65,000	83,000	15	56,171	3.5%	

**Table 14 - Salary Distribution by Union vs. Non-union**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Wages/Salary Set by Collective Bargaining Agreement	31,761	42,037	52,000	61,500	85,716	40	56,102	3.5%
Wages/Salary Not Set by Collective Bargaining Agreement	31,000	39,750	50,000	65,000	82,000	173	53,740	4.7%
Primary Responsibility-Tech Services	31,104	40,000	50,514	65,000	83,150	216	54,170	4.5%

**Table 15 - Salary Distribution by Number of Years with Present Employer**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Less than Two Years	32,000	37,000	45,000	52,000	60,500	43	45,309	7.2%
Two Years	28,680	34,600	44,200	62,850	88,800	21	53,539	5.6%
3-5 Years	25,892	31,350	47,000	60,000	77,000	37	48,623	4.6%
6-10 Years	33,140	44,250	52,000	65,000	84,278	54	55,266	3.3%
11-15 Years	29,598	36,250	54,000	64,500	88,600	16	54,751	7.0%
16-20 Years	40,000	50,500	64,000	80,254	94,400	21	66,045	3.6%
21-25 Years	44,000	60,500	78,850	90,525	.	6	74,966	4.1%
26 Years or more	47,446	56,388	77,373	85,000	92,222	12	71,446	3.5%
Primary Responsibility-Tech Services	31,104	40,000	50,514	65,000	83,150	216	54,170	4.5%

**Table 16 - Salary Distribution by Number of Employees Supervised or Managed**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
None	31,359	41,000	48,600	60,750	78,200	108	51,296	4.7%
1-2 Employees	31,000	37,000	50,000	60,750	79,508	49	51,786	3.8%
3-4 Employees	39,850	49,550	60,000	83,139	92,100	26	67,160	5.5%
5-6 Employees	35,000	37,000	56,800	77,500	.	9	58,589	4.1%
7-9 Employees	25,000	30,350	60,000	83,223	.	9	56,905	5.6%
10-14 Employees	25,000	32,000	75,000	90,000	.	7	68,857	3.8%
Primary Responsibility-Tech Services	31,104	40,000	50,514	65,000	83,150	216	54,170	4.5%

**Table 17 - Salary Distribution by Primary Job Responsibility**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Acquisitions, Collection Development	38,200	45,000	57,698	77,250	85,716	70	61,588	5.1%
Cataloging	30,800	36,100	47,000	58,875	81,200	57	51,321	2.7%
Circulation, Interlibrary Loan	25,376	28,330	36,720	47,000	53,314	33	37,894	4.4%
Technical Services	37,000	45,000	54,500	70,000	84,300	56	57,387	5.7%
Primary Responsibility-Tech Services	31,104	40,000	50,514	65,000	83,150	216	54,170	4.5%

**Table 18 - Salary Distribution by Job Title**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Director/Manager	31,000	50,500	63,500	85,000	122,549	14	68,361	7.2%
Asst Mngr./Dept./Section Head	35,500	46,000	64,461	81,000	89,500	54	63,325	4.2%
Librarian/Info Specialist/Researcher	34,040	42,000	50,000	60,000	79,692	115	52,735	4.6%
Support Staff	25,724	27,625	32,250	45,000	52,842	30	37,149	3.3%
Primary Responsibility-Tech Services	31,104	40,000	50,514	65,000	83,150	216	54,170	4.5%

**Table 19 - Salary Distribution by Library or Information Resource Center Setting**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Work in Library or Information Resource Center	31,000	39,750	50,000	64,961	83,500	209	54,015	4.6%
Do Not Work in Library or Information Resource Center	42,000	47,000	55,000	70,000	.	5	57,800	3.2%
Primary Responsibility-Tech Services	31,104	40,000	50,514	65,000	83,150	216	54,170	4.5%

**Table 20 - Salary Distribution by Library/ Information Center Annual Budget**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
\$75,000-\$99,999	30,000	32,929	46,350	57,700	.	8	49,027	5.9%
\$100,000-\$249,999	29,020	36,375	50,514	62,250	77,212	12	51,281	3.7%
\$250,000-\$499,999	35,640	42,750	55,643	77,250	87,250	14	58,812	5.4%
\$500,000-\$999,999	30,118	40,600	52,000	63,000	85,000	17	52,671	5.5%
Above \$1,000,000	37,700	48,400	60,800	82,000	95,300	56	66,025	5.2%
Don't know	30,490	36,000	45,447	54,000	67,210	86	47,007	3.9%
Primary Responsibility-Tech Services	31,104	40,000	50,514	65,000	83,150	216	54,170	4.5%

**Table 21 - Salary Distribution by Full-time Equivalent Employees in Library/Information Center**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
2 or less	27,000	30,000	47,800	54,250	60,500	14	44,887	7.5%
More than 2 to 4	32,100	36,750	45,000	59,850	75,429	25	48,893	2.4%
More than 4 to 9	30,100	41,500	49,404	61,250	82,800	50	52,520	4.7%
More than 9	31,700	43,000	52,000	73,000	87,096	113	57,686	4.5%
Primary Responsibility-Tech Services	31,104	40,000	50,514	65,000	83,150	216	54,170	4.5%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Total		Benefits provided by primary job					
	Count	Percent	Paid sick leave		Paid personal time off		Paid vacation	
			Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	30	100.0%	29	96.7%	14	46.7%	27	90.0%
Other Government	8	100.0%	8	100.0%	5	62.5%	8	100.0%
Public Library-Subj and General	9	100.0%	8	88.9%	7	77.8%	9	100.0%
Academic-Subj Dept	32	100.0%	32	100.0%	15	46.9%	31	96.9%
Academic-General Campus	49	100.0%	48	98.0%	31	63.3%	48	98.0%
Finance & Insurance; Accounting	17	100.0%	15	88.2%	6	35.3%	17	100.0%
Information Services & Publishing	21	100.0%	20	95.2%	18	85.7%	20	95.2%
Manufacturing and Agriculture	9	100.0%	7	77.8%	5	55.6%	8	88.9%
Professional Services	53	100.0%	45	84.9%	38	71.7%	51	96.2%
Utilities; Transportation; Broadcasting; Movies; Trade	4	100.0%	4	100.0%	2	50.0%	4	100.0%
Associations; Museums; Advocacy, Health Care	2	100.0%	1	50.0%			2	100.0%
Other	3	100.0%	2	66.7%	2	66.7%	3	100.0%
Primary Responsibility-Tech Services	237	100.0%	219	92.4%	143	60.3%	228	96.2%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Medical insurance/group plan		Medical savings account		Dental insurance/group plan		Vision coverage	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	28	93.3%	19	63.3%	24	80.0%	19	63.3%
Other Government	7	87.5%	5	62.5%	7	87.5%	5	62.5%
Public Library-Subj and General	8	88.9%	3	33.3%	8	88.9%	6	66.7%
Academic-Subj Dept	31	96.9%	21	65.6%	28	87.5%	23	71.9%
Academic-General Campus	49	100.0%	31	63.3%	47	95.9%	39	79.6%
Finance & Insurance; Accounting	14	82.4%	8	47.1%	15	88.2%	11	64.7%
Information Services & Publishing	19	90.5%	17	81.0%	20	95.2%	18	85.7%
Manufacturing and Agriculture	9	100.0%	6	66.7%	9	100.0%	6	66.7%
Professional Services	51	96.2%	34	64.2%	51	96.2%	38	71.7%
Utilities; Transportation; Broadcasting; Movies; Trade	4	100.0%	2	50.0%	3	75.0%	3	75.0%
Associations; Museums; Advocacy, Health Care	2	100.0%	1	50.0%	1	50.0%	2	100.0%
Other	3	100.0%	1	33.3%	3	100.0%	2	66.7%
Primary Responsibility-Tech Services	225	94.9%	148	62.4%	216	91.1%	172	72.6%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Life insurance		Retirement plan		Long-term disability		Short-term disability	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	27	90.0%	25	83.3%	15	50.0%	11	36.7%
Other Government	5	62.5%	8	100.0%	5	62.5%	4	50.0%
Public Library-Subj and General	6	66.7%	8	88.9%	7	77.8%	6	66.7%
Academic-Subj Dept	24	75.0%	30	93.8%	21	65.6%	18	56.3%
Academic-General Campus	43	87.8%	48	98.0%	33	67.3%	30	61.2%
Finance & Insurance; Accounting	12	70.6%	14	82.4%	12	70.6%	10	58.8%
Information Services & Publishing	18	85.7%	18	85.7%	18	85.7%	18	85.7%
Manufacturing and Agriculture	7	77.8%	8	88.9%	7	77.8%	7	77.8%
Professional Services	49	92.5%	49	92.5%	38	71.7%	41	77.4%
Utilities; Transportation; Broadcasting; Movies; Trade	4	100.0%	3	75.0%	2	50.0%	3	75.0%
Associations; Museums; Advocacy, Health Care	1	50.0%	1	50.0%	1	50.0%	1	50.0%
Other	3	100.0%	2	66.7%	2	66.7%	1	33.3%
Primary Responsibility-Tech Services	199	84.0%	214	90.3%	161	67.9%	150	63.3%



**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Child day care		Time off for child or elder care		Employee assistance or wellness program		Profit sharing	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	3	10.0%	12	40.0%	16	53.3%	2	6.7%
Other Government	1	12.5%	4	50.0%	8	100.0%		
Public Library-Subj and General			1	11.1%	6	66.7%		
Academic-Subj Dept	3	9.4%	12	37.5%	17	53.1%		
Academic-General Campus	8	16.3%	13	26.5%	30	61.2%	1	2.0%
Finance & Insurance; Accounting	1	5.9%	5	29.4%	11	64.7%	7	41.2%
Information Services & Publishing	5	23.8%	10	47.6%	16	76.2%	6	28.6%
Manufacturing and Agriculture	3	33.3%	3	33.3%	4	44.4%	3	33.3%
Professional Services	9	17.0%	22	41.5%	38	71.7%	18	34.0%
Utilities; Transportation; Broadcasting; Movies; Trade			1	25.0%	1	25.0%		
Associations; Museums; Advocacy, Health Care			1	50.0%	1	50.0%		
Other					2	66.7%	1	33.3%
Primary Responsibility-Tech Services	33	13.9%	84	35.4%	150	63.3%	38	16.0%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job			
	Education/ professional development assistance		Professional association memberships	
	Cases	Percent	Cases	Percent
Federal Government	16	53.3%	3	10.0%
Other Government	4	50.0%	3	37.5%
Public Library-Subj and General	5	55.6%	1	11.1%
Academic-Subj Dept	23	71.9%	11	34.4%
Academic-General Campus	35	71.4%	10	20.4%
Finance & Insurance; Accounting	12	70.6%	14	82.4%
Information Services & Publishing	17	81.0%	15	71.4%
Manufacturing and Agriculture	7	77.8%	5	55.6%
Professional Services	32	60.4%	40	75.5%
Utilities; Transportation; Broadcasting; Movies; Trade	2	50.0%	2	50.0%
Associations; Museums; Advocacy, Health Care	1	50.0%	1	50.0%
Other	1	33.3%	2	66.7%
Primary Responsibility-Tech Services	155	65.4%	107	45.1%

**Table 23 - Health Insurance Plan Provided by Institution Group**

	Do you participate in an employee-offered health insurance plan?					
	Yes		No		Not Applicable	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	24	82.8%	5	17.2%		
Other Government	7	87.5%	1	12.5%		
Public Library-Subj and General	8	66.7%	2	16.7%	2	16.7%
Academic-Subj Dept	31	96.9%	1	3.1%		
Academic-General Campus	41	82.0%	9	18.0%		
Finance & Insurance; Accounting	14	82.4%	2	11.8%	1	5.9%
Information Services & Publishing	18	81.8%	3	13.6%	1	4.5%
Manufacturing and Agriculture	8	80.0%	1	10.0%	1	10.0%
Professional Services	47	85.5%	6	10.9%	2	3.6%
Utilities; Transportation; Broadcasting; Movies; Trade	3	75.0%	1	25.0%		
Associations; Museums; Advocacy, Health Care	1	50.0%			1	50.0%
Other	2	66.7%	1	33.3%		
Total	204	83.6%	32	13.1%	8	3.3%

**Table 24 - Individual Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does this percent that you pay compare to the previous year?					
			Higher		Lower		The same	
	Count	Mean	Count	Count Percent	Count	Count Percent	Count	Count Percent
Federal Government	19	25.7%	6	28.6%			15	71.4%
Other Government	5	10.3%	3	42.9%			4	57.1%
Public Library-Subj and General	8	15.9%	2	25.0%			6	75.0%
Academic-Subj Dept	23	14.0%	9	36.0%	2	8.0%	14	56.0%
Academic-General Campus	30	16.8%	6	18.2%	5	15.2%	22	66.7%
Finance & Insurance; Accounting	9	20.0%	3	23.1%	1	7.7%	9	69.2%
Information Services & Publishing	13	6.6%	3	20.0%			12	80.0%
Manufacturing and Agriculture	4	12.0%	2	33.3%			4	66.7%
Professional Services	31	17.9%	16	42.1%	3	7.9%	19	50.0%
Utilities; Transportation; Broadcasting; Movies; Trade	3	21.7%			1	33.3%	2	66.7%
Associations; Museums; Advocacy, Health Care	1	15.0%	1	100.0%				
Other	2	.0%					2	100.0%
Total	148	16.5%	51	29.7%	12	7.0%	109	63.4%

**Table 25 - Dependent Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does the percent you pay compare to the previous year?					
			Higher		Lower		The same	
	Count	Mean	Count	Count Percent	Count	Count Percent	Count	Count Percent
Federal Government	8	18.0%	2	25.0%			6	75.0%
Other Government	3	4.2%	1	25.0%			3	75.0%
Public Library-Subj and General	5	12.0%	1	20.0%			4	80.0%
Academic-Subj Dept	14	12.6%	4	26.7%			11	73.3%
Academic-General Campus	17	17.1%	1	5.9%	1	5.9%	15	88.2%
Finance & Insurance; Accounting	4	17.5%	1	14.3%			6	85.7%
Information Services & Publishing	7	6.4%	2	20.0%			8	80.0%
Manufacturing and Agriculture	2	6.0%	1	50.0%			1	50.0%
Professional Services	18	20.1%	9	40.9%			13	59.1%
Utilities; Transportation; Broadcasting; Movies; Trade	3	8.3%					3	100.0%
Other	2	50.0%					2	100.0%
Total	83	15.6%	22	23.2%	1	1.1%	72	75.8%

**Table 26 - Total Outlay for Health Insurance Benefits by Institution Group**

	How does your total outlay for health insurance benefits compare to the incremental change in your salary for 2007?					
	Increase in health insurance premium is HIGHER THAN the increase in salary		Increase in health insurance premium is LOWER THAN the increase in salary		Increase in health insurance premium is the SAME as the increase in salary	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	5	25.0%	7	35.0%	8	40.0%
Other Government	3	42.9%	1	14.3%	3	42.9%
Public Library-Subj and General	1	12.5%	4	50.0%	3	37.5%
Academic-Subj Dept	11	44.0%	5	20.0%	9	36.0%
Academic-General Campus	9	33.3%	9	33.3%	9	33.3%
Finance & Insurance; Accounting	3	25.0%	6	50.0%	3	25.0%
Information Services & Publishing	2	18.2%	7	63.6%	2	18.2%
Manufacturing and Agriculture	2	28.6%	3	42.9%	2	28.6%
Professional Services	4	12.1%	17	51.5%	12	36.4%
Utilities; Transportation; Broadcasting; Movies; Trade			1	50.0%	1	50.0%
Associations; Museums; Advocacy, Health Care			1	100.0%		
Other	1	100.0%				
Total	41	26.6%	61	39.6%	52	33.8%

**Table 27 - Salary Distribution by Employed/Self-Employed Status**

U. S.

	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Salary	Percent change
							Mean	Mean Percent Change
Not Self-employed	31,044	40,000	50,514	65,000	83,350	212	54,182	4.5%
Primary Responsibility-Tech Services	31,104	40,000	50,514	65,000	83,150	216	54,170	4.5%

**Table 28 - Salary Distribution by Contract Basis at Primary Job**

U. S.

	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Salary	Percent change
							Mean	Mean Percent Change
Work on Contract Basis	28,600	33,510	48,000	54,500	75,000	25	48,004	1.5%
Do Not Work on Contract Basis	31,588	41,200	51,000	65,610	83,400	191	54,977	4.9%
Primary Responsibility-Tech Services	31,104	40,000	50,514	65,000	83,150	216	54,170	4.5%

**Table 29 - Salary Distribution by Number of Part-time Jobs Held**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
One	17,100	28,000	36,100	49,280	53,708	24	37,637	1.5%
Primary Responsibility-Tech Services	17,280	28,000	36,000	44,000	52,933	27	37,365	1.7%

**Table 30 - Salary Distribution by Number of Part-time Hours Worked per Week**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
11-20 Hours	16,560	21,000	28,000	52,000	75,000	11	36,518	-5.2%
21-30 Hours	19,832	30,000	40,000	44,000	52,333	11	37,941	5.5%
Primary Responsibility-Tech Services	17,280	28,000	36,000	44,000	52,933	27	37,365	1.7%

**Table 31 - Salary Distribution by Reasons for Working Part-time**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Respondent's Choice	28,000	34,590	44,000	52,104	67,500	14	45,215	4.9%
Unable to Secure Full-time Work	17,400	23,480	32,000	39,790	.	5	31,708	-3.0%
Other	16,500	17,850	26,500	35,600	.	8	27,163	-1.5%
Primary Responsibility-Tech Services	17,280	28,000	36,000	44,000	52,933	27	37,365	1.7%

**Table 32 - Average Hourly Rate for Part-time Employees by Census Division**

	Work-related earnings/hour 4/1/2007					Mean Percent Change 2006- 2007
	First Quartile 25%	Median 50%	Third Quartile 75%	Number	Mean	
South Atlantic	11.25	16.55	25.64	6	17.77	12.2%
TOTAL	14.39	18.00	21.90	21	18.15	1.7%

# SLA EUROPE

## Chapter Eleven All United Kingdom Respondents



**Table 3 - Salary Distribution by Subject Degree Field**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Master	26,000	31,500	52,000	76,000	.	9	53,333	8.2%
Bachelor	26,685	28,500	42,000	60,000	92,600	35	48,614	8.5%
All Respondents	26,470	28,500	42,000	60,000	90,100	48	48,185	7.9%

**Table 4 - Salary Distribution by Library/Information Science Degree**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Master	26,774	28,375	39,000	52,750	68,850	18	42,087	6.9%
Bachelor	23,260	26,856	33,000	56,000	93,800	12	43,860	6.6%
Some college but no degree	21,900	31,725	45,500	76,500	.	6	51,650	13.4%
No college	42,600	43,800	67,000	82,500	.	5	63,920	6.6%
All Respondents	26,470	28,500	42,000	60,000	90,100	48	48,185	7.9%

**Table 5 - Salary Distribution by Degree Held**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
History	26,808	33,000	52,000	90,750	.	8	59,976	10.6%
Social Sciences	28,000	28,000	55,250	77,750	.	6	55,583	11.9%
Other	24,360	26,500	42,200	72,000	87,000	15	47,047	8.3%
All Respondents	26,470	28,500	42,000	60,000	90,100	48	48,185	7.9%

**Table 6 - Salary Distribution by Years of Library Experience**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
6-10 Years	28,000	28,375	37,100	65,000	89,000	10	46,970	7.9%
11-15 Years	28,000	29,000	35,000	46,250	.	5	37,100	10.2%
16-20 Years	26,808	30,500	40,000	56,750	.	9	46,145	3.9%
21-25 Years	26,200	26,860	49,000	67,000	.	7	51,009	9.0%
26 Years or More	22,900	38,000	52,000	72,000	119,000	11	58,755	8.6%
All Respondents	26,470	28,500	42,000	60,000	90,100	48	48,185	7.9%



**Table 7 - Salary Distribution by Years of Total Work Experience**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
6-10 Years	21,900	24,950	35,000	63,600	.	5	42,420	7.7%
11-15 Years	26,200	28,375	38,500	65,000	89,000	10	46,850	11.0%
16-20 Years	27,000	33,000	42,600	47,750	.	9	45,011	5.2%
21-25 Years	26,200	27,430	40,000	67,750	.	9	48,284	4.7%
26 Years or More	24,250	35,202	46,500	72,000	110,000	14	54,580	9.7%
All Respondents	26,470	28,500	42,000	60,000	90,100	48	48,185	7.9%

**Table 8 - Salary Distribution by Gender**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Female	26,140	28,000	38,905	53,500	86,500	36	45,469	8.2%
Male	28,100	34,000	50,500	67,000	92,800	11	53,182	7.4%
All Respondents	26,470	28,500	42,000	60,000	90,100	48	48,185	7.9%

**Table 9 - Salary Distribution by Ethnicity/ Race**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
White	26,380	29,250	42,000	60,000	90,400	45	48,642	8.1%
All Respondents	26,470	28,500	42,000	60,000	90,100	48	48,185	7.9%

**Table 10 - Salary Distribution by Number of Employees**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
25-99 Employees	30,000	33,953	46,250	76,750	.	8	53,914	12.3%
100-499 Employees	26,000	27,500	31,500	39,500	.	6	33,167	5.6%
2,500-4,999 Employees	22,000	24,100	35,000	57,500	.	5	39,640	2.6%
10,000 or more Employees	26,716	27,375	45,500	60,000	104,700	16	52,292	6.8%
All Respondents	26,470	28,500	42,000	60,000	90,100	48	48,185	7.9%

**Table 11 - Salary Distribution by Non-profit Status**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Work in a Non-profit Organization	21,960	26,860	39,810	44,000	79,600	15	41,785	6.4%
Work in a For-profit Organization	26,885	31,000	42,600	64,250	93,000	33	51,094	8.6%
All Respondents	26,470	28,500	42,000	60,000	90,100	48	48,185	7.9%

\*\*All salaries in U.K. tables are reported in Pounds Sterling. The exchange rate on April 1, 2007, was £.51=\$1 U.S.

**Table 12 - Salary Distribution by Business Sector**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Other Organizations	26,866	29,625	42,400	67,375	90,700	42	50,403	8.7%
All Respondents	26,470	28,500	42,000	60,000	90,100	48	48,185	7.9%

**Table 13 - Salary Distribution by Institution/Industry**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Finance - except insurance	26,808	47,952	78,500	103,250	.	6	76,635	7.7%
Finance - insurance carriers, funds, trusts	32,000	33,500	49,000	70,250	.	5	51,300	11.7%
All Respondents	26,470	28,500	42,000	60,000	90,100	48	48,185	7.9%

**Table 14 - Salary Distribution by Union vs. Non-union**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Wages/Salary Not Set by Collective Bargaining Agreement	26,623	28,500	42,000	67,000	90,600	43	49,600	8.5%
All Respondents	26,470	28,500	42,000	60,000	90,100	48	48,185	7.9%

**Table 15 - Salary Distribution by Number of Years with Present Employer**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Less than Two Years	26,000	26,775	36,000	44,250	.	8	40,588	8.9%
3-5 Years	21,930	28,000	33,500	47,300	83,550	12	40,133	9.6%
6-10 Years	26,685	28,000	42,600	52,000	86,000	15	45,294	5.9%
11-15 Years	50,500	56,250	69,500	94,750	.	8	77,063	5.8%
All Respondents	26,470	28,500	42,000	60,000	90,100	48	48,185	7.9%

**Table 16 - Salary Distribution by Number of Employees Supervised or Managed**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
None	26,500	27,500	32,000	39,000	.	9	33,222	10.4%
1-2 Employees	21,970	26,352	29,250	43,500	51,850	16	34,057	5.3%
3-4 Employees	35,000	37,250	41,005	61,500	.	6	49,502	11.9%
5-6 Employees	42,000	42,300	49,000	74,250	.	5	56,420	11.2%
20 or more Employees	67,000	79,000	95,000	110,500	.	5	94,800	6.4%
All Respondents	26,470	28,500	42,000	60,000	90,100	48	48,185	7.9%

\*\*All salaries in U.K. tables are reported in Pounds Sterling. The exchange rate on April 1, 2007, was £.51=\$1 U.S.

**Table 17 - Salary Distribution by Primary Job Responsibility**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
General Responsibilities	22,000	26,200	28,000	32,000	.	7	30,814	5.2%
Administrative/Management	26,844	42,150	56,000	90,750	104,700	16	63,267	11.0%
All Respondents	26,470	28,500	42,000	60,000	90,100	48	48,185	7.9%

**Table 18 - Salary Distribution by Job Title**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Director/Manager	32,000	39,810	49,000	72,000	91,000	19	57,616	9.2%
Asst Mngr./Dept./Section Head	22,000	27,145	41,300	54,250	.	8	40,808	6.8%
Librarian/Info Specialist/Researcher	26,250	27,750	29,250	35,750	46,250	14	32,429	6.9%
All Respondents	26,470	28,500	42,000	60,000	90,100	48	48,185	7.9%

**Table 19 - Salary Distribution by Library or Information Resource Center Setting**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Work in Library or Information Resource Center	26,685	28,500	38,000	60,000	92,000	35	47,191	8.3%
Do Not Work in Library or Information Resource Center	23,620	35,300	45,000	67,750	86,600	13	50,862	7.0%
All Respondents	26,470	28,500	42,000	60,000	90,100	48	48,185	7.9%

**Table 20 - Salary Distribution by Library/ Information Center Annual Budget**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
\$100,000-\$249,999	22,000	27,000	35,000	51,100	.	5	38,240	2.2%
Above \$1,000,000	34,000	39,000	60,000	95,500	.	9	67,667	5.3%
Don't know	26,500	26,856	28,500	34,250	.	8	30,789	8.5%
All Respondents	26,470	28,500	42,000	60,000	90,100	48	48,185	7.9%

**Table 21 - Salary Distribution by Full-time Equivalent Employees in Library/Information Center**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
2 or less	22,000	28,000	31,000	34,250	.	8	32,188	6.3%
More than 2 to 4	26,000	26,375	31,750	40,408	.	6	33,002	8.9%
More than 4 to 9	27,000	34,500	52,000	75,000	.	5	54,200	17.6%
More than 9	26,844	34,250	45,500	81,750	104,700	16	57,823	6.1%
All Respondents	26,470	28,500	42,000	60,000	90,100	48	48,185	7.9%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Total		Benefits provided by primary job					
	Count	Percent	Paid sick leave		Paid personal time off		Paid vacation	
			Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Public Library-Subj and General	1	100.0%	1	100.0%			1	100.0%
Academic-Subj Dept	2	100.0%	2	100.0%			2	100.0%
Academic-General Campus	2	100.0%	2	100.0%	2	100.0%	2	100.0%
Finance & Insurance; Accounting	15	100.0%	15	100.0%	9	60.0%	14	93.3%
Information Services & Publishing	7	100.0%	7	100.0%	3	42.9%	7	100.0%
Manufacturing and Agriculture	4	100.0%	4	100.0%	3	75.0%	4	100.0%
Professional Services	14	100.0%	14	100.0%	8	57.1%	14	100.0%
Utilities; Transportation; Broadcasting; Movies; Trade	1	100.0%	1	100.0%			1	100.0%
Associations; Museums; Advocacy, Health Care	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Other	2	100.0%	2	100.0%			2	100.0%
Total	50	100.0%	50	100.0%	27	54.0%	49	98.0%

\*\*All salaries in U.K. tables are reported in Pounds Sterling. The exchange rate on April 1, 2007, was £.51=\$1 U.S.

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Medical insurance/group plan		Medical savings account		Dental insurance/group plan		Vision coverage	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government							1	100.0%
Public Library-Subj and General								
Academic-Subj Dept								
Academic-General Campus	1	50.0%					1	50.0%
Finance & Insurance; Accounting	13	86.7%			4	26.7%	6	40.0%
Information Services & Publishing	4	57.1%			1	14.3%	1	14.3%
Manufacturing and Agriculture	4	100.0%			1	25.0%	2	50.0%
Professional Services	9	64.3%			3	21.4%	2	14.3%
Utilities; Transportation; Broadcasting; Movies; Trade							1	100.0%
Associations; Museums; Advocacy, Health Care								
Other								
Total	31	62.0%			9	18.0%	14	28.0%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Life insurance		Retirement plan		Long-term disability		Short-term disability	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government			1	100.0%				
Public Library-Subj and General			1	100.0%				
Academic-Subj Dept			1	50.0%				
Academic-General Campus			1	50.0%				
Finance & Insurance; Accounting	11	73.3%	12	80.0%	5	33.3%	5	33.3%
Information Services & Publishing	5	71.4%	6	85.7%	1	14.3%	1	14.3%
Manufacturing and Agriculture	4	100.0%	4	100.0%	1	25.0%	2	50.0%
Professional Services	11	78.6%	10	71.4%	4	28.6%	4	28.6%
Utilities; Transportation; Broadcasting; Movies; Trade			1	100.0%				
Associations; Museums; Advocacy, Health Care	1	100.0%	1	100.0%	1	100.0%		
Other			1	50.0%	1	50.0%	1	50.0%
Total	32	64.0%	39	78.0%	13	26.0%	13	26.0%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Child day care		Time off for child or elder care		Employee assistance or wellness program		Profit sharing	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government			1	100.0%	1	100.0%		
Public Library-Subj and General					1	100.0%		
Academic-Subj Dept								
Academic-General Campus			1	50.0%				
Finance & Insurance; Accounting	1	6.7%	3	20.0%	4	26.7%	5	33.3%
Information Services & Publishing			1	14.3%	2	28.6%	4	57.1%
Manufacturing and Agriculture			1	25.0%	2	50.0%	2	50.0%
Professional Services	2	14.3%	1	7.1%	5	35.7%	3	21.4%
Utilities; Transportation; Broadcasting; Movies; Trade								
Associations; Museums; Advocacy, Health Care								
Other								
Total	3	6.0%	8	16.0%	15	30.0%	14	28.0%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job			
	Education/professional development assistance		Professional association memberships	
	Cases	Percent	Cases	Percent
Federal Government	1	100.0%	1	100.0%
Public Library-Subj and General				
Academic-Subj Dept	1	50.0%		
Academic-General Campus	1	50.0%		
Finance & Insurance; Accounting	5	33.3%	10	66.7%
Information Services & Publishing	2	28.6%	6	85.7%
Manufacturing and Agriculture	2	50.0%	4	100.0%
Professional Services	7	50.0%	12	85.7%
Utilities; Transportation; Broadcasting; Movies; Trade	1	100.0%		
Associations; Museums; Advocacy, Health Care			1	100.0%
Other	2	100.0%	2	100.0%
Total	22	44.0%	36	72.0%

**Table 23 - Salary Distribution by Employed/Self-Employed Status**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Not Self-employed	26,410	28,375	41,000	60,000	90,300	46	47,563	7.6%
All Respondents	26,470	28,500	42,000	60,000	90,100	48	48,185	7.9%

**Table 24 - Salary Distribution by Contract Basis at Primary Job**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Work on Contract Basis	28,000	28,375	32,000	43,200	.	6	34,683	11.2%
Do Not Work on Contract Basis	26,290	28,375	42,100	67,375	90,700	42	50,114	7.4%
All Respondents	26,470	28,500	42,000	60,000	90,100	48	48,185	7.9%

**Table 25 - Salary Distribution by Number of Part-time Jobs Held**

United Kingdom\*\*

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**Table 26 - Salary Distribution by Number of Part-time Hours Worked per Week**

United Kingdom\*\*

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**Table 27 - Salary Distribution by Reasons for Working Part-time**

United Kingdom\*\*

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**Table 28 - Average Hourly Rate for Part-time Employees by Census Division**

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# SLA EUROPE

## Chapter Twelve All Other European Respondents





**Table 3 - Salary Distribution by Subject Degree Field**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Master	30,850	43,575	55,597	78,655	92,500	14	60,572	4.0%
Bachelor	25,740	37,200	40,267	57,200	83,748	11	48,352	9.7%
All Respondents	29,660	39,836	51,500	76,905	86,500	28	57,246	6.8%

**Table 4 - Salary Distribution by Library/Information Science Degree**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Master	26,277	33,720	43,150	67,500	89,500	16	49,788	3.5%
Bachelor	37,200	38,100	55,100	83,055	.	6	58,757	16.8%
All Respondents	29,660	39,836	51,500	76,905	86,500	28	57,246	6.8%

**Table 5 - Salary Distribution by Degree Held**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Foreign Languages/ Culture studies	25,525	32,762	47,156	55,597	.	5	44,775	1.3%
Other	30,000	37,336	51,067	76,935	.	6	54,942	8.1%
All Respondents	29,660	39,836	51,500	76,905	86,500	28	57,246	6.8%

**Table 6 - Salary Distribution by Years of Library Experience**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
6-10 Years	30,000	38,745	41,150	53,750	.	8	44,085	7.2%
11-15 Years	25,525	39,381	51,067	81,250	.	6	57,776	2.7%
16-20 Years	31,700	40,267	53,000	77,540	.	7	58,523	3.1%
21-25 Years	26,600	31,900	73,333	95,000	.	5	65,427	11.0%
All Respondents	29,660	39,836	51,500	76,905	86,500	28	57,246	6.8%

**Table 7 - Salary Distribution by Years of Total Work Experience**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
16-20 Years	31,700	39,836	43,104	55,395	.	8	48,985	4.4%
21-25 Years	26,600	31,900	47,156	88,770	.	5	57,699	5.0%
26 Years or More	55,000	73,333	82,000	84,000	.	7	80,010	10.1%
All Respondents	29,660	39,836	51,500	76,905	86,500	28	57,246	6.8%

**Table 8 - Salary Distribution by Gender**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Female	27,960	38,400	45,940	57,200	94,000	23	52,707	6.3%
All Respondents	29,660	39,836	51,500	76,905	86,500	28	57,246	6.8%

**Table 9 - Salary Distribution by Ethnicity/Race**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
White	29,780	40,146	55,597	78,840	95,500	22	60,235	6.9%
All Respondents	29,660	39,836	51,500	76,905	86,500	28	57,246	6.8%

**Table 10 - Salary Distribution by Number of Employees**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
100-499 Employees	25,525	30,156	41,150	45,500	.	6	38,921	7.0%
1,000-2,499 Employees	55,000	55,597	57,200	88,770	.	5	69,187	2.7%
2,500-4,999 Employees	26,600	33,434	75,000	83,370	.	5	61,721	9.1%
All Respondents	29,660	39,836	51,500	76,905	86,500	28	57,246	6.8%

**Table 11 - Salary Distribution by Non-profit Status**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Work in a Non-profit Organization	25,955	35,741	47,156	79,770	104,800	13	58,003	3.4%
Work in a For-profit Organization	33,600	39,600	51,500	76,935	84,500	14	55,274	10.7%
All Respondents	29,660	39,836	51,500	76,905	86,500	28	57,246	6.8%

**Table 12 - Salary Distribution by Business Sector**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Government	25,525	39,781	56,193	82,000	.	7	59,586	2.6%
Other Organizations	31,530	39,600	54,000	78,840	87,300	18	59,227	9.8%
All Respondents	29,660	39,836	51,500	76,905	86,500	28	57,246	6.8%

**Table 13 - Salary Distribution by Institution/Industry**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Federal Government	25,525	32,653	40,267	77,667	.	5	52,181	3.6%
Finance - except insurance	30,000	39,225	62,500	79,405	.	6	59,973	4.5%
All Respondents	29,660	39,836	51,500	76,905	86,500	28	57,246	6.8%

**Table 14 - Salary Distribution by Union vs. Non-union**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Wages/Salary Set by Collective Bargaining Agreement	26,600	35,450	61,740	86,500	.	6	61,747	3.7%
Wages/Salary Not Set by Collective Bargaining Agreement	30,340	39,891	50,000	75,000	84,800	21	56,010	8.0%
All Respondents	29,660	39,836	51,500	76,905	86,500	28	57,246	6.8%

**Table 15 - Salary Distribution by Number of Years with Present Employer**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
3-5 Years	25,525	31,962	40,267	49,750	.	5	40,738	6.5%
6-10 Years	30,000	41,891	50,000	64,763	.	9	52,139	4.6%
All Respondents	29,660	39,836	51,500	76,905	86,500	28	57,246	6.8%

**Table 16 - Salary Distribution by Number of Employees Supervised or Managed**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
None	25,972	35,400	41,150	55,298	102,819	10	47,856	9.1%
3-4 Employees	44,000	47,000	53,000	78,870	.	5	60,948	13.8%
All Respondents	29,660	39,836	51,500	76,905	86,500	28	57,246	6.8%

**Table 17 - Salary Distribution by Primary Job Responsibility**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Administrative/Management	26,600	43,469	73,333	83,000	.	9	63,623	2.2%
Competitive Intelligence, Bus Research	40,000	42,000	50,000	75,000	.	5	56,800	5.8%
All Respondents	29,660	39,836	51,500	76,905	86,500	28	57,246	6.8%

**Table 18 - Salary Distribution by Job Title**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Director/Manager	27,620	33,720	52,178	75,000	84,700	12	55,731	2.7%
Librarian/Info Specialist/Researcher	26,692	38,100	44,120	55,298	102,819	10	50,156	10.2%
All Respondents	29,660	39,836	51,500	76,905	86,500	28	57,246	6.8%

**Table 19 - Salary Distribution by Library or Information Resource Center Setting**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Work in Library or Information Resource Center	27,960	38,400	47,156	75,000	83,496	23	52,899	7.0%
Do Not Work in Library or Information Resource Center	40,000	48,097	82,000	104,000	.	5	77,239	5.8%
All Respondents	29,660	39,836	51,500	76,905	86,500	28	57,246	6.8%

**Table 20 - Salary Distribution by Library/ Information Center Annual Budget**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
All Respondents	29,660	39,836	51,500	76,905	86,500	28	57,246	6.8%

**Table 21 - Salary Distribution by Full-time Equivalent Employees in Library/Information Center**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
More than 2 to 4	37,200	41,025	45,578	56,250	.	6	49,276	7.8%
More than 4 to 9	25,525	29,895	57,634	83,685	.	8	57,364	7.0%
More than 9	31,700	35,050	53,000	75,437	.	5	54,795	7.8%
All Respondents	29,660	39,836	51,500	76,905	86,500	28	57,246	6.8%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Total		Benefits provided by primary job					
	Count	Percent	Paid sick leave		Paid personal time off		Paid vacation	
			Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	5	100.0%	5	100.0%	3	60.0%	4	80.0%
Other Government	3	100.0%	3	100.0%	2	66.7%	2	66.7%
Academic-Subj Dept	2	100.0%	2	100.0%	1	50.0%	2	100.0%
Academic-General Campus	1	100.0%	1	100.0%			1	100.0%
Finance & Insurance; Accounting	8	100.0%	8	100.0%	3	37.5%	7	87.5%
Information Services & Publishing	2	100.0%	2	100.0%			2	100.0%
Manufacturing and Agriculture	2	100.0%	2	100.0%	1	50.0%	2	100.0%
Professional Services	5	100.0%	5	100.0%	1	20.0%	5	100.0%
Other	1	100.0%						
Total	29	100.0%	28	96.6%	11	37.9%	25	86.2%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Medical insurance/group plan		Medical savings account		Dental insurance/group plan		Vision coverage	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	3	60.0%			1	20.0%	1	20.0%
Other Government	3	100.0%	1	33.3%	3	100.0%	2	66.7%
Academic-Subj Dept	2	100.0%						
Academic-General Campus								
Finance & Insurance; Accounting	4	50.0%	2	25.0%	1	12.5%	1	12.5%
Information Services & Publishing	1	50.0%						
Manufacturing and Agriculture	2	100.0%					1	50.0%
Professional Services	4	80.0%						
Other	1	100.0%						
Total	20	69.0%	3	10.3%	5	17.2%	5	17.2%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Life insurance		Retirement plan		Long-term disability		Short-term disability	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	3	60.0%	5	100.0%	2	40.0%	1	20.0%
Other Government	1	33.3%	3	100.0%	3	100.0%	3	100.0%
Academic-Subj Dept			2	100.0%			1	50.0%
Academic-General Campus			1	100.0%	1	100.0%	1	100.0%
Finance & Insurance; Accounting	2	25.0%	3	37.5%	2	25.0%	2	25.0%
Information Services & Publishing			1	50.0%	1	50.0%		
Manufacturing and Agriculture	1	50.0%	2	100.0%	2	100.0%	2	100.0%
Professional Services	3	60.0%	3	60.0%				
Other								
Total	10	34.5%	20	69.0%	11	37.9%	10	34.5%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Child day care		Time off for child or elder care		Employee assistance or wellness program		Profit sharing	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government			1	20.0%				
Other Government	1	33.3%	2	66.7%	1	33.3%		
Academic-Subj Dept								
Academic-General Campus			1	100.0%				
Finance & Insurance; Accounting			2	25.0%	2	25.0%	1	12.5%
Information Services & Publishing			1	50.0%				
Manufacturing and Agriculture	2	100.0%	1	50.0%	1	50.0%		
Professional Services	1	20.0%			2	40.0%	1	20.0%
Other								
Total	4	13.8%	8	27.6%	6	20.7%	2	6.9%

**Table 22 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job			
	Education/ professional development assistance		Professional association memberships	
	Cases	Percent	Cases	Percent
Federal Government	2	40.0%	2	40.0%
Other Government	2	66.7%		
Academic-Subj Dept			1	50.0%
Academic-General Campus	1	100.0%		
Finance & Insurance; Accounting	2	25.0%	2	25.0%
Information Services & Publishing	1	50.0%	1	50.0%
Manufacturing and Agriculture	2	100.0%	2	100.0%
Professional Services	3	60.0%	4	80.0%
Other	1	100.0%		
Total	14	48.3%	12	41.4%

**Table 23 - Salary Distribution by Employed/Self-Employed Status**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Not Self-employed	28,980	39,436	48,578	75,635	84,300	26	55,688	7.1%
All Respondents	29,660	39,836	51,500	76,905	86,500	28	57,246	6.8%

**Table 24 - Salary Distribution by Contract Basis at Primary Job**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Work on Contract Basis	30,510	38,800	49,500	81,440	105,600	12	58,907	9.2%
Do Not Work on Contract Basis	26,277	39,903	51,500	75,000	84,300	16	56,000	5.1%
All Respondents	29,660	39,836	51,500	76,905	86,500	28	57,246	6.8%

**Table 25 - Salary Distribution by Number of Part-time Jobs Held**

Europe\*\*\*

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**Table 26 - Salary Distribution by Number of Part-time Hours Worked per Week**

Europe\*\*\*

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## Table 27 - Salary Distribution by Reasons for Working Part-time

Europe\*\*\*

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## Table 28 - Average Hourly Rate for Part-time Employees by Census Division

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# Appendix A

## Salary Survey Instrument





# SLA 2007 SALARY SURVEY

Association Research, Inc. (ARI), an independent survey research organization, is conducting this confidential survey for SLA. **All responses will be kept anonymous.**

Please return your questionnaire no later than **April 30, 2007**, either online, by fax +1.240.268.1267, or by mail directly to Association Research, Inc., 4 Research Place, Suite 220, Rockville, MD 20850, USA.

If you would prefer to complete the survey online, you may do so by going to the following Web site:  
**www.ari-surveys.com/run/SLASalary07.**

*Thank you in advance for your time and commitment to SLA.*

## About You

**1a. In what country do you work? If not currently working, provide information for residence:**

\_\_\_\_\_ (COUNTRY)

**1b. If you work in the U.S. or Canada, in what city, state/province/territory, or postal code do you work? If not currently working, provide information for residence:**

\_\_\_\_\_ (CITY)

\_\_\_\_\_ (STATE/PROVINCE/TERRITORY)

\_\_\_\_\_ (POSTAL CODE)

**2. What is your gender?**     Male                       Female

**3. What is your ethnicity or race?**

- 1. North American Native, Eskimo, Aleut
- 2. Asian, Pacific Islander
- 3. African-American, Black
- 4. Latino, Hispanic
- 5. Caucasian, White
- 6. Other (SPECIFY) \_\_\_\_\_
- 7. Not applicable

**4. How many years of work experience do you have in the library/information profession?** \_\_\_\_\_ years

**5. How many total years of work experience do you have?** \_\_\_\_\_ years

**6. What is the highest education level you have attained in (A) your subject field and (B) library/information sciences?**

	A. SUBJECT FIELD	B. LIBRARY/INFO SCIENCE
a. Doctorate.....	<input type="checkbox"/>	<input type="checkbox"/>
b. 6 <sup>th</sup> Year Certificate .....	<input type="checkbox"/>	<input type="checkbox"/>
c. Masters.....	<input type="checkbox"/>	<input type="checkbox"/>
d. Bachelor .....	<input type="checkbox"/>	<input type="checkbox"/>
e. Associate.....	<input type="checkbox"/>	<input type="checkbox"/>
f. Some college/university, but no degree.....	<input type="checkbox"/>	<input type="checkbox"/>
g. No college/university .....	<input type="checkbox"/>	<input type="checkbox"/>

**7. In which subject field(s) do you hold a degree(s)?** (CHECK ALL THAT APPLY)

- a. Biomedical Sciences .....
- b. Business, Human Resources, Public Administration .....
- c. Communications, Journalism, Public Relations .....
- d. Computer Sciences .....
- e. Earth Sciences.....
- f. Education.....
- g. Engineering.....
- h. English, Literature, Composition.....
- i. Fine and Applied Arts .....
- j. Foreign Languages.....
- k. General Studies .....
- l. History.....
- m. Law .....
- n. Philosophy, Religion .....
- o. Physical Sciences.....
- p. Social Sciences .....
- q. Other (SPECIFY)\_\_\_\_\_

**8. What was your primary work status as of April 1, 2007?**

- 1. Full-time (35+ hours at one job) or a Consultant .....  **SKIP to Q12**
- 2. Part-time.....  **GO TO Q9**
- 3. Not employed, but seeking employment.....  **SKIP to Q13**
- 4. Not employed and not seeking employment.....  **Thank you; this completes the survey.**
- 5. Retired.....  **Thank you; this completes the survey.**
- 6. Student.....  **Thank you; this completes the survey.**

**9. How many part-time jobs do you currently hold?** \_\_\_\_\_

**10. How many hours did you work LAST WEEK?** \_\_\_\_\_

**11. Why are you working part-time?**

- Prefer part-time/by choice
- Unable to secure full-time work
- Other (SPECIFY)\_\_\_\_\_

**12. Were you involuntarily unemployed for any period between April 1, 2006, and April 1, 2007?**

- Yes
- No (If "No," please SKIP to Q14b)

**13. How many months between April 1, 2006, and April 1, 2007, have you been/were you unemployed?**

\_\_\_\_\_ months

**14a. What was/is the reason for your unemployment?** (CHECK ONLY ONE)

- 1. Library/department closing, outsourcing, downsizing
- 2. A business closing, downsizing, restructuring or merger
- 3. Combination of the two above
- 4. End of contract
- 5. Recent student/graduate looking for work
- 6. Other (SPECIFY)\_\_\_\_\_

**14b. If you have voluntarily changed employment within the year, what was your primary reason for leaving your previous employer? (CHECK ONLY ONE)**

- 1. Better benefits
- 2. Better pay
- 3. Better environment
- 4. Organizational changes
- 5. Career change
- 6. Lack of job security
- 7. Lack of career development
- 8. Family commitments (relocation, child issues, health, etc.)
- 9. Work scheduling
- 10. Career change
- 11. Other (SPECIFY) \_\_\_\_\_

***If you are not employed, this completes the survey. Thank you.***

**15. Do you work on a contract basis at your primary job?**  Yes  No

**16. Are you self-employed?**  Yes  No

## About Your Employer

17. Which of the following types of institution best represents your business or the business of your employer? Please read the entire list before deciding. (Consultants, contractors and vendors: please refer to your business, not the business of your clients.) (CHECK ONLY ONE)

### Government

- 1. Federal/National Government, including military branches
- 2. State, Provincial, Local or International Government

### Public Library

- 3. In subject department
- 4. In a general public library

### Academic Institution

- 5. In a subject department or research institute
- 6. In a general campus library

### For-profit and Not-for-profit Organizations (other than government and academic institutions)

- 7. Accounting
- 8. Agriculture, Forestry, Fishing and Hunting
- 9. Associations and Labor Unions
- 10. Broadcasting and Telecommunications
- 11. Finance — except insurance
- 12. Finance — insurance carriers, funds, trusts
- 13. Health Care and Social Assistance
- 14. Info Services — consortiums, membership or cooperative libraries or archives
- 15. Info Services — information broker, contract search services, all other information services not listed elsewhere
- 16. Info Services — internet service provider
- 17. Info Services — news syndicates, information providers
- 18. Manufacturing — aerospace products and parts
- 19. Manufacturing — chemical, except pharmaceutical and medical chemical
- 20. Manufacturing — computers and electronic products
- 21. Manufacturing — food, beverage and tobacco products
- 22. Manufacturing — miscellaneous
- 23. Manufacturing — mining (including oil and gas extraction), metals and mineral
- 24. Manufacturing — petroleum and coal products, plastics and rubber
- 25. Manufacturing — pharmaceuticals and medical chemicals
- 26. Manufacturing — textile, apparel, leather, printing, wood, paper and furniture
- 27. Manufacturing — transportation, except aerospace
- 28. Motion Picture and Sound Recording
- 29. Museums and Historical Sites
- 30. Professional Services — accounting, tax preparation, bookkeeping and payroll
- 31. Professional Services — advertising and related services, including public relations and direct mail
- 32. Professional Services — architectural, engineering and related design services
- 33. Professional Services — computer systems design and management
- 34. Professional Services — employee placement, temporary help, and administrative support
- 35. Professional Services — legal
- 36. Professional Services — management, scientific or technical consulting
- 37. Professional Services — other (market research, translation, etc.)
- 38. Professional Services — scientific research and development
- 39. Professional Services — real estate, rental and leasing
- 40. Publishing - newspaper, periodical, book, except database, directory, software
- 41. Publishing - database, directory, software
- 42. Religious, Grantmaking and Giving, Social Advocacy
- 43. Transportation Services
- 44. Utilities
- 45. Trade — wholesale and retail
- 46. Other (SPECIFY)

**18. How many people work at your company or institution (not just your library/department) at all locations? Of self-employed, including yourself, how many people do you employ? (CHECK ONLY ONE)**

- |                                     |                                         |
|-------------------------------------|-----------------------------------------|
| <input type="checkbox"/> 1. One     | <input type="checkbox"/> 6. 500-999     |
| <input type="checkbox"/> 2. 2-9     | <input type="checkbox"/> 7. 1,000-2,499 |
| <input type="checkbox"/> 3. 10-24   | <input type="checkbox"/> 8. 2,500-4,999 |
| <input type="checkbox"/> 4. 25-99   | <input type="checkbox"/> 9. 5,000-9,999 |
| <input type="checkbox"/> 5. 100-499 | <input type="checkbox"/> 10. 10,000+    |

**19. Is your company, business or institution a Not-for-profit organization (e.g. government, academic institution, association)?**  Yes  No

**20. Which of the following INDUSTRIES best describes your business or the business of your employer? (CHECK ONLY ONE)**

- 1. Government
- 2. Public Library
- 3. Academic Institution
- 4. For-profit or Not-for-profit Organization (other than government or academic institutions)

**21. As of April 1, 2007, how many years have you worked for your present employer? If you are self-employed, how many years have you been self-employed? Please round to the nearest year.**

\_\_\_\_\_ years

**22. How many employees do you supervise or manage?**

- |                                  |                                   |                                   |
|----------------------------------|-----------------------------------|-----------------------------------|
| <input type="checkbox"/> 1. None | <input type="checkbox"/> 4. 5-6   | <input type="checkbox"/> 7. 15-19 |
| <input type="checkbox"/> 2. 1-2  | <input type="checkbox"/> 5. 7-9   | <input type="checkbox"/> 8. 20+   |
| <input type="checkbox"/> 3. 3-4  | <input type="checkbox"/> 6. 10-14 |                                   |

**23. Are the wages or salary in your current job set by a collective bargaining agreement between your employer and a labor union or employee association?**

- Yes  No

**24. Do you work in a library, information resource center, or information-based department?**

- Yes  No (If "No," please SKIP to Q27)

**25. What is your library or information resource center's budget for the current fiscal year? Please exclude salaries and rent. Include contractual services, materials/supplies, online services, etc. Please report all budget figures in your own country's currency.**

- U.S. Dollars  Canadian Dollars  Pounds Sterling  Euros

- |                                             |                                                                                           |
|---------------------------------------------|-------------------------------------------------------------------------------------------|
| <input type="checkbox"/> 1. Under 25,000    | <input type="checkbox"/> 6. 250,000-499,999                                               |
| <input type="checkbox"/> 2. 25,000-49,999   | <input type="checkbox"/> 7. 500,000-999,999                                               |
| <input type="checkbox"/> 3. 50,000-74,999   | <input type="checkbox"/> 8. 1,000,000+                                                    |
| <input type="checkbox"/> 4. 75,000-99,999   | <input type="checkbox"/> 9. No separate budget for library or information resource center |
| <input type="checkbox"/> 5. 100,000-249,999 | <input type="checkbox"/> 10. Don't know                                                   |

**25c. In your opinion, how well does the library/information center's operating budget cover your library/information center's needs?**

- |                    |          |         |                    |                       |            |
|--------------------|----------|---------|--------------------|-----------------------|------------|
| More Than Adequate | Adequate | Neutral | Less Than Adequate | Completely Inadequate | Don't Know |
| 1                  | 2        | 3       | 4                  | 5                     | 6          |

**25d. In your opinion, how would you rate your organization's use of the library/information center's services?**

- |           |      |         |               |                      |
|-----------|------|---------|---------------|----------------------|
| Very Good | Good | Neutral | Not Very Good | Not Very Good At All |
| 1         | 2    | 3       | 4             | 5                    |



**25e. In your opinion, how well has your library/information center promoted the value of its information services within your organization?**

Very Well	Well	Neutral	Not Very Well	Not Very Well At All
1	2	3	4	5

**26. Including yourself, how many full-time equivalent employees\* work in your library or information center?**

Number of employees \_\_\_\_\_

\* Sum number of non-overtime hours worked in info center during a time period and divide by number of hours a full-time employee would work during that period.

## Responsibilities

**27. Which of the following job title definitions below MOST CLOSELY matches your level of responsibilities? (CHECK ONLY ONE)**

- 1. *Chief Information Officer, Vice President, Executive* — overall responsibility for multiple departments or areas
- 2. *Director, Manager* — full responsibility for budgeting, supervising and administering department operations; may include project management, designing and implementing information services or web content
- 3. *Assistant Manager, Department or Section Head* — responsible for administration of a specific area within the department
- 4. *Librarian, Information Specialist, Researcher, Analyst* — performs professional information services and research with little or no administrative responsibility; may include answering reference questions, cataloging, analyzing and interpreting data
- 5. *Webmaster* — responsible for designing web sites and managing web content
- 6. *Support Staff* — under general or direct supervision, performs work to assist and support a manager
- 7. *Professor, Academic Instructor* — instructs students, conducts research, represents a committee
- 8. *Product Sales Manager or Representative* — sells information products or training, may have wide range of admin duties
- 9. *Owner, Principal, Consultant* — self-employed in own business
- 10. *Other (SPECIFY)* \_\_\_\_\_

**28. How would you describe yourself professionally? (CHECK ONLY ONE)**

- 1. Information professional
- 2. Supplier/vendor information professional
- 3. Librarian
- 4. Special librarian
- 5. Other (SPECIFY) \_\_\_\_\_

29. Using the letters in the list below, please indicate your **PRIMARY** responsibility measured in terms of the amount of time you spent doing each during the **past month**. Please read the entire list before choosing. Consultants: please choose the responsibilities you are most likely to perform for clients.

Primary Responsibility \_\_\_\_\_

- |                                                                  |                                                             |
|------------------------------------------------------------------|-------------------------------------------------------------|
| a. general responsibilities (e.g. solo librarians)               | n. information product/database development                 |
| b. administrative/management                                     | o. intranet/portal development, web content management      |
| c. administrative support/clerical                               | p. knowledge management                                     |
| d. abstracting, indexing, bibliography and thesaurus development | q. legal research                                           |
| e. acquisitions, collection development                          | r. online/electronic/literature researcher                  |
| f. research analyst                                              | s. publishing, editing, writing                             |
| g. archives, conservation, preservation                          | t. records management                                       |
| h. cataloging                                                    | u. reference                                                |
| i. circulation, inter library loan                               | v. subject specialist                                       |
| j. computer systems specialist, automation, IT administration    | w. teaching for college/university (library school faculty) |
| k. alert services, current awareness, environmental scanning     | x. technical services                                       |
| l. database/software design                                      | y. teacher, user training                                   |
| m. competitive intelligence, business research                   | z. vendor/customer service, sales                           |
|                                                                  | aa. other (SPECIFY) _____                                   |

30. To which department does the library/information center report? (CHECK ONLY ONE)

- |                                                 |                                                                             |
|-------------------------------------------------|-----------------------------------------------------------------------------|
| <input type="checkbox"/> 1. Chief executive/CIO | <input type="checkbox"/> 5. Marketing                                       |
| <input type="checkbox"/> 2. Finance             | <input type="checkbox"/> 6. College/University/Department Director          |
| <input type="checkbox"/> 3. Research            | <input type="checkbox"/> 7. N/A, not employed in library/information center |
| <input type="checkbox"/> 4. HR/Admin.           | <input type="checkbox"/> 8. Other (SPECIFY) _____                           |

## Compensation & Benefits

31. Please enter work-related earnings (such as basic annual salary, hourly rate or self-employed income) and the time period of those earnings as of April 1, 2007: This total should include only your earnings associated with your PRINCIPAL professional work (before deductions) and should not include bonuses, commissions or overtime. Please round to the nearest unit of currency.

**For contractors and consultants:** please enter a total that includes gross billings minus operating expenses (including fees paid to subcontractors). Do not include bonuses, overtime or other payments for professional services. Do not include subsistence allowances.

\_\_\_\_\_  U.S. Dollars       Canadian Dollars       Pounds Sterling       Euros  
(AMOUNT)

Per: (Indicate time period)  1. Year     2. Month     3. Week     4. Hour     5. Other (SPECIFY) \_\_\_\_\_

32. What were your work-related earnings from other forms of compensation (bonuses, commissions, overtime, etc.) between April 1, 2006, and April 1, 2007? Do not include stock options, health and life insurance, or pensions. If you were eligible for additional compensation, but did not receive any, please enter 0.

\_\_\_\_\_  U.S. Dollars       Canadian Dollars       Pounds Sterling       Euros  
(AMOUNT)

33. Did you work in the same position AND for the same organization (your own business if self-employed) on April 1, 2007, as you did on April 1, 2006?

- Yes       No

**34. By what percentage did your salary/earnings increase or decrease between April 1, 2006, and April 1, 2007? If self-employed, by what percentage did your rates go up or down?**

- Increased by \_\_\_\_\_%
- Decreased by \_\_\_\_\_%

**35. Which of these benefits does your primary job provide? (CHECK ALL THAT APPLY)**

- |                                                          |                                                                           |
|----------------------------------------------------------|---------------------------------------------------------------------------|
| <input type="checkbox"/> a. Paid sick leave              | <input type="checkbox"/> j. Long-term disability                          |
| <input type="checkbox"/> b. Paid personal leave          | <input type="checkbox"/> k. Short-term disability                         |
| <input type="checkbox"/> c. Paid vacation leave          | <input type="checkbox"/> l. Child day care                                |
| <input type="checkbox"/> d. Medical insurance/group plan | <input type="checkbox"/> m. Time off for child or elder care              |
| <input type="checkbox"/> e. Medical savings account      | <input type="checkbox"/> n. Employee assistance or wellness program       |
| <input type="checkbox"/> f. Dental insurance/group plan  | <input type="checkbox"/> o. Profit sharing                                |
| <input type="checkbox"/> g. Vision coverage              | <input type="checkbox"/> p. Education/professional development assistance |
| <input type="checkbox"/> h. Life insurance               | <input type="checkbox"/> q. Professional association memberships          |
| <input type="checkbox"/> i. Retirement plan              | <input type="checkbox"/> r. Adoption assistance                           |
|                                                          | <input type="checkbox"/> s. None                                          |

**36. Do you participate in an employee-offered health insurance plan (medical, dental, and/or vision)?**

- Yes     No (*Thank you; this completes the survey*)     Not applicable (*Thank you; this completes the survey*)

**37a. For individual coverage, how much, as a percent, do you contribute towards the premium (0% if your employer pays all) \_\_\_\_\_%**

**37b. How does this percent compare to the previous year?**  Higher     Lower     The Same

**38a. For dependent coverage, how much, as a percent, do you contribute towards the premium (0% if your employer pays all) \_\_\_\_\_%**

**38b. How does this percent compare to the previous year?**  Higher     Lower     The Same

**39. How does your total outlay for health insurance benefits compare to the incremental change in your salary for 2007? (CHECK ONLY ONE)**

1. Increase in health insurance premium is higher than increase in salary
2. Increase in health insurance premium is lower than increase in salary
3. Increase in health insurance premium is the same as increase in salary

**THANK YOU VERY MUCH FOR COMPLETING THIS SURVEY.**

**PLEASE FAX YOUR QUESTIONNAIRE NO LATER THAN April 30, 2007 TO +1.240.268.1267**

*or mail to:*

**Association Research, Inc.  
4 Research Place, Suite 220  
Rockville, MD 20850 USA**

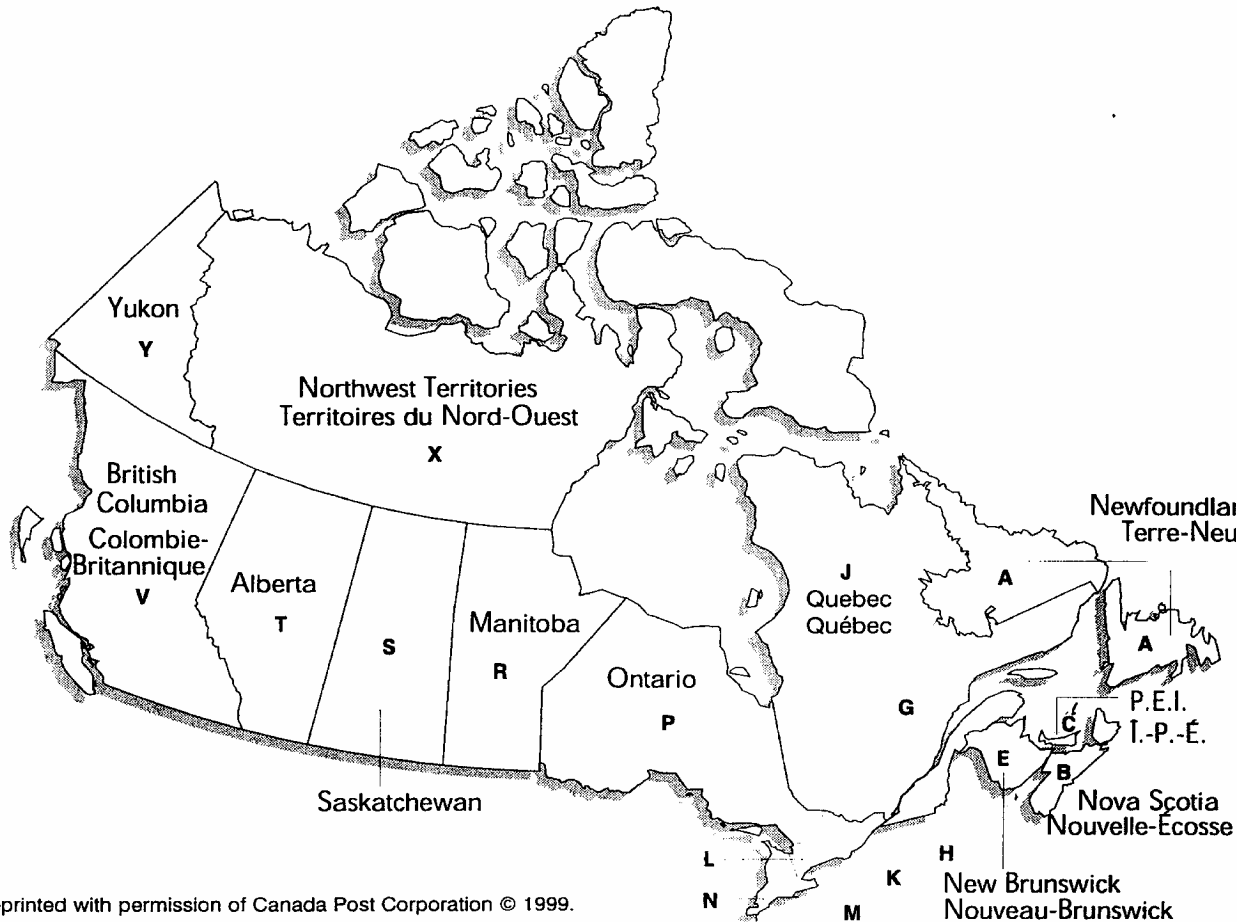
If you would prefer to complete the survey online, you may do so by going to the following Web site:  
[www.ari-surveys.com/run/SLASalary07](http://www.ari-surveys.com/run/SLASalary07).

# Appendix B

## Census Maps of Canada and the United States



Map of Regions of Canada



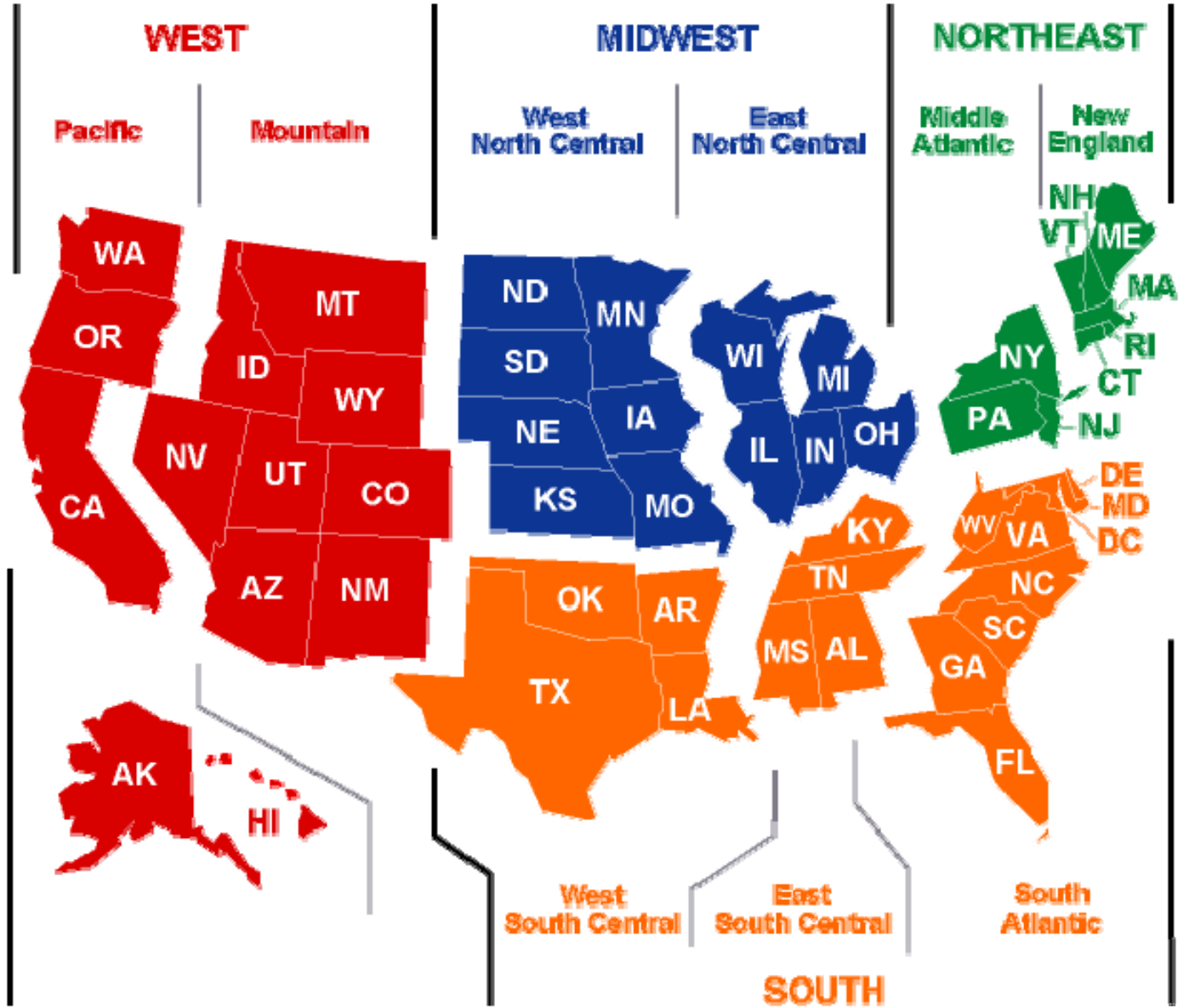
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**Allocation of the first character of the Postal Code**

- A Newfoundland/Terre-Neuve
- B Nova Scotia/Nouvelle-Écosse
- C Prince Edward Island/Ile-du-Prince-Édouard
- E New Brunswick/Nouveau-Brunswick
- G Quebec East/Est du Québec
- H Montreal Metropolitan/Montréal Métro
- J Quebec West/Ouest du Québec
- K Eastern Ontario/Est de L'Ontario
- L Central Ontario/Centre de L'Ontario
- M Toronto Metropolitan/Toronto Métro
- N Southwestern Ontario/Sud-Ouest de L'Ontario
- P Northern Ontario/Nord de L'Ontario
- R Manitoba
- S Saskatchewan
- T Alberta
- V British Columbia/Columbie-Britannique
- X Northwest Territories/Territoires du Nord-Ouest
- Y Yukon

**Geographic Regions**

- Atlantic—Postal Codes A, B, C, and E
- Quebec—Postal Codes G, H, and J
- Ontario—Postal Codes K, L, M, N, and P
- Prairies—Postal Codes R, S, and T
- British Columbia—Postal Code V
- NW Territories and Yukon—Postal Codes X and Y



# SLA ANNUAL WORKPLACE STUDY 2007







# WORKPLACE STUDY EXECUTIVE SUMMARY

## Methodology

SLA has carried out an annual salary survey of its U.S. and Canadian members for many years. To enhance the survey results with additional information on benefits, trends in hiring and expenditures, and changes in job descriptions and competencies, SLA created a supplemental survey in 2005 directed to Human Resources (HR) professionals. Association Research, Inc. (ARI) produced a data collection form that was hosted on a secure Web site. SLA Europe members were not sent this supplemental survey.

Since SLA lacked contact information for HR professionals, an invitation to participate in the HR survey was e-mailed to all SLA members who were requested to forward the e-mail to the HR department at their institution. The e-mail contained a direct link to the HR survey, which was hosted on a Web site.

A total of 353 HR professionals responded to the survey (compared to 366 in 2006 and 356 in 2005). Based on location, company size, and line of business, the respondents represent a broad cross section of institutions that employ information professionals.

For the purpose of this survey, information professionals were defined as staff involved in information gathering, dissemination, and research, and may include librarians, information specialists or researchers, Web developers and content managers, or knowledge managers.

## Organization Demographics

Respondents were fairly evenly distributed geographically, with the North Central region (26.9%) being the largest. Thirty-three respondents were from Canada, 9.3% of all respondents.

Reported company size, measured by number of employees, was larger in 2007, averaging 8,125, compared with 6,905 in 2006 and 7,132 in 2005. Thirty percent of respondents worked at companies with 2,000 or more employees. Approximately one in five respondents reported that their company employed fewer than 100 people (21.9%). These proportions are very similar to those reported in 2006.

The most prevalent line of business was for-profit, 44.9% of the total. Not-for-profit was next (22.2%), followed by academic institution (19.2%) and government (13.1%).

Respondents reported an average of 34.8 information professionals in 2007, at all company locations, a drop from the 42.2 reported in 2006. This ranged from 5.9 for companies with fewer than 100 employees to 72.1 for companies with 2,000 or more employees. At their own work location, the average number of information professionals reported was 10.9 and the average number of paraprofessionals was 8.8, both small increases over 2006 and 2005.

For half of all respondents (51.8%), the library/information center reports to the Executive Office, referring to CEO/CIO/COO/CKO/Dean or VP. Of the 11.5% of companies that changed their reporting structure over the past two years, the largest proportion report to the Executive Office.

Eight of 10 respondents use the services of the librarian/information center or information professional's service in 2007, the same level as the previous two years. The value of the center's services was very high in 2007 as it was in 2006. The rating of the value of information

center services is on the increase with three-quarters (75.1%) of respondents considering the services “very valuable” compared with 68.4% in 2006, and 60.3% in 2005. Although the perception of the overall promotion of the value of information services has stayed roughly the same for the last three years, “not very well” and “not very well at all” percentages have dropped from 8.0 in 2005 to 2.7 in 2007.

## Trends

Outsourcing information functions has plateaued or stabilized at just under 20% of responding companies. In 2007, 18.8% of all respondents had outsourced or had considered it, versus 21.6% in 2006 and 15.2 in 2005. Only 21.7% of the organizations that have outsourced reported a reduction in library/information center staff, a little lower than 2006 and 2005. Larger companies were just slightly more likely to outsource and reduce library/information center staff. For companies with 2,000 or more employees, the percentages were 13.3% for those that have outsourced and 8.3% for those considering it, much lower than in 2006. Of the larger companies that had outsourced, 28.6% reported staff reduction, also much lower than reported the previous year.

Four out of 10 respondents expect their library/information center budget to increase. Just over half (52.9%) of all respondents expect an increase in the size of their organization's staff in 2008, but only one-fifth (21.5%) anticipated an increase in their library/information center staff.

Job descriptions or skill sets required for information professionals have changed at 71.4% of the responding organizations over the past five years. Over 80% of those reporting a change identified three skills sets as “very important” or “important”: *knowledge management* (84.4%), *database management* (82.9%), and *Web content management* (81.8%). The absolute and relative rankings of these skill sets are similar to those reported in the previous year's survey, with the chief exception being the increase in the importance of knowledge management and Web development.

The importance of formal professional education (e.g., MLS), in contrast to professional work experience, was rated a little lower in this year's survey. The MLS was rated “very important” (40.2%) or “important” (44.0%) by 84.2% of those responding in 2007 compared with 87.0% in 2006. Four out of five respondents (80.4%) reported that staff recently hired with an MLS or similar qualification had the skill sets required.

Asked what part of their current library/information center staff had the new skill sets, 31.1% of all respondents said all their staff did, and 60.1% said some of their staff did. The skills sets most often missing for applicants for library/information center positions were industry experience (54.9%), competencies (32.0%), and years of experience (30.7%).

The Internet remains the most popular place for advertising for library/information staff used by two-thirds of all respondents. Also, 54.1% used industry discussion lists, and 46.9% used job boards. The local newspaper was used by 43.8% of respondents, steady with 2006. Association publications also held steady at 42.8%. Two-thirds were familiar with the SLA Annual Salary Survey, about the same level as 2006 and considerably higher than 2005 (50.8%). Of those familiar, 66.4% indicated that they use the SLA Annual Survey, similar to 2006.

## Remuneration Information

The number of responding companies that use calendar year salary reviews increased from 30.5% in 2006 to 35.9% in 2007. Use of the fiscal year basis and anniversary date were unchanged from 2006, at 34.9% and 17.4%, respectively.

Overall, pay increases at all locations averaged 3.5% as a percentage of base pay in 2006 and were expected to rise the same amount in 2007. Pay increases at library/information centers averaged 3.7% in 2006 and were expected to equal 3.6% in 2007.

Fringe benefits averaged 26.3% of salary for all employees, ranging from 28.0% at academic institutions to 25.1% at not-for-profit organizations.



# Appendix C

## Statistical Tables



## Background

		Total	
		Count Percent	Count
All Respondents		100.0%	353
Census Region	Northeast	21.0%	74
	South	21.8%	77
	North Central	26.9%	95
	West	21.0%	74
	Canada	9.3%	33
Number of Company Employees	Fewer than 100	21.9%	73
	100 - 499	24.6%	82
	500 - 1,999	23.1%	77
	2,000 or more	30.5%	102
Line of Business	Government	13.1%	45
	Public Library	.6%	2
	Academic Institution	19.2%	66
	For-profit	44.9%	154
	Not-for-profit Organization	22.2%	76



## Q1 In what state/province do you work?

		Total	
		Count Percent	Count
All Respondents		100.0%	353
In what state or province is your company headquartered?	Alabama	.3%	1
	Alaska	.3%	1
	Arizona	1.7%	6
	California	10.5%	37
	Colorado	1.4%	5
	Connecticut	1.1%	4
	Delaware	.3%	1
	Dist of Columbia	6.2%	22
	Florida	2.0%	7
	Georgia	.6%	2
	Illinois	5.9%	21
	Indiana	2.3%	8
	Iowa	.6%	2
	Kansas	1.7%	6
	Kentucky	.3%	1
	Louisiana	1.4%	5
	Maine	.3%	1
	Maryland	3.1%	11
	Massachusetts	4.2%	15
	Michigan	1.1%	4
	Minnesota	3.4%	12
	Missouri	2.0%	7
	Nebraska	.8%	3
	New Jersey	1.7%	6
	New York	10.2%	36
	North Carolina	2.0%	7
	North Dakota	.6%	2
	Ohio	6.2%	22
	Oregon	2.3%	8
	Pennsylvania	3.1%	11
	Rhode Island	.3%	1
	Tennessee	.6%	2
	Texas	1.7%	6
	Utah	.3%	1
Virginia	3.4%	12	
Washington	4.2%	15	
Wisconsin	2.3%	8	
Wyoming	.3%	1	
Alberta	2.3%	8	
British Columbia	1.1%	4	
Northwest Territories	.3%	1	
Nunavut	.3%	1	
Ontario	4.5%	16	
Quebec	.8%	3	

**Q2 How many people currently work at your company at all locations?**

		How many people currently work at your company/institution at all locations?	
		Average	Count
All Respondents		8,125.4	334
Census Region	Northeast	4,319.3	70
	South	20,425.6	70
	North Central	6,036.5	92
	West	4,355.8	70
	Canada	3,796.2	32
Number of Company Employees	Fewer than 100	37.2	73
	100 - 499	240.8	82
	500 - 1,999	949.2	77
	2,000 or more	25,669.9	102
Line of Business	Government	28,394.6	44
	Public Library	542.5	2
	Academic Institution	2,135.6	61
	For-profit	7,907.2	146
	Not-for-profit Organization	2,066.5	72

**Q3 Line of Business**

		Line of Business					Total
		Government	Public Library	Academic Institution	For-profit	Not-for-profit Organization	Count
All Respondents		13.1%	.6%	19.2%	44.9%	22.2%	343
Census Region	Northeast	1.4%	.0%	22.2%	56.9%	19.4%	72
	South	22.4%	.0%	22.4%	26.3%	28.9%	76
	North Central	9.9%	1.1%	22.0%	44.0%	23.1%	91
	West	16.7%	1.4%	12.5%	51.4%	18.1%	72
	Canada	18.8%	.0%	12.5%	50.0%	18.8%	32
Number of Company Employees	Fewer than 100	12.3%	.0%	28.8%	32.9%	26.0%	73
	100 - 499	5.1%	1.3%	24.4%	37.2%	32.1%	78
	500 - 1,999	10.5%	1.3%	10.5%	63.2%	14.5%	76
	2,000 or more	23.5%	.0%	13.3%	45.9%	17.3%	98

**Q4 How many people who currently work at your company at all locations are information professionals?**

		How many people who currently work at your company/institution at all locations are information professionals?	
		Average	Count
All Respondents		34.8	235
Census Region	Northeast	37.8	44
	South	70.7	57
	North Central	22.4	63
	West	17.9	49
	Canada	9.3	22
Number of Company Employees	Fewer than 100	5.9	57
	100 - 499	18.6	58
	500 - 1,999	36.1	49
	2,000 or more	72.1	65
Line of Business	Government	77.5	31
	Public Library	15.0	1
	Academic Institution	36.5	43
	For-profit	26.3	104
	Not-for-profit Organization	26.8	54

**Q5a How many information professionals work in your library/information center?**

		Information professionals	
		Average	Count
All Respondents		10.9	242
Census Region	Northeast	19.5	47
	South	11.4	54
	North Central	7.1	67
	West	9.2	52
	Canada	6.7	22
Number of Company Employees	Fewer than 100	5.1	57
	100 - 499	10.7	60
	500 - 1,999	14.0	50
	2,000 or more	13.6	70
Line of Business	Government	7.8	32
	Public Library	15.0	1
	Academic Institution	23.2	46
	For-profit	10.1	106
	Not-for-profit Organization	4.1	55

**Q5b How many paraprofessionals work in your library/information center?**

		Paraprofessionals	
		Average	Count
All Respondents		8.8	242
Census Region	Northeast	12.4	47
	South	12.5	54
	North Central	5.2	67
	West	8.3	52
	Canada	3.8	22
Number of Company Employees	Fewer than 100	5.9	57
	100 - 499	12.5	60
	500 - 1,999	8.7	50
	2,000 or more	7.9	70
Line of Business	Government	9.9	32
	Public Library	15.0	1
	Academic Institution	29.6	46
	For-profit	2.8	106
	Not-for-profit Organization	2.1	55

**Q5c How many employees work in your library/information center?**

		TOTAL	
		Average	Count
All Respondents		19.6	242
Census Region	Northeast	31.9	47
	South	23.9	54
	North Central	12.3	67
	West	17.5	52
	Canada	10.5	22
Number of Company Employees	Fewer than 100	11.0	57
	100 - 499	23.2	60
	500 - 1,999	22.8	50
	2,000 or more	21.5	70
Line of Business	Government	17.7	32
	Public Library	30.0	1
	Academic Institution	52.8	46
	For-profit	12.9	106
	Not-for-profit Organization	6.3	55

**Q6a By what percent has the number of Full-time library/information center employees changed in 2006?**

		By what percent has the number of full-time library/information center employees changed in 2006?	
		Average	Count
All Respondents		2.9%	242
Census Region	Northeast	14.0%	47
	South	-1.8%	55
	North Central	1.2%	68
	West	1.3%	50
	Canada	.1%	22
Number of Company Employees	Fewer than 100	-.1%	56
	100 - 499	1.3%	59
	500 - 1,999	3.6%	52
	2,000 or more	6.7%	70
Line of Business	Government	5.9%	32
	Public Library	-10.0%	1
	Academic Institution	.5%	45
	For-profit	4.2%	109
	Not-for-profit Organization	1.0%	54

**Q6b By what percent has the number of Part-time library/information center employees changed in 2006?**

		By what percent has the number of part-time library/information center employees changed in 2006?	
		Average	Count
All Respondents		1.1%	166
Census Region	Northeast	5.1%	34
	South	-4.3%	34
	North Central	-1.6%	49
	West	6.5%	34
	Canada	.7%	15
Number of Company Employees	Fewer than 100	7.1%	34
	100 - 499	.4%	41
	500 - 1,999	-1.1%	41
	2,000 or more	-.6%	47
Line of Business	Government	1.9%	21
	Public Library	-5.0%	1
	Academic Institution	1.1%	40
	For-profit	.4%	74
	Not-for-profit Organization	2.4%	29

**Q7 To which department does the library/information center report?**

	To which department does the library/information center report?							Total
	Executive Office (e.g. CEO/CIO/COO/CKO/Dean/VP)	Finance	Research	HR/Admin	Marketing/Membership	Other	Count	
All Respondents	51.8%	1.6%	16.3%	10.0%	4.4%	15.9%	251	
Census Region	Northeast	60.4%	4.2%	12.5%	8.3%	4.2%	48	
	South	49.1%	1.8%	19.3%	10.5%	3.5%	57	
	North Central	55.1%	1.4%	15.9%	8.7%	4.3%	69	
	West	45.5%	.0%	18.2%	9.1%	5.5%	55	
	Canada	45.5%	.0%	13.6%	18.2%	4.5%	22	
Number of Company Employees	Fewer than 100	57.6%	3.4%	11.9%	8.5%	3.4%	59	
	100 - 499	62.3%	.0%	14.8%	4.9%	1.6%	61	
	500 - 1,999	48.1%	3.7%	14.8%	14.8%	3.7%	54	
	2,000 or more	39.4%	.0%	21.1%	12.7%	8.5%	71	
Line of Business	Government	40.6%	.0%	21.9%	12.5%	3.1%	32	
	Public Library	100.0%	.0%	.0%	.0%	.0%	1	
	Academic Institution	75.5%	4.1%	8.2%	4.1%	.0%	49	
	For-profit	53.2%	.9%	13.5%	14.4%	6.3%	111	
	Not-for-profit Organization	35.1%	1.8%	26.3%	5.3%	5.3%	57	

**Q8 Has there been a change in this reporting structure in the last two years?**

	Has there been a change in this reporting structure in the last two years?		Total
	Yes	No	Count
All Respondents	11.5%	88.5%	227
Census Region	Northeast	10.3%	39
	South	18.9%	53
	North Central	10.8%	65
	West	8.0%	50
	Canada	5.0%	20
Number of Company Employees	Fewer than 100	9.8%	51
	100 - 499	10.5%	57
	500 - 1,999	9.8%	51
	2,000 or more	14.1%	64
Line of Business	Government	.0%	31
	Public Library	.0%	1
	Academic Institution	9.3%	43
	For-profit	11.0%	100
	Not-for-profit Organization	21.6%	51

**Q9 If yes, to which department did the library/information center previously report?**

		If yes, to which department did the library/information center previously report?					Total
		Executive Office (e.g. CEO/CIO/COO/CKO/Dean/VP)	Research	HR/Admin	Marketing/Membership	Other	Count
All Respondents		37.5%	12.5%	18.8%	3.1%	28.1%	32
Census Region	Northeast	50.0%	.0%	25.0%	.0%	25.0%	4
	South	40.0%	.0%	10.0%	10.0%	40.0%	10
	North Central	36.4%	27.3%	9.1%	.0%	27.3%	11
	West	20.0%	20.0%	60.0%	.0%	.0%	5
	Canada	50.0%	.0%	.0%	.0%	50.0%	2
Number of Company Employees	Fewer than 100	66.7%	.0%	16.7%	.0%	16.7%	6
	100 - 499	12.5%	25.0%	12.5%	12.5%	37.5%	8
	500 - 1,999	60.0%	.0%	20.0%	.0%	20.0%	5
	2,000 or more	25.0%	16.7%	25.0%	.0%	33.3%	12
Line of Business	Academic Institution	100.0%	.0%	.0%	.0%	.0%	5
	For-profit	28.6%	21.4%	35.7%	.0%	14.3%	14
	Not-for-profit Organization	23.1%	7.7%	7.7%	7.7%	53.8%	13

**Q10 Do you use the services of the library/information center?**

		Do you use the services of the library/information center or information professional's services?		Total
		Yes	No	Count
All Respondents		79.1%	20.9%	225
Census Region	Northeast	84.6%	15.4%	39
	South	77.4%	22.6%	53
	North Central	76.2%	23.8%	63
	West	82.0%	18.0%	50
	Canada	75.0%	25.0%	20
Number of Company Employees	Fewer than 100	82.0%	18.0%	50
	100 - 499	75.9%	24.1%	58
	500 - 1,999	81.3%	18.8%	48
	2,000 or more	76.2%	23.8%	63
Line of Business	Government	92.9%	7.1%	28
	Public Library	100.0%	.0%	1
	Academic Institution	95.6%	4.4%	45
	For-profit	71.4%	28.6%	98
	Not-for-profit Organization	73.1%	26.9%	52

**Q11 If yes, how would you rate the value of the library/information center's services?**

		If yes, how would you rate the value of the library/information center's services?			Total
		Very Valuable	Valuable	Neutral	Count
All Respondents		75.1%	23.7%	1.1%	177
Census Region	Northeast	84.8%	15.2%	.0%	33
	South	73.2%	26.8%	.0%	41
	North Central	79.2%	18.8%	2.1%	48
	West	70.0%	27.5%	2.5%	40
	Canada	60.0%	40.0%	.0%	15
Number of Company Employees	Fewer than 100	80.5%	19.5%	.0%	41
	100 - 499	68.2%	31.8%	.0%	44
	500 - 1,999	74.4%	25.6%	.0%	39
	2,000 or more	77.1%	18.8%	4.2%	48
Line of Business	Government	84.6%	15.4%	.0%	26
	Public Library	.0%	100.0%	.0%	1
	Academic Institution	85.7%	11.9%	2.4%	42
	For-profit	74.3%	25.7%	.0%	70
	Not-for-profit Organization	60.5%	36.8%	2.6%	38

**Q12 In your opinion, how well has your library/information center promoted the value of its information services within your organization?**

		In your opinion, how well has your library/information center or information professional promoted the value of its information services within your organization?					Total
		Very Well	Well	Neutral	Not Very Well	Not Very Well at All	Count
All Respondents		41.8%	38.2%	17.3%	1.8%	.9%	220
Census Region	Northeast	56.8%	35.1%	5.4%	2.7%	.0%	37
	South	47.1%	31.4%	19.6%	2.0%	.0%	51
	North Central	34.9%	42.9%	17.5%	3.2%	1.6%	63
	West	38.8%	44.9%	14.3%	.0%	2.0%	49
	Canada	30.0%	30.0%	40.0%	.0%	.0%	20
Number of Company Employees	Fewer than 100	50.0%	34.0%	16.0%	.0%	.0%	50
	100 - 499	45.6%	33.3%	19.3%	.0%	1.8%	57
	500 - 1,999	40.4%	42.6%	12.8%	2.1%	2.1%	47
	2,000 or more	32.8%	41.0%	21.3%	4.9%	.0%	61
Line of Business	Government	50.0%	42.9%	7.1%	.0%	.0%	28
	Public Library	.0%	.0%	100.0%	.0%	.0%	1
	Academic Institution	34.9%	39.5%	23.3%	2.3%	.0%	43
	For-profit	43.8%	36.5%	16.7%	2.1%	1.0%	96
	Not-for-profit Organization	41.2%	39.2%	17.6%	2.0%	.0%	51



**Q13 Has your organization outsourced or considered outsourcing information functions?**

		Has your organization outsourced or considered outsourcing information functions?			Total
		Yes	Considering	No	Count
All Respondents		11.5%	7.3%	81.2%	218
Census Region	Northeast	5.9%	5.9%	88.2%	34
	South	25.5%	5.9%	68.6%	51
	North Central	6.3%	10.9%	82.8%	64
	West	6.0%	6.0%	88.0%	50
	Canada	15.8%	5.3%	78.9%	19
Number of Company Employees	Fewer than 100	10.2%	8.2%	81.6%	49
	100 - 499	10.5%	7.0%	82.5%	57
	500 - 1,999	6.5%	6.5%	87.0%	46
	2,000 or more	13.3%	8.3%	78.3%	60
Line of Business	Government	17.2%	10.3%	72.4%	29
	Public Library	.0%	.0%	100.0%	1
	Academic Institution	7.3%	17.1%	75.6%	41
	For-profit	9.7%	6.5%	83.9%	93
	Not-for-profit Organization	13.5%	.0%	86.5%	52

**Q14 If yes, did the outsourcing result in a reduction in library/information center staff?**

		If yes, did the outsourcing result in a reduction in library/information center staff?		Total
		Yes	No	Count
All Respondents		21.7%	78.3%	23
Census Region	Northeast	.0%	100.0%	2
	South	30.8%	69.2%	13
	North Central	.0%	100.0%	3
	West	50.0%	50.0%	2
	Canada	.0%	100.0%	3
Number of Company Employees	Fewer than 100	.0%	100.0%	5
	100 - 499	16.7%	83.3%	6
	500 - 1,999	.0%	100.0%	3
	2,000 or more	28.6%	71.4%	7
Line of Business	Government	20.0%	80.0%	5
	Academic Institution	.0%	100.0%	3
	For-profit	12.5%	87.5%	8
	Not-for-profit Organization	42.9%	57.1%	7

**Q15a Does your organization expect to increase budgets in 2008 within the Library/Information Center?**

		Does your organization expect to increase budgets in 2008 within the Library/Information Center?		Total Count
		Yes	No	
All Respondents		41.9%	58.1%	210
Census Region	Northeast	42.9%	57.1%	35
	South	49.0%	51.0%	49
	North Central	37.7%	62.3%	61
	West	42.6%	57.4%	47
	Canada	33.3%	66.7%	18
Number of Company Employees	Fewer than 100	42.6%	57.4%	47
	100 - 499	38.2%	61.8%	55
	500 - 1,999	44.4%	55.6%	45
	2,000 or more	44.8%	55.2%	58
Line of Business	Government	42.3%	57.7%	26
	Public Library	.0%	100.0%	1
	Academic Institution	39.0%	61.0%	41
	For-profit	47.3%	52.7%	91
	Not-for-profit Organization	36.0%	64.0%	50

**Q15b Does your organization expect to increase budgets in 2008 within the Organization?**

		Does your organization expect to increase budgets in 2008 within the Organization?		Total Count
		Yes	No	
All Respondents		53.7%	46.3%	203
Census Region	Northeast	48.4%	51.6%	31
	South	59.2%	40.8%	49
	North Central	54.2%	45.8%	59
	West	55.3%	44.7%	47
	Canada	41.2%	58.8%	17
Number of Company Employees	Fewer than 100	67.4%	32.6%	46
	100 - 499	48.2%	51.8%	56
	500 - 1,999	48.8%	51.2%	43
	2,000 or more	52.8%	47.2%	53
Line of Business	Government	50.0%	50.0%	24
	Public Library	.0%	100.0%	1
	Academic Institution	50.0%	50.0%	40
	For-profit	62.8%	37.2%	86
	Not-for-profit Organization	45.1%	54.9%	51

**Q16a Does your organization expect to increase staffing levels in 2008 within the Library/Information Center?**

		Does your organization expect to increase staffing levels in 2008 within the Library/Information Center?		Total
		Yes	No	Count
All Respondents		21.5%	78.5%	214
Census Region	Northeast	20.0%	80.0%	35
	South	26.0%	74.0%	50
	North Central	19.7%	80.3%	61
	West	18.4%	81.6%	49
	Canada	26.3%	73.7%	19
Number of Company Employees	Fewer than 100	29.2%	70.8%	48
	100 - 499	18.2%	81.8%	55
	500 - 1,999	21.7%	78.3%	46
	2,000 or more	18.3%	81.7%	60
Line of Business	Government	10.7%	89.3%	28
	Public Library	100.0%	.0%	1
	Academic Institution	36.6%	63.4%	41
	For-profit	25.0%	75.0%	92
	Not-for-profit Organization	7.8%	92.2%	51

**Q16b Does your organization expect to increase staffing levels in 2008 within the Organization?**

		Does your organization expect to increase staffing levels in 2008 within the Organization?		Total
		Yes	No	Count
All Respondents		52.9%	47.1%	208
Census Region	Northeast	50.0%	50.0%	32
	South	55.1%	44.9%	49
	North Central	61.7%	38.3%	60
	West	38.8%	61.2%	49
	Canada	61.1%	38.9%	18
Number of Company Employees	Fewer than 100	53.2%	46.8%	47
	100 - 499	56.1%	43.9%	57
	500 - 1,999	54.5%	45.5%	44
	2,000 or more	49.1%	50.9%	55
Line of Business	Government	34.6%	65.4%	26
	Public Library	100.0%	.0%	1
	Academic Institution	55.0%	45.0%	40
	For-profit	62.5%	37.5%	88
	Not-for-profit Organization	44.2%	55.8%	52

**Q17 Have the job descriptions or skill sets required for your information professionals changed over the last five years?**

		Have the job descriptions or skill sets required for your information professionals changed over the last five years?		Total
		Yes	No	Count
All Respondents		71.4%	28.6%	210
Census Region	Northeast	76.5%	23.5%	34
	South	72.0%	28.0%	50
	North Central	67.7%	32.3%	62
	West	65.2%	34.8%	46
	Canada	88.9%	11.1%	18
Number of Company Employees	Fewer than 100	58.3%	41.7%	48
	100 - 499	69.1%	30.9%	55
	500 - 1,999	73.3%	26.7%	45
	2,000 or more	84.5%	15.5%	58
Line of Business	Government	86.2%	13.8%	29
	Public Library	100.0%	.0%	1
	Academic Institution	79.5%	20.5%	39
	For-profit	63.3%	36.7%	90
	Not-for-profit Organization	72.0%	28.0%	50

**Q18 How important are the following new skill sets?**

	Very Important	Important	Neutral	Not Important	Not Important at All	No Opinion
Knowledge management	45.9%	38.5%	9.5%	2.0%	.0%	4.1%
Competitive intelligence	25.9%	36.1%	19.0%	7.5%	2.7%	8.8%
Records management	19.7%	32.7%	22.4%	11.6%	4.8%	8.8%
Database management	43.2%	39.7%	11.0%	2.7%	.7%	2.7%
Web content management	52.0%	29.7%	12.8%	2.0%	.7%	2.7%
Web development	41.5%	28.6%	19.0%	4.8%	2.7%	3.4%
Taxonomy creation	13.8%	29.0%	25.5%	10.3%	2.8%	18.6%
Other	51.6%	3.2%	3.2%	.0%	.0%	41.9%

**Q18a How important is the knowledge management skill set?**

		Knowledge management					Total
		Very Important	Important	Neutral	Not Important	No Opinion	Count
All Respondents		45.9%	38.5%	9.5%	2.0%	4.1%	148
Census Region	Northeast	52.0%	28.0%	12.0%	.0%	8.0%	25
	South	48.6%	34.3%	8.6%	5.7%	2.9%	35
	North Central	40.5%	42.9%	14.3%	2.4%	.0%	42
	West	40.0%	46.7%	3.3%	.0%	10.0%	30
	Canada	56.3%	37.5%	6.3%	.0%	.0%	16
Number of Company Employees	Fewer than 100	64.3%	32.1%	.0%	3.6%	.0%	28
	100 - 499	47.2%	47.2%	2.8%	2.8%	.0%	36
	500 - 1,999	48.5%	30.3%	12.1%	3.0%	6.1%	33
	2,000 or more	30.6%	42.9%	18.4%	.0%	8.2%	49
Line of Business	Government	52.0%	32.0%	12.0%	.0%	4.0%	25
	Public Library	.0%	100.0%	.0%	.0%	.0%	1
	Academic Institution	38.7%	48.4%	9.7%	3.2%	.0%	31
	For-profit	39.3%	39.3%	12.5%	1.8%	7.1%	56
	Not-for-profit Organization	60.0%	31.4%	2.9%	2.9%	2.9%	35

**Q18b How important is the competitive intelligence skill set?**

		Competitive intelligence					Total	
		Very Important	Important	Neutral	Not Important	Not Important at All	No Opinion	Count
All Respondents		25.9%	36.1%	19.0%	7.5%	2.7%	8.8%	147
Census Region	Northeast	19.2%	42.3%	15.4%	7.7%	.0%	15.4%	26
	South	27.8%	30.6%	25.0%	5.6%	5.6%	5.6%	36
	North Central	34.1%	34.1%	14.6%	9.8%	4.9%	2.4%	41
	West	21.4%	35.7%	17.9%	3.6%	.0%	21.4%	28
	Canada	18.8%	43.8%	25.0%	12.5%	.0%	.0%	16
Number of Company Employees	Fewer than 100	25.0%	32.1%	21.4%	10.7%	.0%	10.7%	28
	100 - 499	22.2%	38.9%	22.2%	5.6%	2.8%	8.3%	36
	500 - 1,999	25.0%	46.9%	15.6%	6.3%	.0%	6.3%	32
	2,000 or more	26.5%	30.6%	18.4%	8.2%	6.1%	10.2%	49
Line of Business	Government	16.7%	20.8%	25.0%	20.8%	8.3%	8.3%	24
	Academic Institution	16.1%	25.8%	32.3%	9.7%	3.2%	12.9%	31
	For-profit	37.5%	46.4%	12.5%	.0%	.0%	3.6%	56
	Not-for-profit Organization	22.2%	38.9%	13.9%	8.3%	2.8%	13.9%	36

**Q18c How important is the records management skill set?**

		Records management						Total
		Very Important	Important	Neutral	Not Important	Not Important at All	No Opinion	Count
All Respondents		19.7%	32.7%	22.4%	11.6%	4.8%	8.8%	147
Census Region	Northeast	26.9%	19.2%	23.1%	7.7%	3.8%	19.2%	26
	South	16.7%	44.4%	22.2%	8.3%	8.3%	.0%	36
	North Central	12.5%	35.0%	35.0%	2.5%	7.5%	7.5%	40
	West	20.7%	27.6%	6.9%	27.6%	.0%	17.2%	29
	Canada	31.3%	31.3%	18.8%	18.8%	.0%	.0%	16
Number of Company Employees	Fewer than 100	21.4%	39.3%	25.0%	3.6%	.0%	10.7%	28
	100 - 499	24.3%	35.1%	24.3%	10.8%	2.7%	2.7%	37
	500 - 1,999	21.9%	40.6%	12.5%	12.5%	3.1%	9.4%	32
	2,000 or more	14.6%	18.8%	27.1%	16.7%	10.4%	12.5%	48
Line of Business	Government	29.2%	25.0%	25.0%	16.7%	4.2%	.0%	24
	Academic Institution	12.9%	32.3%	41.9%	6.5%	.0%	6.5%	31
	For-profit	25.0%	25.0%	14.3%	14.3%	8.9%	12.5%	56
	Not-for-profit Organization	11.1%	50.0%	16.7%	8.3%	2.8%	11.1%	36

**Q18d How important is the database management skill set?**

		Database management						Total
		Very Important	Important	Neutral	Not Important	Not Important at All	No Opinion	Count
All Respondents		43.2%	39.7%	11.0%	2.7%	.7%	2.7%	146
Census Region	Northeast	56.0%	32.0%	8.0%	.0%	.0%	4.0%	25
	South	50.0%	30.6%	11.1%	8.3%	.0%	.0%	36
	North Central	22.5%	60.0%	12.5%	.0%	2.5%	2.5%	40
	West	44.8%	34.5%	13.8%	.0%	.0%	6.9%	29
	Canada	56.3%	31.3%	6.3%	6.3%	.0%	.0%	16
Number of Company Employees	Fewer than 100	53.6%	39.3%	7.1%	.0%	.0%	.0%	28
	100 - 499	48.6%	40.5%	5.4%	2.7%	.0%	2.7%	37
	500 - 1,999	38.7%	48.4%	12.9%	.0%	.0%	.0%	31
	2,000 or more	35.4%	33.3%	16.7%	6.3%	2.1%	6.3%	48
Line of Business	Government	50.0%	37.5%	12.5%	.0%	.0%	.0%	24
	Academic Institution	45.2%	48.4%	3.2%	.0%	.0%	3.2%	31
	For-profit	43.6%	32.7%	12.7%	5.5%	1.8%	3.6%	55
	Not-for-profit Organization	36.1%	44.4%	13.9%	2.8%	.0%	2.8%	36

**Q18e How important is the web content management skill set?**

		Web content management						Total
		Very Important	Important	Neutral	Not Important	Not Important at All	No Opinion	Count
All Respondents		52.0%	29.7%	12.8%	2.0%	.7%	2.7%	148
Census Region	Northeast	42.3%	34.6%	11.5%	3.8%	.0%	7.7%	26
	South	61.1%	25.0%	5.6%	5.6%	2.8%	.0%	36
	North Central	43.9%	39.0%	17.1%	.0%	.0%	.0%	41
	West	55.2%	24.1%	13.8%	.0%	.0%	6.9%	29
	Canada	62.5%	18.8%	18.8%	.0%	.0%	.0%	16
Number of Company Employees	Fewer than 100	57.1%	32.1%	7.1%	.0%	.0%	3.6%	28
	100 - 499	55.6%	27.8%	11.1%	2.8%	2.8%	.0%	36
	500 - 1,999	48.5%	33.3%	12.1%	3.0%	.0%	3.0%	33
	2,000 or more	49.0%	26.5%	18.4%	2.0%	.0%	4.1%	49
Line of Business	Government	76.0%	16.0%	8.0%	.0%	.0%	.0%	25
	Academic Institution	67.7%	32.3%	.0%	.0%	.0%	.0%	31
	For-profit	37.5%	33.9%	19.6%	3.6%	.0%	5.4%	56
	Not-for-profit Organization	44.4%	30.6%	16.7%	2.8%	2.8%	2.8%	36

**Q18f How important is the web development skill set?**

		Web development						Total
		Very Important	Important	Neutral	Not Important	Not Important at All	No Opinion	Count
All Respondents		41.5%	28.6%	19.0%	4.8%	2.7%	3.4%	147
Census Region	Northeast	38.5%	26.9%	15.4%	7.7%	3.8%	7.7%	26
	South	52.8%	25.0%	8.3%	5.6%	5.6%	2.8%	36
	North Central	29.3%	41.5%	24.4%	2.4%	2.4%	.0%	41
	West	42.9%	17.9%	25.0%	7.1%	.0%	7.1%	28
	Canada	50.0%	25.0%	25.0%	.0%	.0%	.0%	16
Number of Company Employees	Fewer than 100	50.0%	32.1%	7.1%	7.1%	.0%	3.6%	28
	100 - 499	41.7%	25.0%	19.4%	5.6%	5.6%	2.8%	36
	500 - 1,999	31.3%	31.3%	28.1%	3.1%	3.1%	3.1%	32
	2,000 or more	42.9%	26.5%	20.4%	4.1%	2.0%	4.1%	49
Line of Business	Government	60.0%	28.0%	12.0%	.0%	.0%	.0%	25
	Academic Institution	58.1%	38.7%	3.2%	.0%	.0%	.0%	31
	For-profit	23.6%	25.5%	29.1%	10.9%	5.5%	5.5%	55
	Not-for-profit Organization	41.7%	25.0%	22.2%	2.8%	2.8%	5.6%	36

**Q18g How important is the taxonomy creation skill set?**

		Taxonomy creation						Total
		Very Important	Important	Neutral	Not Important	Not Important at All	No Opinion	Count
All Respondents		13.8%	29.0%	25.5%	10.3%	2.8%	18.6%	145
Census Region	Northeast	15.4%	26.9%	23.1%	15.4%	.0%	19.2%	26
	South	20.0%	25.7%	22.9%	14.3%	2.9%	14.3%	35
	North Central	10.0%	32.5%	35.0%	5.0%	5.0%	12.5%	40
	West	7.1%	21.4%	21.4%	7.1%	3.6%	39.3%	28
	Canada	18.8%	43.8%	18.8%	12.5%	.0%	6.3%	16
Number of Company Employees	Fewer than 100	21.4%	35.7%	14.3%	7.1%	.0%	21.4%	28
	100 - 499	11.1%	25.0%	38.9%	8.3%	2.8%	13.9%	36
	500 - 1,999	6.3%	28.1%	18.8%	18.8%	3.1%	25.0%	32
	2,000 or more	14.9%	27.7%	27.7%	8.5%	4.3%	17.0%	47
Line of Business	Government	21.7%	39.1%	17.4%	8.7%	4.3%	8.7%	23
	Academic Institution	6.5%	32.3%	35.5%	9.7%	.0%	16.1%	31
	For-profit	9.1%	29.1%	25.5%	16.4%	3.6%	16.4%	55
	Not-for-profit Organization	22.2%	19.4%	22.2%	2.8%	2.8%	30.6%	36

**Q18h How important are other skill sets?**

		Other				Total
		Very Important	Important	Neutral	No Opinion	Count
All Respondents		51.6%	3.2%	3.2%	41.9%	31
Census Region	Northeast	33.3%	.0%	.0%	66.7%	3
	South	66.7%	.0%	.0%	33.3%	6
	North Central	41.7%	.0%	8.3%	50.0%	12
	West	57.1%	14.3%	.0%	28.6%	7
	Canada	66.7%	.0%	.0%	33.3%	3
Number of Company Employees	Fewer than 100	20.0%	.0%	.0%	80.0%	5
	100 - 499	66.7%	16.7%	.0%	16.7%	6
	500 - 1,999	33.3%	.0%	33.3%	33.3%	3
	2,000 or more	58.8%	.0%	.0%	41.2%	17
Line of Business	Government	50.0%	16.7%	.0%	33.3%	6
	Academic Institution	25.0%	.0%	.0%	75.0%	4
	For-profit	64.3%	.0%	7.1%	28.6%	14
	Not-for-profit Organization	42.9%	.0%	.0%	57.1%	7

**Q19 How important is a formal professional education (e.g. MLS) compared with professional work experience?**

		How important is a formal professional education (e.g. MLS) compared with professional work experience?						Total
		Very Important	Important	Neutral	Not Important	Not Important at All	No Opinion	Count
All Respondents		40.2%	44.0%	12.0%	1.0%	1.4%	1.4%	209
Census Region	Northeast	36.4%	36.4%	18.2%	.0%	3.0%	6.1%	33
	South	51.0%	38.8%	8.2%	.0%	.0%	2.0%	49
	North Central	35.5%	50.0%	12.9%	.0%	1.6%	.0%	62
	West	38.3%	46.8%	12.8%	.0%	2.1%	.0%	47
	Canada	38.9%	44.4%	5.6%	11.1%	.0%	.0%	18
Number of Company Employees	Fewer than 100	41.7%	41.7%	12.5%	2.1%	.0%	2.1%	48
	100 - 499	47.3%	40.0%	5.5%	1.8%	5.5%	.0%	55
	500 - 1,999	22.2%	53.3%	24.4%	.0%	.0%	.0%	45
	2,000 or more	43.9%	43.9%	8.8%	.0%	.0%	3.5%	57
Line of Business	Government	57.1%	28.6%	14.3%	.0%	.0%	.0%	28
	Public Library	.0%	100.0%	.0%	.0%	.0%	.0%	1
	Academic Institution	48.7%	46.2%	5.1%	.0%	.0%	.0%	39
	For-profit	34.8%	44.9%	15.7%	.0%	2.2%	2.2%	89
	Not-for-profit Organization	35.3%	49.0%	9.8%	3.9%	.0%	2.0%	51

**Q20 Have the staff recently hired with an MLS or similar qualification demonstrated the skill sets required?**

		Have the staff recently hired with an MLS or similar qualification demonstrated the skill sets required?		Total
		Yes	No	Count
All Respondents		80.4%	19.6%	189
Census Region	Northeast	76.7%	23.3%	30
	South	86.7%	13.3%	45
	North Central	83.0%	17.0%	53
	West	76.7%	23.3%	43
	Canada	72.2%	27.8%	18
Number of Company Employees	Fewer than 100	80.0%	20.0%	45
	100 - 499	78.4%	21.6%	51
	500 - 1,999	76.9%	23.1%	39
	2,000 or more	86.3%	13.7%	51
Line of Business	Government	89.3%	10.7%	28
	Public Library	100.0%	.0%	1
	Academic Institution	83.8%	16.2%	37
	For-profit	76.6%	23.4%	77
	Not-for-profit Organization	81.8%	18.2%	44



**Q21 What part of your current library/information center staff has the new skill sets?**

		What part of your current library/information center staff has the new skill sets?			Total
		All Staff	Some Staff	None	Count
All Respondents		31.1%	60.1%	8.8%	193
Census Region	Northeast	41.9%	58.1%	.0%	31
	South	21.7%	67.4%	10.9%	46
	North Central	33.9%	55.4%	10.7%	56
	West	35.7%	57.1%	7.1%	42
	Canada	16.7%	66.7%	16.7%	18
Number of Company Employees	Fewer than 100	52.3%	36.4%	11.4%	44
	100 - 499	25.0%	65.4%	9.6%	52
	500 - 1,999	30.8%	53.8%	15.4%	39
	2,000 or more	19.6%	78.6%	1.8%	56
Line of Business	Government	28.6%	71.4%	.0%	28
	Public Library	.0%	100.0%	.0%	1
	Academic Institution	22.2%	77.8%	.0%	36
	For-profit	31.7%	56.1%	12.2%	82
	Not-for-profit Organization	40.0%	46.7%	13.3%	45

**Q22 Where do you advertise for library/information center staff?**

		Local newspaper	Internet	Industry discussion lists	Job boards	Association publications	Other	Total
								Count
All Respondents		43.8%	66.5%	54.1%	46.9%	42.8%	20.1%	353
Census Region	Northeast	27.6%	58.6%	51.7%	55.2%	58.6%	31.0%	74
	South	50.0%	61.4%	61.4%	40.9%	36.4%	25.0%	77
	North Central	52.5%	69.5%	52.5%	49.2%	42.4%	13.6%	95
	West	45.5%	72.7%	50.0%	45.5%	45.5%	15.9%	74
	Canada	22.2%	66.7%	55.6%	44.4%	27.8%	22.2%	33
Number of Company Employees	Fewer than 100	43.9%	63.4%	46.3%	36.6%	36.6%	19.5%	73
	100 - 499	51.9%	69.2%	53.8%	53.8%	48.1%	19.2%	82
	500 - 1,999	33.3%	73.8%	61.9%	42.9%	40.5%	14.3%	77
	2,000 or more	42.6%	59.3%	50.0%	51.9%	40.7%	27.8%	102
Line of Business	Government	48.3%	55.2%	34.5%	48.3%	20.7%	41.4%	45
	Public Library	100.0%	100.0%	.0%	.0%	100.0%	.0%	2
	Academic Institution	50.0%	73.7%	65.8%	55.3%	71.1%	10.5%	66
	For-profit	28.4%	63.0%	58.0%	49.4%	40.7%	24.7%	154
	Not-for-profit Organization	63.6%	75.0%	52.3%	36.4%	36.4%	4.5%	76

Percentages based on respondents answering this question

**Q23 Do applicants for library/information center positions have the necessary skill sets?**

		Do applicants for library/information center positions have the necessary skill sets?				Total
		Always	Most of the time	Sometimes	Rarely	Count
All Respondents		12.0%	58.3%	27.1%	2.6%	192
Census Region	Northeast	12.9%	58.1%	25.8%	3.2%	31
	South	6.8%	68.2%	20.5%	4.5%	44
	North Central	7.1%	58.9%	32.1%	1.8%	56
	West	26.2%	52.4%	19.0%	2.4%	42
	Canada	5.3%	47.4%	47.4%	.0%	19
Number of Company Employees	Fewer than 100	14.3%	50.0%	33.3%	2.4%	42
	100 - 499	13.5%	61.5%	23.1%	1.9%	52
	500 - 1,999	14.6%	63.4%	19.5%	2.4%	41
	2,000 or more	7.5%	54.7%	34.0%	3.8%	53
Line of Business	Government	17.9%	50.0%	32.1%	.0%	28
	Public Library	.0%	100.0%	.0%	.0%	1
	Academic Institution	8.3%	61.1%	30.6%	.0%	36
	For-profit	7.3%	58.5%	28.0%	6.1%	82
	Not-for-profit Organization	20.5%	59.1%	20.5%	.0%	44

**Q24 What skill sets, if any, are missing in most cases?**

		Years of experience	Industry experience	Competencies	Educational qualification	Other	Total
							Count
All Respondents		30.7%	54.9%	32.0%	21.6%	8.5%	353
Census Region	Northeast	38.5%	61.5%	23.1%	23.1%	7.7%	74
	South	32.4%	45.9%	29.7%	21.6%	13.5%	77
	North Central	25.6%	65.1%	32.6%	14.0%	9.3%	95
	West	22.6%	54.8%	29.0%	32.3%	6.5%	74
	Canada	43.8%	37.5%	56.3%	18.8%	.0%	33
Number of Company Employees	Fewer than 100	35.3%	47.1%	41.2%	20.6%	2.9%	73
	100 - 499	26.2%	54.8%	23.8%	23.8%	14.3%	82
	500 - 1,999	40.0%	66.7%	30.0%	20.0%	3.3%	77
	2,000 or more	26.7%	53.3%	35.6%	20.0%	11.1%	102
Line of Business	Government	26.1%	43.5%	34.8%	21.7%	13.0%	45
	Public Library	.0%	100.0%	.0%	100.0%	.0%	2
	Academic Institution	41.9%	38.7%	35.5%	12.9%	12.9%	66
	For-profit	28.8%	65.2%	31.8%	25.8%	7.6%	154
	Not-for-profit Organization	28.1%	56.3%	28.1%	18.8%	3.1%	76

Percentages based on respondents answering this question

**Q25 Are you familiar with the SLA Annual Salary Survey?**

		Are you familiar with the SLA Annual Salary Survey?		Total
		Yes	No	Count
All Respondents		67.0%	33.0%	203
Census Region	Northeast	70.6%	29.4%	34
	South	67.4%	32.6%	46
	North Central	61.3%	38.7%	62
	West	67.4%	32.6%	43
	Canada	77.8%	22.2%	18
Number of Company Employees	Fewer than 100	67.4%	32.6%	46
	100 - 499	69.1%	30.9%	55
	500 - 1,999	65.1%	34.9%	43
	2,000 or more	68.4%	31.6%	57
Line of Business	Government	71.4%	28.6%	28
	Public Library	.0%	100.0%	1
	Academic Institution	64.9%	35.1%	37
	For-profit	68.2%	31.8%	88
	Not-for-profit Organization	64.6%	35.4%	48

**Q26 If familiar with the SLA Annual Salary Survey, do you use it?**

		Do you use the SLA Annual Salary Survey?		Total
		Yes	No	Count
All Respondents		66.4%	33.6%	137
Census Region	Northeast	62.5%	37.5%	24
	South	59.4%	40.6%	32
	North Central	75.7%	24.3%	37
	West	73.3%	26.7%	30
	Canada	50.0%	50.0%	14
Number of Company Employees	Fewer than 100	67.7%	32.3%	31
	100 - 499	55.3%	44.7%	38
	500 - 1,999	77.8%	22.2%	27
	2,000 or more	67.5%	32.5%	40
Line of Business	Government	55.0%	45.0%	20
	Academic Institution	52.0%	48.0%	25
	For-profit	74.6%	25.4%	59
	Not-for-profit Organization	68.8%	31.3%	32

**Q27 What other sources do you use for salary data for information professionals?**

		Government statistics	Industry specific surveys (e.g., ALA, MLA, SCIP)	Surveys covering numerous positions (e.g., BLS/ SHRM)	Other	Total
						Count
All Respondents		27.4%	60.3%	43.6%	22.9%	353
Census Region	Northeast	26.7%	60.0%	43.3%	13.3%	74
	South	34.1%	54.5%	34.1%	29.5%	77
	North Central	18.9%	62.3%	47.2%	15.1%	95
	West	28.9%	63.2%	47.4%	23.7%	74
	Canada	35.7%	64.3%	50.0%	50.0%	33
Number of Company Employees	Fewer than 100	31.6%	57.9%	31.6%	26.3%	73
	100 - 499	25.5%	66.0%	40.4%	23.4%	82
	500 - 1,999	17.5%	72.5%	60.0%	10.0%	77
	2,000 or more	33.3%	49.0%	43.1%	27.5%	102
Line of Business	Government	61.5%	42.3%	7.7%	50.0%	45
	Public Library	.0%	.0%	100.0%	.0%	2
	Academic Institution	32.4%	85.3%	20.6%	20.6%	66
	For-profit	15.6%	64.9%	57.1%	20.8%	154
	Not-for-profit Organization	25.0%	42.5%	60.0%	12.5%	76

Percentages based on respondents answering this question

**Q28 When are salaries reviewed?**

		When are salaries reviewed?				Total
		Calendar year	Fiscal year	Anniversary date	Other	Count
All Respondents		35.9%	34.9%	17.4%	11.8%	195
Census Region	Northeast	54.8%	19.4%	12.9%	12.9%	31
	South	26.7%	55.6%	15.6%	2.2%	45
	North Central	38.3%	38.3%	11.7%	11.7%	60
	West	30.2%	27.9%	25.6%	16.3%	43
	Canada	31.3%	12.5%	31.3%	25.0%	16
Number of Company Employees	Fewer than 100	37.8%	26.7%	24.4%	11.1%	45
	100 - 499	33.3%	47.1%	15.7%	3.9%	51
	500 - 1,999	35.7%	31.0%	19.0%	14.3%	42
	2,000 or more	37.0%	31.5%	13.0%	18.5%	54
Line of Business	Government	19.2%	34.6%	30.8%	15.4%	26
	Public Library	100.0%	.0%	.0%	.0%	1
	Academic Institution	13.9%	72.2%	8.3%	5.6%	36
	For-profit	47.1%	16.5%	20.0%	16.5%	85
	Not-for-profit Organization	41.3%	41.3%	10.9%	6.5%	46

**Q29aa What was the average pay increase, as a % of base pay, for 2006, at all locations?**

		2006 All locations	
		Average	Count
All Respondents		3.5%	172
Census Region	Northeast	4.0%	27
	South	3.5%	37
	North Central	3.2%	51
	West	3.4%	42
	Canada	3.2%	15
Number of Company Employees	Fewer than 100	3.5%	36
	100 - 499	3.5%	50
	500 - 1,999	3.5%	39
	2,000 or more	3.3%	45
Line of Business	Government	3.2%	24
	Public Library	2.0%	1
	Academic Institution	3.3%	31
	For-profit	3.6%	74
	Not-for-profit Organization	3.5%	41

**Q29ab What is the anticipated average pay increase, as a % of base pay, for 2007, at all locations?**

		2007 (anticipated) All locations	
		Average	Count
All Respondents		3.5%	155
Census Region	Northeast	4.0%	24
	South	3.5%	35
	North Central	3.3%	45
	West	3.5%	37
	Canada	3.1%	14
Number of Company Employees	Fewer than 100	3.5%	31
	100 - 499	3.6%	46
	500 - 1,999	3.6%	34
	2,000 or more	3.4%	42
Line of Business	Government	3.1%	21
	Public Library	2.5%	1
	Academic Institution	3.2%	28
	For-profit	3.7%	70
	Not-for-profit Organization	3.6%	34

**Q29ba What was the average pay increase, as a % of base pay, for 2006, at the Library/Information Center?**

		2006 Library /Information Center	
		Average	Count
All Respondents		3.7%	173
Census Region	Northeast	4.5%	29
	South	3.5%	36
	North Central	3.4%	52
	West	3.8%	40
	Canada	3.1%	16
Number of Company Employees	Fewer than 100	4.0%	36
	100 - 499	3.9%	48
	500 - 1,999	3.6%	39
	2,000 or more	3.3%	48
Line of Business	Government	3.1%	23
	Public Library	2.0%	1
	Academic Institution	3.4%	30
	For-profit	4.0%	79
	Not-for-profit Organization	3.8%	40

**Q29bb What is the anticipated average pay increase, as a % of base pay, for 2007, at the Library /Information Center?**

		2007 (anticipated) Library /Information Center	
		Average	Count
All Respondents		3.6%	155
Census Region	Northeast	4.3%	26
	South	3.2%	34
	North Central	3.4%	45
	West	3.8%	35
	Canada	2.9%	15
Number of Company Employees	Fewer than 100	3.8%	30
	100 - 499	3.6%	45
	500 - 1,999	3.7%	34
	2,000 or more	3.3%	44
Line of Business	Government	3.0%	21
	Public Library	2.5%	1
	Academic Institution	3.3%	28
	For-profit	3.7%	72
	Not-for-profit Organization	3.8%	33

**Q30 For all employees, what are fringe benefits as a percentage of salary?**

		For all employees, what are fringe benefits as a percentage of salary?	
		Average	Count
All Respondents		26.3%	127
Census Region	Northeast	31.2%	18
	South	22.2%	28
	North Central	30.0%	39
	West	25.2%	32
	Canada	17.6%	10
Number of Company Employees	Fewer than 100	27.0%	27
	100 - 499	25.5%	41
	500 - 1,999	28.0%	25
	2,000 or more	25.4%	34
Line of Business	Government	27.4%	24
	Public Library	30.0%	1
	Academic Institution	28.0%	27
	For-profit	25.8%	41
	Not-for-profit Organization	25.1%	33

# Appendix D

## HR Supplement Survey Instrument







# SLA 2007 SALARY SURVEY — HR SUPPLEMENT

SLA has carried out an annual survey of its US and Canadian members for many years. As in 2006, we are extending the survey to enhance the survey results with additional information on benefits, trends in hiring and expenditure, and changes in job descriptions and competencies in order to expand the value to members and management like yourself.

**This survey refers to information professionals, who, for the purpose of this survey, are deemed to be your staff involved in information gathering, dissemination, and research, and may include librarians, information specialists or researchers, web developers and content managers, or knowledge managers, wherever they work within your organization.**

Please complete the survey no later than **May 16, 2007**, either online, by fax +1.240.268.1267, or by mail directly to Association Research, Inc., 4 Research Place, Suite 220, Rockville, MD 20850, USA.

If you would prefer to complete the survey online, you may do so by going to the following Web site:  
**[www.ari-surveys.com/run/SLASalary07\\_HR](http://www.ari-surveys.com/run/SLASalary07_HR)**.

*Thank you in advance for your time and commitment to SLA research.*

## Organization Demographics

1. In what state/province/territory is your company headquartered? \_\_\_\_\_
2. How many people currently work at your company/institution at all locations? \_\_\_\_\_
3. Which of the following INDUSTRIES best describes your company's line of business?  
(Check only one)
  - 1. Government
  - 2. Public Library
  - 3. Academic Institution
  - 4. For-profit
  - 5. Not-for-profit Organization (other than government or academic institutions)
4. How many people who currently work at your company/institution at all locations are information professionals? \_\_\_\_\_
5. How many people work in your library/information center?
  - a. Information professionals \_\_\_\_\_
  - b. Paraprofessionals \_\_\_\_\_
  - c. TOTAL \_\_\_\_\_
6. By what percentage has the number of library/information center employees changed in 2006?  
(Do not include vacant positions)
 

	Increased by %	Decreased by %	Stayed the Same
a. Full-time	_____	_____	<input type="checkbox"/>
b. Part-time	_____	_____	<input type="checkbox"/>

**7. To which department does the library/information center report? (Check only one)**

1. Executive Office (e.g., CEO/CIO/COO/CKO/Dean/VP)
2. Finance
3. Research/IS/IT
4. HR/Admin.
5. Marketing
6. Other (Specify) \_\_\_\_\_

**8. Has there been a change in this reporting structure in the last two years? 1.  Yes 2.  No****9. If yes, to which department did the library/information center previously report? (Check only one)**

1. Executive Office (e.g., CEO/CIO/COO/CKO/Dean/VP)
2. Finance
3. Research
4. HR/Admin.
5. Marketing
6. Other (Specify) \_\_\_\_\_.

**10. Do you use the services of the library/information center or information professionals?**

1.  Yes 2.  No

**11. If yes, how would you rate the value of the library/information center or information professional's services?**

Very Valuable	Valuable	Neutral	Not Valuable	Not Valuable At All
1	2	3	4	5

**12. In your opinion, how well has your library/information center or information professional promoted the value of its information services within your organization?**

Very Well	Well	Neutral	Not Very Well	Not Very Well At All
1	2	3	4	5

**Trends****13. Has your organization outsourced or considered outsourcing information functions?***(Check only one)*

1. Yes
2. Considering
3. No

**14. If yes, did the outsourcing result in a reduction in library/information center or information services staff?**

1.  Yes 2.  No

**15. Does your organization/institution expect to increase budgets in 2008 within the:**

	Yes	No
a. Library/Information Center or Information Services	<input type="checkbox"/>	<input type="checkbox"/>
b. Organization	<input type="checkbox"/>	<input type="checkbox"/>

**16. Does your organization/institution expect to increase staffing levels in 2008 within the:**

	Yes	No
a. Library/Information Center or Information Services	<input type="checkbox"/>	<input type="checkbox"/>
b. Organization	<input type="checkbox"/>	<input type="checkbox"/>

**17. Have the job descriptions or skill sets required for your information professionals changed over the last five years?**

1.  Yes      2.  No

**18. If yes, how important are the following new skill sets?**

	Very Important	Important	Neutral	Not Important	Not Important At All	No Opinion
a. Knowledge management .....	1	2	3	4	5	<input type="checkbox"/>
b. Competitive intelligence .....	1	2	3	4	5	<input type="checkbox"/>
c. Records management .....	1	2	3	4	5	<input type="checkbox"/>
d. Database management .....	1	2	3	4	5	<input type="checkbox"/>
e. Web content management .....	1	2	3	4	5	<input type="checkbox"/>
f. Web development .....	1	2	3	4	5	<input type="checkbox"/>
g. Taxonomy creation .....	1	2	3	4	5	<input type="checkbox"/>
h. Other (Specify) .....	1	2	3	4	5	<input type="checkbox"/>

**19. How important is a formal professional education (e.g. MLS) compared with professional work experience?**

Very Important	Important	Neutral	Not Important	Not Important At All	No Opinion
1	2	3	4	5	<input type="checkbox"/>

**20. Have the staff recently hired with an MLS or similar qualification demonstrated the skill sets required?**

1.  Yes      2.  No

**21. What part of your current library/information center staff or information professionals have the new skill sets? (Check only one)**

- 1. All staff
- 2. Some staff
- 3. None

**22. Where do you advertise for library/information center staff or information professionals?**

(Check all that apply)

- a. Local newspaper
- b. Internet
- c. Industry or profession discussion lists
- d. Job boards
- e. Association publications
- f. Other (Specify) \_\_\_\_\_

**23. Do applicants for library/information center or information services positions have the necessary skill sets? (Check only one)**

- 1. Always
- 2. Most of the time
- 3. Sometimes
- 4. Rarely
- 5. Never

**24. What skill sets, if any, are missing in most cases? (Check all that apply)**

- a. Years of experience
- b. Industry experience
- c. Competencies
- d. Educational qualification
- e. Other (Specify) \_\_\_\_\_

25. Are you familiar with the SLA Annual Salary Survey? 1.  Yes 2.  No

26. Do you use the SLA Annual Salary Survey? 1.  Yes 2.  No

27. What other sources do you use for salary data for information professionals? (Check all that apply)

- a. Government statistics
- b. Industry specific surveys (e.g., ALA, MLA, SCIP)
- c. Surveys covering numerous positions (e.g., BLS/SHRM/Hay/Towers Perrin)
- d. Other (Specify) \_\_\_\_\_

**Remuneration Information**

28. When are salaries reviewed? (Check only one)

- 1. Calendar year
- 2. Fiscal year
- 3. Anniversary date
- 4. Other (Specify) \_\_\_\_\_

29. As a percentage of base pay, what was the average pay increase received by fulltime staff?

	2006	2007 (anticipated)
a. All locations	_____ %	_____ %
b. Library /Information Center	_____ %	_____ %

30. For all employees, what are fringe benefits as a percentage of salary? \_\_\_\_\_ %

**OPTIONAL:**

If you would like to receive future HR information from SLA, please provide the following:

<b>NAME:</b>	<b>TITLE:</b>
<b>COMPANY:</b>	<b>ADDRESS:</b>
<b>E-MAIL ADDRESS:</b>	

If you would like to receive a copy of the SLA 2007 Salary Survey at the SLA member discounted rate of \$60, compared with the non-member rate of \$125, please use the following discount code when purchasing the survey: **07SSHR**. The survey is anticipated to be available online from <http://www.sla.org/merchandise> in **October 2007**.

**THANK YOU VERY MUCH FOR COMPLETING THIS SURVEY.**

**PLEASE FAX YOUR QUESTIONNAIRE NO LATER THAN MAY 16, 2007, TO +1.240.268.1267**

*or mail to:*

**Association Research, Inc.  
4 Research Place, Suite 220  
Rockville, MD 20850 USA**

If you would prefer to complete the survey **online**, you may do so by going to the following Web site:  
**[www.ari-surveys.com/run/SLASalary07\\_HR](http://www.ari-surveys.com/run/SLASalary07_HR)**.



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