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2008 SLA ANNUAL

# **SALARY SURVEY** & Workplace Study

# **SLA ANNUAL SALARY SURVEY AND WORKPLACE STUDY 2008**

**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 12<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 2008 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 9,695 members; 601 bounced and another 123 opted not to participate in the survey, bringing the total sample size to 8,971 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 2008 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 3,937 individuals accessed the online survey and submitted some data. Of that number, 3,875 provided enough information to be included in the analytical database.

**Table 1: Response Rate for SLA Salary Surveys  
1998-2008**

| Year  | Surveys Mailed/Distributed | Surveys Completed | Response Rate |
|-------|----------------------------|-------------------|---------------|
| 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%           |
| 2008* | 8,971***                   | 3,875             | 43%           |

\* 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 2008 Salary Survey Report

A supplemental survey directed to Human Resources (HR) Professionals was distributed in addition to the 2008 Salary Survey questionnaire. This Workplace Study is found at the end of the Salary Survey results.

For the 2008 report, salary data are reported for an additional major area of responsibility, namely, CI/Research. Included in this group are respondents who listed their primary responsibility as:

- Competitive intelligence (CI), business research,
- Online/electronic/literature researcher, or
- Research analyst.

The salary survey report is organized so that information 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 six include Canadian data, while chapters seven through twelve are comprised of U.S. data. Data for the United Kingdom respondents are in Chapter Thirteen, while data for other European respondents are in Chapter Fourteen.

Each chapter represents the data for a specific job description. Chapters one and seven are for all Canadian and U.S. respondents, respectively; chapters two and eight refer to data for those serving primarily in an administrative or managerial capacity; chapters three and nine relate to data for reference librarians and professionals; chapters four and ten are for those with “general responsibilities,” chapters five and eleven report data for those performing technical services, and chapters six and twelve cover data for “CI/Research.” Approximately 68% of all respondents fit into one of the five job descriptions above, with the other 32% of respondents fragmented among the remaining 17 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/salarycalculator08](http://www.sla.org/salarycalculator08) 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

## **CI/RESEARCH**

Competitive intelligence, business research  
Online/electronic/literature researcher  
Research analyst

## **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  
Computer systems specialist, automation, IT administration  
Database/software design  
Information product/database development  
Intranet/portal development, Web content management  
Knowledge management  
Legal research  
Publishing, editing, writing  
Records management  
Subject specialist  
Teaching for college/university (library school faculty)  
Teacher, user training  
Vendor/customer service, sales  
Other

## JOB TITLE

In each chapter, Table 19 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 23(benefits information), all data presented in Tables 1 through 33 of each chapter are based on work-related earnings, before deductions, for full-time workers as of April 1, 2008. Though the 2008 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 2008 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 30 through 33 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 2007 to 2008.

**Importantly, the mean percent changes in this report are calculated only for respondents in the same job and at the same organization in 2008 that they were in 2007 and do not represent the mean percent change from the data in the 2007 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.

## 2008 MEAN AND MEDIAN SALARY DATA

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

**Table 2: 2008 Basic Annual Salaries:**

|                                   | Salary          |                    |            |                    |                 |        | Percent change |                     |
|-----------------------------------|-----------------|--------------------|------------|--------------------|-----------------|--------|----------------|---------------------|
|                                   | 10th Percentile | First Quartile 25% | Median 50% | Third Quartile 75% | 90th Percentile | Number | Mean           | Mean Percent Change |
| All Canadian Respondents*         | 47,150          | 55,000             | 65,000     | 80,338             | 97,792          | 312    | 69,971         | 5.4%                |
| All U.S. Respondents              | 42,000          | 51,450             | 66,000     | 85,000             | 108,000         | 2,865  | 71,812         | 5.3%                |
| All U.K. Respondents**            | 25,000          | 29,090             | 36,500     | 50,325             | 69,900          | 50     | 42,674         | 4.2%                |
| All Other European Respondents*** | 40,700          | 49,140             | 61,500     | 81,000             | 100,000         | 26     | 64,986         | 7.0%                |

\*All salaries in Canadian tables are reported in Canadian dollars. The exchange rate on April 1, 2008, was \$1.02 Canadian = \$1 U.S.

\*\* All salaries in U.K. tables are reported in Pounds Sterling. The exchange rate on April 1, 2008, was £.50 = \$1 U.S.

\*\*\*All salaries in other European tables are reported in Euros. The exchange rate on April 1, 2008, was € .63 = \$1 U.S.

In the United States, the average mean increase for special librarians and other information professionals was 5.3%, higher than the national rate.

The Canadian mean increase is nearly the same at 5.4%.

Tables 3A and 3B put the 2007 to 2008 increases in historical perspective for Canada and the U.S.

**Table 3A: Basic Annual Salaries - Canada (1985-2008)**

|      | 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 |
| 2008 | 47,150          | 55,000             | 65,000     | 80,338             | 97,792          | 312    | 69,971 |

**Table 3B: Basic Annual Salaries - United States (1985-2008)**

| Salary |                    |                          |               |                          |                    |        |        |
|--------|--------------------|--------------------------|---------------|--------------------------|--------------------|--------|--------|
|        | 10th<br>Percentile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>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 |
| 2008   | 42,000             | 51,450                   | 66,000        | 85,000                   | 108,000            | 2,865  | 71,812 |

# 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 23 years. Using the 1985 median reported salary of \$27,280 as a baseline, an information professional would need to earn \$54,464 today to have kept pace with the Consumer Price Index. With the median reported income of the 2008 salary survey equal to \$66,000, SLA members have actually made significant gains vs. the CPI.

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

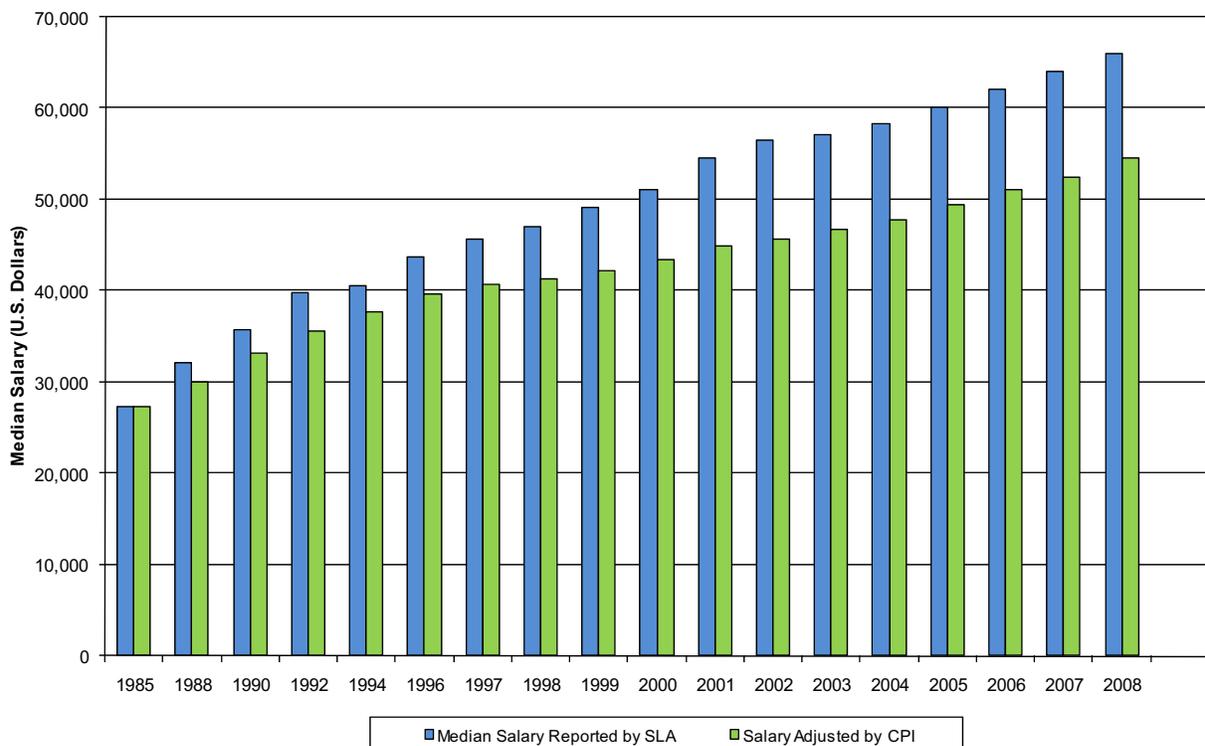
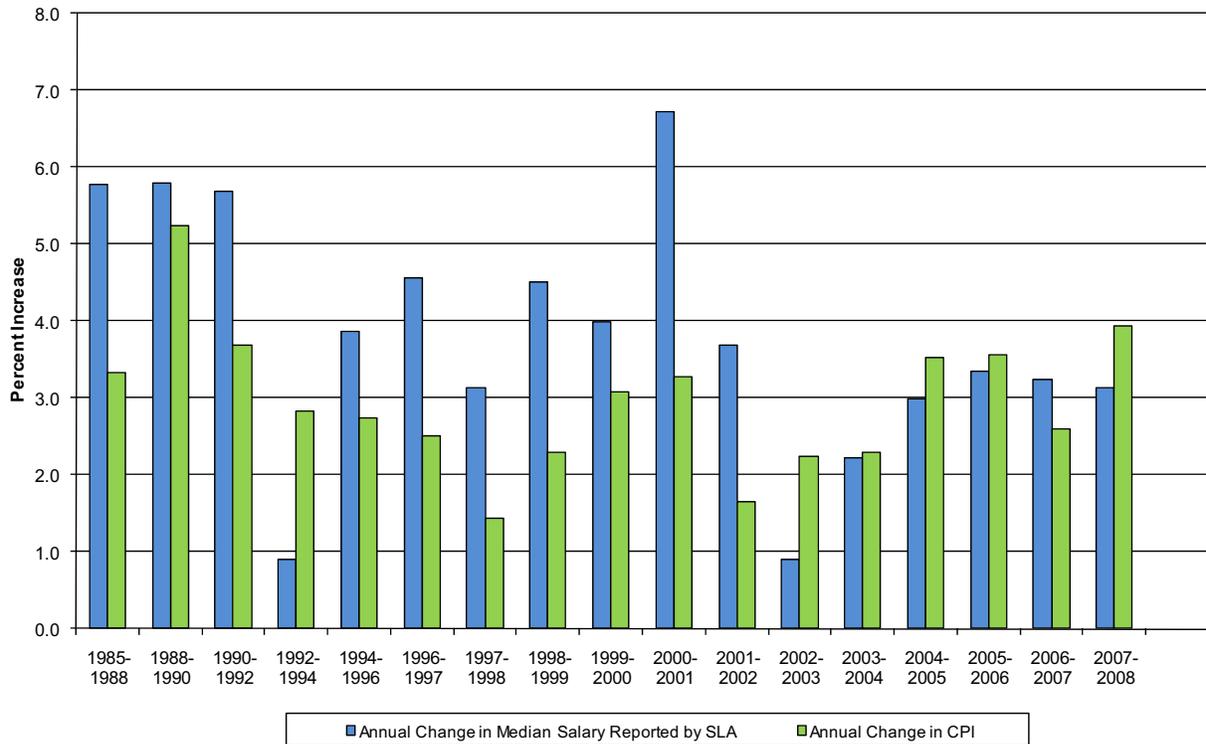


Table 5 provides a detailed explanation of special librarians' gains vs. the CPI by showing the annual rate of increase in median salaries vs. the annual rate of increase in the CPI. Data are reported only for years in which a salary survey was conducted and the increases in both median salary and CPI 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 23 years. According to the 2008 data, the median salary of Canadian respondents is now \$65,000, while the salary necessary to keep up with the CPI over the last 17 years is the considerably lower figure of \$57,184

Table 6: Canadian Reported Salaries and Historical CPI Comparison

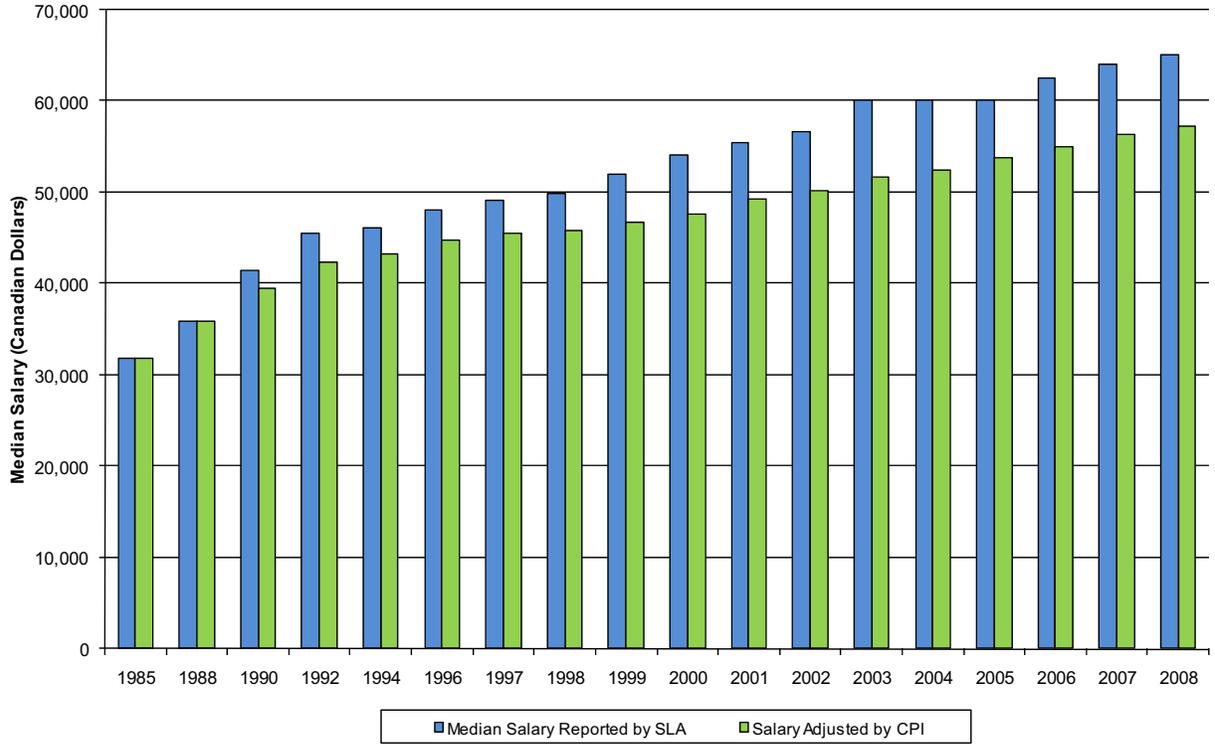
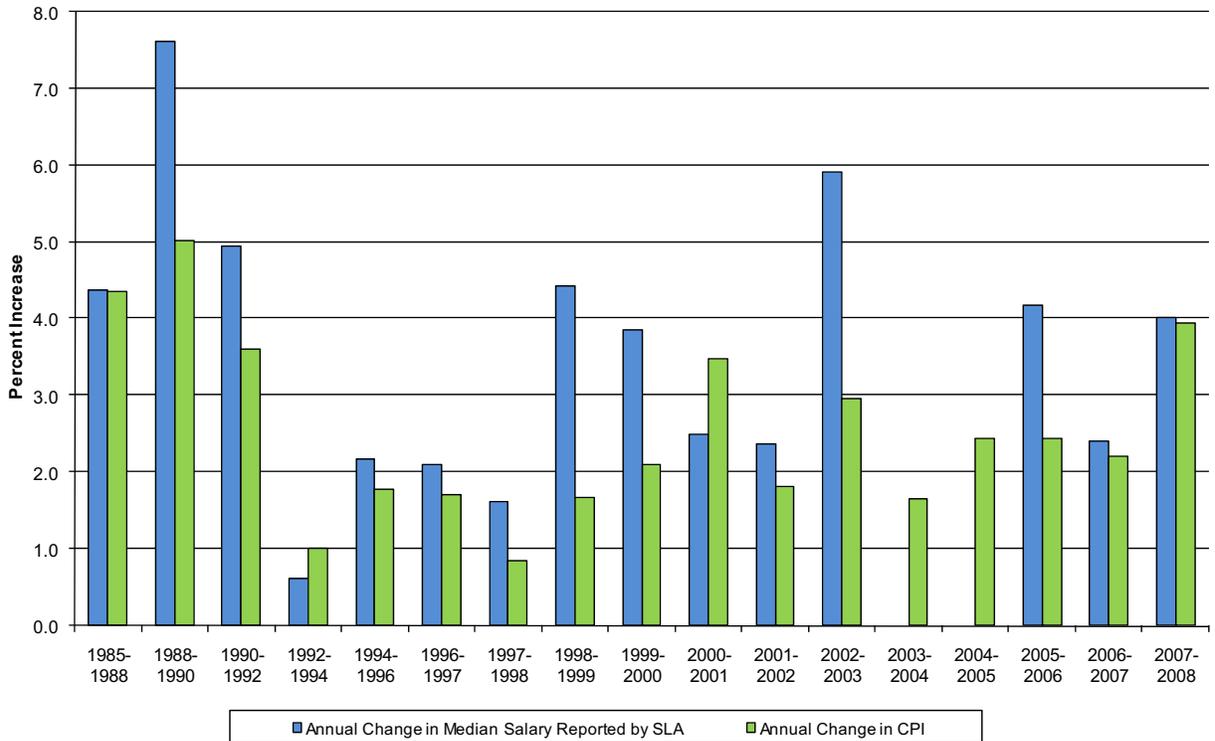


Table 7: Annualized Increases in Median Salary vs. the CPI - Canada

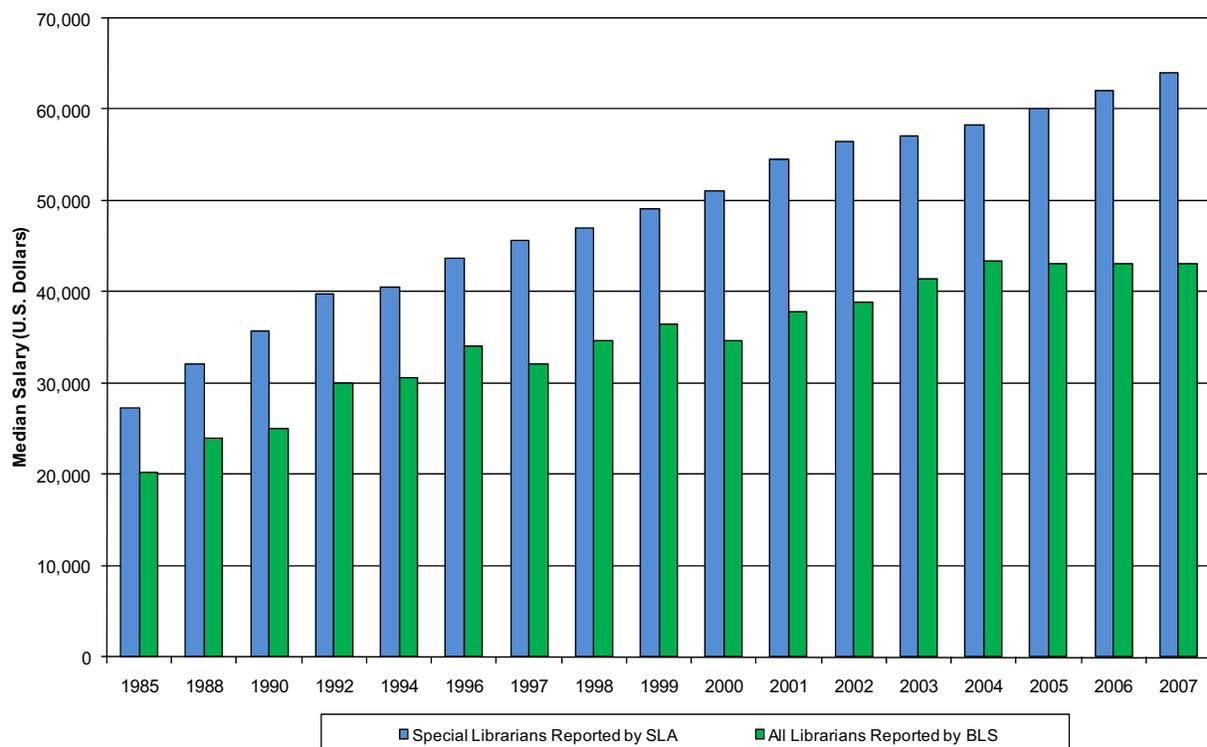


# SALARIES OF SPECIAL LIBRARIANS VS. SALARIES OF ALL LIBRARIANS

## 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 2007, special librarians' median earnings (\$64,000) exceed the median earnings of all librarians by just over \$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<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|--|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Atlantic - Postal Codes A, B, C, and E   | 38,000                  | 40,705                   | 65,000        | 77,740                   | .                       | 5      | 60,378 | 7.5%                      |
| Quebec - Postal Codes G, H, and J        | 44,900                  | 54,875                   | 65,000        | 80,649                   | 96,500                  | 44     | 68,801 | 5.1%                      |
| Ontario - Postal Codes K, L, M, N, and P | 50,200                  | 55,750                   | 66,700        | 85,000                   | 101,800                 | 173    | 71,978 | 5.2%                      |
| Prairies - Postal Codes R, S, and T      | 44,160                  | 50,814                   | 67,516        | 87,250                   | 105,120                 | 40     | 71,677 | 6.7%                      |
| British Columbia - Postal Code V         | 43,500                  | 52,500                   | 62,000        | 72,000                   | 87,000                  | 49     | 63,355 | 5.4%                      |
| All Respondents                          | 47,150                  | 55,000                   | 65,000        | 80,388                   | 97,792                  | 312    | 69,971 | 5.4%                      |

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

Canada\*

|                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|----------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Metro Montreal       | 43,640                  | 53,250                   | 64,000        | 80,258                   | 95,600                  | 37     | 67,155 | 5.2%                      |
| Quebec West          | 67,000                  | 70,750                   | 77,829        | 95,715                   | .                       | 6      | 82,253 | 4.5%                      |
| Eastern Ontario      | 50,600                  | 60,000                   | 72,000        | 93,000                   | 118,200                 | 27     | 79,378 | 5.4%                      |
| Central Ontario      | 48,773                  | 54,750                   | 67,000        | 93,804                   | 127,320                 | 18     | 76,390 | 5.2%                      |
| Metro Toronto        | 50,501                  | 55,000                   | 65,000        | 78,300                   | 97,931                  | 120    | 70,037 | 5.4%                      |
| Southwestern Ontario | 59,000                  | 59,750                   | 72,973        | 77,950                   | .                       | 6      | 71,258 | .2%                       |
| Alberta              | 46,300                  | 61,125                   | 74,500        | 90,750                   | 106,800                 | 34     | 75,552 | 6.9%                      |
| British Columbia     | 43,500                  | 52,500                   | 62,000        | 72,000                   | 87,000                  | 49     | 63,355 | 5.4%                      |
| All Respondents      | 47,150                  | 55,000                   | 65,000        | 80,388                   | 97,792                  | 312    | 69,971 | 5.4%                      |

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

Canada\*

|                            | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|----------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Master                     | 49,200                  | 56,000                   | 72,000        | 90,000                   | 109,372                 | 71     | 74,071 | 7.7%                      |
| Bachelor                   | 46,800                  | 55,150                   | 66,063        | 80,995                   | 97,154                  | 194    | 70,615 | 4.6%                      |
| Some college but no degree | 48,522                  | 51,025                   | 58,000        | 65,000                   | 70,800                  | 31     | 59,517 | 5.1%                      |
| No college                 | 45,600                  | 52,000                   | 60,000        | 70,000                   | .                       | 7      | 65,371 | 8.7%                      |
| All Respondents            | 47,150                  | 55,000                   | 65,000        | 80,388                   | 97,792                  | 312    | 69,971 | 5.4%                      |

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

Canada\*

|                            | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|----------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Master                     | 50,000                  | 56,875                   | 67,250        | 85,000                   | 100,240                 | 226    | 72,544 | 5.7%                      |
| Bachelor                   | 50,200                  | 63,329                   | 73,000        | 78,250                   | 101,000                 | 17     | 74,164 | 4.1%                      |
| Associate                  | 41,080                  | 44,622                   | 51,000        | 75,000                   | 105,200                 | 17     | 61,638 | 3.6%                      |
| Some college but no degree | 42,333                  | 47,107                   | 54,000        | 63,500                   | 73,520                  | 33     | 56,491 | 5.7%                      |
| No college                 | 34,466                  | 40,250                   | 57,000        | 70,500                   | 92,900                  | 14     | 58,874 | 5.3%                      |
| All Respondents            | 47,150                  | 55,000                   | 65,000        | 80,388                   | 97,792                  | 312    | 69,971 | 5.4%                      |

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

Canada\*

|   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|---|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Biomedical Sciences                                 | 43,840                  | 55,500                   | 67,500        | 98,500                   | 114,802                 | 17     | 74,330 | 9.2%                      |
| Business, Human Resources, Public<br>Administration | 51,250                  | 53,500                   | 62,000        | 82,901                   | 134,900                 | 12     | 73,303 | 4.7%                      |
| Communications/Journalism/ Public<br>Relations      | 49,000                  | 53,000                   | 55,000        | 72,000                   | .                       | 7      | 62,714 | .0%                       |
| Earth Sciences                                      | 31,200                  | 43,454                   | 61,750        | 76,110                   | .                       | 8      | 60,680 | 4.5%                      |
| Education   | 43,266                  | 60,000                   | 81,900        | 93,660                   | 108,911                 | 11     | 77,722 | 1.0%                      |
| Engineering   | 43,410                  | 47,366                   | 57,000        | 66,250                   | .                       | 6      | 58,516 | 9.5%                      |
| English/Literature/ Composition                     | 52,800                  | 61,150                   | 73,000        | 90,500                   | 113,360                 | 57     | 79,656 | 6.1%                      |
| Fine and Applied Arts                               | 48,500                  | 56,000                   | 64,000        | 83,200                   | .                       | 9      | 68,878 | 7.6%                      |
| Foreign Languages/ Culture studies                  | 48,850                  | 50,500                   | 68,288        | 78,750                   | 89,500                  | 16     | 67,124 | 3.5%                      |
| General Studies                                     | 31,200                  | 36,864                   | 60,000        | 68,000                   | .                       | 7      | 53,152 | 5.6%                      |
| History   | 44,650                  | 54,750                   | 64,250        | 84,000                   | 102,780                 | 70     | 70,036 | 5.1%                      |
| Philosophy, Religion                                | 38,000                  | 46,250                   | 57,500        | 77,250                   | .                       | 6      | 61,167 | 8.2%                      |
| Physical Sciences                                   | 39,912                  | 52,250                   | 60,580        | 74,000                   | 120,870                 | 12     | 67,235 | 4.4%                      |
| Social Sciences                                     | 46,280                  | 55,625                   | 64,500        | 76,884                   | 94,800                  | 60     | 68,169 | 5.1%                      |
| Other   | 45,721                  | 50,383                   | 63,250        | 73,000                   | 92,216                  | 46     | 65,316 | 5.9%                      |
| All Respondents                                     | 47,150                  | 55,000                   | 65,000        | 80,388                   | 97,792                  | 312    | 69,971 | 5.4%                      |

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

Canada\*

|                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| 2 or less        | 38,000                  | 45,500                   | 52,000        | 59,615                   | 85,000                  | 29     | 54,361 | 15.1%                     |
| 3-5 Years        | 45,640                  | 52,378                   | 57,400        | 62,250                   | 69,700                  | 30     | 59,385 | 6.9%                      |
| 6-10 Years       | 45,700                  | 51,750                   | 60,750        | 68,250                   | 86,500                  | 46     | 62,659 | 6.9%                      |
| 11-15 Years      | 43,100                  | 52,250                   | 64,000        | 73,000                   | 80,340                  | 53     | 63,696 | 5.2%                      |
| 16-20 Years      | 50,350                  | 56,750                   | 71,500        | 87,925                   | 109,300                 | 46     | 74,210 | 3.6%                      |
| 21-25 Years      | 50,000                  | 62,494                   | 71,000        | 91,300                   | 104,000                 | 46     | 75,602 | 2.9%                      |
| 26 Years or More | 56,400                  | 68,500                   | 80,000        | 98,000                   | 116,861                 | 61     | 85,382 | 3.8%                      |
| All Respondents  | 47,150                  | 55,000                   | 65,000        | 80,388                   | 97,792                  | 312    | 69,971 | 5.4%                      |

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

Canada\*

|                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| 3-5 Years        | 31,200                  | 46,000                   | 53,000        | 59,000                   | 64,000                  | 19     | 53,895 | 6.5%                      |
| 6-10 Years       | 45,000                  | 49,574                   | 55,600        | 67,375                   | 86,500                  | 36     | 60,000 | 10.1%                     |
| 11-15 Years      | 43,700                  | 52,000                   | 63,000        | 72,000                   | 88,000                  | 43     | 65,608 | 5.0%                      |
| 16-20 Years      | 48,200                  | 56,830                   | 66,000        | 76,232                   | 92,184                  | 53     | 68,626 | 6.3%                      |
| 21-25 Years      | 49,624                  | 56,625                   | 72,500        | 90,865                   | 97,977                  | 48     | 73,422 | 4.7%                      |
| 26 Years or More | 52,250                  | 61,250                   | 74,200        | 92,500                   | 109,000                 | 104    | 77,929 | 3.7%                      |
| All Respondents  | 47,150                  | 55,000                   | 65,000        | 80,388                   | 97,792                  | 312    | 69,971 | 5.4%                      |

**Table 8 - Salary Distribution by Gender**

Canada\*

|                 | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|-----------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Female          | 49,022                  | 55,050                   | 65,750        | 80,388                   | 95,777                  | 264    | 70,270 | 5.4%                      |
| Male            | 41,210                  | 48,250                   | 62,000        | 87,980                   | 113,200                 | 45     | 68,947 | 5.6%                      |
| All Respondents | 47,150                  | 55,000                   | 65,000        | 80,388                   | 97,792                  | 312    | 69,971 | 5.4%                      |

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

Canada\*

|                         | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|-------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Asian, Pacific Islander | 39,840                  | 51,013                   | 60,000        | 71,000                   | 110,160                 | 17     | 64,327 | 3.8%                      |
| White                   | 46,760                  | 55,000                   | 66,000        | 81,900                   | 97,600                  | 263    | 70,209 | 5.3%                      |
| Other                   | 50,202                  | 55,625                   | 68,250        | 84,000                   | 145,600                 | 12     | 75,786 | 5.9%                      |
| All Respondents         | 47,150                  | 55,000                   | 65,000        | 80,388                   | 97,792                  | 312    | 69,971 | 5.4%                      |

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

Canada\*

|                          | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|--------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| One Employee             | 55,000                  | 58,750                   | 75,000        | 131,100                  | .                       | 6      | 89,967 | 16.5%                     |
| 2-9 Employees            | 58,000                  | 58,240                   | 100,000       | 124,800                  | .                       | 7      | 96,891 | 6.7%                      |
| 10-24 Employees          | 42,000                  | 49,044                   | 56,000        | 72,800                   | .                       | 7      | 59,835 | 9.3%                      |
| 25-99 Employees          | 48,500                  | 52,000                   | 62,000        | 73,000                   | 90,000                  | 19     | 65,330 | 4.3%                      |
| 100-499 Employees        | 43,530                  | 50,000                   | 60,500        | 72,000                   | 96,300                  | 60     | 64,248 | 6.4%                      |
| 500-999 Employees        | 48,843                  | 58,800                   | 74,000        | 90,000                   | 111,000                 | 47     | 76,136 | 6.3%                      |
| 1,000-2,499 Employees    | 42,600                  | 52,000                   | 66,125        | 81,900                   | 102,800                 | 35     | 68,676 | 3.5%                      |
| 2,500-4,999 Employees    | 45,987                  | 55,000                   | 70,000        | 80,000                   | 93,820                  | 32     | 68,954 | 3.6%                      |
| 5,000-9,999 Employees    | 51,800                  | 59,000                   | 64,000        | 78,534                   | 93,100                  | 38     | 69,590 | 6.5%                      |
| 10,000 or more Employees | 49,432                  | 55,000                   | 65,000        | 85,000                   | 95,000                  | 59     | 70,253 | 4.0%                      |
| All Respondents          | 47,150                  | 55,000                   | 65,000        | 80,388                   | 97,792                  | 312    | 69,971 | 5.4%                      |

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

Canada\*

|                                   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|-----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Work in a Non-profit Organization | 48,556                  | 55,425                   | 66,063        | 82,702                   | 100,560                 | 162    | 71,103 | 5.9%                      |
| Work in a For-profit Organization | 46,000                  | 54,500                   | 64,000        | 78,000                   | 94,000                  | 149    | 68,740 | 5.0%                      |
| All Respondents                   | 47,150                  | 55,000                   | 65,000        | 80,388                   | 97,792                  | 312    | 69,971 | 5.4%                      |

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

Canada\*

|                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|----------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Government           | 49,235                  | 58,240                   | 68,000        | 79,800                   | 94,674                  | 71     | 70,880 | 5.3%                      |
| Academic Institution | 46,269                  | 54,000                   | 67,288        | 87,925                   | 108,900                 | 50     | 72,757 | 6.6%                      |
| Other Organizations  | 46,195                  | 54,500                   | 63,000        | 78,000                   | 97,062                  | 187    | 68,763 | 5.1%                      |
| All Respondents      | 47,150                  | 55,000                   | 65,000        | 80,388                   | 97,792                  | 312    | 69,971 | 5.4%                      |

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

Canada\*

|   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|---|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Federal Government  | 50,800                  | 60,000                   | 70,871        | 78,089                   | 95,710                  | 37     | 72,245 | 4.8%                      |
| Other Government  | 45,729                  | 58,240                   | 66,700        | 88,000                   | 98,252                  | 35     | 71,418 | 6.1%                      |
| Academic-Subj Dept  | 52,004                  | 56,160                   | 63,000        | 93,000                   | 108,400                 | 15     | 74,512 | 3.4%                      |
| Academic-General Campus                                       | 43,428                  | 50,000                   | 69,576        | 87,000                   | 111,842                 | 31     | 71,957 | 8.5%                      |
| Accounting  | 40,100                  | 53,750                   | 60,365        | 69,375                   | 87,840                  | 16     | 62,408 | 3.3%                      |
| Associations & Labor Unions                                   | 42,460                  | 50,650                   | 71,899        | 91,750                   | 104,200                 | 10     | 71,040 | 4.4%                      |
| Broadcasting & Telecommunications                             | 46,000                  | 52,750                   | 60,000        | 81,000                   | .                       | 8      | 64,500 | 2.7%                      |
| Finance - except insurance                                    | 47,200                  | 52,019                   | 59,500        | 75,000                   | 91,222                  | 16     | 64,450 | 2.7%                      |
| Finance - insurance carriers, funds, trusts                   | 45,582                  | 54,625                   | 64,184        | 75,500                   | 93,600                  | 20     | 67,479 | 4.1%                      |
| Health Care & Social Assistance                               | 51,000                  | 55,500                   | 66,125        | 72,000                   | .                       | 9      | 65,901 | 2.4%                      |
| Manufacturing - mining (including<br>oil/gas), metals/mineral | 60,300                  | 62,900                   | 68,000        | 90,960                   | .                       | 7      | 77,023 | 6.2%                      |
| Manufacturing - pharmaceuticals &<br>medical chemicals        | 58,000                  | 61,000                   | 65,000        | 77,750                   | .                       | 6      | 69,500 | 2.9%                      |
| Professional Services - accounting, tax<br>prep., bookkeeping | 27,000                  | 37,250                   | 52,000        | 70,000                   | .                       | 5      | 53,300 | 2.6%                      |
| Professional Services - architectural &<br>engineering design | 31,200                  | 50,500                   | 64,500        | 80,517                   | .                       | 7      | 72,388 | 5.3%                      |
| Professional Services - legal                                 | 42,800                  | 54,000                   | 70,000        | 93,000                   | 111,320                 | 23     | 74,986 | 7.5%                      |
| Professional Services - mngt.,<br>scientific/tech. consulting | 46,240                  | 58,000                   | 69,750        | 86,250                   | 99,000                  | 10     | 71,050 | 12.5%                     |
| Professional Services - scientific<br>research & development  | 42,833                  | 43,800                   | 50,000        | 62,000                   | .                       | 7      | 54,376 | 2.7%                      |
| Publishing - newspaper, periodical, book                      | 44,500                  | 57,000                   | 63,000        | 87,000                   | .                       | 7      | 69,214 | 4.2%                      |
| Other   | 48,500                  | 49,044                   | 53,000        | 98,000                   | .                       | 7      | 74,078 | 5.8%                      |
| All Respondents   | 47,150                  | 55,000                   | 65,000        | 80,388                   | 97,792                  | 312    | 69,971 | 5.4%                      |

**Table 14 - Salary Distribution by Institution/Industry and Library/ Information Center Annual Budget**

| Institution/Current Budget           | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number  | Mean | Mean<br>Percent<br>Change |       |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|---------|------|---------------------------|-------|
| Federal Government                   | \$250,000-\$499,999     | 62,658                   | 67,329        | 74,400                   | 79,400                  | .       | 5    | 73,572                    | -.1%  |
|                                      | Above \$1,000,000       | 67,172                   | 68,586        | 93,000                   | 124,444                 | .       | 5    | 95,812                    | 2.4%  |
|                                      | Don't know              | 41,350                   | 48,175        | 55,500                   | 63,500                  | .       | 5    | 55,770                    | 23.5% |
| Other Government                     | \$100,000-\$249,999     | 42,000                   | 55,200        | 68,000                   | 80,000                  | .       | 7    | 67,157                    | 2.4%  |
|                                      | \$250,000-\$499,999     | 57,800                   | 59,805        | 68,516                   | 78,000                  | .       | 8    | 70,197                    | 5.3%  |
|                                      | Don't know              | 40,000                   | 46,000        | 53,000                   | 84,800                  | .       | 5    | 62,920                    | 6.3%  |
| Academic-Subj Dept                   | Don't know              | 56,160                   | 57,580        | 60,000                   | 68,500                  | .       | 5    | 62,432                    | 1.5%  |
| Academic-General Campus              | Above \$1,000,000       | 45,087                   | 57,000        | 79,023                   | 111,727                 | 129,200 | 12   | 84,147                    | 7.5%  |
|                                      | Don't know              | 39,069                   | 49,671        | 63,500                   | 85,500                  | 92,994  | 10   | 66,935                    | 10.9% |
| Accounting                           | Don't know              | 38,000                   | 45,000        | 56,000                   | 61,500                  | .       | 9    | 55,167                    | 3.4%  |
| Finance - insurance carriers, funds, | Don't know              | 42,000                   | 44,250        | 54,500                   | 62,651                  | .       | 6    | 55,767                    | 3.7%  |
| Professional Services - legal        | \$100,000-\$249,999     | 44,000                   | 45,500        | 52,522                   | 68,500                  | .       | 6    | 57,507                    | 6.2%  |
|                                      | Above \$1,000,000       | 70,000                   | 87,000        | 110,000                  | 125,000                 | .       | 5    | 106,800                   | 6.5%  |
|                                      | Don't know              | 41,000                   | 41,500        | 54,000                   | 63,750                  | .       | 5    | 52,900                    | 4.6%  |

\*All salaries in Canadian tables are reported in Canadian dollars. The exchange rate on April 1, 2008, was \$1.02 Canadian=\$1 U.S.

**Table 15 - Salary Distribution by Union vs. Non-union**

Canada\*

|   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|---|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Wages/Salary Set by Collective Bargaining Agreement     | 48,443                  | 55,750                   | 65,000        | 79,000                   | 93,706                  | 117    | 68,456 | 5.6%                      |
| Wages/Salary Not Set by Collective Bargaining Agreement | 46,315                  | 55,000                   | 65,000        | 85,000                   | 103,200                 | 191    | 70,748 | 5.4%                      |
| All Respondents   | 47,150                  | 55,000                   | 65,000        | 80,388                   | 97,792                  | 312    | 69,971 | 5.4%                      |

**Table 16 - Salary Distribution by Number of Years with Present Employer**

Canada\*

|                     | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|---------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Less than Two Years | 44,700                  | 52,000                   | 59,230        | 72,000                   | 93,000                  | 57     | 65,166 | 11.3%                     |
| Two Years           | 42,200                  | 48,921                   | 56,580        | 65,625                   | 87,400                  | 26     | 59,967 | 8.1%                      |
| 3-5 Years           | 48,100                  | 55,000                   | 63,500        | 72,000                   | 85,870                  | 56     | 65,699 | 4.5%                      |
| 6-10 Years          | 47,546                  | 56,125                   | 64,750        | 77,500                   | 96,087                  | 52     | 69,951 | 4.3%                      |
| 11-15 Years         | 50,327                  | 56,500                   | 70,000        | 80,000                   | 101,200                 | 33     | 72,190 | 3.8%                      |
| 16-20 Years         | 55,000                  | 62,329                   | 80,517        | 92,814                   | 105,200                 | 37     | 79,992 | 2.9%                      |
| 21-25 Years         | 49,821                  | 54,250                   | 74,500        | 93,745                   | 112,780                 | 18     | 76,485 | 2.7%                      |
| 26 Years or more    | 57,365                  | 65,500                   | 77,000        | 96,231                   | 110,152                 | 24     | 82,182 | 2.7%                      |
| All Respondents     | 47,150                  | 55,000                   | 65,000        | 80,388                   | 97,792                  | 312    | 69,971 | 5.4%                      |

**Table 17 - Salary Distribution by Number of Employees Supervised or Managed**

Canada\*

|                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean    | Mean<br>Percent<br>Change |
|----------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|---------|---------------------------|
| None                 | 42,933                  | 50,000                   | 58,000        | 66,125                   | 86,160                  | 155    | 61,189  | 5.2%                      |
| 1-2 Employees        | 50,350                  | 56,250                   | 64,750        | 78,170                   | 91,600                  | 56     | 68,685  | 5.6%                      |
| 3-4 Employees        | 58,800                  | 66,500                   | 74,964        | 91,739                   | 106,608                 | 31     | 78,516  | 4.0%                      |
| 5-6 Employees        | 56,300                  | 69,500                   | 79,000        | 87,000                   | 97,800                  | 21     | 78,118  | 8.2%                      |
| 7-9 Employees        | 59,500                  | 72,000                   | 81,847        | 101,577                  | 109,900                 | 24     | 86,297  | 4.2%                      |
| 10-14 Employees      | 64,400                  | 68,500                   | 80,000        | 107,000                  | 128,000                 | 13     | 87,983  | 9.3%                      |
| 20 or more Employees | 87,000                  | 93,888                   | 100,000       | 131,000                  | .                       | 7      | 112,634 | 6.1%                      |
| All Respondents      | 47,150                  | 55,000                   | 65,000        | 80,388                   | 97,792                  | 312    | 69,971  | 5.4%                      |

**Table 18 - Salary Distribution by Primary Job Responsibility**

Canada\*

|  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|--|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| General Responsibilities                         | 43,433                  | 49,108                   | 56,750        | 63,665                   | 85,000                  | 48     | 58,592 | 4.0%                      |
| Administrative/Management                        | 66,100                  | 72,000                   | 80,693        | 94,422                   | 108,800                 | 81     | 85,473 | 5.9%                      |
| Acquisitions, Collection Development             | 45,600                  | 48,685                   | 50,000        | 70,871                   | .                       | 7      | 56,344 | 13.8%                     |
| Research Analyst                                 | 45,500                  | 52,000                   | 58,000        | 63,500                   | 75,000                  | 21     | 58,262 | 3.9%                      |
| Competitive Intelligence, Bus Research           | 48,700                  | 55,000                   | 62,868        | 76,000                   | 90,692                  | 23     | 64,885 | 6.8%                      |
| Info Product/Database Development                | 60,000                  | 61,000                   | 63,000        | 115,000                  | .                       | 5      | 83,000 | 12.1%                     |
| Intranet/Portal Development, Web<br>Content Mgmt | 55,000                  | 55,500                   | 62,000        | 70,000                   | 124,400                 | 12     | 69,942 | 4.7%                      |
| Knowledge Management                             | 48,000                  | 58,000                   | 75,000        | 103,900                  | 152,600                 | 17     | 85,094 | 6.9%                      |
| Legal Research                                   | 46,244                  | 60,000                   | 63,000        | 72,000                   | .                       | 7      | 64,129 | 2.9%                      |
| Online/Electronic/Literature Research            | 43,600                  | 57,000                   | 63,500        | 74,450                   | 117,940                 | 16     | 68,850 | 7.0%                      |
| Records Management                               | 31,200                  | 34,032                   | 64,500        | 99,800                   | .                       | 5      | 66,433 | 11.3%                     |
| Reference  | 41,070                  | 50,755                   | 55,200        | 65,000                   | 85,096                  | 21     | 58,143 | 1.2%                      |
| Subject Specialist                               | 48,682                  | 55,500                   | 73,000        | 86,500                   | 113,442                 | 17     | 74,863 | 6.8%                      |
| All Respondents                                  | 47,150                  | 55,000                   | 65,000        | 80,388                   | 97,792                  | 312    | 69,971 | 5.4%                      |

**Table 19 - Salary Distribution by Job Title**

Canada\*

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean    | Mean<br>Percent<br>Change |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|---------|---------------------------|
| Chief Info Officer/V.P./ Exec        | 62,000                  | 96,500                   | 135,000       | 147,500                  | .                       | 5      | 124,600 | 4.5%                      |
| Director/Manager                     | 58,000                  | 66,600                   | 78,000        | 91,370                   | 104,600                 | 113    | 80,042  | 6.6%                      |
| Asst Mngr./Dept./Section Head        | 48,800                  | 52,500                   | 70,000        | 82,000                   | 93,355                  | 25     | 69,277  | 2.4%                      |
| Librarian/Info Specialist/Researcher | 45,920                  | 51,000                   | 58,240        | 65,250                   | 78,000                  | 137    | 60,395  | 5.0%                      |
| Webmaster                            | 55,000                  | 55,500                   | 64,750        | 71,500                   | .                       | 8      | 65,813  | 3.7%                      |
| Support Staff                        | 31,766                  | 37,514                   | 41,000        | 53,250                   | 69,000                  | 10     | 45,180  | 6.8%                      |
| Owner/ Principal/ Consultant         | 53,000                  | 55,000                   | 60,000        | 124,800                  | .                       | 7      | 86,114  | 11.7%                     |
| All Respondents                      | 47,150                  | 55,000                   | 65,000        | 80,388                   | 97,792                  | 312    | 69,971  | 5.4%                      |

**Table 20 - Salary Distribution by Library or Information Resource Center Setting**

Canada\*

|  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|--|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Work in Library or Information Resource<br>Center        | 46,000                  | 54,000                   | 64,500        | 78,200                   | 93,842                  | 261    | 68,078 | 5.2%                      |
| Do Not Work in Library or Information<br>Resource Center | 52,000                  | 58,615                   | 72,000        | 92,750                   | 124,800                 | 49     | 79,485 | 6.7%                      |
| All Respondents  | 47,150                  | 55,000                   | 65,000        | 80,388                   | 97,792                  | 312    | 69,971 | 5.4%                      |

**Table 21 - Salary Distribution by Library/ Information Center Annual Budget**

Canada\*

|  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|--|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Under \$25,000   | 42,800                  | 54,500                   | 62,500        | 70,737                   | 72,995                  | 10     | 60,995 | 6.4%                      |
| \$25,000-\$49,999  | 43,510                  | 46,150                   | 51,250        | 62,000                   | 78,748                  | 16     | 56,314 | 3.8%                      |
| \$50,000-\$74,999  | 46,750                  | 55,375                   | 62,329        | 72,741                   | 80,500                  | 14     | 63,606 | 4.4%                      |
| \$75,000-\$99,999  | 49,000                  | 58,500                   | 70,000        | 76,000                   | 85,360                  | 13     | 68,069 | 3.3%                      |
| \$100,000-\$249,999  | 44,000                  | 51,025                   | 58,800        | 76,000                   | 88,000                  | 39     | 63,568 | 4.0%                      |
| \$250,000-\$499,999  | 57,940                  | 64,625                   | 74,800        | 84,750                   | 93,410                  | 36     | 75,429 | 3.4%                      |
| \$500,000-\$999,999  | 52,135                  | 71,250                   | 76,089        | 93,000                   | 103,255                 | 20     | 80,123 | 6.3%                      |
| Above \$1,000,000  | 51,408                  | 70,000                   | 90,000        | 110,000                  | 129,800                 | 31     | 88,945 | 7.1%                      |
| Budgets are not allocated to separate<br>branch or libraries | 46,907                  | 59,500                   | 63,750        | 90,750                   | 110,000                 | 14     | 71,763 | 6.1%                      |
| Don't know   | 41,000                  | 49,512                   | 55,750        | 64,000                   | 78,200                  | 68     | 57,691 | 6.3%                      |
| All Respondents  | 47,150                  | 55,000                   | 65,000        | 80,388                   | 97,792                  | 312    | 69,971 | 5.4%                      |

**Table 22 - Salary Distribution by Full-time Equivalent Employees in  
Library/Information Center**

Canada\*

|                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| 2 or less        | 43,500                  | 49,752                   | 58,800        | 65,000                   | 73,000                  | 59     | 58,549 | 4.4%                      |
| More than 2 to 4 | 47,121                  | 53,125                   | 65,250        | 77,125                   | 90,000                  | 60     | 67,272 | 4.3%                      |
| More than 4 to 9 | 51,200                  | 59,625                   | 71,016        | 90,240                   | 97,931                  | 70     | 73,139 | 5.3%                      |
| More than 9      | 48,717                  | 54,250                   | 68,788        | 87,000                   | 110,000                 | 60     | 73,248 | 5.8%                      |
| All Respondents  | 47,150                  | 55,000                   | 65,000        | 80,388                   | 97,792                  | 312    | 69,971 | 5.4%                      |

**Table 23 - 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                                     | 37    | 100.0%  | 36                               | 97.3%   | 32                     | 86.5%   | 37            | 100.0%  |
| Other Government                                       | 33    | 100.0%  | 32                               | 97.0%   | 17                     | 51.5%   | 33            | 100.0%  |
| Public Library-Subj and General                        | 5     | 100.0%  | 4                                | 80.0%   | 4                      | 80.0%   | 5             | 100.0%  |
| Academic-Subj Dept                                     | 15    | 100.0%  | 15                               | 100.0%  | 9                      | 60.0%   | 15            | 100.0%  |
| Academic-General Campus                                | 32    | 100.0%  | 30                               | 93.8%   | 21                     | 65.6%   | 31            | 96.9%   |
| Finance & Insurance; Accounting                        | 69    | 100.0%  | 67                               | 97.1%   | 46                     | 66.7%   | 69            | 100.0%  |
| Information Services & Publishing                      | 28    | 100.0%  | 25                               | 89.3%   | 16                     | 57.1%   | 26            | 92.9%   |
| Manufacturing and Agriculture                          | 10    | 100.0%  | 10                               | 100.0%  | 3                      | 30.0%   | 9             | 90.0%   |
| Professional Services                                  | 73    | 100.0%  | 71                               | 97.3%   | 34                     | 46.6%   | 71            | 97.3%   |
| Utilities; Transportation; Broadcasting; Movies; Trade | 5     | 100.0%  | 5                                | 100.0%  | 4                      | 80.0%   | 5             | 100.0%  |
| Associations; Museums; Advocacy, Health Care           | 2     | 100.0%  | 2                                | 100.0%  | 1                      | 50.0%   | 2             | 100.0%  |
| Other  | 6     | 100.0%  | 5                                | 83.3%   | 5                      | 83.3%   | 6             | 100.0%  |
| Total  | 315   | 100.0%  | 302                              | 95.9%   | 192                    | 61.0%   | 309           | 98.1%   |

**Table 23 - 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                                     | 37                               | 100.0%  | 2                       | 5.4%    | 37                          | 100.0%  | 36              | 97.3%   |
| Other Government                                       | 31                               | 93.9%   | 3                       | 9.1%    | 29                          | 87.9%   | 24              | 72.7%   |
| Public Library-Subj and General                        | 4                                | 80.0%   | 1                       | 20.0%   | 4                           | 80.0%   | 4               | 80.0%   |
| Academic-Subj Dept                                     | 15                               | 100.0%  |                         |         | 14                          | 93.3%   | 14              | 93.3%   |
| Academic-General Campus                                | 31                               | 96.9%   | 3                       | 9.4%    | 32                          | 100.0%  | 27              | 84.4%   |
| Finance & Insurance; Accounting                        | 68                               | 98.6%   | 22                      | 31.9%   | 68                          | 98.6%   | 61              | 88.4%   |
| Information Services & Publishing                      | 25                               | 89.3%   | 10                      | 35.7%   | 26                          | 92.9%   | 22              | 78.6%   |
| Manufacturing and Agriculture                          | 10                               | 100.0%  | 5                       | 50.0%   | 10                          | 100.0%  | 6               | 60.0%   |
| Professional Services                                  | 70                               | 95.9%   | 9                       | 12.3%   | 72                          | 98.6%   | 57              | 78.1%   |
| Utilities; Transportation; Broadcasting; Movies; Trade | 5                                | 100.0%  |                         |         | 5                           | 100.0%  | 5               | 100.0%  |
| Associations; Museums; Advocacy, Health Care           | 2                                | 100.0%  |                         |         | 1                           | 50.0%   |                 |         |
| Other  | 5                                | 83.3%   |                         |         | 5                           | 83.3%   | 5               | 83.3%   |
| Total  | 303                              | 96.2%   | 55                      | 17.5%   | 303                         | 96.2%   | 261             | 82.9%   |

**Table 23 - 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                               | 67.6%   | 33              | 89.2%   | 34                   | 91.9%   | 26                    | 70.3%   |
| Other Government                                       | 29                               | 87.9%   | 29              | 87.9%   | 31                   | 93.9%   | 28                    | 84.8%   |
| Public Library-Subj and General                        | 3                                | 60.0%   | 4               | 80.0%   | 4                    | 80.0%   | 2                     | 40.0%   |
| Academic-Subj Dept                                     | 15                               | 100.0%  | 13              | 86.7%   | 15                   | 100.0%  | 13                    | 86.7%   |
| Academic-General Campus                                | 31                               | 96.9%   | 32              | 100.0%  | 30                   | 93.8%   | 27                    | 84.4%   |
| Finance & Insurance; Accounting                        | 60                               | 87.0%   | 62              | 89.9%   | 65                   | 94.2%   | 63                    | 91.3%   |
| Information Services & Publishing                      | 23                               | 82.1%   | 23              | 82.1%   | 22                   | 78.6%   | 22                    | 78.6%   |
| Manufacturing and Agriculture                          | 8                                | 80.0%   | 10              | 100.0%  | 8                    | 80.0%   | 10                    | 100.0%  |
| Professional Services                                  | 59                               | 80.8%   | 58              | 79.5%   | 59                   | 80.8%   | 60                    | 82.2%   |
| Utilities; Transportation; Broadcasting; Movies; Trade | 4                                | 80.0%   | 4               | 80.0%   | 4                    | 80.0%   | 4                     | 80.0%   |
| Associations; Museums; Advocacy, Health Care           | 1                                | 50.0%   | 1               | 50.0%   | 1                    | 50.0%   | 2                     | 100.0%  |
| Other  | 5                                | 83.3%   | 5               | 83.3%   | 5                    | 83.3%   | 5                     | 83.3%   |
| Total  | 263                              | 83.5%   | 274             | 87.0%   | 278                  | 88.3%   | 262                   | 83.2%   |

**Table 23 - 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                                     |                                  |         | 29                               | 78.4%   | 28                                      | 75.7%   |                |         |
| Other Government                                       | 1                                | 3.0%    | 16                               | 48.5%   | 26                                      | 78.8%   |                |         |
| Public Library-Subj and General                        |                                  |         | 2                                | 40.0%   | 3                                       | 60.0%   |                |         |
| Academic-Subj Dept                                     | 1                                | 6.7%    | 8                                | 53.3%   | 15                                      | 100.0%  |                |         |
| Academic-General Campus                                | 4                                | 12.5%   | 18                               | 56.3%   | 20                                      | 62.5%   |                |         |
| Finance & Insurance; Accounting                        | 4                                | 5.8%    | 35                               | 50.7%   | 59                                      | 85.5%   | 35             | 50.7%   |
| Information Services & Publishing                      | 2                                | 7.1%    | 7                                | 25.0%   | 22                                      | 78.6%   | 7              | 25.0%   |
| Manufacturing and Agriculture                          |                                  |         | 2                                | 20.0%   | 8                                       | 80.0%   | 5              | 50.0%   |
| Professional Services                                  | 2                                | 2.7%    | 18                               | 24.7%   | 51                                      | 69.9%   | 21             | 28.8%   |
| Utilities; Transportation; Broadcasting; Movies; Trade |                                  |         | 2                                | 40.0%   | 4                                       | 80.0%   | 1              | 20.0%   |
| Associations; Museums; Advocacy, Health Care           | 1                                | 50.0%   | 1                                | 50.0%   | 1                                       | 50.0%   |                |         |
| Other  |                                  |         | 3                                | 50.0%   | 3                                       | 50.0%   |                |         |
| Total  | 15                               | 4.8%    | 141                              | 44.8%   | 240                                     | 76.2%   | 69             | 21.9%   |

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

|   | Benefits provided by primary job                        |         |  |         |                     |         |
|---|---|---------|--|---------|---------------------|---------|
|   | Education/<br>professional<br>development<br>assistance |         | Professional<br>association<br>memberships |         | Adoption assistance |         |
|   | Cases   | Percent | Cases                                      | Percent | Cases               | Percent |
| Federal Government  | 26  | 70.3%   | 16   | 43.2%   | 1                   | 2.7%    |
| Other Government  | 24  | 72.7%   | 22   | 66.7%   | 1                   | 3.0%    |
| Public Library-Subj and<br>General                        | 4   | 80.0%   | 2  | 40.0%   |                     |         |
| Academic-Subj Dept  | 15  | 100.0%  | 9  | 60.0%   | 1                   | 6.7%    |
| Academic-General Campus                                   | 29  | 90.6%   | 15   | 46.9%   | 1                   | 3.1%    |
| Finance & Insurance;<br>Accounting                        | 60  | 87.0%   | 64   | 92.8%   | 9                   | 13.0%   |
| Information Services &<br>Publishing                      | 19  | 67.9%   | 19   | 67.9%   | 4                   | 14.3%   |
| Manufacturing and Agriculture                             | 10  | 100.0%  | 10   | 100.0%  | 1                   | 10.0%   |
| Professional Services                                     | 60  | 82.2%   | 63   | 86.3%   | 7                   | 9.6%    |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade | 4   | 80.0%   | 5  | 100.0%  | 1                   | 20.0%   |
| Associations; Museums;<br>Advocacy, Health Care           | 1   | 50.0%   | 1  | 50.0%   | 1                   | 50.0%   |
| Other   | 6   | 100.0%  | 3  | 50.0%   |                     |         |
| Total   | 258   | 81.9%   | 229  | 72.7%   | 27                  | 8.6%    |

**Table 24 - 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  | 32   | 86.5%   | 2     | 5.4%    | 3              | 8.1%    |
| Other Government  | 28   | 80.0%   | 3     | 8.6%    | 4              | 11.4%   |
| Public Library-Subj and<br>General                        | 2  | 33.3%   | 4     | 66.7%   |                |         |
| Academic-Subj Dept  | 12   | 66.7%   | 2     | 11.1%   | 4              | 22.2%   |
| Academic-General Campus                                   | 28   | 84.8%   | 5     | 15.2%   |                |         |
| Finance & Insurance;<br>Accounting                        | 65   | 91.5%   | 4     | 5.6%    | 2              | 2.8%    |
| Information Services &<br>Publishing                      | 26   | 89.7%   | 2     | 6.9%    | 1              | 3.4%    |
| Manufacturing and Agriculture                             | 9  | 90.0%   | 1     | 10.0%   |                |         |
| Professional Services                                     | 55   | 69.6%   | 19    | 24.1%   | 5              | 6.3%    |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade | 3  | 60.0%   | 1     | 20.0%   | 1              | 20.0%   |
| Associations; Museums;<br>Advocacy, Health Care           | 1  | 50.0%   |       |         | 1              | 50.0%   |
| Other   | 5  | 62.5%   | 1     | 12.5%   | 2              | 25.0%   |
| Total   | 266  | 79.9%   | 44    | 13.2%   | 23             | 6.9%    |

**Table 25 - 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                                     | 24  | 7.0%  | 2  | 7.4%          | 1     | 3.7%          | 24       | 88.9%         |
| Other Government                                       | 23  | 16.6% | 2  | 8.3%          | 2     | 8.3%          | 20       | 83.3%         |
| Public Library-Subj and General                        | 2   | .0%   |  |               | 1     | 50.0%         | 1        | 50.0%         |
| Academic-Subj Dept                                     | 10  | 9.3%  | 1  | 10.0%         | 2     | 20.0%         | 7        | 70.0%         |
| Academic-General Campus                                | 21  | 16.2% | 2  | 8.3%          | 1     | 4.2%          | 21       | 87.5%         |
| Finance & Insurance; Accounting                        | 49  | 9.5%  | 8  | 14.8%         | 3     | 5.6%          | 43       | 79.6%         |
| Information Services & Publishing                      | 14  | 19.4% | 2  | 11.1%         | 2     | 11.1%         | 14       | 77.8%         |
| Manufacturing and Agriculture                          | 4   | .0%   |  |               |       |               | 7        | 100.0%        |
| Professional Services                                  | 50  | 11.9% |  |               | 1     | 2.1%          | 47       | 97.9%         |
| Utilities; Transportation; Broadcasting; Movies; Trade | 3   | 16.7% |  |               |       |               | 3        | 100.0%        |
| Associations; Museums; Advocacy, Health Care           | 1   | 26.0% |  |               |       |               | 1        | 100.0%        |
| Other  | 3   | 33.3% |  |               |       |               | 3        | 100.0%        |
| Total  | 204   | 12.2% | 17   | 7.7%          | 13    | 5.9%          | 191      | 86.4%         |

**Table 26 - 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                                     | 17  | 4.0%  | 1  | 5.3%          |       |               | 18       | 94.7%         |
| Other Government                                       | 15  | 14.1% | 2  | 11.1%         | 1     | 5.6%          | 15       | 83.3%         |
| Public Library-Subj and General                        | 2   | .0%   |  |               | 1     | 50.0%         | 1        | 50.0%         |
| Academic-Subj Dept                                     | 8   | 12.5% |  |               | 1     | 12.5%         | 7        | 87.5%         |
| Academic-General Campus                                | 18  | 15.9% |  |               | 1     | 5.0%          | 19       | 95.0%         |
| Finance & Insurance; Accounting                        | 40  | 9.5%  | 7  | 15.6%         | 3     | 6.7%          | 35       | 77.8%         |
| Information Services & Publishing                      | 12  | 20.0% |  |               | 2     | 15.4%         | 11       | 84.6%         |
| Manufacturing and Agriculture                          | 3   | .0%   |  |               |       |               | 6        | 100.0%        |
| Professional Services                                  | 38  | 10.9% | 2  | 5.3%          | 1     | 2.6%          | 35       | 92.1%         |
| Utilities; Transportation; Broadcasting; Movies; Trade | 2   | 25.0% |  |               |       |               | 2        | 100.0%        |
| Associations; Museums; Advocacy, Health Care           | 1   | 26.0% |  |               |       |               | 1        | 100.0%        |
| Other  | 2   | 25.0% |  |               |       |               | 2        | 100.0%        |
| Total  | 158   | 11.6% | 12   | 6.9%          | 10    | 5.7%          | 152      | 87.4%         |

**Table 27 - 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 2008? |         |   |         |  |         |
|--|---|---------|---|---------|--|---------|
|  | 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                                     | 2   | 10.0%   | 2   | 10.0%   | 16   | 80.0%   |
| Other Government                                       | 4   | 16.7%   | 7   | 29.2%   | 13   | 54.2%   |
| Public Library-Subj and General                        |   |         | 1   | 50.0%   | 1  | 50.0%   |
| Academic-Subj Dept                                     |   |         | 6   | 66.7%   | 3  | 33.3%   |
| Academic-General Campus                                | 4   | 16.7%   | 11  | 45.8%   | 9  | 37.5%   |
| Finance & Insurance; Accounting                        | 8   | 16.7%   | 14  | 29.2%   | 26   | 54.2%   |
| Information Services & Publishing                      | 2   | 11.8%   | 6   | 35.3%   | 9  | 52.9%   |
| Manufacturing and Agriculture                          | 1   | 16.7%   | 1   | 16.7%   | 4  | 66.7%   |
| Professional Services                                  | 4   | 10.3%   | 10  | 25.6%   | 25   | 64.1%   |
| Utilities; Transportation; Broadcasting; Movies; Trade |   |         | 1   | 50.0%   | 1  | 50.0%   |
| Associations; Museums; Advocacy, Health Care           |   |         |   |         | 1  | 100.0%  |
| Other  | 1   | 33.3%   | 1   | 33.3%   | 1  | 33.3%   |
| Total  | 26  | 13.3%   | 60  | 30.8%   | 109  | 55.9%   |

**Table 28 - 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     | 55,000          | 60,000             | 100,000    | 137,400            | .               | 9      | 103,004 | 9.0%                |
| Not Self-employed | 46,564          | 55,000             | 65,000     | 79,200             | 94,859          | 298    | 68,850  | 5.1%                |
| All Respondents   | 47,150          | 55,000             | 65,000     | 80,388             | 97,792          | 312    | 69,971  | 5.4%                |

**Table 29 - 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        | 42,101          | 52,000             | 60,000     | 73,000             | 124,800         | 27     | 68,502 | 11.9%               |
| Do Not Work on Contract Basis | 47,250          | 55,000             | 65,250     | 80,388             | 96,777          | 284    | 70,014 | 4.8%                |
| All Respondents               | 47,150          | 55,000             | 65,000     | 80,388             | 97,792          | 312    | 69,971 | 5.4%                |

\*All salaries in Canadian tables are reported in Canadian dollars. The exchange rate on April 1, 2008, was \$1.02 Canadian=\$1 U.S.

**Table 30 - Salary Distribution by Number of Part-time Jobs Held**

Canada\*

|                 | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|-----------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| One             | 7,000                   | 32,280                   | 51,701        | 69,160                   | 84,240                  | 18     | 48,626 | 2.5%                      |
| All Respondents | 11,200                  | 28,850                   | 48,256        | 69,160                   | 85,680                  | 22     | 48,339 | 2.4%                      |

**Table 31 - Salary Distribution by Number of Part-time Hours Worked per Week**

Canada\*

|                 | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|-----------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| 11-20 Hours     | 7,000                   | 17,590                   | 38,010        | 42,640                   | .                       | 6      | 31,917 | .8%                       |
| 21-30 Hours     | 21,240                  | 51,227                   | 61,808        | 70,450                   | 85,680                  | 12     | 58,560 | 3.2%                      |
| All Respondents | 11,200                  | 28,850                   | 48,256        | 69,160                   | 85,680                  | 22     | 48,339 | 2.4%                      |

**Table 32 - Salary Distribution by Reasons for Working Part-time**

Canada\*

|                     | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|---------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Respondent's Choice | 15,400                  | 21,800                   | 60,616        | 70,720                   | 87,616                  | 15     | 53,511 | 2.9%                      |
| All Respondents     | 11,200                  | 28,850                   | 48,256        | 69,160                   | 85,680                  | 22     | 48,339 | 2.4%                      |



# CANADA

## **Chapter Two** **Administrative/Management**



**Table 1 - Salary Distribution by Region**

Canada\*

|  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary |                           | Percent<br>change |
|--|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|-------------------|
|  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |                   |
| Quebec - Postal Codes G, H, and J        | 64,850                  | 68,750                   | 77,000        | 89,220                   | 96,300                  | 16     | 78,761 |                           | 9.0%              |
| Ontario - Postal Codes K, L, M, N, and P | 66,580                  | 72,000                   | 90,000        | 100,000                  | 111,200                 | 43     | 88,758 |                           | 5.0%              |
| Prairies - Postal Codes R, S, and T      | 62,250                  | 74,250                   | 80,950        | 94,915                   | 105,840                 | 12     | 83,229 |                           | 4.7%              |
| British Columbia - Postal Code V         | 66,000                  | 71,500                   | 79,800        | 97,000                   | .                       | 9      | 85,533 |                           | 6.6%              |
| Primary Responsibility-Admin/Mgmt        | 66,100                  | 72,000                   | 80,693        | 94,422                   | 108,800                 | 81     | 85,473 |                           | 5.9%              |

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

Canada\*

|                                   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary |                           | Percent<br>change |
|-----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|-------------------|
|                                   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |                   |
| Metro Montreal                    | 64,700                  | 67,750                   | 74,000        | 87,480                   | 99,600                  | 13     | 78,114 |                           | 9.4%              |
| Eastern Ontario                   | 70,400                  | 74,400                   | 93,000        | 100,000                  | 150,200                 | 11     | 96,843 |                           | .6%               |
| Metro Toronto                     | 65,000                  | 70,500                   | 87,000        | 97,827                   | 110,200                 | 28     | 85,591 |                           | 6.9%              |
| Alberta                           | 62,250                  | 74,250                   | 80,950        | 94,915                   | 105,840                 | 12     | 83,229 |                           | 4.7%              |
| British Columbia                  | 66,000                  | 71,500                   | 79,800        | 97,000                   | .                       | 9      | 85,533 |                           | 6.6%              |
| Primary Responsibility-Admin/Mgmt | 66,100                  | 72,000                   | 80,693        | 94,422                   | 108,800                 | 81     | 85,473 |                           | 5.9%              |

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

Canada\*

|                                   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary |                           | Percent<br>change |
|-----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|-------------------|
|                                   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |                   |
| Master                            | 67,100                  | 72,000                   | 86,490        | 96,915                   | 111,540                 | 22     | 86,719 |                           | 8.2%              |
| Bachelor                          | 67,500                  | 74,000                   | 81,900        | 94,422                   | 108,000                 | 49     | 86,541 |                           | 4.9%              |
| Some college but no degree        | 61,500                  | 64,125                   | 68,250        | 79,250                   | .                       | 6      | 73,000 |                           | 3.0%              |
| Primary Responsibility-Admin/Mgmt | 66,100                  | 72,000                   | 80,693        | 94,422                   | 108,800                 | 81     | 85,473 |                           | 5.9%              |

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

Canada\*

|                                   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary |                           | Percent<br>change |
|-----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|-------------------|
|                                   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |                   |
| Master                            | 66,490                  | 72,000                   | 81,297        | 95,271                   | 108,300                 | 66     | 85,760 |                           | 6.1%              |
| Some college but no degree        | 61,500                  | 64,125                   | 70,250        | 78,750                   | .                       | 6      | 72,000 |                           | 3.3%              |
| Primary Responsibility-Admin/Mgmt | 66,100                  | 72,000                   | 80,693        | 94,422                   | 108,800                 | 81     | 85,473 |                           | 5.9%              |

\*All salaries in Canadian tables are reported in Canadian dollars. The exchange rate on April 1, 2008, was \$1.02 Canadian=\$1 U.S.

**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 |
| Education                         | 78,000          | 79,950             | 90,000     | 104,277            | .               | 5      | 91,691 | 4.3%                |
| English/Literature/ Composition   | 69,600          | 73,700             | 87,000     | 102,400            | 111,760         | 21     | 88,633 | 5.9%                |
| History                           | 71,000          | 80,517             | 94,843     | 103,000            | 112,200         | 19     | 93,482 | 5.0%                |
| Social Sciences                   | 64,200          | 72,000             | 78,000     | 89,980             | 102,600         | 11     | 79,796 | 4.8%                |
| Other                             | 60,600          | 69,500             | 74,000     | 90,480             | 93,955          | 13     | 77,465 | 9.6%                |
| Primary Responsibility-Admin/Mgmt | 66,100          | 72,000             | 80,693     | 94,422             | 108,800         | 81     | 85,473 | 5.9%                |

**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 |
| 6-10 Years                        | 61,500          | 65,000             | 71,500     | 87,000             | .               | 8      | 74,438 | 14.0%               |
| 11-15 Years                       | 66,100          | 72,000             | 74,000     | 80,000             | 90,800          | 15     | 75,880 | 6.7%                |
| 16-20 Years                       | 68,750          | 73,800             | 86,490     | 99,665             | 111,000         | 14     | 87,927 | 4.6%                |
| 21-25 Years                       | 65,820          | 70,000             | 90,000     | 104,000            | 118,400         | 15     | 88,613 | 5.2%                |
| 26 Years or More                  | 74,420          | 79,750             | 92,000     | 101,350            | 116,040         | 26     | 93,671 | 3.7%                |
| Primary Responsibility-Admin/Mgmt | 66,100          | 72,000             | 80,693     | 94,422             | 108,800         | 81     | 85,473 | 5.9%                |

**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                        | 61,500          | 65,250             | 70,000     | 82,000             | .               | 5      | 72,900 | 8.9%                |
| 11-15 Years                       | 67,500          | 69,000             | 75,000     | 80,000             | .               | 7      | 75,929 | 5.0%                |
| 16-20 Years                       | 64,700          | 67,875             | 73,000     | 88,970             | 98,722          | 16     | 78,384 | 9.5%                |
| 21-25 Years                       | 66,450          | 74,250             | 90,990     | 102,327            | 109,700         | 12     | 88,836 | 4.2%                |
| 26 Years or More                  | 73,600          | 79,000             | 90,500     | 101,350            | 113,480         | 38     | 92,530 | 4.4%                |
| Primary Responsibility-Admin/Mgmt | 66,100          | 72,000             | 80,693     | 94,422             | 108,800         | 81     | 85,473 | 5.9%                |

**Table 8 - Salary Distribution by Gender**

Canada\*

|                                   |                 |                    |            |                    |                 | Number | Salary | Percent change      |
|-----------------------------------|-----------------|--------------------|------------|--------------------|-----------------|--------|--------|---------------------|
|                                   | 10th Percentile | First Quartile 25% | Median 50% | Third Quartile 75% | 90th Percentile |        | Mean   | Mean Percent Change |
| Female                            | 66,150          | 72,000             | 80,258     | 93,000             | 104,000         | 72     | 84,130 | 5.6%                |
| Male                              | 61,500          | 67,850             | 100,800    | 118,500            | .               | 9      | 96,218 | 7.8%                |
| Primary Responsibility-Admin/Mgmt | 66,100          | 72,000             | 80,693     | 94,422             | 108,800         | 81     | 85,473 | 5.9%                |

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

Canada\*

|                                   |                 |                    |            |                    |                 | Number | Salary | Percent change      |
|-----------------------------------|-----------------|--------------------|------------|--------------------|-----------------|--------|--------|---------------------|
|                                   | 10th Percentile | First Quartile 25% | Median 50% | Third Quartile 75% | 90th Percentile |        | Mean   | Mean Percent Change |
| White                             | 66,560          | 73,250             | 82,450     | 93,972             | 108,700         | 72     | 85,289 | 5.8%                |
| Primary Responsibility-Admin/Mgmt | 66,100          | 72,000             | 80,693     | 94,422             | 108,800         | 81     | 85,473 | 5.9%                |

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

Canada\*

|                                   |                 |                    |            |                    |                 | Number | Salary | Percent change      |
|-----------------------------------|-----------------|--------------------|------------|--------------------|-----------------|--------|--------|---------------------|
|                                   | 10th Percentile | First Quartile 25% | Median 50% | Third Quartile 75% | 90th Percentile |        | Mean   | Mean Percent Change |
| 100-499 Employees                 | 64,700          | 67,350             | 72,000     | 104,000            | 137,800         | 13     | 85,092 | 7.0%                |
| 500-999 Employees                 | 71,400          | 74,500             | 87,000     | 104,000            | 114,200         | 17     | 89,385 | 7.7%                |
| 1,000-2,499 Employees             | 65,400          | 71,250             | 78,250     | 97,250             | 123,500         | 10     | 85,250 | 6.0%                |
| 2,500-4,999 Employees             | 66,840          | 77,850             | 80,347     | 94,127             | 97,684          | 10     | 83,682 | 4.2%                |
| 5,000-9,999 Employees             | 61,500          | 64,500             | 67,500     | 90,000             | .               | 9      | 75,075 | 1.8%                |
| 10,000 or more Employees          | 74,000          | 79,950             | 90,470     | 94,077             | 104,900         | 14     | 88,312 | 2.7%                |
| Primary Responsibility-Admin/Mgmt | 66,100          | 72,000             | 80,693     | 94,422             | 108,800         | 81     | 85,473 | 5.9%                |

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

Canada\*

|                                   |                 |                    |            |                    |                 | Number | Salary | Percent change      |
|-----------------------------------|-----------------|--------------------|------------|--------------------|-----------------|--------|--------|---------------------|
|                                   | 10th Percentile | First Quartile 25% | Median 50% | Third Quartile 75% | 90th Percentile |        | Mean   | Mean Percent Change |
| Work in a Non-profit Organization | 65,000          | 72,000             | 80,693     | 96,553             | 108,800         | 51     | 86,003 | 5.1%                |
| Work in a For-profit Organization | 67,650          | 72,000             | 82,258     | 93,250             | 109,400         | 30     | 84,572 | 7.2%                |
| Primary Responsibility-Admin/Mgmt | 66,100          | 72,000             | 80,693     | 94,422             | 108,800         | 81     | 85,473 | 5.9%                |

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

Canada\*

|                                   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary |                           | Percent<br>change |
|-----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|-------------------|
|                                   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |                   |
| Government                        | 67,480                  | 74,700                   | 80,000        | 93,944                   | 101,680                 | 25     | 85,830 |                           | 2.7%              |
| Academic Institution              | 64,700                  | 72,500                   | 80,000        | 108,500                  | 128,600                 | 13     | 88,392 |                           | 6.0%              |
| Other Organizations               | 65,000                  | 70,250                   | 87,000        | 96,231                   | 109,500                 | 40     | 84,462 |                           | 7.8%              |
| Primary Responsibility-Admin/Mgmt | 66,100                  | 72,000                   | 80,693        | 94,422                   | 108,800                 | 81     | 85,473 |                           | 5.9%              |

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

Canada\*

|                               | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary |                           | Percent<br>change |
|-------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|-------------------|
|                               |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |                   |
| Federal Government            | 72,600                  | 75,095                   | 80,247        | 93,666                   | 139,400                 | 12     | 89,580 |                           | 1.9%              |
| Other Government              | 65,250                  | 67,675                   | 79,500        | 94,211                   | 98,677                  | 14     | 81,093 |                           | 3.2%              |
| Academic-Subj Dept            | 74,000                  | 77,000                   | 93,000        | 108,500                  | .                       | 5      | 92,800 |                           | 1.4%              |
| Academic-General Campus       | 65,000                  | 70,250                   | 77,300        | 126,500                  | .                       | 6      | 91,267 |                           | 10.7%             |
| Professional Services - legal | 71,000                  | 88,000                   | 104,000       | 110,000                  | .                       | 7      | 98,314 |                           | 12.6%             |

**Table 14 - Salary Distribution by Institution/Industry and Library/ Information Center Annual Budget**

| Institution/Current Budget |                     | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary |                           | Percent<br>change |
|----------------------------|---------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|-------------------|
|                            |                     |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |                   |
| Other Government           | \$250,000-\$499,999 | 64,500                  | 65,250                   | 75,000        | 84,500                   | .                       | 5      | 74,900 |                           | 2.3%              |

**Table 15 - Salary Distribution by Union vs. Non-union**

Canada\*

|   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary |                           | Percent<br>change |
|---|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|-------------------|
|   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |                   |
| Wages/Salary Set by Collective Bargaining Agreement     | 66,140                  | 72,000                   | 79,800        | 93,000                   | 107,000                 | 31     | 83,109 |                           | 3.2%              |
| Wages/Salary Not Set by Collective Bargaining Agreement | 65,000                  | 72,000                   | 87,000        | 96,126                   | 110,200                 | 48     | 86,567 |                           | 7.5%              |
| Primary Responsibility-Admin/Mgmt                       | 66,100                  | 72,000                   | 80,693        | 94,422                   | 108,800                 | 81     | 85,473 |                           | 5.9%              |

**Table 16 - Salary Distribution by Number of Years with Present Employer**

Canada\*

|                                   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|-----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Less than Two Years               | 65,500                  | 72,000                   | 91,000        | 105,750                  | 129,200                 | 12     | 90,333 | 16.6%                     |
| 3-5 Years                         | 58,000                  | 68,250                   | 71,000        | 77,100                   | .                       | 8      | 72,423 | 5.0%                      |
| 6-10 Years                        | 63,900                  | 68,000                   | 78,000        | 92,000                   | 109,600                 | 17     | 81,062 | 6.1%                      |
| 11-15 Years                       | 66,500                  | 69,750                   | 80,000        | 91,500                   | .                       | 9      | 80,556 | 3.6%                      |
| 16-20 Years                       | 69,843                  | 80,863                   | 94,366        | 100,000                  | 108,200                 | 12     | 91,499 | 3.4%                      |
| 21-25 Years                       | 70,000                  | 79,000                   | 90,000        | 105,000                  | .                       | 7      | 90,600 | 4.0%                      |
| 26 Years or more                  | 67,700                  | 76,000                   | 85,500        | 101,577                  | 140,900                 | 12     | 91,692 | 1.6%                      |
| Primary Responsibility-Admin/Mgmt | 66,100                  | 72,000                   | 80,693        | 94,422                   | 108,800                 | 81     | 85,473 | 5.9%                      |

**Table 17 - Salary Distribution by Number of Employees Supervised or Managed**

Canada\*

|                                   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary  | Percent<br>change         |
|-----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|---------|---------------------------|
|                                   |                         |                          |               |                          |                         |        | Mean    | Mean<br>Percent<br>Change |
| 1-2 Employees                     | 58,000                  | 72,500                   | 84,000        | 92,500                   | .                       | 8      | 82,000  | 4.4%                      |
| 3-4 Employees                     | 65,600                  | 67,100                   | 75,000        | 92,000                   | 105,137                 | 13     | 79,965  | 3.5%                      |
| 5-6 Employees                     | 63,600                  | 70,250                   | 79,000        | 83,475                   | 102,260                 | 16     | 79,726  | 6.5%                      |
| 7-9 Employees                     | 68,700                  | 72,000                   | 81,847        | 98,731                   | 108,100                 | 18     | 85,363  | 3.6%                      |
| 10-14 Employees                   | 64,300                  | 66,750                   | 79,900        | 100,500                  | 110,000                 | 12     | 83,648  | 9.0%                      |
| 20 or more Employees              | 87,000                  | 93,888                   | 100,000       | 131,000                  | .                       | 7      | 112,634 | 6.1%                      |
| Primary Responsibility-Admin/Mgmt | 66,100                  | 72,000                   | 80,693        | 94,422                   | 108,800                 | 81     | 85,473  | 5.9%                      |

**Table 18 - Salary Distribution by Primary Job Responsibility**

Canada\*

|                                   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|-----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Administrative/Management         | 66,100                  | 72,000                   | 80,693        | 94,422                   | 108,800                 | 81     | 85,473 | 5.9%                      |
| Primary Responsibility-Admin/Mgmt | 66,100                  | 72,000                   | 80,693        | 94,422                   | 108,800                 | 81     | 85,473 | 5.9%                      |

**Table 19 - 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                  | 65,000          | 72,000             | 80,517     | 93,500             | 105,000         | 69     | 83,917 | 6.6%                |
| Asst Mngr./Dept./Section Head     | 68,000          | 71,500             | 80,000     | 93,444             | .               | 9      | 83,007 | .3%                 |
| Primary Responsibility-Admin/Mgmt | 66,100          | 72,000             | 80,693     | 94,422             | 108,800         | 81     | 85,473 | 5.9%                |

**Table 20 - 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        | 66,200          | 72,000             | 80,517     | 93,944             | 109,600         | 73     | 85,418 | 4.9%                |
| Do Not Work in Library or Information Resource Center | 58,000          | 72,000             | 90,000     | 100,000            | .               | 7      | 83,857 | 15.5%               |
| Primary Responsibility-Admin/Mgmt                     | 66,100          | 72,000             | 80,693     | 94,422             | 108,800         | 81     | 85,473 | 5.9%                |

**Table 21 - 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 |
| \$75,000-\$99,999                 | 67,500          | 68,250             | 74,000     | 84,000             | .               | 5      | 75,700  | 4.5%                |
| \$100,000-\$249,999               | 65,000          | 66,875             | 79,000     | 85,725             | 99,900          | 12     | 77,924  | 5.5%                |
| \$250,000-\$499,999               | 64,950          | 71,250             | 79,000     | 89,985             | 100,900         | 18     | 80,506  | 2.8%                |
| \$500,000-\$999,999               | 68,900          | 72,500             | 88,500     | 94,382             | 106,460         | 16     | 85,486  | 7.2%                |
| Above \$1,000,000                 | 81,500          | 92,490             | 96,000     | 113,750            | 143,000         | 14     | 104,346 | 4.8%                |
| Primary Responsibility-Admin/Mgmt | 66,100          | 72,000             | 80,693     | 94,422             | 108,800         | 81     | 85,473  | 5.9%                |

**Table 22 - 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                  | 65,800          | 68,250             | 78,000     | 90,000             | 112,040         | 17     | 81,525 | 4.2%                |
| More than 4 to 9                  | 64,700          | 71,500             | 80,693     | 96,075             | 106,400         | 33     | 83,781 | 5.9%                |
| More than 9                       | 70,000          | 74,600             | 89,980     | 96,553             | 131,000         | 19     | 92,938 | 3.9%                |
| Primary Responsibility-Admin/Mgmt | 66,100          | 72,000             | 80,693     | 94,422             | 108,800         | 81     | 85,473 | 5.9%                |

\*All salaries in Canadian tables are reported in Canadian dollars. The exchange rate on April 1, 2008, was \$1.02 Canadian=\$1 U.S.

**Table 23 - 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                                     | 12    | 100.0%  | 12                               | 100.0%  | 10                     | 83.3%   | 12            | 100.0%  |
| Other Government                                       | 14    | 100.0%  | 14                               | 100.0%  | 6                      | 42.9%   | 14            | 100.0%  |
| Public Library-Subj and General                        | 3     | 100.0%  | 3                                | 100.0%  | 3                      | 100.0%  | 3             | 100.0%  |
| Academic-Subj Dept                                     | 5     | 100.0%  | 5                                | 100.0%  | 4                      | 80.0%   | 5             | 100.0%  |
| Academic-General Campus                                | 6     | 100.0%  | 6                                | 100.0%  | 5                      | 83.3%   | 6             | 100.0%  |
| Finance & Insurance; Accounting                        | 14    | 100.0%  | 13                               | 92.9%   | 11                     | 78.6%   | 14            | 100.0%  |
| Information Services & Publishing                      | 8     | 100.0%  | 8                                | 100.0%  | 6                      | 75.0%   | 8             | 100.0%  |
| Manufacturing and Agriculture                          | 1     | 100.0%  | 1                                | 100.0%  | 1                      | 100.0%  | 1             | 100.0%  |
| Professional Services                                  | 17    | 100.0%  | 15                               | 88.2%   | 9                      | 52.9%   | 16            | 94.1%   |
| 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-Admin/Mgmt                      | 82    | 100.0%  | 79                               | 96.3%   | 56                     | 68.3%   | 81            | 98.8%   |

**Table 23 - 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                                     | 12                               | 100.0%  |                         |         | 12                          | 100.0%  | 12              | 100.0%  |
| Other Government                                       | 13                               | 92.9%   | 2                       | 14.3%   | 12                          | 85.7%   | 8               | 57.1%   |
| Public Library-Subj and General                        | 3                                | 100.0%  |                         |         | 3                           | 100.0%  | 3               | 100.0%  |
| Academic-Subj Dept                                     | 5                                | 100.0%  |                         |         | 5                           | 100.0%  | 4               | 80.0%   |
| Academic-General Campus                                | 6                                | 100.0%  |                         |         | 6                           | 100.0%  | 4               | 66.7%   |
| Finance & Insurance; Accounting                        | 14                               | 100.0%  | 3                       | 21.4%   | 14                          | 100.0%  | 12              | 85.7%   |
| Information Services & Publishing                      | 7                                | 87.5%   | 4                       | 50.0%   | 7                           | 87.5%   | 6               | 75.0%   |
| Manufacturing and Agriculture                          | 1                                | 100.0%  | 1                       | 100.0%  | 1                           | 100.0%  | 1               | 100.0%  |
| Professional Services                                  | 16                               | 94.1%   | 1                       | 5.9%    | 16                          | 94.1%   | 13              | 76.5%   |
| Utilities; Transportation; Broadcasting; Movies; Trade | 1                                | 100.0%  |                         |         | 1                           | 100.0%  | 1               | 100.0%  |
| Other  | 1                                | 100.0%  |                         |         | 1                           | 100.0%  | 1               | 100.0%  |
| Primary Responsibility-Admin/Mgmt                      | 79                               | 96.3%   | 11                      | 13.4%   | 78                          | 95.1%   | 65              | 79.3%   |

\*All salaries in Canadian tables are reported in Canadian dollars. The exchange rate on April 1, 2008, was \$1.02 Canadian=\$1 U.S.

**Table 23 - 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                                     | 8                                | 66.7%   | 12              | 100.0%  | 12                   | 100.0%  | 9                     | 75.0%   |
| Other Government                                       | 13                               | 92.9%   | 12              | 85.7%   | 13                   | 92.9%   | 13                    | 92.9%   |
| Public Library-Subj and General                        | 2                                | 66.7%   | 3               | 100.0%  | 3                    | 100.0%  | 1                     | 33.3%   |
| Academic-Subj Dept                                     | 5                                | 100.0%  | 4               | 80.0%   | 5                    | 100.0%  | 3                     | 60.0%   |
| Academic-General Campus                                | 6                                | 100.0%  | 6               | 100.0%  | 5                    | 83.3%   | 5                     | 83.3%   |
| Finance & Insurance; Accounting                        | 14                               | 100.0%  | 14              | 100.0%  | 13                   | 92.9%   | 14                    | 100.0%  |
| Information Services & Publishing                      | 7                                | 87.5%   | 8               | 100.0%  | 7                    | 87.5%   | 6                     | 75.0%   |
| Manufacturing and Agriculture                          | 1                                | 100.0%  | 1               | 100.0%  | 1                    | 100.0%  | 1                     | 100.0%  |
| Professional Services                                  | 12                               | 70.6%   | 14              | 82.4%   | 15                   | 88.2%   | 14                    | 82.4%   |
| 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%  | 1                     | 100.0%  |
| Primary Responsibility-Admin/Mgmt                      | 70                               | 85.4%   | 76              | 92.7%   | 76                   | 92.7%   | 68                    | 82.9%   |

**Table 23 - 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                                     |                                  |         | 10                               | 83.3%   | 10                                      | 83.3%   |                |         |
| Other Government                                       | 1                                | 7.1%    | 8                                | 57.1%   | 13                                      | 92.9%   |                |         |
| Public Library-Subj and General                        |                                  |         | 2                                | 66.7%   | 3                                       | 100.0%  |                |         |
| Academic-Subj Dept                                     |                                  |         | 3                                | 60.0%   | 5                                       | 100.0%  |                |         |
| Academic-General Campus                                |                                  |         | 5                                | 83.3%   | 5                                       | 83.3%   |                |         |
| Finance & Insurance; Accounting                        | 1                                | 7.1%    | 9                                | 64.3%   | 13                                      | 92.9%   | 6              | 42.9%   |
| Information Services & Publishing                      | 1                                | 12.5%   | 1                                | 12.5%   | 6                                       | 75.0%   | 2              | 25.0%   |
| Manufacturing and Agriculture                          |                                  |         |                                  |         |   |         | 1              | 100.0%  |
| Professional Services                                  |                                  |         | 1                                | 5.9%    | 13                                      | 76.5%   | 5              | 29.4%   |
| Utilities; Transportation; Broadcasting; Movies; Trade |                                  |         |                                  |         | 1                                       | 100.0%  |                |         |
| Other  |                                  |         |                                  |         | 1                                       | 100.0%  |                |         |
| Primary Responsibility-Admin/Mgmt                      | 3                                | 3.7%    | 39                               | 47.6%   | 70                                      | 85.4%   | 14             | 17.1%   |

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

|   | Benefits provided by primary job                        |         |  |         |                     |         |
|---|---|---------|--|---------|---------------------|---------|
|   | Education/<br>professional<br>development<br>assistance |         | Professional<br>association<br>memberships |         | Adoption assistance |         |
|   | Cases   | Percent | Cases                                      | Percent | Cases               | Percent |
| Federal Government  | 10  | 83.3%   | 7  | 58.3%   | 1                   | 8.3%    |
| Other Government  | 11  | 78.6%   | 9  | 64.3%   |                     |         |
| Public Library-Subj and<br>General                        | 3   | 100.0%  | 2  | 66.7%   |                     |         |
| Academic-Subj Dept  | 5   | 100.0%  | 3  | 60.0%   | 1                   | 20.0%   |
| Academic-General Campus                                   | 5   | 83.3%   | 3  | 50.0%   | 1                   | 16.7%   |
| Finance & Insurance;<br>Accounting                        | 14  | 100.0%  | 14   | 100.0%  |                     |         |
| Information Services &<br>Publishing                      | 7   | 87.5%   | 5  | 62.5%   | 1                   | 12.5%   |
| Manufacturing and Agriculture                             | 1   | 100.0%  | 1  | 100.0%  |                     |         |
| Professional Services                                     | 14  | 82.4%   | 16   | 94.1%   |                     |         |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade | 1   | 100.0%  | 1  | 100.0%  | 1                   | 100.0%  |
| Other   | 1   | 100.0%  | 1  | 100.0%  |                     |         |
| Primary<br>Responsibility-Admin/Mgmt                      | 72  | 87.8%   | 62   | 75.6%   | 5                   | 6.1%    |

**Table 24 - 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  | 11   | 91.7%   | 1     | 8.3%    |                |         |
| Other Government  | 13   | 92.9%   | 1     | 7.1%    |                |         |
| Public Library-Subj and<br>General                        | 2  | 66.7%   | 1     | 33.3%   |                |         |
| Academic-Subj Dept  | 3  | 75.0%   | 1     | 25.0%   |                |         |
| Academic-General Campus                                   | 5  | 83.3%   | 1     | 16.7%   |                |         |
| Finance & Insurance;<br>Accounting                        | 14   | 100.0%  |       |         |                |         |
| Information Services &<br>Publishing                      | 7  | 87.5%   | 1     | 12.5%   |                |         |
| Manufacturing and Agriculture                             | 1  | 100.0%  |       |         |                |         |
| Professional Services                                     | 13   | 76.5%   | 3     | 17.6%   | 1              | 5.9%    |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade | 1  | 100.0%  |       |         |                |         |
| Other   | 1  | 100.0%  |       |         |                |         |
| Total   | 71   | 87.7%   | 9     | 11.1%   | 1              | 1.2%    |

**Table 25 - 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                                     | 8   | 9.4%  |  |               |       |               | 9        | 100.0%        |
| Other Government                                       | 11  | 24.9% | 1  | 8.3%          |       |               | 11       | 91.7%         |
| Public Library-Subj and General                        | 2   | .0%   |  |               | 1     | 50.0%         | 1        | 50.0%         |
| Academic-Subj Dept                                     | 2   | 37.5% |  |               |       |               | 2        | 100.0%        |
| Academic-General Campus                                | 4   | 13.9% |  |               | 1     | 25.0%         | 3        | 75.0%         |
| Finance & Insurance; Accounting                        | 10  | 5.6%  | 1  | 8.3%          | 1     | 8.3%          | 10       | 83.3%         |
| Information Services & Publishing                      | 3   | 40.0% |  |               | 2     | 66.7%         | 1        | 33.3%         |
| Manufacturing and Agriculture                          | 0   | .     |  |               |       |               | 1        | 100.0%        |
| Professional Services                                  | 13  | 14.6% |  |               |       |               | 13       | 100.0%        |
| Utilities; Transportation; Broadcasting; Movies; Trade | 1   | .0%   |  |               |       |               | 1        | 100.0%        |
| Other  | 1   | .0%   |  |               |       |               | 1        | 100.0%        |
| Total  | 55  | 15.4% | 2  | 3.3%          | 5     | 8.3%          | 53       | 88.3%         |

**Table 26 - 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                | 6   | 9.2%  |  |               |       |               | 7        | 100.0%        |
| Other Government                  | 7   | 14.6% | 1  | 11.1%         |       |               | 8        | 88.9%         |
| Public Library-Subj and General   | 2   | .0%   |  |               | 1     | 50.0%         | 1        | 50.0%         |
| Academic-Subj Dept                | 2   | 50.0% |  |               |       |               | 2        | 100.0%        |
| Academic-General Campus           | 4   | 13.9% |  |               | 1     | 25.0%         | 3        | 75.0%         |
| Finance & Insurance; Accounting   | 9   | 5.9%  |  |               | 1     | 9.1%          | 10       | 90.9%         |
| Information Services & Publishing | 3   | 40.0% |  |               | 2     | 66.7%         | 1        | 33.3%         |
| Manufacturing and Agriculture     | 0   | .     |  |               |       |               | 1        | 100.0%        |
| Professional Services             | 12  | 10.8% |  |               | 1     | 9.1%          | 10       | 90.9%         |
| Other                             | 1   | .0%   |  |               |       |               | 1        | 100.0%        |
| Total                             | 46  | 13.4% | 1  | 2.0%          | 6     | 11.8%         | 44       | 86.3%         |

**Table 27 - 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 2008? |         |   |         |  |         |
|-----------------------------------|---|---------|---|---------|--|---------|
|                                   | 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   | 14.3%   | 1   | 14.3%   | 5  | 71.4%   |
| Other Government                  | 1   | 9.1%    | 4   | 36.4%   | 6  | 54.5%   |
| Public Library-Subj and General   |   |         | 1   | 50.0%   | 1  | 50.0%   |
| Academic-Subj Dept                |   |         | 2   | 100.0%  |  |         |
| Academic-General Campus           | 1   | 25.0%   | 2   | 50.0%   | 1  | 25.0%   |
| Finance & Insurance; Accounting   |   |         | 2   | 20.0%   | 8  | 80.0%   |
| Information Services & Publishing |   |         | 2   | 66.7%   | 1  | 33.3%   |
| Manufacturing and Agriculture     |   |         |   |         | 1  | 100.0%  |
| Professional Services             |   |         | 3   | 27.3%   | 8  | 72.7%   |
| Other                             |   |         |   |         | 1  | 100.0%  |
| Total                             | 3   | 5.8%    | 17  | 32.7%   | 32   | 61.5%   |

**Table 28 - 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                 | 66,400          | 72,000             | 80,693     | 93,944             | 109,200         | 77     | 85,559 | 5.7%                |
| Primary Responsibility-Admin/Mgmt | 66,100          | 72,000             | 80,693     | 94,422             | 108,800         | 81     | 85,473 | 5.9%                |

**Table 29 - 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     | 66,400          | 72,000             | 80,693     | 93,944             | 109,200         | 77     | 85,559 | 5.7%                |
| Primary Responsibility-Admin/Mgmt | 66,100          | 72,000             | 80,693     | 94,422             | 108,800         | 81     | 85,473 | 5.9%                |

**Table 30 - Salary Distribution by Number of Part-time Jobs Held**

Canada\*

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## **Table 31 - Salary Distribution by Number of Part-time Hours Worked per Week**

Canada\*

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## **Table 32 - Salary Distribution by Reasons for Working Part-time**

Canada\*

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# CANADA

## **Chapter Three** **CI/Research**



**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        | 38,000          | 46,000             | 58,000     | 64,000             | .               | 9      | 54,889 | 3.6%                |
| Ontario - Postal Codes K, L, M, N, and P | 47,700          | 54,500             | 60,000     | 70,499             | 90,922          | 41     | 64,919 | 6.9%                |
| British Columbia - Postal Code V         | 52,000          | 55,000             | 60,684     | 73,151             | .               | 6      | 63,662 | 2.4%                |
| Primary Responsibility-CI/Research       | 47,600          | 54,000             | 60,500     | 70,000             | 84,760          | 60     | 63,624 | 5.8%                |

**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                     | 38,000          | 44,500             | 53,500     | 63,500             | .               | 8      | 53,375 | 2.9%                |
| Metro Toronto                      | 46,900          | 53,000             | 60,000     | 70,000             | 87,000          | 35     | 63,022 | 6.2%                |
| British Columbia                   | 52,000          | 55,000             | 60,684     | 73,151             | .               | 6      | 63,662 | 2.4%                |
| Primary Responsibility-CI/Research | 47,600          | 54,000             | 60,500     | 70,000             | 84,760          | 60     | 63,624 | 5.8%                |

**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                             | 39,400          | 46,000             | 56,000     | 82,602             | 110,000         | 11     | 63,737 | 10.1%               |
| Bachelor                           | 48,850          | 55,000             | 62,934     | 74,000             | 86,846          | 36     | 65,126 | 4.4%                |
| Some college but no degree         | 51,100          | 53,500             | 60,000     | 70,000             | 72,520          | 10     | 60,780 | 8.2%                |
| Primary Responsibility-CI/Research | 47,600          | 54,000             | 60,500     | 70,000             | 84,760          | 60     | 63,624 | 5.8%                |

**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                             | 45,900          | 53,750             | 60,000     | 67,750             | 90,115          | 38     | 63,162 | 6.1%                |
| Bachelor                           | 49,000          | 52,000             | 70,998     | 75,500             | .               | 5      | 65,200 | 2.5%                |
| Some college but no degree         | 50,817          | 54,000             | 60,000     | 67,172             | .               | 7      | 60,970 | 10.1%               |
| Primary Responsibility-CI/Research | 47,600          | 54,000             | 60,500     | 70,000             | 84,760          | 60     | 63,624 | 5.8%                |

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

Canada\*

|                                    | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                    |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| English/Literature/ Composition    | 53,400                  | 58,000                   | 63,000        | 78,000                   | 89,922                  | 11     | 68,093 | 4.7%                      |
| History                            | 46,450                  | 54,500                   | 60,000        | 74,500                   | 88,998                  | 12     | 63,237 | 8.4%                      |
| Social Sciences                    | 47,400                  | 55,750                   | 63,000        | 75,500                   | 99,400                  | 13     | 65,821 | 8.0%                      |
| Other                              | 43,000                  | 47,500                   | 60,250        | 84,449                   | .                       | 6      | 68,050 | 6.5%                      |
| Primary Responsibility-CI/Research | 47,600                  | 54,000                   | 60,500        | 70,000                   | 84,760                  | 60     | 63,624 | 5.8%                      |

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

Canada\*

|                                    | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                    |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| 2 or less                          | 41,000                  | 47,750                   | 52,000        | 55,375                   | .                       | 8      | 54,563 | 8.3%                      |
| 3-5 Years                          | 46,000                  | 51,000                   | 63,000        | 94,400                   | .                       | 5      | 70,760 | 21.1%                     |
| 6-10 Years                         | 45,000                  | 49,000                   | 57,000        | 64,125                   | .                       | 8      | 56,188 | 4.5%                      |
| 11-15 Years                        | 50,935                  | 55,000                   | 61,500        | 64,250                   | 69,500                  | 10     | 60,482 | 7.1%                      |
| 16-20 Years                        | 52,300                  | 55,750                   | 63,586        | 73,350                   | 75,900                  | 10     | 64,247 | 2.8%                      |
| 21-25 Years                        | 38,500                  | 52,000                   | 66,434        | 90,288                   | 91,680                  | 10     | 67,776 | 3.7%                      |
| 26 Years or More                   | 54,000                  | 57,250                   | 66,499        | 75,750                   | .                       | 8      | 67,200 | 2.6%                      |
| Primary Responsibility-CI/Research | 47,600                  | 54,000                   | 60,500        | 70,000                   | 84,760                  | 60     | 63,624 | 5.8%                      |

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

Canada\*

|                                    | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                    |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| 3-5 Years                          | 41,000                  | 44,750                   | 48,000        | 79,200                   | .                       | 6      | 61,967 | 6.8%                      |
| 6-10 Years                         | 45,000                  | 49,000                   | 54,500        | 59,000                   | .                       | 8      | 54,188 | 13.9%                     |
| 11-15 Years                        | 52,800                  | 60,000                   | 63,000        | 70,000                   | 109,000                 | 11     | 68,727 | 4.4%                      |
| 16-20 Years                        | 50,817                  | 58,000                   | 60,000        | 67,172                   | .                       | 7      | 61,427 | 9.4%                      |
| 21-25 Years                        | 47,800                  | 55,250                   | 70,000        | 84,000                   | 91,505                  | 13     | 69,789 | 3.4%                      |
| 26 Years or More                   | 43,600                  | 55,000                   | 61,000        | 73,900                   | 79,961                  | 13     | 62,685 | 2.4%                      |
| Primary Responsibility-CI/Research | 47,600                  | 54,000                   | 60,500        | 70,000                   | 84,760                  | 60     | 63,624 | 5.8%                      |

**Table 8 - Salary Distribution by Gender**

Canada\*

|                                    | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                    |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Female                             | 49,000                  | 54,000                   | 60,000        | 70,000                   | 81,682                  | 51     | 62,999 | 6.2%                      |
| Male                               | 41,000                  | 46,250                   | 62,868        | 80,577                   | .                       | 9      | 67,169 | 3.3%                      |
| Primary Responsibility-CI/Research | 47,600                  | 54,000                   | 60,500        | 70,000                   | 84,760                  | 60     | 63,624 | 5.8%                      |

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

Canada\*

|                                    | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                    |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| White                              | 46,300                  | 54,000                   | 61,000        | 70,998                   | 89,000                  | 51     | 64,136 | 6.2%                      |
| Primary Responsibility-CI/Research | 47,600                  | 54,000                   | 60,500        | 70,000                   | 84,760                  | 60     | 63,624 | 5.8%                      |

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

Canada\*

|                                    | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                    |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| 100-499 Employees                  | 45,000                  | 52,250                   | 63,750        | 69,999                   | .                       | 8      | 61,687 | 10.6%                     |
| 500-999 Employees                  | 38,000                  | 46,250                   | 58,500        | 85,000                   | .                       | 6      | 65,667 | 5.3%                      |
| 1,000-2,499 Employees              | 43,000                  | 52,000                   | 65,000        | 70,000                   | .                       | 7      | 63,882 | 2.9%                      |
| 5,000-9,999 Employees              | 46,000                  | 56,000                   | 61,000        | 73,301                   | .                       | 9      | 64,403 | 3.7%                      |
| 10,000 or more Employees           | 47,800                  | 53,500                   | 58,000        | 64,000                   | 74,800                  | 21     | 59,622 | 3.0%                      |
| Primary Responsibility-CI/Research | 47,600                  | 54,000                   | 60,500        | 70,000                   | 84,760                  | 60     | 63,624 | 5.8%                      |

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

Canada\*

|                                    | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                    |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Work in a Non-profit Organization  | 47,000                  | 53,000                   | 60,000        | 75,000                   | 105,461                 | 23     | 66,754 | 7.8%                      |
| Work in a For-profit Organization  | 46,600                  | 54,000                   | 61,000        | 68,586                   | 79,400                  | 37     | 61,678 | 4.6%                      |
| Primary Responsibility-CI/Research | 47,600                  | 54,000                   | 60,500        | 70,000                   | 84,760                  | 60     | 63,624 | 5.8%                      |

\*All salaries in Canadian tables are reported in Canadian dollars. The exchange rate on April 1, 2008, was \$1.02 Canadian=\$1 U.S.

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

Canada\*

|                                    | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                    |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Government                         | 52,000                  | 55,125                   | 63,000        | 67,129                   | .                       | 8      | 67,209 | 6.8%                      |
| Other Organizations                | 46,150                  | 52,750                   | 60,000        | 70,250                   | 82,142                  | 50     | 62,572 | 5.8%                      |
| Primary Responsibility-CI/Research | 47,600                  | 54,000                   | 60,500        | 70,000                   | 84,760                  | 60     | 63,624 | 5.8%                      |

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

Canada\*

|   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|---|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Federal Government                          | 55,000                  | 55,375                   | 64,500        | 79,129                   | .                       | 6      | 70,279 | 8.7%                      |
| Accounting                                  | 38,300                  | 47,000                   | 57,250        | 64,000                   | 77,200                  | 10     | 56,650 | 3.4%                      |
| Finance - except insurance                  | 43,000                  | 50,500                   | 56,500        | 71,500                   | .                       | 8      | 60,967 | 2.6%                      |
| Finance - insurance carriers, funds, trusts | 46,163                  | 54,000                   | 62,868        | 76,000                   | 88,520                  | 11     | 64,435 | 4.0%                      |
| Primary Responsibility-CI/Research          | 47,600                  | 54,000                   | 60,500        | 70,000                   | 84,760                  | 60     | 63,624 | 5.8%                      |

**Table 14 - Salary Distribution by Institution/Industry and Library/ Information Center Annual Budget**

| Institution/Current Budget |            | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|----------------------------|------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                            |            |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Accounting                 | Don't know | 38,000                  | 45,000                   | 56,000        | 61,500                   | .                       | 9      | 55,167 | 3.4%                      |

**Table 15 - Salary Distribution by Union vs. Non-union**

Canada\*

|   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|---|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Wages/Salary Set by Collective Bargaining Agreement     | 48,250                  | 55,375                   | 62,434        | 65,500                   | 77,515                  | 18     | 61,946 | 7.6%                      |
| Wages/Salary Not Set by Collective Bargaining Agreement | 45,750                  | 52,750                   | 60,000        | 73,350                   | 88,500                  | 42     | 64,344 | 5.0%                      |
| Primary Responsibility-CI/Research                      | 47,600                  | 54,000                   | 60,500        | 70,000                   | 84,760                  | 60     | 63,624 | 5.8%                      |

**Table 16 - Salary Distribution by Number of Years with Present Employer**

Canada\*

|                                    | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                    |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Less than Two Years                | 44,250                  | 50,375                   | 55,250        | 61,750                   | 74,000                  | 14     | 56,643 | 9.5%                      |
| Two Years                          | 45,000                  | 46,000                   | 65,500        | 85,000                   | .                       | 7      | 68,786 | 2.8%                      |
| 3-5 Years                          | 42,400                  | 53,500                   | 62,868        | 64,500                   | 104,880                 | 13     | 64,051 | 5.2%                      |
| 6-10 Years                         | 43,000                  | 57,000                   | 62,000        | 74,400                   | .                       | 9      | 64,756 | 3.5%                      |
| 11-15 Years                        | 50,817                  | 54,000                   | 60,000        | 70,000                   | .                       | 7      | 64,163 | 3.6%                      |
| Primary Responsibility-CI/Research | 47,600                  | 54,000                   | 60,500        | 70,000                   | 84,760                  | 60     | 63,624 | 5.8%                      |

**Table 17 - Salary Distribution by Number of Employees Supervised or Managed**

Canada\*

|                                    | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                    |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| None                               | 45,800                  | 52,000                   | 58,500        | 64,000                   | 73,240                  | 47     | 59,581 | 5.1%                      |
| 1-2 Employees                      | 56,000                  | 63,500                   | 75,500        | 84,401                   | .                       | 8      | 74,575 | 9.6%                      |
| 3-4 Employees                      | 58,000                  | 64,000                   | 76,000        | 108,270                  | .                       | 5      | 84,108 | 5.9%                      |
| Primary Responsibility-CI/Research | 47,600                  | 54,000                   | 60,500        | 70,000                   | 84,760                  | 60     | 63,624 | 5.8%                      |

**Table 18 - Salary Distribution by Primary Job Responsibility**

Canada\*

|  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Research Analyst                       | 45,500                  | 52,000                   | 58,000        | 63,500                   | 75,000                  | 21     | 58,262 | 3.9%                      |
| Competitive Intelligence, Bus Research | 48,700                  | 55,000                   | 62,868        | 76,000                   | 90,692                  | 23     | 64,885 | 6.8%                      |
| Online/Electronic/Literature Research  | 43,600                  | 57,000                   | 63,500        | 74,450                   | 117,940                 | 16     | 68,850 | 7.0%                      |
| Primary Responsibility-CI/Research     | 47,600                  | 54,000                   | 60,500        | 70,000                   | 84,760                  | 60     | 63,624 | 5.8%                      |

**Table 19 - Salary Distribution by Job Title**

Canada\*

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Director/Manager                     | 56,400                  | 62,000                   | 76,000        | 90,000                   | 118,188                 | 11     | 79,285 | 8.5%                      |
| Librarian/Info Specialist/Researcher | 47,900                  | 52,000                   | 58,500        | 64,000                   | 74,120                  | 43     | 59,240 | 4.3%                      |
| Primary Responsibility-CI/Research   | 47,600                  | 54,000                   | 60,500        | 70,000                   | 84,760                  | 60     | 63,624 | 5.8%                      |

\*All salaries in Canadian tables are reported in Canadian dollars. The exchange rate on April 1, 2008, was \$1.02 Canadian=\$1 U.S.

**Table 20 - Salary Distribution by Library or Information Resource Center Setting**

Canada\*

|   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|---|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Work in Library or Information Resource Center        | 46,150                  | 53,750                   | 60,000        | 67,879                   | 82,142                  | 50     | 61,737 | 5.2%                      |
| Do Not Work in Library or Information Resource Center | 49,300                  | 55,000                   | 65,500        | 83,350                   | 123,820                 | 10     | 73,060 | 8.5%                      |
| Primary Responsibility-CI/Research                    | 47,600                  | 54,000                   | 60,500        | 70,000                   | 84,760                  | 60     | 63,624 | 5.8%                      |

**Table 21 - Salary Distribution by Library/ Information Center Annual Budget**

Canada\*

|   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|---|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Budgets are not allocated to separate branch or libraries | 60,000                  | 61,434                   | 63,000        | 80,499                   | .                       | 5      | 69,373 | 6.2%                      |
| Don't know  | 44,200                  | 51,000                   | 56,000        | 64,000                   | 75,600                  | 27     | 57,411 | 4.9%                      |
| Primary Responsibility-CI/Research                        | 47,600                  | 54,000                   | 60,500        | 70,000                   | 84,760                  | 60     | 63,624 | 5.8%                      |

**Table 22 - Salary Distribution by Full-time Equivalent Employees in Library/Information Center**

Canada\*

|                                    | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                    |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| 2 or less                          | 45,350                  | 54,125                   | 63,000        | 72,749                   | 84,300                  | 10     | 63,950 | 7.0%                      |
| More than 2 to 4                   | 41,000                  | 51,000                   | 64,000        | 75,000                   | 81,600                  | 15     | 62,169 | 3.5%                      |
| More than 4 to 9                   | 46,850                  | 54,000                   | 57,250        | 64,750                   | 91,212                  | 18     | 61,123 | 4.2%                      |
| More than 9                        | 46,000                  | 51,250                   | 55,500        | 60,500                   | .                       | 6      | 55,333 | 9.6%                      |
| Primary Responsibility-CI/Research | 47,600                  | 54,000                   | 60,500        | 70,000                   | 84,760                  | 60     | 63,624 | 5.8%                      |

**Table 23 - 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  | 6     | 100.0%  | 5                                | 83.3%   | 4                      | 66.7%   | 6             | 100.0%  |
| Other Government  | 2     | 100.0%  | 2                                | 100.0%  | 1                      | 50.0%   | 2             | 100.0%  |
| 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%  | 1             | 100.0%  |
| Finance & Insurance;<br>Accounting                        | 33    | 100.0%  | 32                               | 97.0%   | 23                     | 69.7%   | 33            | 100.0%  |
| Information Services &<br>Publishing                      | 4     | 100.0%  | 4                                | 100.0%  | 2                      | 50.0%   | 4             | 100.0%  |
| Manufacturing and Agriculture                             | 1     | 100.0%  | 1                                | 100.0%  |                        |         | 1             | 100.0%  |
| Professional Services                                     | 9     | 100.0%  | 9                                | 100.0%  | 4                      | 44.4%   | 9             | 100.0%  |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade | 1     | 100.0%  | 1                                | 100.0%  | 1                      | 100.0%  | 1             | 100.0%  |
| Associations; Museums;<br>Advocacy, Health Care           | 1     | 100.0%  | 1                                | 100.0%  | 1                      | 100.0%  | 1             | 100.0%  |
| Other   | 1     | 100.0%  | 1                                | 100.0%  | 1                      | 100.0%  | 1             | 100.0%  |
| Primary<br>Responsibility-CI/Research                     | 61    | 100.0%  | 59                               | 96.7%   | 39                     | 63.9%   | 61            | 100.0%  |

**Table 23 - 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  | 6                                | 100.0%  | 1                       | 16.7%   | 6                           | 100.0%  | 6               | 100.0%  |
| Other Government  | 2                                | 100.0%  |                         |         | 2                           | 100.0%  | 2               | 100.0%  |
| Academic-Subj Dept  | 2                                | 100.0%  |                         |         | 2                           | 100.0%  | 2               | 100.0%  |
| Academic-General Campus                                   | 1                                | 100.0%  |                         |         | 1                           | 100.0%  | 1               | 100.0%  |
| Finance & Insurance;<br>Accounting                        | 32                               | 97.0%   | 10                      | 30.3%   | 32                          | 97.0%   | 30              | 90.9%   |
| Information Services &<br>Publishing                      | 4                                | 100.0%  | 3                       | 75.0%   | 4                           | 100.0%  | 3               | 75.0%   |
| Manufacturing and Agriculture                             | 1                                | 100.0%  |                         |         | 1                           | 100.0%  | 1               | 100.0%  |
| Professional Services                                     | 9                                | 100.0%  | 4                       | 44.4%   | 9                           | 100.0%  | 8               | 88.9%   |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade | 1                                | 100.0%  |                         |         | 1                           | 100.0%  | 1               | 100.0%  |
| Associations; Museums;<br>Advocacy, Health Care           | 1                                | 100.0%  |                         |         | 1                           | 100.0%  |                 |         |
| Other   | 1                                | 100.0%  |                         |         | 1                           | 100.0%  | 1               | 100.0%  |
| Primary<br>Responsibility-CI/Research                     | 60                               | 98.4%   | 18                      | 29.5%   | 60                          | 98.4%   | 55              | 90.2%   |

\*All salaries in Canadian tables are reported in Canadian dollars. The exchange rate on April 1, 2008, was \$1.02 Canadian=\$1 U.S.

**Table 23 - 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  | 4                                | 66.7%   | 5               | 83.3%   | 5                    | 83.3%   | 4                     | 66.7%   |
| Other Government  | 2                                | 100.0%  | 2               | 100.0%  | 2                    | 100.0%  | 2                     | 100.0%  |
| Academic-Subj Dept  | 2                                | 100.0%  | 2               | 100.0%  | 2                    | 100.0%  | 2                     | 100.0%  |
| Academic-General Campus                                   | 1                                | 100.0%  | 1               | 100.0%  | 1                    | 100.0%  | 1                     | 100.0%  |
| Finance & Insurance;<br>Accounting                        | 28                               | 84.8%   | 27              | 81.8%   | 32                   | 97.0%   | 28                    | 84.8%   |
| Information Services &<br>Publishing                      | 4                                | 100.0%  | 4               | 100.0%  | 4                    | 100.0%  | 4                     | 100.0%  |
| Manufacturing and Agriculture                             | 1                                | 100.0%  | 1               | 100.0%  | 1                    | 100.0%  | 1                     | 100.0%  |
| Professional Services                                     | 8                                | 88.9%   | 8               | 88.9%   | 7                    | 77.8%   | 7                     | 77.8%   |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade | 1                                | 100.0%  | 1               | 100.0%  | 1                    | 100.0%  | 1                     | 100.0%  |
| Associations; Museums;<br>Advocacy, Health Care           | 1                                | 100.0%  | 1               | 100.0%  | 1                    | 100.0%  | 1                     | 100.0%  |
| Other   | 1                                | 100.0%  | 1               | 100.0%  | 1                    | 100.0%  | 1                     | 100.0%  |
| Primary<br>Responsibility-CI/Research                     | 53                               | 86.9%   | 53              | 86.9%   | 57                   | 93.4%   | 52                    | 85.2%   |

**Table 23 - 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<br>elder care |         | Employee assistance<br>or wellness program |         | Profit sharing |         |
|   | Cases                            | Percent | Cases                               | Percent | Cases                                      | Percent | Cases          | Percent |
| Federal Government  |                                  |         | 4                                   | 66.7%   | 3  | 50.0%   |                |         |
| Other Government  |                                  |         | 2                                   | 100.0%  | 2  | 100.0%  |                |         |
| Academic-Subj Dept  | 1                                | 50.0%   | 1                                   | 50.0%   | 2  | 100.0%  |                |         |
| Academic-General Campus                                   | 1                                | 100.0%  | 1                                   | 100.0%  | 1  | 100.0%  |                |         |
| Finance & Insurance;<br>Accounting                        | 2                                | 6.1%    | 14                                  | 42.4%   | 29   | 87.9%   | 18             | 54.5%   |
| Information Services &<br>Publishing                      | 1                                | 25.0%   | 3                                   | 75.0%   | 4  | 100.0%  | 2              | 50.0%   |
| Manufacturing and Agriculture                             |                                  |         |                                     |         | 1  | 100.0%  |                |         |
| Professional Services                                     | 2                                | 22.2%   | 5                                   | 55.6%   | 7  | 77.8%   | 2              | 22.2%   |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade |                                  |         | 1                                   | 100.0%  | 1  | 100.0%  |                |         |
| Associations; Museums;<br>Advocacy, Health Care           | 1                                | 100.0%  | 1                                   | 100.0%  | 1  | 100.0%  |                |         |
| Other   |                                  |         | 1                                   | 100.0%  | 1  | 100.0%  |                |         |
| Primary<br>Responsibility-CI/Research                     | 8                                | 13.1%   | 33                                  | 54.1%   | 52   | 85.2%   | 22             | 36.1%   |

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

|   | Benefits provided by primary job                        |         |  |         |                     |         |
|---|---|---------|--|---------|---------------------|---------|
|   | Education/<br>professional<br>development<br>assistance |         | Professional<br>association<br>memberships |         | Adoption assistance |         |
|   | Cases   | Percent | Cases                                      | Percent | Cases               | Percent |
| Federal Government  | 4   | 66.7%   | 3  | 50.0%   |                     |         |
| Other Government  | 2   | 100.0%  | 1  | 50.0%   |                     |         |
| Academic-Subj Dept  | 2   | 100.0%  | 2  | 100.0%  |                     |         |
| Academic-General Campus                                   | 1   | 100.0%  | 1  | 100.0%  |                     |         |
| Finance & Insurance;<br>Accounting                        | 27  | 81.8%   | 30   | 90.9%   | 7                   | 21.2%   |
| Information Services &<br>Publishing                      | 4   | 100.0%  | 4  | 100.0%  | 2                   | 50.0%   |
| Manufacturing and Agriculture                             | 1   | 100.0%  | 1  | 100.0%  |                     |         |
| Professional Services                                     | 7   | 77.8%   | 6  | 66.7%   | 3                   | 33.3%   |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade | 1   | 100.0%  | 1  | 100.0%  |                     |         |
| Associations; Museums;<br>Advocacy, Health Care           | 1   | 100.0%  | 1  | 100.0%  | 1                   | 100.0%  |
| Other   | 1   | 100.0%  |  |         |                     |         |
| Primary<br>Responsibility-CI/Research                     | 51  | 83.6%   | 50   | 82.0%   | 13                  | 21.3%   |

**Table 24 - 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  | 50.0%   |       |         | 3              | 50.0%   |
| Other Government  | 2  | 66.7%   |       |         | 1              | 33.3%   |
| Academic-Subj Dept  | 2  | 100.0%  |       |         |                |         |
| Academic-General Campus                                   | 1  | 100.0%  |       |         |                |         |
| Finance & Insurance;<br>Accounting                        | 30   | 88.2%   | 3     | 8.8%    | 1              | 2.9%    |
| Information Services &<br>Publishing                      | 4  | 100.0%  |       |         |                |         |
| Manufacturing and Agriculture                             | 1  | 100.0%  |       |         |                |         |
| Professional Services                                     | 7  | 77.8%   | 2     | 22.2%   |                |         |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade |  |         |       |         | 1              | 100.0%  |
| Associations; Museums;<br>Advocacy, Health Care           | 1  | 100.0%  |       |         |                |         |
| Other   | 1  | 100.0%  |       |         |                |         |
| Total   | 52   | 82.5%   | 5     | 7.9%    | 6              | 9.5%    |

**Table 25 - 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                           | 3   | .0%   |  |               |       |               | 3        | 100.0%        |
| Other Government                             | 1   | 50.0% |  |               |       |               | 1        | 100.0%        |
| Academic-Subj Dept                           | 1   | .0%   |  |               |       |               | 1        | 100.0%        |
| Academic-General Campus                      | 1   | .0%   |  |               |       |               | 1        | 100.0%        |
| Finance & Insurance; Accounting              | 20  | 5.3%  | 2  | 8.7%          | 1     | 4.3%          | 20       | 87.0%         |
| Information Services & Publishing            | 2   | 25.0% |  |               |       |               | 2        | 100.0%        |
| Manufacturing and Agriculture                | 0   | .     |  |               |       |               | 1        | 100.0%        |
| Professional Services                        | 6   | 6.1%  |  |               | 1     | 20.0%         | 4        | 80.0%         |
| Associations; Museums; Advocacy, Health Care | 1   | 26.0% |  |               |       |               | 1        | 100.0%        |
| Total  | 35  | 7.7%  | 2  | 5.3%          | 2     | 5.3%          | 34       | 89.5%         |

**Table 26 - 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                           | 2   | .0%   |  |               |       |               | 2        | 100.0%        |
| Other Government                             | 1   | 50.0% |  |               |       |               | 1        | 100.0%        |
| Academic-Subj Dept                           | 1   | .0%   |  |               |       |               | 1        | 100.0%        |
| Academic-General Campus                      | 1   | .0%   |  |               |       |               | 1        | 100.0%        |
| Finance & Insurance; Accounting              | 18  | 4.8%  | 3  | 14.3%         | 1     | 4.8%          | 17       | 81.0%         |
| Information Services & Publishing            | 2   | 25.0% |  |               |       |               | 2        | 100.0%        |
| Manufacturing and Agriculture                | 0   | .     |  |               |       |               | 1        | 100.0%        |
| Professional Services                        | 3   | 8.3%  | 1  | 33.3%         |       |               | 2        | 66.7%         |
| Associations; Museums; Advocacy, Health Care | 1   | 26.0% |  |               |       |               | 1        | 100.0%        |
| Total  | 29  | 8.2%  | 4  | 12.1%         | 1     | 3.0%          | 28       | 84.8%         |

**Table 27 - 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 2008? |         |   |         |  |         |
|--|---|---------|---|---------|--|---------|
|  | 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                           |   |         |   |         | 2  | 100.0%  |
| Other Government                             |   |         |   |         | 2  | 100.0%  |
| Academic-Subj Dept                           |   |         | 1   | 100.0%  |  |         |
| Academic-General Campus                      |   |         |   |         | 1  | 100.0%  |
| Finance & Insurance; Accounting              | 2   | 10.0%   | 7   | 35.0%   | 11   | 55.0%   |
| Information Services & Publishing            |   |         | 1   | 50.0%   | 1  | 50.0%   |
| Manufacturing and Agriculture                |   |         |   |         | 1  | 100.0%  |
| Professional Services                        | 2   | 40.0%   | 1   | 20.0%   | 2  | 40.0%   |
| Associations; Museums; Advocacy, Health Care |   |         |   |         | 1  | 100.0%  |
| Total  | 4   | 11.4%   | 10  | 28.6%   | 21   | 60.0%   |

**Table 28 - 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                  | 47,200          | 53,500             | 60,000     | 70,000             | 78,920          | 57     | 62,132 | 4.8%                |
| Primary Responsibility-CI/Research | 47,600          | 54,000             | 60,500     | 70,000             | 84,760          | 60     | 63,624 | 5.8%                |

**Table 29 - 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 |
| Work on Contract Basis             | 48,500          | 53,500             | 57,750     | 85,115             | .               | 8      | 69,369 | 15.5%               |
| Do Not Work on Contract Basis      | 46,450          | 54,000             | 61,000     | 70,000             | 81,221          | 52     | 62,740 | 4.2%                |
| Primary Responsibility-CI/Research | 47,600          | 54,000             | 60,500     | 70,000             | 84,760          | 60     | 63,624 | 5.8%                |

**Table 30 - Salary Distribution by Number of Part-time Jobs Held**

Canada\*

.

## **Table 31 - Salary Distribution by Number of Part-time Hours Worked per Week**

Canada\*

.

## **Table 32 - Salary Distribution by Reasons for Working Part-time**

Canada\*

.

# CANADA

## Chapter Four Reference



**Table 1 - Salary Distribution by Region**

Canada\*

|  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Ontario - Postal Codes K, L, M, N, and P | 41,350                  | 50,633                   | 53,500        | 58,750                   | .                       | 8      | 54,108 | -1.4%                     |
| British Columbia - Postal Code V         | 27,000                  | 51,000                   | 57,800        | 65,000                   | .                       | 7      | 58,286 | 1.8%                      |
| Primary Responsibility-Reference         | 41,070                  | 50,755                   | 55,200        | 65,000                   | 85,096                  | 21     | 58,143 | 1.2%                      |

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

Canada\*

|                                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Metro Toronto                    | 41,350                  | 48,220                   | 53,500        | 58,250                   | .                       | 6      | 53,643 | 1.6%                      |
| British Columbia                 | 27,000                  | 51,000                   | 57,800        | 65,000                   | .                       | 7      | 58,286 | 1.8%                      |
| Primary Responsibility-Reference | 41,070                  | 50,755                   | 55,200        | 65,000                   | 85,096                  | 21     | 58,143 | 1.2%                      |

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

Canada\*

|                                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Bachelor                         | 35,400                  | 46,000                   | 57,800        | 65,000                   | 89,664                  | 15     | 57,867 | 1.3%                      |
| Primary Responsibility-Reference | 41,070                  | 50,755                   | 55,200        | 65,000                   | 85,096                  | 21     | 58,143 | 1.2%                      |

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

Canada\*

|                                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Master                           | 42,200                  | 53,500                   | 60,000        | 66,500                   | 88,332                  | 17     | 60,979 | 1.2%                      |
| Primary Responsibility-Reference | 41,070                  | 50,755                   | 55,200        | 65,000                   | 85,096                  | 21     | 58,143 | 1.2%                      |

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

Canada\*

|                                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| English/Literature/ Composition  | 52,000                  | 53,500                   | 55,200        | 61,400                   | .                       | 5      | 57,000 | 2.2%                      |
| History                          | 27,000                  | 41,250                   | 55,000        | 62,000                   | .                       | 6      | 51,833 | 3.4%                      |
| Primary Responsibility-Reference | 41,070                  | 50,755                   | 55,200        | 65,000                   | 85,096                  | 21     | 58,143 | 1.2%                      |

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

Canada\*

|                                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| 6-10 Years                       | 51,000                  | 55,500                   | 62,000        | 66,500                   | .                       | 5      | 61,200 | 2.7%                      |
| Primary Responsibility-Reference | 41,070                  | 50,755                   | 55,200        | 65,000                   | 85,096                  | 21     | 58,143 | 1.2%                      |

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

Canada\*

|                                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| 26 Years or More                 | 41,000                  | 52,000                   | 60,000        | 74,360                   | .                       | 8      | 62,060 | 2.1%                      |
| Primary Responsibility-Reference | 41,070                  | 50,755                   | 55,200        | 65,000                   | 85,096                  | 21     | 58,143 | 1.2%                      |

**Table 8 - Salary Distribution by Gender**

Canada\*

|                                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Female                           | 44,100                  | 51,750                   | 58,900        | 65,750                   | 87,666                  | 18     | 60,452 | 1.0%                      |
| Primary Responsibility-Reference | 41,070                  | 50,755                   | 55,200        | 65,000                   | 85,096                  | 21     | 58,143 | 1.2%                      |

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

Canada\*

|                                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| White                            | 41,000                  | 50,510                   | 55,200        | 65,000                   | 87,000                  | 19     | 58,316 | 1.1%                      |
| Primary Responsibility-Reference | 41,070                  | 50,755                   | 55,200        | 65,000                   | 85,096                  | 21     | 58,143 | 1.2%                      |

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

Canada\*

|                                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| 100-499 Employees                | 46,000                  | 50,510                   | 55,200        | 60,000                   | .                       | 7      | 55,216 | 2.6%                      |
| 2,500-4,999 Employees            | 41,350                  | 60,000                   | 68,000        | 87,000                   | .                       | 7      | 70,356 | -1.3%                     |
| Primary Responsibility-Reference | 41,070                  | 50,755                   | 55,200        | 65,000                   | 85,096                  | 21     | 58,143 | 1.2%                      |

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

Canada\*

|                                   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|-----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Work in a Non-profit Organization | 44,140                  | 51,000                   | 60,000        | 65,000                   | 89,664                  | 15     | 61,533 | .8%                       |
| Work in a For-profit Organization | 27,000                  | 37,500                   | 53,500        | 58,250                   | .                       | 6      | 49,667 | 2.3%                      |
| Primary Responsibility-Reference  | 41,070                  | 50,755                   | 55,200        | 65,000                   | 85,096                  | 21     | 58,143 | 1.2%                      |

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

Canada\*

|                                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Government                       | 41,350                  | 51,000                   | 55,200        | 60,000                   | .                       | 7      | 54,479 | 2.0%                      |
| Academic Institution             | 46,000                  | 52,883                   | 63,500        | 84,620                   | .                       | 8      | 67,706 | -.4%                      |
| Other Organizations              | 27,000                  | 37,500                   | 53,500        | 58,250                   | .                       | 6      | 49,667 | 2.3%                      |
| Primary Responsibility-Reference | 41,070                  | 50,755                   | 55,200        | 65,000                   | 85,096                  | 21     | 58,143 | 1.2%                      |

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

Canada\*

|                                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Academic-General Campus          | 46,000                  | 58,000                   | 71,240        | 88,665                   | .                       | 6      | 71,857 | 2.6%                      |
| Primary Responsibility-Reference | 41,070                  | 50,755                   | 55,200        | 65,000                   | 85,096                  | 21     | 58,143 | 1.2%                      |

**Table 14 - Salary Distribution by Institution/Industry  
and Library/ Information Center Annual Budget****Table 15 - Salary Distribution by Union vs. Non-union**

Canada\*

|  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Wages/Salary Set by Collective<br>Bargaining Agreement     | 41,140                  | 50,755                   | 60,000        | 72,740                   | 90,996                  | 13     | 62,154 | .9%                       |
| Wages/Salary Not Set by Collective<br>Bargaining Agreement | 27,000                  | 47,500                   | 55,000        | 57,150                   | .                       | 8      | 51,625 | 2.0%                      |
| Primary Responsibility-Reference                           | 41,070                  | 50,755                   | 55,200        | 65,000                   | 85,096                  | 21     | 58,143 | 1.2%                      |

**Table 16 - Salary Distribution by Number of Years with Present Employer**

Canada\*

|                                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| 3-5 Years                        | 41,000                  | 51,650                   | 58,900        | 65,000                   | .                       | 6      | 57,333 | 3.3%                      |
| Primary Responsibility-Reference | 41,070                  | 50,755                   | 55,200        | 65,000                   | 85,096                  | 21     | 58,143 | 1.2%                      |

**Table 17 - Salary Distribution by Number of Employees Supervised or Managed**

Canada\*

|                                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| None                             | 35,400                  | 46,000                   | 52,000        | 57,800                   | 78,264                  | 15     | 53,635 | .7%                       |
| Primary Responsibility-Reference | 41,070                  | 50,755                   | 55,200        | 65,000                   | 85,096                  | 21     | 58,143 | 1.2%                      |

**Table 18 - Salary Distribution by Primary Job Responsibility**

Canada\*

|                                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Reference                        | 41,070                  | 50,755                   | 55,200        | 65,000                   | 85,096                  | 21     | 58,143 | 1.2%                      |
| Primary Responsibility-Reference | 41,070                  | 50,755                   | 55,200        | 65,000                   | 85,096                  | 21     | 58,143 | 1.2%                      |

**Table 19 - Salary Distribution by Job Title**

Canada\*

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Librarian/Info Specialist/Researcher | 34,000                  | 44,838                   | 55,100        | 60,500                   | 80,830                  | 14     | 54,894 | 1.4%                      |
| Primary Responsibility-Reference     | 41,070                  | 50,755                   | 55,200        | 65,000                   | 85,096                  | 21     | 58,143 | 1.2%                      |

**Table 20 - Salary Distribution by Library or Information Resource Center Setting**

Canada\*

|  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Work in Library or Information Resource Center | 41,035                  | 50,633                   | 56,500        | 65,000                   | 86,048                  | 20     | 58,450 | 1.4%                      |
| Primary Responsibility-Reference               | 41,070                  | 50,755                   | 55,200        | 65,000                   | 85,096                  | 21     | 58,143 | 1.2%                      |

**Table 21 - Salary Distribution by Library/ Information Center Annual Budget**

Canada\*

|                                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Don't know                       | 29,800                  | 41,350                   | 60,000        | 68,000                   | 92,328                  | 11     | 59,546 | 1.2%                      |
| Primary Responsibility-Reference | 41,070                  | 50,755                   | 55,200        | 65,000                   | 85,096                  | 21     | 58,143 | 1.2%                      |

**Table 22 - Salary Distribution by Full-time Equivalent Employees in Library/Information Center**

Canada\*

|                                  | 10th Percentile | First Quartile 25% | Median 50% | Third Quartile 75% | 90th Percentile | Number | Salary | Percent change      |
|----------------------------------|-----------------|--------------------|------------|--------------------|-----------------|--------|--------|---------------------|
|                                  |                 |                    |            |                    |                 |        | Mean   | Mean Percent Change |
| More than 9                      | 50,510          | 51,000             | 65,000     | 77,480             | .               | 7      | 65,570 | -1.4%               |
| Primary Responsibility-Reference | 41,070          | 50,755             | 55,200     | 65,000             | 85,096          | 21     | 58,143 | 1.2%                |

**Table 23 - 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%  | 4                      | 100.0%  | 4             | 100.0%  |
| Other Government                  | 3     | 100.0%  | 3                                | 100.0%  | 1                      | 33.3%   | 3             | 100.0%  |
| Academic-Subj Dept                | 2     | 100.0%  | 2                                | 100.0%  | 1                      | 50.0%   | 2             | 100.0%  |
| Academic-General Campus           | 7     | 100.0%  | 7                                | 100.0%  | 3                      | 42.9%   | 7             | 100.0%  |
| Finance & Insurance; Accounting   | 1     | 100.0%  | 1                                | 100.0%  | 1                      | 100.0%  | 1             | 100.0%  |
| Information Services & Publishing | 1     | 100.0%  | 1                                | 100.0%  |                        |         | 1             | 100.0%  |
| Professional Services             | 4     | 100.0%  | 4                                | 100.0%  | 2                      | 50.0%   | 4             | 100.0%  |
| Primary Responsibility-Reference  | 22    | 100.0%  | 22                               | 100.0%  | 12                     | 54.5%   | 22            | 100.0%  |

**Table 23 - 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                | 4                                | 100.0%  |                         |         | 4                           | 100.0%  | 3               | 75.0%   |
| Other Government                  | 3                                | 100.0%  |                         |         | 3                           | 100.0%  | 3               | 100.0%  |
| Academic-Subj Dept                | 2                                | 100.0%  |                         |         | 2                           | 100.0%  | 2               | 100.0%  |
| Academic-General Campus           | 7                                | 100.0%  | 2                       | 28.6%   | 7                           | 100.0%  | 6               | 85.7%   |
| Finance & Insurance; Accounting   | 1                                | 100.0%  | 1                       | 100.0%  | 1                           | 100.0%  | 1               | 100.0%  |
| Information Services & Publishing | 1                                | 100.0%  |                         |         | 1                           | 100.0%  | 1               | 100.0%  |
| Professional Services             | 4                                | 100.0%  |                         |         | 4                           | 100.0%  | 4               | 100.0%  |
| Primary Responsibility-Reference  | 22                               | 100.0%  | 3                       | 13.6%   | 22                          | 100.0%  | 20              | 90.9%   |

\*All salaries in Canadian tables are reported in Canadian dollars. The exchange rate on April 1, 2008, was \$1.02 Canadian=\$1 U.S.

**Table 23 - 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                                | 75.0%   | 3               | 75.0%   | 2                    | 50.0%   | 2                     | 50.0%   |
| Other Government                     | 3                                | 100.0%  | 3               | 100.0%  | 3                    | 100.0%  | 2                     | 66.7%   |
| Academic-Subj Dept                   | 2                                | 100.0%  | 2               | 100.0%  | 2                    | 100.0%  | 2                     | 100.0%  |
| Academic-General Campus              | 7                                | 100.0%  | 7               | 100.0%  | 7                    | 100.0%  | 6                     | 85.7%   |
| Finance & Insurance;<br>Accounting   | 1                                | 100.0%  | 1               | 100.0%  | 1                    | 100.0%  | 1                     | 100.0%  |
| Information Services &<br>Publishing | 1                                | 100.0%  | 1               | 100.0%  | 1                    | 100.0%  | 1                     | 100.0%  |
| Professional Services                | 3                                | 75.0%   | 3               | 75.0%   | 4                    | 100.0%  | 4                     | 100.0%  |
| Primary<br>Responsibility-Reference  | 20                               | 90.9%   | 20              | 90.9%   | 20                   | 90.9%   | 18                    | 81.8%   |

**Table 23 - 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<br>elder care |         | Employee assistance<br>or wellness program |         | Profit sharing |         |
|                                      | Cases                            | Percent | Cases                               | Percent | Cases                                      | Percent | Cases          | Percent |
| Federal Government                   |                                  |         | 4                                   | 100.0%  | 3  | 75.0%   |                |         |
| Other Government                     |                                  |         |                                     |         | 2  | 66.7%   |                |         |
| Academic-Subj Dept                   |                                  |         |                                     |         | 2  | 100.0%  |                |         |
| Academic-General Campus              |                                  |         | 3                                   | 42.9%   | 5  | 71.4%   |                |         |
| Finance & Insurance;<br>Accounting   |                                  |         |                                     |         | 1  | 100.0%  |                |         |
| Information Services &<br>Publishing |                                  |         |                                     |         | 1  | 100.0%  | 1              | 100.0%  |
| Professional Services                |                                  |         | 1                                   | 25.0%   | 3  | 75.0%   | 1              | 25.0%   |
| Primary<br>Responsibility-Reference  |                                  |         | 8                                   | 36.4%   | 17   | 77.3%   | 2              | 9.1%    |

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

|                                      | Benefits provided by primary job                        |         |  |         |                     |         |
|--------------------------------------|---|---------|--|---------|---------------------|---------|
|                                      | Education/<br>professional<br>development<br>assistance |         | Professional<br>association<br>memberships |         | Adoption assistance |         |
|                                      | Cases   | Percent | Cases                                      | Percent | Cases               | Percent |
| Federal Government                   | 3   | 75.0%   | 1  | 25.0%   |                     |         |
| Other Government                     | 1   | 33.3%   | 2  | 66.7%   |                     |         |
| Academic-Subj Dept                   | 2   | 100.0%  | 1  | 50.0%   |                     |         |
| Academic-General Campus              | 7   | 100.0%  | 3  | 42.9%   |                     |         |
| Finance & Insurance;<br>Accounting   | 1   | 100.0%  | 1  | 100.0%  |                     |         |
| Information Services &<br>Publishing | 1   | 100.0%  | 1  | 100.0%  |                     |         |
| Professional Services                | 3   | 75.0%   | 4  | 100.0%  |                     |         |
| Primary<br>Responsibility-Reference  | 18  | 81.8%   | 13   | 59.1%   |                     |         |

**Table 24 - 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                   | 4  | 100.0%  |       |         |                |         |
| Other Government                     | 1  | 33.3%   | 1     | 33.3%   | 1              | 33.3%   |
| Academic-Subj Dept                   | 2  | 66.7%   |       |         | 1              | 33.3%   |
| Academic-General Campus              | 6  | 85.7%   | 1     | 14.3%   |                |         |
| Finance & Insurance;<br>Accounting   | 1  | 100.0%  |       |         |                |         |
| Information Services &<br>Publishing | 1  | 50.0%   |       |         | 1              | 50.0%   |
| Professional Services                | 4  | 80.0%   | 1     | 20.0%   |                |         |
| Total                                | 19   | 76.0%   | 3     | 12.0%   | 3              | 12.0%   |

**Table 25 - 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                | 2   | 1.3%  |  |               |       |               | 3        | 100.0%        |
| Other Government                  | 1   | .0%   |  |               |       |               | 1        | 100.0%        |
| Academic-Subj Dept                | 2   | 7.5%  | 1  | 50.0%         | 1     | 50.0%         |          |               |
| Academic-General Campus           | 4   | 8.8%  |  |               |       |               | 5        | 100.0%        |
| Finance & Insurance; Accounting   | 1   | 30.0% | 1  | 100.0%        |       |               |          |               |
| Information Services & Publishing | 1   | .0%   |  |               |       |               | 1        | 100.0%        |
| Professional Services             | 4   | 20.0% |  |               |       |               | 4        | 100.0%        |
| Total                             | 15  | 10.8% | 2  | 11.8%         | 1     | 5.9%          | 14       | 82.4%         |

**Table 26 - 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  | Count  | Count Percent |
| Federal Government                | 2   | 1.3%  | 3  | 100.0%        |
| Other Government                  | 1   | .0%   | 1  | 100.0%        |
| Academic-General Campus           | 4   | 8.8%  | 5  | 100.0%        |
| Information Services & Publishing | 1   | .0%   | 1  | 100.0%        |
| Professional Services             | 3   | 33.3% | 3  | 100.0%        |
| Total                             | 11  | 12.5% | 13   | 100.0%        |

**Table 27 - 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 2008? |         |   |         |  |         |
|-----------------------------------|---|---------|---|---------|--|---------|
|                                   | 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                |   |         |   |         | 2  | 100.0%  |
| Other Government                  |   |         | 1   | 100.0%  |  |         |
| Academic-Subj Dept                |   |         | 1   | 100.0%  |  |         |
| Academic-General Campus           | 1   | 20.0%   | 1   | 20.0%   | 3  | 60.0%   |
| Finance & Insurance; Accounting   | 1   | 100.0%  |   |         |  |         |
| Information Services & Publishing |   |         |   |         | 1  | 100.0%  |
| Professional Services             |   |         | 1   | 25.0%   | 3  | 75.0%   |
| Total                             | 2   | 13.3%   | 4   | 26.7%   | 9  | 60.0%   |

**Table 28 - 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                | 41,035          | 50,633             | 56,500     | 65,000             | 86,048          | 20     | 58,300 | 1.1%                |                |
| Primary Responsibility-Reference | 41,070          | 50,755             | 55,200     | 65,000             | 85,096          | 21     | 58,143 | 1.2%                |                |

**Table 29 - 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    | 41,315          | 50,878             | 56,500     | 65,750             | 87,666          | 18     | 59,944 | .8%                 |                |
| Primary Responsibility-Reference | 41,070          | 50,755             | 55,200     | 65,000             | 85,096          | 21     | 58,143 | 1.2%                |                |

**Table 30 - Salary Distribution by Number of Part-time Jobs Held**

Canada\*

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**Table 31 - Salary Distribution by Number of Part-time Hours Worked per Week**

Canada\*

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## Table 32 - Salary Distribution by Reasons for Working Part-time

Canada\*

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# CANADA

## **Chapter Five 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        | 42,000          | 45,100             | 51,000     | 70,723             | .               | 8      | 59,578 | 1.3%                |
| Ontario - Postal Codes K, L, M, N, and P | 46,473          | 51,025             | 59,230     | 72,000             | 85,000          | 23     | 61,114 | 3.3%                |
| Prairies - Postal Codes R, S, and T      | 40,000          | 42,833             | 46,600     | 54,000             | .               | 7      | 48,156 | 5.0%                |
| British Columbia - Postal Code V         | 43,500          | 48,000             | 58,355     | 63,000             | .               | 9      | 58,677 | 7.7%                |
| Primary Responsibility-General           | 43,433          | 49,108             | 56,750     | 63,665             | 85,000          | 48     | 58,592 | 4.0%                |

**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                 | 42,000          | 42,900             | 50,000     | 55,000             | .               | 5      | 49,160 | 2.1%                |
| Metro Toronto                  | 46,966          | 50,769             | 57,620     | 60,250             | 75,563          | 14     | 57,842 | 4.0%                |
| British Columbia               | 43,500          | 48,000             | 58,355     | 63,000             | .               | 9      | 58,677 | 7.7%                |
| Primary Responsibility-General | 43,433          | 49,108             | 56,750     | 63,665             | 85,000          | 48     | 58,592 | 4.0%                |

**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                         | 42,150          | 48,375             | 61,178     | 77,473             | 104,674         | 10     | 64,868 | 6.7%                |
| Bachelor                       | 42,833          | 48,000             | 56,500     | 63,829             | 85,000          | 29     | 57,938 | 2.7%                |
| Some college but no degree     | 46,000          | 49,769             | 55,500     | 58,432             | .               | 6      | 54,292 | 6.5%                |
| Primary Responsibility-General | 43,433          | 49,108             | 56,750     | 63,665             | 85,000          | 48     | 58,592 | 4.0%                |

**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                         | 44,920          | 50,000             | 58,800     | 69,063             | 86,740          | 33     | 61,889 | 3.8%                |
| Some college but no degree     | 40,400          | 42,833             | 46,000     | 54,000             | 59,183          | 11     | 48,281 | 5.2%                |
| Primary Responsibility-General | 43,433          | 49,108             | 56,750     | 63,665             | 85,000          | 48     | 58,592 | 4.0%                |

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

Canada\*

|                                 | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|---------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                 |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| English/Literature/ Composition | 42,000                  | 44,983                   | 56,000        | 72,710                   | .                       | 8      | 59,972 | 3.7%                      |
| History                         | 43,940                  | 52,000                   | 62,000        | 72,000                   | 100,077                 | 11     | 63,273 | 1.3%                      |
| Social Sciences                 | 42,200                  | 45,950                   | 57,178        | 60,673                   | 66,013                  | 10     | 54,811 | 3.1%                      |
| Other                           | 43,500                  | 45,625                   | 50,000        | 57,625                   | .                       | 8      | 51,218 | 3.6%                      |
| Primary Responsibility-General  | 43,433                  | 49,108                   | 56,750        | 63,665                   | 85,000                  | 48     | 58,592 | 4.0%                      |

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

Canada\*

|                                | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| 6-10 Years                     | 44,000                  | 47,000                   | 54,000        | 61,060                   | .                       | 8      | 56,655 | 6.4%                      |
| 11-15 Years                    | 42,000                  | 43,167                   | 46,600        | 61,900                   | .                       | 9      | 51,611 | 2.2%                      |
| 16-20 Years                    | 40,000                  | 45,875                   | 54,500        | 69,710                   | .                       | 8      | 58,043 | 3.4%                      |
| 21-25 Years                    | 50,000                  | 51,625                   | 62,329        | 81,750                   | .                       | 8      | 65,950 | 1.9%                      |
| 26 Years or More               | 51,025                  | 52,500                   | 58,865        | 64,844                   | .                       | 8      | 59,235 | 4.8%                      |
| Primary Responsibility-General | 43,433                  | 49,108                   | 56,750        | 63,665                   | 85,000                  | 48     | 58,592 | 4.0%                      |

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

Canada\*

|                                | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| 6-10 Years                     | 42,000                  | 47,716                   | 52,000        | 72,115                   | .                       | 9      | 60,974 | 4.5%                      |
| 11-15 Years                    | 43,500                  | 43,875                   | 53,678        | 64,250                   | .                       | 6      | 53,976 | 8.7%                      |
| 16-20 Years                    | 42,083                  | 45,658                   | 55,400        | 73,451                   | 86,606                  | 10     | 58,704 | 2.5%                      |
| 21-25 Years                    | 43,800                  | 44,500                   | 56,500        | 72,000                   | .                       | 7      | 59,034 | 2.4%                      |
| 26 Years or More               | 47,000                  | 51,269                   | 58,865        | 62,494                   | 75,900                  | 16     | 58,721 | 3.6%                      |
| Primary Responsibility-General | 43,433                  | 49,108                   | 56,750        | 63,665                   | 85,000                  | 48     | 58,592 | 4.0%                      |

**Table 8 - Salary Distribution by Gender**

Canada\*

|                                | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Female                         | 43,510                  | 49,574                   | 55,250        | 62,494                   | 85,870                  | 36     | 58,321 | 4.0%                      |
| Male                           | 42,300                  | 44,500                   | 58,240        | 72,946                   | 82,993                  | 11     | 59,171 | 4.2%                      |
| Primary Responsibility-General | 43,433                  | 49,108                   | 56,750        | 63,665                   | 85,000                  | 48     | 58,592 | 4.0%                      |

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

Canada\*

|                                | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| White                          | 42,900                  | 47,500                   | 57,370        | 64,750                   | 83,996                  | 40     | 58,824 | 4.3%                      |
| Primary Responsibility-General | 43,433                  | 49,108                   | 56,750        | 63,665                   | 85,000                  | 48     | 58,592 | 4.0%                      |

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

Canada\*

|                                | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| 25-99 Employees                | 42,833                  | 48,208                   | 54,500        | 68,860                   | .                       | 6      | 58,879 | 2.4%                      |
| 100-499 Employees              | 42,800                  | 45,000                   | 50,000        | 59,480                   | 91,692                  | 17     | 56,381 | 3.4%                      |
| 10,000 or more Employees       | 44,500                  | 49,830                   | 61,000        | 69,665                   | .                       | 8      | 60,827 | 2.5%                      |
| Primary Responsibility-General | 43,433                  | 49,108                   | 56,750        | 63,665                   | 85,000                  | 48     | 58,592 | 4.0%                      |

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

Canada\*

|                                   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|-----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Work in a Non-profit Organization | 42,000                  | 49,250                   | 57,620        | 64,750                   | 76,258                  | 28     | 58,955 | 3.7%                      |
| Work in a For-profit Organization | 44,050                  | 47,608                   | 52,000        | 62,000                   | 85,000                  | 20     | 58,085 | 4.4%                      |
| Primary Responsibility-General    | 43,433                  | 49,108                   | 56,750        | 63,665                   | 85,000                  | 48     | 58,592 | 4.0%                      |

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

Canada\*

|                                | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Government                     | 40,600                  | 52,060                   | 60,115        | 64,750                   | 74,359                  | 12     | 59,033 | 4.3%                      |
| Academic Institution           | 43,500                  | 46,250                   | 54,000        | 97,380                   | .                       | 5      | 68,252 | 6.8%                      |
| Other Organizations            | 43,840                  | 47,000                   | 52,000        | 62,000                   | 82,400                  | 31     | 56,864 | 3.4%                      |
| Primary Responsibility-General | 43,433                  | 49,108                   | 56,750        | 63,665                   | 85,000                  | 48     | 58,592 | 4.0%                      |

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

Canada\*

|                                | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Federal Government             | 50,000                  | 59,494                   | 64,500        | 73,451                   | .                       | 6      | 64,928 | 4.7%                      |
| Other Government               | 40,000                  | 41,500                   | 58,298        | 59,673                   | .                       | 6      | 53,138 | 3.9%                      |
| Professional Services - legal  | 44,000                  | 45,500                   | 59,400        | 68,860                   | .                       | 6      | 60,040 | 4.6%                      |
| Primary Responsibility-General | 43,433                  | 49,108                   | 56,750        | 63,665                   | 85,000                  | 48     | 58,592 | 4.0%                      |

**Table 14 - Salary Distribution by Institution/Industry  
and Library/ Information Center Annual Budget**

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**Table 15 - Salary Distribution by Union vs. Non-union**

Canada\*

|  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Wages/Salary Set by Collective<br>Bargaining Agreement     | 41,600                  | 49,500                   | 59,230        | 68,973                   | 91,692                  | 17     | 61,671 | 4.7%                      |
| Wages/Salary Not Set by Collective<br>Bargaining Agreement | 43,530                  | 46,900                   | 54,250        | 62,000                   | 83,700                  | 30     | 57,134 | 3.6%                      |
| Primary Responsibility-General                             | 43,433                  | 49,108                   | 56,750        | 63,665                   | 85,000                  | 48     | 58,592 | 4.0%                      |

**Table 16 - Salary Distribution by Number of Years with Present Employer**

Canada\*

|                                | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Less than Two Years            | 42,000                  | 43,500                   | 58,355        | 64,000                   | .                       | 7      | 56,578 | 9.9%                      |
| Two Years                      | 44,000                  | 46,500                   | 50,000        | 63,500                   | .                       | 5      | 54,000 | 3.6%                      |
| 3-5 Years                      | 46,000                  | 49,432                   | 66,125        | 85,000                   | .                       | 7      | 65,494 | 6.2%                      |
| 6-10 Years                     | 42,000                  | 48,300                   | 56,000        | 58,520                   | .                       | 9      | 54,787 | 2.7%                      |
| 16-20 Years                    | 40,000                  | 44,500                   | 62,000        | 85,000                   | .                       | 7      | 63,514 | 2.4%                      |
| Primary Responsibility-General | 43,433                  | 49,108                   | 56,750        | 63,665                   | 85,000                  | 48     | 58,592 | 4.0%                      |

**Table 17 - Salary Distribution by Number of Employees Supervised or Managed**

Canada\*

|                                | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| None                           | 42,950                  | 48,400                   | 54,250        | 62,750                   | 72,851                  | 30     | 56,921 | 3.4%                      |
| 1-2 Employees                  | 41,750                  | 48,824                   | 56,500        | 62,994                   | 87,220                  | 14     | 58,370 | 6.3%                      |
| Primary Responsibility-General | 43,433                  | 49,108                   | 56,750        | 63,665                   | 85,000                  | 48     | 58,592 | 4.0%                      |

**Table 18 - Salary Distribution by Primary Job Responsibility**

Canada\*

|                                | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| General Responsibilities       | 43,433                  | 49,108                   | 56,750        | 63,665                   | 85,000                  | 48     | 58,592 | 4.0%                      |
| Primary Responsibility-General | 43,433                  | 49,108                   | 56,750        | 63,665                   | 85,000                  | 48     | 58,592 | 4.0%                      |

**Table 19 - Salary Distribution by Job Title**

Canada\*

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Director/Manager                     | 42,583                  | 44,650                   | 60,400        | 70,250                   | 86,332                  | 16     | 60,256 | 4.7%                      |
| Librarian/Info Specialist/Researcher | 44,000                  | 50,000                   | 56,000        | 60,000                   | 85,580                  | 27     | 58,216 | 3.5%                      |
| Primary Responsibility-General       | 43,433                  | 49,108                   | 56,750        | 63,665                   | 85,000                  | 48     | 58,592 | 4.0%                      |

**Table 20 - Salary Distribution by Library or Information Resource Center Setting**

Canada\*

|   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|---|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Work in Library or Information Resource Center        | 43,100                  | 47,000                   | 54,000        | 62,000                   | 74,157                  | 43     | 56,902 | 3.7%                      |
| Do Not Work in Library or Information Resource Center | 59,230                  | 59,615                   | 72,000        | 87,220                   | .                       | 5      | 73,134 | 6.4%                      |
| Primary Responsibility-General                        | 43,433                  | 49,108                   | 56,750        | 63,665                   | 85,000                  | 48     | 58,592 | 4.0%                      |

**Table 21 - Salary Distribution by Library/ Information Center Annual Budget**

Canada\*

|                                | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Under \$25,000                 | 42,000                  | 48,000                   | 58,500        | 66,987                   | .                       | 6      | 57,824 | 1.2%                      |
| \$25,000-\$49,999              | 42,833                  | 45,200                   | 50,000        | 56,865                   | .                       | 9      | 56,202 | 3.8%                      |
| \$50,000-\$74,999              | 43,500                  | 49,875                   | 57,428        | 65,735                   | .                       | 6      | 57,996 | 4.3%                      |
| \$100,000-\$249,999            | 42,000                  | 45,000                   | 57,000        | 60,400                   | .                       | 9      | 53,647 | 6.2%                      |
| Don't know                     | 40,000                  | 43,375                   | 49,716        | 63,031                   | .                       | 6      | 52,010 | 2.7%                      |
| Primary Responsibility-General | 43,433                  | 49,108                   | 56,750        | 63,665                   | 85,000                  | 48     | 58,592 | 4.0%                      |

**Table 22 - Salary Distribution by Full-time Equivalent Employees in Library/Information Center**

Canada\*

|                                | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| 2 or less                      | 43,500                  | 46,300                   | 56,000        | 61,500                   | 72,000                  | 29     | 55,333 | 3.7%                      |
| More than 2 to 4               | 47,000                  | 49,432                   | 58,000        | 74,964                   | .                       | 7      | 64,037 | 1.3%                      |
| Primary Responsibility-General | 43,433                  | 49,108                   | 56,750        | 63,665                   | 85,000                  | 48     | 58,592 | 4.0%                      |

\*All salaries in Canadian tables are reported in Canadian dollars. The exchange rate on April 1, 2008, was \$1.02 Canadian=\$1 U.S.

**Table 23 - 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  | 6     | 100.0%  | 6                                | 100.0%  | 6                      | 100.0%  | 6             | 100.0%  |
| Other Government  | 6     | 100.0%  | 5                                | 83.3%   | 3                      | 50.0%   | 6             | 100.0%  |
| Academic-Subj Dept  | 2     | 100.0%  | 2                                | 100.0%  |                        |         | 2             | 100.0%  |
| Academic-General Campus                                   | 3     | 100.0%  | 2                                | 66.7%   | 2                      | 66.7%   | 3             | 100.0%  |
| Finance & Insurance;<br>Accounting                        | 8     | 100.0%  | 8                                | 100.0%  | 3                      | 37.5%   | 8             | 100.0%  |
| Information Services &<br>Publishing                      | 6     | 100.0%  | 5                                | 83.3%   | 4                      | 66.7%   | 4             | 66.7%   |
| Manufacturing and Agriculture                             | 2     | 100.0%  | 2                                | 100.0%  | 1                      | 50.0%   | 1             | 50.0%   |
| Professional Services                                     | 17    | 100.0%  | 17                               | 100.0%  | 5                      | 29.4%   | 16            | 94.1%   |
| Utilities; Transportation;<br>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%  | 1             | 100.0%  |
| Primary Responsibility-General                            | 52    | 100.0%  | 49                               | 94.2%   | 26                     | 50.0%   | 48            | 92.3%   |

**Table 23 - 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  | 6                                | 100.0%  |                         |         | 6                           | 100.0%  | 6               | 100.0%  |
| Other Government  | 5                                | 83.3%   |                         |         | 4                           | 66.7%   | 3               | 50.0%   |
| Academic-Subj Dept  | 2                                | 100.0%  |                         |         | 1                           | 50.0%   | 2               | 100.0%  |
| Academic-General Campus                                   | 2                                | 66.7%   |                         |         | 3                           | 100.0%  | 2               | 66.7%   |
| Finance & Insurance;<br>Accounting                        | 8                                | 100.0%  | 4                       | 50.0%   | 8                           | 100.0%  | 5               | 62.5%   |
| Information Services &<br>Publishing                      | 4                                | 66.7%   | 1                       | 16.7%   | 5                           | 83.3%   | 4               | 66.7%   |
| Manufacturing and Agriculture                             | 2                                | 100.0%  | 1                       | 50.0%   | 2                           | 100.0%  | 2               | 100.0%  |
| Professional Services                                     | 16                               | 94.1%   | 1                       | 5.9%    | 17                          | 100.0%  | 10              | 58.8%   |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade | 1                                | 100.0%  |                         |         | 1                           | 100.0%  | 1               | 100.0%  |
| Other   | 1                                | 100.0%  |                         |         | 1                           | 100.0%  | 1               | 100.0%  |
| Primary Responsibility-General                            | 47                               | 90.4%   | 7                       | 13.5%   | 48                          | 92.3%   | 36              | 69.2%   |

**Table 23 - 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  | 5                                | 83.3%   | 5               | 83.3%   | 6                    | 100.0%  | 4                     | 66.7%   |
| Other Government  | 3                                | 50.0%   | 4               | 66.7%   | 5                    | 83.3%   | 4                     | 66.7%   |
| Academic-Subj Dept  | 2                                | 100.0%  | 2               | 100.0%  | 2                    | 100.0%  | 2                     | 100.0%  |
| Academic-General Campus                                   | 2                                | 66.7%   | 3               | 100.0%  | 2                    | 66.7%   | 2                     | 66.7%   |
| Finance & Insurance;<br>Accounting                        | 6                                | 75.0%   | 7               | 87.5%   | 7                    | 87.5%   | 7                     | 87.5%   |
| Information Services &<br>Publishing                      | 3                                | 50.0%   | 4               | 66.7%   | 2                    | 33.3%   | 2                     | 33.3%   |
| Manufacturing and Agriculture                             | 1                                | 50.0%   | 2               | 100.0%  | 2                    | 100.0%  | 2                     | 100.0%  |
| Professional Services                                     | 10                               | 58.8%   | 12              | 70.6%   | 10                   | 58.8%   | 15                    | 88.2%   |
| Utilities; Transportation;<br>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%  | 1                     | 100.0%  |
| Primary Responsibility-General                            | 34                               | 65.4%   | 41              | 78.8%   | 38                   | 73.1%   | 40                    | 76.9%   |

**Table 23 - 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  |                                  |         | 5                                | 83.3%   | 5                                       | 83.3%   |                |         |
| Other Government  |                                  |         | 3                                | 50.0%   | 4                                       | 66.7%   |                |         |
| Academic-Subj Dept  |                                  |         | 2                                | 100.0%  | 2                                       | 100.0%  |                |         |
| Academic-General Campus                                   |                                  |         | 1                                | 33.3%   | 1                                       | 33.3%   |                |         |
| Finance & Insurance;<br>Accounting                        |                                  |         | 5                                | 62.5%   | 5                                       | 62.5%   | 2              | 25.0%   |
| Information Services &<br>Publishing                      |                                  |         | 3                                | 50.0%   | 4                                       | 66.7%   |                |         |
| Manufacturing and Agriculture                             |                                  |         | 2                                | 100.0%  | 1                                       | 50.0%   |                |         |
| Professional Services                                     |                                  |         | 4                                | 23.5%   | 7                                       | 41.2%   | 5              | 29.4%   |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade |                                  |         |                                  |         | 1                                       | 100.0%  |                |         |
| Other   |                                  |         | 1                                | 100.0%  | 1                                       | 100.0%  |                |         |
| Primary Responsibility-General                            |                                  |         | 26                               | 50.0%   | 31                                      | 59.6%   | 7              | 13.5%   |

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

|   | Benefits provided by primary job                        |         |  |         |                     |         |
|---|---|---------|--|---------|---------------------|---------|
|   | Education/<br>professional<br>development<br>assistance |         | Professional<br>association<br>memberships |         | Adoption assistance |         |
|   | Cases   | Percent | Cases                                      | Percent | Cases               | Percent |
| Federal Government  | 3   | 50.0%   | 1  | 16.7%   |                     |         |
| Other Government  | 4   | 66.7%   | 5  | 83.3%   | 1                   | 16.7%   |
| Academic-Subj Dept  | 2   | 100.0%  | 2  | 100.0%  |                     |         |
| Academic-General Campus                                   | 1   | 33.3%   | 1  | 33.3%   |                     |         |
| Finance & Insurance;<br>Accounting                        | 6   | 75.0%   | 7  | 87.5%   |                     |         |
| Information Services &<br>Publishing                      | 2   | 33.3%   | 3  | 50.0%   | 1                   | 16.7%   |
| Manufacturing and Agriculture                             | 2   | 100.0%  | 2  | 100.0%  |                     |         |
| Professional Services                                     | 13  | 76.5%   | 14   | 82.4%   |                     |         |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade |   |         | 1  | 100.0%  |                     |         |
| Other   | 1   | 100.0%  | 1  | 100.0%  |                     |         |
| Primary Responsibility-General                            | 34  | 65.4%   | 37   | 71.2%   | 2                   | 3.8%    |

**Table 24 - 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  | 5  | 83.3%   | 1     | 16.7%   |                |         |
| Other Government  | 5  | 83.3%   | 1     | 16.7%   |                |         |
| Academic-Subj Dept  | 1  | 33.3%   | 1     | 33.3%   | 1              | 33.3%   |
| Academic-General Campus                                   | 2  | 66.7%   | 1     | 33.3%   |                |         |
| Finance & Insurance;<br>Accounting                        | 7  | 87.5%   | 1     | 12.5%   |                |         |
| Information Services &<br>Publishing                      | 5  | 83.3%   | 1     | 16.7%   |                |         |
| Manufacturing and Agriculture                             | 2  | 100.0%  |       |         |                |         |
| Professional Services                                     | 11   | 61.1%   | 5     | 27.8%   | 2              | 11.1%   |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade | 1  | 100.0%  |       |         |                |         |
| Other   | 1  | 50.0%   |       |         | 1              | 50.0%   |
| Total   | 40   | 72.7%   | 11    | 20.0%   | 4              | 7.3%    |

**Table 25 - 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                                     | 4   | 2.5%  | 1  | 25.0%         | 3        | 75.0%         |
| Other Government                                       | 5   | 11.6% | 1  | 20.0%         | 4        | 80.0%         |
| Academic-Subj Dept                                     | 1   | .0%   |  |               | 1        | 100.0%        |
| Academic-General Campus                                | 1   | 4.0%  | 1  | 100.0%        |          |               |
| Finance & Insurance; Accounting                        | 6   | 36.2% | 2  | 33.3%         | 4        | 66.7%         |
| Information Services & Publishing                      | 2   | .0%   |  |               | 4        | 100.0%        |
| Manufacturing and Agriculture                          | 2   | .0%   |  |               | 2        | 100.0%        |
| Professional Services                                  | 11  | 7.3%  |  |               | 10       | 100.0%        |
| Utilities; Transportation; Broadcasting; Movies; Trade | 1   | 50.0% |  |               | 1        | 100.0%        |
| Other  | 1   | 50.0% |  |               | 1        | 100.0%        |
| Total  | 34  | 13.8% | 5  | 14.3%         | 30       | 85.7%         |

**Table 26 - 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 |
| Federal Government                                     | 3   | 3.3%  | 1  | 33.3%         | 2        | 66.7%         |
| Other Government                                       | 3   | 20.0% | 1  | 33.3%         | 2        | 66.7%         |
| Academic-Subj Dept                                     | 1   | .0%   |  |               | 1        | 100.0%        |
| Finance & Insurance; Accounting                        | 5   | 43.4% | 2  | 40.0%         | 3        | 60.0%         |
| Information Services & Publishing                      | 2   | .0%   |  |               | 1        | 100.0%        |
| Manufacturing and Agriculture                          | 2   | .0%   |  |               | 2        | 100.0%        |
| Professional Services                                  | 8   | .0%   |  |               | 9        | 100.0%        |
| Utilities; Transportation; Broadcasting; Movies; Trade | 1   | 50.0% |  |               | 1        | 100.0%        |
| Other  | 1   | 50.0% |  |               | 1        | 100.0%        |
| Total  | 26  | 14.9% | 4  | 15.4%         | 22       | 84.6%         |

**Table 27 - 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 2008? |         |   |         |  |         |
|--|---|---------|---|---------|--|---------|
|  | 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   | 25.0%   | 3  | 75.0%   |
| Other Government                                       | 3   | 60.0%   |   |         | 2  | 40.0%   |
| Academic-Subj Dept                                     |   |         |   |         | 1  | 100.0%  |
| Academic-General Campus                                | 1   | 50.0%   | 1   | 50.0%   |  |         |
| Finance & Insurance; Accounting                        | 2   | 40.0%   |   |         | 3  | 60.0%   |
| Information Services & Publishing                      |   |         | 1   | 33.3%   | 2  | 66.7%   |
| Manufacturing and Agriculture                          |   |         |   |         | 1  | 100.0%  |
| Professional Services                                  |   |         |   |         | 6  | 100.0%  |
| Utilities; Transportation; Broadcasting; Movies; Trade |   |         |   |         | 1  | 100.0%  |
| Other  | 1   | 100.0%  |   |         |  |         |
| Total  | 7   | 24.1%   | 3   | 10.3%   | 19   | 65.5%   |

**Table 28 - 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              | 43,367          | 49,000             | 56,500     | 62,658             | 76,971          | 47     | 57,936 | 4.0%                |                |
| Primary Responsibility-General | 43,433          | 49,108             | 56,750     | 63,665             | 85,000          | 48     | 58,592 | 4.0%                |                |

**Table 29 - 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  | 43,167          | 47,608             | 56,250     | 62,494             | 79,982          | 44     | 57,790 | 4.1%                |                |
| Primary Responsibility-General | 43,433          | 49,108             | 56,750     | 63,665             | 85,000          | 48     | 58,592 | 4.0%                |                |

**Table 30 - Salary Distribution by Number of Part-time Jobs Held**

Canada\*

|                                | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Primary Responsibility-General | 21,800                  | 40,019                   | 45,760        | 69,638                   | .                       | 7      | 51,629 | 2.0%                      |

**Table 31 - Salary Distribution by Number of Part-time Hours Worked per Week**

Canada\*

|                                | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Primary Responsibility-General | 21,800                  | 40,019                   | 45,760        | 69,638                   | .                       | 7      | 51,629 | 2.0%                      |

**Table 32 - Salary Distribution by Reasons for Working Part-time**

Canada\*

|                                | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Primary Responsibility-General | 21,800                  | 40,019                   | 45,760        | 69,638                   | .                       | 7      | 51,629 | 2.0%                      |

# CANADA

## **Chapter Six Technical Services**



**Table 1 - Salary Distribution by Region**

Canada\*

|  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Ontario - Postal Codes K, L, M, N, and P | 37,731                  | 50,000                   | 55,000        | 70,871                   | .                       | 7      | 57,015 | 3.7%                      |
| Prairies - Postal Codes R, S, and T      | 45,600                  | 46,907                   | 48,685        | 71,376                   | .                       | 5      | 57,050 | 16.8%                     |
| Primary Responsibility-Tech Services     | 39,319                  | 48,332                   | 52,000        | 66,182                   | 82,150                  | 16     | 56,183 | 7.1%                      |

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

Canada\*

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Primary Responsibility-Tech Services | 39,319                  | 48,332                   | 52,000        | 66,182                   | 82,150                  | 16     | 56,183 | 7.1%                      |

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

Canada\*

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Bachelor                             | 37,731                  | 44,343                   | 52,000        | 74,186                   | .                       | 9      | 60,151 | 10.3%                     |
| Primary Responsibility-Tech Services | 39,319                  | 48,332                   | 52,000        | 66,182                   | 82,150                  | 16     | 56,183 | 7.1%                      |

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

Canada\*

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Master                               | 48,685                  | 52,000                   | 54,000        | 70,547                   | .                       | 8      | 61,767 | 9.9%                      |
| Primary Responsibility-Tech Services | 39,319                  | 48,332                   | 52,000        | 66,182                   | 82,150                  | 16     | 56,183 | 7.1%                      |

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

Canada\*

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Primary Responsibility-Tech Services | 39,319                  | 48,332                   | 52,000        | 66,182                   | 82,150                  | 16     | 56,183 | 7.1%                      |

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

Canada\*

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Primary Responsibility-Tech Services | 39,319                  | 48,332                   | 52,000        | 66,182                   | 82,150                  | 16     | 56,183 | 7.1%                      |

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

Canada\*

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Primary Responsibility-Tech Services | 39,319                  | 48,332                   | 52,000        | 66,182                   | 82,150                  | 16     | 56,183 | 7.1%                      |

**Table 8 - Salary Distribution by Gender**

Canada\*

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Female                               | 41,666                  | 48,567                   | 52,000        | 69,900                   | 85,250                  | 14     | 57,566 | 8.7%                      |
| Primary Responsibility-Tech Services | 39,319                  | 48,332                   | 52,000        | 66,182                   | 82,150                  | 16     | 56,183 | 7.1%                      |

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

Canada\*

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| White                                | 42,800                  | 48,567                   | 52,000        | 59,394                   | 85,250                  | 14     | 56,452 | 7.4%                      |
| Primary Responsibility-Tech Services | 39,319                  | 48,332                   | 52,000        | 66,182                   | 82,150                  | 16     | 56,183 | 7.1%                      |

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

Canada\*

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Primary Responsibility-Tech Services | 39,319                  | 48,332                   | 52,000        | 66,182                   | 82,150                  | 16     | 56,183 | 7.1%                      |

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

Canada\*

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Work in a Non-profit Organization    | 40,821                  | 48,567                   | 52,500        | 59,394                   | 70,742                  | 10     | 54,535 | 6.8%                      |
| Work in a For-profit Organization    | 37,731                  | 43,633                   | 49,876        | 81,375                   | .                       | 6      | 58,931 | 7.6%                      |
| Primary Responsibility-Tech Services | 39,319                  | 48,332                   | 52,000        | 66,182                   | 82,150                  | 16     | 56,183 | 7.1%                      |

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

Canada\*

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Other Organizations                  | 37,731                  | 47,676                   | 52,000        | 66,750                   | .                       | 9      | 57,398 | 6.0%                      |
| Primary Responsibility-Tech Services | 39,319                  | 48,332                   | 52,000        | 66,182                   | 82,150                  | 16     | 56,183 | 7.1%                      |

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

Canada\*

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Primary Responsibility-Tech Services | 39,319                  | 48,332                   | 52,000        | 66,182                   | 82,150                  | 16     | 56,183 | 7.1%                      |

**Table 14 - Salary Distribution by Institution/Industry  
and Library/ Information Center Annual Budget**

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**Table 15 - Salary Distribution by Union vs. Non-union**

Canada\*

|   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|---|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Wages/Salary Set by Collective Bargaining Agreement     | 40,000                  | 48,332                   | 52,000        | 65,432                   | .                       | 8      | 54,293 | 7.9%                      |
| Wages/Salary Not Set by Collective Bargaining Agreement | 37,731                  | 46,638                   | 52,500        | 72,125                   | .                       | 8      | 58,073 | 6.4%                      |
| Primary Responsibility-Tech Services                    | 39,319                  | 48,332                   | 52,000        | 66,182                   | 82,150                  | 16     | 56,183 | 7.1%                      |

\*All salaries in Canadian tables are reported in Canadian dollars. The exchange rate on April 1, 2008, was \$1.02 Canadian=\$1 U.S.

**Table 16 - Salary Distribution by Number of Years with Present Employer**

Canada\*

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary |                           | Percent<br>change |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|-------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |                   |
| 3-5 Years                            | 37,731                  | 39,433                   | 60,788        | 72,528                   | .                       | 6      | 57,946 |                           | 3.6%              |
| Primary Responsibility-Tech Services | 39,319                  | 48,332                   | 52,000        | 66,182                   | 82,150                  | 16     | 56,183 |                           | 7.1%              |

**Table 17 - Salary Distribution by Number of Employees Supervised or Managed**

Canada\*

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary |                           | Percent<br>change |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|-------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |                   |
| None                                 | 37,731                  | 41,400                   | 48,450        | 51,438                   | .                       | 8      | 47,123 |                           | 10.5%             |
| Primary Responsibility-Tech Services | 39,319                  | 48,332                   | 52,000        | 66,182                   | 82,150                  | 16     | 56,183 |                           | 7.1%              |

**Table 18 - Salary Distribution by Primary Job Responsibility**

Canada\*

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary |                           | Percent<br>change |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|-------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |                   |
| Acquisitions, Collection Development | 45,600                  | 48,685                   | 50,000        | 70,871                   | .                       | 7      | 56,344 |                           | 13.8%             |
| Primary Responsibility-Tech Services | 39,319                  | 48,332                   | 52,000        | 66,182                   | 82,150                  | 16     | 56,183 |                           | 7.1%              |

**Table 19 - Salary Distribution by Job Title**

Canada\*

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary |                           | Percent<br>change |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|-------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |                   |
| Librarian/Info Specialist/Researcher | 45,600                  | 48,450                   | 52,000        | 55,500                   | .                       | 9      | 53,092 |                           | 8.4%              |
| Primary Responsibility-Tech Services | 39,319                  | 48,332                   | 52,000        | 66,182                   | 82,150                  | 16     | 56,183 |                           | 7.1%              |

**Table 20 - Salary Distribution by Library or Information Resource Center Setting**

Canada\*

|  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Work in Library or Information Resource Center | 39,319                  | 48,332                   | 52,000        | 66,182                   | 82,150                  | 16     | 56,183 | 7.1%                      |
| Primary Responsibility-Tech Services           | 39,319                  | 48,332                   | 52,000        | 66,182                   | 82,150                  | 16     | 56,183 | 7.1%                      |

**Table 21 - Salary Distribution by Library/ Information Center Annual Budget**

Canada\*

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Primary Responsibility-Tech Services | 39,319                  | 48,332                   | 52,000        | 66,182                   | 82,150                  | 16     | 56,183 | 7.1%                      |

**Table 22 - Salary Distribution by Full-time Equivalent Employees in Library/Information Center**

Canada\*

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| More than 2 to 4                     | 48,214                  | 49,107                   | 55,000        | 66,750                   | .                       | 5      | 57,343 | 3.7%                      |
| More than 9                          | 40,000                  | 46,514                   | 52,500        | 69,900                   | .                       | 6      | 55,689 | 10.3%                     |
| Primary Responsibility-Tech Services | 39,319                  | 48,332                   | 52,000        | 66,182                   | 82,150                  | 16     | 56,183 | 7.1%                      |

**Table 23 - 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%  |
| Other Government                     | 1     | 100.0%  | 1                                | 100.0%  |                        |         | 1             | 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%  | 3                                | 100.0%  | 3                      | 100.0%  | 3             | 100.0%  |
| Finance & Insurance; Accounting      | 1     | 100.0%  | 1                                | 100.0%  | 1                      | 100.0%  | 1             | 100.0%  |
| Information Services & Publishing    | 3     | 100.0%  | 2                                | 66.7%   | 1                      | 33.3%   | 3             | 100.0%  |
| Manufacturing and Agriculture        | 2     | 100.0%  | 2                                | 100.0%  | 1                      | 50.0%   | 2             | 100.0%  |
| Professional Services                | 3     | 100.0%  | 3                                | 100.0%  | 1                      | 33.3%   | 3             | 100.0%  |
| Primary Responsibility-Tech Services | 15    | 100.0%  | 14                               | 93.3%   | 9                      | 60.0%   | 15            | 100.0%  |

**Table 23 - 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%  |                         |         | 1                           | 100.0%  | 1               | 100.0%  |
| Other Government                     | 1                                | 100.0%  |                         |         | 1                           | 100.0%  | 1               | 100.0%  |
| Public Library-Subj and General      |                                  |         |                         |         |                             |         |                 |         |
| Academic-Subj Dept                   | 1                                | 100.0%  |                         |         | 1                           | 100.0%  | 1               | 100.0%  |
| Academic-General Campus              | 3                                | 100.0%  |                         |         | 3                           | 100.0%  | 3               | 100.0%  |
| Finance & Insurance; Accounting      | 1                                | 100.0%  |                         |         | 1                           | 100.0%  | 1               | 100.0%  |
| Information Services & Publishing    | 3                                | 100.0%  |                         |         | 3                           | 100.0%  | 3               | 100.0%  |
| Manufacturing and Agriculture        | 2                                | 100.0%  | 2                       | 100.0%  | 2                           | 100.0%  | 2               | 100.0%  |
| Professional Services                | 3                                | 100.0%  |                         |         | 3                           | 100.0%  | 3               | 100.0%  |
| Primary Responsibility-Tech Services | 15                               | 100.0%  | 2                       | 13.3%   | 15                          | 100.0%  | 15              | 100.0%  |

**Table 23 - 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%  | 1                    | 100.0%  | 1                     | 100.0%  |
| Other Government                     | 1                                | 100.0%  | 1               | 100.0%  | 1                    | 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%  | 3               | 100.0%  | 3                    | 100.0%  | 3                     | 100.0%  |
| Finance & Insurance; Accounting      | 1                                | 100.0%  | 1               | 100.0%  | 1                    | 100.0%  | 1                     | 100.0%  |
| Information Services & Publishing    | 3                                | 100.0%  | 1               | 33.3%   | 2                    | 66.7%   | 3                     | 100.0%  |
| Manufacturing and Agriculture        | 1                                | 50.0%   | 2               | 100.0%  | 2                    | 100.0%  | 2                     | 100.0%  |
| Professional Services                | 3                                | 100.0%  | 1               | 33.3%   | 2                    | 66.7%   | 1                     | 33.3%   |
| Primary Responsibility-Tech Services | 13                               | 86.7%   | 11              | 73.3%   | 13                   | 86.7%   | 12                    | 80.0%   |

**Table 23 - 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%  |                |         |
| Other Government                     |                                  |         | 1                                | 100.0%  | 1                                       | 100.0%  |                |         |
| Public Library-Subj and General      |                                  |         |                                  |         |   |         |                |         |
| Academic-Subj Dept                   |                                  |         |                                  |         | 1                                       | 100.0%  |                |         |
| Academic-General Campus              |                                  |         | 1                                | 33.3%   | 1                                       | 33.3%   |                |         |
| Finance & Insurance; Accounting      |                                  |         | 1                                | 100.0%  | 1                                       | 100.0%  |                |         |
| Information Services & Publishing    |                                  |         |                                  |         | 2                                       | 66.7%   |                |         |
| Manufacturing and Agriculture        |                                  |         |                                  |         | 2                                       | 100.0%  | 1              | 50.0%   |
| Professional Services                |                                  |         | 1                                | 33.3%   | 3                                       | 100.0%  | 1              | 33.3%   |
| Primary Responsibility-Tech Services |                                  |         | 5                                | 33.3%   | 12                                      | 80.0%   | 2              | 13.3%   |

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

|   | Benefits provided by primary job                        |         |  |         |                     |         |
|---|---|---------|--|---------|---------------------|---------|
|   | Education/<br>professional<br>development<br>assistance |         | Professional<br>association<br>memberships |         | Adoption assistance |         |
|   | Cases   | Percent | Cases                                      | Percent | Cases               | Percent |
| Federal Government                      | 1   | 100.0%  |  |         |                     |         |
| Other Government                        |   |         |  |         |                     |         |
| Public Library-Subj and<br>General      |   |         |  |         |                     |         |
| Academic-Subj Dept                      | 1   | 100.0%  |  |         |                     |         |
| Academic-General Campus                 | 3   | 100.0%  |  |         |                     |         |
| Finance & Insurance;<br>Accounting      | 1   | 100.0%  | 1  | 100.0%  |                     |         |
| Information Services &<br>Publishing    | 1   | 33.3%   | 1  | 33.3%   |                     |         |
| Manufacturing and Agriculture           | 2   | 100.0%  | 2  | 100.0%  |                     |         |
| Professional Services                   | 2   | 66.7%   | 3  | 100.0%  |                     |         |
| Primary Responsibility-Tech<br>Services | 11  | 73.3%   | 7  | 46.7%   |                     |         |

**Table 24 - 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                   | 1  | 100.0%  |       |         |                |         |
| Other Government                     |  |         |       |         | 1              | 100.0%  |
| Public Library-Subj and<br>General   |  |         | 1     | 100.0%  |                |         |
| Academic-Subj Dept                   | 1  | 50.0%   |       |         | 1              | 50.0%   |
| Academic-General Campus              | 2  | 50.0%   | 2     | 50.0%   |                |         |
| Finance & Insurance;<br>Accounting   | 1  | 100.0%  |       |         |                |         |
| Information Services &<br>Publishing | 3  | 100.0%  |       |         |                |         |
| Manufacturing and Agriculture        | 2  | 100.0%  |       |         |                |         |
| Professional Services                | 2  | 66.7%   | 1     | 33.3%   |                |         |
| Total                                | 12   | 66.7%   | 4     | 22.2%   | 2              | 11.1%   |

**Table 25 - 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                | 0   | .     |  |               | 1        | 100.0%        |
| Academic-Subj Dept                | 1   | .0%   |  |               | 1        | 100.0%        |
| Academic-General Campus           | 2   | .0%   |  |               | 2        | 100.0%        |
| Finance & Insurance; Accounting   | 1   | .0%   |  |               | 1        | 100.0%        |
| Information Services & Publishing | 2   | 13.0% | 1  | 50.0%         | 1        | 50.0%         |
| Manufacturing and Agriculture     | 1   | .0%   |  |               | 1        | 100.0%        |
| Professional Services             | 1   | 20.0% |  |               | 1        | 100.0%        |
| Total                             | 8   | 5.8%  | 1  | 11.1%         | 8        | 88.9%         |

**Table 26 - 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  | The same   |               |
|                                   |   |       | Count  | Count Percent |
| Academic-Subj Dept                | 1   | .0%   | 1  | 100.0%        |
| Academic-General Campus           | 1   | .0%   | 2  | 100.0%        |
| Information Services & Publishing | 2   | 10.0% | 3  | 100.0%        |
| Professional Services             | 1   | 20.0% | 1  | 100.0%        |
| Total                             | 5   | 8.0%  | 7  | 100.0%        |

**Table 27 - 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 2008? |         |  |         |
|-----------------------------------|---|---------|--|---------|
|                                   | 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 |
| Academic-Subj Dept                |   |         | 1  | 100.0%  |
| Academic-General Campus           | 1   | 50.0%   | 1  | 50.0%   |
| Finance & Insurance; Accounting   |   |         | 1  | 100.0%  |
| Information Services & Publishing | 1   | 33.3%   | 2  | 66.7%   |
| Manufacturing and Agriculture     | 1   | 100.0%  |  |         |
| Professional Services             |   |         | 1  | 100.0%  |
| Total                             | 3   | 33.3%   | 6  | 66.7%   |

**Table 28 - 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                    | 39,319          | 48,332             | 52,000     | 66,182             | 82,150          | 16     | 56,183 | 7.1%                |                |
| Primary Responsibility-Tech Services | 39,319          | 48,332             | 52,000     | 66,182             | 82,150          | 16     | 56,183 | 7.1%                |                |

**Table 29 - 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        | 38,866          | 47,561             | 52,500     | 69,900             | 85,250          | 14     | 57,017 | 4.2%                |                |
| Primary Responsibility-Tech Services | 39,319          | 48,332             | 52,000     | 66,182             | 82,150          | 16     | 56,183 | 7.1%                |                |

**Table 30 - Salary Distribution by Number of Part-time Jobs Held**

Canada\*

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**Table 31 - Salary Distribution by Number of Part-time Hours Worked per Week**

Canada\*

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## Table 32 - Salary Distribution by Reasons for Working Part-time

Canada\*

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# UNITED STATES

## **Chapter Seven All Respondents**



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

U. S.

|                 | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|-----------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| New England     | 44,320                  | 56,000                   | 70,378        | 89,167                   | 107,100                 | 228    | 74,435 | 6.0%                      |
| Middle Atlantic | 45,650                  | 55,000                   | 72,800        | 93,509                   | 122,000                 | 509    | 79,125 | 4.7%                      |
| South Atlantic  | 41,194                  | 51,000                   | 65,000        | 85,000                   | 110,000                 | 634    | 72,089 | 5.9%                      |
| East S. Central | 39,350                  | 46,125                   | 56,400        | 73,716                   | 92,733                  | 66     | 62,062 | 3.5%                      |
| West S. Central | 38,000                  | 43,800                   | 56,892        | 76,000                   | 99,900                  | 150    | 64,106 | 5.6%                      |
| East N. Central | 42,000                  | 51,000                   | 63,000        | 78,000                   | 95,000                  | 464    | 66,647 | 4.9%                      |
| West N. Central | 36,000                  | 46,393                   | 58,000        | 74,554                   | 101,270                 | 196    | 64,075 | 4.9%                      |
| Mountain        | 36,000                  | 46,000                   | 57,000        | 70,036                   | 88,800                  | 132    | 60,613 | 4.7%                      |
| Pacific         | 47,187                  | 60,000                   | 73,000        | 91,000                   | 110,155                 | 486    | 77,359 | 5.9%                      |
| All Respondents | 42,000                  | 51,450                   | 66,000        | 85,000                   | 108,000                 | 2,865  | 71,812 | 5.3%                      |

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

U. S.

|  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|--|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Springfield, MA; NH, Provid., RI; Hartford, CT; Portland, ME | 36,180                  | 48,620                   | 64,500        | 76,250                   | 99,459                  | 54     | 66,772 | 4.2%                      |
| Boston CMSA - incl. Cambridge, Worcester, MA                 | 47,000                  | 56,925                   | 72,000        | 85,425                   | 102,600                 | 146    | 74,113 | 6.8%                      |
| New York City CMSA - incl. Princeton; New Haven; Stony Brook | 50,000                  | 64,125                   | 81,450        | 100,000                  | 132,300                 | 368    | 86,625 | 4.9%                      |
| Albany, NY; Rochester, NY; Binghamton, NY                    | 38,000                  | 46,230                   | 53,000        | 70,716                   | 83,631                  | 44     | 57,606 | 2.1%                      |
| Harrisburg, PA; Pittsburgh, PA; University Park, PA          | 33,720                  | 44,616                   | 52,000        | 66,500                   | 89,700                  | 42     | 57,622 | 3.4%                      |
| Philadelphia, CMSA - incl. West Chester, PA; Wilmington, DE  | 46,460                  | 52,750                   | 69,200        | 86,000                   | 124,788                 | 85     | 75,879 | 6.7%                      |
| Washington, DC CMSA - incl. Baltimore, MD; Alexandria, VA    | 45,360                  | 55,000                   | 72,000        | 91,000                   | 118,841                 | 375    | 77,770 | 6.3%                      |
| Richmond, VA; Blacksburg, VA; Morgantown, WV                 | 36,500                  | 49,000                   | 62,250        | 76,125                   | 105,250                 | 24     | 65,819 | 6.8%                      |
| NC - incl. Charlotte; Durham; Raleigh; Winston Salem         | 36,506                  | 44,946                   | 55,525        | 70,750                   | 94,820                  | 82     | 63,872 | 5.0%                      |
| SC - incl. Columbia; Charleston                              | 36,000                  | 36,750                   | 48,700        | 67,000                   | .                       | 9      | 66,351 | 2.2%                      |
| GA - incl. Atlanta; Macon                                    | 42,300                  | 50,000                   | 64,174        | 75,000                   | 90,742                  | 55     | 65,750 | 5.1%                      |
| FL - incl. Tallahassee; Miami; Tampa                         | 37,000                  | 44,000                   | 53,250        | 69,500                   | 83,144                  | 72     | 57,760 | 5.4%                      |
| AL - incl. Montgomery; Tuscaloosa                            | 40,000                  | 42,500                   | 72,000        | 90,000                   | 98,200                  | 11     | 68,864 | 6.1%                      |
| TN - incl. Nashville; Memphis                                | 42,000                  | 49,500                   | 56,800        | 75,497                   | 98,924                  | 33     | 64,868 | 3.0%                      |
| KY - incl. Lexington; Louisville                             | 30,000                  | 39,500                   | 48,772        | 65,000                   | 80,000                  | 19     | 55,361 | 3.5%                      |
| Cincinnati CMSA - incl. Newport                              | 41,400                  | 51,942                   | 61,250        | 87,673                   | 119,650                 | 26     | 68,814 | 4.7%                      |
| Columbus, OH; Dayton OH                                      | 37,700                  | 45,725                   | 60,500        | 86,750                   | 99,682                  | 36     | 66,714 | 5.3%                      |
| Cleveland CMSA - incl. Akron                                 | 40,400                  | 50,000                   | 63,000        | 74,200                   | 80,000                  | 35     | 61,844 | 5.3%                      |
| Indianapolis, IN; West Lafayette, IN                         | 38,600                  | 43,680                   | 55,243        | 72,000                   | 84,594                  | 31     | 59,787 | 3.5%                      |
| Detroit CMSA - incl. Ann Arbor, Southfield                   | 42,000                  | 50,500                   | 61,500        | 70,500                   | 80,000                  | 49     | 62,209 | 4.2%                      |
| East Lansing, MI; Kalamazoo, MI; Madison, WI                 | 40,500                  | 52,000                   | 57,270        | 65,000                   | 82,250                  | 34     | 60,291 | 3.5%                      |
| IA - incl. Des Moines; Ames; Iowa City                       | 28,760                  | 33,900                   | 41,000        | 67,000                   | 92,600                  | 11     | 48,691 | 3.4%                      |
| Milwaukee CMSA - incl. Brookfield, WI                        | 39,500                  | 50,500                   | 67,000        | 78,739                   | 98,698                  | 33     | 67,427 | 4.3%                      |
| Minneapolis, MN; St. Paul, MN                                | 43,949                  | 50,000                   | 61,000        | 81,500                   | 109,780                 | 88     | 69,305 | 5.2%                      |
| Chicago CMSA - incl. Hinsdale, Des Plaines                   | 45,600                  | 55,380                   | 70,000        | 84,000                   | 100,000                 | 171    | 72,579 | 5.0%                      |
| Champaign, IL; Springfield, IL                               | 43,050                  | 48,317                   | 59,075        | 82,154                   | 108,695                 | 26     | 67,173 | 7.1%                      |
| MO - incl. St. Louis; Kansas City                            | 35,008                  | 48,000                   | 60,000        | 74,250                   | 98,050                  | 64     | 63,408 | 5.2%                      |
| KS and NE - incl. Lawrence, KS; Wichita, KS; Omaha, NE       | 31,200                  | 39,650                   | 53,000        | 69,000                   | 97,570                  | 29     | 58,095 | 3.6%                      |
| LA and MS - incl. New Orleans; Baton Rouge; Vicksburg        | 21,700                  | 38,000                   | 43,100        | 63,344                   | 95,150                  | 24     | 53,757 | 3.3%                      |
| OK - incl. Stillwater; Oklahoma City                         | 30,640                  | 36,850                   | 43,000        | 69,000                   | 97,200                  | 10     | 52,800 | .6%                       |
| Dallas CMSA - incl. Irving; Fort Worth                       | 38,050                  | 43,500                   | 56,250        | 71,320                   | 96,260                  | 36     | 60,350 | 7.7%                      |
| Houston CMSA - incl. Spring; Sugarland                       | 42,264                  | 51,000                   | 68,000        | 86,000                   | 108,600                 | 43     | 71,802 | 6.2%                      |
| Austin, TX; San Antonio, TX; El Paso, TX                     | 39,600                  | 46,461                   | 53,220        | 77,500                   | 117,374                 | 37     | 68,586 | 5.6%                      |
| Denver CMSA - incl. Boulder; and Colorado Springs            | 41,126                  | 52,000                   | 60,528        | 80,000                   | 94,140                  | 63     | 65,177 | 5.1%                      |

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

U. S.

|  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|--|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| WY; UT; ND; SD; ID; Eastern WA                                 | 32,749                  | 35,341                   | 46,000        | 68,711                   | 88,878                  | 14     | 52,955 | 4.5%                      |
| AZ and NV - incl. Phoenix; Tucson;<br>Tempe; Las Vegas         | 41,120                  | 45,250                   | 54,750        | 67,197                   | 75,037                  | 36     | 55,935 | 3.2%                      |
| NM - incl. Albuquerque; Los Alamos                             | 33,964                  | 42,062                   | 57,000        | 71,150                   | 118,600                 | 17     | 63,875 | 7.6%                      |
| Los Angeles, CMSA - incl. Pasadena;<br>and Santa Barbara       | 51,790                  | 61,000                   | 75,000        | 95,695                   | 114,400                 | 142    | 79,260 | 5.1%                      |
| San Diego, CA; La Jolla, CA                                    | 45,634                  | 56,500                   | 80,301        | 97,469                   | 105,610                 | 36     | 79,920 | 4.7%                      |
| San Francisco CMSA - incl. Mountain<br>View; San Jose; Oakland | 53,664                  | 65,500                   | 80,000        | 100,500                  | 120,000                 | 157    | 85,790 | 5.6%                      |
| Sacramento CMSA - incl. Davis                                  | 34,800                  | 60,306                   | 66,250        | 76,781                   | 107,025                 | 10     | 68,089 | 4.2%                      |
| HI; AK - incl. Honolulu; Anchorage                             | 38,550                  | 41,608                   | 57,625        | 74,865                   | 91,000                  | 14     | 60,274 | 9.8%                      |
| Portland, CMSA - incl. Salem; and<br>Eugene                    | 38,237                  | 45,000                   | 58,216        | 77,000                   | 94,200                  | 31     | 61,383 | 6.9%                      |
| Seattle CMSA - incl. Bellevue; Olympia                         | 39,952                  | 50,750                   | 64,073        | 81,625                   | 100,088                 | 78     | 66,999 | 8.1%                      |
| All Respondents  | 42,000                  | 51,450                   | 66,000        | 85,000                   | 108,000                 | 2,865  | 71,812 | 5.3%                      |

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

U. S.

|                            | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|----------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Doctorate                  | 52,000                  | 60,000                   | 75,000        | 103,000                  | 150,000                 | 139    | 88,394 | 5.1%                      |
| 6th Year Certificate       | 30,460                  | 52,000                   | 75,000        | 87,000                   | 100,920                 | 11     | 68,552 | 6.8%                      |
| Master                     | 43,000                  | 52,000                   | 68,000        | 88,000                   | 109,272                 | 927    | 73,680 | 5.4%                      |
| Bachelor                   | 41,000                  | 50,000                   | 65,000        | 83,381                   | 104,600                 | 1,629  | 70,041 | 5.4%                      |
| Associate                  | 36,405                  | 52,250                   | 70,000        | 82,000                   | 96,054                  | 20     | 67,311 | 4.5%                      |
| Some college but no degree | 38,289                  | 44,000                   | 57,040        | 71,000                   | 98,624                  | 57     | 62,852 | 3.4%                      |
| No college                 | 38,000                  | 46,300                   | 55,000        | 76,750                   | 85,800                  | 45     | 61,432 | 5.3%                      |
| All Respondents            | 42,000                  | 51,450                   | 66,000        | 85,000                   | 108,000                 | 2,865  | 71,812 | 5.3%                      |

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

U. S.

|                            | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean    | Mean<br>Percent<br>Change |
|----------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|---------|---------------------------|
| Doctorate                  | 65,000                  | 75,000                   | 84,000        | 138,000                  | 210,000                 | 19     | 114,303 | 4.9%                      |
| 6th Year Certificate       | 41,100                  | 64,280                   | 75,000        | 95,194                   | 133,567                 | 21     | 82,600  | 4.0%                      |
| Master                     | 43,000                  | 52,000                   | 67,000        | 85,000                   | 107,000                 | 2,439  | 71,853  | 5.3%                      |
| Bachelor                   | 35,400                  | 50,000                   | 61,000        | 82,000                   | 114,600                 | 71     | 70,432  | 6.8%                      |
| Associate                  | 45,450                  | 61,800                   | 71,500        | 84,393                   | 116,200                 | 18     | 78,177  | 5.2%                      |
| Some college but no degree | 32,000                  | 37,455                   | 46,250        | 68,375                   | 98,637                  | 116    | 56,424  | 5.0%                      |
| No college                 | 39,680                  | 51,000                   | 69,700        | 90,000                   | 120,000                 | 147    | 76,255  | 5.4%                      |
| All Respondents            | 42,000                  | 51,450                   | 66,000        | 85,000                   | 108,000                 | 2,865  | 71,812  | 5.3%                      |

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

U. S.

|   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|---|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Biomedical Sciences                                 | 42,840                  | 54,425                   | 75,000        | 99,550                   | 126,500                 | 146    | 79,992 | 4.0%                      |
| Business, Human Resources, Public<br>Administration | 45,000                  | 54,000                   | 67,923        | 88,872                   | 109,100                 | 288    | 74,618 | 5.6%                      |
| Communications/Journalism/ Public<br>Relations      | 43,083                  | 52,000                   | 63,000        | 80,750                   | 102,526                 | 156    | 70,473 | 7.6%                      |
| Computer Sciences                                   | 42,072                  | 54,000                   | 67,500        | 94,000                   | 139,325                 | 44     | 81,126 | 5.3%                      |
| Earth Sciences                                      | 34,950                  | 48,725                   | 67,500        | 85,750                   | 110,705                 | 48     | 69,343 | 2.4%                      |
| Education   | 39,610                  | 48,813                   | 67,750        | 84,604                   | 95,300                  | 226    | 68,243 | 4.1%                      |
| Engineering   | 43,680                  | 52,000                   | 64,400        | 90,000                   | 102,800                 | 23     | 68,258 | 5.5%                      |
| English/Literature/ Composition                     | 40,000                  | 50,000                   | 65,000        | 85,000                   | 105,000                 | 560    | 70,071 | 5.5%                      |
| Fine and Applied Arts                               | 38,500                  | 47,000                   | 62,000        | 81,770                   | 102,000                 | 179    | 67,343 | 6.2%                      |
| Foreign Languages/ Culture studies                  | 43,350                  | 53,250                   | 70,000        | 84,600                   | 105,500                 | 204    | 73,006 | 5.7%                      |
| General Studies                                     | 40,000                  | 49,980                   | 64,073        | 87,275                   | 117,915                 | 62     | 71,868 | 4.6%                      |
| History   | 44,991                  | 52,000                   | 67,000        | 90,000                   | 111,910                 | 430    | 73,423 | 5.4%                      |
| Law   | 48,000                  | 58,216                   | 73,000        | 93,018                   | 125,253                 | 115    | 81,973 | 5.2%                      |
| Philosophy, Religion                                | 38,000                  | 49,138                   | 68,625        | 87,000                   | 109,080                 | 80     | 73,715 | 5.7%                      |
| Physical Sciences                                   | 44,224                  | 52,000                   | 68,000        | 87,744                   | 125,600                 | 121    | 76,700 | 4.3%                      |
| Social Sciences                                     | 42,640                  | 51,740                   | 65,000        | 83,600                   | 107,830                 | 459    | 70,383 | 5.4%                      |
| Other   | 42,000                  | 50,000                   | 65,000        | 84,000                   | 110,000                 | 444    | 71,495 | 5.5%                      |
| All Respondents                                     | 42,000                  | 51,450                   | 66,000        | 85,000                   | 108,000                 | 2,865  | 71,812 | 5.3%                      |

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

U. S.

|                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| 2 or less        | 34,932                  | 40,000                   | 47,078        | 55,000                   | 65,000                  | 228    | 49,744 | 7.9%                      |
| 3-5 Years        | 36,000                  | 43,000                   | 50,354        | 62,000                   | 73,000                  | 329    | 54,364 | 7.3%                      |
| 6-10 Years       | 40,000                  | 47,960                   | 58,000        | 71,382                   | 82,000                  | 414    | 60,771 | 6.4%                      |
| 11-15 Years      | 42,900                  | 54,544                   | 68,000        | 82,000                   | 97,939                  | 404    | 69,880 | 5.2%                      |
| 16-20 Years      | 48,512                  | 59,538                   | 72,000        | 87,000                   | 105,210                 | 358    | 75,989 | 4.8%                      |
| 21-25 Years      | 50,000                  | 62,300                   | 75,400        | 92,820                   | 119,300                 | 346    | 80,733 | 4.5%                      |
| 26 Years or More | 52,680                  | 64,000                   | 83,000        | 103,000                  | 128,800                 | 751    | 87,839 | 4.0%                      |
| All Respondents  | 42,000                  | 51,450                   | 66,000        | 85,000                   | 108,000                 | 2,865  | 71,812 | 5.3%                      |

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

U. S.

|                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| 2 or less        | 27,762                  | 41,115                   | 50,000        | 53,000                   | 61,800                  | 23     | 47,306 | 5.5%                      |
| 3-5 Years        | 33,600                  | 38,431                   | 47,000        | 52,500                   | 62,000                  | 89     | 46,577 | 8.1%                      |
| 6-10 Years       | 37,080                  | 43,000                   | 50,000        | 60,000                   | 70,271                  | 243    | 53,060 | 8.7%                      |
| 11-15 Years      | 40,000                  | 47,000                   | 56,440        | 72,000                   | 85,700                  | 342    | 61,009 | 6.5%                      |
| 16-20 Years      | 42,000                  | 51,000                   | 64,000        | 80,000                   | 95,000                  | 378    | 67,083 | 5.8%                      |
| 21-25 Years      | 42,144                  | 52,363                   | 68,000        | 84,500                   | 109,200                 | 409    | 72,556 | 4.8%                      |
| 26 Years or More | 48,000                  | 60,000                   | 75,000        | 95,000                   | 119,500                 | 1,364  | 80,957 | 4.4%                      |
| All Respondents  | 42,000                  | 51,450                   | 66,000        | 85,000                   | 108,000                 | 2,865  | 71,812 | 5.3%                      |

**Table 8 - Salary Distribution by Gender**

U. S.

|                 | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|-----------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Female          | 41,458                  | 51,000                   | 65,000        | 84,000                   | 107,120                 | 2,286  | 70,989 | 5.3%                      |
| Male            | 42,000                  | 52,000                   | 69,000        | 90,000                   | 112,000                 | 514    | 75,258 | 5.5%                      |
| All Respondents | 42,000                  | 51,450                   | 66,000        | 85,000                   | 108,000                 | 2,865  | 71,812 | 5.3%                      |

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

U. S.

|                          | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|--------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Native American, Alaskan | 48,000                  | 54,000                   | 70,605        | 81,945                   | 113,800                 | 30     | 73,731 | 6.1%                      |
| Asian, Pacific Islander  | 41,360                  | 51,001                   | 65,000        | 81,435                   | 106,000                 | 79     | 69,782 | 5.6%                      |
| Black                    | 43,150                  | 52,625                   | 64,000        | 81,500                   | 94,700                  | 92     | 68,615 | 5.7%                      |
| Hispanic                 | 37,680                  | 49,000                   | 68,000        | 84,085                   | 128,253                 | 53     | 72,245 | 4.8%                      |
| White                    | 42,000                  | 51,500                   | 66,560        | 85,000                   | 108,000                 | 2,528  | 72,064 | 5.3%                      |
| Other                    | 35,600                  | 46,232                   | 57,148        | 71,250                   | 99,600                  | 30     | 63,158 | 5.2%                      |
| All Respondents          | 42,000                  | 51,450                   | 66,000        | 85,000                   | 108,000                 | 2,865  | 71,812 | 5.3%                      |

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

U. S.

|                          | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|--------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| One Employee             | 18,000                  | 30,000                   | 54,400        | 85,000                   | 156,000                 | 19     | 65,711 | 2.8%                      |
| 2-9 Employees            | 33,840                  | 46,500                   | 57,000        | 80,000                   | 120,000                 | 35     | 68,458 | 4.8%                      |
| 10-24 Employees          | 35,900                  | 44,000                   | 60,000        | 71,750                   | 100,800                 | 68     | 62,235 | 7.1%                      |
| 25-99 Employees          | 35,650                  | 43,000                   | 55,000        | 72,030                   | 89,000                  | 217    | 61,605 | 5.8%                      |
| 100-499 Employees        | 40,000                  | 48,000                   | 60,100        | 76,000                   | 92,080                  | 577    | 64,602 | 6.0%                      |
| 500-999 Employees        | 43,000                  | 52,000                   | 65,000        | 84,535                   | 105,400                 | 317    | 72,066 | 5.3%                      |
| 1,000-2,499 Employees    | 43,000                  | 53,500                   | 69,900        | 89,000                   | 110,000                 | 429    | 73,732 | 5.8%                      |
| 2,500-4,999 Employees    | 44,461                  | 52,373                   | 68,000        | 90,584                   | 120,000                 | 309    | 76,987 | 4.7%                      |
| 5,000-9,999 Employees    | 45,000                  | 55,000                   | 69,882        | 91,807                   | 113,155                 | 276    | 77,076 | 5.7%                      |
| 10,000 or more Employees | 47,963                  | 59,892                   | 74,630        | 91,000                   | 110,725                 | 604    | 77,520 | 4.4%                      |
| All Respondents          | 42,000                  | 51,450                   | 66,000        | 85,000                   | 108,000                 | 2,865  | 71,812 | 5.3%                      |

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

U. S.

|                                   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|-----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Work in a Non-profit Organization | 38,690                  | 47,975                   | 60,000        | 79,200                   | 98,695                  | 1,306  | 65,727 | 4.5%                      |
| Work in a For-profit Organization | 45,500                  | 56,000                   | 71,760        | 90,000                   | 115,000                 | 1,539  | 76,953 | 6.1%                      |
| All Respondents                   | 42,000                  | 51,450                   | 66,000        | 85,000                   | 108,000                 | 2,865  | 71,812 | 5.3%                      |

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

U. S.

|                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|----------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Government           | 41,000                  | 51,001                   | 68,000        | 90,774                   | 109,000                 | 310    | 72,612 | 5.0%                      |
| Public Library       | 30,000                  | 33,459                   | 45,000        | 59,651                   | 75,600                  | 53     | 48,196 | 5.1%                      |
| Academic Institution | 38,000                  | 45,000                   | 56,000        | 72,000                   | 90,000                  | 571    | 62,305 | 3.9%                      |
| Other Organizations  | 45,000                  | 55,000                   | 70,000        | 88,000                   | 110,000                 | 1,930  | 75,084 | 5.8%                      |
| All Respondents      | 42,000                  | 51,450                   | 66,000        | 85,000                   | 108,000                 | 2,865  | 71,812 | 5.3%                      |

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

U. S.

|  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|--|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Federal Government   | 46,434                  | 58,943                   | 79,000        | 98,017                   | 117,300                 | 217    | 80,235 | 5.2%                      |
| Other Government   | 35,041                  | 45,000                   | 54,000        | 68,000                   | 80,000                  | 111    | 56,198 | 4.2%                      |
| Public Library-Subject                                     | 28,500                  | 42,822                   | 58,600        | 66,900                   | 82,800                  | 17     | 55,328 | 4.9%                      |
| Public Library-General                                     | 30,000                  | 32,300                   | 37,544        | 56,000                   | 75,400                  | 35     | 44,655 | 5.3%                      |
| Academic-Subj Dept   | 39,971                  | 47,875                   | 60,096        | 79,250                   | 101,740                 | 278    | 67,677 | 4.5%                      |
| Academic-General Campus                                    | 37,000                  | 42,217                   | 51,022        | 65,000                   | 84,000                  | 280    | 56,098 | 3.7%                      |
| Accounting   | 50,850                  | 61,075                   | 78,750        | 103,500                  | 130,750                 | 24     | 84,484 | 8.1%                      |
| Agriculture, Forest  | 30,000                  | 37,500                   | 67,000        | 85,000                   | .                       | 9      | 63,200 | 3.8%                      |
| Associations & Labor Unions                                | 39,400                  | 50,625                   | 60,000        | 72,000                   | 87,325                  | 96     | 62,471 | 5.4%                      |
| Broadcasting & Telecommunications                          | 43,400                  | 47,268                   | 75,000        | 95,000                   | 118,000                 | 23     | 75,039 | 5.7%                      |
| Finance - except insurance                                 | 48,750                  | 60,000                   | 74,500        | 94,000                   | 117,750                 | 94     | 79,174 | 5.6%                      |
| Finance - insurance carriers, funds, trusts                | 49,850                  | 59,000                   | 73,500        | 91,807                   | 100,200                 | 48     | 75,991 | 3.5%                      |
| Health Care & Social Assistance                            | 42,000                  | 50,345                   | 63,500        | 79,500                   | 88,223                  | 117    | 66,478 | 6.1%                      |
| Info Services - consortiums/membership libraries           | 43,000                  | 44,400                   | 64,500        | 92,750                   | 113,500                 | 24     | 69,082 | 3.9%                      |
| Info Services - Information broker, contract search        | 33,440                  | 48,500                   | 58,120        | 86,500                   | 118,860                 | 52     | 74,347 | 6.6%                      |
| Info Services - news syndicates, information providers     | 38,000                  | 60,000                   | 77,000        | 98,546                   | 132,000                 | 33     | 79,998 | 6.5%                      |
| Manufacturing - aerospace products & parts                 | 55,200                  | 62,000                   | 72,000        | 81,801                   | 95,200                  | 45     | 72,894 | 5.4%                      |
| Manufacturing - chemical, except pharm./med. chemical      | 46,680                  | 55,500                   | 69,000        | 85,000                   | 105,600                 | 45     | 71,784 | 4.0%                      |
| Manufacturing - computers & electronic product             | 49,285                  | 58,050                   | 83,401        | 105,000                  | 121,058                 | 24     | 83,257 | 4.0%                      |
| Manufacturing - food, beverage & tobacco                   | 43,600                  | 55,000                   | 69,000        | 90,000                   | 104,200                 | 26     | 71,464 | 7.1%                      |
| Manufacturing - miscellaneous                              | 48,000                  | 58,500                   | 78,097        | 94,325                   | 123,600                 | 40     | 80,160 | 7.0%                      |
| Manufacturing - mining (including oil/gas), metals/mineral | 52,953                  | 57,750                   | 65,000        | 81,100                   | 104,200                 | 17     | 71,376 | 6.9%                      |
| Manufacturing - petroleum & coal , plastics & rubber       | 44,438                  | 58,530                   | 76,000        | 85,500                   | 140,900                 | 13     | 79,643 | 8.8%                      |
| Manufacturing - pharmaceuticals & medical chemicals        | 61,800                  | 75,934                   | 90,979        | 112,000                  | 135,600                 | 103    | 95,954 | 3.6%                      |
| Manufacturing - transportation, except aerospace           | 45,000                  | 52,500                   | 64,000        | 80,500                   | .                       | 9      | 65,359 | 5.0%                      |
| Motion Picture & Sound Recording                           | 48,000                  | 51,000                   | 54,080        | 70,000                   | .                       | 7      | 62,554 | 4.0%                      |
| Museums & Historical Sites                                 | 38,000                  | 41,500                   | 48,000        | 60,300                   | 72,400                  | 29     | 51,898 | 4.9%                      |
| Professional Services - accounting, tax prep., bookkeeping | 41,650                  | 48,500                   | 57,800        | 81,750                   | 108,670                 | 16     | 67,744 | 4.6%                      |
| Professional Services - advertising & PR/direct mail       | 45,381                  | 50,000                   | 67,000        | 88,000                   | 116,040                 | 35     | 75,098 | 6.8%                      |
| Professional Services - architectural & engineering design | 42,280                  | 47,909                   | 61,034        | 72,850                   | 84,785                  | 54     | 62,161 | 6.1%                      |
| Professional Services - computer systems design & mngt     | 44,750                  | 49,940                   | 72,000        | 88,000                   | 115,500                 | 24     | 72,816 | 7.4%                      |
| Professional Services - employee placement, temporary help | 44,800                  | 50,000                   | 64,000        | 78,500                   | 113,000                 | 17     | 69,594 | 5.4%                      |
| Professional Services - legal                              | 47,100                  | 60,000                   | 74,500        | 92,759                   | 122,856                 | 421    | 81,103 | 6.9%                      |

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

U. S.

|   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|---|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Professional Services - mngt.,<br>scientific/tech. consulting   | 51,800                  | 60,764                   | 71,700        | 90,900                   | 110,000                 | 105    | 77,398 | 7.1%                      |
| Professional Services - other (market<br>research, translation) | 38,300                  | 54,850                   | 71,000        | 84,000                   | 91,409                  | 26     | 68,683 | 7.9%                      |
| Professional Services - scientific<br>research & development    | 45,396                  | 61,000                   | 71,605        | 92,000                   | 114,000                 | 71     | 78,411 | 4.7%                      |
| Publishing - newspaper, periodical, book                        | 41,224                  | 53,000                   | 65,000        | 77,250                   | 103,200                 | 88     | 69,521 | 4.5%                      |
| Publishing - database, directory, software                      | 47,900                  | 57,425                   | 81,000        | 100,220                  | 128,400                 | 42     | 82,496 | 5.5%                      |
| Religious, Grantmaking and Giving,<br>Social Advocacy           | 37,700                  | 49,750                   | 58,000        | 68,625                   | 87,000                  | 18     | 61,282 | 7.2%                      |
| Transportation Services   | 43,000                  | 44,000                   | 48,000        | 72,500                   | .                       | 5      | 56,200 | 2.3%                      |
| Utilities   | 33,800                  | 52,000                   | 62,400        | 75,000                   | 101,680                 | 11     | 65,481 | 3.8%                      |
| Trade - wholesale and retail                                    | 25,000                  | 41,791                   | 56,200        | 75,750                   | 95,175                  | 14     | 59,093 | 6.6%                      |
| Other   | 38,200                  | 52,000                   | 66,950        | 87,733                   | 102,000                 | 90     | 71,071 | 4.2%                      |
| All Respondents   | 42,000                  | 51,450                   | 66,000        | 85,000                   | 108,000                 | 2,865  | 71,812 | 5.3%                      |

**Table 14 - 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  | 35,000          | 38,875             | 65,870     | 90,519             | .               | 8      | 66,471  | 3.6%                |
|   | \$25,000-\$49,999   | 40,000          | 43,500             | 50,419     | 101,860            | .               | 5      | 68,228  | 1.1%                |
|   | \$50,000-\$74,999   | 51,500          | 54,250             | 58,986     | 63,000             | .               | 5      | 58,697  | 6.1%                |
|   | \$100,000-\$249,999                                       | 35,776          | 57,112             | 72,400     | 90,900             | 115,410         | 20     | 76,027  | 5.2%                |
|   | \$250,000-\$499,999                                       | 55,200          | 73,791             | 87,000     | 95,000             | 113,400         | 15     | 84,574  | 6.8%                |
|   | \$500,000-\$999,999                                       | 41,000          | 70,000             | 87,779     | 102,000            | 110,394         | 19     | 86,102  | 3.8%                |
|   | Above \$1,000,000   | 57,900          | 72,450             | 97,468     | 112,000            | 130,518         | 62     | 95,027  | 4.7%                |
|   | Budgets are not allocated to separate branch or libraries | 64,584          | 73,132             | 93,200     | 101,242            | .               | 8      | 95,269  | 4.7%                |
|   | Don't know  | 37,750          | 46,407             | 60,000     | 80,495             | 91,900          | 50     | 62,868  | 6.9%                |
| Other Government                            | Under \$25,000  | 33,523          | 41,505             | 47,126     | 57,887             | 80,591          | 12     | 50,536  | 7.5%                |
|   | \$25,000-\$49,999   | 36,500          | 46,625             | 53,250     | 73,776             | .               | 6      | 58,017  | 2.2%                |
|   | \$50,000-\$74,999   | 43,000          | 49,000             | 51,750     | 66,467             | .               | 6      | 56,576  | 10.5%               |
|   | \$100,000-\$249,999                                       | 47,194          | 49,375             | 60,210     | 68,851             | 83,191          | 10     | 60,519  | 4.7%                |
|   | \$250,000-\$499,999                                       | 35,000          | 44,630             | 51,000     | 63,250             | .               | 6      | 52,973  | 1.3%                |
|   | \$500,000-\$999,999                                       | 43,000          | 54,000             | 59,000     | 85,000             | .               | 7      | 67,007  | 4.5%                |
|   | Above \$1,000,000   | 35,725          | 56,890             | 70,000     | 81,426             | 94,538          | 17     | 67,544  | 5.3%                |
|   | Budgets are not allocated to separate branch or libraries | 27,996          | 31,749             | 49,500     | 68,762             | .               | 6      | 52,891  | 1.6%                |
|   | Don't know  | 35,006          | 42,893             | 49,000     | 59,113             | 67,500          | 24     | 50,254  | 4.7%                |
| Public Library-General                      | \$250,000-\$499,999                                       | 23,000          | 26,500             | 41,000     | 50,880             | .               | 5      | 39,152  | 18.0%               |
|   | Don't know  | 30,100          | 31,000             | 36,000     | 49,940             | 58,100          | 10     | 39,366  | 4.0%                |
|   |   |                 |                    |            |                    |                 |        |         |                     |
| Academic-Subj Dept                          | Under \$25,000  | 37,360          | 41,315             | 48,000     | 59,000             | 70,698          | 15     | 50,970  | 2.0%                |
|   | \$25,000-\$49,999   | 45,000          | 49,500             | 56,254     | 59,000             | .               | 7      | 55,365  | 1.0%                |
|   | \$50,000-\$74,999   | 44,014          | 45,535             | 60,600     | 65,000             | 69,800          | 10     | 57,784  | 3.0%                |
|   | \$75,000-\$99,999   | 34,000          | 52,055             | 77,500     | 82,960             | .               | 8      | 68,003  | 20.0%               |
|   | \$100,000-\$249,999                                       | 35,600          | 43,250             | 52,500     | 83,500             | 112,400         | 17     | 64,502  | .0%                 |
|   | \$250,000-\$499,999                                       | 37,310          | 50,475             | 63,730     | 85,000             | 93,960          | 20     | 66,996  | 27.0%               |
|   | \$500,000-\$999,999                                       | 44,600          | 56,950             | 66,500     | 85,250             | 99,050          | 34     | 71,657  | 5.9%                |
|   | Above \$1,000,000   | 45,420          | 57,285             | 69,825     | 91,750             | 129,300         | 76     | 79,557  | 4.0%                |
|   | Budgets are not allocated to separate branch or libraries | 41,000          | 43,513             | 52,113     | 73,031             | .               | 8      | 57,298  | 2.7%                |
| Academic-General Campus                     | Don't know  | 33,168          | 38,802             | 46,759     | 59,250             | 73,740          | 56     | 49,884  | 4.4%                |
|   | Under \$25,000  | 34,300          | 42,700             | 52,000     | 61,816             | .               | 9      | 52,037  | 11.6%               |
|   | \$25,000-\$49,999   | 35,000          | 40,000             | 53,000     | 70,409             | .               | 5      | 54,764  | 6.2%                |
|   | \$75,000-\$99,999   | 39,500          | 40,739             | 50,000     | 69,200             | .               | 5      | 53,976  | 6.0%                |
|   | \$100,000-\$249,999                                       | 38,000          | 40,000             | 48,000     | 60,100             | 69,000          | 19     | 51,845  | 4.9%                |
|   | \$250,000-\$499,999                                       | 40,000          | 48,000             | 51,519     | 65,000             | 86,897          | 19     | 57,741  | 6.2%                |
|   | \$500,000-\$999,999                                       | 34,000          | 39,100             | 46,000     | 60,100             | 67,600          | 17     | 48,933  | 1.2%                |
|   | Above \$1,000,000   | 41,791          | 48,888             | 60,000     | 75,566             | 97,399          | 112    | 64,989  | 4.1%                |
|   | Don't know  | 33,120          | 37,937             | 43,200     | 53,598             | 67,250          | 77     | 46,364  | 1.6%                |
| Accounting                                  | Above \$1,000,000   | 54,000          | 60,100             | 80,000     | 125,000            | .               | 7      | 93,586  | 12.4%               |
|   | Don't know  | 48,300          | 51,650             | 78,000     | 79,750             | .               | 5      | 68,160  | 8.4%                |
|   |   |                 |                    |            |                    |                 |        |         |                     |
| Associations & Labor Unions                 | Under \$25,000  | 36,000          | 37,625             | 41,700     | 54,750             | .               | 8      | 46,175  | 3.8%                |
|   | \$25,000-\$49,999   | 41,400          | 49,150             | 60,000     | 67,000             | 75,720          | 13     | 58,469  | 4.1%                |
|   | \$50,000-\$74,999   | 55,000          | 57,200             | 63,000     | 70,110             | 85,461          | 11     | 66,192  | 4.7%                |
|   | \$100,000-\$249,999                                       | 50,000          | 57,947             | 70,000     | 86,848             | 109,200         | 19     | 73,828  | 3.8%                |
|   | \$250,000-\$499,999                                       | 45,430          | 59,250             | 73,000     | 86,000             | 117,500         | 10     | 74,014  | 4.7%                |
|   | Don't know  | 32,754          | 40,000             | 45,000     | 51,125             | 68,150          | 10     | 46,202  | 13.5%               |
| Broadcasting & Telecommunications           | Above \$1,000,000   | 62,000          | 79,000             | 95,000     | 120,000            | .               | 7      | 95,314  | 3.8%                |
|   | Don't know  | 40,000          | 41,500             | 44,990     | 77,569             | .               | 5      | 56,625  | 5.6%                |
|   |   |                 |                    |            |                    |                 |        |         |                     |
| Finance - except insurance                  | \$100,000-\$249,999                                       | 48,500          | 57,125             | 72,438     | 88,250             | .               | 6      | 74,063  | 5.7%                |
|   | \$250,000-\$499,999                                       | 60,000          | 60,000             | 70,000     | 90,550             | .               | 7      | 75,650  | 3.0%                |
|   | \$500,000-\$999,999                                       | 61,000          | 66,625             | 78,450     | 94,000             | .               | 6      | 79,067  | 3.2%                |
|   | Above \$1,000,000   | 55,785          | 73,700             | 106,000    | 122,500            | 160,500         | 18     | 103,608 | 3.1%                |
|   | Budgets are not allocated to separate branch or libraries | 35,700          | 55,750             | 79,000     | 91,013             | .               | 8      | 74,756  | 7.6%                |
| Finance - insurance carriers, funds, trusts | Don't know  | 45,050          | 49,750             | 63,750     | 80,000             | 88,870          | 28     | 65,623  | 7.7%                |
|   | \$100,000-\$249,999                                       | 31,700          | 39,800             | 57,000     | 60,750             | .               | 6      | 52,200  | 3.4%                |
|   | \$500,000-\$999,999                                       | 57,144          | 58,000             | 75,500     | 86,700             | .               | 7      | 74,478  | 3.9%                |
|   | Above \$1,000,000   | 50,000          | 67,625             | 88,000     | 111,000            | .               | 6      | 90,917  | 3.5%                |
|   | Budgets are not allocated to separate branch or libraries | 69,667          | 77,417             | 95,615     | 105,000            | .               | 6      | 93,483  | 4.1%                |
|   | Don't know  | 46,000          | 47,250             | 62,800     | 73,100             | .               | 5      | 60,700  | .2%                 |

**Table 14 - 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   | 42,000          | 46,423             | 56,500     | 63,359             | .               | 8      | 55,104  | 3.6%                |
|  | \$50,000-\$74,999   | 32,000          | 52,520             | 55,000     | 72,000             | .               | 7      | 58,024  | 4.0%                |
|  | \$75,000-\$99,999   | 38,530          | 46,750             | 56,017     | 61,180             | 81,700          | 10     | 56,097  | 6.2%                |
|  | \$100,000-\$249,999                                       | 48,211          | 55,250             | 61,500     | 80,500             | 89,908          | 24     | 65,184  | 4.0%                |
|  | \$250,000-\$499,999                                       | 45,504          | 57,000             | 69,077     | 73,812             | 91,725          | 15     | 67,388  | 3.8%                |
|  | \$500,000-\$999,999                                       | 54,000          | 80,000             | 80,000     | 86,106             | .               | 9      | 80,425  | 3.6%                |
|  | Above \$1,000,000   | 24,000          | 70,124             | 78,000     | 125,000            | 198,400         | 11     | 94,090  | 4.4%                |
| Don't know   | 38,060  | 40,250          | 49,000             | 71,000     | 81,300             | 12              | 54,347 | 11.4%   |                     |
| Info Services - consortiums/membership                     | Don't know  | 32,000          | 41,150             | 46,400     | 64,250             | .               | 6      | 52,000  | 3.2%                |
| Info Services - Information broker, contract search        | Above \$1,000,000   | 40,000          | 46,375             | 50,250     | 69,180             | .               | 6      | 58,207  | 2.2%                |
|  | Don't know  | 24,000          | 41,115             | 55,000     | 69,500             | 78,400          | 11     | 54,201  | 9.1%                |
| Info Services - news syndicates,                           | Don't know  | 37,440          | 37,720             | 59,800     | 73,100             | .               | 5      | 56,288  | 11.1%               |
| Manufacturing - aerospace products & parts                 | \$250,000-\$499,999                                       | 49,500          | 61,000             | 74,500     | 92,750             | .               | 8      | 74,938  | 4.7%                |
|  | \$500,000-\$999,999                                       | 48,000          | 60,591             | 80,950     | 91,463             | .               | 6      | 76,423  | 5.4%                |
|  | Above \$1,000,000   | 63,500          | 69,500             | 76,660     | 96,750             | 108,600         | 10     | 81,882  | 4.9%                |
|  | Don't know  | 56,800          | 62,000             | 64,000     | 77,650             | 86,200          | 11     | 68,459  | 6.7%                |
| Manufacturing - chemical, except pharm./med. chemical      | \$100,000-\$249,999                                       | 51,000          | 58,270             | 69,000     | 79,000             | .               | 9      | 67,750  | 3.3%                |
|  | \$250,000-\$499,999                                       | 56,000          | 65,750             | 71,000     | 85,350             | .               | 6      | 73,067  | 4.4%                |
|  | \$500,000-\$999,999                                       | 71,000          | 74,000             | 89,000     | 101,000            | .               | 5      | 87,800  | 3.8%                |
|  | Above \$1,000,000   | 45,000          | 52,675             | 94,000     | 109,250            | .               | 8      | 85,113  | 4.6%                |
|  | Don't know  | 41,640          | 50,850             | 55,000     | 66,690             | 82,776          | 10     | 58,016  | 3.7%                |
| Manufacturing - computers & electronic                     | Above \$1,000,000   | 46,400          | 63,000             | 102,000    | 117,500            | 146,683         | 11     | 93,797  | 3.8%                |
| Manufacturing - food, beverage & tobacco                   | \$250,000-\$499,999                                       | 55,000          | 65,000             | 70,000     | 99,000             | .               | 7      | 78,500  | 6.4%                |
|  | Above \$1,000,000   | 56,500          | 68,125             | 88,500     | 109,500            | .               | 6      | 88,250  | 6.8%                |
| Manufacturing - miscellaneous                              | \$100,000-\$249,999                                       | 28,200          | 66,250             | 77,250     | 83,298             | .               | 8      | 72,606  | 3.9%                |
|  | \$500,000-\$999,999                                       | 48,000          | 56,500             | 72,000     | 82,000             | .               | 5      | 69,800  | 4.2%                |
|  | Above \$1,000,000   | 45,000          | 68,520             | 110,000    | 127,000            | .               | 9      | 101,993 | 9.9%                |
|  | Don't know  | 48,000          | 49,000             | 75,000     | 110,150            | .               | 5      | 78,660  | 5.2%                |
| Manufacturing - mining (including oil/gas), metals/mineral | Above \$1,000,000   | 55,000          | 58,375             | 81,500     | 104,750            | .               | 6      | 82,083  | 7.7%                |
|  | Don't know  | 50,000          | 55,500             | 62,000     | 70,000             | .               | 5      | 62,600  | 13.8%               |
| Manufacturing - pharmaceuticals & medical chemicals        | \$500,000-\$999,999                                       | 77,160          | 81,900             | 107,000    | 120,368            | 143,040         | 13     | 104,682 | 2.3%                |
|  | Above \$1,000,000   | 71,520          | 85,000             | 106,000    | 128,500            | 158,000         | 41     | 107,967 | 4.6%                |
|  | Don't know  | 57,800          | 63,000             | 84,600     | 96,583             | 110,720         | 27     | 81,915  | 3.3%                |
| Motion Picture & Sound Recording                           | Don't know  | 48,000          | 49,500             | 54,080     | 66,200             | .               | 5      | 57,096  | 4.2%                |
| Museums & Historical Sites                                 | \$25,000-\$49,999   | 28,000          | 34,500             | 41,000     | 49,750             | .               | 5      | 41,900  | 3.1%                |
|  | Don't know  | 38,304          | 40,000             | 47,000     | 62,400             | 70,520          | 11     | 50,047  | 3.3%                |
| Professional Services - accounting, tax                    | Don't know  | 43,000          | 48,000             | 52,500     | 60,600             | .               | 7      | 54,114  | 4.4%                |
| Professional Services - advertising & PR/direct mail       | \$100,000-\$249,999                                       | 48,000          | 51,750             | 65,750     | 73,750             | .               | 8      | 67,688  | 1.1%                |
|  | Don't know  | 46,296          | 47,475             | 64,700     | 80,655             | 107,000         | 12     | 67,735  | 9.3%                |
| Professional Services - architectural & engineering design | Under \$25,000  | 35,000          | 44,000             | 45,000     | 65,000             | .               | 7      | 51,234  | 7.7%                |
|  | \$25,000-\$49,999   | 40,000          | 44,500             | 63,731     | 73,500             | .               | 5      | 59,946  | 11.4%               |
|  | \$50,000-\$74,999   | 47,861          | 51,430             | 65,000     | 84,450             | .               | 5      | 67,352  | 4.5%                |
|  | \$100,000-\$249,999                                       | 33,500          | 47,750             | 62,834     | 76,438             | 84,113          | 10     | 62,379  | 4.9%                |
|  | Budgets are not allocated to separate branch or libraries | 47,025          | 48,000             | 61,000     | 76,824             | 103,380         | 11     | 63,820  | 5.1%                |
| Professional Services - computer                           | Don't know  | 44,500          | 51,370             | 75,000     | 77,500             | .               | 5      | 66,548  | 6.6%                |
| Professional Services - legal                              | \$100,000-\$249,999                                       | 46,288          | 50,750             | 61,200     | 73,320             | 87,400          | 18     | 63,780  | 5.0%                |
|  | \$250,000-\$499,999                                       | 44,200          | 60,500             | 72,000     | 83,550             | 97,879          | 45     | 73,639  | 6.1%                |
|  | \$500,000-\$999,999                                       | 54,650          | 64,250             | 76,000     | 100,000            | 114,415         | 52     | 81,777  | 6.2%                |
|  | Above \$1,000,000   | 57,000          | 75,000             | 90,000     | 120,000            | 158,000         | 156    | 100,575 | 7.8%                |
|  | Budgets are not allocated to separate branch or libraries | 47,000          | 48,500             | 61,000     | 83,250             | .               | 5      | 64,900  | 4.9%                |
| Don't know   | 43,840  | 52,375          | 64,750             | 74,125     | 85,000             | 118             | 64,174 | 6.9%    |                     |
| Professional Services - mngt., scientific/tech. consulting | Under \$25,000  | 50,000          | 55,000             | 60,000     | 82,500             | .               | 5      | 67,000  | 6.8%                |
|  | \$75,000-\$99,999   | 58,000          | 61,400             | 78,000     | 102,000            | .               | 5      | 80,960  | 7.7%                |
|  | \$100,000-\$249,999                                       | 52,880          | 61,000             | 64,000     | 80,000             | 112,432         | 13     | 73,032  | 4.4%                |
|  | \$500,000-\$999,999                                       | 65,000          | 69,000             | 79,100     | 116,000            | .               | 7      | 87,472  | 7.5%                |
|  | Above \$1,000,000   | 70,400          | 82,000             | 92,000     | 148,000            | 160,400         | 11     | 103,595 | 9.7%                |
| Don't know   | 54,900  | 61,250          | 66,830             | 73,891     | 99,000             | 26              | 70,465 | 6.7%    |                     |
| Professional Services - other (market                      | Don't know  | 45,000          | 53,100             | 64,269     | 72,750             | .               | 6      | 62,723  | 10.5%               |

**Table 14 - Salary Distribution by Institution/Industry and Library/ Information Center Annual Budget**

| Institution/Current Budget                                   |  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|--|--|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Professional Services - scientific<br>research & development | \$100,000-\$249,999  | 37,400                  | 54,000                   | 72,756        | 89,500                   | 95,000                  | 13     | 70,231 | 7.6%                      |
|  | \$250,000-\$499,999  | 51,766                  | 58,692                   | 67,736        | 70,875                   | .                       | 6      | 65,456 | 5.0%                      |
|  | \$500,000-\$999,999  | 64,000                  | 76,803                   | 90,168        | 94,859                   | .                       | 9      | 88,055 | 4.5%                      |
|  | Above \$1,000,000  | 54,800                  | 70,250                   | 93,000        | 113,800                  | 165,000                 | 17     | 98,841 | 5.5%                      |
|  | Budgets are not allocated to separate<br>branch or libraries | 45,000                  | 45,263                   | 68,000        | 84,875                   | .                       | 6      | 66,808 | 4.3%                      |
|  | Don't know   | 36,000                  | 45,288                   | 62,000        | 69,600                   | .                       | 9      | 59,197 | 2.7%                      |
| Publishing - newspaper, periodical, book                     | Under \$25,000   | 30,000                  | 30,248                   | 37,000        | 55,163                   | .                       | 6      | 41,497 | 1.6%                      |
|  | \$100,000-\$249,999  | 52,500                  | 57,450                   | 75,000        | 84,500                   | .                       | 5      | 71,780 | 2.0%                      |
|  | \$250,000-\$499,999  | 50,000                  | 81,000                   | 87,000        | 103,000                  | .                       | 7      | 89,571 | 4.3%                      |
|  | \$500,000-\$999,999  | 49,000                  | 54,500                   | 72,000        | 103,500                  | .                       | 5      | 77,600 | 4.8%                      |
|  | Above \$1,000,000  | 31,200                  | 54,378                   | 88,000        | 110,750                  | .                       | 8      | 86,089 | 2.2%                      |
|  | Don't know   | 46,436                  | 53,500                   | 58,295        | 71,160                   | 75,000                  | 28     | 60,442 | 4.8%                      |
| Other  | Under \$25,000   | 30,000                  | 40,000                   | 52,000        | 85,000                   | .                       | 7      | 57,429 | 6.2%                      |
|  | \$25,000-\$49,999  | 19,500                  | 37,635                   | 53,000        | 63,500                   | .                       | 6      | 50,530 | 3.2%                      |
|  | \$100,000-\$249,999  | 32,000                  | 50,000                   | 60,000        | 96,000                   | .                       | 7      | 67,000 | 2.9%                      |
|  | \$250,000-\$499,999  | 35,000                  | 50,950                   | 75,000        | 82,571                   | .                       | 5      | 68,408 | 6.5%                      |
|  | \$500,000-\$999,999  | 38,000                  | 69,125                   | 91,500        | 103,756                  | .                       | 6      | 85,918 | 3.4%                      |
|  | Above \$1,000,000  | 55,200                  | 67,750                   | 89,500        | 114,625                  | 180,200                 | 12     | 96,770 | 8.8%                      |
| Budgets are not allocated to separate<br>branch or libraries | 35,000   | 35,500                  | 46,000                   | 61,000        | .                        | 5                       | 47,800 | 4.7%   |                           |
| Don't know   | 45,400   | 55,000                  | 61,000                   | 99,000        | 134,843                  | 13                      | 76,068 | .9%    |                           |

**Table 15 - Salary Distribution by Union vs. Non-union**

U. S.

|  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|--|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Wages/Salary Set by Collective<br>Bargaining Agreement     | 40,000                  | 48,000                   | 60,000        | 75,000                   | 91,000                  | 227    | 63,435 | 3.3%                      |
| Wages/Salary Not Set by Collective<br>Bargaining Agreement | 42,000                  | 52,000                   | 67,000        | 85,200                   | 109,090                 | 2,619  | 72,514 | 5.5%                      |
| All Respondents  | 42,000                  | 51,450                   | 66,000        | 85,000                   | 108,000                 | 2,865  | 71,812 | 5.3%                      |

**Table 16 - Salary Distribution by Number of Years with Present Employer**

U. S.

|                     | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|---------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Less than Two Years | 37,000                  | 45,000                   | 54,000        | 70,000                   | 87,186                  | 463    | 60,390 | 8.3%                      |
| Two Years           | 36,952                  | 45,000                   | 55,337        | 72,000                   | 87,200                  | 268    | 62,223 | 6.0%                      |
| 3-5 Years           | 40,000                  | 49,000                   | 61,881        | 80,000                   | 100,000                 | 524    | 66,972 | 5.7%                      |
| 6-10 Years          | 45,000                  | 54,994                   | 70,000        | 86,000                   | 108,360                 | 630    | 73,789 | 4.6%                      |
| 11-15 Years         | 48,851                  | 60,000                   | 72,996        | 92,200                   | 111,000                 | 309    | 77,555 | 4.0%                      |
| 16-20 Years         | 52,000                  | 61,000                   | 76,565        | 95,000                   | 115,000                 | 259    | 81,669 | 3.8%                      |
| 21-25 Years         | 52,000                  | 63,500                   | 80,700        | 101,170                  | 121,584                 | 161    | 85,578 | 4.2%                      |
| 26 Years or more    | 52,520                  | 64,073                   | 84,000        | 104,364                  | 129,002                 | 181    | 89,047 | 3.5%                      |
| All Respondents     | 42,000                  | 51,450                   | 66,000        | 85,000                   | 108,000                 | 2,865  | 71,812 | 5.3%                      |

**Table 17 - Salary Distribution by Number of Employees Supervised or Managed**

U. S.

|                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean    | Mean<br>Percent<br>Change |
|----------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|---------|---------------------------|
| None                 | 39,560                  | 47,292                   | 60,000        | 74,668                   | 90,000                  | 1,414  | 62,808  | 5.2%                      |
| 1-2 Employees        | 43,536                  | 53,000                   | 66,000        | 80,000                   | 95,000                  | 631    | 68,319  | 5.2%                      |
| 3-4 Employees        | 45,530                  | 59,250                   | 73,850        | 94,000                   | 107,949                 | 272    | 76,238  | 5.4%                      |
| 5-6 Employees        | 51,400                  | 68,750                   | 82,000        | 101,850                  | 123,046                 | 166    | 85,976  | 5.2%                      |
| 7-9 Employees        | 52,000                  | 68,000                   | 85,000        | 107,000                  | 129,000                 | 131    | 89,789  | 5.6%                      |
| 10-14 Employees      | 51,010                  | 65,000                   | 95,000        | 118,354                  | 146,800                 | 110    | 95,262  | 5.9%                      |
| 15-19 Employees      | 59,000                  | 68,500                   | 95,500        | 130,250                  | 153,815                 | 52     | 102,429 | 6.6%                      |
| 20 or more Employees | 80,000                  | 92,125                   | 120,000       | 148,091                  | 200,570                 | 86     | 126,785 | 6.3%                      |
| All Respondents      | 42,000                  | 51,450                   | 66,000        | 85,000                   | 108,000                 | 2,865  | 71,812  | 5.3%                      |

**Table 18 - Salary Distribution by Primary Job Responsibility**

U. S.

|  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|--|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| General Responsibilities                               | 40,000                  | 48,000                   | 58,240        | 72,000                   | 85,997                  | 471    | 61,146 | 5.2%                      |
| Administrative/Management                              | 56,300                  | 71,000                   | 87,000        | 110,000                  | 134,000                 | 642    | 93,587 | 5.8%                      |
| Administrative Support/Clerical                        | 25,387                  | 34,000                   | 40,000        | 49,000                   | 61,400                  | 31     | 44,490 | 3.9%                      |
| Abstracting, Indexing, Bibliographic<br>Development    | 27,700                  | 39,880                   | 70,500        | 87,369                   | 118,500                 | 14     | 67,310 | 2.3%                      |
| Acquisitions, Collection Development                   | 37,150                  | 47,000                   | 59,800        | 68,875                   | 87,742                  | 72     | 60,475 | 6.2%                      |
| Research Analyst                                       | 45,000                  | 56,500                   | 68,000        | 80,000                   | 101,400                 | 195    | 70,288 | 7.4%                      |
| Archives, Conservation, Preservation                   | 29,400                  | 35,950                   | 47,000        | 60,725                   | 79,318                  | 21     | 49,485 | 4.7%                      |
| Cataloging   | 33,600                  | 41,500                   | 48,000        | 62,000                   | 84,500                  | 59     | 53,148 | 6.2%                      |
| Circulation, Interlibrary Loan                         | 25,989                  | 33,200                   | 39,707        | 56,368                   | 61,200                  | 23     | 42,262 | 2.4%                      |
| Computer Systems Specialist, IT<br>Administration      | 42,170                  | 52,000                   | 62,400        | 72,910                   | 88,800                  | 27     | 63,977 | 2.9%                      |
| Alert Services, Current Awareness,<br>Environ Scanning | 40,350                  | 64,050                   | 81,535        | 91,984                   | 123,000                 | 14     | 79,975 | 5.6%                      |
| Database/Software Design                               | 41,000                  | 62,100                   | 80,000        | 110,250                  | .                       | 8      | 82,425 | 8.5%                      |
| Competitive Intelligence, Bus Research                 | 47,000                  | 57,040                   | 71,500        | 86,000                   | 106,380                 | 135    | 76,343 | 5.0%                      |
| Info Product/Database Development                      | 44,000                  | 49,920                   | 65,000        | 90,000                   | 99,880                  | 31     | 70,166 | 6.7%                      |
| Intranet/Portal Development, Web<br>Content Mgmt       | 42,860                  | 52,000                   | 69,500        | 90,000                   | 108,800                 | 71     | 72,672 | 6.0%                      |
| Knowledge Management                                   | 48,400                  | 62,000                   | 76,000        | 100,000                  | 137,400                 | 71     | 85,039 | 8.3%                      |
| Legal Research   | 46,700                  | 55,000                   | 65,000        | 79,250                   | 99,200                  | 117    | 68,820 | 5.2%                      |
| Online/Electronic/Literature Research                  | 47,400                  | 52,982                   | 67,000        | 82,500                   | 97,600                  | 173    | 69,815 | 5.1%                      |
| Publishing, Editing, Writing                           | 39,200                  | 50,000                   | 60,000        | 85,000                   | 126,000                 | 15     | 68,382 | 6.9%                      |
| Records Management                                     | 36,904                  | 47,861                   | 62,000        | 70,000                   | 89,400                  | 27     | 61,431 | 5.8%                      |
| Reference  | 38,500                  | 46,500                   | 55,174        | 70,000                   | 85,000                  | 315    | 59,280 | 4.0%                      |
| Subject Specialist                                     | 42,650                  | 48,000                   | 57,075        | 71,012                   | 87,000                  | 104    | 60,982 | 2.7%                      |
| Teaching for College/University                        | 32,886                  | 59,250                   | 78,000        | 141,238                  | 180,000                 | 14     | 91,187 | 3.5%                      |
| Technical Services                                     | 41,000                  | 48,500                   | 62,400        | 71,530                   | 90,168                  | 49     | 62,536 | 6.6%                      |
| Teacher, User Training                                 | 37,300                  | 47,262                   | 60,000        | 73,500                   | 84,900                  | 40     | 60,045 | 4.7%                      |
| Vendor/Customer Service, Sales                         | 46,750                  | 60,000                   | 72,000        | 96,625                   | 127,500                 | 44     | 78,441 | 4.8%                      |
| Other  | 37,504                  | 51,625                   | 69,816        | 97,750                   | 121,440                 | 76     | 75,628 | 5.1%                      |
| All Respondents  | 42,000                  | 51,450                   | 66,000        | 85,000                   | 108,000                 | 2,865  | 71,812 | 5.3%                      |

**Table 19 - Salary Distribution by Job Title**

U. S.

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean    | Mean<br>Percent<br>Change |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|---------|---------------------------|
| Chief Info Officer/V.P./ Exec        | 58,400                  | 90,000                   | 115,000       | 160,000                  | 225,400                 | 47     | 125,178 | 7.4%                      |
| Director/Manager                     | 51,000                  | 64,459                   | 82,000        | 102,000                  | 125,000                 | 931    | 86,098  | 5.4%                      |
| Asst Mngr./Dept./Section Head        | 44,000                  | 55,000                   | 68,650        | 85,000                   | 102,000                 | 327    | 71,230  | 4.9%                      |
| Librarian/Info Specialist/Researcher | 40,750                  | 48,000                   | 58,885        | 72,000                   | 86,000                  | 1,321  | 61,718  | 5.7%                      |
| Webmaster                            | 40,800                  | 53,000                   | 63,000        | 80,000                   | 100,000                 | 31     | 66,937  | 2.9%                      |
| Support Staff                        | 24,996                  | 32,180                   | 38,181        | 45,625                   | 62,300                  | 78     | 40,812  | 3.4%                      |
| Professor/Academic Instructor        | 41,360                  | 44,000                   | 62,400        | 84,000                   | 134,338                 | 21     | 68,734  | 2.1%                      |
| Product Sales Manager/ Rep.          | 47,000                  | 60,000                   | 72,000        | 85,000                   | 116,388                 | 33     | 76,936  | 3.8%                      |
| Owner/ Principal/ Consultant         | 24,960                  | 44,000                   | 77,500        | 100,000                  | 137,280                 | 35     | 78,688  | 3.9%                      |
| Other                                | 31,000                  | 45,000                   | 60,500        | 75,000                   | 98,917                  | 39     | 68,461  | 5.0%                      |
| All Respondents                      | 42,000                  | 51,450                   | 66,000        | 85,000                   | 108,000                 | 2,865  | 71,812  | 5.3%                      |

**Table 20 - Salary Distribution by Library or Information Resource Center Setting**

U. S.

|   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|---|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Work in Library or Information Resource Center        | 41,500                  | 51,000                   | 65,000        | 84,585                   | 106,000                 | 2,461  | 70,942 | 5.4%                      |
| Do Not Work in Library or Information Resource Center | 43,271                  | 54,700                   | 71,000        | 90,500                   | 118,687                 | 393    | 77,492 | 5.0%                      |
| All Respondents                                       | 42,000                  | 51,450                   | 66,000        | 85,000                   | 108,000                 | 2,865  | 71,812 | 5.3%                      |

**Table 21 - Salary Distribution by Library/ Information Center Annual Budget**

U. S.

|   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|---|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Under \$25,000  | 35,062                  | 41,086                   | 50,500        | 60,125                   | 73,000                  | 102    | 52,859 | 4.8%                      |
| \$25,000-\$49,999   | 37,850                  | 45,000                   | 53,846        | 64,000                   | 75,500                  | 88     | 56,085 | 6.1%                      |
| \$50,000-\$74,999   | 42,650                  | 52,000                   | 61,100        | 70,523                   | 86,945                  | 82     | 62,720 | 5.3%                      |
| \$75,000-\$99,999   | 41,991                  | 50,025                   | 60,000        | 80,000                   | 87,000                  | 65     | 65,144 | 6.5%                      |
| \$100,000-\$249,999                                       | 43,572                  | 51,100                   | 64,000        | 78,000                   | 93,200                  | 253    | 66,556 | 4.8%                      |
| \$250,000-\$499,999                                       | 45,682                  | 56,000                   | 69,486        | 84,626                   | 97,300                  | 226    | 70,902 | 5.2%                      |
| \$500,000-\$999,999                                       | 48,000                  | 62,000                   | 77,000        | 94,000                   | 110,000                 | 239    | 78,519 | 4.8%                      |
| Above \$1,000,000   | 48,803                  | 60,460                   | 82,000        | 107,000                  | 132,000                 | 653    | 88,282 | 5.6%                      |
| Budgets are not allocated to separate branch or libraries | 40,500                  | 48,250                   | 61,034        | 82,650                   | 100,000                 | 104    | 68,286 | 6.4%                      |
| Don't know  | 38,000                  | 45,866                   | 56,450        | 70,000                   | 84,060                  | 638    | 59,342 | 5.5%                      |
| All Respondents   | 42,000                  | 51,450                   | 66,000        | 85,000                   | 108,000                 | 2,865  | 71,812 | 5.3%                      |

**Table 22 - Salary Distribution by Full-time Equivalent Employees in Library/Information Center**

U. S.

|                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| 2 or less        | 40,000                  | 49,125                   | 60,175        | 75,000                   | 87,659                  | 592    | 63,107 | 5.8%                      |
| More than 2 to 4 | 42,000                  | 51,760                   | 65,000        | 84,000                   | 99,800                  | 401    | 68,779 | 5.3%                      |
| More than 4 to 9 | 42,750                  | 53,000                   | 69,000        | 87,078                   | 109,600                 | 534    | 72,980 | 5.6%                      |
| More than 9      | 42,000                  | 52,000                   | 70,000        | 92,000                   | 121,882                 | 850    | 76,837 | 5.3%                      |
| All Respondents  | 42,000                  | 51,450                   | 66,000        | 85,000                   | 108,000                 | 2,865  | 71,812 | 5.3%                      |

**Table 23 - 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                                     | 223   | 100.0%  | 205                              | 91.9%   | 94                     | 42.2%   | 197           | 88.3%   |
| Other Government                                       | 118   | 100.0%  | 116                              | 98.3%   | 83                     | 70.3%   | 110           | 93.2%   |
| Public Library-Subj and General                        | 60    | 100.0%  | 58                               | 96.7%   | 40                     | 66.7%   | 57            | 95.0%   |
| Academic-Subj Dept                                     | 309   | 100.0%  | 289                              | 93.5%   | 168                    | 54.4%   | 293           | 94.8%   |
| Academic-General Campus                                | 298   | 100.0%  | 286                              | 96.0%   | 169                    | 56.7%   | 277           | 93.0%   |
| Finance & Insurance; Accounting                        | 310   | 100.0%  | 284                              | 91.6%   | 215                    | 69.4%   | 295           | 95.2%   |
| Information Services & Publishing                      | 431   | 100.0%  | 390                              | 90.5%   | 305                    | 70.8%   | 418           | 97.0%   |
| Manufacturing and Agriculture                          | 137   | 100.0%  | 127                              | 92.7%   | 104                    | 75.9%   | 133           | 97.1%   |
| Professional Services                                  | 923   | 100.0%  | 827                              | 89.6%   | 641                    | 69.4%   | 861           | 93.3%   |
| Utilities; Transportation; Broadcasting; Movies; Trade | 87    | 100.0%  | 79                               | 90.8%   | 63                     | 72.4%   | 82            | 94.3%   |
| Associations; Museums; Advocacy, Health Care           | 13    | 100.0%  | 13                               | 100.0%  | 8                      | 61.5%   | 13            | 100.0%  |
| Other  | 98    | 100.0%  | 88                               | 89.8%   | 75                     | 76.5%   | 91            | 92.9%   |
| Total  | 3,007 | 100.0%  | 2,762                            | 91.9%   | 1,965                  | 65.3%   | 2,827         | 94.0%   |

**Table 23 - 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                                     | 212                              | 95.1%   | 142                     | 63.7%   | 178                         | 79.8%   | 149             | 66.8%   |
| Other Government                                       | 114                              | 96.6%   | 73                      | 61.9%   | 108                         | 91.5%   | 93              | 78.8%   |
| Public Library-Subj and General                        | 53                               | 88.3%   | 18                      | 30.0%   | 46                          | 76.7%   | 36              | 60.0%   |
| Academic-Subj Dept                                     | 297                              | 96.1%   | 199                     | 64.4%   | 288                         | 93.2%   | 224             | 72.5%   |
| Academic-General Campus                                | 287                              | 96.3%   | 199                     | 66.8%   | 271                         | 90.9%   | 235             | 78.9%   |
| Finance & Insurance; Accounting                        | 300                              | 96.8%   | 215                     | 69.4%   | 283                         | 91.3%   | 249             | 80.3%   |
| Information Services & Publishing                      | 425                              | 98.6%   | 315                     | 73.1%   | 411                         | 95.4%   | 341             | 79.1%   |
| Manufacturing and Agriculture                          | 136                              | 99.3%   | 119                     | 86.9%   | 135                         | 98.5%   | 118             | 86.1%   |
| Professional Services                                  | 894                              | 96.9%   | 692                     | 75.0%   | 861                         | 93.3%   | 722             | 78.2%   |
| Utilities; Transportation; Broadcasting; Movies; Trade | 84                               | 96.6%   | 63                      | 72.4%   | 78                          | 89.7%   | 62              | 71.3%   |
| Associations; Museums; Advocacy, Health Care           | 13                               | 100.0%  | 10                      | 76.9%   | 13                          | 100.0%  | 10              | 76.9%   |
| Other  | 96                               | 98.0%   | 65                      | 66.3%   | 94                          | 95.9%   | 69              | 70.4%   |
| Total  | 2,911                            | 96.8%   | 2,110                   | 70.2%   | 2,766                       | 92.0%   | 2,308           | 76.8%   |

**Table 23 - 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                                     | 189                              | 84.8%   | 206             | 92.4%   | 127                  | 57.0%   | 93                    | 41.7%   |
| Other Government                                       | 97                               | 82.2%   | 111             | 94.1%   | 75                   | 63.6%   | 68                    | 57.6%   |
| Public Library-Subj and General                        | 37                               | 61.7%   | 51              | 85.0%   | 24                   | 40.0%   | 25                    | 41.7%   |
| Academic-Subj Dept                                     | 272                              | 88.0%   | 287             | 92.9%   | 214                  | 69.3%   | 192                   | 62.1%   |
| Academic-General Campus                                | 264                              | 88.6%   | 275             | 92.3%   | 232                  | 77.9%   | 204                   | 68.5%   |
| Finance & Insurance; Accounting                        | 276                              | 89.0%   | 279             | 90.0%   | 252                  | 81.3%   | 229                   | 73.9%   |
| Information Services & Publishing                      | 391                              | 90.7%   | 389             | 90.3%   | 350                  | 81.2%   | 335                   | 77.7%   |
| Manufacturing and Agriculture                          | 132                              | 96.4%   | 124             | 90.5%   | 122                  | 89.1%   | 123                   | 89.8%   |
| Professional Services                                  | 836                              | 90.6%   | 795             | 86.1%   | 750                  | 81.3%   | 722                   | 78.2%   |
| Utilities; Transportation; Broadcasting; Movies; Trade | 78                               | 89.7%   | 79              | 90.8%   | 66                   | 75.9%   | 66                    | 75.9%   |
| Associations; Museums; Advocacy, Health Care           | 12                               | 92.3%   | 11              | 84.6%   | 11                   | 84.6%   | 9                     | 69.2%   |
| Other  | 82                               | 83.7%   | 81              | 82.7%   | 67                   | 68.4%   | 66                    | 67.3%   |
| Total  | 2,666                            | 88.7%   | 2,688           | 89.4%   | 2,290                | 76.2%   | 2,132                 | 70.9%   |

**Table 23 - 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                                     | 32                               | 14.3%   | 92                               | 41.3%   | 129                                     | 57.8%   | 8              | 3.6%    |
| Other Government                                       | 8                                | 6.8%    | 47                               | 39.8%   | 83                                      | 70.3%   | 1              | .8%     |
| Public Library-Subj and General                        | 1                                | 1.7%    | 19                               | 31.7%   | 32                                      | 53.3%   | 1              | 1.7%    |
| Academic-Subj Dept                                     | 37                               | 12.0%   | 117                              | 37.9%   | 207                                     | 67.0%   | 4              | 1.3%    |
| Academic-General Campus                                | 52                               | 17.4%   | 107                              | 35.9%   | 198                                     | 66.4%   | 10             | 3.4%    |
| Finance & Insurance; Accounting                        | 41                               | 13.2%   | 128                              | 41.3%   | 229                                     | 73.9%   | 93             | 30.0%   |
| Information Services & Publishing                      | 65                               | 15.1%   | 165                              | 38.3%   | 327                                     | 75.9%   | 142            | 32.9%   |
| Manufacturing and Agriculture                          | 39                               | 28.5%   | 84                               | 61.3%   | 122                                     | 89.1%   | 49             | 35.8%   |
| Professional Services                                  | 130                              | 14.1%   | 345                              | 37.4%   | 657                                     | 71.2%   | 339            | 36.7%   |
| Utilities; Transportation; Broadcasting; Movies; Trade | 4                                | 4.6%    | 35                               | 40.2%   | 59                                      | 67.8%   | 20             | 23.0%   |
| Associations; Museums; Advocacy, Health Care           | 2                                | 15.4%   | 4                                | 30.8%   | 12                                      | 92.3%   | 5              | 38.5%   |
| Other  | 6                                | 6.1%    | 30                               | 30.6%   | 60                                      | 61.2%   | 21             | 21.4%   |
| Total  | 417                              | 13.9%   | 1,173                            | 39.0%   | 2,115                                   | 70.3%   | 693            | 23.0%   |

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

|   | Benefits provided by primary job                        |         |  |         |                     |         |
|---|---|---------|--|---------|---------------------|---------|
|   | Education/<br>professional<br>development<br>assistance |         | Professional<br>association<br>memberships |         | Adoption assistance |         |
|   | Cases   | Percent | Cases                                      | Percent | Cases               | Percent |
| Federal Government  | 126   | 56.5%   | 53   | 23.8%   | 16                  | 7.2%    |
| Other Government  | 71  | 60.2%   | 56   | 47.5%   | 6                   | 5.1%    |
| Public Library-Subj and<br>General                        | 30  | 50.0%   | 15   | 25.0%   | 1                   | 1.7%    |
| Academic-Subj Dept  | 230   | 74.4%   | 99   | 32.0%   | 17                  | 5.5%    |
| Academic-General Campus                                   | 229   | 76.8%   | 76   | 25.5%   | 14                  | 4.7%    |
| Finance & Insurance;<br>Accounting                        | 221   | 71.3%   | 246  | 79.4%   | 81                  | 26.1%   |
| Information Services &<br>Publishing                      | 336   | 78.0%   | 329  | 76.3%   | 105                 | 24.4%   |
| Manufacturing and Agriculture                             | 121   | 88.3%   | 117  | 85.4%   | 54                  | 39.4%   |
| Professional Services                                     | 581   | 62.9%   | 758  | 82.1%   | 141                 | 15.3%   |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade | 61  | 70.1%   | 64   | 73.6%   | 16                  | 18.4%   |
| Associations; Museums;<br>Advocacy, Health Care           | 12  | 92.3%   | 10   | 76.9%   | 8                   | 61.5%   |
| Other   | 69  | 70.4%   | 64   | 65.3%   | 18                  | 18.4%   |
| Total   | 2,087   | 69.4%   | 1,887                                      | 62.8%   | 477                 | 15.9%   |

**Table 24 - 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  | 187  | 82.7%   | 31    | 13.7%   | 8              | 3.5%    |
| Other Government  | 101  | 83.5%   | 15    | 12.4%   | 5              | 4.1%    |
| Public Library-Subj and<br>General                        | 49   | 71.0%   | 11    | 15.9%   | 9              | 13.0%   |
| Academic-Subj Dept  | 270  | 84.9%   | 39    | 12.3%   | 9              | 2.8%    |
| Academic-General Campus                                   | 258  | 85.1%   | 36    | 11.9%   | 9              | 3.0%    |
| Finance & Insurance;<br>Accounting                        | 263  | 83.8%   | 47    | 15.0%   | 4              | 1.3%    |
| Information Services &<br>Publishing                      | 387  | 85.1%   | 55    | 12.1%   | 13             | 2.9%    |
| Manufacturing and Agriculture                             | 127  | 90.1%   | 10    | 7.1%    | 4              | 2.8%    |
| Professional Services                                     | 806  | 85.3%   | 109   | 11.5%   | 30             | 3.2%    |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade | 73   | 82.0%   | 13    | 14.6%   | 3              | 3.4%    |
| Associations; Museums;<br>Advocacy, Health Care           | 12   | 80.0%   | 3     | 20.0%   |                |         |
| Other   | 88   | 87.1%   | 11    | 10.9%   | 2              | 2.0%    |
| Total   | 2,621  | 84.6%   | 380   | 12.3%   | 96             | 3.1%    |

**Table 25 - 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                                     | 138   | 24.5% | 45   | 28.5%         | 2     | 1.3%          | 111      | 70.3%         |
| Other Government                                       | 82  | 11.0% | 15   | 17.6%         | 5     | 5.9%          | 65       | 76.5%         |
| Public Library-Subj and General                        | 41  | 14.9% | 13   | 28.3%         | 6     | 13.0%         | 27       | 58.7%         |
| Academic-Subj Dept                                     | 189   | 16.6% | 57   | 25.1%         | 13    | 5.7%          | 157      | 69.2%         |
| Academic-General Campus                                | 185   | 15.2% | 50   | 23.6%         | 12    | 5.7%          | 150      | 70.8%         |
| Finance & Insurance; Accounting                        | 185   | 16.4% | 67   | 30.5%         | 10    | 4.5%          | 143      | 65.0%         |
| Information Services & Publishing                      | 279   | 16.7% | 138  | 40.7%         | 15    | 4.4%          | 186      | 54.9%         |
| Manufacturing and Agriculture                          | 78  | 19.2% | 42   | 40.8%         | 3     | 2.9%          | 58       | 56.3%         |
| Professional Services                                  | 583   | 15.6% | 215  | 31.4%         | 41    | 6.0%          | 428      | 62.6%         |
| Utilities; Transportation; Broadcasting; Movies; Trade | 57  | 15.8% | 18   | 29.0%         | 4     | 6.5%          | 40       | 64.5%         |
| Associations; Museums; Advocacy, Health Care           | 9   | 16.8% | 2  | 22.2%         | 2     | 22.2%         | 5        | 55.6%         |
| Other  | 65  | 17.3% | 30   | 39.5%         | 4     | 5.3%          | 42       | 55.3%         |
| Total  | 1,891   | 16.5% | 692  | 31.2%         | 117   | 5.3%          | 1,412    | 63.6%         |

**Table 26 - 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                                     | 75  | 25.6% | 17   | 19.1%         | 1     | 1.1%          | 71       | 79.8%         |
| Other Government                                       | 42  | 22.9% | 5  | 10.9%         | 2     | 4.3%          | 39       | 84.8%         |
| Public Library-Subj and General                        | 28  | 16.8% | 8  | 23.5%         | 1     | 2.9%          | 25       | 73.5%         |
| Academic-Subj Dept                                     | 112   | 20.7% | 34   | 25.2%         | 7     | 5.2%          | 94       | 69.6%         |
| Academic-General Campus                                | 101   | 24.4% | 20   | 16.9%         | 7     | 5.9%          | 91       | 77.1%         |
| Finance & Insurance; Accounting                        | 112   | 17.8% | 36   | 28.8%         | 2     | 1.6%          | 87       | 69.6%         |
| Information Services & Publishing                      | 178   | 22.3% | 82   | 37.8%         | 9     | 4.1%          | 126      | 58.1%         |
| Manufacturing and Agriculture                          | 50  | 19.9% | 25   | 39.7%         | 1     | 1.6%          | 37       | 58.7%         |
| Professional Services                                  | 342   | 26.9% | 118  | 28.0%         | 25    | 5.9%          | 279      | 66.1%         |
| Utilities; Transportation; Broadcasting; Movies; Trade | 33  | 18.8% | 9  | 25.0%         | 1     | 2.8%          | 26       | 72.2%         |
| Associations; Museums; Advocacy, Health Care           | 6   | 16.5% |  |               | 1     | 16.7%         | 5        | 83.3%         |
| Other  | 31  | 23.5% | 12   | 36.4%         | 2     | 6.1%          | 19       | 57.6%         |
| Total  | 1,110   | 23.2% | 366  | 27.6%         | 59    | 4.5%          | 899      | 67.9%         |

**Table 27 - 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 2008? |         |   |         |  |         |
|--|---|---------|---|---------|--|---------|
|  | 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                                     | 39  | 25.7%   | 69  | 45.4%   | 44   | 28.9%   |
| Other Government                                       | 16  | 21.3%   | 34  | 45.3%   | 25   | 33.3%   |
| Public Library-Subj and General                        | 12  | 28.6%   | 14  | 33.3%   | 16   | 38.1%   |
| Academic-Subj Dept                                     | 69  | 32.9%   | 65  | 31.0%   | 76   | 36.2%   |
| Academic-General Campus                                | 61  | 31.0%   | 80  | 40.6%   | 56   | 28.4%   |
| Finance & Insurance; Accounting                        | 55  | 27.8%   | 86  | 43.4%   | 57   | 28.8%   |
| Information Services & Publishing                      | 102   | 33.4%   | 114   | 37.4%   | 89   | 29.2%   |
| Manufacturing and Agriculture                          | 23  | 23.7%   | 45  | 46.4%   | 29   | 29.9%   |
| Professional Services                                  | 169   | 26.6%   | 269   | 42.4%   | 197  | 31.0%   |
| Utilities; Transportation; Broadcasting; Movies; Trade | 11  | 20.8%   | 20  | 37.7%   | 22   | 41.5%   |
| Associations; Museums; Advocacy, Health Care           | 4   | 44.4%   | 3   | 33.3%   | 2  | 22.2%   |
| Other  | 24  | 34.3%   | 32  | 45.7%   | 14   | 20.0%   |
| Total  | 585   | 28.6%   | 831   | 40.7%   | 627  | 30.7%   |

**Table 28 - 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     | 23,440          | 35,600             | 66,560     | 100,000            | 196,000         | 33     | 83,558 | 4.3%                |
| Not Self-employed | 42,000          | 51,564             | 66,022     | 85,000             | 108,000         | 2,812  | 71,728 | 5.4%                |
| All Respondents   | 42,000          | 51,450             | 66,000     | 85,000             | 108,000         | 2,865  | 71,812 | 5.3%                |

**Table 29 - 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        | 34,650          | 43,850             | 54,100     | 69,925             | 91,500          | 204    | 60,723 | 5.1%                |
| Do Not Work on Contract Basis | 42,500          | 52,000             | 68,000     | 85,528             | 109,000         | 2,653  | 72,589 | 5.4%                |
| All Respondents               | 42,000          | 51,450             | 66,000     | 85,000             | 108,000         | 2,865  | 71,812 | 5.3%                |

**Table 30 - Salary Distribution by Number of Part-time Jobs Held**

U. S.

|                 | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|-----------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| One             | 24,798                  | 31,356                   | 44,674        | 60,740                   | 74,988                  | 190    | 47,728 | 3.0%                      |
| Two             | 8,000                   | 24,000                   | 33,928        | 48,920                   | 69,742                  | 29     | 38,558 | -6%                       |
| Three           | 7,200                   | 18,900                   | 29,120        | 47,642                   | .                       | 9      | 32,401 | 1.0%                      |
| All Respondents | 21,200                  | 30,160                   | 41,600        | 59,280                   | 74,880                  | 231    | 45,991 | 2.5%                      |

**Table 31 - Salary Distribution by Number of Part-time Hours Worked per Week**

U. S.

|                   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|-------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| 10 or Fewer Hours | 7,200                   | 22,880                   | 52,000        | 62,504                   | .                       | 7      | 44,394 | 3.6%                      |
| 11-20 Hours       | 13,900                  | 24,845                   | 33,061        | 48,100                   | 70,848                  | 58     | 39,637 | 1.3%                      |
| 21-30 Hours       | 24,934                  | 32,133                   | 43,624        | 62,228                   | 74,788                  | 106    | 47,542 | 3.2%                      |
| 31 or More Hours  | 29,088                  | 31,824                   | 47,000        | 63,000                   | 81,049                  | 58     | 50,813 | 2.2%                      |
| All Respondents   | 21,200                  | 30,160                   | 41,600        | 59,280                   | 74,880                  | 231    | 45,991 | 2.5%                      |

**Table 32 - Salary Distribution by Reasons for Working Part-time**

U. S.

|                                 | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|---------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Respondent's Choice             | 27,785                  | 33,442                   | 51,413        | 62,975                   | 77,056                  | 152    | 51,360 | 2.8%                      |
| Unable to Secure Full-time Work | 12,180                  | 27,199                   | 32,854        | 45,526                   | 69,840                  | 28     | 36,559 | 1.7%                      |
| Other                           | 11,000                  | 20,800                   | 31,200        | 43,607                   | 60,320                  | 49     | 33,101 | 1.8%                      |
| All Respondents                 | 21,200                  | 30,160                   | 41,600        | 59,280                   | 74,880                  | 231    | 45,991 | 2.5%                      |

**Table 33 - Average Hourly Rate for Part-time Employees by Census Division**

|                 | Work-related earnings/hour 4/1/2008 |               |                          |        |       | Mean<br>Percent<br>Change<br>2007-<br>2008 |
|-----------------|-------------------------------------|---------------|--------------------------|--------|-------|--|
|                 | First<br>Quartile<br>25%            | Median<br>50% | Third<br>Quartile<br>75% | Number | Mean  |  |
| New England     | 14.40                               | 20.00         | 29.00                    | 11     | 22.99 | 4.5%                                       |
| Middle Atlantic | 16.66                               | 19.50         | 28.96                    | 14     | 23.69 | 4.9%                                       |
| South Atlantic  | 14.95                               | 18.20         | 26.25                    | 18     | 20.05 | 3.1%                                       |
| East N. Central | 11.38                               | 18.90         | 30.25                    | 20     | 21.19 | 2.2%                                       |
| West N. Central | 14.00                               | 16.00         | 26.00                    | 7      | 17.98 | .3%  |
| Pacific         | 18.58                               | 26.89         | 36.00                    | 28     | 28.55 | .5%  |
| TOTAL           | 15.60                               | 20.40         | 29.00                    | 106    | 23.52 | 2.5%                                       |

# UNITED STATES

## **Chapter Eight** **Administrative/Management**



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

U. S.

|                                   |                 |                    |            |                    |                 | Number | Salary  | Percent change      |
|-----------------------------------|-----------------|--------------------|------------|--------------------|-----------------|--------|---------|---------------------|
|                                   | 10th Percentile | First Quartile 25% | Median 50% | Third Quartile 75% | 90th Percentile |        | Mean    | Mean Percent Change |
| New England                       | 56,880          | 77,500             | 92,500     | 110,000            | 160,000         | 53     | 98,877  | 6.6%                |
| Middle Atlantic                   | 62,600          | 82,500             | 98,500     | 130,000            | 172,743         | 101    | 109,468 | 5.6%                |
| South Atlantic                    | 56,997          | 73,198             | 87,155     | 116,250            | 144,500         | 144    | 97,220  | 5.9%                |
| East S. Central                   | 40,500          | 49,329             | 73,811     | 92,650             | 114,940         | 20     | 74,051  | 2.9%                |
| West S. Central                   | 40,658          | 60,750             | 83,500     | 98,025             | 144,360         | 30     | 86,528  | 7.3%                |
| East N. Central                   | 55,938          | 64,250             | 75,000     | 89,803             | 116,910         | 108    | 80,788  | 5.6%                |
| West N. Central                   | 50,000          | 62,500             | 85,677     | 101,825            | 117,700         | 42     | 83,991  | 5.0%                |
| Mountain                          | 42,123          | 61,050             | 70,200     | 88,000             | 105,200         | 29     | 73,905  | 4.4%                |
| Pacific                           | 63,880          | 81,000             | 97,000     | 115,000            | 132,800         | 115    | 98,380  | 6.4%                |
| Primary Responsibility-Admin/Mgmt | 56,300          | 71,000             | 87,000     | 110,000            | 134,000         | 642    | 93,587  | 5.8%                |

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

U. S.

|  |                 |                    |            |                    |                 | Number | Salary  | Percent change      |
|--|-----------------|--------------------|------------|--------------------|-----------------|--------|---------|---------------------|
|  | 10th Percentile | First Quartile 25% | Median 50% | Third Quartile 75% | 90th Percentile |        | Mean    | Mean Percent Change |
| Springfield, MA; NH, Provid., RI; Hartford, CT; Portland, ME | 32,300          | 48,500             | 92,500     | 130,000            | .               | 9      | 89,524  | 8.8%                |
| Boston CMSA - incl. Cambridge, Worcester, MA                 | 68,100          | 78,750             | 91,700     | 110,000            | 133,500         | 38     | 98,019  | 6.5%                |
| New York City CMSA - incl. Princeton; New Haven; Stony Brook | 76,950          | 86,000             | 105,500    | 143,500            | 181,100         | 78     | 117,481 | 5.5%                |
| Harrisburg, PA; Pittsburgh, PA; University Park, PA          | 30,000          | 46,000             | 58,818     | 88,000             | .               | 7      | 63,403  | 3.0%                |
| Philadelphia, CMSA - incl. West Chester, PA; Wilmington, DE  | 55,700          | 80,000             | 93,500     | 129,250            | 166,901         | 22     | 103,677 | 5.4%                |
| Washington, DC CMSA - incl. Baltimore, MD; Alexandria, VA    | 70,000          | 80,000             | 100,000    | 120,000            | 148,000         | 89     | 103,336 | 6.2%                |
| Richmond, VA; Blacksburg, VA; Morgantown, WV                 | 64,000          | 68,500             | 79,000     | 107,863            | .               | 6      | 89,908  | 5.5%                |
| NC - incl. Charlotte; Durham; Raleigh; Winston Salem         | 55,600          | 63,500             | 73,812     | 91,155             | 128,200         | 21     | 89,318  | 5.8%                |
| GA - incl. Atlanta; Macon                                    | 41,000          | 62,750             | 80,000     | 127,500            | .               | 6      | 93,500  | 5.2%                |
| FL - incl. Tallahassee; Miami; Tampa                         | 46,100          | 52,998             | 73,000     | 84,551             | 121,900         | 16     | 73,669  | 4.8%                |
| TN - incl. Nashville; Memphis                                | 41,000          | 47,160             | 62,000     | 92,700             | 124,962         | 11     | 72,015  | 2.8%                |
| KY - incl. Lexington; Louisville                             | 38,668          | 46,246             | 66,907     | 84,650             | .               | 6      | 68,642  | 3.0%                |
| Cincinnati CMSA - incl. Newport                              | 52,000          | 53,000             | 63,750     | 72,500             | .               | 8      | 69,438  | 6.9%                |
| Columbus, OH; Dayton OH                                      | 60,000          | 61,000             | 89,000     | 99,000             | .               | 7      | 82,834  | 8.1%                |
| Cleveland CMSA - incl. Akron                                 | 55,602          | 62,750             | 74,431     | 78,500             | 89,000          | 10     | 72,475  | 5.1%                |
| Indianapolis, IN; West Lafayette, IN                         | 31,000          | 50,500             | 69,500     | 75,143             | .               | 6      | 63,928  | 4.7%                |
| Detroit CMSA - incl. Ann Arbor, Southfield                   | 52,000          | 74,000             | 78,800     | 113,000            | .               | 7      | 87,971  | 4.2%                |
| East Lansing, MI; Kalamazoo, MI; Madison, WI                 | 60,000          | 62,250             | 69,250     | 81,125             | 87,830          | 10     | 71,090  | 4.0%                |
| Milwaukee CMSA - incl. Brookfield, WI                        | 69,321          | 72,250             | 78,750     | 95,558             | 106,440         | 12     | 83,300  | 4.9%                |
| Minneapolis, MN; St. Paul, MN                                | 52,500          | 70,500             | 92,158     | 113,523            | 128,500         | 12     | 92,867  | 4.3%                |
| Chicago CMSA - incl. Hinsdale, Des Plaines                   | 57,330          | 71,836             | 84,085     | 113,800            | 128,500         | 34     | 89,907  | 5.1%                |
| Champaign, IL; Springfield, IL                               | 35,000          | 58,000             | 82,618     | 90,000             | .               | 9      | 80,513  | 9.5%                |
| MO - incl. St. Louis; Kansas City                            | 50,000          | 61,000             | 83,383     | 100,100            | 118,000         | 19     | 82,536  | 5.8%                |
| KS and NE - incl. Lawrence, KS; Wichita, KS; Omaha, NE       | 49,000          | 61,500             | 73,216     | 93,785             | .               | 9      | 77,449  | 4.6%                |
| LA and MS - incl. New Orleans; Baton Rouge; Vicksburg        | 38,000          | 44,000             | 59,000     | 131,650            | .               | 5      | 82,060  | 2.9%                |
| Dallas CMSA - incl. Irving; Fort Worth                       | 30,000          | 61,000             | 76,000     | 96,200             | .               | 7      | 73,337  | 10.5%               |
| Houston CMSA - incl. Spring; Sugarland                       | 50,660          | 69,304             | 95,000     | 102,000            | 142,220         | 11     | 92,834  | 8.0%                |
| Austin, TX; San Antonio, TX; El Paso, TX                     | 60,000          | 65,000             | 85,000     | 162,000            | .               | 5      | 107,800 | 5.4%                |
| Denver CMSA - incl. Boulder; and Colorado Springs            | 36,000          | 59,050             | 76,000     | 89,000             | 98,922          | 17     | 73,502  | 4.2%                |
| AZ and NV - incl. Phoenix; Tucson; Tempe; Las Vegas          | 64,788          | 66,394             | 69,077     | 80,024             | .               | 5      | 72,383  | 2.2%                |
| NM - incl. Albuquerque; Los Alamos                           | 42,123          | 55,531             | 68,350     | 107,650            | .               | 6      | 76,504  | 5.3%                |
| Los Angeles, CMSA - incl. Pasadena; and Santa Barbara        | 60,434          | 81,826             | 100,000    | 115,000            | 133,000         | 44     | 98,410  | 4.2%                |
| San Diego, CA; La Jolla, CA                                  | 96,000          | 97,000             | 103,728    | 112,690            | .               | 5      | 104,622 | 3.5%                |

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

U. S.

|   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary  | Percent<br>change         |
|---|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|---------|---------------------------|
|   |                         |                          |               |                          |                         |        | Mean    | Mean<br>Percent<br>Change |
| San Francisco CMSA - incl. Mountain View; San Jose; Oakland | 72,820                  | 82,500                   | 105,000       | 127,870                  | 149,690                 | 36     | 107,965 | 8.9%                      |
| Seattle CMSA - incl. Bellevue; Olympia                      | 55,974                  | 75,000                   | 92,000        | 101,000                  | 112,637                 | 15     | 87,580  | 5.9%                      |
| Primary Responsibility-Admin/Mgmt                           | 56,300                  | 71,000                   | 87,000        | 110,000                  | 134,000                 | 642    | 93,587  | 5.8%                      |

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

U. S.

|                                   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary  | Percent<br>change         |
|-----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|---------|---------------------------|
|                                   |                         |                          |               |                          |                         |        | Mean    | Mean<br>Percent<br>Change |
| Doctorate                         | 68,522                  | 81,500                   | 96,000        | 132,250                  | 181,900                 | 50     | 110,457 | 4.8%                      |
| Master                            | 56,360                  | 72,231                   | 89,300        | 109,773                  | 134,000                 | 232    | 94,508  | 5.5%                      |
| Bachelor                          | 55,441                  | 70,000                   | 86,500        | 110,099                  | 130,000                 | 330    | 91,730  | 6.2%                      |
| Some college but no degree        | 37,100                  | 53,000                   | 82,232        | 110,000                  | 129,500                 | 10     | 82,242  | 5.9%                      |
| Primary Responsibility-Admin/Mgmt | 56,300                  | 71,000                   | 87,000        | 110,000                  | 134,000                 | 642    | 93,587  | 5.8%                      |

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

U. S.

|                                   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary  | Percent<br>change         |
|-----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|---------|---------------------------|
|                                   |                         |                          |               |                          |                         |        | Mean    | Mean<br>Percent<br>Change |
| Doctorate                         | 60,500                  | 72,500                   | 94,253        | 134,250                  | 289,200                 | 10     | 115,251 | 3.4%                      |
| 6th Year Certificate              | 59,280                  | 77,140                   | 95,388        | 171,950                  | .                       | 5      | 118,714 | 2.9%                      |
| Master                            | 57,840                  | 72,000                   | 87,500        | 110,000                  | 130,212                 | 547    | 92,895  | 5.9%                      |
| Bachelor                          | 41,000                  | 61,575                   | 81,500        | 118,750                  | 176,784                 | 20     | 95,902  | 6.2%                      |
| Associate                         | 60,000                  | 61,500                   | 71,000        | 86,285                   | .                       | 5      | 73,314  | 4.2%                      |
| Some college but no degree        | 36,650                  | 48,000                   | 91,500        | 117,000                  | 155,800                 | 14     | 89,728  | 4.0%                      |
| No college                        | 50,272                  | 70,000                   | 90,000        | 120,000                  | 176,800                 | 31     | 100,824 | 7.0%                      |
| Primary Responsibility-Admin/Mgmt | 56,300                  | 71,000                   | 87,000        | 110,000                  | 134,000                 | 642    | 93,587  | 5.8%                      |

**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                              | 55,734          | 73,331             | 96,000     | 123,500            | 170,815         | 33     | 102,149 | 4.6%                |
| Business, Human Resources, Public Administration | 58,520          | 70,048             | 88,000     | 115,000            | 151,000         | 63     | 94,890  | 6.9%                |
| Communications/Journalism/ Public Relations      | 59,600          | 67,000             | 77,500     | 103,000            | 137,600         | 35     | 92,029  | 6.7%                |
| Computer Sciences                                | 56,000          | 76,250             | 85,500     | 157,091            | .               | 8      | 124,546 | 4.5%                |
| Earth Sciences                                   | 75,000          | 84,377             | 89,250     | 115,450            | .               | 8      | 99,639  | 4.4%                |
| Education  | 46,634          | 63,826             | 84,427     | 95,750             | 116,870         | 60     | 83,708  | 4.6%                |
| English/Literature/ Composition                  | 59,496          | 72,000             | 86,500     | 112,056            | 137,603         | 132    | 93,146  | 5.8%                |
| Fine and Applied Arts                            | 53,800          | 71,750             | 85,000     | 102,000            | 145,600         | 37     | 91,090  | 6.4%                |
| Foreign Languages/ Culture studies               | 55,402          | 73,275             | 84,000     | 107,000            | 133,800         | 50     | 92,282  | 6.7%                |
| General Studies                                  | 55,000          | 88,000             | 117,368    | 137,500            | 182,500         | 10     | 115,124 | 5.2%                |
| History  | 58,920          | 75,000             | 92,000     | 115,000            | 132,360         | 113    | 95,965  | 5.4%                |
| Law  | 66,800          | 80,900             | 92,000     | 122,000            | 161,543         | 37     | 103,089 | 4.5%                |
| Philosophy, Religion                             | 27,110          | 44,748             | 75,000     | 92,250             | 236,000         | 16     | 92,568  | 7.0%                |
| Physical Sciences                                | 56,200          | 72,600             | 85,192     | 119,950            | 194,800         | 26     | 105,029 | 5.2%                |
| Social Sciences                                  | 55,997          | 69,925             | 86,000     | 110,546            | 131,500         | 114    | 91,777  | 6.1%                |
| Other  | 50,448          | 62,000             | 86,000     | 110,000            | 134,448         | 87     | 91,513  | 7.2%                |
| Primary Responsibility-Admin/Mgmt                | 56,300          | 71,000             | 87,000     | 110,000            | 134,000         | 642    | 93,587  | 5.8%                |

**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 |
| 2 or less                         | 35,800          | 43,788             | 62,000     | 97,000             | 200,200         | 13     | 80,712  | 10.1%               |
| 3-5 Years                         | 38,668          | 50,000             | 67,500     | 80,000             | 100,000         | 19     | 73,809  | 12.3%               |
| 6-10 Years                        | 50,600          | 60,500             | 73,000     | 85,500             | 101,800         | 53     | 76,323  | 8.0%                |
| 11-15 Years                       | 50,777          | 64,250             | 74,625     | 95,250             | 120,600         | 78     | 81,866  | 7.0%                |
| 16-20 Years                       | 56,500          | 74,901             | 85,523     | 100,006            | 120,200         | 88     | 88,853  | 5.3%                |
| 21-25 Years                       | 55,442          | 70,031             | 85,000     | 110,750            | 128,600         | 100    | 90,000  | 5.5%                |
| 26 Years or More                  | 68,470          | 82,000             | 98,250     | 120,000            | 150,000         | 284    | 105,160 | 4.8%                |
| Primary Responsibility-Admin/Mgmt | 56,300          | 71,000             | 87,000     | 110,000            | 134,000         | 642    | 93,587  | 5.8%                |

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

U. S.

|                                   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary |                           | Percent<br>change |
|-----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|-------------------|
|                                   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |                   |
| 6-10 Years                        | 39,135                  | 41,000                   | 75,000        | 90,000                   | 108,000                 | 11     | 70,295 | 5.7%                      |                   |
| 11-15 Years                       | 47,300                  | 62,500                   | 75,000        | 89,700                   | 113,000                 | 46     | 76,508 | 8.9%                      |                   |
| 16-20 Years                       | 47,772                  | 60,000                   | 74,250        | 92,500                   | 118,988                 | 67     | 79,686 | 7.0%                      |                   |
| 21-25 Years                       | 55,200                  | 63,500                   | 80,000        | 108,500                  | 130,000                 | 77     | 88,290 | 6.4%                      |                   |
| 26 Years or More                  | 62,000                  | 75,750                   | 92,000        | 115,440                  | 144,000                 | 433    | 99,295 | 5.1%                      |                   |
| Primary Responsibility-Admin/Mgmt | 56,300                  | 71,000                   | 87,000        | 110,000                  | 134,000                 | 642    | 93,587 | 5.8%                      |                   |

**Table 8 - Salary Distribution by Gender**

U. S.

|                                   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary |                           | Percent<br>change |
|-----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|-------------------|
|                                   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |                   |
| Female                            | 57,280                  | 70,143                   | 86,350        | 110,849                  | 134,000                 | 500    | 93,308 | 6.0%                      |                   |
| Male                              | 51,350                  | 72,200                   | 90,000        | 109,314                  | 138,700                 | 128    | 95,704 | 5.0%                      |                   |
| Primary Responsibility-Admin/Mgmt | 56,300                  | 71,000                   | 87,000        | 110,000                  | 134,000                 | 642    | 93,587 | 5.8%                      |                   |

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

U. S.

|                                   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary |                           | Percent<br>change |
|-----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|-------------------|
|                                   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |                   |
| Native American, Alaskan          | 55,000                  | 67,605                   | 71,000        | 95,500                   | .                       | 9      | 82,912 | 11.0%                     |                   |
| Asian, Pacific Islander           | 45,104                  | 72,400                   | 84,000        | 110,000                  | 153,241                 | 15     | 92,422 | 4.2%                      |                   |
| Black                             | 52,000                  | 61,500                   | 84,354        | 97,000                   | 124,000                 | 21     | 81,600 | 6.9%                      |                   |
| Hispanic                          | 36,500                  | 57,500                   | 84,085        | 126,725                  | 136,502                 | 14     | 90,296 | 5.5%                      |                   |
| White                             | 58,571                  | 72,000                   | 88,000        | 110,697                  | 135,000                 | 565    | 94,543 | 5.7%                      |                   |
| Other                             | 52,000                  | 58,000                   | 95,500        | 111,000                  | .                       | 6      | 91,167 | 10.4%                     |                   |
| Primary Responsibility-Admin/Mgmt | 56,300                  | 71,000                   | 87,000        | 110,000                  | 134,000                 | 642    | 93,587 | 5.8%                      |                   |

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

U. S.

|                                   |                 |                    |            |                    |                 | Number | Salary  | Percent change      |
|-----------------------------------|-----------------|--------------------|------------|--------------------|-----------------|--------|---------|---------------------|
|                                   | 10th Percentile | First Quartile 25% | Median 50% | Third Quartile 75% | 90th Percentile |        | Mean    | Mean Percent Change |
| 2-9 Employees                     | 36,000          | 48,920             | 63,700     | 77,500             | 104,000         | 13     | 64,597  | 6.2%                |
| 10-24 Employees                   | 56,800          | 60,000             | 72,000     | 114,000            | 129,400         | 11     | 84,091  | 8.7%                |
| 25-99 Employees                   | 41,000          | 60,000             | 73,500     | 86,655             | 120,000         | 29     | 80,955  | 5.7%                |
| 100-499 Employees                 | 54,939          | 68,438             | 80,750     | 94,425             | 119,500         | 120    | 84,486  | 5.9%                |
| 500-999 Employees                 | 59,800          | 69,304             | 87,000     | 109,000            | 147,600         | 87     | 94,784  | 6.2%                |
| 1,000-2,499 Employees             | 54,024          | 76,500             | 92,500     | 113,704            | 132,000         | 106    | 95,297  | 6.7%                |
| 2,500-4,999 Employees             | 57,140          | 70,093             | 90,500     | 120,570            | 159,020         | 86     | 101,340 | 5.5%                |
| 5,000-9,999 Employees             | 58,600          | 70,500             | 93,000     | 113,050            | 146,990         | 72     | 99,054  | 5.8%                |
| 10,000 or more Employees          | 69,908          | 80,000             | 95,194     | 115,125            | 134,000         | 118    | 98,622  | 4.6%                |
| Primary Responsibility-Admin/Mgmt | 56,300          | 71,000             | 87,000     | 110,000            | 134,000         | 642    | 93,587  | 5.8%                |

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

U. S.

|                                   |                 |                    |            |                    |                 | Number | Salary  | Percent change      |
|-----------------------------------|-----------------|--------------------|------------|--------------------|-----------------|--------|---------|---------------------|
|                                   | 10th Percentile | First Quartile 25% | Median 50% | Third Quartile 75% | 90th Percentile |        | Mean    | Mean Percent Change |
| Work in a Non-profit Organization | 51,950          | 63,925             | 82,000     | 100,000            | 125,000         | 318    | 85,952  | 5.1%                |
| Work in a For-profit Organization | 64,315          | 77,000             | 94,000     | 118,735            | 146,800         | 323    | 101,198 | 6.4%                |
| Primary Responsibility-Admin/Mgmt | 56,300          | 71,000             | 87,000     | 110,000            | 134,000         | 642    | 93,587  | 5.8%                |

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

U. S.

|                                   |                 |                    |            |                    |                 | Number | Salary | Percent change      |
|-----------------------------------|-----------------|--------------------|------------|--------------------|-----------------|--------|--------|---------------------|
|                                   | 10th Percentile | First Quartile 25% | Median 50% | Third Quartile 75% | 90th Percentile |        | Mean   | Mean Percent Change |
| Government                        | 55,292          | 73,054             | 91,500     | 109,750            | 128,125         | 88     | 91,766 | 4.8%                |
| Public Library                    | 30,230          | 50,075             | 68,950     | 82,076             | 85,800          | 10     | 64,464 | 8.3%                |
| Academic Institution              | 45,000          | 59,000             | 82,000     | 98,000             | 131,060         | 139    | 84,146 | 5.4%                |
| Other Organizations               | 63,000          | 74,831             | 90,000     | 115,190            | 137,902         | 405    | 97,942 | 6.1%                |
| Primary Responsibility-Admin/Mgmt | 56,300          | 71,000             | 87,000     | 110,000            | 134,000         | 642    | 93,587 | 5.8%                |

**Table 13 - 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   | 60,000          | 80,000             | 97,517     | 115,500            | 143,753         | 66     | 100,347 | 4.8%                |
| Other Government   | 47,500          | 56,285             | 71,600     | 78,750             | 95,250          | 24     | 69,108  | 4.8%                |
| Public Library-General                                       | 30,000          | 38,225             | 62,350     | 80,076             | .               | 8      | 60,554  | 8.8%                |
| Academic-Subj Dept   | 52,200          | 68,000             | 85,000     | 109,090            | 140,800         | 75     | 93,508  | 6.3%                |
| Academic-General Campus                                      | 41,700          | 52,000             | 66,250     | 87,089             | 101,118         | 56     | 70,941  | 5.3%                |
| Associations & Labor Unions                                  | 57,200          | 61,000             | 82,000     | 96,500             | 114,193         | 17     | 81,442  | 4.2%                |
| Broadcasting & Telecommunications                            | 96,200          | 103,100            | 115,000    | 122,000            | .               | 5      | 113,040 | 5.3%                |
| Finance - except insurance                                   | 79,400          | 83,750             | 100,000    | 122,500            | 160,500         | 18     | 106,750 | 3.8%                |
| Finance - insurance carriers, funds, trusts                  | 73,500          | 79,432             | 100,000    | 120,000            | .               | 8      | 103,404 | 4.8%                |
| Health Care & Social Assistance                              | 47,920          | 59,820             | 73,369     | 83,250             | 117,500         | 34     | 77,105  | 3.7%                |
| Info Services - consortiums/membership libraries             | 72,000          | 73,500             | 95,000     | 113,500            | .               | 9      | 93,664  | 5.5%                |
| Info Services - Information broker, contract search          | 38,668          | 54,000             | 72,000     | 91,350             | .               | 9      | 88,452  | 10.0%               |
| Info Services - news syndicates, information providers       | 38,000          | 41,500             | 73,500     | 115,000            | .               | 5      | 77,300  | 4.6%                |
| Manufacturing - aerospace products & parts                   | 64,788          | 74,500             | 93,425     | 103,750            | .               | 8      | 89,455  | 6.9%                |
| Manufacturing - chemical, except pharm./med. chemical        | 70,210          | 75,303             | 91,000     | 108,500            | .               | 6      | 92,535  | 2.9%                |
| Manufacturing - miscellaneous                                | 65,000          | 76,125             | 81,500     | 111,425            | .               | 8      | 90,050  | 3.5%                |
| Manufacturing - pharmaceuticals & medical chemicals          | 77,403          | 86,186             | 113,690    | 127,750            | 165,408         | 26     | 114,561 | 4.3%                |
| Professional Services - legal                                | 65,800          | 80,000             | 96,460     | 123,362            | 165,000         | 137    | 106,384 | 7.3%                |
| Professional Services - mngt., scientific/tech. consulting   | 60,300          | 81,000             | 93,250     | 123,326            | 153,400         | 20     | 100,663 | 7.9%                |
| Professional Services - other (market research, translation) | 70,000          | 77,000             | 84,800     | 93,864             | .               | 5      | 85,305  | 4.2%                |
| Professional Services - scientific research & development    | 57,373          | 70,089             | 89,500     | 112,550            | 136,795         | 16     | 92,527  | 5.1%                |
| Publishing - newspaper, periodical, book                     | 48,700          | 71,750             | 92,000     | 111,500            | 151,400         | 18     | 97,167  | 6.2%                |
| Other  | 56,720          | 70,000             | 89,000     | 102,000            | 126,788         | 25     | 90,249  | 4.0%                |
| Primary Responsibility-Admin/Mgmt                            | 56,300          | 71,000             | 87,000     | 110,000            | 134,000         | 642    | 93,587  | 5.8%                |

**Table 14 - 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                                       | 54,500          | 55,993             | 80,000     | 87,600             | .               | 7      | 82,203         | 5.9%                |
|   | \$250,000-\$499,999                                       | 58,000          | 69,843             | 92,000     | 109,250            | .               | 6      | 89,132         | 3.7%                |
|   | \$500,000-\$999,999                                       | 78,000          | 84,500             | 96,500     | 105,941            | .               | 8      | 95,331         | 3.8%                |
|   | Above \$1,000,000   | 88,967          | 98,696             | 113,500    | 128,313            | 159,289         | 26     | 114,530        | 5.4%                |
|   | Budgets are not allocated to separate branch or libraries | 64,584          | 72,292             | 90,000     | 128,200            | .               | 5      | 98,197         | 5.5%                |
| Other Government                                    | Above \$1,000,000   | 30,626          | 59,047             | 77,434     | 91,750             | .               | 8      | 74,826         | 5.1%                |
| Academic-Subj Dept                                  | \$250,000-\$499,999                                       | 62,000          | 82,000             | 85,000     | 90,000             | .               | 7      | 83,453         | 10.5%               |
|   | \$500,000-\$999,999                                       | 43,500          | 71,326             | 86,350     | 98,525             | 134,500         | 14     | 87,249         | 5.6%                |
|   | Above \$1,000,000   | 59,154          | 72,000             | 104,000    | 129,000            | 149,782         | 27     | 103,439        | 4.0%                |
|   | Don't know  | 36,000          | 36,000             | 55,000     | 74,500             | .               | 5      | 55,200         | 9.0%                |
| Academic-General Campus                             | \$100,000-\$249,999                                       | 40,000          | 52,250             | 60,050     | 66,065             | .               | 8      | 58,420         | 6.3%                |
|   | \$250,000-\$499,999                                       | 40,000          | 50,000             | 54,890     | 75,000             | .               | 7      | 60,570         | 3.3%                |
|   | \$500,000-\$999,999                                       | 42,123          | 47,062             | 60,000     | 73,500             | .               | 5      | 60,225         | 2.2%                |
|   | Above \$1,000,000   | 53,735          | 70,000             | 83,205     | 98,285             | 123,661         | 25     | 85,721         | 4.8%                |
| Associations & Labor Unions                         | \$100,000-\$249,999                                       | 60,000          | 61,500             | 81,000     | 110,085            | .               | 6      | 84,324         | 4.6%                |
| Finance - except insurance                          | Above \$1,000,000   | 76,000          | 100,000            | 115,500    | 135,000            | 164,000         | 11     | 117,773        | 4.3%                |
| Health Care & Social Assistance                     | \$100,000-\$249,999                                       | 59,280          | 60,640             | 62,000     | 78,158             | .               | 5      | 67,919         | 2.7%                |
|   | \$250,000-\$499,999                                       | 47,840          | 52,500             | 65,000     | 73,369             | .               | 9      | 64,573         | 3.8%                |
|   | Above \$1,000,000   | 19,500          | 67,593             | 78,331     | 133,750            | 203,200         | 10     | 95,699         | 4.4%                |
| Manufacturing - pharmaceuticals & medical chemicals | \$500,000-\$999,999                                       | 84,500          | 88,625             | 113,868    | 128,100            | .               | 6      | 111,773        | 1.3%                |
|   | Above \$1,000,000   | 78,000          | 104,062            | 116,500    | 130,000            | 169,013         | 14     | 118,730        | 5.1%                |
| Professional Services - legal                       | \$250,000-\$499,999                                       | 57,000          | 67,000             | 80,000     | 95,500             | 99,298          | 11     | 80,121         | 5.7%                |
|   | \$500,000-\$999,999                                       | 65,000          | 70,000             | 95,000     | 104,000            | 119,000         | 19     | 89,304         | 6.2%                |
|   | Above \$1,000,000   | 75,400          | 89,000             | 107,000    | 131,700            | 183,800         | 93     | 116,792        | 8.1%                |
|   | Don't know  | 70,000          | 72,250             | 82,500     | 93,000             | .               | 6      | 85,000         | 3.8%                |
| Professional Services - mngt.,                      | Above \$1,000,000   | 84,000          | 84,784             | 120,250    | 156,000            | .               | 6      | 120,924        | 11.5%               |
| Professional Services - scientific                  | Above \$1,000,000   | 85,000          | 86,000             | 95,000     | 117,600            | .               | 7      | 108,971        | 5.6%                |
| Publishing - newspaper, periodical, book            | \$250,000-\$499,999                                       | 50,000          | 77,000             | 89,500     | 109,250            | .               | 6      | 91,000         | 4.4%                |
| Other   | Above \$1,000,000   | 67,000          | 69,250             | 98,200     | 150,500            | .               | 6      | 111,233        | 7.7%                |

**Table 15 - 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     | 43,100          | 55,000             | 85,000     | 100,000            | 120,800         | 31     | 82,812         | 6.0%                |
| Wages/Salary Not Set by Collective Bargaining Agreement | 58,571          | 71,171             | 87,500     | 111,000            | 135,000         | 605    | 94,311         | 5.8%                |
| Primary Responsibility-Admin/Mgmt                       | 56,300          | 71,000             | 87,000     | 110,000            | 134,000         | 642    | 93,587         | 5.8%                |

**Table 16 - 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               | 44,250          | 60,000             | 75,750     | 110,750            | 149,500         | 54     | 86,335  | 10.3%               |
| Two Years                         | 44,712          | 57,836             | 75,000     | 86,250             | 132,738         | 38     | 82,097  | 4.3%                |
| 3-5 Years                         | 51,800          | 66,750             | 85,000     | 109,250            | 134,100         | 98     | 91,654  | 6.8%                |
| 6-10 Years                        | 58,380          | 72,000             | 90,000     | 111,328            | 133,740         | 150    | 93,308  | 6.4%                |
| 11-15 Years                       | 60,000          | 72,000             | 86,700     | 112,000            | 130,000         | 91     | 92,808  | 5.2%                |
| 16-20 Years                       | 61,200          | 80,000             | 90,000     | 115,000            | 140,400         | 71     | 99,942  | 4.1%                |
| 21-25 Years                       | 61,600          | 72,850             | 90,000     | 109,514            | 144,000         | 57     | 94,581  | 4.6%                |
| 26 Years or more                  | 71,000          | 83,000             | 100,000    | 117,639            | 159,280         | 67     | 106,660 | 4.2%                |
| Primary Responsibility-Admin/Mgmt | 56,300          | 71,000             | 87,000     | 110,000            | 134,000         | 642    | 93,587  | 5.8%                |

**Table 17 - 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                              | 41,500          | 69,400             | 77,000     | 105,000            | 121,990         | 24     | 84,317  | 2.8%                |
| 1-2 Employees                     | 50,000          | 62,750             | 76,000     | 88,045             | 102,000         | 98     | 76,468  | 6.1%                |
| 3-4 Employees                     | 56,700          | 68,000             | 82,000     | 95,375             | 112,000         | 128    | 82,600  | 5.5%                |
| 5-6 Employees                     | 56,000          | 72,906             | 86,000     | 102,000            | 123,122         | 101    | 90,490  | 5.5%                |
| 7-9 Employees                     | 55,742          | 71,500             | 90,000     | 113,550            | 129,500         | 90     | 93,578  | 5.8%                |
| 10-14 Employees                   | 58,380          | 68,625             | 100,645    | 121,500            | 153,600         | 80     | 100,345 | 6.5%                |
| 15-19 Employees                   | 60,000          | 70,750             | 97,017     | 132,250            | 183,135         | 42     | 106,166 | 6.9%                |
| 20 or more Employees              | 80,000          | 93,250             | 120,000    | 148,183            | 200,380         | 77     | 127,176 | 6.0%                |
| Primary Responsibility-Admin/Mgmt | 56,300          | 71,000             | 87,000     | 110,000            | 134,000         | 642    | 93,587  | 5.8%                |

**Table 18 - 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 |
| Administrative/Management         | 56,300          | 71,000             | 87,000     | 110,000            | 134,000         | 642    | 93,587 | 5.8%                |
| Primary Responsibility-Admin/Mgmt | 56,300          | 71,000             | 87,000     | 110,000            | 134,000         | 642    | 93,587 | 5.8%                |

**Table 19 - Salary Distribution by Job Title**

U. S.

|                                      |                 |                    |            |                    |                 | Number | Salary  | Percent change      |
|--------------------------------------|-----------------|--------------------|------------|--------------------|-----------------|--------|---------|---------------------|
|                                      | 10th Percentile | First Quartile 25% | Median 50% | Third Quartile 75% | 90th Percentile |        | Mean    | Mean Percent Change |
| Chief Info Officer/V.P./ Exec        | 69,200          | 90,000             | 116,600    | 165,000            | 228,200         | 35     | 132,990 | 6.4%                |
| Director/Manager                     | 60,000          | 72,778             | 89,000     | 111,000            | 134,000         | 485    | 94,064  | 5.7%                |
| Asst Mngr./Dept./Section Head        | 48,518          | 61,978             | 80,000     | 93,425             | 116,180         | 97     | 78,551  | 5.8%                |
| Librarian/Info Specialist/Researcher | 44,260          | 56,100             | 71,950     | 82,000             | 96,400          | 17     | 70,431  | 9.3%                |
| Primary Responsibility-Admin/Mgmt    | 56,300          | 71,000             | 87,000     | 110,000            | 134,000         | 642    | 93,587  | 5.8%                |

**Table 20 - Salary Distribution by Library or Information Resource Center Setting**

U. S.

|   |                 |                    |            |                    |                 | 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        | 56,000          | 70,167             | 87,000     | 110,000            | 131,880         | 581    | 92,957  | 5.8%                |
| Do Not Work in Library or Information Resource Center | 60,800          | 72,000             | 90,000     | 111,552            | 151,720         | 57     | 100,638 | 5.7%                |
| Primary Responsibility-Admin/Mgmt                     | 56,300          | 71,000             | 87,000     | 110,000            | 134,000         | 642    | 93,587  | 5.8%                |

**Table 21 - Salary Distribution by Library/ Information Center Annual Budget**

U. S.

|   |                 |                    |            |                    |                 | Number | Salary  | Percent change      |
|---|-----------------|--------------------|------------|--------------------|-----------------|--------|---------|---------------------|
|   | 10th Percentile | First Quartile 25% | Median 50% | Third Quartile 75% | 90th Percentile |        | Mean    | Mean Percent Change |
| Under \$25,000  | 30,000          | 48,750             | 60,000     | 88,364             | .               | 9      | 65,692  | 4.0%                |
| \$25,000-\$49,999   | 30,000          | 46,625             | 58,409     | 63,000             | .               | 8      | 60,915  | 11.0%               |
| \$50,000-\$74,999   | 44,800          | 61,956             | 71,760     | 86,000             | 98,800          | 11     | 72,974  | 5.3%                |
| \$75,000-\$99,999   | 37,610          | 51,600             | 80,000     | 84,893             | 119,300         | 12     | 75,278  | 10.8%               |
| \$100,000-\$249,999                                       | 51,700          | 60,550             | 72,800     | 84,000             | 101,600         | 61     | 74,391  | 5.0%                |
| \$250,000-\$499,999                                       | 54,890          | 65,000             | 79,500     | 88,000             | 100,008         | 79     | 78,463  | 5.2%                |
| \$500,000-\$999,999                                       | 60,600          | 75,000             | 89,211     | 102,000            | 115,800         | 91     | 88,995  | 4.6%                |
| Above \$1,000,000   | 70,000          | 84,000             | 103,364    | 127,750            | 160,000         | 264    | 108,872 | 6.3%                |
| Budgets are not allocated to separate branch or libraries | 60,600          | 75,708             | 91,229     | 100,000            | 196,000         | 15     | 102,161 | 6.2%                |
| Don't know  | 35,800          | 42,000             | 69,200     | 85,000             | 117,996         | 27     | 68,650  | 6.7%                |
| Primary Responsibility-Admin/Mgmt                         | 56,300          | 71,000             | 87,000     | 110,000            | 134,000         | 642    | 93,587  | 5.8%                |

**Table 22 - Salary Distribution by Full-time Equivalent Employees in Library/Information Center**

U. S.

|                                   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary  | Percent<br>change         |
|-----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|---------|---------------------------|
|                                   |                         |                          |               |                          |                         |        | Mean    | Mean<br>Percent<br>Change |
| 2 or less                         | 48,652                  | 57,720                   | 71,671        | 85,034                   | 102,000                 | 56     | 73,397  | 4.9%                      |
| More than 2 to 4                  | 52,000                  | 64,000                   | 80,000        | 92,000                   | 100,000                 | 119    | 78,743  | 5.5%                      |
| More than 4 to 9                  | 60,000                  | 73,500                   | 88,000        | 110,000                  | 127,000                 | 175    | 93,047  | 6.0%                      |
| More than 9                       | 60,838                  | 80,000                   | 98,917        | 127,000                  | 158,399                 | 227    | 105,506 | 6.2%                      |
| Primary Responsibility-Admin/Mgmt | 56,300                  | 71,000                   | 87,000        | 110,000                  | 134,000                 | 642    | 93,587  | 5.8%                      |

**Table 23 - 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                                     | 66    | 100.0%  | 62                               | 93.9%   | 24                     | 36.4%   | 61            | 92.4%   |
| Other Government                                       | 24    | 100.0%  | 24                               | 100.0%  | 13                     | 54.2%   | 23            | 95.8%   |
| Public Library-Subj and General                        | 10    | 100.0%  | 10                               | 100.0%  | 7                      | 70.0%   | 10            | 100.0%  |
| Academic-Subj Dept                                     | 78    | 100.0%  | 75                               | 96.2%   | 42                     | 53.8%   | 75            | 96.2%   |
| Academic-General Campus                                | 57    | 100.0%  | 56                               | 98.2%   | 36                     | 63.2%   | 56            | 98.2%   |
| Finance & Insurance; Accounting                        | 53    | 100.0%  | 49                               | 92.5%   | 41                     | 77.4%   | 51            | 96.2%   |
| Information Services & Publishing                      | 88    | 100.0%  | 78                               | 88.6%   | 66                     | 75.0%   | 83            | 94.3%   |
| Manufacturing and Agriculture                          | 30    | 100.0%  | 26                               | 86.7%   | 19                     | 63.3%   | 29            | 96.7%   |
| Professional Services                                  | 217   | 100.0%  | 197                              | 90.8%   | 159                    | 73.3%   | 206           | 94.9%   |
| Utilities; Transportation; Broadcasting; Movies; Trade | 7     | 100.0%  | 6                                | 85.7%   | 4                      | 57.1%   | 7             | 100.0%  |
| Other  | 26    | 100.0%  | 23                               | 88.5%   | 22                     | 84.6%   | 25            | 96.2%   |
| Primary Responsibility-Admin/Mgmt                      | 656   | 100.0%  | 606                              | 92.4%   | 433                    | 66.0%   | 626           | 95.4%   |

**Table 23 - 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                                     | 63                               | 95.5%   | 43                      | 65.2%   | 48                          | 72.7%   | 41              | 62.1%   |
| Other Government                                       | 23                               | 95.8%   | 19                      | 79.2%   | 22                          | 91.7%   | 18              | 75.0%   |
| Public Library-Subj and General                        | 9                                | 90.0%   | 2                       | 20.0%   | 9                           | 90.0%   | 7               | 70.0%   |
| Academic-Subj Dept                                     | 77                               | 98.7%   | 55                      | 70.5%   | 74                          | 94.9%   | 57              | 73.1%   |
| Academic-General Campus                                | 55                               | 96.5%   | 34                      | 59.6%   | 52                          | 91.2%   | 47              | 82.5%   |
| Finance & Insurance; Accounting                        | 52                               | 98.1%   | 33                      | 62.3%   | 51                          | 96.2%   | 44              | 83.0%   |
| Information Services & Publishing                      | 86                               | 97.7%   | 62                      | 70.5%   | 85                          | 96.6%   | 66              | 75.0%   |
| Manufacturing and Agriculture                          | 29                               | 96.7%   | 29                      | 96.7%   | 29                          | 96.7%   | 24              | 80.0%   |
| Professional Services                                  | 209                              | 96.3%   | 168                     | 77.4%   | 208                         | 95.9%   | 172             | 79.3%   |
| Utilities; Transportation; Broadcasting; Movies; Trade | 7                                | 100.0%  | 4                       | 57.1%   | 6                           | 85.7%   | 3               | 42.9%   |
| Other  | 26                               | 100.0%  | 17                      | 65.4%   | 26                          | 100.0%  | 16              | 61.5%   |
| Primary Responsibility-Admin/Mgmt                      | 636                              | 97.0%   | 466                     | 71.0%   | 610                         | 93.0%   | 495             | 75.5%   |

**Table 23 - 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                                     | 59                               | 89.4%   | 63              | 95.5%   | 41                   | 62.1%   | 27                    | 40.9%   |
| Other Government                                       | 23                               | 95.8%   | 23              | 95.8%   | 14                   | 58.3%   | 10                    | 41.7%   |
| Public Library-Subj and General                        | 7                                | 70.0%   | 9               | 90.0%   | 5                    | 50.0%   | 6                     | 60.0%   |
| Academic-Subj Dept                                     | 69                               | 88.5%   | 74              | 94.9%   | 63                   | 80.8%   | 52                    | 66.7%   |
| Academic-General Campus                                | 52                               | 91.2%   | 54              | 94.7%   | 45                   | 78.9%   | 35                    | 61.4%   |
| Finance & Insurance; Accounting                        | 51                               | 96.2%   | 50              | 94.3%   | 51                   | 96.2%   | 44                    | 83.0%   |
| Information Services & Publishing                      | 80                               | 90.9%   | 81              | 92.0%   | 76                   | 86.4%   | 69                    | 78.4%   |
| Manufacturing and Agriculture                          | 28                               | 93.3%   | 28              | 93.3%   | 29                   | 96.7%   | 30                    | 100.0%  |
| Professional Services                                  | 205                              | 94.5%   | 186             | 85.7%   | 184                  | 84.8%   | 183                   | 84.3%   |
| Utilities; Transportation; Broadcasting; Movies; Trade | 6                                | 85.7%   | 7               | 100.0%  | 4                    | 57.1%   | 5                     | 71.4%   |
| Other  | 25                               | 96.2%   | 24              | 92.3%   | 18                   | 69.2%   | 19                    | 73.1%   |
| Primary Responsibility-Admin/Mgmt                      | 605                              | 92.2%   | 599             | 91.3%   | 530                  | 80.8%   | 480                   | 73.2%   |

**Table 23 - 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                               | 16.7%   | 36                               | 54.5%   | 43                                      | 65.2%   |                |         |
| Other Government                                       | 2                                | 8.3%    | 9                                | 37.5%   | 18                                      | 75.0%   |                |         |
| Public Library-Subj and General                        |                                  |         | 2                                | 20.0%   | 7                                       | 70.0%   |                |         |
| Academic-Subj Dept                                     | 12                               | 15.4%   | 28                               | 35.9%   | 53                                      | 67.9%   | 2              | 2.6%    |
| Academic-General Campus                                | 10                               | 17.5%   | 22                               | 38.6%   | 43                                      | 75.4%   | 2              | 3.5%    |
| Finance & Insurance; Accounting                        | 6                                | 11.3%   | 18                               | 34.0%   | 46                                      | 86.8%   | 15             | 28.3%   |
| Information Services & Publishing                      | 19                               | 21.6%   | 30                               | 34.1%   | 67                                      | 76.1%   | 23             | 26.1%   |
| Manufacturing and Agriculture                          | 9                                | 30.0%   | 22                               | 73.3%   | 27                                      | 90.0%   | 10             | 33.3%   |
| Professional Services                                  | 38                               | 17.5%   | 95                               | 43.8%   | 183                                     | 84.3%   | 90             | 41.5%   |
| Utilities; Transportation; Broadcasting; Movies; Trade | 1                                | 14.3%   | 4                                | 57.1%   | 4                                       | 57.1%   | 2              | 28.6%   |
| Other  | 1                                | 3.8%    | 8                                | 30.8%   | 16                                      | 61.5%   | 2              | 7.7%    |
| Primary Responsibility-Admin/Mgmt                      | 109                              | 16.6%   | 274                              | 41.8%   | 507                                     | 77.3%   | 146            | 22.3%   |

**Table 23 - 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 |         | Adoption assistance |         |
|  | Cases   | Percent | Cases                                | Percent | Cases               | Percent |
| Federal Government                                     | 36  | 54.5%   | 14                                   | 21.2%   | 4                   | 6.1%    |
| Other Government                                       | 14  | 58.3%   | 12                                   | 50.0%   | 2                   | 8.3%    |
| Public Library-Subj and General                        | 7   | 70.0%   | 4                                    | 40.0%   |                     |         |
| Academic-Subj Dept                                     | 59  | 75.6%   | 25                                   | 32.1%   | 2                   | 2.6%    |
| Academic-General Campus                                | 49  | 86.0%   | 23                                   | 40.4%   | 2                   | 3.5%    |
| Finance & Insurance; Accounting                        | 41  | 77.4%   | 47                                   | 88.7%   | 18                  | 34.0%   |
| Information Services & Publishing                      | 75  | 85.2%   | 74                                   | 84.1%   | 20                  | 22.7%   |
| Manufacturing and Agriculture                          | 26  | 86.7%   | 28                                   | 93.3%   | 14                  | 46.7%   |
| Professional Services                                  | 147   | 67.7%   | 199                                  | 91.7%   | 37                  | 17.1%   |
| Utilities; Transportation; Broadcasting; Movies; Trade | 4   | 57.1%   | 5                                    | 71.4%   | 2                   | 28.6%   |
| Other  | 23  | 88.5%   | 18                                   | 69.2%   | 4                   | 15.4%   |
| Primary Responsibility-Admin/Mgmt                      | 481   | 73.3%   | 449                                  | 68.4%   | 105                 | 16.0%   |

**Table 24 - 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   | 86.4%   | 8     | 12.1%   | 1              | 1.5%    |
| Other Government                                       | 21   | 87.5%   | 3     | 12.5%   |                |         |
| Public Library-Subj and General                        | 9  | 90.0%   |       |         | 1              | 10.0%   |
| Academic-Subj Dept                                     | 69   | 89.6%   | 7     | 9.1%    | 1              | 1.3%    |
| Academic-General Campus                                | 52   | 91.2%   | 5     | 8.8%    |                |         |
| Finance & Insurance; Accounting                        | 44   | 83.0%   | 9     | 17.0%   |                |         |
| Information Services & Publishing                      | 79   | 88.8%   | 10    | 11.2%   |                |         |
| Manufacturing and Agriculture                          | 28   | 93.3%   | 1     | 3.3%    | 1              | 3.3%    |
| Professional Services                                  | 190  | 87.6%   | 26    | 12.0%   | 1              | .5%     |
| Utilities; Transportation; Broadcasting; Movies; Trade | 6  | 85.7%   | 1     | 14.3%   |                |         |
| Other  | 24   | 92.3%   | 2     | 7.7%    |                |         |
| Total  | 579  | 88.3%   | 72    | 11.0%   | 5              | .8%     |

**Table 25 - 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  | Percent | Count | Percent | Count    | Percent |
| Federal Government                                     | 45  | 26.7% | 17   | 34.0%   | 1     | 2.0%    | 32       | 64.0%   |
| Other Government                                       | 19  | 13.3% | 1  | 5.6%    | 2     | 11.1%   | 15       | 83.3%   |
| Public Library-Subj and General                        | 8   | 17.5% | 1  | 12.5%   | 2     | 25.0%   | 5        | 62.5%   |
| Academic-Subj Dept                                     | 50  | 16.4% | 14   | 23.7%   | 3     | 5.1%    | 42       | 71.2%   |
| Academic-General Campus                                | 39  | 15.7% | 11   | 25.6%   | 2     | 4.7%    | 30       | 69.8%   |
| Finance & Insurance; Accounting                        | 32  | 16.7% | 15   | 37.5%   | 1     | 2.5%    | 24       | 60.0%   |
| Information Services & Publishing                      | 61  | 16.1% | 27   | 40.3%   |       |         | 40       | 59.7%   |
| Manufacturing and Agriculture                          | 18  | 25.9% | 14   | 53.8%   |       |         | 12       | 46.2%   |
| Professional Services                                  | 141   | 15.9% | 62   | 36.9%   | 4     | 2.4%    | 102      | 60.7%   |
| Utilities; Transportation; Broadcasting; Movies; Trade | 5   | 28.0% | 2  | 40.0%   |       |         | 3        | 60.0%   |
| Other  | 19  | 21.1% | 9  | 39.1%   | 1     | 4.3%    | 13       | 56.5%   |
| Total  | 437   | 17.8% | 173  | 34.1%   | 16    | 3.2%    | 318      | 62.7%   |

**Table 26 - 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                                     | 26  | 26.8% | 6  | 20.0%         | 1     | 3.3%          | 23       | 76.7%         |
| Other Government                                       | 11  | 28.2% | 2  | 16.7%         | 1     | 8.3%          | 9        | 75.0%         |
| Public Library-Subj and General                        | 7   | 24.3% | 1  | 14.3%         |       |               | 6        | 85.7%         |
| Academic-Subj Dept                                     | 25  | 16.8% | 7  | 21.2%         | 2     | 6.1%          | 24       | 72.7%         |
| Academic-General Campus                                | 23  | 28.1% | 6  | 22.2%         | 2     | 7.4%          | 19       | 70.4%         |
| Finance & Insurance; Accounting                        | 21  | 17.6% | 8  | 36.4%         |       |               | 14       | 63.6%         |
| Information Services & Publishing                      | 45  | 22.2% | 20   | 37.7%         |       |               | 33       | 62.3%         |
| Manufacturing and Agriculture                          | 13  | 27.6% | 7  | 43.8%         |       |               | 9        | 56.3%         |
| Professional Services                                  | 91  | 32.4% | 34   | 32.4%         | 5     | 4.8%          | 66       | 62.9%         |
| Utilities; Transportation; Broadcasting; Movies; Trade | 3   | 31.7% | 2  | 66.7%         |       |               | 1        | 33.3%         |
| Other  | 9   | 19.4% | 2  | 20.0%         | 1     | 10.0%         | 7        | 70.0%         |
| Total  | 274   | 26.2% | 95   | 29.9%         | 12    | 3.8%          | 211      | 66.4%         |

**Table 27 - 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 2008? |         |   |         |  |         |
|--|---|---------|---|---------|--|---------|
|  | 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                                     | 12  | 23.5%   | 25  | 49.0%   | 14   | 27.5%   |
| Other Government                                       | 4   | 23.5%   | 8   | 47.1%   | 5  | 29.4%   |
| Public Library-Subj and General                        | 4   | 50.0%   | 3   | 37.5%   | 1  | 12.5%   |
| Academic-Subj Dept                                     | 19  | 32.8%   | 18  | 31.0%   | 21   | 36.2%   |
| Academic-General Campus                                | 14  | 33.3%   | 16  | 38.1%   | 12   | 28.6%   |
| Finance & Insurance; Accounting                        | 9   | 28.1%   | 15  | 46.9%   | 8  | 25.0%   |
| Information Services & Publishing                      | 21  | 33.3%   | 22  | 34.9%   | 20   | 31.7%   |
| Manufacturing and Agriculture                          | 4   | 17.4%   | 14  | 60.9%   | 5  | 21.7%   |
| Professional Services                                  | 44  | 27.3%   | 78  | 48.4%   | 39   | 24.2%   |
| Utilities; Transportation; Broadcasting; Movies; Trade | 1   | 20.0%   | 1   | 20.0%   | 3  | 60.0%   |
| Other  | 7   | 33.3%   | 10  | 47.6%   | 4  | 19.0%   |
| Total  | 139   | 28.9%   | 210   | 43.7%   | 132  | 27.4%   |

**Table 28 - Salary Distribution by Employed/Self-Employed Status**

U. S.

|                                   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary |                           | Percent<br>change |
|-----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|-------------------|
|                                   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |                   |
| Not Self-employed                 | 57,120                  | 71,760                   | 87,000        | 110,000                  | 134,000                 | 635    | 93,530 |                           | 5.8%              |
| Primary Responsibility-Admin/Mgmt | 56,300                  | 71,000                   | 87,000        | 110,000                  | 134,000                 | 642    | 93,587 |                           | 5.8%              |

**Table 29 - Salary Distribution by Contract Basis at Primary Job**

U. S.

|                                   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary |                           | Percent<br>change |
|-----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|-------------------|
|                                   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |                   |
| Work on Contract Basis            | 40,200                  | 56,000                   | 68,000        | 91,000                   | 112,258                 | 31     | 73,041 |                           | 4.5%              |
| Do Not Work on Contract Basis     | 58,756                  | 72,000                   | 88,100        | 111,000                  | 135,000                 | 608    | 94,615 |                           | 5.9%              |
| Primary Responsibility-Admin/Mgmt | 56,300                  | 71,000                   | 87,000        | 110,000                  | 134,000                 | 642    | 93,587 |                           | 5.8%              |

**Table 30 - Salary Distribution by Number of Part-time Jobs Held**

U. S.

|                                   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary |                           | Percent<br>change |
|-----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|-------------------|
|                                   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |                   |
| One                               | 29,762                  | 47,865                   | 60,180        | 75,488                   | 89,232                  | 16     | 60,092 |                           | 4.6%              |
| Primary Responsibility-Admin/Mgmt | 32,728                  | 48,577                   | 58,000        | 74,474                   | 88,608                  | 17     | 59,498 |                           | 4.7%              |

**Table 31 - Salary Distribution by Number of Part-time Hours Worked per Week**

U. S.

|                                   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary |                           | Percent<br>change |
|-----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|-------------------|
|                                   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |                   |
| 21-30 Hours                       | 41,600                  | 50,000                   | 62,360        | 69,617                   | .                       | 9      | 59,744 |                           | 3.6%              |
| Primary Responsibility-Admin/Mgmt | 32,728                  | 48,577                   | 58,000        | 74,474                   | 88,608                  | 17     | 59,498 |                           | 4.7%              |

**Table 32 - Salary Distribution by Reasons for Working Part-time**

U. S.

|                                   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary |                           | Percent<br>change |
|-----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|-------------------|
|                                   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |                   |
| Respondent's Choice               | 40,130                  | 49,288                   | 60,180        | 73,460                   | 86,680                  | 14     | 61,348 |                           | 4.2%              |
| Primary Responsibility-Admin/Mgmt | 32,728                  | 48,577                   | 58,000        | 74,474                   | 88,608                  | 17     | 59,498 |                           | 4.7%              |

**Table 33 - Average Hourly Rate for Part-time Employees by Census Division**

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|       | Work-related earnings/hour 4/1/2008 |               |                          |        |       | Mean<br>Percent<br>Change<br>2007-<br>2008 |
|-------|-------------------------------------|---------------|--------------------------|--------|-------|--|
|       | First<br>Quartile<br>25%            | Median<br>50% | Third<br>Quartile<br>75% | Number | Mean  |  |
| TOTAL | 27.42                               | 36.78         | 43.50                    | 5      | 35.72 | 4.7%                                       |

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# UNITED STATES

## **Chapter Nine** **CI/Research**



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

U. S.

|                                    |                 |                    |            |                    |                 | Salary |        | Percent change      |
|------------------------------------|-----------------|--------------------|------------|--------------------|-----------------|--------|--------|---------------------|
|                                    | 10th Percentile | First Quartile 25% | Median 50% | Third Quartile 75% | 90th Percentile | Number | Mean   | Mean Percent Change |
| New England                        | 47,000          | 61,000             | 75,000     | 85,000             | 102,000         | 49     | 74,229 | 7.2%                |
| Middle Atlantic                    | 49,200          | 62,100             | 72,000     | 88,500             | 107,000         | 101    | 76,174 | 5.8%                |
| South Atlantic                     | 47,300          | 54,000             | 64,650     | 80,000             | 99,737          | 92     | 69,508 | 6.5%                |
| East S. Central                    | 45,200          | 49,250             | 54,000     | 69,750             | 100,200         | 10     | 60,304 | 5.3%                |
| West S. Central                    | 39,200          | 46,650             | 55,000     | 79,000             | 110,888         | 25     | 65,795 | 8.8%                |
| East N. Central                    | 45,050          | 55,000             | 65,000     | 80,250             | 94,909          | 110    | 67,912 | 4.0%                |
| West N. Central                    | 40,500          | 55,625             | 66,000     | 72,750             | 110,000         | 34     | 69,298 | 7.0%                |
| Mountain                           | 41,522          | 48,750             | 61,000     | 82,650             | 109,900         | 16     | 68,958 | 4.8%                |
| Pacific                            | 47,310          | 60,000             | 70,226     | 90,338             | 108,000         | 66     | 78,595 | 6.5%                |
| Primary Responsibility-CI/Research | 46,400          | 55,800             | 69,000     | 83,000             | 101,600         | 503    | 71,751 | 5.9%                |

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

U. S.

|  |                         |                          |               |                          |                         | Number | Salary | Percent |
|--|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------|
|  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile |        | Mean   | Change  |
| Springfield, MA; NH, Provid., RI; Hartford, CT; Portland, ME | 57,000                  | 66,750                   | 75,438        | 92,875                   | .                       | 6      | 77,729 | 7.1%    |
| Boston CMSA - incl. Cambridge, Worcester, MA                 | 46,250                  | 59,250                   | 73,500        | 82,750                   | 93,320                  | 36     | 70,794 | 7.9%    |
| New York City CMSA - incl. Princeton; New Haven; Stony Brook | 55,800                  | 65,000                   | 75,000        | 94,000                   | 110,000                 | 83     | 80,225 | 5.4%    |
| Albany, NY; Rochester, NY; Binghamton, NY                    | 32,100                  | 40,500                   | 51,000        | 64,000                   | 71,500                  | 10     | 52,400 | 3.0%    |
| Harrisburg, PA; Pittsburgh, PA; University Park, PA          | 45,895                  | 64,948                   | 89,000        | 103,675                  | .                       | 5      | 85,249 | 3.0%    |
| Philadelphia, CMSA - incl. West Chester, PA; Wilmington, DE  | 48,150                  | 52,500                   | 70,600        | 87,500                   | 106,780                 | 12     | 73,425 | 10.2%   |
| Washington, DC CMSA - incl. Baltimore, MD; Alexandria, VA    | 48,000                  | 58,000                   | 67,000        | 81,850                   | 107,000                 | 49     | 74,558 | 7.0%    |
| NC - incl. Charlotte; Durham; Raleigh; Winston Salem         | 35,592                  | 50,000                   | 54,000        | 56,000                   | 66,010                  | 11     | 53,275 | 2.8%    |
| GA - incl. Atlanta; Macon                                    | 49,390                  | 64,250                   | 68,500        | 77,250                   | 94,100                  | 12     | 70,000 | 5.7%    |
| FL - incl. Tallahassee; Miami; Tampa                         | 35,800                  | 46,000                   | 54,000        | 68,750                   | 92,600                  | 13     | 58,231 | 9.5%    |
| TN - incl. Nashville; Memphis                                | 47,000                  | 50,000                   | 54,000        | 65,260                   | .                       | 8      | 60,380 | 2.8%    |
| Cincinnati CMSA - incl. Newport                              | 20,000                  | 46,250                   | 97,000        | 119,625                  | .                       | 6      | 84,750 | 5.0%    |
| Columbus, OH; Dayton OH                                      | 40,000                  | 58,000                   | 65,000        | 89,646                   | .                       | 7      | 68,105 | 9.6%    |
| Cleveland CMSA - incl. Akron                                 | 35,000                  | 41,000                   | 58,000        | 64,890                   | .                       | 8      | 55,940 | 8.6%    |
| Indianapolis, IN; West Lafayette, IN                         | 38,500                  | 42,385                   | 61,000        | 83,400                   | .                       | 6      | 61,963 | 3.1%    |
| Detroit CMSA - incl. Ann Arbor, Southfield                   | 36,000                  | 51,750                   | 57,500        | 78,500                   | .                       | 6      | 61,000 | 1.7%    |
| Milwaukee CMSA - incl. Brookfield, WI                        | 50,000                  | 50,000                   | 51,000        | 59,500                   | .                       | 5      | 54,000 | .6%     |
| Minneapolis, MN; St. Paul, MN                                | 46,500                  | 57,175                   | 70,250        | 79,155                   | 118,000                 | 22     | 72,702 | 9.2%    |
| Chicago CMSA - incl. Hinsdale, Des Plaines                   | 49,000                  | 58,700                   | 71,250        | 84,500                   | 97,098                  | 64     | 71,339 | 3.2%    |
| MO - incl. St. Louis; Kansas City                            | 45,000                  | 50,800                   | 65,000        | 103,500                  | .                       | 5      | 74,720 | 1.9%    |
| Dallas CMSA - incl. Irving; Fort Worth                       | 41,000                  | 49,225                   | 55,000        | 97,250                   | .                       | 8      | 69,878 | 9.9%    |
| Houston CMSA - incl. Spring; Sugarland                       | 38,000                  | 60,400                   | 78,000        | 82,850                   | .                       | 9      | 76,222 | 6.3%    |
| Austin, TX; San Antonio, TX; El Paso, TX                     | 40,000                  | 44,013                   | 49,000        | 56,375                   | .                       | 6      | 50,808 | 11.1%   |
| Denver CMSA - incl. Boulder; and Colorado Springs            | 48,000                  | 57,000                   | 71,500        | 96,250                   | .                       | 6      | 74,333 | 6.2%    |
| AZ and NV - incl. Phoenix; Tucson; Tempe; Las Vegas          | 41,600                  | 46,000                   | 57,195        | 80,000                   | .                       | 7      | 61,714 | 2.4%    |
| Los Angeles, CMSA - incl. Pasadena; and Santa Barbara        | 46,000                  | 58,500                   | 65,000        | 81,350                   | 97,150                  | 21     | 68,546 | 6.0%    |
| San Diego, CA; La Jolla, CA                                  | 63,000                  | 72,000                   | 81,500        | 87,034                   | .                       | 6      | 79,856 | 5.4%    |
| San Francisco CMSA - incl. Mountain View; San Jose; Oakland  | 59,400                  | 70,000                   | 82,000        | 109,225                  | 152,000                 | 21     | 97,704 | 7.4%    |
| Seattle CMSA - incl. Bellevue; Olympia                       | 40,736                  | 45,650                   | 64,000        | 88,800                   | 100,433                 | 13     | 66,302 | 7.7%    |
| Primary Responsibility-CI/Research                           | 46,400                  | 55,800                   | 69,000        | 83,000                   | 101,600                 | 503    | 71,751 | 5.9%    |

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

U. S.

|                                    | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                    |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Doctorate                          | 48,800                  | 65,000                   | 74,000        | 99,195                   | 149,400                 | 11     | 84,018 | 5.5%                      |
| Master                             | 47,800                  | 55,000                   | 69,000        | 83,000                   | 100,600                 | 147    | 72,699 | 4.4%                      |
| Bachelor                           | 46,100                  | 55,188                   | 68,000        | 84,000                   | 102,000                 | 310    | 71,507 | 6.4%                      |
| Some college but no degree         | 57,000                  | 58,520                   | 65,000        | 71,000                   | .                       | 9      | 65,582 | 11.6%                     |
| No college                         | 32,199                  | 43,125                   | 65,200        | 78,500                   | 93,120                  | 16     | 63,449 | 4.2%                      |
| Primary Responsibility-CI/Research | 46,400                  | 55,800                   | 69,000        | 83,000                   | 101,600                 | 503    | 71,751 | 5.9%                      |

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

U. S.

|                                    | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                    |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| 6th Year Certificate               | 45,500                  | 53,750                   | 69,760        | 77,500                   | .                       | 5      | 66,452 | 8.4%                      |
| Master                             | 47,180                  | 56,000                   | 69,000        | 83,500                   | 102,400                 | 435    | 71,899 | 5.9%                      |
| Bachelor                           | 40,000                  | 52,250                   | 67,513        | 89,000                   | .                       | 9      | 70,890 | 5.3%                      |
| Some college but no degree         | 30,672                  | 43,500                   | 51,520        | 76,000                   | 92,290                  | 12     | 57,282 | 6.3%                      |
| No college                         | 47,250                  | 57,000                   | 71,000        | 84,000                   | 99,400                  | 32     | 78,290 | 5.9%                      |
| Primary Responsibility-CI/Research | 46,400                  | 55,800                   | 69,000        | 83,000                   | 101,600                 | 503    | 71,751 | 5.9%                      |

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

U. S.

|   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|---|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Biomedical Sciences                                 | 31,200                  | 75,000                   | 91,650        | 107,550                  | 123,750                 | 26     | 88,668 | 2.8%                      |
| Business, Human Resources, Public<br>Administration | 51,600                  | 56,250                   | 67,715        | 80,350                   | 100,600                 | 57     | 72,798 | 5.1%                      |
| Communications/Journalism/ Public<br>Relations      | 48,000                  | 57,175                   | 64,000        | 72,275                   | 97,112                  | 38     | 66,939 | 9.8%                      |
| Computer Sciences                                   | 54,000                  | 56,000                   | 64,000        | 87,250                   | .                       | 5      | 70,100 | 3.6%                      |
| Earth Sciences                                      | 43,000                  | 45,000                   | 50,000        | 72,000                   | .                       | 7      | 59,821 | .2%                       |
| Education   | 41,890                  | 47,500                   | 70,500        | 85,650                   | 94,120                  | 30     | 69,345 | 4.3%                      |
| English/Literature/ Composition                     | 47,090                  | 55,850                   | 71,076        | 84,750                   | 97,820                  | 92     | 71,147 | 7.1%                      |
| Fine and Applied Arts                               | 40,000                  | 58,050                   | 65,000        | 83,500                   | 100,000                 | 29     | 72,102 | 5.7%                      |
| Foreign Languages/ Culture studies                  | 45,000                  | 52,294                   | 68,257        | 79,375                   | 99,635                  | 40     | 68,738 | 6.3%                      |
| General Studies                                     | 43,500                  | 48,000                   | 51,500        | 70,749                   | 83,800                  | 10     | 57,800 | 2.8%                      |
| History   | 45,000                  | 56,500                   | 70,000        | 83,500                   | 102,900                 | 70     | 71,692 | 6.2%                      |
| Law   | 46,200                  | 48,000                   | 69,500        | 84,250                   | 106,960                 | 10     | 69,940 | 5.0%                      |
| Philosophy, Religion                                | 45,560                  | 52,250                   | 72,000        | 100,000                  | 124,000                 | 18     | 78,983 | 7.2%                      |
| Physical Sciences                                   | 56,060                  | 63,250                   | 78,500        | 115,750                  | 153,650                 | 20     | 88,773 | 2.8%                      |
| Social Sciences                                     | 48,150                  | 55,000                   | 65,000        | 82,250                   | 100,800                 | 72     | 68,998 | 6.2%                      |
| Other   | 43,800                  | 54,000                   | 68,000        | 80,000                   | 108,000                 | 87     | 72,571 | 4.7%                      |
| Primary Responsibility-CI/Research                  | 46,400                  | 55,800                   | 69,000        | 83,000                   | 101,600                 | 503    | 71,751 | 5.9%                      |

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

U. S.

|                                    | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                    |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| 2 or less                          | 35,000                  | 43,000                   | 51,500        | 62,250                   | 67,957                  | 40     | 51,652 | 11.1%                     |
| 3-5 Years                          | 38,450                  | 48,000                   | 54,000        | 64,375                   | 75,430                  | 68     | 57,065 | 10.2%                     |
| 6-10 Years                         | 45,900                  | 50,000                   | 62,000        | 70,750                   | 79,100                  | 77     | 61,547 | 6.6%                      |
| 11-15 Years                        | 54,600                  | 63,825                   | 72,000        | 82,000                   | 90,000                  | 85     | 72,470 | 5.1%                      |
| 16-20 Years                        | 56,840                  | 68,750                   | 78,520        | 94,023                   | 111,815                 | 66     | 83,795 | 4.9%                      |
| 21-25 Years                        | 55,260                  | 64,850                   | 75,500        | 91,750                   | 120,300                 | 56     | 80,749 | 4.1%                      |
| 26 Years or More                   | 52,500                  | 64,500                   | 80,000        | 100,000                  | 116,400                 | 109    | 83,166 | 3.6%                      |
| Primary Responsibility-CI/Research | 46,400                  | 55,800                   | 69,000        | 83,000                   | 101,600                 | 503    | 71,751 | 5.9%                      |

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

U. S.

|                                    | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                    |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| 3-5 Years                          | 34,200                  | 43,000                   | 50,000        | 53,500                   | 63,500                  | 25     | 49,554 | 11.6%                     |
| 6-10 Years                         | 40,000                  | 47,000                   | 53,000        | 60,000                   | 69,692                  | 55     | 53,772 | 8.9%                      |
| 11-15 Years                        | 46,400                  | 53,000                   | 62,000        | 75,000                   | 82,000                  | 63     | 64,146 | 7.6%                      |
| 16-20 Years                        | 47,000                  | 60,000                   | 67,574        | 83,000                   | 91,100                  | 81     | 69,924 | 6.7%                      |
| 21-25 Years                        | 52,068                  | 62,625                   | 75,000        | 88,500                   | 117,800                 | 72     | 80,144 | 4.8%                      |
| 26 Years or More                   | 52,750                  | 64,000                   | 75,000        | 93,900                   | 108,330                 | 204    | 79,477 | 4.2%                      |
| Primary Responsibility-CI/Research | 46,400                  | 55,800                   | 69,000        | 83,000                   | 101,600                 | 503    | 71,751 | 5.9%                      |

**Table 8 - Salary Distribution by Gender**

U. S.

|                                    | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                    |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Female                             | 47,000                  | 55,725                   | 69,336        | 83,000                   | 102,000                 | 422    | 71,897 | 5.8%                      |
| Male                               | 46,400                  | 57,000                   | 68,500        | 80,750                   | 101,590                 | 76     | 71,659 | 7.0%                      |
| Primary Responsibility-CI/Research | 46,400                  | 55,800                   | 69,000        | 83,000                   | 101,600                 | 503    | 71,751 | 5.9%                      |

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

U. S.

|                                    | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                    |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Asian, Pacific Islander            | 35,264                  | 60,000                   | 70,000        | 82,000                   | 103,214                 | 11     | 70,259 | 9.7%                      |
| Black                              | 56,000                  | 61,250                   | 67,500        | 77,500                   | 83,200                  | 17     | 68,268 | 6.3%                      |
| Hispanic                           | 45,300                  | 52,500                   | 66,717        | 90,000                   | 131,700                 | 10     | 74,533 | 8.8%                      |
| White                              | 46,000                  | 55,188                   | 69,000        | 84,000                   | 102,000                 | 450    | 71,996 | 5.7%                      |
| Other                              | 30,000                  | 32,000                   | 60,000        | 68,378                   | .                       | 7      | 53,254 | 2.6%                      |
| Primary Responsibility-CI/Research | 46,400                  | 55,800                   | 69,000        | 83,000                   | 101,600                 | 503    | 71,751 | 5.9%                      |

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

U. S.

|                                    | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                    |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| One Employee                       | 28,200                  | 30,900                   | 81,250        | 117,750                  | 195,600                 | 10     | 87,270 | 4.0%                      |
| 2-9 Employees                      | 50,000                  | 61,250                   | 71,000        | 108,750                  | .                       | 6      | 82,000 | 5.6%                      |
| 10-24 Employees                    | 35,200                  | 57,000                   | 64,800        | 95,000                   | 109,200                 | 13     | 71,677 | 6.3%                      |
| 25-99 Employees                    | 34,868                  | 50,000                   | 53,500        | 70,657                   | 87,350                  | 32     | 66,693 | 5.9%                      |
| 100-499 Employees                  | 40,000                  | 48,000                   | 58,000        | 72,000                   | 86,662                  | 63     | 61,595 | 7.4%                      |
| 500-999 Employees                  | 48,500                  | 58,000                   | 65,000        | 75,500                   | 91,350                  | 49     | 67,574 | 6.1%                      |
| 1,000-2,499 Employees              | 48,000                  | 57,000                   | 67,500        | 80,072                   | 105,480                 | 72     | 71,265 | 7.3%                      |
| 2,500-4,999 Employees              | 45,200                  | 55,000                   | 69,472        | 88,000                   | 113,520                 | 43     | 72,931 | 4.5%                      |
| 5,000-9,999 Employees              | 45,900                  | 55,000                   | 69,826        | 82,025                   | 102,500                 | 48     | 71,105 | 7.3%                      |
| 10,000 or more Employees           | 52,300                  | 61,500                   | 75,000        | 88,300                   | 103,000                 | 165    | 76,872 | 4.9%                      |
| Primary Responsibility-CI/Research | 46,400                  | 55,800                   | 69,000        | 83,000                   | 101,600                 | 503    | 71,751 | 5.9%                      |

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

U. S.

|                                    | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                    |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Work in a Non-profit Organization  | 44,200                  | 50,000                   | 60,000        | 75,000                   | 98,238                  | 111    | 65,107 | 4.4%                      |
| Work in a For-profit Organization  | 48,000                  | 57,750                   | 70,452        | 84,000                   | 102,000                 | 389    | 73,724 | 6.4%                      |
| Primary Responsibility-CI/Research | 46,400                  | 55,800                   | 69,000        | 83,000                   | 101,600                 | 503    | 71,751 | 5.9%                      |

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

U. S.

|                                    | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                    |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Government                         | 38,838                  | 52,472                   | 61,000        | 91,432                   | 111,900                 | 26     | 70,266 | 5.0%                      |
| Academic Institution               | 40,880                  | 45,500                   | 55,000        | 62,250                   | 76,000                  | 17     | 55,431 | 2.9%                      |
| Other Organizations                | 47,930                  | 56,900                   | 70,000        | 83,275                   | 102,000                 | 458    | 72,490 | 6.1%                      |
| Primary Responsibility-CI/Research | 46,400                  | 55,800                   | 69,000        | 83,000                   | 101,600                 | 503    | 71,751 | 5.9%                      |

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

U. S.

|   |                         |                          |               |                          |                         | Number | Salary | Percent |
|---|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------|
|   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile |        | Mean   | Change  |
| Federal Government  | 51,393                  | 58,300                   | 67,000        | 97,696                   | 118,400                 | 21     | 77,057 | 6.8%    |
| Other Government  | 31,200                  | 33,000                   | 46,000        | 60,000                   | .                       | 7      | 46,962 | 1.9%    |
| Academic-Subj Dept  | 40,160                  | 47,000                   | 55,000        | 75,000                   | 103,920                 | 15     | 61,708 | 2.6%    |
| Accounting  | 51,150                  | 61,750                   | 73,500        | 80,000                   | 111,000                 | 14     | 74,166 | 9.2%    |
| Associations & Labor Unions                                     | 45,000                  | 50,000                   | 56,250        | 66,625                   | 82,531                  | 16     | 58,665 | 8.0%    |
| Broadcasting & Telecommunications                               | 45,000                  | 60,000                   | 79,000        | 88,569                   | .                       | 5      | 75,227 | 11.0%   |
| Finance - except insurance                                      | 48,600                  | 59,000                   | 72,000        | 84,000                   | 100,400                 | 45     | 72,827 | 5.7%    |
| Finance - insurance carriers, funds, trusts                     | 53,500                  | 58,250                   | 67,858        | 81,875                   | 95,350                  | 16     | 70,482 | 4.0%    |
| Health Care & Social Assistance                                 | 48,800                  | 56,000                   | 78,500        | 83,800                   | 96,500                  | 16     | 73,954 | 8.8%    |
| Info Services - Information broker,<br>contract search          | 24,000                  | 35,600                   | 72,000        | 102,500                  | 249,600                 | 13     | 87,938 | .5%     |
| Info Services - news syndicates,<br>information providers       | 37,000                  | 63,278                   | 85,546        | 106,750                  | .                       | 8      | 88,275 | 10.4%   |
| Manufacturing - aerospace products &<br>parts                   | 60,000                  | 60,000                   | 64,000        | 80,000                   | .                       | 7      | 71,521 | 7.2%    |
| Manufacturing - chemical, except pharm.<br>/med. chemical       | 54,100                  | 57,655                   | 72,380        | 88,000                   | 109,082                 | 16     | 76,160 | 4.0%    |
| Manufacturing - computers & electronic<br>product               | 52,440                  | 61,350                   | 70,500        | 94,100                   | 110,005                 | 10     | 75,498 | 3.1%    |
| Manufacturing - food, beverage &<br>tobacco                     | 46,700                  | 54,500                   | 66,500        | 73,875                   | 100,650                 | 10     | 66,850 | 6.2%    |
| Manufacturing - miscellaneous                                   | 48,000                  | 50,000                   | 81,020        | 93,225                   | 125,000                 | 14     | 79,881 | 7.6%    |
| Manufacturing - mining (including oil/gas),<br>metals/mineral   | 50,000                  | 55,500                   | 78,000        | 83,850                   | .                       | 5      | 71,340 | 14.0%   |
| Manufacturing - pharmaceuticals &<br>medical chemicals          | 60,000                  | 70,371                   | 87,000        | 98,750                   | 120,100                 | 38     | 87,091 | 3.3%    |
| Professional Services - accounting, tax<br>prep., bookkeeping   | 38,500                  | 40,750                   | 48,000        | 56,550                   | .                       | 5      | 48,520 | 4.8%    |
| Professional Services - advertising &<br>PR/direct mail         | 48,000                  | 57,000                   | 68,000        | 100,000                  | 110,000                 | 19     | 79,668 | 8.1%    |
| Professional Services - architectural &<br>engineering design   | 40,560                  | 46,000                   | 50,000        | 72,500                   | .                       | 9      | 60,840 | 6.0%    |
| Professional Services - employee<br>placement, temporary help   | 45,500                  | 50,000                   | 60,000        | 72,000                   | .                       | 7      | 61,500 | 8.0%    |
| Professional Services - legal                                   | 49,550                  | 56,438                   | 69,000        | 72,950                   | 87,300                  | 36     | 68,573 | 9.3%    |
| Professional Services - mngt.,<br>scientific/tech. consulting   | 51,800                  | 58,500                   | 70,000        | 87,000                   | 98,800                  | 45     | 72,439 | 5.4%    |
| Professional Services - other (market<br>research, translation) | 33,800                  | 45,000                   | 65,000        | 80,000                   | 84,800                  | 11     | 61,636 | 7.1%    |
| Professional Services - scientific<br>research & development    | 45,140                  | 57,500                   | 69,500        | 88,500                   | 139,800                 | 13     | 77,256 | 5.3%    |
| Publishing - newspaper, periodical, book                        | 32,598                  | 52,000                   | 60,000        | 67,513                   | 74,600                  | 23     | 58,332 | 3.0%    |
| Trade - wholesale and retail                                    | 35,000                  | 51,800                   | 68,750        | 75,750                   | .                       | 6      | 64,817 | 11.8%   |
| Other   | 35,800                  | 44,840                   | 55,000        | 79,000                   | 124,284                 | 17     | 65,703 | 2.9%    |
| Primary Responsibility-CI/Research                              | 46,400                  | 55,800                   | 69,000        | 83,000                   | 101,600                 | 503    | 71,751 | 5.9%    |

**Table 14 - 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   | Above \$1,000,000   | 60,000          | 60,000             | 73,101     | 107,500            | .               | 5      | 81,620 | 3.9%                |
|  | Don't know          | 49,900          | 58,450             | 68,243     | 91,432             | 118,579         | 10     | 75,752 | 10.5%               |
| Accounting   | Don't know          | 48,300          | 51,650             | 78,000     | 79,750             | .               | 5      | 68,160 | 8.4%                |
| Associations & Labor Unions                                | Don't know          | 45,000          | 45,000             | 45,000     | 60,500             | .               | 5      | 51,200 | 19.5%               |
| Finance - except insurance                                 | Above \$1,000,000   | 48,000          | 59,000             | 72,800     | 103,500            | .               | 5      | 79,560 | -1.8%               |
|  | Don't know          | 43,100          | 51,250             | 71,226     | 81,500             | 89,050          | 22     | 67,257 | 8.2%                |
| Manufacturing - chemical, except pharm.                    | Don't know          | 52,000          | 54,250             | 60,500     | 74,820             | .               | 6      | 63,960 | 4.1%                |
| Manufacturing - computers & electronic                     | Above \$1,000,000   | 52,000          | 57,500             | 63,000     | 108,225            | .               | 5      | 78,890 | 2.6%                |
| Manufacturing - pharmaceuticals & medical chemicals        | Above \$1,000,000   | 45,000          | 77,800             | 86,000     | 120,000            | .               | 9      | 93,789 | 4.7%                |
|  | Don't know          | 60,000          | 67,113             | 93,300     | 97,940             | 110,248         | 18     | 86,898 | 2.1%                |
| Professional Services - advertising & PR/direct mail       | \$100,000-\$249,999 | 57,000          | 60,750             | 67,000     | 90,000             | .               | 5      | 73,700 | 1.0%                |
|  | Don't know          | 47,300          | 52,500             | 68,000     | 91,000             | .               | 9      | 71,467 | 8.9%                |
| Professional Services - legal                              | Above \$1,000,000   | 47,000          | 56,750             | 78,000     | 90,598             | .               | 9      | 76,132 | 11.8%               |
|  | Don't know          | 53,150          | 67,000             | 70,000     | 73,000             | 88,400          | 15     | 70,937 | 7.3%                |
| Professional Services - mngr., scientific/tech. consulting | \$100,000-\$249,999 | 64,000          | 69,500             | 76,500     | 101,360            | .               | 5      | 83,644 | 4.3%                |
|  | Don't know          | 54,900          | 58,250             | 68,880     | 75,674             | 96,620          | 16     | 70,227 | 5.5%                |
| Publishing - newspaper, periodical, book                   | Don't know          | 49,500          | 55,100             | 62,500     | 69,750             | 74,500          | 14     | 62,064 | 3.2%                |

**Table 15 - Salary Distribution by Union vs. Non-union**

U. S.

|   |                 |                    |            |                    |                 | Number | Salary | 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     | 41,340          | 48,000             | 60,000     | 63,000             | 75,000          | 19     | 57,887 | 2.7%                |
| Wages/Salary Not Set by Collective Bargaining Agreement | 47,000          | 56,100             | 69,500     | 83,425             | 102,000         | 484    | 72,295 | 6.0%                |
| Primary Responsibility-CI/Research                      | 46,400          | 55,800             | 69,000     | 83,000             | 101,600         | 503    | 71,751 | 5.9%                |

**Table 16 - 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                | 40,000          | 47,825             | 55,700     | 72,000             | 82,500          | 94     | 59,735 | 9.7%                |
| Two Years                          | 40,500          | 49,000             | 59,000     | 75,000             | 90,270          | 47     | 66,890 | 7.5%                |
| 3-5 Years                          | 47,900          | 55,875             | 65,500     | 78,375             | 102,100         | 98     | 69,489 | 5.3%                |
| 6-10 Years                         | 50,300          | 62,350             | 73,000     | 85,000             | 102,700         | 122    | 75,687 | 4.5%                |
| 11-15 Years                        | 55,800          | 65,000             | 71,000     | 90,000             | 106,200         | 47     | 76,806 | 3.7%                |
| 16-20 Years                        | 57,400          | 69,625             | 77,783     | 95,000             | 104,150         | 44     | 81,102 | 4.2%                |
| 21-25 Years                        | 55,000          | 64,000             | 81,000     | 108,260            | 161,000         | 19     | 93,356 | 4.9%                |
| 26 Years or more                   | 52,500          | 57,040             | 77,650     | 88,071             | 130,000         | 19     | 79,256 | 4.4%                |
| Primary Responsibility-CI/Research | 46,400          | 55,800             | 69,000     | 83,000             | 101,600         | 503    | 71,751 | 5.9%                |

**Table 17 - 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                               | 45,000          | 54,000             | 65,500     | 80,000             | 94,258          | 361    | 69,425 | 6.0%                |                |
| 1-2 Employees                      | 50,000          | 57,760             | 70,000     | 83,400             | 100,000         | 98     | 72,768 | 5.7%                |                |
| 3-4 Employees                      | 52,600          | 67,000             | 78,000     | 108,000            | 127,800         | 23     | 85,941 | 4.7%                |                |
| 5-6 Employees                      | 47,540          | 65,000             | 93,250     | 116,750            | 152,500         | 12     | 95,192 | 5.5%                |                |
| Primary Responsibility-CI/Research | 46,400          | 55,800             | 69,000     | 83,000             | 101,600         | 503    | 71,751 | 5.9%                |                |

**Table 18 - 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 |                |
| Research Analyst                       | 45,000          | 56,500             | 68,000     | 80,000             | 101,400         | 195    | 70,288 | 7.4%                |                |
| Competitive Intelligence, Bus Research | 47,000          | 57,040             | 71,500     | 86,000             | 106,380         | 135    | 76,343 | 5.0%                |                |
| Online/Electronic/Literature Research  | 47,400          | 52,982             | 67,000     | 82,500             | 97,600          | 173    | 69,815 | 5.1%                |                |
| Primary Responsibility-CI/Research     | 46,400          | 55,800             | 69,000     | 83,000             | 101,600         | 503    | 71,751 | 5.9%                |                |

**Table 19 - Salary Distribution by Job Title**

U. S.

|                                      |                 |                    |            |                    |                 | Number | Salary |                     | Percent change |
|--------------------------------------|-----------------|--------------------|------------|--------------------|-----------------|--------|--------|---------------------|----------------|
|                                      | 10th Percentile | First Quartile 25% | Median 50% | Third Quartile 75% | 90th Percentile |        | Mean   | Mean Percent Change |                |
| Director/Manager                     | 54,750          | 67,375             | 80,000     | 101,250            | 117,800         | 62     | 83,962 | 4.7%                |                |
| Asst Mngr./Dept./Section Head        | 54,500          | 61,000             | 75,000     | 91,800             | 103,000         | 43     | 77,822 | 6.0%                |                |
| Librarian/Info Specialist/Researcher | 45,455          | 53,250             | 65,000     | 79,000             | 92,360          | 376    | 68,305 | 6.2%                |                |
| Owner/ Principal/ Consultant         | 28,800          | 45,600             | 77,500     | 102,500            | 182,400         | 13     | 85,977 | 6.9%                |                |
| Primary Responsibility-CI/Research   | 46,400          | 55,800             | 69,000     | 83,000             | 101,600         | 503    | 71,751 | 5.9%                |                |

**Table 20 - Salary Distribution by Library or Information Resource Center Setting**

U. S.

|   |                 |                    |            |                    |                 | 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        | 46,000          | 55,000             | 68,000     | 82,000             | 99,437          | 416    | 70,121 | 6.2%                |                |
| Do Not Work in Library or Information Resource Center | 46,500          | 60,000             | 72,500     | 90,000             | 120,000         | 86     | 79,863 | 4.6%                |                |
| Primary Responsibility-CI/Research                    | 46,400          | 55,800             | 69,000     | 83,000             | 101,600         | 503    | 71,751 | 5.9%                |                |

**Table 21 - Salary Distribution by Library/ Information Center Annual Budget**

U. S.

|  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Under \$25,000   | 30,165                  | 39,000                   | 48,500        | 62,875                   | 68,750                  | 14     | 49,762 | 4.7%                      |
| \$25,000-\$49,999  | 33,200                  | 43,680                   | 52,000        | 63,000                   | 80,800                  | 11     | 54,153 | 6.7%                      |
| \$50,000-\$74,999  | 44,000                  | 55,100                   | 72,000        | 91,600                   | .                       | 9      | 74,656 | 4.7%                      |
| \$75,000-\$99,999  | 42,192                  | 51,000                   | 57,500        | 73,179                   | 103,532                 | 12     | 64,111 | 4.8%                      |
| \$100,000-\$249,999  | 49,400                  | 56,000                   | 65,705        | 80,000                   | 92,706                  | 37     | 68,740 | 4.6%                      |
| \$250,000-\$499,999  | 48,000                  | 56,750                   | 67,500        | 77,500                   | 97,000                  | 29     | 68,081 | 4.7%                      |
| \$500,000-\$999,999  | 54,700                  | 64,000                   | 75,000        | 84,000                   | 94,600                  | 33     | 73,413 | 6.3%                      |
| Above \$1,000,000  | 51,800                  | 64,778                   | 79,270        | 99,896                   | 119,050                 | 78     | 82,633 | 6.6%                      |
| Budgets are not allocated to separate<br>branch or libraries | 40,500                  | 47,000                   | 61,500        | 81,500                   | 101,000                 | 24     | 65,572 | 5.5%                      |
| Don't know   | 47,000                  | 55,000                   | 67,000        | 77,325                   | 94,300                  | 169    | 67,913 | 7.0%                      |
| Primary Responsibility-CI/Research                           | 46,400                  | 55,800                   | 69,000        | 83,000                   | 101,600                 | 503    | 71,751 | 5.9%                      |

**Table 22 - Salary Distribution by Full-time Equivalent Employees in  
Library/Information Center**

U. S.

|                                    | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                    |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| 2 or less                          | 45,000                  | 50,000                   | 64,250        | 76,788                   | 94,600                  | 86     | 65,374 | 6.0%                      |
| More than 2 to 4                   | 47,090                  | 55,000                   | 64,055        | 78,475                   | 96,400                  | 72     | 67,453 | 5.7%                      |
| More than 4 to 9                   | 43,400                  | 54,000                   | 67,000        | 80,000                   | 91,900                  | 111    | 67,546 | 6.7%                      |
| More than 9                        | 48,900                  | 60,000                   | 73,000        | 88,823                   | 107,520                 | 137    | 76,611 | 6.3%                      |
| Primary Responsibility-CI/Research | 46,400                  | 55,800                   | 69,000        | 83,000                   | 101,600                 | 503    | 71,751 | 5.9%                      |

**Table 23 - 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                                     | 21    | 100.0%  | 20                               | 95.2%   | 8                      | 38.1%   | 18            | 85.7%   |
| Other Government                                       | 6     | 100.0%  | 6                                | 100.0%  | 3                      | 50.0%   | 6             | 100.0%  |
| Public Library-Subj and General                        | 2     | 100.0%  | 2                                | 100.0%  | 2                      | 100.0%  | 2             | 100.0%  |
| Academic-Subj Dept                                     | 17    | 100.0%  | 17                               | 100.0%  | 12                     | 70.6%   | 17            | 100.0%  |
| Academic-General Campus                                | 1     | 100.0%  | 1                                | 100.0%  |                        |         | 1             | 100.0%  |
| Finance & Insurance; Accounting                        | 102   | 100.0%  | 91                               | 89.2%   | 71                     | 69.6%   | 95            | 93.1%   |
| Information Services & Publishing                      | 96    | 100.0%  | 92                               | 95.8%   | 69                     | 71.9%   | 96            | 100.0%  |
| Manufacturing and Agriculture                          | 50    | 100.0%  | 47                               | 94.0%   | 36                     | 72.0%   | 48            | 96.0%   |
| Professional Services                                  | 179   | 100.0%  | 164                              | 91.6%   | 116                    | 64.8%   | 171           | 95.5%   |
| Utilities; Transportation; Broadcasting; Movies; Trade | 14    | 100.0%  | 13                               | 92.9%   | 13                     | 92.9%   | 13            | 92.9%   |
| Associations; Museums; Advocacy, Health Care           | 6     | 100.0%  | 6                                | 100.0%  | 3                      | 50.0%   | 6             | 100.0%  |
| Other  | 17    | 100.0%  | 15                               | 88.2%   | 13                     | 76.5%   | 17            | 100.0%  |
| Primary Responsibility-CI/Research                     | 511   | 100.0%  | 474                              | 92.8%   | 346                    | 67.7%   | 490           | 95.9%   |

**Table 23 - 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                                     | 20                               | 95.2%   | 14                      | 66.7%   | 17                          | 81.0%   | 15              | 71.4%   |
| Other Government                                       | 6                                | 100.0%  | 3                       | 50.0%   | 6                           | 100.0%  | 6               | 100.0%  |
| Public Library-Subj and General                        | 2                                | 100.0%  | 1                       | 50.0%   | 1                           | 50.0%   | 1               | 50.0%   |
| Academic-Subj Dept                                     | 16                               | 94.1%   | 12                      | 70.6%   | 16                          | 94.1%   | 15              | 88.2%   |
| Academic-General Campus                                | 1                                | 100.0%  | 1                       | 100.0%  | 1                           | 100.0%  | 1               | 100.0%  |
| Finance & Insurance; Accounting                        | 97                               | 95.1%   | 75                      | 73.5%   | 96                          | 94.1%   | 82              | 80.4%   |
| Information Services & Publishing                      | 94                               | 97.9%   | 74                      | 77.1%   | 93                          | 96.9%   | 74              | 77.1%   |
| Manufacturing and Agriculture                          | 50                               | 100.0%  | 43                      | 86.0%   | 49                          | 98.0%   | 42              | 84.0%   |
| Professional Services                                  | 175                              | 97.8%   | 133                     | 74.3%   | 172                         | 96.1%   | 148             | 82.7%   |
| Utilities; Transportation; Broadcasting; Movies; Trade | 14                               | 100.0%  | 10                      | 71.4%   | 14                          | 100.0%  | 11              | 78.6%   |
| Associations; Museums; Advocacy, Health Care           | 6                                | 100.0%  | 5                       | 83.3%   | 6                           | 100.0%  | 6               | 100.0%  |
| Other  | 17                               | 100.0%  | 12                      | 70.6%   | 17                          | 100.0%  | 15              | 88.2%   |
| Primary Responsibility-CI/Research                     | 498                              | 97.5%   | 383                     | 75.0%   | 488                         | 95.5%   | 416             | 81.4%   |

**Table 23 - 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                                     | 20                               | 95.2%   | 19              | 90.5%   | 14                   | 66.7%   | 10                    | 47.6%   |
| Other Government                                       | 4                                | 66.7%   | 6               | 100.0%  | 4                    | 66.7%   | 3                     | 50.0%   |
| Public Library-Subj and General                        | 1                                | 50.0%   | 2               | 100.0%  |                      |         |                       |         |
| Academic-Subj Dept                                     | 16                               | 94.1%   | 15              | 88.2%   | 15                   | 88.2%   | 15                    | 88.2%   |
| Academic-General Campus                                | 1                                | 100.0%  | 1               | 100.0%  |                      |         |                       |         |
| Finance & Insurance; Accounting                        | 90                               | 88.2%   | 87              | 85.3%   | 86                   | 84.3%   | 85                    | 83.3%   |
| Information Services & Publishing                      | 91                               | 94.8%   | 84              | 87.5%   | 83                   | 86.5%   | 82                    | 85.4%   |
| Manufacturing and Agriculture                          | 49                               | 98.0%   | 46              | 92.0%   | 44                   | 88.0%   | 44                    | 88.0%   |
| Professional Services                                  | 163                              | 91.1%   | 154             | 86.0%   | 146                  | 81.6%   | 137                   | 76.5%   |
| Utilities; Transportation; Broadcasting; Movies; Trade | 14                               | 100.0%  | 12              | 85.7%   | 10                   | 71.4%   | 12                    | 85.7%   |
| Associations; Museums; Advocacy, Health Care           | 6                                | 100.0%  | 5               | 83.3%   | 5                    | 83.3%   | 5                     | 83.3%   |
| Other  | 15                               | 88.2%   | 14              | 82.4%   | 12                   | 70.6%   | 14                    | 82.4%   |
| Primary Responsibility-CI/Research                     | 470                              | 92.0%   | 445             | 87.1%   | 419                  | 82.0%   | 407                   | 79.6%   |

**Table 23 - 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                                     | 5                                | 23.8%   | 11                               | 52.4%   | 14                                      | 66.7%   | 3              | 14.3%   |
| Other Government                                       |                                  |         | 4                                | 66.7%   | 4                                       | 66.7%   |                |         |
| Public Library-Subj and General                        |                                  |         | 1                                | 50.0%   | 1                                       | 50.0%   |                |         |
| Academic-Subj Dept                                     | 3                                | 17.6%   | 8                                | 47.1%   | 15                                      | 88.2%   |                |         |
| Academic-General Campus                                |                                  |         |                                  |         | 1                                       | 100.0%  |                |         |
| Finance & Insurance; Accounting                        | 17                               | 16.7%   | 52                               | 51.0%   | 79                                      | 77.5%   | 39             | 38.2%   |
| Information Services & Publishing                      | 13                               | 13.5%   | 48                               | 50.0%   | 78                                      | 81.3%   | 39             | 40.6%   |
| Manufacturing and Agriculture                          | 15                               | 30.0%   | 29                               | 58.0%   | 47                                      | 94.0%   | 21             | 42.0%   |
| Professional Services                                  | 20                               | 11.2%   | 57                               | 31.8%   | 117                                     | 65.4%   | 65             | 36.3%   |
| Utilities; Transportation; Broadcasting; Movies; Trade | 1                                | 7.1%    | 5                                | 35.7%   | 8                                       | 57.1%   | 6              | 42.9%   |
| Associations; Museums; Advocacy, Health Care           | 1                                | 16.7%   | 3                                | 50.0%   | 6                                       | 100.0%  | 3              | 50.0%   |
| Other  | 2                                | 11.8%   | 6                                | 35.3%   | 12                                      | 70.6%   | 6              | 35.3%   |
| Primary Responsibility-CI/Research                     | 77                               | 15.1%   | 224                              | 43.8%   | 382                                     | 74.8%   | 182            | 35.6%   |

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

|   | Benefits provided by primary job                        |         |  |         |                     |         |
|---|---|---------|--|---------|---------------------|---------|
|   | Education/<br>professional<br>development<br>assistance |         | Professional<br>association<br>memberships |         | Adoption assistance |         |
|   | Cases   | Percent | Cases                                      | Percent | Cases               | Percent |
| Federal Government  | 13  | 61.9%   | 6  | 28.6%   | 1                   | 4.8%    |
| Other Government  | 5   | 83.3%   | 4  | 66.7%   |                     |         |
| Public Library-Subj and<br>General                        |   |         |  |         |                     |         |
| Academic-Subj Dept  | 15  | 88.2%   | 11   | 64.7%   |                     |         |
| Academic-General Campus                                   | 1   | 100.0%  |  |         |                     |         |
| Finance & Insurance;<br>Accounting                        | 69  | 67.6%   | 80   | 78.4%   | 35                  | 34.3%   |
| Information Services &<br>Publishing                      | 72  | 75.0%   | 75   | 78.1%   | 34                  | 35.4%   |
| Manufacturing and Agriculture                             | 43  | 86.0%   | 42   | 84.0%   | 22                  | 44.0%   |
| Professional Services                                     | 113   | 63.1%   | 141  | 78.8%   | 33                  | 18.4%   |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade | 11  | 78.6%   | 11   | 78.6%   | 2                   | 14.3%   |
| Associations; Museums;<br>Advocacy, Health Care           | 6   | 100.0%  | 4  | 66.7%   | 4                   | 66.7%   |
| Other   | 14  | 82.4%   | 12   | 70.6%   | 4                   | 23.5%   |
| Primary<br>Responsibility-CI/Research                     | 362   | 70.8%   | 386  | 75.5%   | 135                 | 26.4%   |

**Table 24 - 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  | 19   | 82.6%   | 4     | 17.4%   |                |         |
| Other Government  | 6  | 85.7%   |       |         | 1              | 14.3%   |
| Public Library-Subj and<br>General                        | 2  | 100.0%  |       |         |                |         |
| Academic-Subj Dept  | 14   | 77.8%   | 4     | 22.2%   |                |         |
| Academic-General Campus                                   | 1  | 100.0%  |       |         |                |         |
| Finance & Insurance;<br>Accounting                        | 90   | 85.7%   | 11    | 10.5%   | 4              | 3.8%    |
| Information Services &<br>Publishing                      | 85   | 80.2%   | 17    | 16.0%   | 4              | 3.8%    |
| Manufacturing and Agriculture                             | 47   | 92.2%   | 3     | 5.9%    | 1              | 2.0%    |
| Professional Services                                     | 161  | 85.6%   | 23    | 12.2%   | 4              | 2.1%    |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade | 13   | 92.9%   | 1     | 7.1%    |                |         |
| Associations; Museums;<br>Advocacy, Health Care           | 5  | 83.3%   | 1     | 16.7%   |                |         |
| Other   | 16   | 94.1%   | 1     | 5.9%    |                |         |
| Total   | 459  | 85.3%   | 65    | 12.1%   | 14             | 2.6%    |

**Table 25 - 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                                     | 14  | 20.2% | 4  | 23.5%         |       |               | 13       | 76.5%         |
| Other Government                                       | 6   | 15.2% |  |               |       |               | 6        | 100.0%        |
| Public Library-Subj and General                        | 2   | 10.0% |  |               |       |               | 2        | 100.0%        |
| Academic-Subj Dept                                     | 9   | 15.3% | 1  | 11.1%         | 3     | 33.3%         | 5        | 55.6%         |
| Academic-General Campus                                | 1   | 20.0% |  |               |       |               | 1        | 100.0%        |
| Finance & Insurance; Accounting                        | 63  | 15.3% | 23   | 32.4%         | 2     | 2.8%          | 46       | 64.8%         |
| Information Services & Publishing                      | 52  | 17.6% | 33   | 46.5%         | 2     | 2.8%          | 36       | 50.7%         |
| Manufacturing and Agriculture                          | 31  | 17.9% | 14   | 38.9%         |       |               | 22       | 61.1%         |
| Professional Services                                  | 114   | 14.3% | 34   | 26.0%         | 10    | 7.6%          | 87       | 66.4%         |
| Utilities; Transportation; Broadcasting; Movies; Trade | 9   | 10.6% |  |               |       |               | 9        | 100.0%        |
| Associations; Museums; Advocacy, Health Care           | 4   | 11.0% | 1  | 25.0%         | 1     | 25.0%         | 2        | 50.0%         |
| Other  | 10  | 12.3% | 4  | 36.4%         |       |               | 7        | 63.6%         |
| Total  | 315   | 15.5% | 114  | 31.0%         | 18    | 4.9%          | 236      | 64.1%         |

**Table 26 - 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                                     | 9   | 39.4% | 2  | 15.4%         |       |               | 11       | 84.6%         |
| Other Government                                       | 3   | .0%   |  |               |       |               | 3        | 100.0%        |
| Public Library-Subj and General                        | 1   | 5.0%  |  |               |       |               | 1        | 100.0%        |
| Academic-Subj Dept                                     | 5   | 16.0% |  |               |       |               | 5        | 100.0%        |
| Academic-General Campus                                | 1   | 20.0% |  |               |       |               | 1        | 100.0%        |
| Finance & Insurance; Accounting                        | 35  | 14.9% | 13   | 33.3%         |       |               | 26       | 66.7%         |
| Information Services & Publishing                      | 24  | 21.4% | 16   | 47.1%         | 1     | 2.9%          | 17       | 50.0%         |
| Manufacturing and Agriculture                          | 19  | 17.9% | 7  | 33.3%         |       |               | 14       | 66.7%         |
| Professional Services                                  | 65  | 18.0% | 20   | 24.4%         | 5     | 6.1%          | 57       | 69.5%         |
| Utilities; Transportation; Broadcasting; Movies; Trade | 7   | 7.9%  |  |               |       |               | 7        | 100.0%        |
| Associations; Museums; Advocacy, Health Care           | 3   | 8.0%  |  |               | 1     | 33.3%         | 2        | 66.7%         |
| Other  | 4   | 16.3% | 4  | 80.0%         |       |               | 1        | 20.0%         |
| Total  | 176   | 17.9% | 62   | 29.0%         | 7     | 3.3%          | 145      | 67.8%         |

**Table 27 - 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 2008? |         |   |         |  |         |
|--|---|---------|---|---------|--|---------|
|  | 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                                     | 2   | 11.8%   | 10  | 58.8%   | 5  | 29.4%   |
| Other Government                                       |   |         | 2   | 40.0%   | 3  | 60.0%   |
| Public Library-Subj and General                        |   |         | 1   | 50.0%   | 1  | 50.0%   |
| Academic-Subj Dept                                     |   |         | 6   | 66.7%   | 3  | 33.3%   |
| Academic-General Campus                                | 1   | 100.0%  |   |         |  |         |
| Finance & Insurance; Accounting                        | 17  | 26.6%   | 29  | 45.3%   | 18   | 28.1%   |
| Information Services & Publishing                      | 22  | 35.5%   | 25  | 40.3%   | 15   | 24.2%   |
| Manufacturing and Agriculture                          | 8   | 22.2%   | 16  | 44.4%   | 12   | 33.3%   |
| Professional Services                                  | 31  | 25.2%   | 51  | 41.5%   | 41   | 33.3%   |
| Utilities; Transportation; Broadcasting; Movies; Trade | 2   | 22.2%   | 2   | 22.2%   | 5  | 55.6%   |
| Associations; Museums; Advocacy, Health Care           | 1   | 25.0%   | 2   | 50.0%   | 1  | 25.0%   |
| Other  | 2   | 20.0%   | 4   | 40.0%   | 4  | 40.0%   |
| Total  | 86  | 25.1%   | 148   | 43.3%   | 108  | 31.6%   |

**Table 28 - Salary Distribution by Employed/Self-Employed Status**

U. S.

|                                    |                 |                    |            |                    |                 | Number | Salary | Percent change      |
|------------------------------------|-----------------|--------------------|------------|--------------------|-----------------|--------|--------|---------------------|
|                                    | 10th Percentile | First Quartile 25% | Median 50% | Third Quartile 75% | 90th Percentile |        | Mean   | Mean Percent Change |
| Self-employed                      | 29,000          | 39,000             | 81,250     | 117,750            | 256,000         | 14     | 99,736 | 5.0%                |
| Not Self-employed                  | 47,000          | 55,800             | 68,500     | 82,000             | 100,000         | 487    | 70,953 | 5.9%                |
| Primary Responsibility-CI/Research | 46,400          | 55,800             | 69,000     | 83,000             | 101,600         | 503    | 71,751 | 5.9%                |

**Table 29 - Salary Distribution by Contract Basis at Primary Job**

U. S.

|                                    |                 |                    |            |                    |                 | Number | Salary | Percent change      |
|------------------------------------|-----------------|--------------------|------------|--------------------|-----------------|--------|--------|---------------------|
|                                    | 10th Percentile | First Quartile 25% | Median 50% | Third Quartile 75% | 90th Percentile |        | Mean   | Mean Percent Change |
| Work on Contract Basis             | 30,000          | 46,000             | 64,000     | 82,000             | 156,000         | 29     | 78,432 | 5.1%                |
| Do Not Work on Contract Basis      | 47,120          | 56,500             | 69,200     | 83,000             | 100,000         | 473    | 71,355 | 6.0%                |
| Primary Responsibility-CI/Research | 46,400          | 55,800             | 69,000     | 83,000             | 101,600         | 503    | 71,751 | 5.9%                |

**Table 30 - Salary Distribution by Number of Part-time Jobs Held**

U. S.

|                                    | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                    |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| One                                | 26,840                  | 38,442                   | 55,580        | 67,640                   | 80,740                  | 32     | 53,905 | 4.0%                      |
| Primary Responsibility-CI/Research | 23,500                  | 34,000                   | 52,000        | 66,560                   | 78,280                  | 35     | 50,605 | 3.8%                      |

**Table 31 - Salary Distribution by Number of Part-time Hours Worked per Week**

U. S.

|                                    | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                    |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| 21-30 Hours                        | 30,000                  | 37,562                   | 55,000        | 67,280                   | 72,240                  | 21     | 52,807 | 4.4%                      |
| 31 or More Hours                   | 7,200                   | 23,441                   | 56,160        | 69,000                   | .                       | 9      | 49,577 | 3.0%                      |
| Primary Responsibility-CI/Research | 23,500                  | 34,000                   | 52,000        | 66,560                   | 78,280                  | 35     | 50,605 | 3.8%                      |

**Table 32 - Salary Distribution by Reasons for Working Part-time**

U. S.

|                                    | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                    |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Respondent's Choice                | 25,850                  | 35,720                   | 53,500        | 66,170                   | 75,820                  | 28     | 52,322 | 4.1%                      |
| Other                              | 7,200                   | 8,100                    | 40,123        | 64,160                   | .                       | 5      | 36,929 | 2.5%                      |
| Primary Responsibility-CI/Research | 23,500                  | 34,000                   | 52,000        | 66,560                   | 78,280                  | 35     | 50,605 | 3.8%                      |

**Table 33 - Average Hourly Rate for Part-time Employees by Census Division**

|  | Work-related earnings/hour 4/1/2008 |               |                          |        |      | Mean<br>Percent<br>Change<br>2007-<br>2008 |
|--|-------------------------------------|---------------|--------------------------|--------|------|--|
|  | First<br>Quartile<br>25%            | Median<br>50% | Third<br>Quartile<br>75% | Number | Mean |  |
|  | TOTAL                               | 25.00         | 32.00                    | 40.00  | 11   |  |



# UNITED STATES

## Chapter Ten Reference



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

U. S.

|                                  |                         |                          |               |                          |                         | Number | Salary | Percent |
|----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------|
|                                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile |        | Mean   | Change  |
| New England                      | 37,600                  | 50,375                   | 62,500        | 80,250                   | 89,746                  | 18     | 64,423 | 4.1%    |
| Middle Atlantic                  | 38,036                  | 48,750                   | 54,100        | 73,250                   | 84,000                  | 50     | 60,390 | 3.2%    |
| South Atlantic                   | 41,273                  | 46,750                   | 54,000        | 69,532                   | 90,698                  | 89     | 61,107 | 5.5%    |
| East S. Central                  | 26,500                  | 36,700                   | 60,000        | 66,380                   | .                       | 8      | 55,643 | 2.7%    |
| West S. Central                  | 29,400                  | 39,500                   | 45,760        | 54,610                   | 61,139                  | 17     | 45,521 | .4%     |
| East N. Central                  | 36,700                  | 43,625                   | 56,327        | 69,250                   | 80,669                  | 36     | 58,347 | 4.1%    |
| West N. Central                  | 34,542                  | 40,000                   | 48,000        | 52,500                   | 59,160                  | 23     | 46,782 | 3.9%    |
| Mountain                         | 35,000                  | 42,040                   | 51,000        | 60,025                   | 68,500                  | 14     | 51,242 | 6.9%    |
| Pacific                          | 42,550                  | 54,137                   | 64,750        | 77,427                   | 88,949                  | 60     | 65,715 | 2.9%    |
| Primary Responsibility-Reference | 38,500                  | 46,500                   | 55,174        | 70,000                   | 85,000                  | 315    | 59,280 | 4.0%    |

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

U. S.

|  |                 |                    |            |                    |                 | Number | Salary | Percent change      |
|--|-----------------|--------------------|------------|--------------------|-----------------|--------|--------|---------------------|
|  | 10th Percentile | First Quartile 25% | Median 50% | Third Quartile 75% | 90th Percentile |        | Mean   | Mean Percent Change |
| Springfield, MA; NH, Provid., RI; Hartford, CT; Portland, ME | 38,000          | 47,250             | 60,000     | 78,350             | .               | 9      | 61,851 | 2.3%                |
| Boston CMSA - incl. Cambridge, Worcester, MA                 | 34,000          | 55,850             | 62,000     | 79,000             | .               | 8      | 64,870 | 6.0%                |
| New York City CMSA - incl. Princeton; New Haven; Stony Brook | 45,600          | 52,000             | 72,000     | 82,000             | 84,800          | 31     | 67,733 | 3.9%                |
| Albany, NY; Rochester, NY; Binghamton, NY                    | 41,000          | 46,792             | 51,150     | 60,853             | .               | 8      | 55,701 | .8%                 |
| Harrisburg, PA; Pittsburgh, PA; University Park, PA          | 31,200          | 35,737             | 41,500     | 51,000             | .               | 9      | 44,575 | 3.0%                |
| Washington, DC CMSA - incl. Baltimore, MD; Alexandria, VA    | 46,500          | 50,000             | 60,025     | 83,703             | 95,300          | 54     | 67,557 | 6.3%                |
| NC - incl. Charlotte; Durham; Raleigh; Winston Salem         | 42,000          | 44,392             | 52,000     | 55,272             | .               | 9      | 50,840 | 5.3%                |
| GA - incl. Atlanta; Macon                                    | 42,000          | 44,758             | 50,500     | 75,750             | .               | 8      | 59,484 | 3.6%                |
| FL - incl. Tallahassee; Miami; Tampa                         | 37,100          | 38,525             | 43,137     | 47,750             | 74,750          | 10     | 46,127 | 3.4%                |
| Columbus, OH; Dayton OH                                      | 36,000          | 36,750             | 51,437     | 74,400             | .               | 6      | 54,512 | 3.5%                |
| Detroit CMSA - incl. Ann Arbor, Southfield                   | 43,000          | 50,750             | 61,184     | 68,504             | .               | 8      | 59,923 | 2.9%                |
| East Lansing, MI; Kalamazoo, MI; Madison, WI                 | 35,360          | 36,780             | 52,735     | 87,827             | .               | 5      | 60,390 | 2.2%                |
| Minneapolis, MN; St. Paul, MN                                | 45,200          | 48,000             | 50,500     | 52,625             | .               | 8      | 50,388 | 4.0%                |
| Chicago CMSA - incl. Hinsdale, Des Plaines                   | 43,500          | 49,337             | 65,000     | 71,480             | .               | 5      | 61,327 | 3.9%                |
| MO - incl. St. Louis; Kansas City                            | 32,984          | 35,004             | 41,000     | 52,500             | 67,300          | 12     | 45,240 | 4.2%                |
| Austin, TX; San Antonio, TX; El Paso, TX                     | 38,000          | 41,100             | 47,500     | 54,680             | .               | 9      | 48,234 | 3.5%                |
| Denver CMSA - incl. Boulder; and Colorado Springs            | 34,000          | 39,500             | 52,787     | 62,250             | .               | 8      | 52,447 | 8.4%                |
| Los Angeles, CMSA - incl. Pasadena; and Santa Barbara        | 48,200          | 55,154             | 69,000     | 81,500             | 88,990          | 17     | 68,591 | 2.7%                |
| San Francisco CMSA - incl. Mountain View; San Jose; Oakland  | 49,620          | 60,250             | 73,685     | 90,250             | 101,200         | 18     | 74,946 | 3.7%                |
| Seattle CMSA - incl. Bellevue; Olympia                       | 34,600          | 48,250             | 56,234     | 60,105             | 60,672          | 10     | 52,959 | 5.5%                |
| Primary Responsibility-Reference                             | 38,500          | 46,500             | 55,174     | 70,000             | 85,000          | 315    | 59,280 | 4.0%                |

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

U. S.

|                                  |                 |                    |            |                    |                 | Number | Salary | Percent change      |
|----------------------------------|-----------------|--------------------|------------|--------------------|-----------------|--------|--------|---------------------|
|                                  | 10th Percentile | First Quartile 25% | Median 50% | Third Quartile 75% | 90th Percentile |        | Mean   | Mean Percent Change |
| Doctorate                        | 42,500          | 49,132             | 55,110     | 73,250             | 132,481         | 14     | 66,597 | 5.8%                |
| Master                           | 38,000          | 48,000             | 58,000     | 69,000             | 84,000          | 99     | 59,267 | 4.1%                |
| Bachelor                         | 38,100          | 45,050             | 55,750     | 70,000             | 85,338          | 184    | 58,834 | 3.8%                |
| Some college but no degree       | 41,000          | 47,250             | 55,000     | 58,537             | .               | 9      | 54,451 | 3.8%                |
| Primary Responsibility-Reference | 38,500          | 46,500             | 55,174     | 70,000             | 85,000          | 315    | 59,280 | 4.0%                |

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

U. S.

|                                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Master                           | 39,600                  | 47,000                   | 56,000        | 70,000                   | 85,000                  | 289    | 59,584 | 4.0%                      |
| Bachelor                         | 23,000                  | 41,000                   | 50,000        | 63,000                   | .                       | 6      | 50,333 | 3.1%                      |
| Some college but no degree       | 26,500                  | 32,125                   | 45,900        | 52,577                   | .                       | 6      | 43,101 | 4.5%                      |
| No college                       | 38,000                  | 41,392                   | 48,000        | 65,250                   | .                       | 5      | 52,257 | 6.4%                      |
| Primary Responsibility-Reference | 38,500                  | 46,500                   | 55,174        | 70,000                   | 85,000                  | 315    | 59,280 | 4.0%                      |

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

U. S.

|   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|---|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Biomedical Sciences                                 | 39,800                  | 49,000                   | 52,500        | 54,974                   | 76,400                  | 15     | 54,170 | .5%                       |
| Business, Human Resources, Public<br>Administration | 38,960                  | 50,250                   | 60,000        | 68,125                   | 89,100                  | 32     | 61,485 | 4.6%                      |
| Communications/Journalism/ Public<br>Relations      | 34,200                  | 40,250                   | 47,500        | 57,875                   | 84,989                  | 16     | 50,989 | 6.3%                      |
| Computer Sciences                                   | 32,448                  | 39,067                   | 47,572        | 56,750                   | .                       | 6      | 47,978 | 3.4%                      |
| Earth Sciences                                      | 35,600                  | 56,000                   | 66,200        | 73,542                   | 85,757                  | 10     | 64,217 | 6.0%                      |
| Education   | 35,810                  | 42,144                   | 66,560        | 80,000                   | 89,176                  | 23     | 62,329 | 4.7%                      |
| English/Literature/ Composition                     | 33,830                  | 41,600                   | 52,000        | 66,650                   | 86,880                  | 53     | 56,618 | 3.7%                      |
| Fine and Applied Arts                               | 41,050                  | 46,375                   | 50,952        | 61,099                   | 73,230                  | 18     | 53,991 | 5.0%                      |
| Foreign Languages/ Culture studies                  | 40,580                  | 49,890                   | 60,850        | 72,250                   | 89,027                  | 26     | 61,709 | 4.0%                      |
| General Studies                                     | 45,000                  | 47,460                   | 85,000        | 87,850                   | .                       | 5      | 71,124 | 2.5%                      |
| History   | 35,694                  | 45,750                   | 52,000        | 70,000                   | 95,840                  | 50     | 59,854 | 4.7%                      |
| Law   | 42,718                  | 52,209                   | 60,210        | 78,800                   | 161,506                 | 10     | 72,478 | 6.6%                      |
| Philosophy, Religion                                | 26,500                  | 36,000                   | 69,000        | 85,900                   | .                       | 9      | 65,922 | 4.0%                      |
| Physical Sciences                                   | 44,000                  | 52,000                   | 60,000        | 65,000                   | 75,960                  | 19     | 59,546 | 3.1%                      |
| Social Sciences                                     | 36,800                  | 43,000                   | 51,000        | 66,420                   | 78,400                  | 57     | 55,247 | 4.1%                      |
| Other   | 40,000                  | 48,500                   | 60,000        | 78,000                   | 90,698                  | 39     | 64,264 | 4.5%                      |
| Primary Responsibility-Reference                    | 38,500                  | 46,500                   | 55,174        | 70,000                   | 85,000                  | 315    | 59,280 | 4.0%                      |

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

U. S.

|                                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| 2 or less                        | 33,915                  | 38,650                   | 44,000        | 49,750                   | 56,500                  | 36     | 44,846 | 8.5%                      |
| 3-5 Years                        | 35,800                  | 43,000                   | 48,500        | 54,654                   | 63,000                  | 57     | 49,201 | 3.6%                      |
| 6-10 Years                       | 35,248                  | 46,907                   | 51,500        | 60,750                   | 78,100                  | 48     | 54,391 | 4.3%                      |
| 11-15 Years                      | 38,900                  | 45,500                   | 56,000        | 69,650                   | 83,562                  | 45     | 59,032 | 2.6%                      |
| 16-20 Years                      | 45,745                  | 52,735                   | 62,400        | 75,960                   | 89,800                  | 31     | 67,283 | 4.9%                      |
| 21-25 Years                      | 47,277                  | 60,204                   | 70,000        | 86,807                   | 92,040                  | 37     | 72,191 | 3.3%                      |
| 26 Years or More                 | 50,000                  | 56,400                   | 69,999        | 80,000                   | 91,455                  | 59     | 70,656 | 3.1%                      |
| Primary Responsibility-Reference | 38,500                  | 46,500                   | 55,174        | 70,000                   | 85,000                  | 315    | 59,280 | 4.0%                      |

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

U. S.

|                                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| 2 or less                        | 38,200                  | 39,600                   | 47,156        | 51,610                   | .                       | 5      | 45,915 | 4.3%                      |
| 3-5 Years                        | 34,859                  | 41,000                   | 46,150        | 49,750                   | 66,250                  | 14     | 47,251 | 3.6%                      |
| 6-10 Years                       | 35,400                  | 41,250                   | 47,750        | 55,375                   | 73,350                  | 36     | 50,262 | 7.8%                      |
| 11-15 Years                      | 35,342                  | 42,360                   | 49,560        | 56,000                   | 71,128                  | 53     | 50,760 | 3.9%                      |
| 16-20 Years                      | 39,500                  | 46,350                   | 55,000        | 64,500                   | 78,000                  | 49     | 57,371 | 4.8%                      |
| 21-25 Years                      | 37,949                  | 48,000                   | 60,000        | 69,764                   | 96,920                  | 35     | 63,210 | 4.5%                      |
| 26 Years or More                 | 47,900                  | 54,000                   | 65,000        | 80,000                   | 90,000                  | 119    | 67,806 | 2.7%                      |
| Primary Responsibility-Reference | 38,500                  | 46,500                   | 55,174        | 70,000                   | 85,000                  | 315    | 59,280 | 4.0%                      |

**Table 8 - Salary Distribution by Gender**

U. S.

|                                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Female                           | 38,000                  | 46,000                   | 55,000        | 70,000                   | 85,540                  | 251    | 59,240 | 4.0%                      |
| Male                             | 42,600                  | 48,850                   | 56,000        | 67,750                   | 84,600                  | 57     | 58,668 | 3.8%                      |
| Primary Responsibility-Reference | 38,500                  | 46,500                   | 55,174        | 70,000                   | 85,000                  | 315    | 59,280 | 4.0%                      |

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

U. S.

|                                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Native American, Alaskan         | 37,000                  | 42,000                   | 48,500        | 107,500                  | .                       | 5      | 69,500 | 6.5%                      |
| Asian, Pacific Islander          | 41,000                  | 46,072                   | 58,400        | 70,000                   | .                       | 9      | 57,324 | 4.9%                      |
| Black                            | 49,560                  | 51,375                   | 60,500        | 75,941                   | .                       | 8      | 63,228 | 7.1%                      |
| Hispanic                         | 33,717                  | 37,454                   | 47,938        | 74,375                   | .                       | 6      | 53,365 | .0%                       |
| White                            | 38,200                  | 46,200                   | 55,174        | 70,000                   | 85,675                  | 279    | 59,206 | 3.9%                      |
| Primary Responsibility-Reference | 38,500                  | 46,500                   | 55,174        | 70,000                   | 85,000                  | 315    | 59,280 | 4.0%                      |

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

U. S.

|                                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| 10-24 Employees                  | 36,000                  | 37,500                   | 49,200        | 60,105                   | .                       | 6      | 48,803 | 5.0%                      |
| 25-99 Employees                  | 32,158                  | 41,000                   | 51,000        | 58,537                   | 67,720                  | 27     | 51,340 | 6.6%                      |
| 100-499 Employees                | 35,808                  | 42,036                   | 50,000        | 64,754                   | 81,681                  | 76     | 55,695 | 4.6%                      |
| 500-999 Employees                | 39,540                  | 49,000                   | 55,000        | 73,000                   | 85,738                  | 43     | 58,758 | 3.7%                      |
| 1,000-2,499 Employees            | 41,000                  | 49,957                   | 60,000        | 74,185                   | 81,400                  | 45     | 62,404 | 4.0%                      |
| 2,500-4,999 Employees            | 40,000                  | 49,000                   | 60,000        | 78,000                   | 88,488                  | 39     | 63,227 | 3.2%                      |
| 5,000-9,999 Employees            | 39,400                  | 50,500                   | 61,800        | 70,000                   | 87,550                  | 33     | 62,431 | 3.1%                      |
| 10,000 or more Employees         | 42,400                  | 50,000                   | 60,000        | 80,000                   | 88,576                  | 43     | 63,089 | 3.5%                      |
| Primary Responsibility-Reference | 38,500                  | 46,500                   | 55,174        | 70,000                   | 85,000                  | 315    | 59,280 | 4.0%                      |

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

U. S.

|                                   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|-----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Work in a Non-profit Organization | 37,786                  | 44,946                   | 53,724        | 65,000                   | 83,027                  | 218    | 57,185 | 3.7%                      |
| Work in a For-profit Organization | 41,000                  | 48,875                   | 61,400        | 77,625                   | 86,850                  | 94     | 63,561 | 4.7%                      |
| Primary Responsibility-Reference  | 38,500                  | 46,500                   | 55,174        | 70,000                   | 85,000                  | 315    | 59,280 | 4.0%                      |

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

U. S.

|                                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Government                       | 43,820                  | 51,000                   | 60,444        | 75,695                   | 90,698                  | 60     | 66,047 | 4.9%                      |
| Public Library                   | 26,150                  | 30,750                   | 41,572        | 49,940                   | 62,200                  | 18     | 42,472 | 1.4%                      |
| Academic Institution             | 38,560                  | 42,000                   | 52,000        | 60,100                   | 74,638                  | 107    | 53,913 | 2.7%                      |
| Other Organizations              | 41,100                  | 48,500                   | 60,525        | 75,000                   | 86,970                  | 130    | 62,902 | 5.0%                      |
| Primary Responsibility-Reference | 38,500                  | 46,500                   | 55,174        | 70,000                   | 85,000                  | 315    | 59,280 | 4.0%                      |

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

U. S.

|   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|---|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Federal Government  | 46,925                  | 54,309                   | 66,000        | 87,000                   | 95,840                  | 43     | 71,061 | 5.6%                      |
| Other Government  | 36,700                  | 47,877                   | 51,750        | 60,105                   | 70,280                  | 18     | 53,038 | 3.3%                      |
| Public Library-Subject  | 26,500                  | 36,500                   | 48,000        | 60,000                   | .                       | 7      | 50,183 | 2.0%                      |
| Public Library-General  | 25,100                  | 30,250                   | 37,359        | 49,065                   | 54,200                  | 12     | 39,112 | 1.2%                      |
| Academic-Subj Dept  | 41,380                  | 48,000                   | 54,000        | 60,000                   | 68,880                  | 35     | 54,921 | 4.7%                      |
| Academic-General Campus                                       | 37,886                  | 41,000                   | 50,000        | 60,675                   | 76,169                  | 70     | 53,269 | 1.7%                      |
| Associations & Labor Unions                                   | 34,000                  | 38,000                   | 46,500        | 63,624                   | .                       | 9      | 50,127 | 6.9%                      |
| Finance - except insurance                                    | 52,000                  | 56,500                   | 68,500        | 86,400                   | .                       | 5      | 70,860 | 4.5%                      |
| Health Care & Social Assistance                               | 40,834                  | 46,600                   | 55,174        | 65,780                   | 73,000                  | 13     | 56,686 | 6.2%                      |
| Professional Services - legal                                 | 40,200                  | 51,000                   | 70,000        | 80,500                   | 96,635                  | 37     | 68,445 | 5.9%                      |
| Professional Services - mngt.,<br>scientific/tech. consulting | 61,000                  | 63,000                   | 69,000        | 79,050                   | .                       | 5      | 70,620 | 4.3%                      |
| Professional Services - scientific<br>research & development  | 36,000                  | 57,750                   | 69,000        | 90,250                   | .                       | 6      | 70,000 | 3.5%                      |
| Publishing - newspaper, periodical, book                      | 34,600                  | 49,750                   | 60,250        | 72,160                   | 84,500                  | 14     | 60,399 | 4.2%                      |
| Primary Responsibility-Reference                              | 38,500                  | 46,500                   | 55,174        | 70,000                   | 85,000                  | 315    | 59,280 | 4.0%                      |

**Table 14 - Salary Distribution by Institution/Industry and Library/ Information Center Annual Budget**

| Institution/Current Budget               |                     |                 |                    |            |                    |                 | Number | Salary | Percent |
|--|---------------------|-----------------|--------------------|------------|--------------------|-----------------|--------|--------|---------|
|  |                     | 10th Percentile | First Quartile 25% | Median 50% | Third Quartile 75% | 90th Percentile |        | Mean   | Change  |
| Federal Government                       | \$250,000-\$499,999 | 60,799          | 68,380             | 85,000     | 88,278             | .               | 5      | 79,663 | 3.6%    |
|  | Above \$1,000,000   | 51,662          | 57,000             | 64,000     | 90,698             | 99,580          | 11     | 71,486 | 5.5%    |
|  | Don't know          | 41,165          | 50,000             | 58,272     | 74,817             | 87,280          | 16     | 62,250 | 6.5%    |
| Other Government                         | Don't know          | 34,872          | 43,680             | 52,987     | 63,025             | 72,520          | 10     | 53,619 | 3.9%    |
| Academic-Subj Dept                       | \$500,000-\$999,999 | 43,200          | 52,800             | 57,600     | 61,500             | .               | 6      | 56,733 | 2.9%    |
|  | Above \$1,000,000   | 37,040          | 52,000             | 54,000     | 64,014             | 79,800          | 11     | 57,755 | 5.0%    |
|  | Don't know          | 45,000          | 47,250             | 52,000     | 60,306             | .               | 8      | 54,951 | 6.0%    |
| Academic-General Campus                  | \$250,000-\$499,999 | 40,000          | 45,000             | 52,500     | 70,949             | .               | 5      | 56,879 | 4.1%    |
|  | \$500,000-\$999,999 | 30,000          | 33,750             | 39,100     | 43,250             | .               | 6      | 39,367 | -2.9%   |
|  | Above \$1,000,000   | 41,218          | 48,700             | 53,875     | 65,000             | 89,081          | 27     | 59,468 | 2.3%    |
|  | Don't know          | 37,000          | 39,350             | 47,000     | 60,700             | 76,622          | 25     | 51,056 | .7%     |
| Health Care & Social Assistance          | Don't know          | 38,200          | 43,138             | 51,587     | 67,500             | .               | 6      | 54,360 | 5.7%    |
| Professional Services - legal            | Above \$1,000,000   | 38,200          | 52,250             | 75,500     | 93,400             | 127,513         | 12     | 75,381 | 6.1%    |
|  | Don't know          | 40,160          | 50,588             | 65,000     | 78,000             | 84,800          | 17     | 63,638 | 5.9%    |
| Publishing - newspaper, periodical, book | Don't know          | 50,000          | 55,000             | 68,000     | 73,000             | .               | 7      | 64,054 | 7.3%    |

**Table 15 - Salary Distribution by Union vs. Non-union**

U. S.

|   |                 |                    |            |                    |                 | Number | Salary | Percent |
|---|-----------------|--------------------|------------|--------------------|-----------------|--------|--------|---------|
|   | 10th Percentile | First Quartile 25% | Median 50% | Third Quartile 75% | 90th Percentile |        | Mean   | Change  |
| Wages/Salary Set by Collective Bargaining Agreement     | 42,401          | 49,377             | 55,750     | 72,041             | 85,000          | 52     | 60,636 | 3.3%    |
| Wages/Salary Not Set by Collective Bargaining Agreement | 37,911          | 45,620             | 55,000     | 70,000             | 85,472          | 262    | 59,018 | 4.2%    |
| Primary Responsibility-Reference                        | 38,500          | 46,500             | 55,174     | 70,000             | 85,000          | 315    | 59,280 | 4.0%    |

**Table 16 - Salary Distribution by Number of Years with Present Employer**

U. S.

|                                  |                 |                    |            |                    |                 | Number | Salary | Percent |
|----------------------------------|-----------------|--------------------|------------|--------------------|-----------------|--------|--------|---------|
|                                  | 10th Percentile | First Quartile 25% | Median 50% | Third Quartile 75% | 90th Percentile |        | Mean   | Change  |
| Less than Two Years              | 34,000          | 41,000             | 48,500     | 57,750             | 73,000          | 68     | 50,533 | 3.9%    |
| Two Years                        | 36,000          | 44,761             | 51,250     | 60,000             | 79,800          | 40     | 53,732 | 6.3%    |
| 3-5 Years                        | 40,000          | 45,495             | 55,000     | 66,500             | 84,800          | 61     | 57,584 | 4.3%    |
| 6-10 Years                       | 38,198          | 49,088             | 56,140     | 69,150             | 79,820          | 61     | 59,457 | 3.7%    |
| 11-15 Years                      | 40,580          | 53,406             | 69,000     | 76,665             | 93,680          | 26     | 67,187 | 3.1%    |
| 16-20 Years                      | 49,580          | 56,653             | 63,000     | 80,000             | 100,201         | 27     | 70,285 | 3.9%    |
| 21-25 Years                      | 47,892          | 55,300             | 67,500     | 88,755             | 129,730         | 14     | 75,037 | 2.9%    |
| 26 Years or more                 | 48,391          | 75,075             | 79,500     | 89,224             | 110,736         | 12     | 80,053 | 2.8%    |
| Primary Responsibility-Reference | 38,500          | 46,500             | 55,174     | 70,000             | 85,000          | 315    | 59,280 | 4.0%    |

**Table 17 - 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                             | 38,500          | 45,100             | 54,000     | 68,250             | 83,700          | 225    | 57,420 | 4.0%                |
| 1-2 Employees                    | 37,500          | 48,750             | 60,050     | 69,825             | 85,500          | 44     | 61,295 | 4.1%                |
| 3-4 Employees                    | 38,618          | 50,500             | 60,235     | 70,000             | 97,288          | 24     | 62,723 | 4.0%                |
| 5-6 Employees                    | 33,700          | 50,000             | 57,468     | 78,000             | 98,840          | 11     | 64,756 | 3.8%                |
| 10-14 Employees                  | 30,000          | 38,250             | 52,110     | 79,150             | .               | 6      | 56,563 | 1.8%                |
| Primary Responsibility-Reference | 38,500          | 46,500             | 55,174     | 70,000             | 85,000          | 315    | 59,280 | 4.0%                |

**Table 18 - 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 |
| Reference                        | 38,500          | 46,500             | 55,174     | 70,000             | 85,000          | 315    | 59,280 | 4.0%                |
| Primary Responsibility-Reference | 38,500          | 46,500             | 55,174     | 70,000             | 85,000          | 315    | 59,280 | 4.0%                |

**Table 19 - Salary Distribution by Job Title**

U. S.

|                                      |                 |                    |            |                    |                 | Number | Salary | Percent change      |
|--------------------------------------|-----------------|--------------------|------------|--------------------|-----------------|--------|--------|---------------------|
|                                      | 10th Percentile | First Quartile 25% | Median 50% | Third Quartile 75% | 90th Percentile |        | Mean   | Mean Percent Change |
| Director/Manager                     | 52,200          | 64,000             | 75,000     | 94,000             | 114,000         | 27     | 80,749 | 4.7%                |
| Asst Mngr./Dept./Section Head        | 46,800          | 52,000             | 60,235     | 68,750             | 82,500          | 28     | 61,880 | 2.8%                |
| Librarian/Info Specialist/Researcher | 38,040          | 45,000             | 53,573     | 66,840             | 83,454          | 251    | 57,102 | 4.2%                |
| Professor/Academic Instructor        | 41,200          | 41,600             | 47,900     | 63,500             | .               | 5      | 51,620 | .6%                 |
| Primary Responsibility-Reference     | 38,500          | 46,500             | 55,174     | 70,000             | 85,000          | 315    | 59,280 | 4.0%                |

**Table 20 - Salary Distribution by Library or Information Resource Center Setting**

U. S.

|  |                 |                    |            |                    |                 | 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 | 38,700          | 46,886             | 55,750     | 70,000             | 85,000          | 310    | 59,507 | 4.0%                |
| Primary Responsibility-Reference               | 38,500          | 46,500             | 55,174     | 70,000             | 85,000          | 315    | 59,280 | 4.0%                |

**Table 21 - Salary Distribution by Library/ Information Center Annual Budget**

U. S.

|  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Under \$25,000   | 36,000                  | 38,500                   | 45,450        | 52,500                   | .                       | 8      | 52,050 | 3.9%                      |
| \$50,000-\$74,999  | 51,501                  | 55,000                   | 62,400        | 70,000                   | .                       | 7      | 64,843 | 4.9%                      |
| \$75,000-\$99,999  | 60,000                  | 63,750                   | 70,000        | 72,250                   | .                       | 6      | 69,000 | 2.7%                      |
| \$100,000-\$249,999  | 41,886                  | 48,000                   | 60,420        | 71,000                   | 95,600                  | 25     | 62,655 | 5.1%                      |
| \$250,000-\$499,999  | 31,600                  | 41,000                   | 52,500        | 77,500                   | 86,959                  | 23     | 58,030 | 3.7%                      |
| \$500,000-\$999,999  | 37,590                  | 42,650                   | 60,500        | 76,250                   | 88,257                  | 26     | 64,014 | 1.9%                      |
| Above \$1,000,000  | 41,000                  | 49,127                   | 58,200        | 75,836                   | 90,728                  | 78     | 62,240 | 3.8%                      |
| Budgets are not allocated to separate<br>branch or libraries | 39,600                  | 45,200                   | 52,500        | 69,000                   | .                       | 7      | 55,922 | 5.8%                      |
| Don't know   | 37,962                  | 45,000                   | 52,000        | 68,441                   | 80,000                  | 126    | 56,512 | 4.3%                      |
| Primary Responsibility-Reference                             | 38,500                  | 46,500                   | 55,174        | 70,000                   | 85,000                  | 315    | 59,280 | 4.0%                      |

**Table 22 - Salary Distribution by Full-time Equivalent Employees in  
Library/Information Center**

U. S.

|                                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| 2 or less                        | 40,600                  | 51,250                   | 69,300        | 83,350                   | 89,400                  | 25     | 67,500 | 5.5%                      |
| More than 2 to 4                 | 35,360                  | 45,850                   | 54,080        | 70,000                   | 90,000                  | 49     | 59,028 | 4.6%                      |
| More than 4 to 9                 | 40,100                  | 47,375                   | 56,000        | 72,160                   | 85,000                  | 70     | 60,640 | 4.1%                      |
| More than 9                      | 39,550                  | 45,570                   | 55,000        | 67,250                   | 83,750                  | 154    | 58,439 | 3.6%                      |
| Primary Responsibility-Reference | 38,500                  | 46,500                   | 55,174        | 70,000                   | 85,000                  | 315    | 59,280 | 4.0%                      |

**Table 23 - 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                                     | 47    | 100.0%  | 44                               | 93.6%   | 25                     | 53.2%   | 40            | 85.1%   |
| Other Government                                       | 18    | 100.0%  | 18                               | 100.0%  | 12                     | 66.7%   | 17            | 94.4%   |
| Public Library-Subj and General                        | 23    | 100.0%  | 22                               | 95.7%   | 14                     | 60.9%   | 22            | 95.7%   |
| Academic-Subj Dept                                     | 41    | 100.0%  | 38                               | 92.7%   | 19                     | 46.3%   | 38            | 92.7%   |
| Academic-General Campus                                | 76    | 100.0%  | 71                               | 93.4%   | 35                     | 46.1%   | 68            | 89.5%   |
| Finance & Insurance; Accounting                        | 22    | 100.0%  | 22                               | 100.0%  | 15                     | 68.2%   | 22            | 100.0%  |
| Information Services & Publishing                      | 27    | 100.0%  | 25                               | 92.6%   | 18                     | 66.7%   | 26            | 96.3%   |
| Manufacturing and Agriculture                          | 3     | 100.0%  | 3                                | 100.0%  | 3                      | 100.0%  | 3             | 100.0%  |
| Professional Services                                  | 79    | 100.0%  | 71                               | 89.9%   | 54                     | 68.4%   | 72            | 91.1%   |
| Utilities; Transportation; Broadcasting; Movies; Trade | 3     | 100.0%  | 2                                | 66.7%   | 2                      | 66.7%   | 2             | 66.7%   |
| Associations; Museums; Advocacy, Health Care           | 1     | 100.0%  | 1                                | 100.0%  | 1                      | 100.0%  | 1             | 100.0%  |
| Other  | 2     | 100.0%  | 1                                | 50.0%   | 2                      | 100.0%  | 2             | 100.0%  |
| Primary Responsibility-Reference                       | 342   | 100.0%  | 318                              | 93.0%   | 200                    | 58.5%   | 313           | 91.5%   |

**Table 23 - 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                               | 89.4%   | 25                      | 53.2%   | 39                          | 83.0%   | 28              | 59.6%   |
| Other Government                                       | 18                               | 100.0%  | 11                      | 61.1%   | 18                          | 100.0%  | 15              | 83.3%   |
| Public Library-Subj and General                        | 20                               | 87.0%   | 11                      | 47.8%   | 17                          | 73.9%   | 16              | 69.6%   |
| Academic-Subj Dept                                     | 37                               | 90.2%   | 24                      | 58.5%   | 35                          | 85.4%   | 29              | 70.7%   |
| Academic-General Campus                                | 72                               | 94.7%   | 52                      | 68.4%   | 67                          | 88.2%   | 53              | 69.7%   |
| Finance & Insurance; Accounting                        | 22                               | 100.0%  | 14                      | 63.6%   | 21                          | 95.5%   | 21              | 95.5%   |
| Information Services & Publishing                      | 27                               | 100.0%  | 20                      | 74.1%   | 24                          | 88.9%   | 23              | 85.2%   |
| Manufacturing and Agriculture                          | 3                                | 100.0%  | 3                       | 100.0%  | 3                           | 100.0%  | 3               | 100.0%  |
| Professional Services                                  | 76                               | 96.2%   | 57                      | 72.2%   | 75                          | 94.9%   | 63              | 79.7%   |
| Utilities; Transportation; Broadcasting; Movies; Trade | 3                                | 100.0%  | 2                       | 66.7%   | 3                           | 100.0%  | 2               | 66.7%   |
| Associations; Museums; Advocacy, Health Care           | 1                                | 100.0%  | 1                       | 100.0%  | 1                           | 100.0%  |                 |         |
| Other  | 2                                | 100.0%  | 1                       | 50.0%   | 2                           | 100.0%  | 2               | 100.0%  |
| Primary Responsibility-Reference                       | 323                              | 94.4%   | 221                     | 64.6%   | 305                         | 89.2%   | 255             | 74.6%   |

**Table 23 - 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                                     | 36                               | 76.6%   | 42              | 89.4%   | 25                   | 53.2%   | 21                    | 44.7%   |
| Other Government                                       | 16                               | 88.9%   | 17              | 94.4%   | 13                   | 72.2%   | 13                    | 72.2%   |
| Public Library-Subj and General                        | 14                               | 60.9%   | 20              | 87.0%   | 9                    | 39.1%   | 10                    | 43.5%   |
| Academic-Subj Dept                                     | 37                               | 90.2%   | 35              | 85.4%   | 27                   | 65.9%   | 24                    | 58.5%   |
| Academic-General Campus                                | 62                               | 81.6%   | 65              | 85.5%   | 61                   | 80.3%   | 50                    | 65.8%   |
| Finance & Insurance; Accounting                        | 20                               | 90.9%   | 22              | 100.0%  | 15                   | 68.2%   | 15                    | 68.2%   |
| Information Services & Publishing                      | 25                               | 92.6%   | 25              | 92.6%   | 20                   | 74.1%   | 15                    | 55.6%   |
| Manufacturing and Agriculture                          | 3                                | 100.0%  | 2               | 66.7%   | 3                    | 100.0%  | 2                     | 66.7%   |
| Professional Services                                  | 73                               | 92.4%   | 71              | 89.9%   | 61                   | 77.2%   | 61                    | 77.2%   |
| Utilities; Transportation; Broadcasting; Movies; Trade | 3                                | 100.0%  | 3               | 100.0%  | 2                    | 66.7%   | 1                     | 33.3%   |
| Associations; Museums; Advocacy, Health Care           | 1                                | 100.0%  | 1               | 100.0%  | 1                    | 100.0%  | 1                     | 100.0%  |
| Other  | 2                                | 100.0%  | 2               | 100.0%  | 1                    | 50.0%   | 2                     | 100.0%  |
| Primary Responsibility-Reference                       | 292                              | 85.4%   | 305             | 89.2%   | 238                  | 69.6%   | 215                   | 62.9%   |

**Table 23 - 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                                     | 7                                | 14.9%   | 13                               | 27.7%   | 21                                      | 44.7%   | 1              | 2.1%    |
| Other Government                                       |                                  |         | 6                                | 33.3%   | 11                                      | 61.1%   |                |         |
| Public Library-Subj and General                        | 1                                | 4.3%    | 10                               | 43.5%   | 14                                      | 60.9%   | 1              | 4.3%    |
| Academic-Subj Dept                                     | 5                                | 12.2%   | 18                               | 43.9%   | 28                                      | 68.3%   | 1              | 2.4%    |
| Academic-General Campus                                | 13                               | 17.1%   | 22                               | 28.9%   | 44                                      | 57.9%   |                |         |
| Finance & Insurance; Accounting                        | 4                                | 18.2%   | 8                                | 36.4%   | 15                                      | 68.2%   | 5              | 22.7%   |
| Information Services & Publishing                      | 1                                | 3.7%    | 10                               | 37.0%   | 21                                      | 77.8%   | 6              | 22.2%   |
| Manufacturing and Agriculture                          | 1                                | 33.3%   | 1                                | 33.3%   | 2                                       | 66.7%   |                |         |
| Professional Services                                  | 13                               | 16.5%   | 25                               | 31.6%   | 59                                      | 74.7%   | 25             | 31.6%   |
| Utilities; Transportation; Broadcasting; Movies; Trade |                                  |         | 1                                | 33.3%   | 2                                       | 66.7%   | 1              | 33.3%   |
| Associations; Museums; Advocacy, Health Care           |                                  |         |                                  |         | 1                                       | 100.0%  |                |         |
| Other  |                                  |         | 1                                | 50.0%   | 1                                       | 50.0%   |                |         |
| Primary Responsibility-Reference                       | 45                               | 13.2%   | 115                              | 33.6%   | 219                                     | 64.0%   | 40             | 11.7%   |

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

|   | Benefits provided by primary job                        |         |  |         |                     |         |
|---|---|---------|--|---------|---------------------|---------|
|   | Education/<br>professional<br>development<br>assistance |         | Professional<br>association<br>memberships |         | Adoption assistance |         |
|   | Cases   | Percent | Cases                                      | Percent | Cases               | Percent |
| Federal Government  | 26  | 55.3%   | 10   | 21.3%   | 4                   | 8.5%    |
| Other Government  | 8   | 44.4%   | 5  | 27.8%   | 1                   | 5.6%    |
| Public Library-Subj and<br>General                        | 15  | 65.2%   | 5  | 21.7%   | 1                   | 4.3%    |
| Academic-Subj Dept  | 31  | 75.6%   | 9  | 22.0%   | 2                   | 4.9%    |
| Academic-General Campus                                   | 58  | 76.3%   | 11   | 14.5%   | 3                   | 3.9%    |
| Finance & Insurance;<br>Accounting                        | 16  | 72.7%   | 17   | 77.3%   | 6                   | 27.3%   |
| Information Services &<br>Publishing                      | 19  | 70.4%   | 17   | 63.0%   | 1                   | 3.7%    |
| Manufacturing and Agriculture                             | 1   | 33.3%   | 2  | 66.7%   | 1                   | 33.3%   |
| Professional Services                                     | 47  | 59.5%   | 63   | 79.7%   | 14                  | 17.7%   |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade | 2   | 66.7%   | 2  | 66.7%   | 1                   | 33.3%   |
| Associations; Museums;<br>Advocacy, Health Care           | 1   | 100.0%  | 1  | 100.0%  | 1                   | 100.0%  |
| Other   | 2   | 100.0%  | 1  | 50.0%   | 1                   | 50.0%   |
| Primary<br>Responsibility-Reference                       | 226   | 66.1%   | 143  | 41.8%   | 36                  | 10.5%   |

**Table 24 - 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  | 36   | 76.6%   | 9     | 19.1%   | 2              | 4.3%    |
| Other Government  | 17   | 94.4%   | 1     | 5.6%    |                |         |
| Public Library-Subj and<br>General                        | 17   | 60.7%   | 6     | 21.4%   | 5              | 17.9%   |
| Academic-Subj Dept  | 34   | 81.0%   | 5     | 11.9%   | 3              | 7.1%    |
| Academic-General Campus                                   | 60   | 75.9%   | 14    | 17.7%   | 5              | 6.3%    |
| Finance & Insurance;<br>Accounting                        | 21   | 95.5%   | 1     | 4.5%    |                |         |
| Information Services &<br>Publishing                      | 25   | 89.3%   | 3     | 10.7%   |                |         |
| Manufacturing and Agriculture                             | 3  | 75.0%   |       |         | 1              | 25.0%   |
| Professional Services                                     | 70   | 88.6%   | 8     | 10.1%   | 1              | 1.3%    |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade | 3  | 100.0%  |       |         |                |         |
| Associations; Museums;<br>Advocacy, Health Care           | 1  | 100.0%  |       |         |                |         |
| Other   | 1  | 50.0%   | 1     | 50.0%   |                |         |
| Total   | 288  | 81.6%   | 48    | 13.6%   | 17             | 4.8%    |

**Table 25 - 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                                     | 23  | 26.0% | 10   | 37.0%         |       |               | 17       | 63.0%         |
| Other Government                                       | 13  | 6.0%  | 2  | 15.4%         | 1     | 7.7%          | 10       | 76.9%         |
| Public Library-Subj and General                        | 14  | 19.6% | 5  | 33.3%         | 3     | 20.0%         | 7        | 46.7%         |
| Academic-Subj Dept                                     | 25  | 20.5% | 8  | 25.8%         | 3     | 9.7%          | 20       | 64.5%         |
| Academic-General Campus                                | 49  | 10.5% | 11   | 21.6%         | 5     | 9.8%          | 35       | 68.6%         |
| Finance & Insurance; Accounting                        | 14  | 13.2% | 5  | 27.8%         | 1     | 5.6%          | 12       | 66.7%         |
| Information Services & Publishing                      | 17  | 11.3% | 7  | 29.2%         | 2     | 8.3%          | 15       | 62.5%         |
| Manufacturing and Agriculture                          | 2   | 25.0% |  |               |       |               | 2        | 100.0%        |
| Professional Services                                  | 48  | 15.0% | 21   | 34.4%         | 3     | 4.9%          | 37       | 60.7%         |
| Utilities; Transportation; Broadcasting; Movies; Trade | 3   | 21.7% | 1  | 33.3%         |       |               | 2        | 66.7%         |
| Other  | 1   | 20.0% |  |               |       |               | 1        | 100.0%        |
| Total  | 209   | 15.3% | 70   | 28.5%         | 18    | 7.3%          | 158      | 64.2%         |

**Table 26 - 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                                     | 12  | 20.3% | 2  | 15.4%         |       |               | 11       | 84.6%         |
| Other Government                                       | 7   | 11.6% |  |               |       |               | 7        | 100.0%        |
| Public Library-Subj and General                        | 8   | 11.4% | 2  | 20.0%         | 1     | 10.0%         | 7        | 70.0%         |
| Academic-Subj Dept                                     | 15  | 21.1% | 5  | 27.8%         | 3     | 16.7%         | 10       | 55.6%         |
| Academic-General Campus                                | 23  | 28.9% | 5  | 19.2%         |       |               | 21       | 80.8%         |
| Finance & Insurance; Accounting                        | 11  | 14.0% | 3  | 21.4%         |       |               | 11       | 78.6%         |
| Information Services & Publishing                      | 11  | 17.3% | 3  | 17.6%         | 1     | 5.9%          | 13       | 76.5%         |
| Manufacturing and Agriculture                          | 1   | 5.0%  | 1  | 50.0%         |       |               | 1        | 50.0%         |
| Professional Services                                  | 30  | 21.5% | 10   | 26.3%         | 2     | 5.3%          | 26       | 68.4%         |
| Utilities; Transportation; Broadcasting; Movies; Trade | 2   | 67.5% | 1  | 50.0%         |       |               | 1        | 50.0%         |
| Other  | 1   | 20.0% |  |               |       |               | 1        | 100.0%        |
| Total  | 121   | 21.0% | 32   | 21.6%         | 7     | 4.7%          | 109      | 73.6%         |

**Table 27 - 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 2008? |         |   |         |  |         |
|--|---|---------|---|---------|--|---------|
|  | 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                                     | 8   | 30.8%   | 11  | 42.3%   | 7  | 26.9%   |
| Other Government                                       | 1   | 7.7%    | 6   | 46.2%   | 6  | 46.2%   |
| Public Library-Subj and General                        | 3   | 21.4%   | 4   | 28.6%   | 7  | 50.0%   |
| Academic-Subj Dept                                     | 9   | 36.0%   | 10  | 40.0%   | 6  | 24.0%   |
| Academic-General Campus                                | 12  | 27.3%   | 15  | 34.1%   | 17   | 38.6%   |
| Finance & Insurance; Accounting                        | 4   | 25.0%   | 7   | 43.8%   | 5  | 31.3%   |
| Information Services & Publishing                      | 5   | 23.8%   | 9   | 42.9%   | 7  | 33.3%   |
| Manufacturing and Agriculture                          |   |         | 1   | 33.3%   | 2  | 66.7%   |
| Professional Services                                  | 15  | 28.3%   | 17  | 32.1%   | 21   | 39.6%   |
| Utilities; Transportation; Broadcasting; Movies; Trade |   |         | 1   | 50.0%   | 1  | 50.0%   |
| Associations; Museums; Advocacy, Health Care           |   |         |   |         | 1  | 100.0%  |
| Other  |   |         | 1   | 100.0%  |  |         |
| Total  | 57  | 26.0%   | 82  | 37.4%   | 80   | 36.5%   |

**Table 28 - Salary Distribution by Employed/Self-Employed Status**

U. S.

|                                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary |                           | Percent<br>change |
|----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|-------------------|
|                                  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |                   |
| Not Self-employed                | 38,400                  | 46,500                   | 55,174        | 70,000                   | 85,000                  | 313    | 59,295 | 4.0%                      |                   |
| Primary Responsibility-Reference | 38,500                  | 46,500                   | 55,174        | 70,000                   | 85,000                  | 315    | 59,280 | 4.0%                      |                   |

**Table 29 - Salary Distribution by Contract Basis at Primary Job**

U. S.

|                                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary |                           | Percent<br>change |
|----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|-------------------|
|                                  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |                   |
| Work on Contract Basis           | 39,647                  | 47,500                   | 50,300        | 56,140                   | 60,160                  | 27     | 50,512 | 3.8%                      |                   |
| Do Not Work on Contract Basis    | 38,160                  | 46,500                   | 56,653        | 72,000                   | 86,739                  | 287    | 60,103 | 4.0%                      |                   |
| Primary Responsibility-Reference | 38,500                  | 46,500                   | 55,174        | 70,000                   | 85,000                  | 315    | 59,280 | 4.0%                      |                   |

**Table 30 - Salary Distribution by Number of Part-time Jobs Held**

U. S.

|                                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary |                           | Percent<br>change |
|----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|-------------------|
|                                  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |                   |
| One                              | 21,000                  | 29,227                   | 38,688        | 56,000                   | 74,400                  | 29     | 43,384 | 3.2%                      |                   |
| Two                              | 8,000                   | 22,880                   | 33,928        | 39,520                   | .                       | 7      | 37,644 | -3.7%                     |                   |
| Primary Responsibility-Reference | 17,000                  | 27,186                   | 36,000        | 51,825                   | 74,400                  | 39     | 40,725 | 1.6%                      |                   |

**Table 31 - Salary Distribution by Number of Part-time Hours Worked per Week**

U. S.

|                                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary |                           | Percent<br>change |
|----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|-------------------|
|                                  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |                   |
| 11-20 Hours                      | 9,000                   | 20,950                   | 31,273        | 45,417                   | 84,521                  | 14     | 36,352 | 1.5%                      |                   |
| 21-30 Hours                      | 15,200                  | 31,490                   | 38,688        | 59,610                   | 76,576                  | 17     | 43,324 | 1.4%                      |                   |
| 31 or More Hours                 | 28,800                  | 29,700                   | 42,750        | 63,870                   | .                       | 6      | 48,297 | 1.5%                      |                   |
| Primary Responsibility-Reference | 17,000                  | 27,186                   | 36,000        | 51,825                   | 74,400                  | 39     | 40,725 | 1.6%                      |                   |

**Table 32 - Salary Distribution by Reasons for Working Part-time**

U. S.

|                                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Respondent's Choice              | 21,500                  | 30,820                   | 40,300        | 64,170                   | 89,960                  | 20     | 47,883 | 3.0%                      |
| Unable to Secure Full-time Work  | 13,000                  | 22,900                   | 34,320        | 42,411                   | .                       | 9      | 35,417 | 8.8%                      |
| Other                            | 6,580                   | 22,360                   | 27,820        | 45,945                   | 60,648                  | 10     | 31,184 | -9.1%                     |
| Primary Responsibility-Reference | 17,000                  | 27,186                   | 36,000        | 51,825                   | 74,400                  | 39     | 40,725 | 1.6%                      |

**Table 33 - Average Hourly Rate for Part-time Employees by Census Division**

|                 | Work-related earnings/hour 4/1/2008 |               |                          |        |       | Mean<br>Percent<br>Change<br>2007-<br>2008 |
|-----------------|-------------------------------------|---------------|--------------------------|--------|-------|--|
|                 | First<br>Quartile<br>25%            | Median<br>50% | Third<br>Quartile<br>75% | Number | Mean  |  |
| Middle Atlantic | 14.30                               | 19.00         | 21.00                    | 5      | 17.92 | 3.5%                                       |
| East N. Central | 11.00                               | 13.07         | 25.25                    | 5      | 17.11 | -4.0%                                      |
| TOTAL           | 13.89                               | 18.80         | 29.50                    | 20     | 22.06 | 1.6%                                       |

# UNITED STATES

## **Chapter Eleven General Responsibilities**



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

U. S.

|                                |                         |                          |               |                          |                         | Salary |        | Percent                   |
|--------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
| New England                    | 50,219                  | 56,525                   | 62,000        | 72,750                   | 90,990                  | 30     | 65,887 | 5.2%                      |
| Middle Atlantic                | 41,200                  | 48,000                   | 58,240        | 80,000                   | 93,698                  | 75     | 63,615 | 3.8%                      |
| South Atlantic                 | 38,600                  | 47,500                   | 59,939        | 74,000                   | 87,867                  | 95     | 62,183 | 6.8%                      |
| East S. Central                | 34,500                  | 40,000                   | 49,500        | 69,950                   | 84,097                  | 14     | 54,464 | 3.0%                      |
| West S. Central                | 35,359                  | 42,000                   | 56,784        | 68,000                   | 83,760                  | 31     | 57,960 | 4.7%                      |
| East N. Central                | 39,700                  | 45,024                   | 54,000        | 65,000                   | 78,600                  | 76     | 56,864 | 5.0%                      |
| West N. Central                | 35,850                  | 46,500                   | 52,000        | 61,052                   | 74,400                  | 36     | 54,321 | 4.1%                      |
| Mountain                       | 34,934                  | 42,600                   | 49,500        | 59,250                   | 68,282                  | 26     | 51,367 | 4.0%                      |
| Pacific                        | 41,486                  | 54,000                   | 65,000        | 80,451                   | 91,696                  | 88     | 67,873 | 6.3%                      |
| Primary Responsibility-General | 40,000                  | 48,000                   | 58,240        | 72,000                   | 85,997                  | 471    | 61,146 | 5.2%                      |

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

U. S.

|  |                 |                    |            |                    |                 | Number | Salary | Percent change      |
|--|-----------------|--------------------|------------|--------------------|-----------------|--------|--------|---------------------|
|  | 10th Percentile | First Quartile 25% | Median 50% | Third Quartile 75% | 90th Percentile |        | Mean   | Mean Percent Change |
| Springfield, MA; NH, Provid., RI; Hartford, CT; Portland, ME | 39,492          | 50,050             | 65,000     | 70,000             | 75,000          | 11     | 61,324 | 5.7%                |
| Boston CMSA - incl. Cambridge, Worcester, MA                 | 54,022          | 56,775             | 62,000     | 71,750             | 99,500          | 16     | 66,821 | 5.2%                |
| New York City CMSA - incl. Princeton; New Haven; Stony Brook | 44,000          | 55,000             | 70,000     | 86,100             | 103,200         | 48     | 71,253 | 3.8%                |
| Albany, NY; Rochester, NY; Binghamton, NY                    | 35,000          | 44,993             | 53,425     | 68,604             | .               | 8      | 56,206 | 3.7%                |
| Harrisburg, PA; Pittsburgh, PA; University Park, PA          | 30,000          | 44,500             | 50,000     | 62,155             | .               | 9      | 52,846 | 5.4%                |
| Philadelphia, CMSA - incl. West Chester, PA; Wilmington, DE  | 33,400          | 44,875             | 50,690     | 57,120             | 68,000          | 13     | 51,045 | 5.7%                |
| Washington, DC CMSA - incl. Baltimore, MD; Alexandria, VA    | 46,492          | 55,000             | 67,500     | 80,000             | 89,205          | 47     | 69,154 | 7.3%                |
| Richmond, VA; Blacksburg, VA; Morgantown, WV                 | 32,000          | 34,250             | 46,000     | 62,125             | .               | 6      | 47,750 | 10.7%               |
| NC - incl. Charlotte; Durham; Raleigh; Winston Salem         | 37,000          | 40,000             | 45,000     | 92,000             | 104,480         | 11     | 58,355 | 5.4%                |
| GA - incl. Atlanta; Macon                                    | 41,000          | 48,000             | 54,117     | 62,200             | .               | 9      | 55,319 | 6.1%                |
| FL - incl. Tallahassee; Miami; Tampa                         | 37,400          | 43,840             | 51,200     | 62,470             | 80,000          | 17     | 54,747 | 4.4%                |
| KY - incl. Lexington; Louisville                             | 29,500          | 34,500             | 40,000     | 53,000             | .               | 5      | 43,000 | 4.8%                |
| Cleveland CMSA - incl. Akron                                 | 42,000          | 44,321             | 54,000     | 64,550             | .               | 6      | 54,749 | 2.5%                |
| Indianapolis, IN; West Lafayette, IN                         | 39,000          | 44,250             | 54,000     | 76,000             | .               | 5      | 58,900 | 4.3%                |
| Detroit CMSA - incl. Ann Arbor, Southfield                   | 41,200          | 45,211             | 64,000     | 65,000             | 78,820          | 15     | 60,384 | 5.4%                |
| East Lansing, MI; Kalamazoo, MI; Madison, WI                 | 40,000          | 50,000             | 54,250     | 63,000             | .               | 8      | 55,438 | 4.3%                |
| Minneapolis, MN; St. Paul, MN                                | 36,500          | 48,250             | 51,500     | 54,717             | 75,100          | 14     | 52,812 | 2.2%                |
| Chicago CMSA - incl. Hinsdale, Des Plaines                   | 37,820          | 50,000             | 58,000     | 75,000             | 82,540          | 23     | 61,538 | 7.2%                |
| Champaign, IL; Springfield, IL                               | 42,000          | 43,125             | 50,211     | 57,412             | .               | 6      | 50,262 | 3.4%                |
| MO - incl. St. Louis; Kansas City                            | 45,500          | 48,875             | 60,000     | 66,500             | 79,675          | 14     | 59,741 | 6.6%                |
| KS and NE - incl. Lawrence, KS; Wichita, KS; Omaha, NE       | 27,996          | 31,600             | 39,989     | 64,392             | .               | 6      | 48,884 | 3.5%                |
| LA and MS - incl. New Orleans; Baton Rouge; Vicksburg        | 40,000          | 41,000             | 56,784     | 71,230             | .               | 5      | 56,249 | 3.7%                |
| Dallas CMSA - incl. Irving; Fort Worth                       | 34,324          | 38,206             | 52,650     | 70,920             | .               | 6      | 54,947 | 9.0%                |
| Houston CMSA - incl. Spring; Sugarland                       | 41,458          | 49,645             | 59,250     | 78,750             | 110,700         | 10     | 65,483 | 3.7%                |
| Austin, TX; San Antonio, TX; El Paso, TX                     | 19,500          | 35,675             | 51,000     | 72,500             | .               | 8      | 52,625 | 3.8%                |
| Denver CMSA - incl. Boulder; and Colorado Springs            | 51,000          | 55,000             | 60,000     | 65,000             | .               | 7      | 61,647 | 2.5%                |
| AZ and NV - incl. Phoenix; Tucson; Tempe; Las Vegas          | 40,560          | 43,500             | 48,569     | 58,800             | 62,180          | 11     | 49,870 | 2.5%                |
| Los Angeles, CMSA - incl. Pasadena; and Santa Barbara        | 50,250          | 55,810             | 63,500     | 75,000             | 105,470         | 16     | 68,397 | 3.9%                |
| San Diego, CA; La Jolla, CA                                  | 39,520          | 58,280             | 78,000     | 87,100             | .               | 9      | 72,982 | 8.4%                |
| San Francisco CMSA - incl. Mountain View; San Jose; Oakland  | 45,540          | 60,000             | 75,250     | 88,900             | 109,400         | 35     | 75,342 | 5.5%                |
| HI; AK - incl. Honolulu; Anchorage                           | 40,000          | 46,000             | 55,250     | 75,640             | .               | 5      | 59,706 | 11.2%               |

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

U. S.

|  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary |                           | Percent<br>change |
|--|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|-------------------|
|  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |                   |
| Portland, CMSA - incl. Salem; and Eugene | 38,119                  | 42,047                   | 45,900        | 57,454                   | 75,122                  | 10     | 49,633 | 6.2%                      |                   |
| Seattle CMSA - incl. Bellevue; Olympia   | 30,000                  | 49,000                   | 61,000        | 63,731                   | .                       | 7      | 54,982 | 13.2%                     |                   |
| Primary Responsibility-General           | 40,000                  | 48,000                   | 58,240        | 72,000                   | 85,997                  | 471    | 61,146 | 5.2%                      |                   |

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

U. S.

|                                | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary |                           | Percent<br>change |
|--------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|-------------------|
|                                |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |                   |
| Doctorate                      | 42,840                  | 49,500                   | 60,500        | 65,750                   | 85,390                  | 14     | 60,348 | 6.7%                      |                   |
| Master                         | 39,350                  | 47,625                   | 57,600        | 72,338                   | 91,300                  | 146    | 61,790 | 5.8%                      |                   |
| Bachelor                       | 39,504                  | 47,526                   | 58,649        | 72,000                   | 82,400                  | 281    | 60,642 | 5.0%                      |                   |
| Some college but no degree     | 32,000                  | 41,500                   | 59,000        | 80,000                   | .                       | 9      | 59,551 | 3.2%                      |                   |
| No college                     | 42,800                  | 48,950                   | 54,346        | 75,900                   | .                       | 6      | 59,949 | 5.1%                      |                   |
| Primary Responsibility-General | 40,000                  | 48,000                   | 58,240        | 72,000                   | 85,997                  | 471    | 61,146 | 5.2%                      |                   |

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

U. S.

|                                | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary |                           | Percent<br>change |
|--------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|-------------------|
|                                |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |                   |
| Master                         | 40,000                  | 48,552                   | 58,993        | 73,050                   | 87,175                  | 414    | 62,280 | 5.4%                      |                   |
| Bachelor                       | 28,696                  | 36,500                   | 47,830        | 53,494                   | 60,400                  | 10     | 45,765 | 4.6%                      |                   |
| Some college but no degree     | 34,060                  | 38,500                   | 51,000        | 59,500                   | 72,800                  | 21     | 50,529 | 4.0%                      |                   |
| No college                     | 32,980                  | 39,615                   | 46,500        | 63,750                   | 83,300                  | 16     | 52,348 | 4.0%                      |                   |
| Primary Responsibility-General | 40,000                  | 48,000                   | 58,240        | 72,000                   | 85,997                  | 471    | 61,146 | 5.2%                      |                   |

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

U. S.

|  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Biomedical Sciences                              | 37,270                  | 41,500                   | 56,125        | 72,235                   | 100,907                 | 18     | 59,651 | 6.4%                      |
| Business, Human Resources, Public Administration | 39,400                  | 50,000                   | 57,000        | 75,000                   | 94,760                  | 43     | 63,927 | 6.7%                      |
| Communications/Journalism/ Public Relations      | 40,850                  | 47,625                   | 52,594        | 80,000                   | 110,000                 | 18     | 61,942 | 7.2%                      |
| Computer Sciences                                | 36,000                  | 40,500                   | 60,493        | 94,490                   | .                       | 6      | 67,496 | 3.5%                      |
| Earth Sciences                                   | 30,800                  | 46,800                   | 65,000        | 78,000                   | 107,600                 | 11     | 66,073 | 4.2%                      |
| Education  | 37,000                  | 45,163                   | 54,500        | 67,115                   | 88,390                  | 44     | 57,254 | 4.0%                      |
| English/Literature/ Composition                  | 37,800                  | 44,000                   | 55,000        | 67,000                   | 82,160                  | 107    | 57,675 | 5.8%                      |
| Fine and Applied Arts                            | 35,205                  | 40,500                   | 50,000        | 66,000                   | 95,000                  | 29     | 56,237 | 6.5%                      |
| Foreign Languages/ Culture studies               | 36,600                  | 41,000                   | 57,000        | 68,000                   | 81,000                  | 27     | 56,835 | 4.3%                      |
| General Studies                                  | 37,900                  | 46,500                   | 64,145        | 79,100                   | 92,600                  | 13     | 63,557 | 3.9%                      |
| History  | 42,000                  | 49,000                   | 62,000        | 72,000                   | 82,900                  | 69     | 62,222 | 4.0%                      |
| Law  | 41,200                  | 45,000                   | 60,000        | 68,000                   | 97,811                  | 15     | 61,859 | 6.3%                      |
| Philosophy, Religion                             | 41,000                  | 48,500                   | 54,500        | 82,973                   | 94,700                  | 12     | 62,440 | 5.5%                      |
| Physical Sciences                                | 40,000                  | 45,094                   | 58,900        | 71,000                   | 94,718                  | 19     | 64,933 | 4.2%                      |
| Social Sciences                                  | 42,150                  | 50,250                   | 60,000        | 73,213                   | 84,350                  | 72     | 62,984 | 3.7%                      |
| Other  | 37,800                  | 47,025                   | 58,100        | 69,750                   | 88,270                  | 76     | 60,709 | 5.0%                      |
| Primary Responsibility-General                   | 40,000                  | 48,000                   | 58,240        | 72,000                   | 85,997                  | 471    | 61,146 | 5.2%                      |

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

U. S.

|                                | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| 2 or less                      | 35,000                  | 40,000                   | 46,500        | 52,000                   | 60,000                  | 39     | 47,239 | 12.7%                     |
| 3-5 Years                      | 36,480                  | 40,000                   | 49,500        | 58,248                   | 66,000                  | 45     | 50,572 | 7.1%                      |
| 6-10 Years                     | 38,600                  | 44,000                   | 56,700        | 66,560                   | 76,800                  | 75     | 57,092 | 6.6%                      |
| 11-15 Years                    | 39,500                  | 48,476                   | 56,627        | 70,500                   | 88,450                  | 54     | 60,345 | 5.8%                      |
| 16-20 Years                    | 41,200                  | 51,000                   | 59,000        | 73,000                   | 83,541                  | 71     | 62,047 | 3.4%                      |
| 21-25 Years                    | 43,628                  | 55,000                   | 66,560        | 79,650                   | 97,280                  | 61     | 68,990 | 4.0%                      |
| 26 Years or More               | 45,127                  | 52,300                   | 64,000        | 82,000                   | 92,407                  | 125    | 67,981 | 3.4%                      |
| Primary Responsibility-General | 40,000                  | 48,000                   | 58,240        | 72,000                   | 85,997                  | 471    | 61,146 | 5.2%                      |

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

U. S.

|                                | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| 3-5 Years                      | 34,600                  | 38,500                   | 48,000        | 53,000                   | 62,880                  | 15     | 47,345 | 9.4%                      |
| 6-10 Years                     | 37,400                  | 43,500                   | 50,000        | 56,625                   | 66,800                  | 33     | 51,145 | 10.3%                     |
| 11-15 Years                    | 40,000                  | 45,963                   | 53,000        | 67,000                   | 81,000                  | 49     | 58,396 | 6.6%                      |
| 16-20 Years                    | 40,000                  | 45,000                   | 59,970        | 69,750                   | 83,870                  | 56     | 60,182 | 5.2%                      |
| 21-25 Years                    | 39,750                  | 46,375                   | 55,000        | 70,250                   | 86,050                  | 74     | 59,804 | 4.4%                      |
| 26 Years or More               | 40,100                  | 50,013                   | 62,000        | 75,768                   | 91,000                  | 240    | 64,629 | 4.3%                      |
| Primary Responsibility-General | 40,000                  | 48,000                   | 58,240        | 72,000                   | 85,997                  | 471    | 61,146 | 5.2%                      |

**Table 8 - Salary Distribution by Gender**

U. S.

|                                | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Female                         | 39,712                  | 47,739                   | 57,200        | 71,703                   | 83,472                  | 393    | 60,200 | 5.4%                      |
| Male                           | 39,000                  | 48,000                   | 62,000        | 80,000                   | 101,006                 | 67     | 65,957 | 4.6%                      |
| Primary Responsibility-General | 40,000                  | 48,000                   | 58,240        | 72,000                   | 85,997                  | 471    | 61,146 | 5.2%                      |

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

U. S.

|                                | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Asian, Pacific Islander        | 40,680                  | 47,250                   | 56,500        | 72,632                   | 80,800                  | 14     | 59,700 | 3.1%                      |
| Black                          | 38,600                  | 42,050                   | 60,500        | 83,424                   | 97,400                  | 17     | 64,296 | 5.3%                      |
| Hispanic                       | 45,000                  | 50,250                   | 70,850        | 103,600                  | .                       | 6      | 79,733 | 10.3%                     |
| White                          | 39,520                  | 48,000                   | 58,240        | 72,000                   | 85,000                  | 419    | 60,962 | 5.2%                      |
| Primary Responsibility-General | 40,000                  | 48,000                   | 58,240        | 72,000                   | 85,997                  | 471    | 61,146 | 5.2%                      |

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

U. S.

|                                | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| 2-9 Employees                  | 45,000                  | 45,047                   | 46,500        | 72,998                   | .                       | 5      | 56,518 | 2.5%                      |
| 10-24 Employees                | 35,000                  | 41,000                   | 45,000        | 55,000                   | 81,000                  | 19     | 50,410 | 6.4%                      |
| 25-99 Employees                | 35,150                  | 40,000                   | 50,250        | 67,875                   | 83,750                  | 52     | 54,751 | 6.0%                      |
| 100-499 Employees              | 40,000                  | 50,013                   | 60,500        | 72,000                   | 83,202                  | 120    | 60,802 | 5.6%                      |
| 500-999 Employees              | 41,800                  | 47,375                   | 57,100        | 71,000                   | 90,084                  | 38     | 60,826 | 3.9%                      |
| 1,000-2,499 Employees          | 40,200                  | 50,500                   | 61,000        | 79,650                   | 90,240                  | 61     | 63,809 | 5.9%                      |
| 2,500-4,999 Employees          | 38,000                  | 45,000                   | 59,000        | 70,000                   | 83,980                  | 43     | 61,205 | 5.2%                      |
| 5,000-9,999 Employees          | 43,800                  | 50,000                   | 57,000        | 72,000                   | 97,207                  | 43     | 64,969 | 6.5%                      |
| 10,000 or more Employees       | 45,169                  | 49,500                   | 60,500        | 75,000                   | 95,600                  | 87     | 65,150 | 3.8%                      |
| Primary Responsibility-General | 40,000                  | 48,000                   | 58,240        | 72,000                   | 85,997                  | 471    | 61,146 | 5.2%                      |

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

U. S.

|                                   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|-----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Work in a Non-profit Organization | 38,000                  | 45,431                   | 56,000        | 66,500                   | 80,000                  | 221    | 57,640 | 5.2%                      |
| Work in a For-profit Organization | 40,800                  | 49,000                   | 61,000        | 78,000                   | 91,000                  | 247    | 64,208 | 5.3%                      |
| Primary Responsibility-General    | 40,000                  | 48,000                   | 58,240        | 72,000                   | 85,997                  | 471    | 61,146 | 5.2%                      |

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

U. S.

|                                | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Government                     | 36,050                  | 45,750                   | 58,478        | 70,211                   | 81,780                  | 50     | 58,758 | 5.8%                      |
| Public Library                 | 31,000                  | 33,000                   | 35,000        | 37,100                   | .                       | 5      | 35,040 | 16.6%                     |
| Academic Institution           | 36,800                  | 41,978                   | 51,000        | 59,939                   | 71,800                  | 71     | 52,418 | 4.2%                      |
| Other Organizations            | 42,000                  | 50,000                   | 60,500        | 75,000                   | 89,400                  | 345    | 63,667 | 5.2%                      |
| Primary Responsibility-General | 40,000                  | 48,000                   | 58,240        | 72,000                   | 85,997                  | 471    | 61,146 | 5.2%                      |

**Table 13 - 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   | 40,000          | 51,605             | 69,000     | 77,450             | 93,118          | 22     | 67,337 | 5.3%                |
| Other Government   | 34,500          | 45,000             | 51,200     | 62,000             | 78,281          | 31     | 53,847 | 5.8%                |
| Public Library-General                                     | 31,000          | 33,000             | 35,000     | 37,100             | .               | 5      | 35,040 | 16.6%               |
| Academic-Subj Dept   | 38,237          | 45,650             | 56,254     | 65,000             | 80,960          | 51     | 56,285 | 3.8%                |
| Academic-General Campus                                    | 34,650          | 39,125             | 43,890     | 50,250             | 53,500          | 24     | 43,905 | 6.8%                |
| Associations & Labor Unions                                | 41,400          | 54,059             | 62,000     | 74,500             | 86,109          | 33     | 63,636 | 4.0%                |
| Finance - except insurance                                 | 43,380          | 52,000             | 62,000     | 110,000            | 126,939         | 15     | 79,173 | 7.9%                |
| Finance - insurance carriers, funds, trusts                | 51,000          | 65,000             | 79,900     | 80,000             | .               | 7      | 75,081 | 2.5%                |
| Health Care & Social Assistance                            | 40,000          | 49,606             | 57,620     | 70,500             | 86,750          | 34     | 60,653 | 6.0%                |
| Manufacturing - aerospace products & parts                 | 48,528          | 55,500             | 63,000     | 74,799             | 82,681          | 17     | 64,694 | 5.3%                |
| Manufacturing - chemical, except pharm./med. chemical      | 37,400          | 51,000             | 57,000     | 71,000             | 81,360          | 15     | 59,967 | 3.9%                |
| Manufacturing - computers & electronic product             | 48,569          | 49,642             | 68,901     | 101,050            | .               | 6      | 78,762 | 7.0%                |
| Manufacturing - food, beverage & tobacco                   | 52,500          | 54,750             | 60,310     | 90,450             | .               | 5      | 70,142 | 3.9%                |
| Manufacturing - miscellaneous                              | 50,000          | 54,500             | 75,597     | 83,965             | .               | 6      | 72,409 | 4.6%                |
| Manufacturing - pharmaceuticals & medical chemicals        | 66,704          | 71,900             | 105,000    | 109,250            | 129,800         | 10     | 95,459 | 1.6%                |
| Museums & Historical Sites                                 | 39,964          | 41,250             | 45,000     | 55,000             | 61,269          | 12     | 47,754 | 4.9%                |
| Professional Services - advertising & PR/direct mail       | 36,000          | 38,750             | 44,461     | 51,500             | .               | 5      | 44,992 | 3.2%                |
| Professional Services - architectural & engineering design | 44,000          | 47,963             | 57,500     | 70,070             | 80,000          | 29     | 58,548 | 5.1%                |
| Professional Services - legal                              | 42,000          | 52,494             | 65,000     | 78,000             | 87,600          | 54     | 65,921 | 6.6%                |
| Professional Services - mngt., scientific/tech. consulting | 50,000          | 55,400             | 60,264     | 68,500             | .               | 6      | 62,288 | 5.3%                |
| Professional Services - scientific research & development  | 38,200          | 50,883             | 65,000     | 84,750             | 94,174          | 21     | 64,955 | 6.2%                |
| Publishing - newspaper, periodical, book                   | 36,086          | 41,840             | 53,275     | 65,250             | 80,400          | 10     | 55,171 | 2.4%                |
| Religious, Grantmaking and Giving, Social Advocacy         | 35,000          | 38,000             | 56,000     | 58,000             | .               | 7      | 52,429 | 10.3%               |
| Utilities  | 45,000          | 48,500             | 62,400     | 81,675             | .               | 5      | 64,550 | 2.6%                |
| Other  | 25,700          | 42,000             | 54,000     | 73,000             | 93,205          | 13     | 57,193 | 3.0%                |
| Primary Responsibility-General                             | 40,000          | 48,000             | 58,240     | 72,000             | 85,997          | 471    | 61,146 | 5.2%                |

**Table 14 - Salary Distribution by Institution/Industry and Library/ Information Center Annual Budget**

| Institution/Current Budget                                 |   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--|---|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|  |   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Other Government   | Under \$25,000  | 33,282                  | 42,000                   | 47,552        | 58,849                   | 82,390                  | 11     | 51,372 | 6.8%                      |
|  | \$100,000-\$249,999                                       | 47,500                  | 49,350                   | 68,000        | 77,953                   | .                       | 5      | 64,521 |                           |
| Academic-Subj Dept   | Under \$25,000  | 33,400                  | 40,000                   | 50,300        | 61,800                   | .                       | 8      | 50,900 | 3.4%                      |
|  | \$25,000-\$49,999   | 45,000                  | 48,375                   | 55,627        | 58,850                   | .                       | 6      | 53,926 | 2.9%                      |
|  | \$50,000-\$74,999   | 44,140                  | 45,070                   | 58,000        | 62,600                   | .                       | 5      | 54,668 | 2.6%                      |
|  | \$250,000-\$499,999                                       | 50,000                  | 55,025                   | 68,230        | 88,100                   | .                       | 6      | 70,593 | 3.3%                      |
|  | \$500,000-\$999,999                                       | 57,000                  | 59,250                   | 66,000        | 70,250                   | .                       | 6      | 65,000 | 5.9%                      |
| Academic-General Campus                                    | Under \$25,000  | 34,300                  | 39,650                   | 48,000        | 53,000                   | .                       | 5      | 46,660 | 19.8%                     |
|  | \$100,000-\$249,999                                       | 38,000                  | 38,500                   | 43,680        | 52,470                   | .                       | 5      | 45,124 | 2.8%                      |
| Associations & Labor Unions                                | \$25,000-\$49,999   | 40,000                  | 47,650                   | 61,000        | 67,000                   | .                       | 9      | 59,367 | 3.2%                      |
|  | \$50,000-\$74,999   | 55,000                  | 55,000                   | 63,000        | 70,110                   | .                       | 7      | 65,059 | 4.1%                      |
| Health Care & Social Assistance                            | \$75,000-\$99,999   | 37,700                  | 47,000                   | 55,250        | 57,000                   | .                       | 7      | 51,711 | 7.3%                      |
|  | \$100,000-\$249,999                                       | 48,042                  | 49,606                   | 58,000        | 84,375                   | 99,002                  | 10     | 65,576 | 2.4%                      |
| Professional Services - architectural & engineering design | Under \$25,000  | 35,000                  | 39,500                   | 44,000        | 62,820                   | .                       | 5      | 49,728 | 4.3%                      |
|  | \$25,000-\$49,999   | 40,000                  | 44,500                   | 63,731        | 73,500                   | .                       | 5      | 59,946 | 11.4%                     |
|  | \$100,000-\$249,999                                       | 48,000                  | 53,250                   | 62,000        | 77,625                   | .                       | 5      | 64,750 | 2.4%                      |
|  | Budgets are not allocated to separate branch or libraries | 46,800                  | 47,925                   | 49,000        | 61,069                   | .                       | 7      | 55,813 | 3.9%                      |
|  | \$100,000-\$249,999                                       | 50,000                  | 53,000                   | 62,400        | 74,000                   | .                       | 9      | 65,711 | 6.6%                      |
| Professional Services - legal                              | \$250,000-\$499,999                                       | 42,400                  | 62,000                   | 70,200        | 83,600                   | 98,800                  | 15     | 71,153 | 4.8%                      |
|  | \$500,000-\$999,999                                       | 50,000                  | 62,150                   | 72,000        | 83,850                   | .                       | 9      | 71,556 | 3.9%                      |
|  | Above \$1,000,000   | 42,000                  | 48,000                   | 77,000        | 87,009                   | .                       | 5      | 69,404 | 12.3%                     |
|  | Don't know  | 39,600                  | 42,000                   | 62,000        | 68,000                   | 73,200                  | 11     | 57,500 | 8.3%                      |
|  | \$100,000-\$249,999                                       | 29,000                  | 50,500                   | 61,500        | 85,750                   | .                       | 8      | 64,250 | 9.0%                      |

**Table 15 - Salary Distribution by Union vs. Non-union**

U. S.

|   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|---|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Wages/Salary Set by Collective Bargaining Agreement     | 35,037                  | 47,552                   | 58,200        | 70,110                   | 83,299                  | 31     | 59,079 | 3.0%                      |
| Wages/Salary Not Set by Collective Bargaining Agreement | 40,000                  | 48,000                   | 58,649        | 72,400                   | 86,878                  | 437    | 61,376 | 5.4%                      |
| Primary Responsibility-General                          | 40,000                  | 48,000                   | 58,240        | 72,000                   | 85,997                  | 471    | 61,146 | 5.2%                      |

**Table 16 - 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            | 35,000          | 41,090             | 50,210     | 60,000             | 70,400          | 68     | 52,703 | 11.8%               |
| Two Years                      | 35,250          | 43,125             | 49,000     | 66,500             | 97,418          | 34     | 58,538 | 6.9%                |
| 3-5 Years                      | 35,560          | 43,800             | 57,000     | 69,000             | 87,380          | 97     | 58,358 | 5.1%                |
| 6-10 Years                     | 42,000          | 51,000             | 61,264     | 74,149             | 80,100          | 98     | 62,588 | 3.5%                |
| 11-15 Years                    | 42,640          | 51,000             | 59,000     | 75,500             | 95,774          | 57     | 64,725 | 2.9%                |
| 16-20 Years                    | 44,100          | 53,500             | 64,000     | 76,745             | 89,945          | 46     | 65,441 | 3.5%                |
| 21-25 Years                    | 39,400          | 49,606             | 64,500     | 80,951             | 90,300          | 26     | 65,288 | 3.7%                |
| 26 Years or more               | 45,169          | 50,525             | 60,500     | 81,450             | 95,166          | 37     | 67,227 | 2.7%                |
| Primary Responsibility-General | 40,000          | 48,000             | 58,240     | 72,000             | 85,997          | 471    | 61,146 | 5.2%                |

**Table 17 - 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                           | 40,000          | 45,825             | 55,000     | 67,030             | 82,441          | 241    | 58,457 | 5.6%                |
| 1-2 Employees                  | 41,216          | 50,025             | 61,069     | 77,500             | 90,000          | 185    | 64,704 | 4.8%                |
| 3-4 Employees                  | 36,462          | 42,760             | 59,493     | 73,554             | 97,494          | 26     | 60,457 | 5.5%                |
| 5-6 Employees                  | 19,500          | 34,000             | 63,731     | 75,000             | .               | 7      | 59,176 | 4.7%                |
| 7-9 Employees                  | 38,000          | 45,000             | 54,000     | 70,000             | .               | 7      | 56,249 | 6.1%                |
| Primary Responsibility-General | 40,000          | 48,000             | 58,240     | 72,000             | 85,997          | 471    | 61,146 | 5.2%                |

**Table 18 - 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       | 40,000          | 48,000             | 58,240     | 72,000             | 85,997          | 471    | 61,146 | 5.2%                |
| Primary Responsibility-General | 40,000          | 48,000             | 58,240     | 72,000             | 85,997          | 471    | 61,146 | 5.2%                |

**Table 19 - Salary Distribution by Job Title**

U. S.

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Chief Info Officer/V.P./ Exec        | 35,000                  | 40,000                   | 59,000        | 102,359                  | .                       | 5      | 68,744 | 4.7%                      |
| Director/Manager                     | 43,840                  | 50,768                   | 64,000        | 79,975                   | 92,000                  | 204    | 66,723 | 4.9%                      |
| Asst Mngr./Dept./Section Head        | 35,490                  | 40,000                   | 55,850        | 66,500                   | 82,300                  | 36     | 57,292 | 4.0%                      |
| Librarian/Info Specialist/Researcher | 38,000                  | 45,182                   | 54,059        | 65,000                   | 80,000                  | 218    | 56,623 | 5.7%                      |
| Primary Responsibility-General       | 40,000                  | 48,000                   | 58,240        | 72,000                   | 85,997                  | 471    | 61,146 | 5.2%                      |

**Table 20 - Salary Distribution by Library or Information Resource Center Setting**

U. S.

|   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|---|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Work in Library or Information Resource Center        | 39,516                  | 47,963                   | 58,240        | 71,703                   | 86,080                  | 437    | 60,895 | 5.4%                      |
| Do Not Work in Library or Information Resource Center | 42,400                  | 50,000                   | 60,000        | 80,000                   | 92,800                  | 33     | 64,841 | 3.4%                      |
| Primary Responsibility-General                        | 40,000                  | 48,000                   | 58,240        | 72,000                   | 85,997                  | 471    | 61,146 | 5.2%                      |

**Table 21 - Salary Distribution by Library/ Information Center Annual Budget**

U. S.

|   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|---|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Under \$25,000  | 35,103                  | 41,125                   | 49,000        | 57,675                   | 70,070                  | 54     | 51,079 | 5.5%                      |
| \$25,000-\$49,999   | 37,550                  | 43,875                   | 53,846        | 63,933                   | 73,400                  | 52     | 55,178 | 5.9%                      |
| \$50,000-\$74,999   | 39,350                  | 51,250                   | 58,148        | 66,500                   | 82,974                  | 40     | 59,933 | 5.1%                      |
| \$75,000-\$99,999   | 38,600                  | 42,500                   | 52,500        | 61,550                   | 81,941                  | 24     | 56,477 | 6.8%                      |
| \$100,000-\$249,999                                       | 41,882                  | 50,000                   | 59,939        | 73,974                   | 89,400                  | 85     | 62,587 | 5.0%                      |
| \$250,000-\$499,999                                       | 45,200                  | 56,000                   | 69,000        | 82,801                   | 91,000                  | 51     | 69,431 | 5.0%                      |
| \$500,000-\$999,999                                       | 50,500                  | 60,300                   | 72,000        | 87,000                   | 98,950                  | 31     | 73,991 | 4.2%                      |
| Above \$1,000,000   | 46,149                  | 54,000                   | 66,560        | 98,009                   | 128,200                 | 21     | 76,940 | 5.6%                      |
| Budgets are not allocated to separate branch or libraries | 35,400                  | 46,900                   | 60,310        | 75,950                   | 92,000                  | 37     | 61,254 | 5.0%                      |
| Don't know  | 38,000                  | 40,000                   | 50,500        | 62,000                   | 72,800                  | 42     | 52,241 | 6.1%                      |
| Primary Responsibility-General                            | 40,000                  | 48,000                   | 58,240        | 72,000                   | 85,997                  | 471    | 61,146 | 5.2%                      |

**Table 22 - 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                      | 40,000          | 48,000             | 58,000     | 70,200             | 83,304          | 339    | 59,931 | 5.6%                |
| More than 2 to 4               | 41,500          | 49,000             | 65,000     | 80,000             | 104,217         | 47     | 67,520 | 3.2%                |
| More than 4 to 9               | 34,100          | 37,650             | 54,000     | 66,170             | 74,500          | 20     | 53,079 | 4.9%                |
| More than 9                    | 38,600          | 50,450             | 63,000     | 89,000             | 107,800         | 13     | 70,173 | 9.8%                |
| Primary Responsibility-General | 40,000          | 48,000             | 58,240     | 72,000             | 85,997          | 471    | 61,146 | 5.2%                |

**Table 23 - 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                                     | 22    | 100.0%  | 16                               | 72.7%   | 11                     | 50.0%   | 17            | 77.3%   |
| Other Government                                       | 35    | 100.0%  | 35                               | 100.0%  | 28                     | 80.0%   | 33            | 94.3%   |
| Public Library-Subj and General                        | 9     | 100.0%  | 9                                | 100.0%  | 7                      | 77.8%   | 8             | 88.9%   |
| Academic-Subj Dept                                     | 58    | 100.0%  | 55                               | 94.8%   | 34                     | 58.6%   | 56            | 96.6%   |
| Academic-General Campus                                | 25    | 100.0%  | 21                               | 84.0%   | 14                     | 56.0%   | 21            | 84.0%   |
| Finance & Insurance; Accounting                        | 65    | 100.0%  | 59                               | 90.8%   | 41                     | 63.1%   | 60            | 92.3%   |
| Information Services & Publishing                      | 100   | 100.0%  | 87                               | 87.0%   | 72                     | 72.0%   | 95            | 95.0%   |
| Manufacturing and Agriculture                          | 15    | 100.0%  | 15                               | 100.0%  | 11                     | 73.3%   | 15            | 100.0%  |
| Professional Services                                  | 151   | 100.0%  | 131                              | 86.8%   | 95                     | 62.9%   | 134           | 88.7%   |
| Utilities; Transportation; Broadcasting; Movies; Trade | 19    | 100.0%  | 18                               | 94.7%   | 12                     | 63.2%   | 18            | 94.7%   |
| Associations; Museums; Advocacy, Health Care           | 2     | 100.0%  | 2                                | 100.0%  | 2                      | 100.0%  | 2             | 100.0%  |
| Other  | 13    | 100.0%  | 13                               | 100.0%  | 10                     | 76.9%   | 11            | 84.6%   |
| Primary Responsibility-General                         | 514   | 100.0%  | 461                              | 89.7%   | 337                    | 65.6%   | 470           | 91.4%   |

**Table 23 - 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                                     | 22                               | 100.0%  | 14                      | 63.6%   | 18                          | 81.8%   | 16              | 72.7%   |
| Other Government                                       | 34                               | 97.1%   | 19                      | 54.3%   | 32                          | 91.4%   | 27              | 77.1%   |
| Public Library-Subj and General                        | 7                                | 77.8%   | 2                       | 22.2%   | 6                           | 66.7%   | 4               | 44.4%   |
| Academic-Subj Dept                                     | 56                               | 96.6%   | 32                      | 55.2%   | 54                          | 93.1%   | 38              | 65.5%   |
| Academic-General Campus                                | 23                               | 92.0%   | 17                      | 68.0%   | 22                          | 88.0%   | 20              | 80.0%   |
| Finance & Insurance; Accounting                        | 64                               | 98.5%   | 42                      | 64.6%   | 54                          | 83.1%   | 47              | 72.3%   |
| Information Services & Publishing                      | 99                               | 99.0%   | 77                      | 77.0%   | 98                          | 98.0%   | 83              | 83.0%   |
| Manufacturing and Agriculture                          | 15                               | 100.0%  | 10                      | 66.7%   | 15                          | 100.0%  | 14              | 93.3%   |
| Professional Services                                  | 143                              | 94.7%   | 108                     | 71.5%   | 132                         | 87.4%   | 116             | 76.8%   |
| Utilities; Transportation; Broadcasting; Movies; Trade | 18                               | 94.7%   | 15                      | 78.9%   | 16                          | 84.2%   | 15              | 78.9%   |
| Associations; Museums; Advocacy, Health Care           | 2                                | 100.0%  | 2                       | 100.0%  | 2                           | 100.0%  | 1               | 50.0%   |
| Other  | 13                               | 100.0%  | 9                       | 69.2%   | 12                          | 92.3%   | 9               | 69.2%   |
| Primary Responsibility-General                         | 496                              | 96.5%   | 347                     | 67.5%   | 461                         | 89.7%   | 390             | 75.9%   |

**Table 23 - 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                                     | 16                               | 72.7%   | 19              | 86.4%   | 14                   | 63.6%   | 10                    | 45.5%   |
| Other Government                                       | 26                               | 74.3%   | 35              | 100.0%  | 22                   | 62.9%   | 21                    | 60.0%   |
| Public Library-Subj and General                        | 4                                | 44.4%   | 6               | 66.7%   | 3                    | 33.3%   | 3                     | 33.3%   |
| Academic-Subj Dept                                     | 50                               | 86.2%   | 54              | 93.1%   | 36                   | 62.1%   | 33                    | 56.9%   |
| Academic-General Campus                                | 19                               | 76.0%   | 22              | 88.0%   | 18                   | 72.0%   | 21                    | 84.0%   |
| Finance & Insurance; Accounting                        | 53                               | 81.5%   | 59              | 90.8%   | 48                   | 73.8%   | 38                    | 58.5%   |
| Information Services & Publishing                      | 91                               | 91.0%   | 94              | 94.0%   | 81                   | 81.0%   | 80                    | 80.0%   |
| Manufacturing and Agriculture                          | 14                               | 93.3%   | 13              | 86.7%   | 11                   | 73.3%   | 11                    | 73.3%   |
| Professional Services                                  | 124                              | 82.1%   | 121             | 80.1%   | 113                  | 74.8%   | 106                   | 70.2%   |
| Utilities; Transportation; Broadcasting; Movies; Trade | 17                               | 89.5%   | 17              | 89.5%   | 18                   | 94.7%   | 16                    | 84.2%   |
| Associations; Museums; Advocacy, Health Care           | 2                                | 100.0%  | 2               | 100.0%  | 2                    | 100.0%  | 1                     | 50.0%   |
| Other  | 10                               | 76.9%   | 10              | 76.9%   | 9                    | 69.2%   | 10                    | 76.9%   |
| Primary Responsibility-General                         | 426                              | 82.9%   | 452             | 87.9%   | 375                  | 73.0%   | 350                   | 68.1%   |

**Table 23 - 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                                | 4.5%    | 6                                | 27.3%   | 10                                      | 45.5%   | 3              | 13.6%   |
| Other Government                                       | 1                                | 2.9%    | 15                               | 42.9%   | 27                                      | 77.1%   | 1              | 2.9%    |
| Public Library-Subj and General                        |                                  |         | 1                                | 11.1%   | 4                                       | 44.4%   |                |         |
| Academic-Subj Dept                                     | 6                                | 10.3%   | 19                               | 32.8%   | 37                                      | 63.8%   | 1              | 1.7%    |
| Academic-General Campus                                | 5                                | 20.0%   | 5                                | 20.0%   | 15                                      | 60.0%   | 5              | 20.0%   |
| Finance & Insurance; Accounting                        | 5                                | 7.7%    | 21                               | 32.3%   | 40                                      | 61.5%   | 19             | 29.2%   |
| Information Services & Publishing                      | 13                               | 13.0%   | 36                               | 36.0%   | 80                                      | 80.0%   | 37             | 37.0%   |
| Manufacturing and Agriculture                          | 3                                | 20.0%   | 7                                | 46.7%   | 12                                      | 80.0%   | 4              | 26.7%   |
| Professional Services                                  | 8                                | 5.3%    | 43                               | 28.5%   | 97                                      | 64.2%   | 62             | 41.1%   |
| Utilities; Transportation; Broadcasting; Movies; Trade | 1                                | 5.3%    | 7                                | 36.8%   | 16                                      | 84.2%   | 2              | 10.5%   |
| Associations; Museums; Advocacy, Health Care           |                                  |         |                                  |         | 2                                       | 100.0%  | 2              | 100.0%  |
| Other  |                                  |         | 4                                | 30.8%   | 7                                       | 53.8%   | 3              | 23.1%   |
| Primary Responsibility-General                         | 43                               | 8.4%    | 164                              | 31.9%   | 347                                     | 67.5%   | 139            | 27.0%   |

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

|   | Benefits provided by primary job                        |         |  |         |                     |         |
|---|---|---------|--|---------|---------------------|---------|
|   | Education/<br>professional<br>development<br>assistance |         | Professional<br>association<br>memberships |         | Adoption assistance |         |
|   | Cases   | Percent | Cases                                      | Percent | Cases               | Percent |
| Federal Government  | 14  | 63.6%   | 10   | 45.5%   | 1                   | 4.5%    |
| Other Government  | 24  | 68.6%   | 19   | 54.3%   | 1                   | 2.9%    |
| Public Library-Subj and<br>General                        | 2   | 22.2%   | 3  | 33.3%   |                     |         |
| Academic-Subj Dept  | 43  | 74.1%   | 28   | 48.3%   | 6                   | 10.3%   |
| Academic-General Campus                                   | 19  | 76.0%   | 16   | 64.0%   | 2                   | 8.0%    |
| Finance & Insurance;<br>Accounting                        | 46  | 70.8%   | 56   | 86.2%   | 6                   | 9.2%    |
| Information Services &<br>Publishing                      | 78  | 78.0%   | 81   | 81.0%   | 18                  | 18.0%   |
| Manufacturing and Agriculture                             | 14  | 93.3%   | 12   | 80.0%   | 2                   | 13.3%   |
| Professional Services                                     | 96  | 63.6%   | 126  | 83.4%   | 13                  | 8.6%    |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade | 16  | 84.2%   | 17   | 89.5%   | 4                   | 21.1%   |
| Associations; Museums;<br>Advocacy, Health Care           | 2   | 100.0%  | 2  | 100.0%  | 2                   | 100.0%  |
| Other   | 7   | 53.8%   | 8  | 61.5%   | 1                   | 7.7%    |
| Primary Responsibility-General                            | 361   | 70.2%   | 378  | 73.5%   | 56                  | 10.9%   |

**Table 24 - 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  | 18   | 81.8%   | 4     | 18.2%   |                |         |
| Other Government  | 26   | 74.3%   | 7     | 20.0%   | 2              | 5.7%    |
| Public Library-Subj and<br>General                        | 6  | 75.0%   | 2     | 25.0%   |                |         |
| Academic-Subj Dept  | 54   | 90.0%   | 6     | 10.0%   |                |         |
| Academic-General Campus                                   | 19   | 76.0%   | 5     | 20.0%   | 1              | 4.0%    |
| Finance & Insurance;<br>Accounting                        | 52   | 78.8%   | 14    | 21.2%   |                |         |
| Information Services &<br>Publishing                      | 90   | 88.2%   | 9     | 8.8%    | 3              | 2.9%    |
| Manufacturing and Agriculture                             | 13   | 81.3%   | 3     | 18.8%   |                |         |
| Professional Services                                     | 128  | 84.2%   | 16    | 10.5%   | 8              | 5.3%    |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade | 16   | 84.2%   | 3     | 15.8%   |                |         |
| Associations; Museums;<br>Advocacy, Health Care           | 2  | 100.0%  |       |         |                |         |
| Other   | 11   | 78.6%   | 2     | 14.3%   | 1              | 7.1%    |
| Total   | 435  | 83.5%   | 71    | 13.6%   | 15             | 2.9%    |

**Table 25 - 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                                     | 14  | 22.9% | 5  | 33.3%         |       |               | 10       | 66.7%         |
| Other Government                                       | 22  | 14.7% | 3  | 13.6%         | 2     | 9.1%          | 17       | 77.3%         |
| Public Library-Subj and General                        | 5   | 5.8%  | 2  | 33.3%         | 1     | 16.7%         | 3        | 50.0%         |
| Academic-Subj Dept                                     | 40  | 15.6% | 13   | 27.7%         |       |               | 34       | 72.3%         |
| Academic-General Campus                                | 13  | 25.2% | 5  | 29.4%         | 1     | 5.9%          | 11       | 64.7%         |
| Finance & Insurance; Accounting                        | 42  | 13.0% | 8  | 17.4%         | 5     | 10.9%         | 33       | 71.7%         |
| Information Services & Publishing                      | 67  | 16.5% | 37   | 44.6%         | 1     | 1.2%          | 45       | 54.2%         |
| Manufacturing and Agriculture                          | 10  | 9.6%  | 3  | 25.0%         | 1     | 8.3%          | 8        | 66.7%         |
| Professional Services                                  | 98  | 11.6% | 22   | 20.2%         | 5     | 4.6%          | 82       | 75.2%         |
| Utilities; Transportation; Broadcasting; Movies; Trade | 14  | 7.1%  | 4  | 28.6%         | 1     | 7.1%          | 9        | 64.3%         |
| Associations; Museums; Advocacy, Health Care           | 1   | 25.0% |  |               |       |               | 1        | 100.0%        |
| Other  | 9   | 13.1% | 7  | 70.0%         |       |               | 3        | 30.0%         |
| Total  | 335   | 14.2% | 109  | 28.5%         | 17    | 4.5%          | 256      | 67.0%         |

**Table 26 - 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   | 24.8% | 1  | 10.0%         |       |               | 9        | 90.0%         |
| Other Government                                       | 12  | 33.8% |  |               | 1     | 8.3%          | 11       | 91.7%         |
| Public Library-Subj and General                        | 2   | 5.0%  | 1  | 33.3%         |       |               | 2        | 66.7%         |
| Academic-Subj Dept                                     | 22  | 22.0% | 7  | 25.9%         |       |               | 20       | 74.1%         |
| Academic-General Campus                                | 10  | 34.3% | 2  | 16.7%         | 1     | 8.3%          | 9        | 75.0%         |
| Finance & Insurance; Accounting                        | 23  | 13.7% | 5  | 20.0%         | 1     | 4.0%          | 19       | 76.0%         |
| Information Services & Publishing                      | 43  | 22.3% | 25   | 48.1%         |       |               | 27       | 51.9%         |
| Manufacturing and Agriculture                          | 5   | 6.2%  | 3  | 50.0%         | 1     | 16.7%         | 2        | 33.3%         |
| Professional Services                                  | 58  | 27.7% | 17   | 23.9%         | 4     | 5.6%          | 50       | 70.4%         |
| Utilities; Transportation; Broadcasting; Movies; Trade | 8   | 8.8%  | 4  | 40.0%         |       |               | 6        | 60.0%         |
| Associations; Museums; Advocacy, Health Care           | 1   | 25.0% |  |               |       |               | 1        | 100.0%        |
| Other  | 5   | 33.0% | 2  | 50.0%         |       |               | 2        | 50.0%         |
| Total  | 197   | 23.4% | 67   | 28.8%         | 8     | 3.4%          | 158      | 67.8%         |

**Table 27 - 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 2008? |         |   |         |  |         |
|--|---|---------|---|---------|--|---------|
|  | 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   | 35.7%   | 5   | 35.7%   | 4  | 28.6%   |
| Other Government                                       | 4   | 20.0%   | 13  | 65.0%   | 3  | 15.0%   |
| Public Library-Subj and General                        |   |         | 3   | 60.0%   | 2  | 40.0%   |
| Academic-Subj Dept                                     | 14  | 35.0%   | 5   | 12.5%   | 21   | 52.5%   |
| Academic-General Campus                                | 8   | 47.1%   | 4   | 23.5%   | 5  | 29.4%   |
| Finance & Insurance; Accounting                        | 10  | 23.3%   | 21  | 48.8%   | 12   | 27.9%   |
| Information Services & Publishing                      | 30  | 43.5%   | 25  | 36.2%   | 14   | 20.3%   |
| Manufacturing and Agriculture                          | 4   | 40.0%   | 2   | 20.0%   | 4  | 40.0%   |
| Professional Services                                  | 23  | 24.0%   | 40  | 41.7%   | 33   | 34.4%   |
| Utilities; Transportation; Broadcasting; Movies; Trade | 2   | 20.0%   | 4   | 40.0%   | 4  | 40.0%   |
| Associations; Museums; Advocacy, Health Care           | 1   | 100.0%  |   |         |  |         |
| Other  | 4   | 40.0%   | 6   | 60.0%   |  |         |
| Total  | 105   | 31.3%   | 128   | 38.2%   | 102  | 30.4%   |

**Table 28 - Salary Distribution by Employed/Self-Employed Status**

U. S.

|                                |                 |                    |            |                    |                 | Number | Salary | Percent change      |
|--------------------------------|-----------------|--------------------|------------|--------------------|-----------------|--------|--------|---------------------|
|                                | 10th Percentile | First Quartile 25% | Median 50% | Third Quartile 75% | 90th Percentile |        | Mean   | Mean Percent Change |
| Not Self-employed              | 40,000          | 48,000             | 58,240     | 72,000             | 86,160          | 465    | 61,209 | 5.2%                |
| Primary Responsibility-General | 40,000          | 48,000             | 58,240     | 72,000             | 85,997          | 471    | 61,146 | 5.2%                |

**Table 29 - Salary Distribution by Contract Basis at Primary Job**

U. S.

|                                |                 |                    |            |                    |                 | Number | Salary | Percent change      |
|--------------------------------|-----------------|--------------------|------------|--------------------|-----------------|--------|--------|---------------------|
|                                | 10th Percentile | First Quartile 25% | Median 50% | Third Quartile 75% | 90th Percentile |        | Mean   | Mean Percent Change |
| Work on Contract Basis         | 34,070          | 40,750             | 48,285     | 58,804             | 75,900          | 38     | 51,517 | 5.9%                |
| Do Not Work on Contract Basis  | 40,000          | 48,580             | 58,986     | 72,900             | 86,669          | 433    | 61,991 | 5.2%                |
| Primary Responsibility-General | 40,000          | 48,000             | 58,240     | 72,000             | 85,997          | 471    | 61,146 | 5.2%                |

**Table 30 - Salary Distribution by Number of Part-time Jobs Held**

U. S.

|                                | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary |                           | Percent<br>change |
|--------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|-------------------|
|                                |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |                   |
| One                            | 26,450                  | 32,255                   | 43,132        | 58,500                   | 75,754                  | 42     | 48,217 | 3.8%                      |                   |
| Two                            | 23,000                  | 25,300                   | 31,000        | 52,000                   | .                       | 7      | 37,880 | -1.8%                     |                   |
| Primary Responsibility-General | 25,370                  | 31,150                   | 42,227        | 58,401                   | 74,366                  | 50     | 46,983 | 3.0%                      |                   |

**Table 31 - Salary Distribution by Number of Part-time Hours Worked per Week**

U. S.

|                                | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary |                           | Percent<br>change |
|--------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|-------------------|
|                                |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |                   |
| 11-20 Hours                    | 25,734                  | 33,045                   | 39,000        | 51,220                   | 58,820                  | 10     | 41,438 | 2.1%                      |                   |
| 21-30 Hours                    | 26,600                  | 31,200                   | 41,454        | 59,280                   | 97,843                  | 23     | 50,906 | 5.1%                      |                   |
| 31 or More Hours               | 27,210                  | 31,000                   | 49,424        | 64,000                   | 75,121                  | 14     | 48,880 | .9%                       |                   |
| Primary Responsibility-General | 25,370                  | 31,150                   | 42,227        | 58,401                   | 74,366                  | 50     | 46,983 | 3.0%                      |                   |

**Table 32 - Salary Distribution by Reasons for Working Part-time**

U. S.

|                                 | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary |                           | Percent<br>change |
|---------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|-------------------|
|                                 |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |                   |
| Respondent's Choice             | 31,000                  | 34,250                   | 51,500        | 59,721                   | 77,439                  | 36     | 51,937 | 3.0%                      |                   |
| Unable to Secure Full-time Work | 25,000                  | 25,500                   | 29,120        | 56,503                   | .                       | 5      | 38,625 | -6.5%                     |                   |
| Other                           | 11,000                  | 19,820                   | 32,340        | 39,551                   | .                       | 9      | 31,811 | 7.4%                      |                   |
| Primary Responsibility-General  | 25,370                  | 31,150                   | 42,227        | 58,401                   | 74,366                  | 50     | 46,983 | 3.0%                      |                   |

**Table 33 - Average Hourly Rate for Part-time Employees by  
Census Division**

|                 | Work-related earnings/hour 4/1/2008 |               |                          |        |       | Mean<br>Percent<br>Change<br>2007-<br>2008 |
|-----------------|-------------------------------------|---------------|--------------------------|--------|-------|--|
|                 | First<br>Quartile<br>25%            | Median<br>50% | Third<br>Quartile<br>75% | Number | Mean  |  |
| East N. Central | 12.50                               | 19.93         | 25.00                    | 7      | 20.36 | 5.5%                                       |
| Pacific         | 18.78                               | 25.75         | 32.27                    | 8      | 25.43 | 3.7%                                       |
| TOTAL           | 18.00                               | 23.50         | 28.31                    | 23     | 24.06 | 3.0%                                       |



# UNITED STATES

## **Chapter Twelve Technical Services**



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

U. S.

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| New England                          | 37,240                  | 41,875                   | 49,950        | 63,750                   | 81,465                  | 22     | 53,778 | 8.7%                      |
| Middle Atlantic                      | 44,100                  | 47,000                   | 62,500        | 74,450                   | 95,765                  | 26     | 64,369 | 3.1%                      |
| South Atlantic                       | 33,300                  | 40,770                   | 51,605        | 64,720                   | 85,088                  | 53     | 54,192 | 4.4%                      |
| West S. Central                      | 42,216                  | 45,540                   | 48,500        | 65,088                   | 68,185                  | 10     | 53,139 | 6.0%                      |
| East N. Central                      | 32,772                  | 42,161                   | 51,276        | 60,000                   | 69,000                  | 24     | 51,335 | 8.0%                      |
| West N. Central                      | 20,460                  | 28,950                   | 36,564        | 47,250                   | 57,510                  | 12     | 38,225 | 6.3%                      |
| Mountain                             | 32,149                  | 34,750                   | 50,850        | 65,133                   | 81,220                  | 12     | 51,539 | 4.9%                      |
| Pacific                              | 44,144                  | 51,500                   | 68,000        | 85,200                   | 101,920                 | 41     | 68,872 | 6.9%                      |
| Primary Responsibility-Tech Services | 35,000                  | 43,000                   | 55,000        | 68,000                   | 84,748                  | 203    | 56,779 | 5.8%                      |

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

U. S.

|   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|---|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Boston CMSA - incl. Cambridge,<br>Worcester, MA                 | 38,550                  | 42,535                   | 49,950        | 61,549                   | 76,800                  | 20     | 53,196 | 9.4%                      |
| New York City CMSA - incl. Princeton;<br>New Haven; Stony Brook | 41,500                  | 52,749                   | 63,750        | 81,360                   | 99,095                  | 18     | 66,888 | 3.3%                      |
| Washington, DC CMSA - incl. Baltimore,<br>MD; Alexandria, VA    | 33,636                  | 44,940                   | 58,500        | 70,750                   | 91,300                  | 36     | 58,939 | 4.4%                      |
| NC - incl. Charlotte; Durham; Raleigh;<br>Winston Salem         | 24,648                  | 32,400                   | 37,226        | 41,635                   | .                       | 8      | 36,280 | 1.0%                      |
| FL - incl. Tallahassee; Miami; Tampa                            | 35,000                  | 38,000                   | 55,000        | 63,000                   | .                       | 5      | 51,400 | 10.8%                     |
| Minneapolis, MN; St. Paul, MN                                   | 19,200                  | 28,320                   | 43,000        | 51,500                   | .                       | 5      | 40,528 | 2.7%                      |
| Chicago CMSA - incl. Hinsdale, Des<br>Plaines                   | 39,707                  | 46,000                   | 60,000        | 68,000                   | .                       | 7      | 56,387 | 11.8%                     |
| MO - incl. St. Louis; Kansas City                               | 23,400                  | 27,300                   | 33,200        | 52,184                   | .                       | 5      | 38,434 | 6.5%                      |
| Houston CMSA - incl. Spring; Sugarland                          | 44,160                  | 45,540                   | 53,500        | 65,875                   | .                       | 6      | 55,110 | 6.8%                      |
| Los Angeles, CMSA - incl. Pasadena;<br>and Santa Barbara        | 41,572                  | 52,634                   | 68,000        | 89,328                   | 103,071                 | 13     | 72,420 | 7.0%                      |
| San Francisco CMSA - incl. Mountain<br>View; San Jose; Oakland  | 45,000                  | 61,797                   | 73,000        | 84,067                   | .                       | 9      | 76,370 | 8.0%                      |
| Seattle CMSA - incl. Bellevue; Olympia                          | 47,500                  | 51,500                   | 66,500        | 71,700                   | .                       | 8      | 64,600 | 5.5%                      |
| Primary Responsibility-Tech Services                            | 35,000                  | 43,000                   | 55,000        | 68,000                   | 84,748                  | 203    | 56,779 | 5.8%                      |

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

U. S.

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Master                               | 33,724                  | 45,000                   | 57,450        | 67,338                   | 87,244                  | 64     | 57,583 | 5.0%                      |
| Bachelor                             | 34,800                  | 42,820                   | 52,500        | 68,250                   | 84,032                  | 125    | 56,704 | 6.1%                      |
| No college                           | 39,000                  | 40,500                   | 45,600        | 48,500                   | .                       | 5      | 44,720 | 14.8%                     |
| Primary Responsibility-Tech Services | 35,000                  | 43,000                   | 55,000        | 68,000                   | 84,748                  | 203    | 56,779 | 5.8%                      |

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

U. S.

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Master                               | 37,450                  | 45,000                   | 55,000        | 67,665                   | 85,013                  | 168    | 57,930 | 6.1%                      |
| Bachelor                             | 60,000                  | 63,022                   | 69,000        | 94,000                   | .                       | 5      | 76,609 | 9.3%                      |
| Some college but no degree           | 23,200                  | 32,898                   | 39,354        | 63,625                   | 72,500                  | 18     | 44,947 | 5.4%                      |
| No college                           | 23,400                  | 28,200                   | 40,000        | 66,000                   | .                       | 7      | 44,771 | .3%                       |
| Primary Responsibility-Tech Services | 35,000                  | 43,000                   | 55,000        | 68,000                   | 84,748                  | 203    | 56,779 | 5.8%                      |

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

U. S.

|   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|---|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Biomedical Sciences                                 | 33,100                  | 41,115                   | 59,000        | 72,000                   | .                       | 7      | 59,402 | 4.5%                      |
| Business, Human Resources, Public<br>Administration | 34,472                  | 42,975                   | 60,500        | 68,250                   | 98,646                  | 12     | 60,017 | 7.2%                      |
| Communications/Journalism/ Public<br>Relations      | 16,000                  | 19,700                   | 45,000        | 51,134                   | .                       | 5      | 37,334 | 14.5%                     |
| Education   | 46,800                  | 60,000                   | 71,000        | 83,340                   | 92,400                  | 15     | 71,650 | 3.8%                      |
| English/Literature/ Composition                     | 34,020                  | 43,697                   | 49,500        | 62,940                   | 81,650                  | 42     | 54,509 | 5.5%                      |
| Fine and Applied Arts                               | 33,407                  | 42,830                   | 50,000        | 59,800                   | 65,000                  | 21     | 49,924 | 6.3%                      |
| Foreign Languages/ Culture studies                  | 37,870                  | 51,000                   | 60,197        | 70,000                   | 90,667                  | 15     | 61,054 | 6.6%                      |
| General Studies                                     | 39,000                  | 39,500                   | 56,000        | 70,860                   | .                       | 5      | 55,344 | 2.9%                      |
| History   | 35,000                  | 44,572                   | 57,200        | 64,000                   | 84,364                  | 25     | 57,944 | 7.1%                      |
| Law   | 45,000                  | 54,150                   | 61,500        | 72,675                   | .                       | 6      | 62,650 | 5.5%                      |
| Physical Sciences                                   | 33,600                  | 44,720                   | 51,700        | 72,600                   | .                       | 7      | 58,155 | 2.6%                      |
| Social Sciences                                     | 32,200                  | 39,750                   | 55,500        | 70,850                   | 89,894                  | 34     | 56,807 | 7.4%                      |
| Other   | 37,109                  | 42,000                   | 50,000        | 71,605                   | 85,000                  | 31     | 55,899 | 5.7%                      |
| Primary Responsibility-Tech Services                | 35,000                  | 43,000                   | 55,000        | 68,000                   | 84,748                  | 203    | 56,779 | 5.8%                      |

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

U. S.

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| 2 or less                            | 26,160                  | 34,644                   | 42,000        | 48,750                   | 59,280                  | 25     | 42,002 | 5.4%                      |
| 3-5 Years                            | 31,625                  | 36,625                   | 44,465        | 50,401                   | 59,000                  | 34     | 44,128 | 6.8%                      |
| 6-10 Years                           | 34,248                  | 42,000                   | 50,000        | 66,000                   | 72,800                  | 39     | 52,727 | 6.9%                      |
| 11-15 Years                          | 39,200                  | 45,000                   | 55,000        | 65,353                   | 83,800                  | 31     | 56,815 | 5.5%                      |
| 16-20 Years                          | 45,398                  | 50,000                   | 60,600        | 70,000                   | 79,067                  | 23     | 60,853 | 6.6%                      |
| 21-25 Years                          | 43,483                  | 51,001                   | 72,000        | 84,500                   | 109,800                 | 15     | 72,775 | 6.9%                      |
| 26 Years or More                     | 48,185                  | 60,000                   | 71,303        | 89,748                   | 103,300                 | 36     | 74,083 | 3.2%                      |
| Primary Responsibility-Tech Services | 35,000                  | 43,000                   | 55,000        | 68,000                   | 84,748                  | 203    | 56,779 | 5.8%                      |

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

U. S.

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| 2 or less                            | 23,400                  | 32,258                   | 47,000        | 50,000                   | .                       | 5      | 42,303 | -3.0%                     |
| 3-5 Years                            | 16,000                  | 29,550                   | 39,000        | 49,312                   | .                       | 8      | 40,256 | 3.4%                      |
| 6-10 Years                           | 33,800                  | 37,250                   | 43,000        | 57,000                   | 65,400                  | 25     | 46,514 | 8.1%                      |
| 11-15 Years                          | 33,119                  | 37,544                   | 45,900        | 55,000                   | 73,332                  | 31     | 49,536 | 8.4%                      |
| 16-20 Years                          | 33,866                  | 41,858                   | 57,000        | 69,297                   | 86,000                  | 29     | 57,267 | 5.8%                      |
| 21-25 Years                          | 32,890                  | 45,000                   | 60,600        | 70,000                   | 81,672                  | 31     | 58,265 | 6.9%                      |
| 26 Years or More                     | 41,700                  | 48,479                   | 60,197        | 76,917                   | 101,840                 | 73     | 65,428 | 4.1%                      |
| Primary Responsibility-Tech Services | 35,000                  | 43,000                   | 55,000        | 68,000                   | 84,748                  | 203    | 56,779 | 5.8%                      |

**Table 8 - Salary Distribution by Gender**

U. S.

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Female                               | 35,344                  | 44,148                   | 55,000        | 67,665                   | 85,407                  | 164    | 57,386 | 5.3%                      |
| Male                                 | 33,666                  | 39,780                   | 47,500        | 67,338                   | 84,588                  | 36     | 53,961 | 8.3%                      |
| Primary Responsibility-Tech Services | 35,000                  | 43,000                   | 55,000        | 68,000                   | 84,748                  | 203    | 56,779 | 5.8%                      |

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

U. S.

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Asian, Pacific Islander              | 35,300                  | 45,000                   | 58,000        | 68,000                   | 86,767                  | 15     | 58,311 | 6.5%                      |
| Black                                | 24,648                  | 30,987                   | 59,720        | 66,165                   | .                       | 6      | 51,641 | .1%                       |
| White                                | 35,000                  | 43,572                   | 55,000        | 68,797                   | 85,900                  | 169    | 57,549 | 6.0%                      |
| Other                                | 35,500                  | 37,750                   | 43,930        | 58,302                   | .                       | 5      | 47,207 | 7.3%                      |
| Primary Responsibility-Tech Services | 35,000                  | 43,000                   | 55,000        | 68,000                   | 84,748                  | 203    | 56,779 | 5.8%                      |

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

U. S.

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| 10-24 Employees                      | 37,000                  | 41,500                   | 66,000        | 70,900                   | .                       | 5      | 58,160 | 1.9%                      |
| 25-99 Employees                      | 34,057                  | 37,422                   | 46,187        | 58,500                   | 71,030                  | 14     | 48,078 | 6.7%                      |
| 100-499 Employees                    | 25,989                  | 37,544                   | 45,900        | 55,000                   | 70,600                  | 43     | 47,646 | 6.2%                      |
| 500-999 Employees                    | 30,945                  | 35,824                   | 59,000        | 65,000                   | 78,800                  | 18     | 55,407 | 4.5%                      |
| 1,000-2,499 Employees                | 38,350                  | 44,930                   | 57,950        | 71,704                   | 92,370                  | 38     | 59,719 | 6.1%                      |
| 2,500-4,999 Employees                | 43,250                  | 47,437                   | 59,000        | 66,798                   | 103,736                 | 22     | 62,831 | 5.8%                      |
| 5,000-9,999 Employees                | 35,100                  | 41,030                   | 53,500        | 87,841                   | 110,720                 | 16     | 63,168 | 7.7%                      |
| 10,000 or more Employees             | 37,470                  | 47,067                   | 60,000        | 73,650                   | 85,250                  | 44     | 60,819 | 5.5%                      |
| Primary Responsibility-Tech Services | 35,000                  | 43,000                   | 55,000        | 68,000                   | 84,748                  | 203    | 56,779 | 5.8%                      |

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

U. S.

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Work in a Non-profit Organization    | 33,197                  | 39,927                   | 50,000        | 65,000                   | 84,795                  | 130    | 54,184 | 4.3%                      |
| Work in a For-profit Organization    | 44,328                  | 47,625                   | 59,000        | 70,000                   | 85,480                  | 72     | 61,546 | 8.6%                      |
| Primary Responsibility-Tech Services | 35,000                  | 43,000                   | 55,000        | 68,000                   | 84,748                  | 203    | 56,779 | 5.8%                      |

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

U. S.

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Government                           | 33,604                  | 40,654                   | 54,500        | 69,611                   | 91,100                  | 28     | 56,916 | 5.3%                      |
| Public Library                       | 24,648                  | 35,100                   | 40,000        | 58,275                   | .                       | 9      | 44,860 | 2.6%                      |
| Academic Institution                 | 33,168                  | 39,780                   | 49,450        | 62,775                   | 81,474                  | 76     | 52,935 | 5.1%                      |
| Other Organizations                  | 42,410                  | 47,000                   | 59,300        | 70,250                   | 85,990                  | 90     | 61,175 | 6.9%                      |
| Primary Responsibility-Tech Services | 35,000                  | 43,000                   | 55,000        | 68,000                   | 84,748                  | 203    | 56,779 | 5.8%                      |

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

U. S.

|  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Federal Government                         | 31,773                  | 40,770                   | 60,000        | 84,317                   | 96,440                  | 21     | 62,741 | 4.3%                      |
| Other Government                           | 36,682                  | 42,750                   | 49,501        | 62,500                   | 69,060                  | 12     | 51,406 | 6.0%                      |
| Public Library-General                     | 24,648                  | 31,062                   | 37,272        | 42,888                   | .                       | 6      | 37,324 | 2.2%                      |
| Academic-Subj Dept                         | 32,550                  | 39,927                   | 50,500        | 65,565                   | 76,300                  | 34     | 52,566 | 4.6%                      |
| Academic-General Campus                    | 31,920                  | 36,213                   | 48,979        | 60,049                   | 84,992                  | 42     | 51,984 | 5.6%                      |
| Manufacturing - aerospace products & parts | 56,000                  | 59,200                   | 68,000        | 85,200                   | .                       | 5      | 71,360 | 2.8%                      |
| Professional Services - legal              | 43,632                  | 46,500                   | 59,000        | 68,750                   | 83,880                  | 26     | 60,275 | 9.9%                      |
| Other                                      | 32,000                  | 39,500                   | 54,000        | 77,085                   | .                       | 6      | 56,723 | 1.8%                      |
| Primary Responsibility-Tech Services       | 35,000                  | 43,000                   | 55,000        | 68,000                   | 84,748                  | 203    | 56,779 | 5.8%                      |

**Table 14 - Salary Distribution by Institution/Industry and Library/ Information Center Annual Budget**

| Institution/Current Budget    |                   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|-------------------------------|-------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                               |                   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Federal Government            | Above \$1,000,000 | 41,000                  | 44,124                   | 65,000        | 78,757                   | .                       | 5      | 62,152 | 4.1%                      |
|                               | Don't know        | 37,500                  | 39,779                   | 55,663        | 92,638                   | .                       | 6      | 62,986 | 3.4%                      |
| Other Government              | Don't know        | 35,688                  | 38,172                   | 47,190        | 54,501                   | .                       | 6      | 47,512 | 7.4%                      |
|                               | Above \$1,000,000 | 45,180                  | 51,800                   | 64,957        | 78,150                   | 99,620                  | 12     | 67,326 | 3.9%                      |
| Academic-Subj Dept            | Don't know        | 19,700                  | 32,825                   | 39,104        | 43,500                   | 53,500                  | 14     | 37,875 | 4.8%                      |
|                               | Above \$1,000,000 | 35,300                  | 47,000                   | 60,000        | 88,488                   | 103,421                 | 15     | 65,122 | 7.8%                      |
| Academic-General Campus       | Don't know        | 23,280                  | 31,200                   | 36,451        | 46,000                   | 57,600                  | 15     | 38,909 | 3.8%                      |
|                               | Above \$1,000,000 | 44,160                  | 46,360                   | 58,000        | 68,500                   | .                       | 9      | 61,987 | 6.4%                      |
| Professional Services - legal | Don't know        | 41,320                  | 46,000                   | 60,000        | 69,500                   | 82,820                  | 17     | 59,369 | 11.8%                     |

**Table 15 - Salary Distribution by Union vs. Non-union**

U. S.

|   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|---|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Wages/Salary Set by Collective Bargaining Agreement     | 35,000                  | 41,500                   | 55,000        | 72,700                   | 99,200                  | 33     | 60,081 | 3.5%                      |
| Wages/Salary Not Set by Collective Bargaining Agreement | 34,950                  | 42,730                   | 54,000        | 65,838                   | 83,412                  | 168    | 56,033 | 6.3%                      |
| Primary Responsibility-Tech Services                    | 35,000                  | 43,000                   | 55,000        | 68,000                   | 84,748                  | 203    | 56,779 | 5.8%                      |

**Table 16 - Salary Distribution by Number of Years with Present Employer**

U. S.

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Less than Two Years                  | 34,140                  | 40,000                   | 47,000        | 57,100                   | 65,664                  | 45     | 48,566 | 8.7%                      |
| Two Years                            | 24,648                  | 33,200                   | 41,000        | 58,000                   | 86,000                  | 19     | 45,930 | 4.6%                      |
| 3-5 Years                            | 32,560                  | 42,204                   | 49,450        | 65,000                   | 80,865                  | 42     | 52,958 | 7.0%                      |
| 6-10 Years                           | 40,000                  | 45,500                   | 59,000        | 70,900                   | 86,000                  | 49     | 60,040 | 4.0%                      |
| 11-15 Years                          | 36,000                  | 52,500                   | 65,777        | 81,376                   | 103,147                 | 10     | 67,624 | 3.7%                      |
| 16-20 Years                          | 43,412                  | 60,000                   | 70,803        | 85,550                   | 102,600                 | 16     | 71,947 | 3.4%                      |
| 21-25 Years                          | 24,000                  | 54,131                   | 78,850        | 102,250                  | .                       | 6      | 75,146 | 4.3%                      |
| 26 Years or more                     | 49,862                  | 59,200                   | 69,322        | 85,808                   | 100,289                 | 10     | 72,020 | 2.3%                      |
| Primary Responsibility-Tech Services | 35,000                  | 43,000                   | 55,000        | 68,000                   | 84,748                  | 203    | 56,779 | 5.8%                      |

**Table 17 - Salary Distribution by Number of Employees Supervised or Managed**

U. S.

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| None                                 | 35,726                  | 42,000                   | 50,000        | 64,890                   | 76,000                  | 104    | 53,885 | 6.4%                      |
| 1-2 Employees                        | 32,807                  | 42,200                   | 51,001        | 63,000                   | 83,872                  | 57     | 54,086 | 5.3%                      |
| 3-4 Employees                        | 39,531                  | 45,000                   | 63,500        | 74,000                   | 102,400                 | 17     | 62,189 | 5.3%                      |
| 5-6 Employees                        | 29,360                  | 60,350                   | 69,400        | 73,209                   | 126,483                 | 10     | 70,303 | 4.8%                      |
| 7-9 Employees                        | 40,000                  | 55,000                   | 60,000        | 84,914                   | .                       | 7      | 68,988 | 4.2%                      |
| 10-14 Employees                      | 34,500                  | 44,250                   | 74,084        | 96,650                   | .                       | 6      | 71,128 | 5.2%                      |
| Primary Responsibility-Tech Services | 35,000                  | 43,000                   | 55,000        | 68,000                   | 84,748                  | 203    | 56,779 | 5.8%                      |

**Table 18 - Salary Distribution by Primary Job Responsibility**

U. S.

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Acquisitions, Collection Development | 37,150                  | 47,000                   | 59,800        | 68,875                   | 87,742                  | 72     | 60,475 | 6.2%                      |
| Cataloging                           | 33,600                  | 41,500                   | 48,000        | 62,000                   | 84,500                  | 59     | 53,148 | 6.2%                      |
| Circulation, Interlibrary Loan       | 25,989                  | 33,200                   | 39,707        | 56,368                   | 61,200                  | 23     | 42,262 | 2.4%                      |
| Technical Services                   | 41,000                  | 48,500                   | 62,400        | 71,530                   | 90,168                  | 49     | 62,536 | 6.6%                      |
| Primary Responsibility-Tech Services | 35,000                  | 43,000                   | 55,000        | 68,000                   | 84,748                  | 203    | 56,779 | 5.8%                      |

**Table 19 - Salary Distribution by Job Title**

U. S.

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Director/Manager                     | 42,184                  | 57,225                   | 68,100        | 99,200                   | 112,105                 | 20     | 74,496 | 5.5%                      |
| Asst Mngr./Dept./Section Head        | 41,200                  | 53,000                   | 63,500        | 75,917                   | 91,074                  | 41     | 64,767 | 5.3%                      |
| Librarian/Info Specialist/Researcher | 37,909                  | 44,860                   | 51,000        | 64,780                   | 75,400                  | 117    | 55,144 | 6.2%                      |
| Support Staff                        | 23,650                  | 28,100                   | 35,500        | 39,500                   | 44,528                  | 21     | 35,183 | 4.9%                      |
| Primary Responsibility-Tech Services | 35,000                  | 43,000                   | 55,000        | 68,000                   | 84,748                  | 203    | 56,779 | 5.8%                      |

**Table 20 - Salary Distribution by Library or Information Resource Center Setting**

U. S.

|   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|---|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|   |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| Work in Library or Information Resource Center        | 34,550                  | 42,605                   | 55,000        | 66,995                   | 84,873                  | 190    | 56,504 | 5.9%                      |
| Do Not Work in Library or Information Resource Center | 43,000                  | 48,958                   | 51,700        | 72,800                   | 120,600                 | 11     | 62,042 | 3.6%                      |
| Primary Responsibility-Tech Services                  | 35,000                  | 43,000                   | 55,000        | 68,000                   | 84,748                  | 203    | 56,779 | 5.8%                      |

**Table 21 - Salary Distribution by Library/ Information Center Annual Budget**

U. S.

|  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|  |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| \$100,000-\$249,999  | 31,325                  | 40,625                   | 61,000        | 66,161                   | 76,651                  | 20     | 56,520 | 3.5%                      |
| \$250,000-\$499,999  | 44,144                  | 45,822                   | 49,900        | 57,587                   | .                       | 5      | 51,344 | 9.3%                      |
| \$500,000-\$999,999  | 30,600                  | 54,000                   | 70,000        | 77,000                   | 95,701                  | 15     | 65,816 | 7.4%                      |
| Above \$1,000,000  | 44,860                  | 48,750                   | 62,780        | 80,835                   | 101,800                 | 54     | 66,194 | 5.5%                      |
| Budgets are not allocated to separate<br>branch or libraries | 45,000                  | 45,000                   | 50,000        | 53,802                   | .                       | 5      | 49,521 | 21.6%                     |
| Don't know   | 32,880                  | 37,470                   | 45,994        | 61,000                   | 71,400                  | 77     | 49,765 | 6.1%                      |
| Primary Responsibility-Tech Services                         | 35,000                  | 43,000                   | 55,000        | 68,000                   | 84,748                  | 203    | 56,779 | 5.8%                      |

**Table 22 - Salary Distribution by Full-time Equivalent Employees in  
Library/Information Center**

U. S.

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary | Percent<br>change         |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |
| 2 or less                            | 34,270                  | 47,500                   | 57,450        | 72,050                   | 89,516                  | 12     | 60,115 | 9.1%                      |
| More than 2 to 4                     | 39,477                  | 45,461                   | 50,501        | 62,910                   | 72,624                  | 26     | 54,219 | 7.4%                      |
| More than 4 to 9                     | 26,424                  | 38,007                   | 46,634        | 64,890                   | 74,530                  | 44     | 50,827 | 5.9%                      |
| More than 9                          | 35,594                  | 44,300                   | 57,600        | 70,950                   | 89,328                  | 104    | 59,485 | 5.2%                      |
| Primary Responsibility-Tech Services | 35,000                  | 43,000                   | 55,000        | 68,000                   | 84,748                  | 203    | 56,779 | 5.8%                      |

**Table 23 - 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                                     | 22    | 100.0%  | 21                               | 95.5%   | 9                      | 40.9%   | 21            | 95.5%   |
| Other Government                                       | 13    | 100.0%  | 12                               | 92.3%   | 11                     | 84.6%   | 11            | 84.6%   |
| Public Library-Subj and General                        | 7     | 100.0%  | 7                                | 100.0%  | 3                      | 42.9%   | 7             | 100.0%  |
| Academic-Subj Dept                                     | 38    | 100.0%  | 37                               | 97.4%   | 20                     | 52.6%   | 36            | 94.7%   |
| Academic-General Campus                                | 46    | 100.0%  | 45                               | 97.8%   | 28                     | 60.9%   | 44            | 95.7%   |
| Finance & Insurance; Accounting                        | 17    | 100.0%  | 15                               | 88.2%   | 11                     | 64.7%   | 16            | 94.1%   |
| Information Services & Publishing                      | 17    | 100.0%  | 16                               | 94.1%   | 13                     | 76.5%   | 17            | 100.0%  |
| Manufacturing and Agriculture                          | 4     | 100.0%  | 4                                | 100.0%  | 3                      | 75.0%   | 4             | 100.0%  |
| Professional Services                                  | 45    | 100.0%  | 38                               | 84.4%   | 33                     | 73.3%   | 41            | 91.1%   |
| Utilities; Transportation; Broadcasting; Movies; Trade | 3     | 100.0%  | 3                                | 100.0%  | 3                      | 100.0%  | 3             | 100.0%  |
| Other  | 9     | 100.0%  | 8                                | 88.9%   | 6                      | 66.7%   | 7             | 77.8%   |
| Primary Responsibility-Tech Services                   | 221   | 100.0%  | 206                              | 93.2%   | 140                    | 63.3%   | 207           | 93.7%   |

**Table 23 - 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                                     | 20                               | 90.9%   | 13                      | 59.1%   | 17                          | 77.3%   | 16              | 72.7%   |
| Other Government                                       | 13                               | 100.0%  | 8                       | 61.5%   | 13                          | 100.0%  | 11              | 84.6%   |
| Public Library-Subj and General                        | 7                                | 100.0%  |                         |         | 5                           | 71.4%   | 3               | 42.9%   |
| Academic-Subj Dept                                     | 37                               | 97.4%   | 26                      | 68.4%   | 36                          | 94.7%   | 29              | 76.3%   |
| Academic-General Campus                                | 46                               | 100.0%  | 33                      | 71.7%   | 45                          | 97.8%   | 39              | 84.8%   |
| Finance & Insurance; Accounting                        | 15                               | 88.2%   | 11                      | 64.7%   | 14                          | 82.4%   | 13              | 76.5%   |
| Information Services & Publishing                      | 17                               | 100.0%  | 14                      | 82.4%   | 17                          | 100.0%  | 14              | 82.4%   |
| Manufacturing and Agriculture                          | 4                                | 100.0%  | 3                       | 75.0%   | 4                           | 100.0%  | 3               | 75.0%   |
| Professional Services                                  | 45                               | 100.0%  | 34                      | 75.6%   | 45                          | 100.0%  | 34              | 75.6%   |
| Utilities; Transportation; Broadcasting; Movies; Trade | 3                                | 100.0%  | 3                       | 100.0%  | 3                           | 100.0%  | 3               | 100.0%  |
| Other  | 8                                | 88.9%   | 5                       | 55.6%   | 8                           | 88.9%   | 6               | 66.7%   |
| Primary Responsibility-Tech Services                   | 215                              | 97.3%   | 150                     | 67.9%   | 207                         | 93.7%   | 171             | 77.4%   |

**Table 23 - 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                                     | 16                               | 72.7%   | 19              | 86.4%   | 10                   | 45.5%   | 7                     | 31.8%   |
| Other Government                                       | 12                               | 92.3%   | 13              | 100.0%  | 10                   | 76.9%   | 10                    | 76.9%   |
| Public Library-Subj and General                        | 4                                | 57.1%   | 5               | 71.4%   | 2                    | 28.6%   | 3                     | 42.9%   |
| Academic-Subj Dept                                     | 33                               | 86.8%   | 37              | 97.4%   | 25                   | 65.8%   | 21                    | 55.3%   |
| Academic-General Campus                                | 43                               | 93.5%   | 45              | 97.8%   | 36                   | 78.3%   | 34                    | 73.9%   |
| Finance & Insurance; Accounting                        | 13                               | 76.5%   | 15              | 88.2%   | 11                   | 64.7%   | 10                    | 58.8%   |
| Information Services & Publishing                      | 15                               | 88.2%   | 16              | 94.1%   | 16                   | 94.1%   | 10                    | 58.8%   |
| Manufacturing and Agriculture                          | 4                                | 100.0%  | 4               | 100.0%  | 3                    | 75.0%   | 4                     | 100.0%  |
| Professional Services                                  | 44                               | 97.8%   | 43              | 95.6%   | 40                   | 88.9%   | 41                    | 91.1%   |
| Utilities; Transportation; Broadcasting; Movies; Trade | 3                                | 100.0%  | 2               | 66.7%   | 3                    | 100.0%  | 2                     | 66.7%   |
| Other  | 8                                | 88.9%   | 7               | 77.8%   | 5                    | 55.6%   | 3                     | 33.3%   |
| Primary Responsibility-Tech Services                   | 195                              | 88.2%   | 206             | 93.2%   | 161                  | 72.9%   | 145                   | 65.6%   |

**Table 23 - 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                                | 4.5%    | 8                                | 36.4%   | 11                                      | 50.0%   |                |         |
| Other Government                                       |                                  |         | 5                                | 38.5%   | 10                                      | 76.9%   |                |         |
| Public Library-Subj and General                        |                                  |         | 2                                | 28.6%   | 2                                       | 28.6%   |                |         |
| Academic-Subj Dept                                     | 8                                | 21.1%   | 15                               | 39.5%   | 20                                      | 52.6%   |                |         |
| Academic-General Campus                                | 6                                | 13.0%   | 17                               | 37.0%   | 33                                      | 71.7%   | 2              | 4.3%    |
| Finance & Insurance; Accounting                        | 3                                | 17.6%   | 8                                | 47.1%   | 11                                      | 64.7%   | 2              | 11.8%   |
| Information Services & Publishing                      | 7                                | 41.2%   | 7                                | 41.2%   | 14                                      | 82.4%   | 7              | 41.2%   |
| Manufacturing and Agriculture                          |                                  |         | 2                                | 50.0%   | 3                                       | 75.0%   | 1              | 25.0%   |
| Professional Services                                  | 10                               | 22.2%   | 23                               | 51.1%   | 35                                      | 77.8%   | 17             | 37.8%   |
| Utilities; Transportation; Broadcasting; Movies; Trade |                                  |         | 1                                | 33.3%   | 2                                       | 66.7%   | 2              | 66.7%   |
| Other  | 2                                | 22.2%   | 3                                | 33.3%   | 9                                       | 100.0%  | 3              | 33.3%   |
| Primary Responsibility-Tech Services                   | 37                               | 16.7%   | 91                               | 41.2%   | 150                                     | 67.9%   | 34             | 15.4%   |

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

|   | Benefits provided by primary job                        |         |  |         |                     |         |
|---|---|---------|--|---------|---------------------|---------|
|   | Education/<br>professional<br>development<br>assistance |         | Professional<br>association<br>memberships |         | Adoption assistance |         |
|   | Cases   | Percent | Cases                                      | Percent | Cases               | Percent |
| Federal Government  | 9   | 40.9%   | 5  | 22.7%   | 3                   | 13.6%   |
| Other Government  | 11  | 84.6%   | 9  | 69.2%   | 2                   | 15.4%   |
| Public Library-Subj and<br>General                        | 2   | 28.6%   | 1  | 14.3%   |                     |         |
| Academic-Subj Dept  | 24  | 63.2%   | 8  | 21.1%   | 5                   | 13.2%   |
| Academic-General Campus                                   | 36  | 78.3%   | 10   | 21.7%   | 3                   | 6.5%    |
| Finance & Insurance;<br>Accounting                        | 10  | 58.8%   | 10   | 58.8%   | 6                   | 35.3%   |
| Information Services &<br>Publishing                      | 14  | 82.4%   | 12   | 70.6%   | 5                   | 29.4%   |
| Manufacturing and Agriculture                             | 4   | 100.0%  | 4  | 100.0%  | 2                   | 50.0%   |
| Professional Services                                     | 28  | 62.2%   | 37   | 82.2%   | 7                   | 15.6%   |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade | 2   | 66.7%   | 1  | 33.3%   | 1                   | 33.3%   |
| Other   | 5   | 55.6%   | 5  | 55.6%   | 3                   | 33.3%   |
| Primary Responsibility-Tech<br>Services                   | 145   | 65.6%   | 102  | 46.2%   | 37                  | 16.7%   |

**Table 24 - 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  | 18   | 81.8%   | 2     | 9.1%    | 2              | 9.1%    |
| Other Government  | 12   | 92.3%   | 1     | 7.7%    |                |         |
| Public Library-Subj and<br>General                        | 7  | 63.6%   | 2     | 18.2%   | 2              | 18.2%   |
| Academic-Subj Dept  | 34   | 82.9%   | 4     | 9.8%    | 3              | 7.3%    |
| Academic-General Campus                                   | 42   | 85.7%   | 5     | 10.2%   | 2              | 4.1%    |
| Finance & Insurance;<br>Accounting                        | 12   | 75.0%   | 4     | 25.0%   |                |         |
| Information Services &<br>Publishing                      | 17   | 85.0%   | 1     | 5.0%    | 2              | 10.0%   |
| Manufacturing and Agriculture                             | 4  | 100.0%  |       |         |                |         |
| Professional Services                                     | 40   | 85.1%   | 7     | 14.9%   |                |         |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade | 3  | 75.0%   |       |         | 1              | 25.0%   |
| Other   | 7  | 77.8%   | 2     | 22.2%   |                |         |
| Total   | 196  | 83.1%   | 28    | 11.9%   | 12             | 5.1%    |

**Table 25 - 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                                     | 14  | 19.6% | 2  | 12.5%         |       |               | 14       | 87.5%         |
| Other Government                                       | 8   | 14.1% | 4  | 36.4%         |       |               | 7        | 63.6%         |
| Public Library-Subj and General                        | 5   | 2.8%  | 2  | 28.6%         |       |               | 5        | 71.4%         |
| Academic-Subj Dept                                     | 22  | 21.8% | 12   | 42.9%         | 2     | 7.1%          | 14       | 50.0%         |
| Academic-General Campus                                | 26  | 17.3% | 5  | 16.1%         |       |               | 26       | 83.9%         |
| Finance & Insurance; Accounting                        | 7   | 35.0% | 6  | 60.0%         |       |               | 4        | 40.0%         |
| Information Services & Publishing                      | 13  | 11.4% | 5  | 31.3%         | 3     | 18.8%         | 8        | 50.0%         |
| Manufacturing and Agriculture                          | 1   | 20.0% |  |               | 1     | 50.0%         | 1        | 50.0%         |
| Professional Services                                  | 31  | 14.6% | 11   | 30.6%         | 4     | 11.1%         | 21       | 58.3%         |
| Utilities; Transportation; Broadcasting; Movies; Trade | 2   | 25.0% | 2  | 66.7%         |       |               | 1        | 33.3%         |
| Other  | 5   | 32.2% | 3  | 42.9%         |       |               | 4        | 57.1%         |
| Total  | 134   | 18.0% | 52   | 31.1%         | 10    | 6.0%          | 105      | 62.9%         |

**Table 26 - 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                | 6   | 23.3% |  |               |       |               | 8        | 100.0%        |
| Other Government                  | 4   | 30.6% | 2  | 40.0%         |       |               | 3        | 60.0%         |
| Public Library-Subj and General   | 3   | 28.3% | 1  | 20.0%         |       |               | 4        | 80.0%         |
| Academic-Subj Dept                | 14  | 29.1% | 8  | 47.1%         | 1     | 5.9%          | 8        | 47.1%         |
| Academic-General Campus           | 11  | 3.3%  |  |               | 1     | 9.1%          | 10       | 90.9%         |
| Finance & Insurance; Accounting   | 3   | 41.7% | 1  | 33.3%         |       |               | 2        | 66.7%         |
| Information Services & Publishing | 8   | 26.3% | 3  | 37.5%         | 3     | 37.5%         | 2        | 25.0%         |
| Manufacturing and Agriculture     | 0   | .     |  |               |       |               | 1        | 100.0%        |
| Professional Services             | 18  | 38.7% | 6  | 30.0%         | 3     | 15.0%         | 11       | 55.0%         |
| Other                             | 3   | 33.3% | 1  | 33.3%         |       |               | 2        | 66.7%         |
| Total                             | 70  | 27.5% | 22   | 27.2%         | 8     | 9.9%          | 51       | 63.0%         |

**Table 27 - 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 2008? |         |   |         |  |         |
|--|---|---------|---|---------|--|---------|
|  | 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   | 21.4%   | 4   | 28.6%   | 7  | 50.0%   |
| Other Government                                       | 2   | 25.0%   | 2   | 25.0%   | 4  | 50.0%   |
| Public Library-Subj and General                        | 1   | 20.0%   | 2   | 40.0%   | 2  | 40.0%   |
| Academic-Subj Dept                                     | 11  | 44.0%   | 5   | 20.0%   | 9  | 36.0%   |
| Academic-General Campus                                | 6   | 21.4%   | 13  | 46.4%   | 9  | 32.1%   |
| Finance & Insurance; Accounting                        | 2   | 22.2%   | 4   | 44.4%   | 3  | 33.3%   |
| Information Services & Publishing                      | 2   | 15.4%   | 7   | 53.8%   | 4  | 30.8%   |
| Manufacturing and Agriculture                          |   |         | 2   | 66.7%   | 1  | 33.3%   |
| Professional Services                                  | 8   | 26.7%   | 14  | 46.7%   | 8  | 26.7%   |
| Utilities; Transportation; Broadcasting; Movies; Trade | 2   | 66.7%   | 1   | 33.3%   |  |         |
| Other  | 3   | 42.9%   | 1   | 14.3%   | 3  | 42.9%   |
| Total  | 40  | 27.6%   | 55  | 37.9%   | 50   | 34.5%   |

**Table 28 - Salary Distribution by Employed/Self-Employed Status**

U. S.

|                                      |                 |                    |            |                    |                 | Number | Salary | Percent change      |
|--------------------------------------|-----------------|--------------------|------------|--------------------|-----------------|--------|--------|---------------------|
|                                      | 10th Percentile | First Quartile 25% | Median 50% | Third Quartile 75% | 90th Percentile |        | Mean   | Mean Percent Change |
| Not Self-employed                    | 35,000          | 42,820             | 55,000     | 68,000             | 84,831          | 201    | 56,840 | 5.8%                |
| Primary Responsibility-Tech Services | 35,000          | 43,000             | 55,000     | 68,000             | 84,748          | 203    | 56,779 | 5.8%                |

**Table 29 - Salary Distribution by Contract Basis at Primary Job**

U. S.

|                                      |                 |                    |            |                    |                 | Number | Salary | Percent change      |
|--------------------------------------|-----------------|--------------------|------------|--------------------|-----------------|--------|--------|---------------------|
|                                      | 10th Percentile | First Quartile 25% | Median 50% | Third Quartile 75% | 90th Percentile |        | Mean   | Mean Percent Change |
| Work on Contract Basis               | 27,400          | 43,000             | 57,200     | 70,000             | 86,200          | 15     | 56,814 | 7.4%                |
| Do Not Work on Contract Basis        | 34,950          | 42,730             | 54,000     | 67,665             | 85,013          | 188    | 56,777 | 5.7%                |
| Primary Responsibility-Tech Services | 35,000          | 43,000             | 55,000     | 68,000             | 84,748          | 203    | 56,779 | 5.8%                |

**Table 30 - Salary Distribution by Number of Part-time Jobs Held**

U. S.

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary |                           | Percent<br>change |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|-------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |                   |
| One                                  | 24,834                  | 29,577                   | 32,915        | 52,250                   | 60,601                  | 22     | 39,074 |                           | 2.4%              |
| Two                                  | 3,000                   | 14,790                   | 27,040        | 41,023                   | .                       | 6      | 27,758 |                           | 4.9%              |
| Primary Responsibility-Tech Services | 20,800                  | 28,450                   | 32,841        | 52,000                   | 59,488                  | 31     | 36,988 |                           | 2.7%              |

**Table 31 - Salary Distribution by Number of Part-time Hours Worked per Week**

U. S.

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary |                           | Percent<br>change |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|-------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |                   |
| 11-20 Hours                          | 6,560                   | 20,800                   | 30,000        | 32,841                   | 51,168                  | 11     | 29,771 |                           | .9%               |
| 21-30 Hours                          | 20,538                  | 28,527                   | 47,300        | 55,640                   | 62,686                  | 12     | 43,274 |                           | 4.3%              |
| 31 or More Hours                     | 28,450                  | 29,120                   | 31,200        | 37,000                   | .                       | 7      | 33,906 |                           | 2.5%              |
| Primary Responsibility-Tech Services | 20,800                  | 28,450                   | 32,841        | 52,000                   | 59,488                  | 31     | 36,988 |                           | 2.7%              |

**Table 32 - Salary Distribution by Reasons for Working Part-time**

U. S.

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Salary |                           | Percent<br>change |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|-------------------|
|                                      |                         |                          |               |                          |                         |        | Mean   | Mean<br>Percent<br>Change |                   |
| Respondent's Choice                  | 27,181                  | 30,300                   | 39,300        | 53,467                   | 61,870                  | 20     | 41,940 |                           | 2.7%              |
| Other                                | 18,720                  | 20,800                   | 27,040        | 33,170                   | .                       | 8      | 30,105 |                           | 3.7%              |
| Primary Responsibility-Tech Services | 20,800                  | 28,450                   | 32,841        | 52,000                   | 59,488                  | 31     | 36,988 |                           | 2.7%              |

**Table 33 - Average Hourly Rate for Part-time Employees by  
Census Division**

|                | Work-related earnings/hour 4/1/2008 |               |                          |        |       | Mean<br>Percent<br>Change<br>2007-<br>2008 |
|----------------|-------------------------------------|---------------|--------------------------|--------|-------|--|
|                | First<br>Quartile<br>25%            | Median<br>50% | Third<br>Quartile<br>75% | Number | Mean  |  |
| South Atlantic | 14.40                               | 21.00         | 29.26                    | 6      | 21.15 | 2.2%                                       |
| TOTAL          | 13.00                               | 15.79         | 25.00                    | 23     | 17.91 | 2.7%                                       |

# SLA EUROPE

## Chapter Thirteen All United Kingdom Respondents



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

United Kingdom\*\*

|                 | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|-----------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Master          | 28,600                  | 31,850                   | 44,250        | 54,075                   | 68,500                  | 12     | 45,467 | 9.9%                      |
| Bachelor        | 24,280                  | 28,500                   | 33,000        | 50,000                   | 86,000                  | 31     | 42,536 | 2.4%                      |
| All Respondents | 25,000                  | 29,090                   | 36,500        | 50,325                   | 69,900                  | 50     | 42,674 | 4.2%                      |

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

United Kingdom\*\*

|                 | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|-----------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Master          | 25,900                  | 29,560                   | 39,000        | 55,000                   | 69,400                  | 25     | 44,025 | 6.4%                      |
| Bachelor        | 23,460                  | 28,500                   | 32,000        | 42,000                   | 68,780                  | 15     | 38,107 | 2.2%                      |
| All Respondents | 25,000                  | 29,090                   | 36,500        | 50,325                   | 69,900                  | 50     | 42,674 | 4.2%                      |

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

United Kingdom\*\*

|                                 | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|---------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| English/Literature/ Composition | 26,500                  | 29,125                   | 38,500        | 61,250                   | .                       | 6      | 46,417 | -2.2%                     |
| History                         | 25,700                  | 32,750                   | 45,000        | 65,000                   | 95,000                  | 10     | 51,000 | 2.8%                      |
| Social Sciences                 | 24,100                  | 29,750                   | 45,000        | 67,620                   | .                       | 8      | 49,698 | -1.1%                     |
| Other                           | 23,000                  | 27,250                   | 30,000        | 45,125                   | 58,150                  | 14     | 35,744 | 4.0%                      |
| All Respondents                 | 25,000                  | 29,090                   | 36,500        | 50,325                   | 69,900                  | 50     | 42,674 | 4.2%                      |

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

United Kingdom\*\*

|                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| 3-5 Years        | 23,500                  | 24,250                   | 26,500        | 29,560                   | .                       | 5      | 26,824 | 2.3%                      |
| 6-10 Years       | 25,300                  | 28,375                   | 32,500        | 46,375                   | 91,000                  | 10     | 40,321 | 2.5%                      |
| 11-15 Years      | 28,500                  | 30,750                   | 35,000        | 43,500                   | .                       | 5      | 36,700 | 10.4%                     |
| 16-20 Years      | 29,700                  | 29,925                   | 38,500        | 69,250                   | .                       | 6      | 45,950 | 6.0%                      |
| 21-25 Years      | 25,360                  | 34,000                   | 45,000        | 55,000                   | 90,000                  | 11     | 48,800 | 7.3%                      |
| 26 Years or More | 28,800                  | 38,000                   | 50,000        | 63,482                   | 85,000                  | 11     | 50,344 | -1.0%                     |
| All Respondents  | 25,000                  | 29,090                   | 36,500        | 50,325                   | 69,900                  | 50     | 42,674 | 4.2%                      |

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

United Kingdom\*\*

|                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| 6-10 Years       | 22,500                  | 23,500                   | 25,000        | 28,500                   | .                       | 7      | 29,300 | 2.9%                      |
| 11-15 Years      | 28,500                  | 30,750                   | 33,607        | 41,375                   | .                       | 8      | 35,277 | 8.0%                      |
| 16-20 Years      | 25,000                  | 29,120                   | 42,000        | 69,000                   | .                       | 7      | 47,403 | 2.5%                      |
| 21-25 Years      | 29,360                  | 32,000                   | 45,000        | 70,000                   | 90,000                  | 11     | 50,436 | 7.0%                      |
| 26 Years or More | 27,200                  | 31,000                   | 42,000        | 50,650                   | 70,000                  | 17     | 44,693 | 1.8%                      |
| All Respondents  | 25,000                  | 29,090                   | 36,500        | 50,325                   | 69,900                  | 50     | 42,674 | 4.2%                      |

**Table 8 - Salary Distribution by Gender**

United Kingdom\*\*

|                 | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|-----------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Female          | 26,200                  | 29,850                   | 35,000        | 50,000                   | 65,800                  | 37     | 42,165 | 2.9%                      |
| Male            | 23,100                  | 26,050                   | 39,000        | 60,650                   | 85,000                  | 13     | 44,124 | 7.6%                      |
| All Respondents | 25,000                  | 29,090                   | 36,500        | 50,325                   | 69,900                  | 50     | 42,674 | 4.2%                      |

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

United Kingdom\*\*

|                 | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|-----------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| White           | 24,460                  | 29,000                   | 38,000        | 50,000                   | 68,000                  | 43     | 41,617 | 4.2%                      |
| All Respondents | 25,000                  | 29,090                   | 36,500        | 50,325                   | 69,900                  | 50     | 42,674 | 4.2%                      |

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

United Kingdom\*\*

|                          | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|--------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| 25-99 Employees          | 33,000                  | 34,500                   | 40,500        | 50,500                   | .                       | 6      | 43,833 | 6.7%                      |
| 100-499 Employees        | 25,000                  | 26,500                   | 30,000        | 45,000                   | .                       | 7      | 41,071 | 1.9%                      |
| 2,500-4,999 Employees    | 23,500                  | 24,500                   | 42,000        | 52,500                   | .                       | 9      | 40,857 | 5.8%                      |
| 5,000-9,999 Employees    | 22,500                  | 23,300                   | 33,000        | 46,750                   | .                       | 5      | 34,620 | 3.2%                      |
| 10,000 or more Employees | 28,150                  | 29,975                   | 36,500        | 61,361                   | 87,500                  | 12     | 46,398 | 6.3%                      |
| All Respondents          | 25,000                  | 29,090                   | 36,500        | 50,325                   | 69,900                  | 50     | 42,674 | 4.2%                      |

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

United Kingdom\*\*

|                                   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|-----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Work in a Non-profit Organization | 25,450                  | 29,090                   | 36,500        | 46,250                   | 60,937                  | 22     | 39,528 | 5.2%                      |
| Work in a For-profit Organization | 24,090                  | 28,800                   | 36,500        | 54,075                   | 90,500                  | 28     | 45,146 | 3.4%                      |
| All Respondents                   | 25,000                  | 29,090                   | 36,500        | 50,325                   | 69,900                  | 50     | 42,674 | 4.2%                      |

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

United Kingdom\*\*

|                     | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|---------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Other Organizations | 24,190                  | 28,625                   | 37,000        | 54,075                   | 70,000                  | 40     | 43,506 | 3.5%                      |
| All Respondents     | 25,000                  | 29,090                   | 36,500        | 50,325                   | 69,900                  | 50     | 42,674 | 4.2%                      |

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

United Kingdom\*\*

|   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|---|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Federal Government  | 25,000                  | 27,900                   | 42,000        | 54,241                   | .                       | 5      | 41,256 | 5.7%                      |
| Professional Services - mngr.,<br>scientific/tech. consulting | 33,000                  | 36,000                   | 42,000        | 52,500                   | .                       | 5      | 43,800 | 2.8%                      |
| All Respondents   | 25,000                  | 29,090                   | 36,500        | 50,325                   | 69,900                  | 50     | 42,674 | 4.2%                      |

**Table 14 - Salary Distribution by Institution/Industry  
and Library/ Information Center Annual Budget**

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**Table 15 - Salary Distribution by Union vs. Non-union**

United Kingdom\*\*

|  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|--|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Wages/Salary Set by Collective<br>Bargaining Agreement     | 30,800                  | 34,410                   | 43,000        | 48,750                   | .                       | 8      | 42,002 | 6.9%                      |
| Wages/Salary Not Set by Collective<br>Bargaining Agreement | 24,190                  | 28,500                   | 34,500        | 53,750                   | 70,000                  | 40     | 42,932 | 3.7%                      |
| All Respondents  | 25,000                  | 29,090                   | 36,500        | 50,325                   | 69,900                  | 50     | 42,674 | 4.2%                      |

**Table 16 - Salary Distribution by Number of Years with Present Employer**

United Kingdom\*\*

|                     | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|---------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Less than Two Years | 24,100                  | 26,030                   | 33,107        | 35,000                   | .                       | 8      | 33,679 | 3.6%                      |
| Two Years           | 24,000                  | 27,375                   | 31,000        | 39,750                   | .                       | 6      | 32,583 | 4.0%                      |
| 3-5 Years           | 23,500                  | 26,000                   | 31,900        | 52,500                   | .                       | 8      | 42,038 | 6.4%                      |
| 6-10 Years          | 28,000                  | 28,500                   | 33,000        | 51,300                   | 67,896                  | 11     | 40,771 | 2.6%                      |
| 11-15 Years         | 42,000                  | 46,000                   | 55,000        | 82,500                   | .                       | 5      | 62,400 | 3.3%                      |
| All Respondents     | 25,000                  | 29,090                   | 36,500        | 50,325                   | 69,900                  | 50     | 42,674 | 4.2%                      |

**Table 17 - Salary Distribution by Number of Employees Supervised or Managed**

United Kingdom\*\*

|                 | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|-----------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| None            | 24,010                  | 25,375                   | 29,850        | 37,750                   | 54,500                  | 20     | 33,721 | 1.3%                      |
| 1-2 Employees   | 23,500                  | 28,250                   | 33,000        | 50,000                   | .                       | 9      | 39,556 | 7.9%                      |
| 3-4 Employees   | 30,000                  | 33,750                   | 38,500        | 45,450                   | .                       | 6      | 39,467 | 8.5%                      |
| 5-6 Employees   | 38,000                  | 38,750                   | 47,500        | 61,250                   | .                       | 6      | 52,833 | 4.7%                      |
| All Respondents | 25,000                  | 29,090                   | 36,500        | 50,325                   | 69,900                  | 50     | 42,674 | 4.2%                      |

**Table 18 - Salary Distribution by Primary Job Responsibility**

United Kingdom\*\*

|                           | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|---------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| General Responsibilities  | 24,000                  | 26,850                   | 30,000        | 32,500                   | .                       | 5      | 29,740 | 4.0%                      |
| Administrative/Management | 28,500                  | 33,360                   | 43,000        | 57,120                   | 95,000                  | 14     | 49,057 | 6.4%                      |
| Other                     | 32,000                  | 42,000                   | 55,000        | 69,000                   | .                       | 7      | 54,714 | 4.1%                      |
| All Respondents           | 25,000                  | 29,090                   | 36,500        | 50,325                   | 69,900                  | 50     | 42,674 | 4.2%                      |

**Table 19 - Salary Distribution by Job Title**

United Kingdom\*\*

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Director/Manager                     | 27,750                  | 37,803                   | 44,500        | 69,250                   | 92,500                  | 14     | 53,264 | 3.2%                      |
| Asst Mngr./Dept./Section Head        | 30,160                  | 35,000                   | 42,000        | 50,000                   | 66,260                  | 11     | 42,645 | 10.4%                     |
| Librarian/Info Specialist/Researcher | 23,550                  | 25,000                   | 28,500        | 32,750                   | 43,800                  | 16     | 30,394 | 3.7%                      |
| All Respondents                      | 25,000                  | 29,090                   | 36,500        | 50,325                   | 69,900                  | 50     | 42,674 | 4.2%                      |

**Table 20 - Salary Distribution by Library or Information Resource Center Setting**

United Kingdom\*\*

|   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|---|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Work in Library or Information Resource Center        | 24,730                  | 29,175                   | 35,000        | 45,000                   | 71,437                  | 36     | 41,336 | 4.5%                      |
| Do Not Work in Library or Information Resource Center | 25,000                  | 28,965                   | 47,000        | 66,000                   | 70,000                  | 14     | 46,116 | 3.3%                      |
| All Respondents                                       | 25,000                  | 29,090                   | 36,500        | 50,325                   | 69,900                  | 50     | 42,674 | 4.2%                      |

**Table 21 - Salary Distribution by Library/ Information Center Annual Budget**

United Kingdom\*\*

|                   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|-------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| £25,000-£49,999   | 24,000                  | 27,000                   | 28,500        | 36,250                   | .                       | 6      | 32,333 | 3.4%                      |
| £100,000-£249,999 | 25,000                  | 32,500                   | 37,000        | 42,375                   | .                       | 6      | 36,583 | 8.3%                      |
| £250,000-£499,999 | 30,000                  | 32,107                   | 39,000        | 54,241                   | .                       | 5      | 42,339 | 7.2%                      |
| Above £1,000,000  | 38,000                  | 41,000                   | 47,500        | 91,250                   | .                       | 6      | 60,000 | .7%                       |
| Don't know        | 22,500                  | 23,700                   | 29,100        | 45,250                   | .                       | 6      | 33,633 | 2.9%                      |
| All Respondents   | 25,000                  | 29,090                   | 36,500        | 50,325                   | 69,900                  | 50     | 42,674 | 4.2%                      |

**Table 22 - Salary Distribution by Full-time Equivalent Employees in Library/Information Center**

United Kingdom\*\*

|                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| 2 or less        | 24,000                  | 25,000                   | 28,000        | 32,000                   | .                       | 7      | 28,000 | 4.8%                      |
| More than 2 to 4 | 24,100                  | 27,025                   | 32,500        | 42,000                   | .                       | 6      | 33,517 | 5.9%                      |
| More than 4 to 9 | 29,700                  | 36,500                   | 43,500        | 57,391                   | .                       | 9      | 48,887 | 3.6%                      |
| More than 9      | 25,500                  | 30,600                   | 40,000        | 55,000                   | 92,500                  | 14     | 46,501 | 4.3%                      |
| All Respondents  | 25,000                  | 29,090                   | 36,500        | 50,325                   | 69,900                  | 50     | 42,674 | 4.2%                      |

\*\*All salaries in U.K. tables are reported in Pounds Sterling. The exchange rate on April 1, 2008, was £.50=\$1 U.S.

**Table 23 - 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%  | 2                      | 40.0%   | 5             | 100.0%  |
| Other Government  | 1     | 100.0%  | 1                                | 100.0%  |                        |         | 1             | 100.0%  |
| Academic-Subj Dept  | 2     | 100.0%  | 2                                | 100.0%  | 1                      | 50.0%   | 2             | 100.0%  |
| Academic-General Campus                                   | 2     | 100.0%  | 2                                | 100.0%  | 1                      | 50.0%   | 2             | 100.0%  |
| Finance & Insurance;<br>Accounting                        | 12    | 100.0%  | 11                               | 91.7%   | 1                      | 8.3%    | 12            | 100.0%  |
| Information Services &<br>Publishing                      | 7     | 100.0%  | 6                                | 85.7%   | 4                      | 57.1%   | 7             | 100.0%  |
| Manufacturing and Agriculture                             | 2     | 100.0%  | 2                                | 100.0%  | 1                      | 50.0%   | 2             | 100.0%  |
| Professional Services                                     | 15    | 100.0%  | 15                               | 100.0%  | 5                      | 33.3%   | 15            | 100.0%  |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade | 2     | 100.0%  | 2                                | 100.0%  | 2                      | 100.0%  | 2             | 100.0%  |
| Other   | 2     | 100.0%  | 2                                | 100.0%  |                        |         | 2             | 100.0%  |
| Total   | 50    | 100.0%  | 48                               | 96.0%   | 17                     | 34.0%   | 50            | 100.0%  |

**Table 23 - 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%   | 2                           | 40.0%   | 3               | 60.0%   |
| Other Government  |                                  |         |                         |         |                             |         |                 |         |
| Academic-Subj Dept  |                                  |         |                         |         |                             |         | 1               | 50.0%   |
| Academic-General Campus                                   |                                  |         |                         |         |                             |         |                 |         |
| Finance & Insurance;<br>Accounting                        | 8                                | 66.7%   |                         |         | 2                           | 16.7%   | 4               | 33.3%   |
| Information Services &<br>Publishing                      | 4                                | 57.1%   |                         |         | 1                           | 14.3%   | 1               | 14.3%   |
| Manufacturing and Agriculture                             | 2                                | 100.0%  |                         |         | 1                           | 50.0%   |                 |         |
| Professional Services                                     | 9                                | 60.0%   |                         |         | 2                           | 13.3%   | 4               | 26.7%   |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade | 1                                | 50.0%   |                         |         |                             |         |                 |         |
| Other   | 1                                | 50.0%   |                         |         |                             |         | 1               | 50.0%   |
| Total   | 28                               | 56.0%   | 1                       | 2.0%    | 8                           | 16.0%   | 14              | 28.0%   |

**Table 23 - 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%   | 4               | 80.0%   | 2                    | 40.0%   | 1                     | 20.0%   |
| Other Government  |                                  |         | 1               | 100.0%  |                      |         |                       |         |
| Academic-Subj Dept  |                                  |         | 2               | 100.0%  |                      |         |                       |         |
| Academic-General Campus                                   |                                  |         | 2               | 100.0%  |                      |         |                       |         |
| Finance & Insurance;<br>Accounting                        | 7                                | 58.3%   | 9               | 75.0%   | 3                    | 25.0%   | 4                     | 33.3%   |
| Information Services &<br>Publishing                      | 4                                | 57.1%   | 4               | 57.1%   | 3                    | 42.9%   | 4                     | 57.1%   |
| Manufacturing and Agriculture                             | 1                                | 50.0%   | 2               | 100.0%  | 2                    | 100.0%  | 2                     | 100.0%  |
| Professional Services                                     | 8                                | 53.3%   | 10              | 66.7%   | 3                    | 20.0%   | 6                     | 40.0%   |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade | 1                                | 50.0%   |                 |         | 1                    | 50.0%   | 1                     | 50.0%   |
| Other   | 1                                | 50.0%   | 1               | 50.0%   | 1                    | 50.0%   | 1                     | 50.0%   |
| Total   | 25                               | 50.0%   | 35              | 70.0%   | 15                   | 30.0%   | 19                    | 38.0%   |

**Table 23 - 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%   | 3                                       | 60.0%   |                |         |
| Other Government  |                                  |         | 1                                | 100.0%  | 1                                       | 100.0%  |                |         |
| Academic-Subj Dept  |                                  |         | 1                                | 50.0%   |   |         |                |         |
| Academic-General Campus                                   | 1                                | 50.0%   | 1                                | 50.0%   |   |         |                |         |
| Finance & Insurance;<br>Accounting                        | 2                                | 16.7%   | 2                                | 16.7%   | 5                                       | 41.7%   | 2              | 16.7%   |
| Information Services &<br>Publishing                      | 1                                | 14.3%   | 3                                | 42.9%   | 4                                       | 57.1%   | 4              | 57.1%   |
| Manufacturing and Agriculture                             | 1                                | 50.0%   | 2                                | 100.0%  | 2                                       | 100.0%  | 1              | 50.0%   |
| Professional Services                                     | 4                                | 26.7%   | 3                                | 20.0%   | 6                                       | 40.0%   | 6              | 40.0%   |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade |                                  |         |                                  |         |   |         |                |         |
| Other   |                                  |         |                                  |         |   |         |                |         |
| Total   | 9                                | 18.0%   | 14                               | 28.0%   | 21                                      | 42.0%   | 13             | 26.0%   |

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

|   | Benefits provided by primary job                        |         |  |         |                     |         |
|---|---|---------|--|---------|---------------------|---------|
|   | Education/<br>professional<br>development<br>assistance |         | Professional<br>association<br>memberships |         | Adoption assistance |         |
|   | Cases   | Percent | Cases                                      | Percent | Cases               | Percent |
| Federal Government  | 2   | 40.0%   | 2  | 40.0%   | 1                   | 20.0%   |
| Other Government  | 1   | 100.0%  |  |         |                     |         |
| Academic-Subj Dept  | 1   | 50.0%   |  |         |                     |         |
| Academic-General Campus                                   | 1   | 50.0%   |  |         |                     |         |
| Finance & Insurance;<br>Accounting                        | 2   | 16.7%   | 3  | 25.0%   | 1                   | 8.3%    |
| Information Services &<br>Publishing                      | 5   | 71.4%   | 5  | 71.4%   | 2                   | 28.6%   |
| Manufacturing and Agriculture                             | 2   | 100.0%  | 2  | 100.0%  | 2                   | 100.0%  |
| Professional Services                                     | 8   | 53.3%   | 12   | 80.0%   | 2                   | 13.3%   |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade |   |         | 1  | 50.0%   | 1                   | 50.0%   |
| Other   |   |         | 2  | 100.0%  |                     |         |
| Total   | 22  | 44.0%   | 27   | 54.0%   | 9                   | 18.0%   |

**Table 24 - 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  | 40.0%   | 3     | 60.0%   |                |         |
| Other Government  |  |         | 1     | 100.0%  |                |         |
| Academic-Subj Dept  |  |         | 2     | 100.0%  |                |         |
| Academic-General Campus                                   |  |         | 2     | 100.0%  |                |         |
| Finance & Insurance;<br>Accounting                        | 7  | 58.3%   | 4     | 33.3%   | 1              | 8.3%    |
| Information Services &<br>Publishing                      | 4  | 57.1%   |       |         | 3              | 42.9%   |
| Manufacturing and Agriculture                             | 2  | 100.0%  |       |         |                |         |
| Professional Services                                     | 6  | 35.3%   | 7     | 41.2%   | 4              | 23.5%   |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade | 1  | 33.3%   | 1     | 33.3%   | 1              | 33.3%   |
| Other   | 1  | 33.3%   |       |         | 2              | 66.7%   |
| Total   | 23   | 42.6%   | 20    | 37.0%   | 11             | 20.4%   |

**Table 25 - 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                                     | 2   | 10.0% |  |               | 2        | 100.0%        |
| Finance & Insurance; Accounting                        | 7   | .7%   |  |               | 7        | 100.0%        |
| Information Services & Publishing                      | 3   | 7.3%  | 1  | 33.3%         | 2        | 66.7%         |
| Manufacturing and Agriculture                          | 1   | .0%   |  |               | 1        | 100.0%        |
| Professional Services                                  | 5   | 10.0% |  |               | 5        | 100.0%        |
| Utilities; Transportation; Broadcasting; Movies; Trade | 1   | .0%   |  |               | 1        | 100.0%        |
| Other  | 1   | .0%   |  |               | 1        | 100.0%        |
| Total  | 20  | 4.9%  | 1  | 5.0%          | 19       | 95.0%         |

**Table 26 - 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  | The same   |               |
|  |   |       | Count  | Count Percent |
| Federal Government                                     | 1   | 50.0% | 1  | 100.0%        |
| Finance & Insurance; Accounting                        | 6   | .0%   | 6  | 100.0%        |
| Information Services & Publishing                      | 3   | .0%   | 3  | 100.0%        |
| Professional Services                                  | 2   | .0%   | 3  | 100.0%        |
| Utilities; Transportation; Broadcasting; Movies; Trade | 1   | 1.0%  | 1  | 100.0%        |
| Other  | 1   | .0%   | 1  | 100.0%        |
| Total  | 14  | 3.6%  | 15   | 100.0%        |

**Table 27 - 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 2008? |         |   |         |  |         |
|--|---|---------|---|---------|--|---------|
|  | 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  | 100.0%  |
| Finance & Insurance; Accounting                        |   |         | 1   | 20.0%   | 4  | 80.0%   |
| Information Services & Publishing                      | 1   | 33.3%   |   |         | 2  | 66.7%   |
| Manufacturing and Agriculture                          |   |         |   |         | 1  | 100.0%  |
| Professional Services                                  |   |         |   |         | 3  | 100.0%  |
| Utilities; Transportation; Broadcasting; Movies; Trade |   |         | 1   | 100.0%  |  |         |
| Other  |   |         |   |         | 1  | 100.0%  |
| Total  | 1   | 6.7%    | 2   | 13.3%   | 12   | 80.0%   |

**Table 28 - Salary Distribution by Employed/Self-Employed Status**

United Kingdom\*\*

|                   | 10th Percentile | First Quartile 25% | Median 50% | Third Quartile 75% | 90th Percentile | Number | Mean   | Mean Percent Change |
|-------------------|-----------------|--------------------|------------|--------------------|-----------------|--------|--------|---------------------|
| Not Self-employed | 25,000          | 29,060             | 35,000     | 50,000             | 70,000          | 45     | 42,449 | 4.3%                |
| All Respondents   | 25,000          | 29,090             | 36,500     | 50,325             | 69,900          | 50     | 42,674 | 4.2%                |

**Table 29 - Salary Distribution by Contract Basis at Primary Job**

United Kingdom\*\*

|                               | 10th Percentile | First Quartile 25% | Median 50% | Third Quartile 75% | 90th Percentile | Number | Mean   | Mean Percent Change |
|-------------------------------|-----------------|--------------------|------------|--------------------|-----------------|--------|--------|---------------------|
| Work on Contract Basis        | 29,120          | 38,780             | 55,000     | 70,000             | .               | 6      | 53,520 | 8.3%                |
| Do Not Work on Contract Basis | 24,550          | 28,625             | 34,607     | 48,750             | 67,000          | 44     | 41,195 | 3.6%                |
| All Respondents               | 25,000          | 29,090             | 36,500     | 50,325             | 69,900          | 50     | 42,674 | 4.2%                |

**Table 30 - Salary Distribution by Number of Part-time Jobs Held**

United Kingdom\*\*

|                 | 10th Percentile | First Quartile 25% | Median 50% | Third Quartile 75% | 90th Percentile | Number | Mean   | Mean Percent Change |
|-----------------|-----------------|--------------------|------------|--------------------|-----------------|--------|--------|---------------------|
| One             | 21,500          | 24,800             | 30,000     | 52,000             | .               | 5      | 36,720 | 5.4%                |
| All Respondents | 21,500          | 24,800             | 30,000     | 52,000             | .               | 5      | 36,720 | 5.4%                |

**Table 31 - Salary Distribution by Number of Part-time Hours Worked per Week**

United Kingdom\*\*

|                 | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|-----------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| All Respondents | 21,500                  | 24,800                   | 30,000        | 52,000                   | .                       | 5      | 36,720 | 5.4%                      |

**Table 32 - Salary Distribution by Reasons for Working Part-time**

United Kingdom\*\*

|                     | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|---------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Respondent's Choice | 21,500                  | 24,800                   | 30,000        | 52,000                   | .                       | 5      | 36,720 | 5.4%                      |
| All Respondents     | 21,500                  | 24,800                   | 30,000        | 52,000                   | .                       | 5      | 36,720 | 5.4%                      |



# SLA EUROPE

## **Chapter Fourteen** **All Other European Respondents**



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

Europe\*\*\*

|                 | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|-----------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Master          | 41,200                  | 48,000                   | 62,725        | 82,500                   | 104,800                 | 13     | 67,328 | 5.5%                      |
| Bachelor        | 41,000                  | 46,560                   | 62,000        | 84,000                   | .                       | 7      | 65,366 | 10.3%                     |
| All Respondents | 40,700                  | 49,140                   | 61,500        | 81,000                   | 100,000                 | 26     | 64,986 | 7.0%                      |

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

Europe\*\*\*

|                 | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|-----------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Master          | 34,720                  | 44,500                   | 51,600        | 75,270                   | 98,800                  | 13     | 59,851 | 6.7%                      |
| Bachelor        | 41,000                  | 46,560                   | 72,000        | 100,000                  | .                       | 7      | 71,366 | 10.6%                     |
| All Respondents | 40,700                  | 49,140                   | 61,500        | 81,000                   | 100,000                 | 26     | 64,986 | 7.0%                      |

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

Europe\*\*\*

|   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|---|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Business, Human Resources, Public<br>Administration | 46,560                  | 48,280                   | 62,000        | 90,000                   | .                       | 5      | 67,712 | 13.0%                     |
| Other   | 41,000                  | 50,000                   | 84,000        | 100,000                  | .                       | 7      | 73,571 | 5.6%                      |
| All Respondents                                     | 40,700                  | 49,140                   | 61,500        | 81,000                   | 100,000                 | 26     | 64,986 | 7.0%                      |

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

Europe\*\*\*

|                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| 6-10 Years       | 41,000                  | 42,500                   | 53,300        | 60,250                   | .                       | 6      | 51,933 | 10.3%                     |
| 11-15 Years      | 31,200                  | 38,600                   | 80,000        | 96,500                   | .                       | 5      | 70,040 | 3.2%                      |
| 16-20 Years      | 50,000                  | 56,000                   | 62,725        | 74,604                   | .                       | 5      | 64,787 | 2.8%                      |
| 26 Years or More | 40,000                  | 49,000                   | 79,000        | 100,000                  | .                       | 6      | 75,000 | 3.8%                      |
| All Respondents  | 40,700                  | 49,140                   | 61,500        | 81,000                   | 100,000                 | 26     | 64,986 | 7.0%                      |

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

Europe\*\*\*

|                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| 6-10 Years       | 41,000                  | 42,000                   | 51,600        | 60,500                   | .                       | 5      | 51,320 | 12.0%                     |
| 26 Years or More | 41,312                  | 52,000                   | 70,000        | 88,000                   | 100,000                 | 11     | 69,783 | 7.5%                      |
| All Respondents  | 40,700                  | 49,140                   | 61,500        | 81,000                   | 100,000                 | 26     | 64,986 | 7.0%                      |

\*\*\*All salaries in other European tables are reported in Euros. The exchange rate on April 1, 2008, was €.63=\$1 U.S.

**Table 8 - Salary Distribution by Gender**

Europe\*\*\*

|                 | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|-----------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Female          | 39,040                  | 46,280                   | 55,000        | 81,104                   | 101,600                 | 17     | 62,805 | 8.2%                      |
| Male            | 51,600                  | 60,250                   | 72,666        | 83,000                   | .                       | 8      | 72,742 | 5.4%                      |
| All Respondents | 40,700                  | 49,140                   | 61,500        | 81,000                   | 100,000                 | 26     | 64,986 | 7.0%                      |

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

Europe\*\*\*

|                 | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|-----------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| White           | 40,900                  | 49,140                   | 62,363        | 81,000                   | 89,200                  | 18     | 64,401 | 8.7%                      |
| All Respondents | 40,700                  | 49,140                   | 61,500        | 81,000                   | 100,000                 | 26     | 64,986 | 7.0%                      |

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

Europe\*\*\*

|                          | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|--------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| 100-499 Employees        | 43,000                  | 48,250                   | 57,363        | 78,906                   | .                       | 6      | 61,489 | 8.0%                      |
| 10,000 or more Employees | 51,600                  | 53,300                   | 61,000        | 81,000                   | .                       | 5      | 65,920 | 6.7%                      |
| All Respondents          | 40,700                  | 49,140                   | 61,500        | 81,000                   | 100,000                 | 26     | 64,986 | 7.0%                      |

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

Europe\*\*\*

|                                   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|-----------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Work in a Non-profit Organization | 31,200                  | 43,250                   | 75,270        | 95,000                   | .                       | 8      | 70,093 | 4.8%                      |
| Work in a For-profit Organization | 42,400                  | 48,280                   | 60,000        | 78,000                   | 90,400                  | 17     | 62,715 | 8.2%                      |
| All Respondents                   | 40,700                  | 49,140                   | 61,500        | 81,000                   | 100,000                 | 26     | 64,986 | 7.0%                      |

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

Europe\*\*\*

|                     | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|---------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Government          | 31,200                  | 46,963                   | 70,000        | 86,666                   | .                       | 5      | 67,451 | 5.2%                      |
| Other Organizations | 41,200                  | 47,420                   | 60,500        | 83,000                   | 98,800                  | 20     | 65,118 | 7.6%                      |
| All Respondents     | 40,700                  | 49,140                   | 61,500        | 81,000                   | 100,000                 | 26     | 64,986 | 7.0%                      |

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

Europe\*\*\*

|   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|---|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Professional Services - mngt.,<br>scientific/tech. consulting | 40,000                  | 45,000                   | 62,000        | 81,104                   | .                       | 5      | 62,842 | 5.0%                      |
| All Respondents   | 40,700                  | 49,140                   | 61,500        | 81,000                   | 100,000                 | 26     | 64,986 | 7.0%                      |

**Table 14 - Salary Distribution by Institution/Industry  
and Library/ Information Center Annual Budget****Table 15 - Salary Distribution by Union vs. Non-union**

Europe\*\*\*

|  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|--|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Wages/Salary Set by Collective<br>Bargaining Agreement     | 41,000                  | 47,750                   | 60,500        | 74,999                   | .                       | 6      | 60,889 | 6.0%                      |
| Wages/Salary Not Set by Collective<br>Bargaining Agreement | 40,300                  | 47,420                   | 62,363        | 84,750                   | 100,000                 | 20     | 66,215 | 7.3%                      |
| All Respondents  | 40,700                  | 49,140                   | 61,500        | 81,000                   | 100,000                 | 26     | 64,986 | 7.0%                      |

**Table 16 - Salary Distribution by Number of Years with Present Employer**

Europe\*\*\*

|                 | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|-----------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| 3-5 Years       | 31,200                  | 40,000                   | 46,560        | 62,725                   | .                       | 7      | 50,099 | 12.1%                     |
| 6-10 Years      | 50,000                  | 53,750                   | 61,500        | 76,249                   | .                       | 6      | 64,389 | 4.9%                      |
| All Respondents | 40,700                  | 49,140                   | 61,500        | 81,000                   | 100,000                 | 26     | 64,986 | 7.0%                      |

**Table 17 - Salary Distribution by Number of Employees Supervised or Managed**

Europe\*\*\*

|                 | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|-----------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| None            | 41,000                  | 44,780                   | 55,000        | 66,000                   | .                       | 9      | 56,951 | 11.1%                     |
| All Respondents | 40,700                  | 49,140                   | 61,500        | 81,000                   | 100,000                 | 26     | 64,986 | 7.0%                      |

**Table 18 - Salary Distribution by Primary Job Responsibility**

Europe\*\*\*

|                           | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|---------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Administrative/Management | 40,000                  | 56,300                   | 73,332        | 92,500                   | .                       | 9      | 72,629 | 6.2%                      |
| All Respondents           | 40,700                  | 49,140                   | 61,500        | 81,000                   | 100,000                 | 26     | 64,986 | 7.0%                      |

**Table 19 - Salary Distribution by Job Title**

Europe\*\*\*

|                                      | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|--------------------------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Director/Manager                     | 46,000                  | 56,500                   | 73,332        | 94,000                   | .                       | 9      | 74,229 | 5.2%                      |
| Librarian/Info Specialist/Researcher | 41,000                  | 43,890                   | 50,000        | 58,750                   | .                       | 8      | 50,945 | 12.4%                     |
| All Respondents                      | 40,700                  | 49,140                   | 61,500        | 81,000                   | 100,000                 | 26     | 64,986 | 7.0%                      |

**Table 20 - Salary Distribution by Library or Information Resource Center Setting**

Europe\*\*\*

|   | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|---|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Work in Library or Information Resource Center        | 41,000                  | 46,560                   | 61,000        | 80,000                   | 100,000                 | 19     | 63,436 | 8.7%                      |
| Do Not Work in Library or Information Resource Center | 40,000                  | 52,000                   | 72,000        | 84,000                   | .                       | 7      | 69,190 | 2.5%                      |
| All Respondents                                       | 40,700                  | 49,140                   | 61,500        | 81,000                   | 100,000                 | 26     | 64,986 | 7.0%                      |

**Table 21 - Salary Distribution by Library/ Information Center Annual Budget**

Europe\*\*\*

|                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| Above €1,000,000 | 46,560                  | 53,780                   | 85,000        | 94,000                   | .                       | 5      | 76,112 | 12.6%                     |
| All Respondents  | 40,700                  | 49,140                   | 61,500        | 81,000                   | 100,000                 | 26     | 64,986 | 7.0%                      |

**Table 22 - Salary Distribution by Full-time Equivalent Employees in Library/Information Center**

Europe\*\*\*

|                  | 10th<br>Percen-<br>tile | First<br>Quartile<br>25% | Median<br>50% | Third<br>Quartile<br>75% | 90th<br>Percen-<br>tile | Number | Mean   | Mean<br>Percent<br>Change |
|------------------|-------------------------|--------------------------|---------------|--------------------------|-------------------------|--------|--------|---------------------------|
| 2 or less        | 50,000                  | 50,000                   | 62,000        | 69,967                   | .                       | 5      | 60,387 | 5.6%                      |
| More than 4 to 9 | 31,200                  | 41,400                   | 60,000        | 86,500                   | .                       | 5      | 63,160 | 6.4%                      |
| More than 9      | 41,000                  | 51,000                   | 80,000        | 100,000                  | .                       | 5      | 76,400 | 6.2%                      |
| All Respondents  | 40,700                  | 49,140                   | 61,500        | 81,000                   | 100,000                 | 26     | 64,986 | 7.0%                      |

**Table 23 - 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%  |
| 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%  |
| Academic-General Campus                                   | 1     | 100.0%  | 1                                | 100.0%  |                        |         | 1             | 100.0%  |
| Finance & Insurance;<br>Accounting                        | 4     | 100.0%  | 3                                | 75.0%   | 1                      | 25.0%   | 3             | 75.0%   |
| Information Services &<br>Publishing                      | 2     | 100.0%  | 2                                | 100.0%  | 1                      | 50.0%   | 2             | 100.0%  |
| Manufacturing and Agriculture                             | 5     | 100.0%  | 5                                | 100.0%  | 1                      | 20.0%   | 4             | 80.0%   |
| Professional Services                                     | 6     | 100.0%  | 4                                | 66.7%   | 1                      | 16.7%   | 3             | 50.0%   |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade | 2     | 100.0%  | 2                                | 100.0%  | 2                      | 100.0%  | 2             | 100.0%  |
| Other   | 1     | 100.0%  | 1                                | 100.0%  |                        |         | 1             | 100.0%  |
| Total   | 27    | 100.0%  | 24                               | 88.9%   | 8                      | 29.6%   | 22            | 81.5%   |

**Table 23 - 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                                | 50.0%   |                         |         | 1                           | 50.0%   |                 |         |
| Other Government  | 3                                | 100.0%  | 1                       | 33.3%   | 2                           | 66.7%   | 1               | 33.3%   |
| Academic-Subj Dept  |                                  |         |                         |         |                             |         |                 |         |
| Academic-General Campus                                   |                                  |         |                         |         |                             |         |                 |         |
| Finance & Insurance;<br>Accounting                        | 4                                | 100.0%  |                         |         | 1                           | 25.0%   | 1               | 25.0%   |
| Information Services &<br>Publishing                      | 2                                | 100.0%  |                         |         |                             |         |                 |         |
| Manufacturing and Agriculture                             | 3                                | 60.0%   | 1                       | 20.0%   | 2                           | 40.0%   | 1               | 20.0%   |
| Professional Services                                     | 4                                | 66.7%   |                         |         | 2                           | 33.3%   | 2               | 33.3%   |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade | 2                                | 100.0%  |                         |         |                             |         |                 |         |
| Other   | 1                                | 100.0%  |                         |         |                             |         |                 |         |
| Total   | 20                               | 74.1%   | 2                       | 7.4%    | 8                           | 29.6%   | 5               | 18.5%   |

**Table 23 - 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                                | 100.0%  | 1               | 50.0%   | 1                    | 50.0%   | 1                     | 50.0%   |
| Other Government  | 2                                | 66.7%   | 3               | 100.0%  | 1                    | 33.3%   | 1                     | 33.3%   |
| Academic-Subj Dept  |                                  |         | 1               | 100.0%  |                      |         | 1                     | 100.0%  |
| Academic-General Campus                                   |                                  |         | 1               | 100.0%  | 1                    | 100.0%  |                       |         |
| Finance & Insurance;<br>Accounting                        | 2                                | 50.0%   | 3               | 75.0%   | 2                    | 50.0%   | 2                     | 50.0%   |
| Information Services &<br>Publishing                      | 2                                | 100.0%  | 1               | 50.0%   |                      |         |                       |         |
| Manufacturing and Agriculture                             | 3                                | 60.0%   | 4               | 80.0%   | 5                    | 100.0%  | 2                     | 40.0%   |
| Professional Services                                     | 3                                | 50.0%   | 2               | 33.3%   | 2                    | 33.3%   | 1                     | 16.7%   |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade |                                  |         | 1               | 50.0%   |                      |         |                       |         |
| Other   |                                  |         | 1               | 100.0%  |                      |         |                       |         |
| Total   | 14                               | 51.9%   | 18              | 66.7%   | 12                   | 44.4%   | 8                     | 29.6%   |

**Table 23 - 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%   | 1                                       | 50.0%   |                |         |
| Other Government  | 1                                | 33.3%   | 1                                | 33.3%   | 1                                       | 33.3%   |                |         |
| Academic-Subj Dept  |                                  |         |                                  |         |   |         |                |         |
| Academic-General Campus                                   |                                  |         |                                  |         |   |         |                |         |
| Finance & Insurance;<br>Accounting                        |                                  |         | 2                                | 50.0%   | 1                                       | 25.0%   |                |         |
| Information Services &<br>Publishing                      |                                  |         | 1                                | 50.0%   | 1                                       | 50.0%   |                |         |
| Manufacturing and Agriculture                             | 3                                | 60.0%   | 1                                | 20.0%   | 2                                       | 40.0%   | 2              | 40.0%   |
| Professional Services                                     |                                  |         |                                  |         |   |         | 2              | 33.3%   |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade |                                  |         |                                  |         | 1                                       | 50.0%   |                |         |
| Other   |                                  |         |                                  |         |   |         |                |         |
| Total   | 4                                | 14.8%   | 6                                | 22.2%   | 7                                       | 25.9%   | 4              | 14.8%   |

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

|   | Benefits provided by primary job                        |         |  |         |                     |         |
|---|---|---------|--|---------|---------------------|---------|
|   | Education/<br>professional<br>development<br>assistance |         | Professional<br>association<br>memberships |         | Adoption assistance |         |
|   | Cases   | Percent | Cases                                      | Percent | Cases               | Percent |
| Federal Government  |   |         | 1  | 50.0%   |                     |         |
| Other Government  | 1   | 33.3%   |  |         |                     |         |
| Academic-Subj Dept  |   |         | 1  | 100.0%  |                     |         |
| Academic-General Campus                                   |   |         |  |         |                     |         |
| Finance & Insurance;<br>Accounting                        | 1   | 25.0%   | 2  | 50.0%   |                     |         |
| Information Services &<br>Publishing                      | 2   | 100.0%  | 2  | 100.0%  |                     |         |
| Manufacturing and Agriculture                             | 4   | 80.0%   | 3  | 60.0%   |                     |         |
| Professional Services                                     | 3   | 50.0%   | 3  | 50.0%   |                     |         |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade | 1   | 50.0%   | 1  | 50.0%   |                     |         |
| Other   | 1   | 100.0%  | 1  | 100.0%  |                     |         |
| Total   | 13  | 48.1%   | 14   | 51.9%   |                     |         |

**Table 24 - 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  | 1  | 50.0%   |       |         | 1              | 50.0%   |
| Other Government  | 3  | 75.0%   |       |         | 1              | 25.0%   |
| Academic-Subj Dept  | 1  | 100.0%  |       |         |                |         |
| Academic-General Campus                                   |  |         | 1     | 100.0%  |                |         |
| Finance & Insurance;<br>Accounting                        | 2  | 50.0%   | 1     | 25.0%   | 1              | 25.0%   |
| Information Services &<br>Publishing                      | 2  | 66.7%   |       |         | 1              | 33.3%   |
| Manufacturing and Agriculture                             | 2  | 40.0%   | 1     | 20.0%   | 2              | 40.0%   |
| Professional Services                                     | 2  | 28.6%   |       |         | 5              | 71.4%   |
| Utilities; Transportation;<br>Broadcasting; Movies; Trade | 1  | 50.0%   |       |         | 1              | 50.0%   |
| Other   | 1  | 100.0%  |       |         |                |         |
| Total   | 15   | 50.0%   | 3     | 10.0%   | 12             | 40.0%   |

**Table 25 - 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   | 50.0% | 1  | 100.0%        |
| Other Government                                       | 3   | 41.3% | 3  | 100.0%        |
| Academic-Subj Dept                                     | 1   | 90.0% | 1  | 100.0%        |
| Finance & Insurance; Accounting                        | 1   | .0%   | 1  | 100.0%        |
| Information Services & Publishing                      | 2   | 16.5% | 2  | 100.0%        |
| Manufacturing and Agriculture                          | 2   | 12.5% | 2  | 100.0%        |
| Professional Services                                  | 2   | 2.9%  | 2  | 100.0%        |
| Utilities; Transportation; Broadcasting; Movies; Trade | 1   | 50.0% | 1  | 100.0%        |
| Total  | 13  | 29.1% | 13   | 100.0%        |

**Table 26 - 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  | The same   |               |
|  |   |       | Count  | Count Percent |
| Other Government                                       | 1   | 50.0% | 1  | 100.0%        |
| Finance & Insurance; Accounting                        | 1   | .0%   | 1  | 100.0%        |
| Information Services & Publishing                      | 1   | .0%   | 1  | 100.0%        |
| Manufacturing and Agriculture                          | 1   | .0%   | 2  | 100.0%        |
| Professional Services                                  | 2   | .0%   | 2  | 100.0%        |
| Utilities; Transportation; Broadcasting; Movies; Trade | 1   | .0%   | 1  | 100.0%        |
| Total  | 7   | 7.1%  | 8  | 100.0%        |

**Table 27 - 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 2008? |         |  |         |
|--|---|---------|--|---------|
|  | 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 |
| Federal Government                                     |   |         | 1  | 100.0%  |
| Other Government                                       | 1   | 33.3%   | 2  | 66.7%   |
| Finance & Insurance; Accounting                        |   |         | 1  | 100.0%  |
| Information Services & Publishing                      |   |         | 1  | 100.0%  |
| Manufacturing and Agriculture                          | 1   | 50.0%   | 1  | 50.0%   |
| Professional Services                                  |   |         | 2  | 100.0%  |
| Utilities; Transportation; Broadcasting; Movies; Trade |   |         | 1  | 100.0%  |
| Total  | 2   | 18.2%   | 9  | 81.8%   |

**Table 28 - Salary Distribution by Employed/Self-Employed Status**

Europe\*\*\*

|                   | 10th Percentile | First Quartile 25% | Median 50% | Third Quartile 75% | 90th Percentile | Number | Mean   | Mean Percent Change |
|-------------------|-----------------|--------------------|------------|--------------------|-----------------|--------|--------|---------------------|
| Not Self-employed | 41,400          | 48,280             | 62,000     | 84,500             | 100,000         | 21     | 66,696 | 8.0%                |
| All Respondents   | 40,700          | 49,140             | 61,500     | 81,000             | 100,000         | 26     | 64,986 | 7.0%                |

**Table 29 - Salary Distribution by Contract Basis at Primary Job**

Europe\*\*\*

|                               | 10th Percentile | First Quartile 25% | Median 50% | Third Quartile 75% | 90th Percentile | Number | Mean   | Mean Percent Change |
|-------------------------------|-----------------|--------------------|------------|--------------------|-----------------|--------|--------|---------------------|
| Work on Contract Basis        | 35,120          | 44,500             | 52,000     | 82,000             | 104,800         | 13     | 61,754 | 7.4%                |
| Do Not Work on Contract Basis | 47,592          | 60,500             | 71,000     | 83,052             | 96,400          | 12     | 70,569 | 7.2%                |
| All Respondents               | 40,700          | 49,140             | 61,500     | 81,000             | 100,000         | 26     | 64,986 | 7.0%                |

**Table 30 - Salary Distribution by Number of Part-time Jobs Held**

Europe\*\*\*

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**Table 31 - Salary Distribution by Number of Part-time Hours Worked per Week**

Europe\*\*\*

.

## Table 32 - Salary Distribution by Reasons for Working Part-time

Europe\*\*\*

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# Appendix A

## Salary Survey Instrument





# SLA 2008 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, 2008**, EITHER ONLINE, BY FAX +1.240.268.1267, OR BY MAIL DIRECTLY TO ASSOCIATION RESEARCH, INC., 15200 SHADY GROVE RD., SUITE 306, 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/SLASalary08](http://www.ari-surveys.com/run/SLASalary08)**.

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, 2008?**

- 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 Q12**
- 4. Not employed and not seeking employment.....  **SKIP TO Q40**
- 5. Retired.....  **SKIP TO Q40**
- 6. Student.....  **SKIP TO Q40**

**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, 2007, and April 1, 2008?**

- Yes       No      (If "No," please SKIP to Q14b)

**13. How many months between April 1, 2007, and April 1, 2008, 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, please skip to Q40. 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, 2008, 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.**

- |   |   |  |                                |
|---|---|--|--------------------------------|
| <input type="checkbox"/> U.S. Dollars       | <input type="checkbox"/> Canadian Dollars   | <input type="checkbox"/> Pounds Sterling | <input type="checkbox"/> 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<br>Well<br>1 | Well<br>2 | Neutral<br>3 | Not Very<br>Well<br>4 | Not Very<br>Well At All<br>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)**

- |  |   |
|--|---|
| <input type="checkbox"/> 1. Information professional                 | <input type="checkbox"/> 4. Special librarian     |
| <input type="checkbox"/> 2. Supplier/vendor information professional | <input type="checkbox"/> 5. Other (SPECIFY) _____ |
| <input type="checkbox"/> 3. Librarian                                |   |

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 AND 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, 2008: 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, 2007, and April 1, 2008? 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, 2008, as you did on April 1, 2007?

- Yes       No

34. By what percentage did your salary/earnings increase or decrease between April 1, 2007, and April 1, 2008? 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 (SKIP TO Q40)     Not applicable (SKIP TO Q40)

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 2008? (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

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## SLA SALARY SURVEY REPORT

40. Have you ever purchased an SLA Salary Survey and Workplace Study?  Yes     No

41. Did you purchase a copy of the 2007 SLA Salary Survey and Workplace Study?  Yes     No

42. If yes, did you buy the printed version or the PDF?  Print     PDF

43. If you did not purchase a copy last year, why not? (CHECK ALL THAT APPLY)

- a. Too expensive
- b. Too much data
- c. Data not relevant to me
- d. Not familiar with the report
- e. Other (SPECIFY) \_\_\_\_\_

44. The SLA Salary Survey and Workplace Study costs \$60 for SLA members. Would you buy groups of tables in PDF format at a reduced price?  Yes     No

45. If yes, how much would you be willing to pay for a group of tables? (CHECK ONLY ONE)

1. Less than \$10     3. \$20-\$29
2. \$10-\$19     4. \$30-\$39

46. Are you aware of the SLA Salary Calculator that is made available, at no extra cost, to purchasers of the SLA Salary Survey and Workplace Study?  Yes  No
47. Would you be interested in purchasing time-limited access to the Salary Calculator at a reduced price?  Yes  No
48. If yes, how much would you be willing to pay for such access? (CHECK ONLY ONE)
- |  |  |
|--|--|
| <input type="checkbox"/> 1. Less than \$10 | <input type="checkbox"/> 4. \$30-\$39    |
| <input type="checkbox"/> 2. \$10-\$19      | <input type="checkbox"/> 5. \$40 or more |
| <input type="checkbox"/> 3. \$20-\$29      |  |

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**THANK YOU VERY MUCH FOR COMPLETING THIS SURVEY.**  
**PLEASE FAX YOUR QUESTIONNAIRE NO LATER THAN April 30, 2008 TO +1.240.268.1267**

*or mail to:*  
**ASSOCIATION RESEARCH, INC.**  
**15200 SHADY GROVE RD., SUITE 306**  
**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/SLASalary08](http://www.ari-surveys.com/run/SLASalary08).

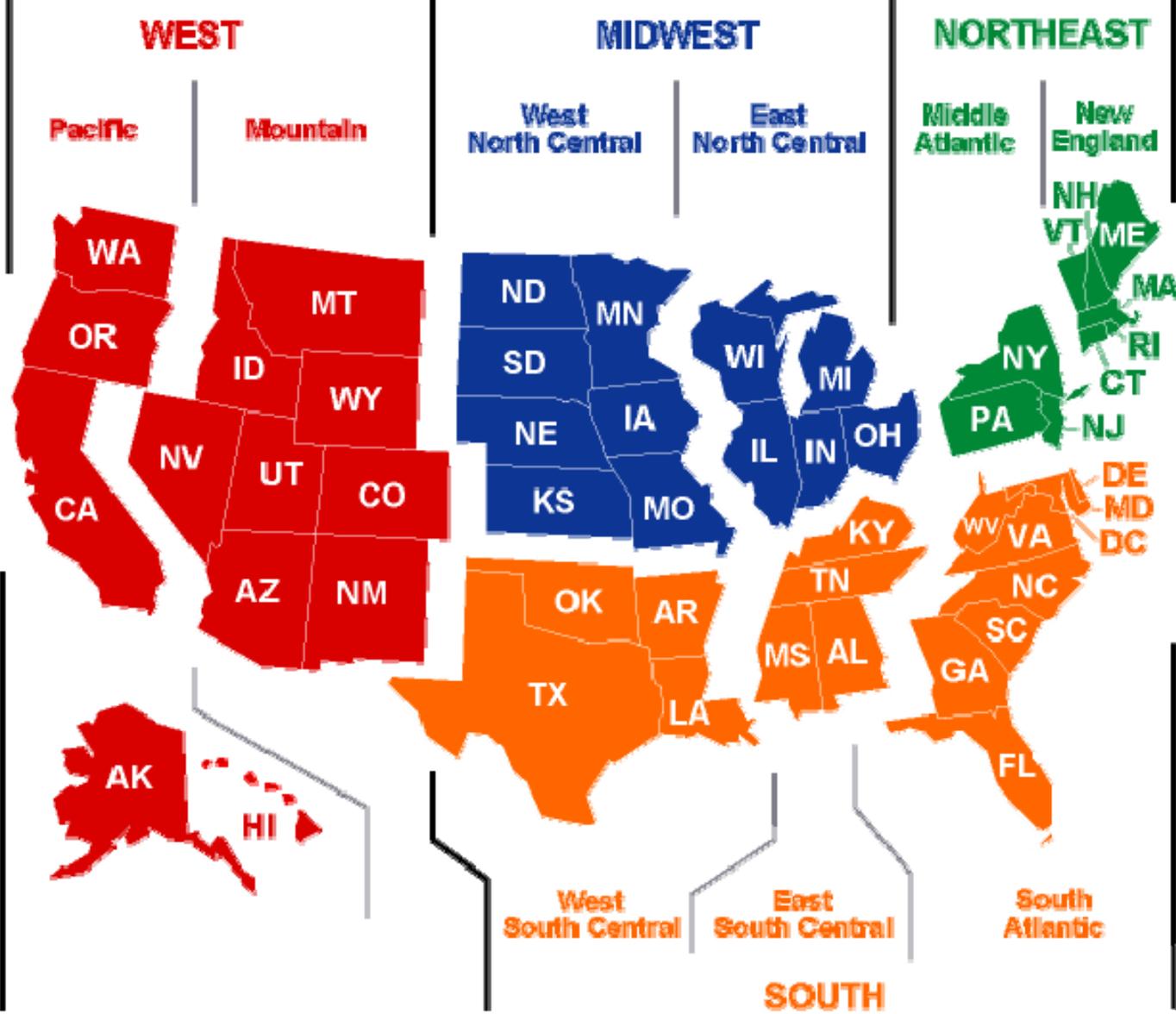


# Appendix B

## **Census Maps of Canada and the United States**







# **SLA ANNUAL WORKPLACE STUDY 2008**





# WORKPLACE STUDY EXECUTIVE SUMMARY

## Methodology

To supplement SLA's long-running and successful annual salary survey of U.S. and Canadian members, SLA created a supplemental survey in 2005 directed to Human Resources (HR) professionals. The new survey generated additional information on benefits, trends in hiring and expenditures, and changes in job descriptions and competencies. Association Research, Inc. (ARI) created an online questionnaire on a secure Web site. SLA Europe members did not receive 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.

For 2008, 339 HR professionals responded to the survey, compared to 353 in 2007. 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

While only 16.3% of all respondents were in the Northeast, nearly identical shares, about 23%, came from the other three census regions. Another 13.3% (45) were headquartered in Canada.

One-third of respondents worked at companies with 2,000 or more employees, with the average for all respondents being 5,639. While the average number of employees dropped from just over 8,000 in 2007, the distribution of respondents by size was about the same in 2008.

Two out of five employers were for-profit, and nearly a quarter were academic institutions. Not-for-profit was next (20.1%), followed by government (13.1%), and then public libraries (3.5%).

Respondents reported an average of 43.4 information professionals in 2008, at all company locations, higher than 2007 but a similar level to the 42.2 reported in 2006. Smaller companies, with fewer than 100 employees, reported an average of 11.0 employees compared with 84.0 for companies with 2,000 or more employees. At their own work location, the average number of information professionals reported was 15.8 and the average number of paraprofessionals was 29.3, considerably higher than 2006 or 2007. There was a notable increase in the average number of professional and paraprofessionals reported by public libraries, but this was based on only five respondents.

For half of all respondents (50.7%), the library/information center reports to the Executive Office, referring to CEO/CIO/COO/CKO/Dean or VP. This is unchanged from 2007 survey. Of the 13.2% of companies that changed their reporting structure over the past two years, the largest proportion report to the Executive Office.

Three-quarters of the respondents use the services of the librarian/information center or information professional's service in 2008, a little lower than the level reported the previous two years. Nearly all respondents (97.3%) rated the center's services as "very high or high," similar

to 2007. Two-thirds of those participating rated the center's services as "very high," a little lower than last year but on par with 2006.

## Trends

The proportion of responding companies that outsource information functions increased in 2008. In 2008, the percentage was 21.8%, compared with 18.8% in 2007. A quarter of the organizations that have outsourced reported a reduction in library/information center staff, a little higher than 2007. Larger companies were significantly more likely to outsource and reduce library/information center staff. For companies with 2,000 or more employees, 27.3% have outsourced and 14.5% are considering it. The total, 41.8%, compares with only 18.8% in 2007. Of the larger companies that had outsourced, 41.2% reported a staff reduction, also much higher than reported the previous year.

During 2009, 45.4% of all respondents expect their library/information center budget to increase. Just over half (52.7%) of all respondents expect an increase in the size of their organization's staff in 2009, but only one-fifth (19.4%) anticipated an increase in their library/information center staff. Small companies (fewer than 100 employees) were decidedly more optimistic about staff and budget prospects for 2009.

Job descriptions or skill sets required for information professionals have changed at 74.1% of the responding organizations over the past five years. Over 70% of those reporting a change identified three skills sets as "very important" or "important": *knowledge management* (77.9%), *Web content management* (75.9%), and *database management* (70.8%).

The importance of formal professional education (e.g., MLS), in contrast to professional work experience, was rated at the same high level as in 2007. The MLS was rated "very important" (39.2%) or "important" (45.0%) by 84.2% of those responding in 2008. More than four out of five respondents (84.0%) 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, 31.0% of all respondents said all their staff did, and 64.6% said some of their staff did. The skills sets most often missing for applicants for library/information center positions were industry experience (57.4%), competencies (39.7%), and years of experience (35.5%).

Seven out of 10 companies use the Internet for advertising for library/information staff. Also, 56.0% used industry discussion lists, and 54.1% (significantly higher than 2007) used job boards. The local newspaper was used by 35.8% of respondents, a big drop from 2007. Association publications held steady at 42.1%.

Nearly two-thirds of those participating were familiar with the SLA Annual Salary Survey, about the same level as 2007. Of those familiar, 57.7% indicated that they use the SLA Annual Survey, over 10 percentage points lower than 2007.

## Remuneration Information

The fiscal year salary review was practiced by 40.1% of all responding companies in 2008, up from 34.9% in 2007. Calendar year salary reviews fell from 35.9% to 28.7% while anniversary fell a little to 14.0% from 17.4%.

Overall, pay increases at all locations averaged 3.6% as a percentage of base pay in 2007 and were expected to rise by 3.5% during 2008. Pay increases at library/information centers averaged 3.6% in 2007 and were expected to equal 3.5% in 2008.

Fringe benefits averaged 24.5% of salary for all employees, ranging from 32.0% at public libraries to 21.9% at for-profit companies.



# Appendix C

## Statistical Tables



## Background

|                                   |                             | Total            |       |
|-----------------------------------|-----------------------------|------------------|-------|
|                                   |                             | Count<br>Percent | Count |
| All Respondents                   |                             | 100.0%           | 339   |
| Census Region                     | Northeast                   | 16.3%            | 55    |
|                                   | South                       | 23.7%            | 80    |
|                                   | North Central               | 23.1%            | 78    |
|                                   | West                        | 23.7%            | 80    |
|                                   | Canada                      | 13.3%            | 45    |
| Number of<br>Company<br>Employees | Fewer than 100              | 14.4%            | 45    |
|                                   | 100 - 499                   | 29.5%            | 92    |
|                                   | 500 - 1,999                 | 23.4%            | 73    |
|                                   | 2,000 or more               | 32.7%            | 102   |
| Line of Business                  | Government                  | 13.1%            | 41    |
|                                   | Public Library              | 3.5%             | 11    |
|                                   | Academic Institution        | 23.6%            | 74    |
|                                   | For-profit                  | 39.8%            | 125   |
|                                   | Not-for-profit Organization | 20.1%            | 63    |

## Q1 In what state/province do you work?

|  |                  | Total            |       |
|--|------------------|------------------|-------|
|  |                  | Count<br>Percent | Count |
| All Respondents  |                  | 100.0%           | 339   |
| In what state or province is your company headquartered? | Alabama          | 1.8%             | 6     |
|  | Alaska           | 1.2%             | 4     |
|  | Arizona          | 2.1%             | 7     |
|  | California       | 13.0%            | 44    |
|  | Colorado         | 1.5%             | 5     |
|  | Connecticut      | .3%              | 1     |
|  | Dist of Columbia | 4.7%             | 16    |
|  | Florida          | 1.8%             | 6     |
|  | Georgia          | 1.8%             | 6     |
|  | Illinois         | 6.2%             | 21    |
|  | Indiana          | 1.2%             | 4     |
|  | Iowa             | .6%              | 2     |
|  | Kansas           | .9%              | 3     |
|  | Kentucky         | .9%              | 3     |
|  | Louisiana        | .6%              | 2     |
|  | Maine            | .3%              | 1     |
|  | Maryland         | 2.9%             | 10    |
|  | Massachusetts    | 5.0%             | 17    |
|  | Michigan         | 2.4%             | 8     |
|  | Minnesota        | 2.9%             | 10    |
|  | Missouri         | 1.5%             | 5     |
|  | Montana          | .6%              | 2     |
|  | New Jersey       | 1.5%             | 5     |
|  | New York         | 5.0%             | 17    |
|  | North Carolina   | 1.8%             | 6     |
|  | North Dakota     | .3%              | 1     |
|  | Ohio             | 6.2%             | 21    |
|  | Oklahoma         | .6%              | 2     |
|  | Oregon           | 1.5%             | 5     |
|  | Pennsylvania     | 3.8%             | 13    |
|  | Rhode Island     | .3%              | 1     |
|  | South Carolina   | .3%              | 1     |
|  | Tennessee        | 2.1%             | 7     |
|  | Texas            | 2.4%             | 8     |
|  | Utah             | .3%              | 1     |
|  | Virginia         | 1.8%             | 6     |
|  | Washington       | 3.5%             | 12    |
|  | Wisconsin        | .9%              | 3     |
|  | Puerto Rico      | .3%              | 1     |
|  | Alberta          | 2.9%             | 10    |
| British Columbia   | 2.7%             | 9                |       |
| Manitoba   | .9%              | 3                |       |
| New Brunswick  | .3%              | 1                |       |
| Nova Scotia  | .3%              | 1                |       |
| Ontario  | 5.3%             | 18               |       |
| Quebec   | .3%              | 1                |       |
| Yukon  | .6%              | 2                |       |

**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             |                             | 5,639.1  | 312   |
| Census Region               | Northeast                   | 9,335.1  | 54    |
|                             | South                       | 4,099.2  | 75    |
|                             | North Central               | 7,374.3  | 75    |
|                             | West                        | 3,249.5  | 69    |
|                             | Canada                      | 4,173.4  | 38    |
| Number of Company Employees | Fewer than 100              | 37.0   | 45    |
|                             | 100 - 499                   | 274.0  | 92    |
|                             | 500 - 1,999                 | 974.1  | 73    |
|                             | 2,000 or more               | 16,288.4   | 102   |
| Line of Business            | Government                  | 3,967.3  | 40    |
|                             | Public Library              | 1,288.8  | 11    |
|                             | Academic Institution        | 3,459.0  | 71    |
|                             | For-profit                  | 10,156.3   | 121   |
|                             | Not-for-profit Organization | 1,580.6  | 63    |

**Line of Business**

|                             |                | Line of Business |                |                      |            |                             | Total |
|-----------------------------|----------------|------------------|----------------|----------------------|------------|-----------------------------|-------|
|                             |                | Government       | Public Library | Academic Institution | For-profit | Not-for-profit Organization | Count |
| All Respondents             |                | 13.1%            | 3.5%           | 23.6%                | 39.8%      | 20.1%                       | 314   |
| Census Region               | Northeast      | 3.7%             | 1.9%           | 25.9%                | 59.3%      | 9.3%                        | 54    |
|                             | South          | 18.7%            | 1.3%           | 29.3%                | 26.7%      | 24.0%                       | 75    |
|                             | North Central  | 9.2%             | 2.6%           | 18.4%                | 42.1%      | 27.6%                       | 76    |
|                             | West           | 11.6%            | 10.1%          | 20.3%                | 39.1%      | 18.8%                       | 69    |
|                             | Canada         | 25.6%            | .0%            | 23.1%                | 35.9%      | 15.4%                       | 39    |
| Number of Company Employees | Fewer than 100 | 20.5%            | 4.5%           | 27.3%                | 9.1%       | 38.6%                       | 44    |
|                             | 100 - 499      | 11.2%            | 3.4%           | 27.0%                | 34.8%      | 23.6%                       | 89    |
|                             | 500 - 1,999    | 12.5%            | 5.6%           | 18.1%                | 48.6%      | 15.3%                       | 72    |
|                             | 2,000 or more  | 11.9%            | 2.0%           | 21.8%                | 50.5%      | 13.9%                       | 101   |

**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             |                             | 43.4   | 202   |
| Census Region               | Northeast                   | 115.7  | 32    |
|                             | South                       | 16.7   | 45    |
|                             | North Central               | 31.9   | 56    |
|                             | West                        | 45.6   | 45    |
|                             | Canada                      | 17.7   | 23    |
| Number of Company Employees | Fewer than 100              | 11.0   | 29    |
|                             | 100 - 499                   | 23.7   | 57    |
|                             | 500 - 1,999                 | 31.8   | 49    |
|                             | 2,000 or more               | 84.0   | 65    |
| Line of Business            | Government                  | 32.0   | 28    |
|                             | Public Library              | 208.0  | 5     |
|                             | Academic Institution        | 79.6   | 37    |
|                             | For-profit                  | 32.2   | 89    |
|                             | Not-for-profit Organization | 25.0   | 40    |

**Q5a How many information professionals work in your library/information center?**

|                             |                             | Information professionals |       |
|-----------------------------|-----------------------------|---------------------------|-------|
|                             |                             | Average                   | Count |
| All Respondents             |                             | 15.8                      | 210   |
| Census Region               | Northeast                   | 25.3                      | 35    |
|                             | South                       | 8.6                       | 47    |
|                             | North Central               | 8.1                       | 57    |
|                             | West                        | 28.6                      | 45    |
|                             | Canada                      | 10.6                      | 25    |
| Number of Company Employees | Fewer than 100              | 6.6                       | 32    |
|                             | 100 - 499                   | 14.4                      | 60    |
|                             | 500 - 1,999                 | 14.4                      | 50    |
|                             | 2,000 or more               | 22.7                      | 66    |
| Line of Business            | Government                  | 9.8                       | 28    |
|                             | Public Library              | 199.8                     | 5     |
|                             | Academic Institution        | 31.5                      | 37    |
|                             | For-profit                  | 7.6                       | 93    |
|                             | Not-for-profit Organization | 3.7                       | 44    |

**Q5b How many paraprofessionals work in your library/information center?**

|                             |                             | Paraprofessionals |       |
|-----------------------------|-----------------------------|-------------------|-------|
|                             |                             | Average           | Count |
| All Respondents             |                             | 29.3              | 210   |
| Census Region               | Northeast                   | 56.2              | 35    |
|                             | South                       | 10.9              | 47    |
|                             | North Central               | 5.2               | 57    |
|                             | West                        | 47.2              | 45    |
|                             | Canada                      | 49.6              | 25    |
| Number of Company Employees | Fewer than 100              | 6.9               | 32    |
|                             | 100 - 499                   | 34.1              | 60    |
|                             | 500 - 1,999                 | 14.9              | 50    |
|                             | 2,000 or more               | 47.0              | 66    |
| Line of Business            | Government                  | 7.5               | 28    |
|                             | Public Library              | 612.0             | 5     |
|                             | Academic Institution        | 67.6              | 37    |
|                             | For-profit                  | 2.4               | 93    |
|                             | Not-for-profit Organization | 3.5               | 44    |

**Q5c How many employees work in your library/information center?**

|                             |                             | TOTAL   |       |
|-----------------------------|-----------------------------|---------|-------|
|                             |                             | Average | Count |
| All Respondents             |                             | 45.1    | 210   |
| Census Region               | Northeast                   | 81.5    | 35    |
|                             | South                       | 19.5    | 47    |
|                             | North Central               | 13.3    | 57    |
|                             | West                        | 75.8    | 45    |
|                             | Canada                      | 60.3    | 25    |
| Number of Company Employees | Fewer than 100              | 13.5    | 32    |
|                             | 100 - 499                   | 48.5    | 60    |
|                             | 500 - 1,999                 | 29.2    | 50    |
|                             | 2,000 or more               | 69.7    | 66    |
| Line of Business            | Government                  | 17.3    | 28    |
|                             | Public Library              | 811.8   | 5     |
|                             | Academic Institution        | 99.0    | 37    |
|                             | For-profit                  | 10.0    | 93    |
|                             | Not-for-profit Organization | 7.2     | 44    |

**Q6a By what percent has the number of Full-time library/information center employees changed in 2007?**

|                             |                             | By what percent has the number of full-time library/information center employees changed in 2007? |       |
|-----------------------------|-----------------------------|---|-------|
|                             |                             | Average   | Count |
| All Respondents             |                             | 1.8%  | 206   |
| Census Region               | Northeast                   | -3.6%   | 36    |
|                             | South                       | 5.1%  | 46    |
|                             | North Central               | -.4%  | 56    |
|                             | West                        | 6.3%  | 43    |
|                             | Canada                      | .8%   | 24    |
| Number of Company Employees | Fewer than 100              | 4.4%  | 32    |
|                             | 100 - 499                   | 5.8%  | 58    |
|                             | 500 - 1,999                 | -4.0%   | 50    |
|                             | 2,000 or more               | 1.4%  | 65    |
| Line of Business            | Government                  | -2.2%   | 28    |
|                             | Public Library              | 3.0%  | 5     |
|                             | Academic Institution        | 7.7%  | 34    |
|                             | For-profit                  | 2.3%  | 93    |
|                             | Not-for-profit Organization | -1.6%   | 43    |

**Q6b By what percent has the number of Part-time library/information center employees changed in 2007?**

|                             |                             | By what percent has the number of part-time library/information center employees changed in 2007? |       |
|-----------------------------|-----------------------------|---|-------|
|                             |                             | Average   | Count |
| All Respondents             |                             | 1.2%  | 147   |
| Census Region               | Northeast                   | -2.2%   | 23    |
|                             | South                       | 5.3%  | 38    |
|                             | North Central               | -.6%  | 39    |
|                             | West                        | .1%   | 30    |
|                             | Canada                      | 2.9%  | 17    |
| Number of Company Employees | Fewer than 100              | 13.6%   | 22    |
|                             | 100 - 499                   | -3.4%   | 43    |
|                             | 500 - 1,999                 | 4.8%  | 33    |
|                             | 2,000 or more               | -2.9%   | 48    |
| Line of Business            | Government                  | -2.0%   | 22    |
|                             | Public Library              | 5.0%  | 5     |
|                             | Academic Institution        | 14.6%   | 27    |
|                             | For-profit                  | -1.7%   | 59    |
|                             | Not-for-profit Organization | -2.9%   | 33    |

**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/Member-ship | Other | Count |
| All Respondents             |                             | 50.7%   | 2.7%    | 19.2%    | 6.4%     | 5.9%                  | 15.1% | 219   |
| Census Region               | Northeast                   | 47.4%   | 7.9%    | 18.4%    | 7.9%     | 2.6%                  | 15.8% | 38    |
|                             | South                       | 54.2%   | 2.1%    | 20.8%    | 6.3%     | 8.3%                  | 8.3%  | 48    |
|                             | North Central               | 53.4%   | .0%     | 19.0%    | 5.2%     | 6.9%                  | 15.5% | 58    |
|                             | West                        | 55.1%   | 2.0%    | 16.3%    | 6.1%     | .0%                   | 20.4% | 49    |
|                             | Canada                      | 36.0%   | 4.0%    | 24.0%    | 8.0%     | 16.0%                 | 12.0% | 25    |
| Number of Company Employees | Fewer than 100              | 60.6%   | .0%     | 12.1%    | 3.0%     | 6.1%                  | 18.2% | 33    |
|                             | 100 - 499                   | 48.3%   | 5.0%    | 18.3%    | 10.0%    | 6.7%                  | 11.7% | 60    |
|                             | 500 - 1,999                 | 59.6%   | 1.9%    | 15.4%    | 5.8%     | 1.9%                  | 15.4% | 52    |
|                             | 2,000 or more               | 41.7%   | 2.8%    | 26.4%    | 5.6%     | 6.9%                  | 16.7% | 72    |
| Line of Business            | Government                  | 27.6%   | 3.4%    | 31.0%    | .0%      | 3.4%                  | 34.5% | 29    |
|                             | Public Library              | 60.0%   | .0%     | .0%      | .0%      | .0%                   | 40.0% | 5     |
|                             | Academic Institution        | 92.1%   | .0%     | 2.6%     | .0%      | .0%                   | 5.3%  | 38    |
|                             | For-profit                  | 48.5%   | 5.1%    | 25.3%    | 10.1%    | 6.1%                  | 5.1%  | 99    |
|                             | Not-for-profit Organization | 33.3%   | .0%     | 15.6%    | 6.7%     | 13.3%                 | 31.1% | 45    |

**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             |                             | 13.2%  | 86.8% | 197   |
| Census Region               | Northeast                   | 11.8%  | 88.2% | 34    |
|                             | South                       | 21.4%  | 78.6% | 42    |
|                             | North Central               | 9.6%   | 90.4% | 52    |
|                             | West                        | 11.1%  | 88.9% | 45    |
|                             | Canada                      | 12.5%  | 87.5% | 24    |
| Number of Company Employees | Fewer than 100              | 13.8%  | 86.2% | 29    |
|                             | 100 - 499                   | 7.1%   | 92.9% | 56    |
|                             | 500 - 1,999                 | 14.6%  | 85.4% | 48    |
|                             | 2,000 or more               | 17.7%  | 82.3% | 62    |
| Line of Business            | Government                  | 12.0%  | 88.0% | 25    |
|                             | Public Library              | 40.0%  | 60.0% | 5     |
|                             | Academic Institution        | 3.2%   | 96.8% | 31    |
|                             | For-profit                  | 14.4%  | 85.6% | 90    |
|                             | Not-for-profit Organization | 16.3%  | 83.7% | 43    |

**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)                                   | Finance | Research | HR/Admin | Other  | Count |
| All Respondents             |                             | 38.5%   | 11.5%   | 19.2%    | 7.7%     | 23.1%  | 26    |
| Census Region               | Northeast                   | 50.0%   | .0%     | 50.0%    | .0%      | .0%    | 4     |
|                             | South                       | 44.4%   | 22.2%   | .0%      | 11.1%    | 22.2%  | 9     |
|                             | North Central               | 20.0%   | .0%     | 40.0%    | .0%      | 40.0%  | 5     |
|                             | West                        | 60.0%   | .0%     | .0%      | .0%      | 40.0%  | 5     |
|                             | Canada                      | .0%   | 33.3%   | 33.3%    | 33.3%    | .0%    | 3     |
| Number of Company Employees | Fewer than 100              | .0%   | 75.0%   | .0%      | 25.0%    | .0%    | 4     |
|                             | 100 - 499                   | 75.0%   | .0%     | .0%      | .0%      | 25.0%  | 4     |
|                             | 500 - 1,999                 | 42.9%   | .0%     | 14.3%    | 14.3%    | 28.6%  | 7     |
|                             | 2,000 or more               | 36.4%   | .0%     | 36.4%    | .0%      | 27.3%  | 11    |
| Line of Business            | Government                  | .0%   | .0%     | .0%      | 33.3%    | 66.7%  | 3     |
|                             | Public Library              | 50.0%   | .0%     | .0%      | .0%      | 50.0%  | 2     |
|                             | Academic Institution        | .0%   | .0%     | .0%      | .0%      | 100.0% | 1     |
|                             | For-profit                  | 46.2%   | .0%     | 38.5%    | 7.7%     | 7.7%   | 13    |
|                             | Not-for-profit Organization | 42.9%   | 42.9%   | .0%      | .0%      | 14.3%  | 7     |

**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             |                             | 75.0%   | 25.0% | 184   |
| Census Region               | Northeast                   | 70.0%   | 30.0% | 30    |
|                             | South                       | 76.9%   | 23.1% | 39    |
|                             | North Central               | 80.0%   | 20.0% | 50    |
|                             | West                        | 71.4%   | 28.6% | 42    |
|                             | Canada                      | 73.9%   | 26.1% | 23    |
| Number of Company Employees | Fewer than 100              | 85.2%   | 14.8% | 27    |
|                             | 100 - 499                   | 73.1%   | 26.9% | 52    |
|                             | 500 - 1,999                 | 67.4%   | 32.6% | 46    |
|                             | 2,000 or more               | 77.6%   | 22.4% | 58    |
| Line of Business            | Government                  | 78.3%   | 21.7% | 23    |
|                             | Public Library              | 66.7%   | 33.3% | 3     |
|                             | Academic Institution        | 85.7%   | 14.3% | 28    |
|                             | For-profit                  | 73.8%   | 26.2% | 84    |
|                             | Not-for-profit Organization | 67.4%   | 32.6% | 43    |

**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 | Not Valuable at All | Count |
| All Respondents             |                             | 67.4%  | 29.9%    | 1.4%    | 1.4%                | 144   |
| Census Region               | Northeast                   | 52.4%  | 42.9%    | .0%     | 4.8%                | 21    |
|                             | South                       | 83.3%  | 16.7%    | .0%     | .0%                 | 30    |
|                             | North Central               | 65.9%  | 34.1%    | .0%     | .0%                 | 41    |
|                             | West                        | 61.8%  | 32.4%    | 5.9%    | .0%                 | 34    |
|                             | Canada                      | 72.2%  | 22.2%    | .0%     | 5.6%                | 18    |
| Number of Company Employees | Fewer than 100              | 70.8%  | 20.8%    | 4.2%    | 4.2%                | 24    |
|                             | 100 - 499                   | 62.5%  | 35.0%    | .0%     | 2.5%                | 40    |
|                             | 500 - 1,999                 | 69.7%  | 27.3%    | 3.0%    | .0%                 | 33    |
|                             | 2,000 or more               | 66.7%  | 33.3%    | .0%     | .0%                 | 45    |
| Line of Business            | Government                  | 77.8%  | 16.7%    | .0%     | 5.6%                | 18    |
|                             | Public Library              | .0%  | 100.0%   | .0%     | .0%                 | 3     |
|                             | Academic Institution        | 56.0%  | 40.0%    | 4.0%    | .0%                 | 25    |
|                             | For-profit                  | 75.0%  | 25.0%    | .0%     | .0%                 | 64    |
|                             | Not-for-profit Organization | 64.5%  | 29.0%    | 3.2%    | 3.2%                | 31    |

**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             |                             | 38.0%  | 43.0% | 14.5%   | 3.9%          | .6%                  | 179   |
| Census Region               | Northeast                   | 7.4%   | 51.9% | 33.3%   | 7.4%          | .0%                  | 27    |
|                             | South                       | 47.4%  | 34.2% | 15.8%   | 2.6%          | .0%                  | 38    |
|                             | North Central               | 41.7%  | 50.0% | 6.3%    | 2.1%          | .0%                  | 48    |
|                             | West                        | 45.5%  | 40.9% | 9.1%    | 4.5%          | .0%                  | 44    |
|                             | Canada                      | 36.4%  | 36.4% | 18.2%   | 4.5%          | 4.5%                 | 22    |
| Number of Company Employees | Fewer than 100              | 57.7%  | 30.8% | 7.7%    | .0%           | 3.8%                 | 26    |
|                             | 100 - 499                   | 35.3%  | 47.1% | 13.7%   | 3.9%          | .0%                  | 51    |
|                             | 500 - 1,999                 | 37.8%  | 42.2% | 15.6%   | 4.4%          | .0%                  | 45    |
|                             | 2,000 or more               | 30.9%  | 45.5% | 18.2%   | 5.5%          | .0%                  | 55    |
| Line of Business            | Government                  | 40.9%  | 45.5% | 13.6%   | .0%           | .0%                  | 22    |
|                             | Public Library              | 25.0%  | 75.0% | .0%     | .0%           | .0%                  | 4     |
|                             | Academic Institution        | 31.0%  | 37.9% | 27.6%   | 3.4%          | .0%                  | 29    |
|                             | For-profit                  | 33.8%  | 48.8% | 13.8%   | 3.8%          | .0%                  | 80    |
|                             | Not-for-profit Organization | 51.2%  | 29.3% | 9.8%    | 7.3%          | 2.4%                 | 41    |

**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             |                             | 15.1%   | 6.7%        | 78.2% | 179   |
| Census Region               | Northeast                   | 26.7%   | 6.7%        | 66.7% | 30    |
|                             | South                       | 7.7%  | 5.1%        | 87.2% | 39    |
|                             | North Central               | 14.9%   | 6.4%        | 78.7% | 47    |
|                             | West                        | 14.6%   | 7.3%        | 78.0% | 41    |
|                             | Canada                      | 13.6%   | 9.1%        | 77.3% | 22    |
| Number of Company Employees | Fewer than 100              | 8.0%  | .0%         | 92.0% | 25    |
|                             | 100 - 499                   | 7.7%  | 1.9%        | 90.4% | 52    |
|                             | 500 - 1,999                 | 11.1%   | 6.7%        | 82.2% | 45    |
|                             | 2,000 or more               | 27.3%   | 14.5%       | 58.2% | 55    |
| Line of Business            | Government                  | 18.2%   | .0%         | 81.8% | 22    |
|                             | Public Library              | 25.0%   | .0%         | 75.0% | 4     |
|                             | Academic Institution        | 17.2%   | 10.3%       | 72.4% | 29    |
|                             | For-profit                  | 18.8%   | 11.3%       | 70.0% | 80    |
|                             | Not-for-profit Organization | 4.9%  | .0%         | 95.1% | 41    |

**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             |                             | 25.0%  | 75.0%  | 40    |
| Census Region               | Northeast                   | 62.5%  | 37.5%  | 8     |
|                             | South                       | 14.3%  | 85.7%  | 7     |
|                             | North Central               | 9.1%   | 90.9%  | 11    |
|                             | West                        | 11.1%  | 88.9%  | 9     |
|                             | Canada                      | 40.0%  | 60.0%  | 5     |
| Number of Company Employees | Fewer than 100              | .0%  | 100.0% | 4     |
|                             | 100 - 499                   | .0%  | 100.0% | 10    |
|                             | 500 - 1,999                 | 25.0%  | 75.0%  | 8     |
|                             | 2,000 or more               | 41.2%  | 58.8%  | 17    |
| Line of Business            | Government                  | 20.0%  | 80.0%  | 5     |
|                             | Public Library              | .0%  | 100.0% | 1     |
|                             | Academic Institution        | 50.0%  | 50.0%  | 6     |
|                             | For-profit                  | 23.8%  | 76.2%  | 21    |
|                             | Not-for-profit Organization | 16.7%  | 83.3%  | 6     |

**Q15a Does your organization expect to increase budgets in 2009 within the Library/Information Center?**

|                             |                             | Does your organization expect to increase budgets in 2009 within the Library/Information Center? |       | Total |
|-----------------------------|-----------------------------|--|-------|-------|
|                             |                             | Yes  | No    | Count |
| All Respondents             |                             | 45.4%  | 54.6% | 174   |
| Census Region               | Northeast                   | 53.3%  | 46.7% | 30    |
|                             | South                       | 48.7%  | 51.3% | 39    |
|                             | North Central               | 42.2%  | 57.8% | 45    |
|                             | West                        | 48.8%  | 51.2% | 41    |
|                             | Canada                      | 26.3%  | 73.7% | 19    |
| Number of Company Employees | Fewer than 100              | 61.5%  | 38.5% | 26    |
|                             | 100 - 499                   | 44.9%  | 55.1% | 49    |
|                             | 500 - 1,999                 | 45.5%  | 54.5% | 44    |
|                             | 2,000 or more               | 37.7%  | 62.3% | 53    |
| Line of Business            | Government                  | 45.5%  | 54.5% | 22    |
|                             | Public Library              | 75.0%  | 25.0% | 4     |
|                             | Academic Institution        | 59.3%  | 40.7% | 27    |
|                             | For-profit                  | 46.2%  | 53.8% | 78    |
|                             | Not-for-profit Organization | 32.5%  | 67.5% | 40    |

**Q15b Does your organization expect to increase budgets in 2009 within the Organization?**

|                             |                             | Does your organization expect to increase budgets in 2009 within the Organization? |       | Total |
|-----------------------------|-----------------------------|--|-------|-------|
|                             |                             | Yes  | No    | Count |
| All Respondents             |                             | 52.7%  | 47.3% | 165   |
| Census Region               | Northeast                   | 51.7%  | 48.3% | 29    |
|                             | South                       | 53.8%  | 46.2% | 39    |
|                             | North Central               | 58.1%  | 41.9% | 43    |
|                             | West                        | 55.0%  | 45.0% | 40    |
|                             | Canada                      | 28.6%  | 71.4% | 14    |
| Number of Company Employees | Fewer than 100              | 65.2%  | 34.8% | 23    |
|                             | 100 - 499                   | 56.3%  | 43.8% | 48    |
|                             | 500 - 1,999                 | 58.1%  | 41.9% | 43    |
|                             | 2,000 or more               | 38.0%  | 62.0% | 50    |
| Line of Business            | Government                  | 60.0%  | 40.0% | 20    |
|                             | Public Library              | 75.0%  | 25.0% | 4     |
|                             | Academic Institution        | 59.3%  | 40.7% | 27    |
|                             | For-profit                  | 52.1%  | 47.9% | 73    |
|                             | Not-for-profit Organization | 43.6%  | 56.4% | 39    |

**Q16a Does your organization expect to increase staffing levels in 2009 within the Library/Information Center?**

|                             |                             | Does your organization expect to increase staffing levels in 2009 within the Library/Information Center? |       | Total |
|-----------------------------|-----------------------------|--|-------|-------|
|                             |                             | Yes  | No    | Count |
| All Respondents             |                             | 19.4%  | 80.6% | 175   |
| Census Region               | Northeast                   | 35.7%  | 64.3% | 28    |
|                             | South                       | 17.5%  | 82.5% | 40    |
|                             | North Central               | 6.7%   | 93.3% | 45    |
|                             | West                        | 26.8%  | 73.2% | 41    |
|                             | Canada                      | 14.3%  | 85.7% | 21    |
| Number of Company Employees | Fewer than 100              | 28.0%  | 72.0% | 25    |
|                             | 100 - 499                   | 17.6%  | 82.4% | 51    |
|                             | 500 - 1,999                 | 17.8%  | 82.2% | 45    |
|                             | 2,000 or more               | 18.9%  | 81.1% | 53    |
| Line of Business            | Government                  | 18.2%  | 81.8% | 22    |
|                             | Public Library              | 50.0%  | 50.0% | 4     |
|                             | Academic Institution        | 25.9%  | 74.1% | 27    |
|                             | For-profit                  | 23.1%  | 76.9% | 78    |
|                             | Not-for-profit Organization | 7.3%   | 92.7% | 41    |

**Q16b Does your organization expect to increase staffing levels in 2009 within the Organization?**

|                             |                             | Does your organization expect to increase staffing levels in 2009 within the Organization? |       | Total |
|-----------------------------|-----------------------------|--|-------|-------|
|                             |                             | Yes  | No    | Count |
| All Respondents             |                             | 51.5%  | 48.5% | 165   |
| Census Region               | Northeast                   | 48.1%  | 51.9% | 27    |
|                             | South                       | 41.0%  | 59.0% | 39    |
|                             | North Central               | 58.1%  | 41.9% | 43    |
|                             | West                        | 61.0%  | 39.0% | 41    |
|                             | Canada                      | 40.0%  | 60.0% | 15    |
| Number of Company Employees | Fewer than 100              | 45.5%  | 54.5% | 22    |
|                             | 100 - 499                   | 56.3%  | 43.8% | 48    |
|                             | 500 - 1,999                 | 61.4%  | 38.6% | 44    |
|                             | 2,000 or more               | 41.2%  | 58.8% | 51    |
| Line of Business            | Government                  | 50.0%  | 50.0% | 20    |
|                             | Public Library              | 50.0%  | 50.0% | 4     |
|                             | Academic Institution        | 48.1%  | 51.9% | 27    |
|                             | For-profit                  | 59.7%  | 40.3% | 72    |
|                             | Not-for-profit Organization | 42.5%  | 57.5% | 40    |

**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             |                             | 74.1%   | 25.9% | 166   |
| Census Region               | Northeast                   | 89.3%   | 10.7% | 28    |
|                             | South                       | 74.3%   | 25.7% | 35    |
|                             | North Central               | 72.7%   | 27.3% | 44    |
|                             | West                        | 77.5%   | 22.5% | 40    |
|                             | Canada                      | 47.4%   | 52.6% | 19    |
| Number of Company Employees | Fewer than 100              | 83.3%   | 16.7% | 24    |
|                             | 100 - 499                   | 68.1%   | 31.9% | 47    |
|                             | 500 - 1,999                 | 72.1%   | 27.9% | 43    |
|                             | 2,000 or more               | 76.9%   | 23.1% | 52    |
| Line of Business            | Government                  | 76.2%   | 23.8% | 21    |
|                             | Public Library              | 75.0%   | 25.0% | 4     |
|                             | Academic Institution        | 84.6%   | 15.4% | 26    |
|                             | For-profit                  | 75.3%   | 24.7% | 77    |
|                             | Not-for-profit Organization | 61.1%   | 38.9% | 36    |

**Q18 How important are the following new skill sets?**

|                          | Very Important | Important | Neutral | Not Important | Not Important at All | No Opinion |
|--------------------------|----------------|-----------|---------|---------------|----------------------|------------|
| Knowledge management     | 40.4%          | 37.5%     | 14.0%   | .7%           | 2.2%                 | 5.1%       |
| Competitive intelligence | 32.8%          | 31.4%     | 16.1%   | 4.4%          | 5.1%                 | 10.2%      |
| Records management       | 21.5%          | 30.4%     | 22.2%   | 8.9%          | 11.1%                | 5.9%       |
| Database management      | 35.0%          | 35.8%     | 17.5%   | 2.2%          | 5.1%                 | 4.4%       |
| Web content management   | 43.8%          | 32.1%     | 10.2%   | 1.5%          | 6.6%                 | 5.8%       |
| Web development          | 31.9%          | 30.4%     | 17.8%   | 5.2%          | 9.6%                 | 5.2%       |
| Taxonomy creation        | 12.5%          | 23.5%     | 28.7%   | 11.0%         | 6.6%                 | 17.6%      |
| Other                    | 40.0%          | 16.7%     | 3.3%    | .0%           | .0%                  | 40.0%      |

**Q18a How important is the knowledge management skill set?**

|                             |                             | Knowledge management |           |         |               |                      |            | Total |
|-----------------------------|-----------------------------|----------------------|-----------|---------|---------------|----------------------|------------|-------|
|                             |                             | Very Important       | Important | Neutral | Not Important | Not Important at All | No Opinion | Count |
| All Respondents             |                             | 40.4%                | 37.5%     | 14.0%   | .7%           | 2.2%                 | 5.1%       | 136   |
| Census Region               | Northeast                   | 35.7%                | 35.7%     | 25.0%   | .0%           | 3.6%                 | .0%        | 28    |
|                             | South                       | 43.3%                | 36.7%     | 6.7%    | .0%           | .0%                  | 13.3%      | 30    |
|                             | North Central               | 48.4%                | 35.5%     | 9.7%    | .0%           | 6.5%                 | .0%        | 31    |
|                             | West                        | 36.1%                | 44.4%     | 16.7%   | .0%           | .0%                  | 2.8%       | 36    |
|                             | Canada                      | 36.4%                | 27.3%     | 9.1%    | 9.1%          | .0%                  | 18.2%      | 11    |
| Number of Company Employees | Fewer than 100              | 57.9%                | 26.3%     | 10.5%   | .0%           | .0%                  | 5.3%       | 19    |
|                             | 100 - 499                   | 39.5%                | 39.5%     | 10.5%   | .0%           | 2.6%                 | 7.9%       | 38    |
|                             | 500 - 1,999                 | 38.9%                | 38.9%     | 13.9%   | .0%           | 5.6%                 | 2.8%       | 36    |
|                             | 2,000 or more               | 35.7%                | 38.1%     | 19.0%   | 2.4%          | .0%                  | 4.8%       | 42    |
| Line of Business            | Government                  | 47.1%                | 29.4%     | 17.6%   | .0%           | .0%                  | 5.9%       | 17    |
|                             | Public Library              | .0%                  | 66.7%     | 33.3%   | .0%           | .0%                  | .0%        | 3     |
|                             | Academic Institution        | 48.0%                | 28.0%     | 16.0%   | .0%           | 4.0%                 | 4.0%       | 25    |
|                             | For-profit                  | 35.9%                | 42.2%     | 14.1%   | .0%           | 3.1%                 | 4.7%       | 64    |
|                             | Not-for-profit Organization | 48.0%                | 32.0%     | 8.0%    | 4.0%          | .0%                  | 8.0%       | 25    |

**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             |                             | 32.8%                    | 31.4%     | 16.1%   | 4.4%          | 5.1%                 | 10.2%      | 137   |
| Census Region               | Northeast                   | 46.4%                    | 25.0%     | 14.3%   | 3.6%          | 7.1%                 | 3.6%       | 28    |
|                             | South                       | 16.7%                    | 36.7%     | 16.7%   | 3.3%          | 3.3%                 | 23.3%      | 30    |
|                             | North Central               | 39.4%                    | 27.3%     | 18.2%   | 3.0%          | 9.1%                 | 3.0%       | 33    |
|                             | West                        | 25.0%                    | 38.9%     | 19.4%   | 8.3%          | 2.8%                 | 5.6%       | 36    |
|                             | Canada                      | 50.0%                    | 20.0%     | .0%     | .0%           | .0%                  | 30.0%      | 10    |
| Number of Company Employees | Fewer than 100              | 31.6%                    | 31.6%     | 15.8%   | 5.3%          | .0%                  | 15.8%      | 19    |
|                             | 100 - 499                   | 34.2%                    | 28.9%     | 23.7%   | .0%           | .0%                  | 13.2%      | 38    |
|                             | 500 - 1,999                 | 33.3%                    | 33.3%     | 11.1%   | .0%           | 13.9%                | 8.3%       | 36    |
|                             | 2,000 or more               | 32.6%                    | 32.6%     | 14.0%   | 11.6%         | 2.3%                 | 7.0%       | 43    |
| Line of Business            | Government                  | 18.8%                    | 25.0%     | 6.3%    | 12.5%         | 12.5%                | 25.0%      | 16    |
|                             | Public Library              | .0%                      | 33.3%     | 33.3%   | 33.3%         | .0%                  | .0%        | 3     |
|                             | Academic Institution        | 20.0%                    | 28.0%     | 16.0%   | 8.0%          | 16.0%                | 12.0%      | 25    |
|                             | For-profit                  | 42.4%                    | 30.3%     | 16.7%   | 1.5%          | 1.5%                 | 7.6%       | 66    |
|                             | Not-for-profit Organization | 36.0%                    | 36.0%     | 20.0%   | .0%           | .0%                  | 8.0%       | 25    |

**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             |                             | 21.5%              | 30.4%     | 22.2%   | 8.9%          | 11.1%                | 5.9%       | 135   |
| Census Region               | Northeast                   | 17.9%              | 32.1%     | 21.4%   | 10.7%         | 17.9%                | .0%        | 28    |
|                             | South                       | 20.0%              | 30.0%     | 23.3%   | 10.0%         | 6.7%                 | 10.0%      | 30    |
|                             | North Central               | 29.0%              | 32.3%     | 22.6%   | 6.5%          | 3.2%                 | 6.5%       | 31    |
|                             | West                        | 20.0%              | 28.6%     | 25.7%   | 8.6%          | 14.3%                | 2.9%       | 35    |
|                             | Canada                      | 18.2%              | 27.3%     | 9.1%    | 9.1%          | 18.2%                | 18.2%      | 11    |
| Number of Company Employees | Fewer than 100              | 30.0%              | 30.0%     | 20.0%   | 10.0%         | .0%                  | 10.0%      | 20    |
|                             | 100 - 499                   | 28.9%              | 31.6%     | 21.1%   | .0%           | 10.5%                | 7.9%       | 38    |
|                             | 500 - 1,999                 | 17.6%              | 29.4%     | 20.6%   | 11.8%         | 14.7%                | 5.9%       | 34    |
|                             | 2,000 or more               | 14.3%              | 28.6%     | 26.2%   | 14.3%         | 14.3%                | 2.4%       | 42    |
| Line of Business            | Government                  | 23.5%              | 29.4%     | 23.5%   | 5.9%          | 5.9%                 | 11.8%      | 17    |
|                             | Public Library              | .0%                | .0%       | 66.7%   | 33.3%         | .0%                  | .0%        | 3     |
|                             | Academic Institution        | 25.0%              | 33.3%     | 25.0%   | 8.3%          | 4.2%                 | 4.2%       | 24    |
|                             | For-profit                  | 20.3%              | 28.1%     | 20.3%   | 7.8%          | 18.8%                | 4.7%       | 64    |
|                             | Not-for-profit Organization | 20.8%              | 33.3%     | 20.8%   | 12.5%         | 4.2%                 | 8.3%       | 24    |

**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             |                             | 35.0%               | 35.8%     | 17.5%   | 2.2%          | 5.1%                 | 4.4%       | 137   |
| Census Region               | Northeast                   | 46.4%               | 21.4%     | 21.4%   | 3.6%          | 7.1%                 | .0%        | 28    |
|                             | South                       | 37.9%               | 31.0%     | 17.2%   | 3.4%          | .0%                  | 10.3%      | 29    |
|                             | North Central               | 42.4%               | 39.4%     | 9.1%    | .0%           | 9.1%                 | .0%        | 33    |
|                             | West                        | 25.0%               | 47.2%     | 19.4%   | 2.8%          | 2.8%                 | 2.8%       | 36    |
|                             | Canada                      | 9.1%                | 36.4%     | 27.3%   | .0%           | 9.1%                 | 18.2%      | 11    |
| Number of Company Employees | Fewer than 100              | 60.0%               | 30.0%     | 5.0%    | .0%           | .0%                  | 5.0%       | 20    |
|                             | 100 - 499                   | 32.4%               | 32.4%     | 21.6%   | .0%           | 5.4%                 | 8.1%       | 37    |
|                             | 500 - 1,999                 | 29.7%               | 37.8%     | 21.6%   | 2.7%          | 5.4%                 | 2.7%       | 37    |
|                             | 2,000 or more               | 31.0%               | 38.1%     | 16.7%   | 4.8%          | 7.1%                 | 2.4%       | 42    |
| Line of Business            | Government                  | 41.2%               | 41.2%     | 11.8%   | 5.9%          | .0%                  | .0%        | 17    |
|                             | Public Library              | .0%                 | 33.3%     | 66.7%   | .0%           | .0%                  | .0%        | 3     |
|                             | Academic Institution        | 33.3%               | 50.0%     | 8.3%    | .0%           | 4.2%                 | 4.2%       | 24    |
|                             | For-profit                  | 29.2%               | 33.8%     | 21.5%   | 3.1%          | 7.7%                 | 4.6%       | 65    |
|                             | Not-for-profit Organization | 52.0%               | 24.0%     | 12.0%   | .0%           | 4.0%                 | 8.0%       | 25    |

**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             |                             | 43.8%                  | 32.1%     | 10.2%   | 1.5%          | 6.6%                 | 5.8%       | 137   |
| Census Region               | Northeast                   | 46.4%                  | 21.4%     | 10.7%   | .0%           | 17.9%                | 3.6%       | 28    |
|                             | South                       | 37.9%                  | 37.9%     | 13.8%   | .0%           | 3.4%                 | 6.9%       | 29    |
|                             | North Central               | 57.6%                  | 21.2%     | 6.1%    | 3.0%          | 6.1%                 | 6.1%       | 33    |
|                             | West                        | 38.9%                  | 44.4%     | 11.1%   | 2.8%          | .0%                  | 2.8%       | 36    |
|                             | Canada                      | 27.3%                  | 36.4%     | 9.1%    | .0%           | 9.1%                 | 18.2%      | 11    |
| Number of Company Employees | Fewer than 100              | 70.0%                  | 15.0%     | 10.0%   | .0%           | .0%                  | 5.0%       | 20    |
|                             | 100 - 499                   | 43.2%                  | 24.3%     | 10.8%   | 2.7%          | 8.1%                 | 10.8%      | 37    |
|                             | 500 - 1,999                 | 43.2%                  | 29.7%     | 13.5%   | 2.7%          | 5.4%                 | 5.4%       | 37    |
|                             | 2,000 or more               | 33.3%                  | 47.6%     | 7.1%    | .0%           | 9.5%                 | 2.4%       | 42    |
| Line of Business            | Government                  | 52.9%                  | 35.3%     | .0%     | .0%           | .0%                  | 11.8%      | 17    |
|                             | Public Library              | .0%                    | 100.0%    | .0%     | .0%           | .0%                  | .0%        | 3     |
|                             | Academic Institution        | 64.0%                  | 20.0%     | 4.0%    | 4.0%          | 4.0%                 | 4.0%       | 25    |
|                             | For-profit                  | 32.3%                  | 36.9%     | 13.8%   | 1.5%          | 9.2%                 | 6.2%       | 65    |
|                             | Not-for-profit Organization | 54.2%                  | 20.8%     | 12.5%   | .0%           | 8.3%                 | 4.2%       | 24    |

**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             |                             | 31.9%           | 30.4%     | 17.8%   | 5.2%          | 9.6%                 | 5.2%       | 135   |
| Census Region               | Northeast                   | 37.0%           | 18.5%     | 18.5%   | 7.4%          | 18.5%                | .0%        | 27    |
|                             | South                       | 17.2%           | 44.8%     | 17.2%   | 10.3%         | 3.4%                 | 6.9%       | 29    |
|                             | North Central               | 37.5%           | 31.3%     | 12.5%   | 3.1%          | 9.4%                 | 6.3%       | 32    |
|                             | West                        | 36.1%           | 25.0%     | 25.0%   | 2.8%          | 8.3%                 | 2.8%       | 36    |
|                             | Canada                      | 27.3%           | 36.4%     | 9.1%    | .0%           | 9.1%                 | 18.2%      | 11    |
| Number of Company Employees | Fewer than 100              | 50.0%           | 27.8%     | 5.6%    | 16.7%         | .0%                  | .0%        | 18    |
|                             | 100 - 499                   | 27.0%           | 29.7%     | 13.5%   | 8.1%          | 10.8%                | 10.8%      | 37    |
|                             | 500 - 1,999                 | 35.1%           | 21.6%     | 24.3%   | 2.7%          | 10.8%                | 5.4%       | 37    |
|                             | 2,000 or more               | 23.8%           | 40.5%     | 21.4%   | .0%           | 11.9%                | 2.4%       | 42    |
| Line of Business            | Government                  | 17.6%           | 64.7%     | 5.9%    | .0%           | .0%                  | 11.8%      | 17    |
|                             | Public Library              | 33.3%           | 33.3%     | 33.3%   | .0%           | .0%                  | .0%        | 3     |
|                             | Academic Institution        | 52.0%           | 28.0%     | 8.0%    | 4.0%          | 4.0%                 | 4.0%       | 25    |
|                             | For-profit                  | 20.3%           | 29.7%     | 25.0%   | 4.7%          | 15.6%                | 4.7%       | 64    |
|                             | Not-for-profit Organization | 54.2%           | 8.3%      | 12.5%   | 12.5%         | 8.3%                 | 4.2%       | 24    |

**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             |                             | 12.5%             | 23.5%     | 28.7%   | 11.0%         | 6.6%                 | 17.6%      | 136   |
| Census Region               | Northeast                   | 18.5%             | 11.1%     | 29.6%   | 14.8%         | 11.1%                | 14.8%      | 27    |
|                             | South                       | 13.3%             | 20.0%     | 36.7%   | 10.0%         | .0%                  | 20.0%      | 30    |
|                             | North Central               | 15.6%             | 21.9%     | 28.1%   | 6.3%          | 9.4%                 | 18.8%      | 32    |
|                             | West                        | 8.3%              | 38.9%     | 25.0%   | 8.3%          | 8.3%                 | 11.1%      | 36    |
|                             | Canada                      | .0%               | 18.2%     | 18.2%   | 27.3%         | .0%                  | 36.4%      | 11    |
| Number of Company Employees | Fewer than 100              | 26.3%             | 26.3%     | 21.1%   | 5.3%          | .0%                  | 21.1%      | 19    |
|                             | 100 - 499                   | 15.8%             | 15.8%     | 34.2%   | 7.9%          | 5.3%                 | 21.1%      | 38    |
|                             | 500 - 1,999                 | 5.4%              | 18.9%     | 27.0%   | 16.2%         | 8.1%                 | 24.3%      | 37    |
|                             | 2,000 or more               | 9.5%              | 33.3%     | 28.6%   | 11.9%         | 9.5%                 | 7.1%       | 42    |
| Line of Business            | Government                  | 11.8%             | 41.2%     | 17.6%   | 5.9%          | .0%                  | 23.5%      | 17    |
|                             | Public Library              | .0%               | 33.3%     | 33.3%   | 33.3%         | .0%                  | .0%        | 3     |
|                             | Academic Institution        | 8.3%              | 37.5%     | 25.0%   | 8.3%          | 8.3%                 | 12.5%      | 24    |
|                             | For-profit                  | 12.3%             | 18.5%     | 24.6%   | 15.4%         | 10.8%                | 18.5%      | 65    |
|                             | Not-for-profit Organization | 20.0%             | 12.0%     | 44.0%   | 4.0%          | .0%                  | 20.0%      | 25    |

**Q18h How important are other skill sets?**

|                             |                             | Other          |           |         |            | Total |
|-----------------------------|-----------------------------|----------------|-----------|---------|------------|-------|
|                             |                             | Very Important | Important | Neutral | No Opinion | Count |
| All Respondents             |                             | 40.0%          | 16.7%     | 3.3%    | 40.0%      | 30    |
| Census Region               | Northeast                   | 60.0%          | 20.0%     | .0%     | 20.0%      | 5     |
|                             | South                       | 33.3%          | 16.7%     | .0%     | 50.0%      | 6     |
|                             | North Central               | 33.3%          | 33.3%     | .0%     | 33.3%      | 3     |
|                             | West                        | 50.0%          | 20.0%     | .0%     | 30.0%      | 10    |
|                             | Canada                      | 16.7%          | .0%       | 16.7%   | 66.7%      | 6     |
| Number of Company Employees | Fewer than 100              | 66.7%          | .0%       | .0%     | 33.3%      | 3     |
|                             | 100 - 499                   | 7.7%           | 23.1%     | 7.7%    | 61.5%      | 13    |
|                             | 500 - 1,999                 | 57.1%          | .0%       | .0%     | 42.9%      | 7     |
|                             | 2,000 or more               | 71.4%          | 28.6%     | .0%     | .0%        | 7     |
| Line of Business            | Government                  | 40.0%          | 20.0%     | .0%     | 40.0%      | 5     |
|                             | Academic Institution        | 66.7%          | .0%       | 16.7%   | 16.7%      | 6     |
|                             | For-profit                  | 21.4%          | 28.6%     | .0%     | 50.0%      | 14    |
|                             | Not-for-profit Organization | 60.0%          | .0%       | .0%     | 40.0%      | 5     |

**Q19 How important is a formal professional education (e.g. MLS) compared with professional work**

|                             |                             | 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             |                             | 39.2%   | 45.0%     | 11.7%   | 2.9%          | .6%                  | .6%        | 171   |
| Census Region               | Northeast                   | 17.2%   | 69.0%     | 6.9%    | 6.9%          | .0%                  | .0%        | 29    |
|                             | South                       | 50.0%   | 33.3%     | 13.9%   | .0%           | .0%                  | 2.8%       | 36    |
|                             | North Central               | 34.9%   | 46.5%     | 16.3%   | 2.3%          | .0%                  | .0%        | 43    |
|                             | West                        | 50.0%   | 40.5%     | 9.5%    | .0%           | .0%                  | .0%        | 42    |
|                             | Canada                      | 38.1%   | 38.1%     | 9.5%    | 9.5%          | 4.8%                 | .0%        | 21    |
| Number of Company Employees | Fewer than 100              | 60.0%   | 36.0%     | .0%     | .0%           | 4.0%                 | .0%        | 25    |
|                             | 100 - 499                   | 42.9%   | 34.7%     | 18.4%   | 4.1%          | .0%                  | .0%        | 49    |
|                             | 500 - 1,999                 | 34.9%   | 48.8%     | 16.3%   | .0%           | .0%                  | .0%        | 43    |
|                             | 2,000 or more               | 30.8%   | 53.8%     | 7.7%    | 5.8%          | .0%                  | 1.9%       | 52    |
| Line of Business            | Government                  | 45.5%   | 54.5%     | .0%     | .0%           | .0%                  | .0%        | 22    |
|                             | Public Library              | 75.0%   | 25.0%     | .0%     | .0%           | .0%                  | .0%        | 4     |
|                             | Academic Institution        | 56.0%   | 36.0%     | 8.0%    | .0%           | .0%                  | .0%        | 25    |
|                             | For-profit                  | 30.4%   | 50.6%     | 12.7%   | 5.1%          | .0%                  | 1.3%       | 79    |
|                             | Not-for-profit Organization | 36.8%   | 39.5%     | 18.4%   | 2.6%          | 2.6%                 | .0%        | 38    |

**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             |                             | 84.0%  | 16.0% | 162   |
| Census Region               | Northeast                   | 84.6%  | 15.4% | 26    |
|                             | South                       | 79.4%  | 20.6% | 34    |
|                             | North Central               | 82.9%  | 17.1% | 41    |
|                             | West                        | 88.4%  | 11.6% | 43    |
|                             | Canada                      | 83.3%  | 16.7% | 18    |
| Number of Company Employees | Fewer than 100              | 95.8%  | 4.2%  | 24    |
|                             | 100 - 499                   | 80.4%  | 19.6% | 46    |
|                             | 500 - 1,999                 | 76.7%  | 23.3% | 43    |
|                             | 2,000 or more               | 87.2%  | 12.8% | 47    |
| Line of Business            | Government                  | 85.0%  | 15.0% | 20    |
|                             | Public Library              | 100.0%   | .0%   | 5     |
|                             | Academic Institution        | 88.0%  | 12.0% | 25    |
|                             | For-profit                  | 82.2%  | 17.8% | 73    |
|                             | Not-for-profit Organization | 86.1%  | 13.9% | 36    |

**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             |                             | 31.0%  | 64.6%      | 4.4%  | 158   |
| Census Region               | Northeast                   | 21.4%  | 75.0%      | 3.6%  | 28    |
|                             | South                       | 45.5%  | 51.5%      | 3.0%  | 33    |
|                             | North Central               | 30.8%  | 64.1%      | 5.1%  | 39    |
|                             | West                        | 29.3%  | 68.3%      | 2.4%  | 41    |
|                             | Canada                      | 23.5%  | 64.7%      | 11.8% | 17    |
| Number of Company Employees | Fewer than 100              | 25.0%  | 66.7%      | 8.3%  | 24    |
|                             | 100 - 499                   | 26.8%  | 68.3%      | 4.9%  | 41    |
|                             | 500 - 1,999                 | 31.8%  | 63.6%      | 4.5%  | 44    |
|                             | 2,000 or more               | 38.3%  | 59.6%      | 2.1%  | 47    |
| Line of Business            | Government                  | 42.9%  | 52.4%      | 4.8%  | 21    |
|                             | Public Library              | 50.0%  | 50.0%      | .0%   | 4     |
|                             | Academic Institution        | 15.4%  | 80.8%      | 3.8%  | 26    |
|                             | For-profit                  | 32.9%  | 64.3%      | 2.9%  | 70    |
|                             | Not-for-profit Organization | 32.4%  | 58.8%      | 8.8%  | 34    |

**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             |                             | 35.8%           | 69.8%    | 56.0%                     | 54.1%      | 42.1%                    | 10.7% | 339   |
| Census Region               | Northeast                   | 25.9%           | 74.1%    | 59.3%                     | 44.4%      | 55.6%                    | 7.4%  | 55    |
|                             | South                       | 55.9%           | 76.5%    | 55.9%                     | 41.2%      | 41.2%                    | 11.8% | 80    |
|                             | North Central               | 38.5%           | 66.7%    | 48.7%                     | 66.7%      | 38.5%                    | 10.3% | 78    |
|                             | West                        | 27.5%           | 72.5%    | 70.0%                     | 55.0%      | 42.5%                    | 17.5% | 80    |
|                             | Canada                      | 26.3%           | 52.6%    | 36.8%                     | 63.2%      | 31.6%                    | .0%   | 45    |
| Number of Company Employees | Fewer than 100              | 41.7%           | 79.2%    | 58.3%                     | 58.3%      | 41.7%                    | 4.2%  | 45    |
|                             | 100 - 499                   | 39.5%           | 65.1%    | 51.2%                     | 46.5%      | 39.5%                    | 14.0% | 92    |
|                             | 500 - 1,999                 | 41.9%           | 69.8%    | 62.8%                     | 51.2%      | 39.5%                    | 14.0% | 73    |
|                             | 2,000 or more               | 25.5%           | 70.2%    | 55.3%                     | 63.8%      | 44.7%                    | 8.5%  | 102   |
| Line of Business            | Government                  | 33.3%           | 76.2%    | 52.4%                     | 42.9%      | 42.9%                    | 19.0% | 41    |
|                             | Public Library              | 75.0%           | 100.0%   | 50.0%                     | 75.0%      | 25.0%                    | 25.0% | 11    |
|                             | Academic Institution        | 46.2%           | 84.6%    | 61.5%                     | 50.0%      | 65.4%                    | .0%   | 74    |
|                             | For-profit                  | 25.7%           | 61.4%    | 52.9%                     | 51.4%      | 38.6%                    | 14.3% | 125   |
|                             | Not-for-profit Organization | 42.9%           | 68.6%    | 62.9%                     | 71.4%      | 37.1%                    | 2.9%  | 63    |

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 | Never | Count |
| All Respondents             |                             | 13.4%   | 56.7%            | 28.7%     | .6%    | .6%   | 157   |
| Census Region               | Northeast                   | 11.1%   | 63.0%            | 25.9%     | .0%    | .0%   | 27    |
|                             | South                       | 20.6%   | 35.3%            | 44.1%     | .0%    | .0%   | 34    |
|                             | North Central               | 7.9%  | 60.5%            | 31.6%     | .0%    | .0%   | 38    |
|                             | West                        | 12.8%   | 61.5%            | 23.1%     | 2.6%   | .0%   | 39    |
|                             | Canada                      | 15.8%   | 68.4%            | 10.5%     | .0%    | 5.3%  | 19    |
| Number of Company Employees | Fewer than 100              | 8.3%  | 70.8%            | 20.8%     | .0%    | .0%   | 24    |
|                             | 100 - 499                   | 16.3%   | 51.2%            | 32.6%     | .0%    | .0%   | 43    |
|                             | 500 - 1,999                 | 16.3%   | 48.8%            | 34.9%     | .0%    | .0%   | 43    |
|                             | 2,000 or more               | 11.1%   | 60.0%            | 24.4%     | 2.2%   | 2.2%  | 45    |
| Line of Business            | Government                  | 23.8%   | 52.4%            | 23.8%     | .0%    | .0%   | 21    |
|                             | Public Library              | .0%   | 100.0%           | .0%       | .0%    | .0%   | 4     |
|                             | Academic Institution        | 7.7%  | 53.8%            | 38.5%     | .0%    | .0%   | 26    |
|                             | For-profit                  | 13.2%   | 55.9%            | 30.9%     | .0%    | .0%   | 68    |
|                             | Not-for-profit Organization | 14.3%   | 54.3%            | 25.7%     | 2.9%   | 2.9%  | 35    |

**Q24 What skill sets, if any, are missing in most cases?**

|                             |                             | Years of experience | Industry experience | Competencies | Educational qualification | Other | Total |
|-----------------------------|-----------------------------|---------------------|---------------------|--------------|---------------------------|-------|-------|
|                             |                             |                     |                     |              |                           |       | Count |
| All Respondents             |                             | 35.5%               | 57.4%               | 39.7%        | 22.0%                     | 9.2%  | 339   |
| Census Region               | Northeast                   | 25.9%               | 63.0%               | 37.0%        | 14.8%                     | 11.1% | 55    |
|                             | South                       | 32.1%               | 50.0%               | 39.3%        | 21.4%                     | 10.7% | 80    |
|                             | North Central               | 40.5%               | 62.2%               | 35.1%        | 24.3%                     | 2.7%  | 78    |
|                             | West                        | 38.2%               | 52.9%               | 50.0%        | 20.6%                     | 14.7% | 80    |
|                             | Canada                      | 40.0%               | 60.0%               | 33.3%        | 33.3%                     | 6.7%  | 45    |
| Number of Company Employees | Fewer than 100              | 56.5%               | 47.8%               | 30.4%        | 17.4%                     | 13.0% | 45    |
|                             | 100 - 499                   | 20.0%               | 68.6%               | 28.6%        | 22.9%                     | 8.6%  | 92    |
|                             | 500 - 1,999                 | 32.5%               | 50.0%               | 45.0%        | 20.0%                     | .0%   | 73    |
|                             | 2,000 or more               | 39.0%               | 63.4%               | 51.2%        | 24.4%                     | 14.6% | 102   |
| Line of Business            | Government                  | 33.3%               | 38.9%               | 27.8%        | 38.9%                     | 11.1% | 41    |
|                             | Public Library              | .0%                 | .0%                 | 75.0%        | 50.0%                     | .0%   | 11    |
|                             | Academic Institution        | 52.2%               | 60.9%               | 65.2%        | 30.4%                     | 4.3%  | 74    |
|                             | For-profit                  | 27.0%               | 71.4%               | 31.7%        | 12.7%                     | 6.3%  | 125   |
|                             | Not-for-profit Organization | 46.7%               | 46.7%               | 36.7%        | 23.3%                     | 20.0% | 63    |

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             |                             | 64.6%   | 35.4% | 164   |
| Census Region               | Northeast                   | 63.0%   | 37.0% | 27    |
|                             | South                       | 48.6%   | 51.4% | 35    |
|                             | North Central               | 76.7%   | 23.3% | 43    |
|                             | West                        | 61.0%   | 39.0% | 41    |
|                             | Canada                      | 77.8%   | 22.2% | 18    |
| Number of Company Employees | Fewer than 100              | 66.7%   | 33.3% | 24    |
|                             | 100 - 499                   | 59.6%   | 40.4% | 47    |
|                             | 500 - 1,999                 | 67.4%   | 32.6% | 43    |
|                             | 2,000 or more               | 64.6%   | 35.4% | 48    |
| Line of Business            | Government                  | 35.0%   | 65.0% | 20    |
|                             | Public Library              | 60.0%   | 40.0% | 5     |
|                             | Academic Institution        | 57.7%   | 42.3% | 26    |
|                             | For-profit                  | 75.0%   | 25.0% | 72    |
|                             | Not-for-profit Organization | 65.8%   | 34.2% | 38    |

**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             |                             | 57.7%                                    | 42.3%  | 104   |
| Census Region               | Northeast                   | 66.7%                                    | 33.3%  | 15    |
|                             | South                       | 47.1%                                    | 52.9%  | 17    |
|                             | North Central               | 57.6%                                    | 42.4%  | 33    |
|                             | West                        | 64.0%                                    | 36.0%  | 25    |
|                             | Canada                      | 50.0%                                    | 50.0%  | 14    |
| Number of Company Employees | Fewer than 100              | 50.0%                                    | 50.0%  | 16    |
|                             | 100 - 499                   | 67.9%                                    | 32.1%  | 28    |
|                             | 500 - 1,999                 | 55.2%                                    | 44.8%  | 29    |
|                             | 2,000 or more               | 56.7%                                    | 43.3%  | 30    |
| Line of Business            | Government                  | .0%                                      | 100.0% | 7     |
|                             | Public Library              | 66.7%                                    | 33.3%  | 3     |
|                             | Academic Institution        | 42.9%                                    | 57.1%  | 14    |
|                             | For-profit                  | 67.9%                                    | 32.1%  | 53    |
|                             | Not-for-profit Organization | 56.0%                                    | 44.0%  | 25    |

**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             |                             | 30.3%                 | 52.8%   | 50.0%   | 20.4% | 339   |
| Census Region               | Northeast                   | 26.1%                 | 52.2%   | 52.2%   | 17.4% | 55    |
|                             | South                       | 33.3%                 | 36.4%   | 51.5%   | 33.3% | 80    |
|                             | North Central               | 36.1%                 | 55.6%   | 61.1%   | 16.7% | 78    |
|                             | West                        | 23.5%                 | 64.7%   | 44.1%   | 11.8% | 80    |
|                             | Canada                      | 31.3%                 | 56.3%   | 31.3%   | 25.0% | 45    |
| Number of Company Employees | Fewer than 100              | 36.8%                 | 36.8%   | 47.4%   | 36.8% | 45    |
|                             | 100 - 499                   | 27.5%                 | 65.0%   | 42.5%   | 12.5% | 92    |
|                             | 500 - 1,999                 | 30.0%                 | 55.0%   | 47.5%   | 20.0% | 73    |
|                             | 2,000 or more               | 31.7%                 | 43.9%   | 63.4%   | 22.0% | 102   |
| Line of Business            | Government                  | 62.5%                 | 6.3%  | 31.3%   | 25.0% | 41    |
|                             | Public Library              | 100.0%                | 50.0%   | 25.0%   | 25.0% | 11    |
|                             | Academic Institution        | 39.1%                 | 69.6%   | 47.8%   | 17.4% | 74    |
|                             | For-profit                  | 17.2%                 | 68.8%   | 48.4%   | 18.8% | 125   |
|                             | Not-for-profit Organization | 21.9%                 | 31.3%   | 71.9%   | 21.9% | 63    |

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             |                             | 28.7%                       | 40.1%       | 14.0%            | 17.2% | 157   |
| Census Region               | Northeast                   | 54.2%                       | 33.3%       | .0%              | 12.5% | 24    |
|                             | South                       | 14.7%                       | 50.0%       | 17.6%            | 17.6% | 34    |
|                             | North Central               | 38.1%                       | 35.7%       | 14.3%            | 11.9% | 42    |
|                             | West                        | 23.1%                       | 43.6%       | 10.3%            | 23.1% | 39    |
|                             | Canada                      | 11.1%                       | 33.3%       | 33.3%            | 22.2% | 18    |
| Number of Company Employees | Fewer than 100              | 20.8%                       | 45.8%       | 25.0%            | 8.3%  | 24    |
|                             | 100 - 499                   | 32.6%                       | 28.3%       | 19.6%            | 19.6% | 46    |
|                             | 500 - 1,999                 | 24.4%                       | 41.5%       | 9.8%             | 24.4% | 41    |
|                             | 2,000 or more               | 33.3%                       | 46.7%       | 6.7%             | 13.3% | 45    |
| Line of Business            | Government                  | 14.3%                       | 42.9%       | 28.6%            | 14.3% | 21    |
|                             | Public Library              | 25.0%                       | 75.0%       | .0%              | .0%   | 4     |
|                             | Academic Institution        | 4.2%                        | 66.7%       | 12.5%            | 16.7% | 24    |
|                             | For-profit                  | 42.0%                       | 29.0%       | 11.6%            | 17.4% | 69    |
|                             | Not-for-profit Organization | 25.0%                       | 41.7%       | 13.9%            | 19.4% | 36    |

**Q29aa What was the average pay increase, as a % of base pay, for 2007, at all locations?**

|                             |                             | 2007 All locations |       |
|-----------------------------|-----------------------------|--------------------|-------|
|                             |                             | Average            | Count |
| All Respondents             |                             | 3.6%               | 125   |
| Census Region               | Northeast                   | 3.7%               | 17    |
|                             | South                       | 3.6%               | 30    |
|                             | North Central               | 3.5%               | 34    |
|                             | West                        | 3.7%               | 31    |
|                             | Canada                      | 3.3%               | 13    |
| Number of Company Employees | Fewer than 100              | 3.8%               | 17    |
|                             | 100 - 499                   | 3.5%               | 39    |
|                             | 500 - 1,999                 | 3.8%               | 33    |
|                             | 2,000 or more               | 3.4%               | 36    |
| Line of Business            | Government                  | 3.7%               | 19    |
|                             | Public Library              | 3.0%               | 4     |
|                             | Academic Institution        | 2.7%               | 18    |
|                             | For-profit                  | 3.8%               | 52    |
|                             | Not-for-profit Organization | 3.7%               | 30    |

**Q29ab What is the anticipated average pay increase, as a % of base pay, for 2008, at all locations?**

|                             |                             | 2008 (anticipated) All locations |       |
|-----------------------------|-----------------------------|----------------------------------|-------|
|                             |                             | Average                          | Count |
| All Respondents             |                             | 3.5%                             | 114   |
| Census Region               | Northeast                   | 3.6%                             | 15    |
|                             | South                       | 3.5%                             | 28    |
|                             | North Central               | 3.5%                             | 31    |
|                             | West                        | 3.4%                             | 28    |
|                             | Canada                      | 3.5%                             | 12    |
| Number of Company Employees | Fewer than 100              | 3.7%                             | 15    |
|                             | 100 - 499                   | 3.6%                             | 39    |
|                             | 500 - 1,999                 | 3.7%                             | 28    |
|                             | 2,000 or more               | 3.0%                             | 31    |
| Line of Business            | Government                  | 3.1%                             | 17    |
|                             | Public Library              | 2.9%                             | 4     |
|                             | Academic Institution        | 2.5%                             | 18    |
|                             | For-profit                  | 3.9%                             | 46    |
|                             | Not-for-profit Organization | 3.8%                             | 27    |

**Q29ba What was the average pay increase, as a % of base pay, for 2007, at the Library/Information Center?**

|                             |                             | 2007 Library /Information Center |       |
|-----------------------------|-----------------------------|----------------------------------|-------|
|                             |                             | Average                          | Count |
| All Respondents             |                             | 3.6%                             | 136   |
| Census Region               | Northeast                   | 3.8%                             | 19    |
|                             | South                       | 3.3%                             | 30    |
|                             | North Central               | 3.6%                             | 38    |
|                             | West                        | 4.0%                             | 34    |
|                             | Canada                      | 3.3%                             | 15    |
| Number of Company Employees | Fewer than 100              | 3.7%                             | 22    |
|                             | 100 - 499                   | 3.8%                             | 42    |
|                             | 500 - 1,999                 | 3.7%                             | 34    |
|                             | 2,000 or more               | 3.4%                             | 38    |
| Line of Business            | Government                  | 3.6%                             | 19    |
|                             | Public Library              | 3.0%                             | 4     |
|                             | Academic Institution        | 2.8%                             | 20    |
|                             | For-profit                  | 4.0%                             | 58    |
|                             | Not-for-profit Organization | 3.8%                             | 32    |

**Q29bb What is the anticipated average pay increase, as a % of base pay, for 2008, at the Library /Information Center?**

|                             |                             | 2008 (anticipated) Library /Information Center |       |
|-----------------------------|-----------------------------|--|-------|
|                             |                             | Average  | Count |
| All Respondents             |                             | 3.5%   | 122   |
| Census Region               | Northeast                   | 3.6%   | 15    |
|                             | South                       | 3.3%   | 28    |
|                             | North Central               | 3.7%   | 34    |
|                             | West                        | 3.7%   | 31    |
|                             | Canada                      | 3.2%   | 14    |
| Number of Company Employees | Fewer than 100              | 3.6%   | 19    |
|                             | 100 - 499                   | 3.8%   | 42    |
|                             | 500 - 1,999                 | 3.5%   | 29    |
|                             | 2,000 or more               | 3.1%   | 31    |
| Line of Business            | Government                  | 3.3%   | 17    |
|                             | Public Library              | 2.9%   | 4     |
|                             | Academic Institution        | 2.5%   | 20    |
|                             | For-profit                  | 4.0%   | 50    |
|                             | Not-for-profit Organization | 3.7%   | 29    |

**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             |                             | 24.5%  | 107   |
| Census Region               | Northeast                   | 23.3%  | 17    |
|                             | South                       | 24.1%  | 24    |
|                             | North Central               | 24.3%  | 28    |
|                             | West                        | 27.2%  | 30    |
|                             | Canada                      | 18.1%  | 8     |
| Number of Company Employees | Fewer than 100              | 25.1%  | 19    |
|                             | 100 - 499                   | 23.6%  | 33    |
|                             | 500 - 1,999                 | 24.0%  | 24    |
|                             | 2,000 or more               | 25.2%  | 30    |
| Line of Business            | Government                  | 25.7%  | 18    |
|                             | Public Library              | 32.0%  | 3     |
|                             | Academic Institution        | 25.9%  | 18    |
|                             | For-profit                  | 21.9%  | 41    |
|                             | Not-for-profit Organization | 25.9%  | 26    |



# Appendix D

## **HR Supplement Survey Instrument**





# SLA 2008 SALARY SURVEY — HR SUPPLEMENT

SLA HAS CARRIED OUT AN ANNUAL SURVEY OF ITS US AND CANADIAN MEMBERS FOR MANY YEARS. SINCE 2005 WE HAVE EXTENDED 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, 2008**, EITHER ONLINE, BY FAX +1.240.268.1267, OR BY MAIL DIRECTLY TO ASSOCIATION RESEARCH, INC., 15200 SHADY GROVE RD., SUITE 306, 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/SLASalary08\\_HR](http://www.ari-surveys.com/run/SLASalary08_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 2007?  
(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<br>Valuable | Valuable | Neutral | Not<br>Valuable | Not<br>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<br>Well | Well | Neutral | Not Very<br>Well | Not Very<br>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 2009 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 2009 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?**

|                                | 2007    | 2008 (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 2008 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: **08SSHR**. THE SURVEY IS ANTICIPATED TO BE AVAILABLE ONLINE FROM [HTTP://WWW.SLA.ORG/MERCHANDISE](http://www.sla.org/merchandise) IN **OCTOBER 2008**.

**THANK YOU VERY MUCH FOR COMPLETING THIS SURVEY.**

**PLEASE FAX YOUR QUESTIONNAIRE NO LATER THAN MAY 16, 2008, TO +1.240.268.1267**

**OR MAIL TO:**  
**ASSOCIATION RESEARCH, INC.**  
**15200 SHADY GROVE RD., SUITE 306**  
**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/SLASalary08\\_HR](http://www.ari-surveys.com/run/SLASalary08_HR)**.



**SLA**

Connecting People  
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