



2023-24

System Salary Wages and Compensation

Alberta Library Systems Survey
Results for Public Libraries

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Introduction

In March 2024, the member public libraries of all the seven regional library systems¹ in Alberta were asked to participate in a confidential, online compensation survey based on their 2023 fiscal year. There was a total of 269 responses.

The following survey results are reported by service population to be relevant and meaningful to all sizes of public libraries. The data have been aggregated so that no results are identifiable to a single person or library. The reported results are an indicator of the wages and other forms of compensation, such as health and pension benefits, vacation allotment, etc. among common positions across public libraries.

In addition, wherever possible, data from municipality compensation data sources², has been provided to use as a comparison. This comparison with municipality compensation was included here, in limited form, at the request of many member public libraries. Each library system has access to the full municipal data and, upon request to the system representative listed below, member public libraries may ask for further details.

In reviewing wages and other compensation benefits at your own library, you may wish to also seek information from local nonprofit organizations to evaluate if the library's wages and other forms of compensation are keeping pace with organizations in the community, and with the cost of living. Salary ranges for publicly funded organizations should be available online and/or through a FOIP request. This information will help you to determine wages and other compensation benefits in future budget years.

The 2024 library system salary and compensation committee would like to thank member public libraries for participating in this survey. We hope that this report will help in defining your library's upcoming compensation strategies. Please do not hesitate to reach out to your library system's representative if you have any questions.

Dothlyn McFarlane, *Chinook Arch Regional Library System*

Laura Taylor, *Marigold Library System*

Alliah Krahn, *Northern Lights Library System*

Andrea Newland, *Parkland Regional Library System*

Jill Kergan, *Peace Library System*

Kait McClary, *Shortgrass Library System*

Wendy Sears Ilnicki, *Yellowhead Regional Library*

¹ *Chinook Arch Regional Library System (33 libraries) Marigold Library System (37 libraries), Northern Lights Library System (50 libraries), Parkland Regional Library System (49 libraries), Peace Library System (46 libraries), Shortgrass Library System (14 libraries) System and Yellowhead Regional Library (43 Libraries)*

² *2023 Wage and Compensation Survey, Alberta Municipalities, Conducted and prepared by Y Station, 2023.*

Comparison Wages

In answer to many of our member library staff who ask the question, “how does my salary or those in my library compare to similar types of positions in municipalities throughout Alberta?”, this year’s salary survey committee reviewed the most recent salary data from the report¹. This data was aggregated from 156 municipalities, including cities, towns, municipal districts and counties, villages, special areas, and summer villages. While not all Alberta municipalities participated in the survey², the data is useful for providing comparisons. It is good to note that both unionized and non-unionized working environments are included in the data.

Member library staff were asked to provide a list of possible positions at the municipal level that were perceived to have similar job responsibilities as current positions at the local public library. These positions include roles like FCSS (Family and Community Support Services) Coordinator or Director, Director of Community Services, Parks, Arena or Facilities personnel, Customer Service Representative, Janitor, Summer Laborers/Interns, and any specific library positions reported.

The salary committee reviewed the data in three populations groups:

- ➔ Overall Aggregate – includes all 156 municipalities,
- ➔ Rural Aggregate – includes 35 municipalities such as counties, municipal districts, and special areas,
- ➔ Urban Aggregate – includes 121 municipalities such as cities, large towns over 5000 population, small towns under 5000 population, villages and summer villages.

For comparison, the annual salaries provided have been calculated using the reported hourly wage, assuming 52 weeks per year, 37.5 hours per week. The ranges are per hour and include the lowest wage, the maximum wage and the average/mean wage reported per position.

If you wish to see further municipal data information for your size of population, please contact your library system representative.

¹ *2023 Wage and Compensation Survey, Alberta Municipalities, Conducted and prepared by Y Station, 2023.*

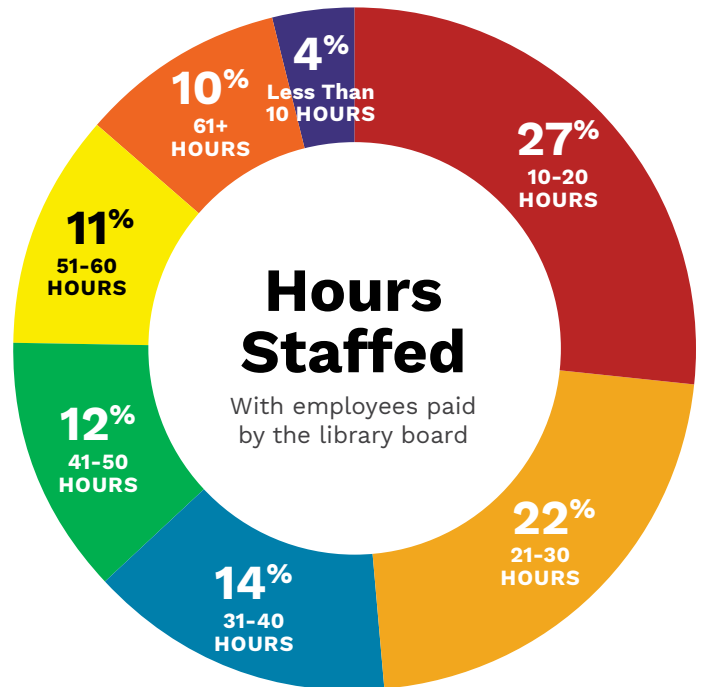
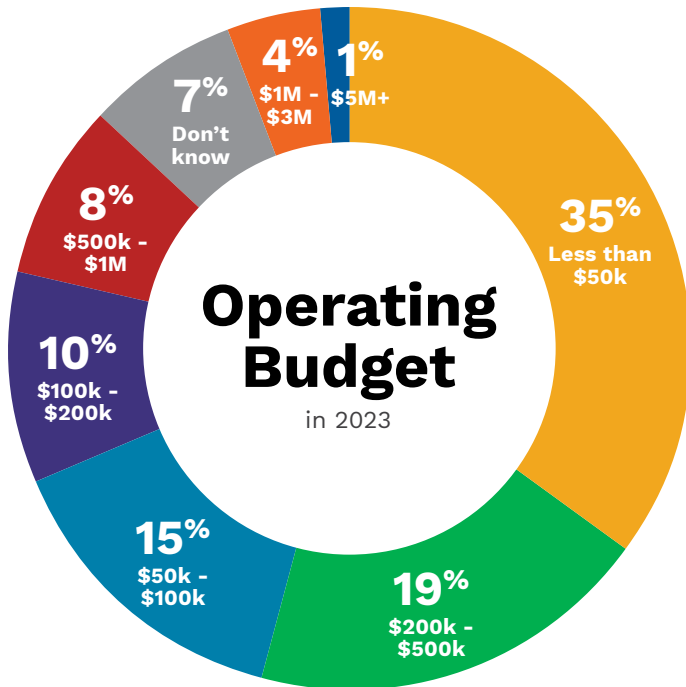
² *A list of the participating municipalities can be found on page 22*

Comparison Wages

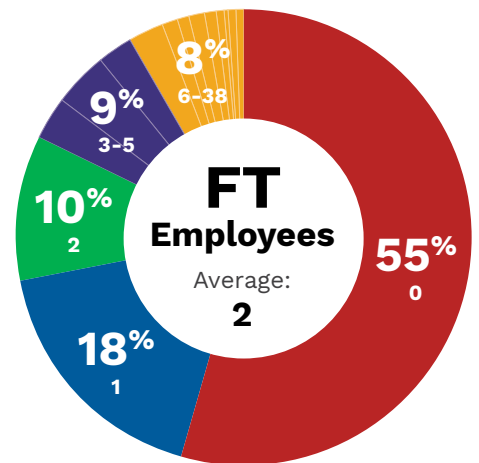
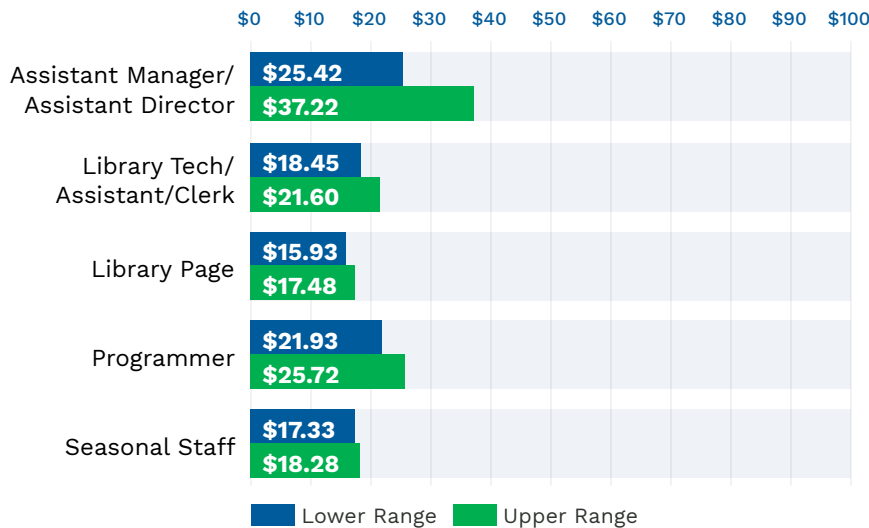
Position	Overall Aggregate			Rural Aggregate			Urban Aggregate		
	Min	Max	Mean	Min	Max	Mean	Min	Max	Mean
Library Assistant/ Librarian	\$16.89	\$30.98	\$24.10	<i>None reported</i>			\$16.89	\$30.98	\$24.10
Library Manager/ Head Librarian	\$19.23	\$64.82	\$38.81	<i>None reported</i>			\$19.23	\$57.26	\$35.92
Customer Service Representative	\$15.00	\$42.94	\$26.27	\$31.69	\$42.66	\$35.08	\$15.00	\$42.94	\$25.51
Director of Community Services	\$32.97	\$99.91	\$70.12	\$57.92	\$99.91	\$79.24	\$32.97	\$99.67	\$67.78
FCSS Coordinator	\$22.00	\$58.48	\$36.57	<i>None reported</i>			\$22.00	\$58.48	\$36.39
FCSS Director	\$22.25	\$96.16	\$50.12	<i>None reported</i>			\$22.25	\$96.16	\$47.49
Janitor/Custodian	\$15.00	\$36.48	\$24.93	\$20.33	\$28.09	\$36.48	\$15.00	\$33.20	\$24.25
Parks, Arena, Facilities Laborer	\$15.00	\$41.63	\$26.99	\$21.72	\$24.99	\$22.98	\$15.00	\$41.63	\$27.37
Parks, Arena, Facilities Supervisor/ Manager	\$28.08	\$70.07	\$45.51	\$28.92	\$58.40	\$47.21	\$28.08	\$70.07	\$45.33
Summer Laborers/ Interns	\$15.00	\$35.28	\$20.11	\$17.00	\$35.28	\$22.95	\$15.00	\$27.96	\$19.15

General Results

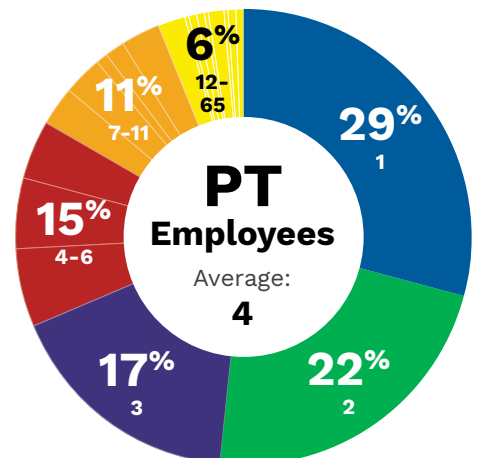
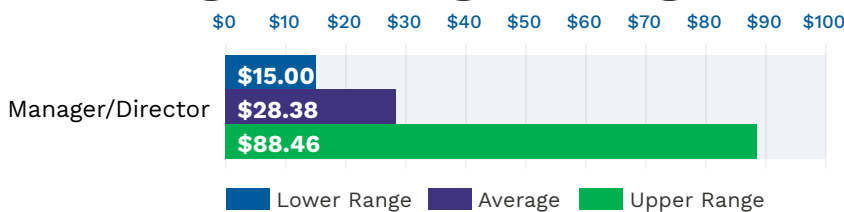
Statistics based on a total of 269 survey responses



Average Staff Wages



Average Manager Wages

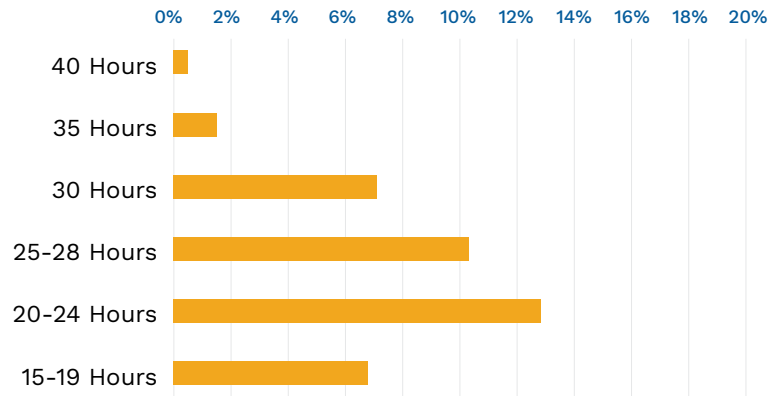


General Results

Statistics based on a total of **269** survey responses



Admin Time Provided

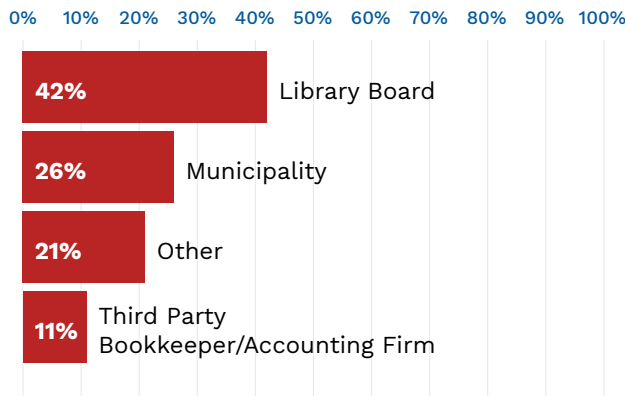


What sort of work is performed during unpaid additional hours?

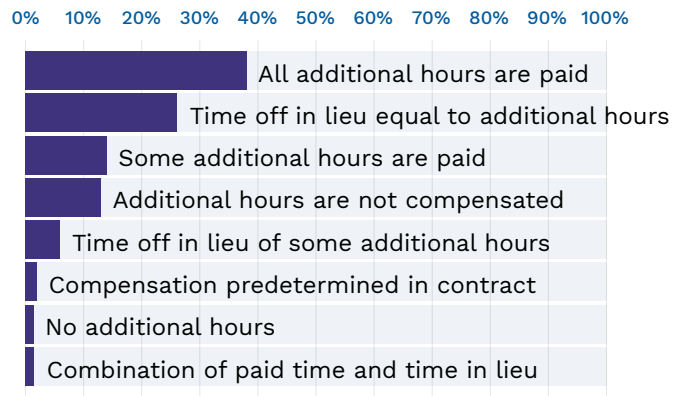
*These are the **top 10** results based on **54** responses.

General/Administration(33%), Program/event prep (31%), Program/event running (28%), Supplies purchasing (19%), Community events (17%), Meetings (13%), Ordering library materials (11%), Marketing (9%), Board meetings/meeting prep/Cleaning/Fundraising (7%)

Payroll Responsibility

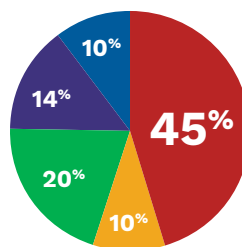
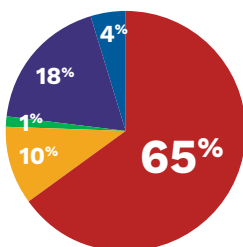
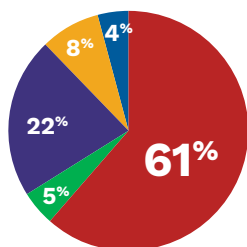


Compensation for Hours Worked Outside Regular Hours



Benefits Provided

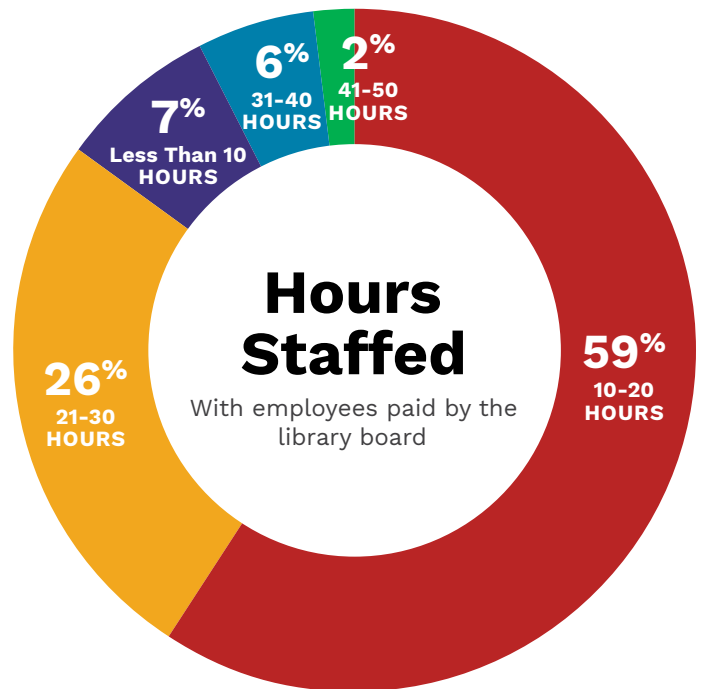
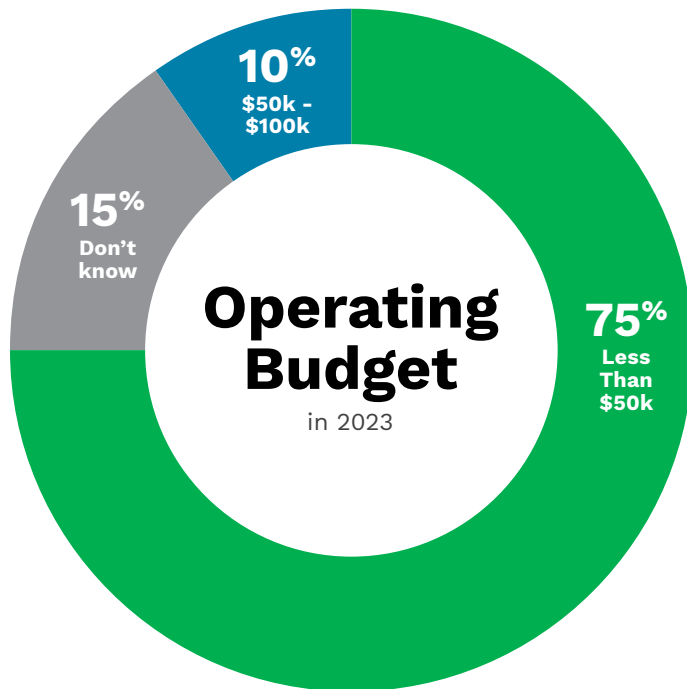
Legend: No (Red), Manager/Director Only (Blue), Other (Yellow), Yes F/T (Purple), Yes All (Green)



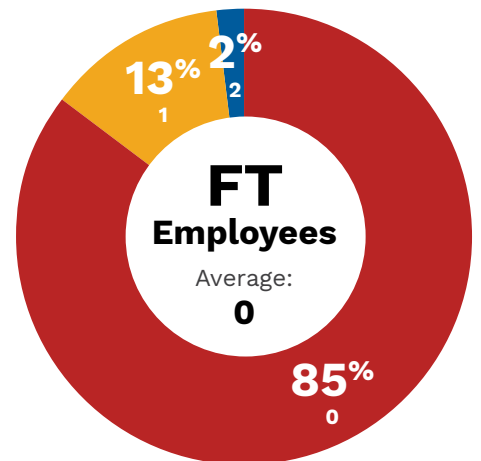
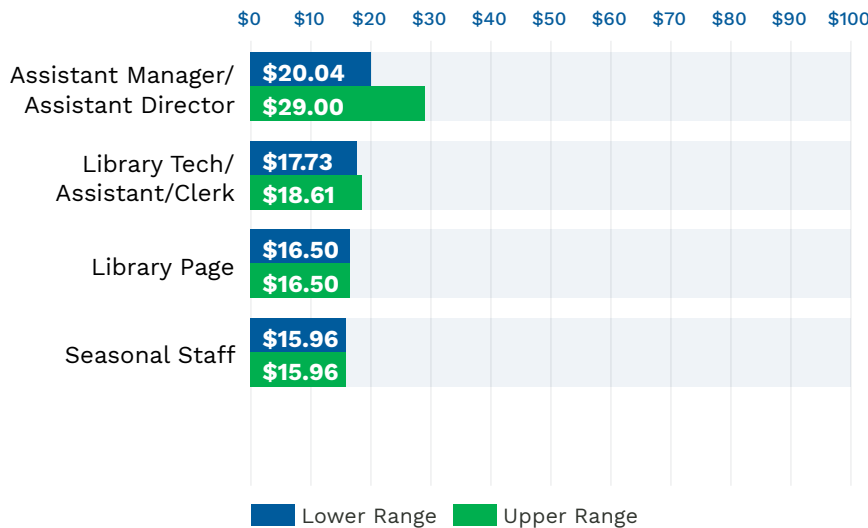
Additional Benefits

*These results are based on **83** responses.

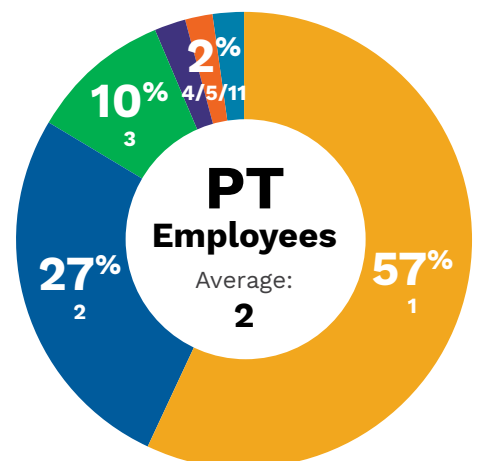
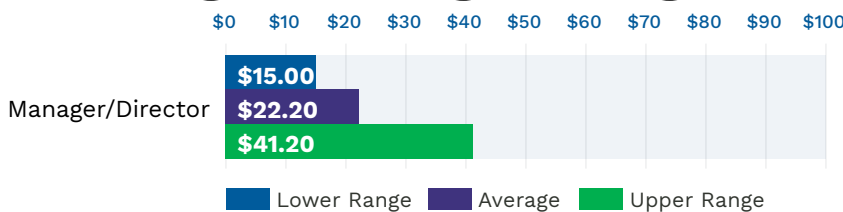
- ▶ Professional development (64%)
- ▶ Health spending account or employee wellness program (41%)
- ▶ Long-term service awards (37%)
- ▶ Cash Bonus (14%)
- ▶ Employee recognition gifts or events (12%)
- ▶ Extra vacation or paid time off (12%)
- ▶ Other (5%)
- ▶ Flexibility in hours or time off (2%)
- ▶ Service awards (1%)

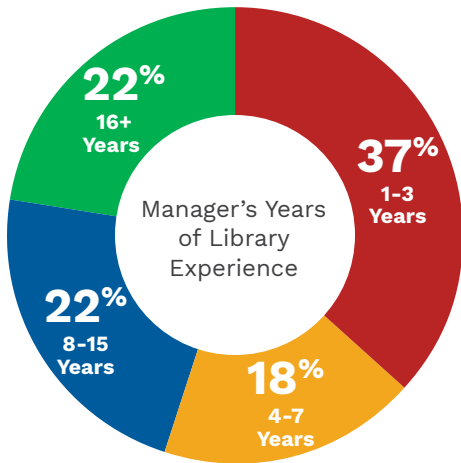


Average Staff Wages

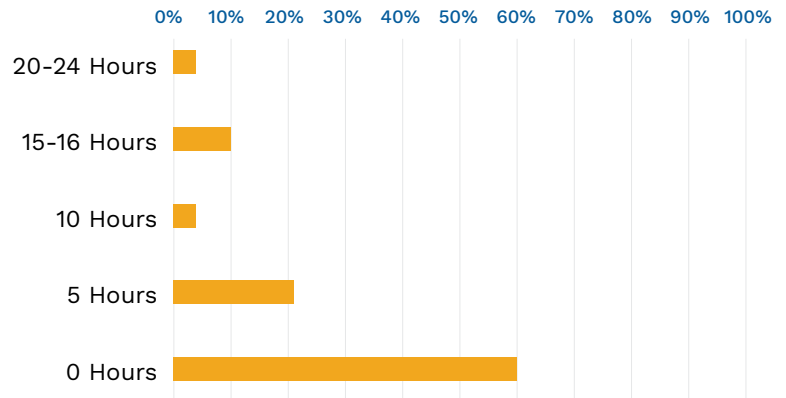


Average Manager Wages





Admin Time Provided

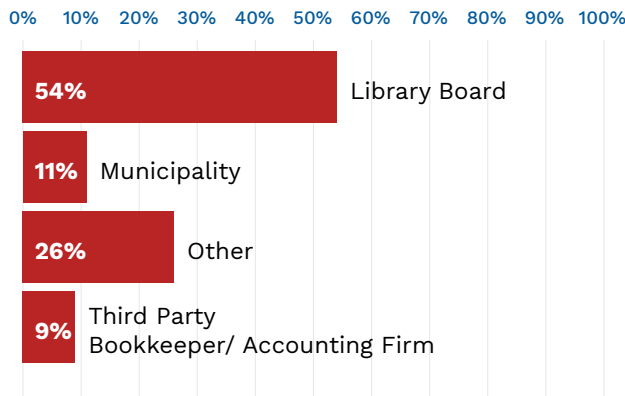


What sort of work is performed during unpaid additional hours?

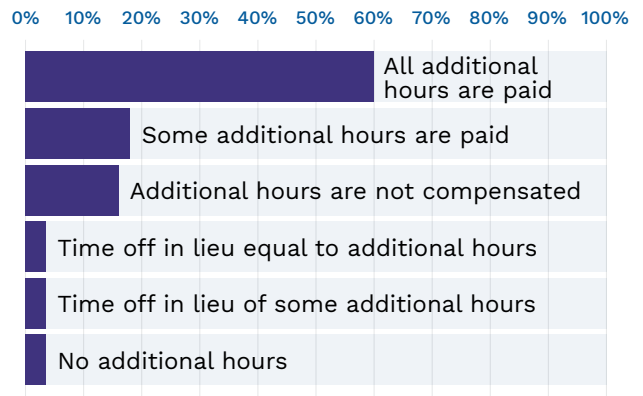
*These results are based on 14 responses.

Program/event prep (43%), General/Administration(29%), Program/event running / Supplies purchasing (21%), Accounting/ payroll, Cleaning, Marketing, Meetings, Ordering library materials, Professional development (14%), Board meetings/meeting prep, Collection management, Community events, Decoration/display, Fundraising, Grant writing, Reports (7%)

Payroll Responsibility

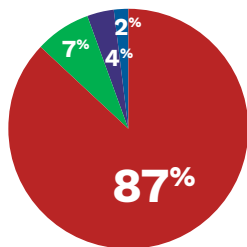


Compensation for Hours Worked Outside Regular Hours

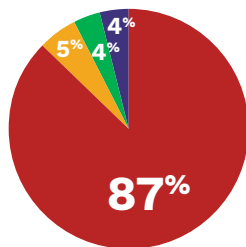


Benefits Provided

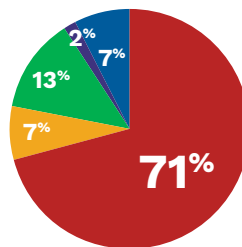
Legend: No (Red), Manager/Director Only (Blue), Other (Yellow), Yes F/T (Purple), Yes All (Green)



Extended Health Care Plan



Retirement Support (Pension / RRSP / Other)

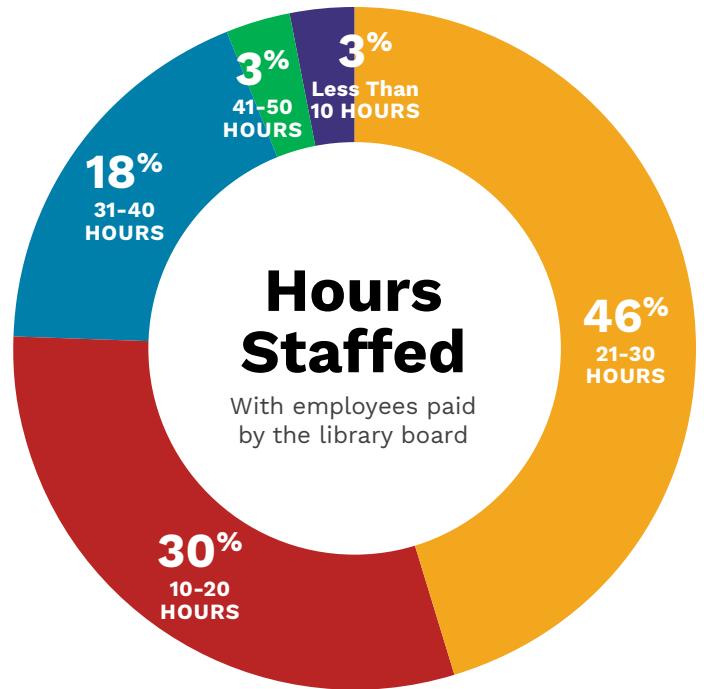
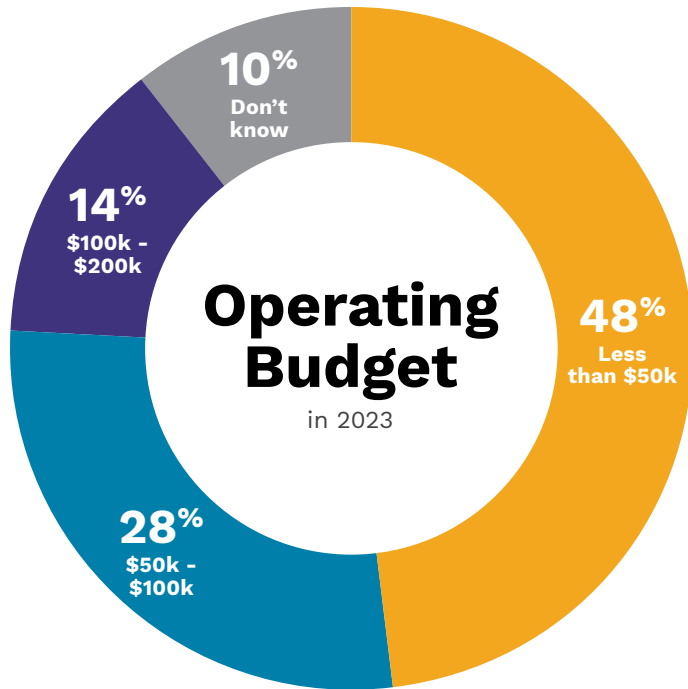


Paid Sick Time

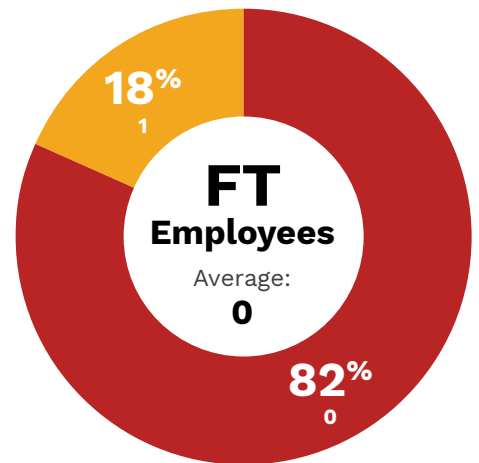
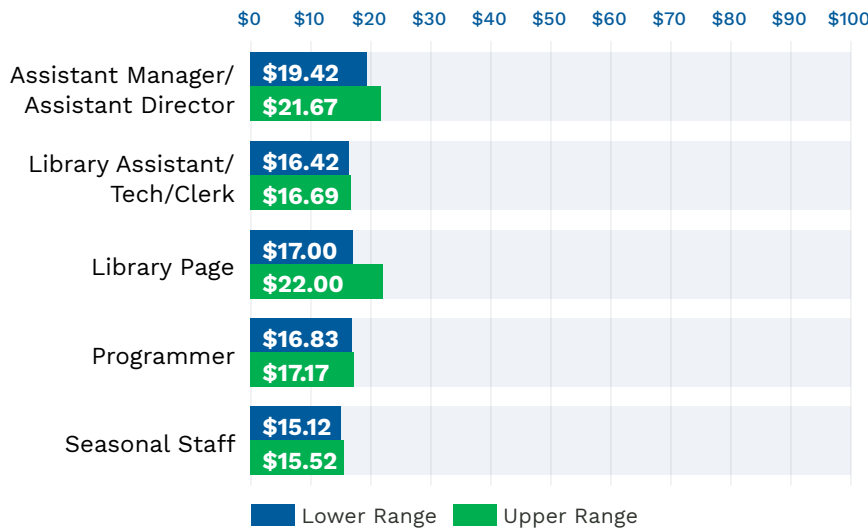
Additional Benefits

*These results are based on 17 responses.

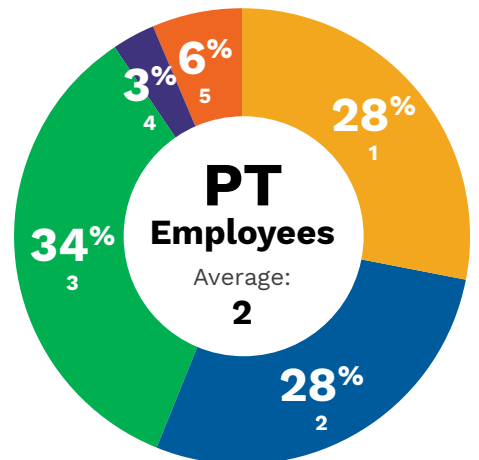
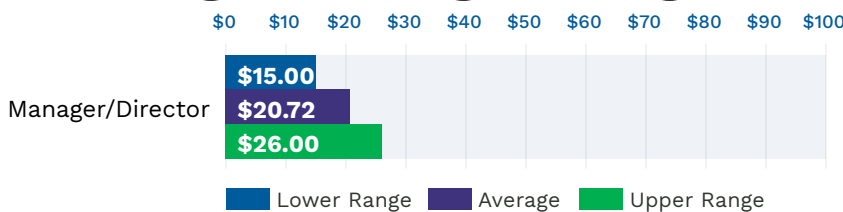
- ▶ Professional development (53%)
- ▶ Health spending account or employee wellness program (35%)
- ▶ Long-term service awards (29%)
- ▶ Cash Bonus (12%)
- ▶ Flexibility in hours or time off (12%)
- ▶ Other (6%)
- ▶ Service awards (6%)

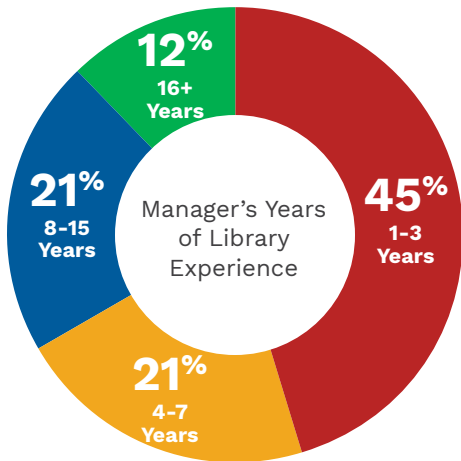


Average Staff Wages

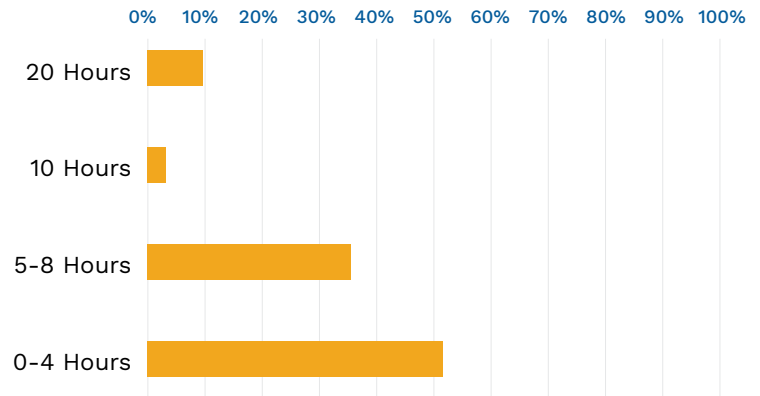


Average Manager Wages





Admin Time Provided

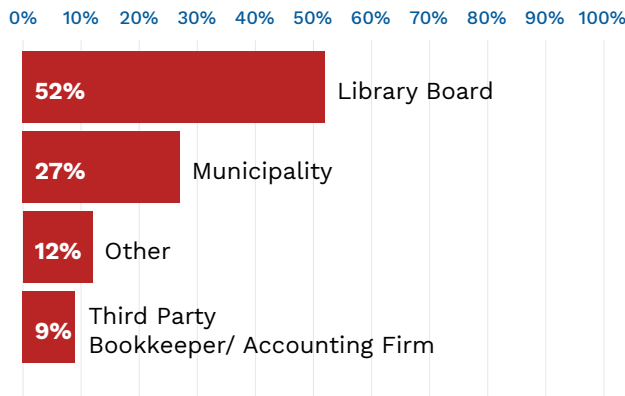


What sort of work is performed during unpaid additional hours?

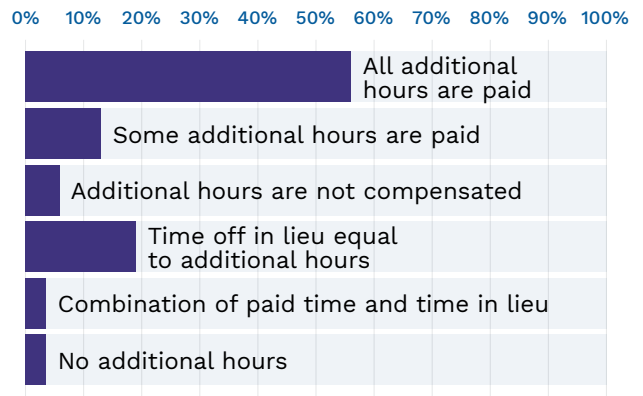
*These results are based on 5 responses.

Program/event prep (40%), Cleaning (20%), Community events (20%), Maintenance/repairs (20%), Program/event running (20%), Supervisory (20%), Supplies purchasing (20%)

Payroll Responsibility

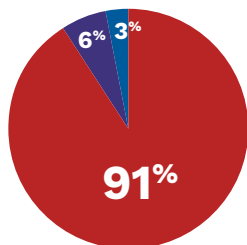


Compensation for Hours Worked Outside Regular Hours

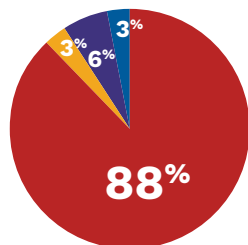


Benefits Provided

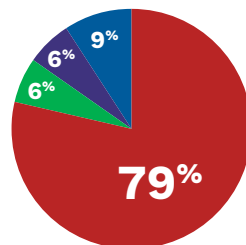
Legend: No (Red), Manager/Director Only (Blue), Other (Yellow), Yes F/T (Dark Blue), Yes All (Green)



Extended Health Care Plan



Retirement Support (Pension / RRSP / Other)

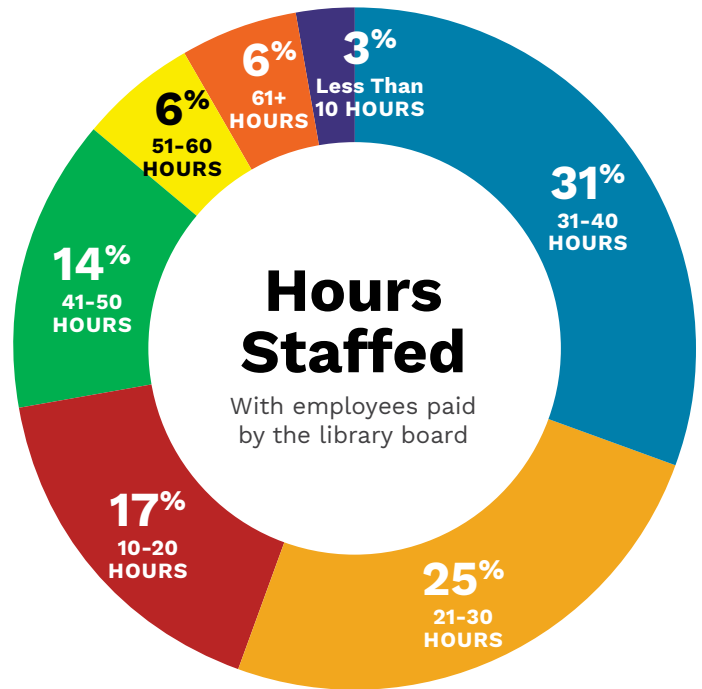
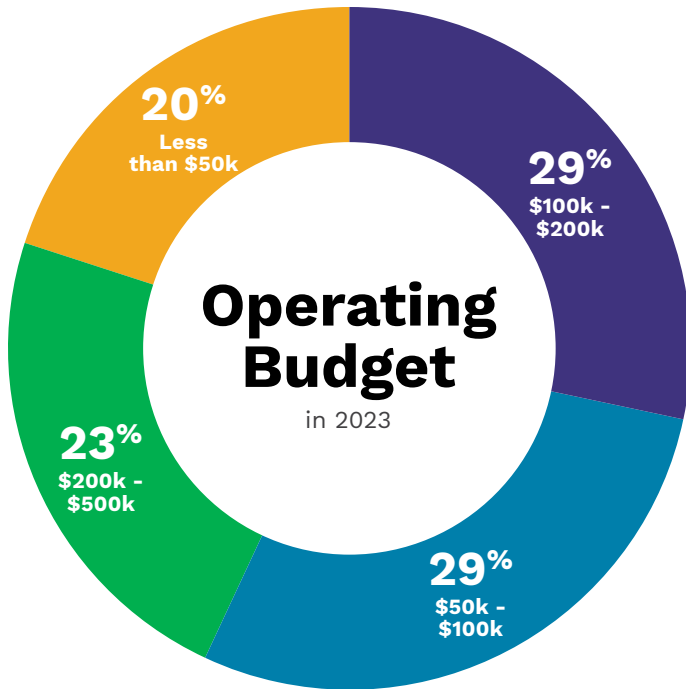


Paid Sick Time

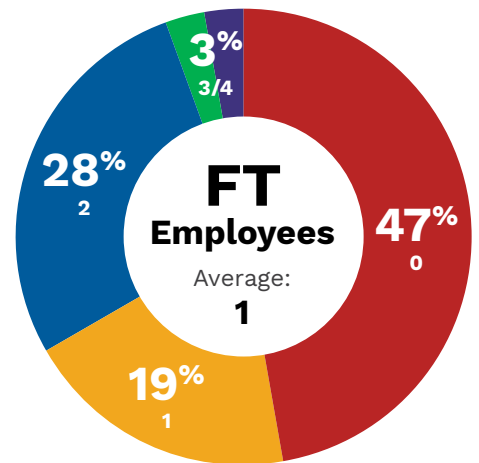
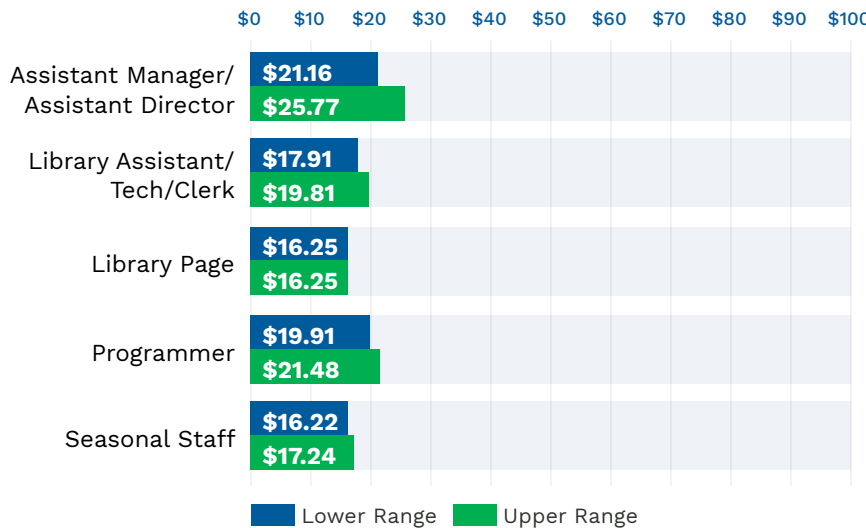
Additional Benefits

*These results are based on 9 responses.

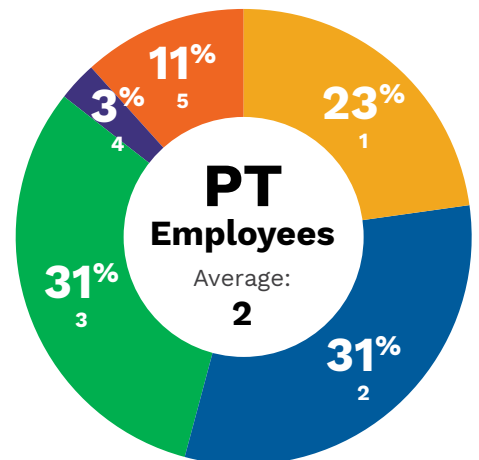
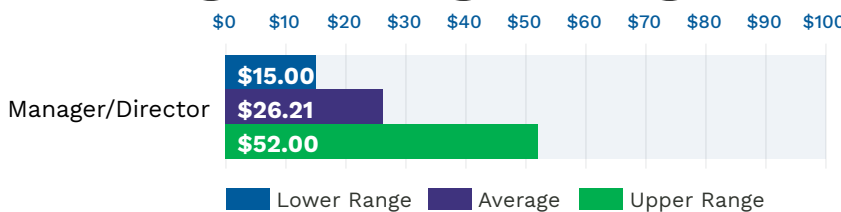
- ▶ Professional development (56%)
- ▶ Health spending account or employee wellness program (22%)
- ▶ Long-term service awards (22%)
- ▶ Cash bonus (11%)
- ▶ Employee recognition gifts or events (11%)
- ▶ Extra vacation or paid time off (11%)

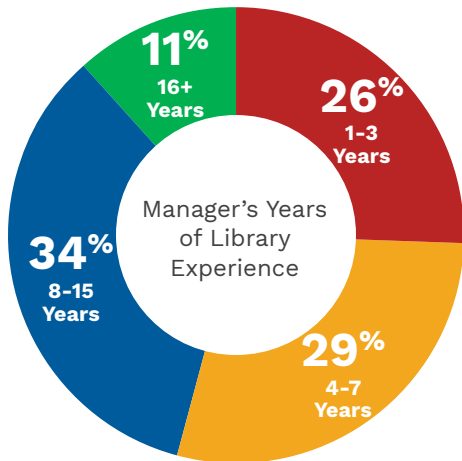


Average Staff Wages

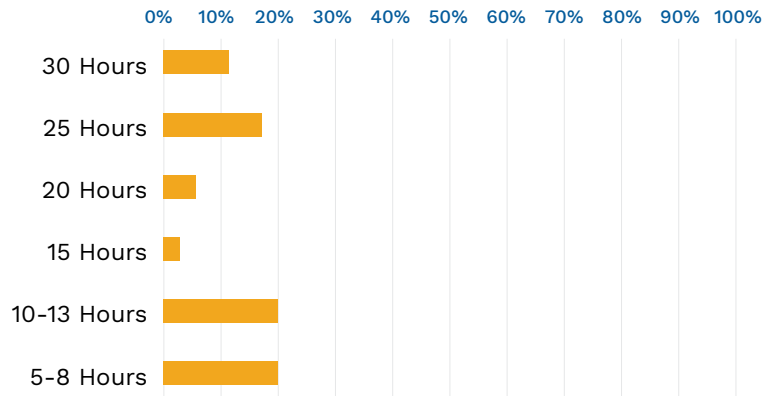


Average Manager Wages





Admin Time Provided

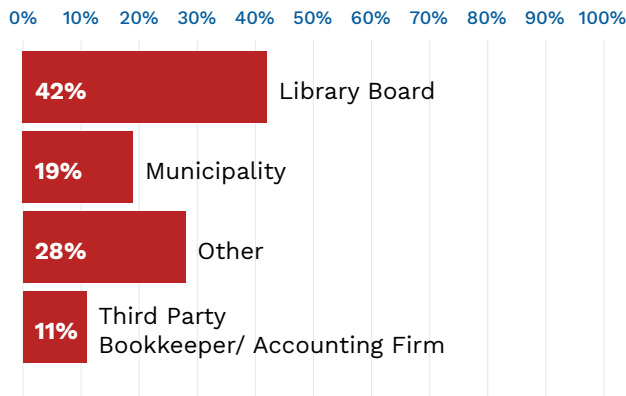


What sort of work is performed during unpaid additional hours?

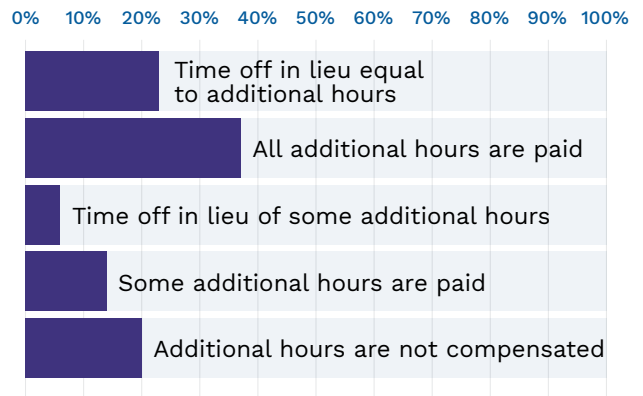
*These results are based on 13 responses.

General/Administration (54%), Program/event running (46%), Program/event prep (38%), Board meetings/meeting prep/ Marketing/Ordering library materials (23%), Community events/Correspondence/Meetings/ Supplies purchasing (15%), Fundraising/Grant writing/ Reports/Research /Shift coverage/Supervisory (8%)

Payroll Responsibility

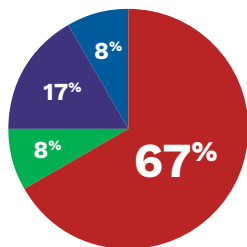


Compensation for Hours Worked Outside Regular Hours

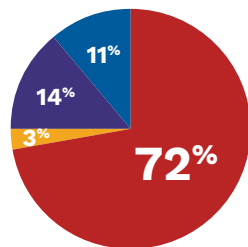


Benefits Provided

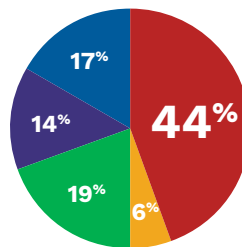
Legend: No (Red), Manager/Director Only (Blue), Other (Yellow), Yes F/T (Purple), Yes All (Green)



Extended Health Care Plan



Retirement Support (Pension / RRSP / Other)

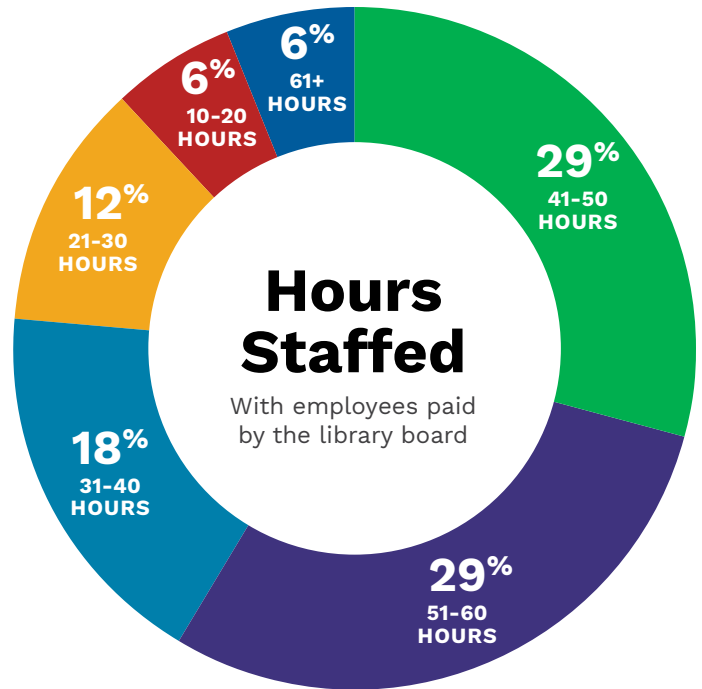
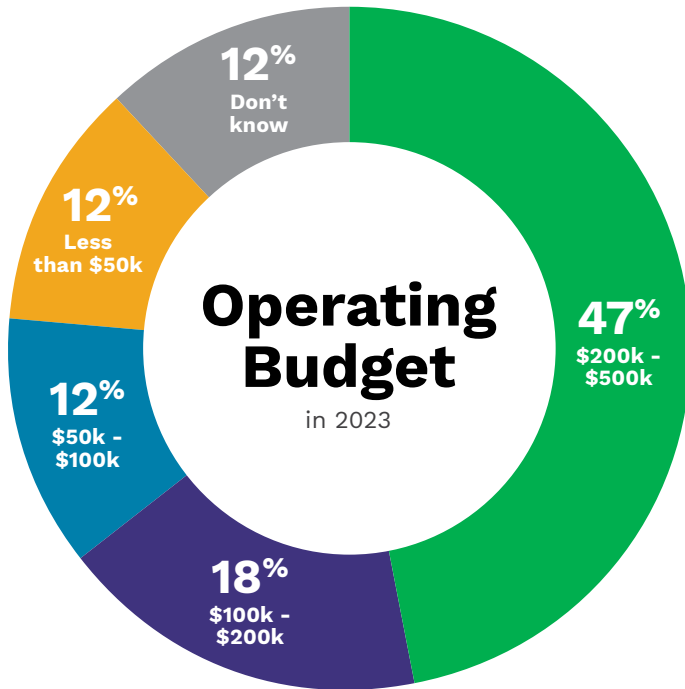


Paid Sick Time

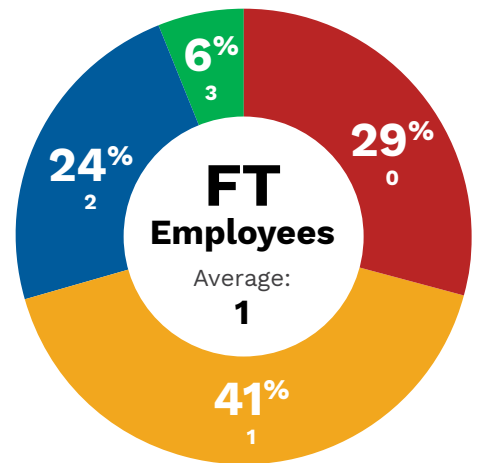
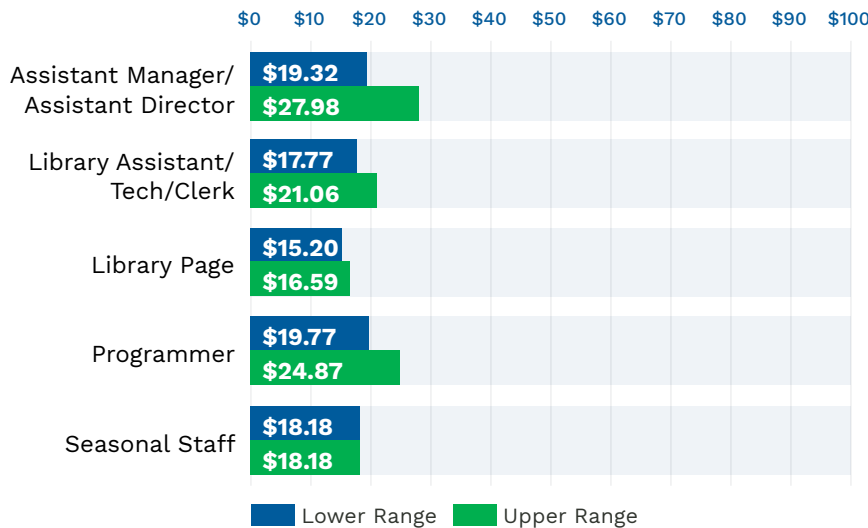
Additional Benefits

*These results are based on 14 responses.

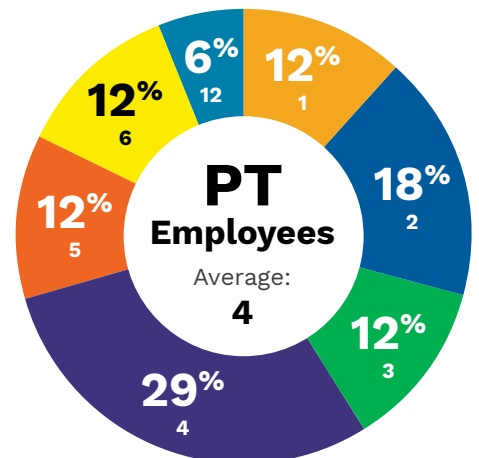
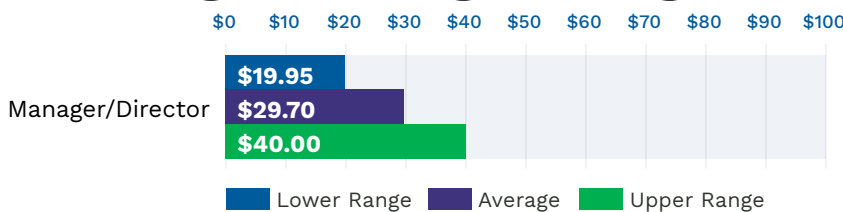
- ▶ Professional development (71%)
- ▶ Long-term service awards (29%)
- ▶ Extra vacation or paid time off (21%)
- ▶ Cash bonus (14%)
- ▶ Health spending account or employee wellness program (14%)
- ▶ Employee recognition gifts or events (7%)
- ▶ Other (7%)

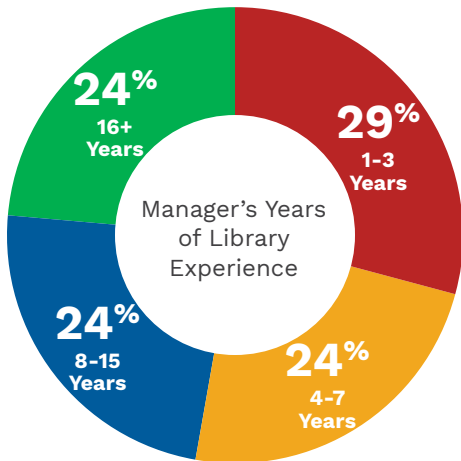


Average Staff Wages

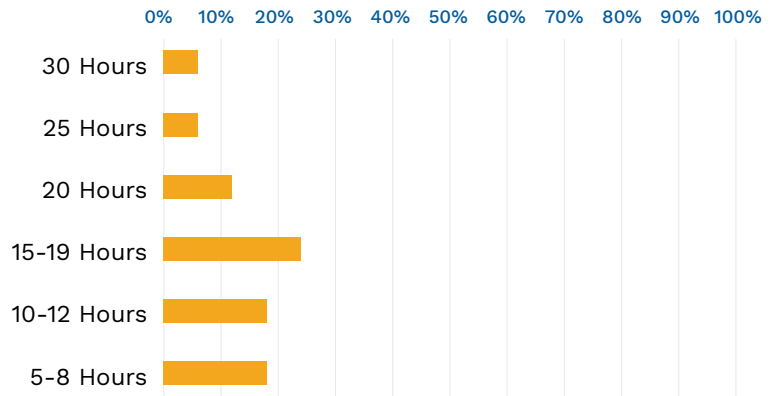


Average Manager Wages





Admin Time Provided

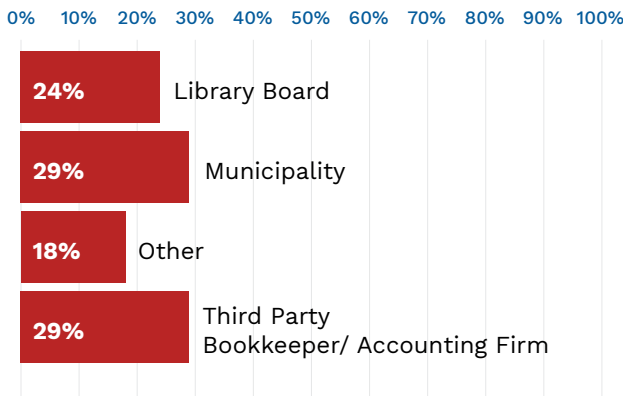


What sort of work is performed during unpaid additional hours?

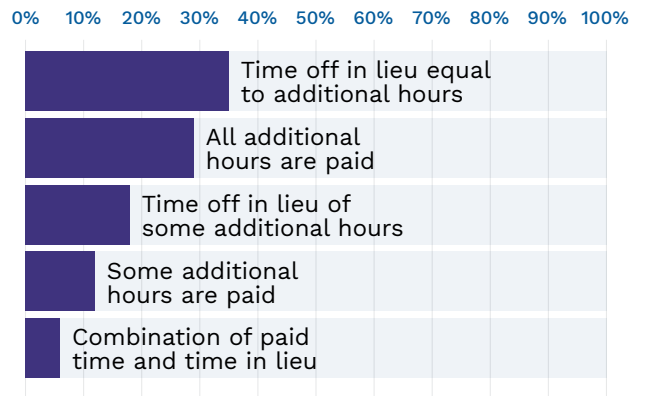
*These results are based on 3 responses.

General/Administration (33%), Program/event prep (33%), Program/event running (33%), Reports (33%), Research (33%), Shift coverage (33%)

Payroll Responsibility

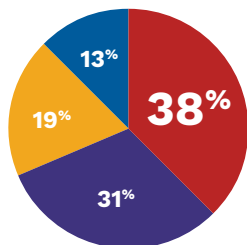


Compensation for Hours Worked Outside Regular Hours

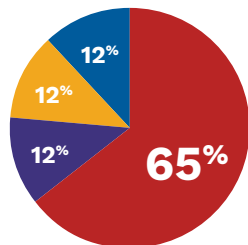


Benefits Provided

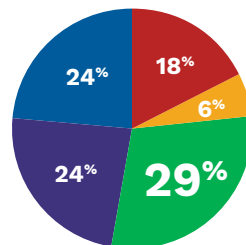
Legend: No (Red), Manager/Director Only (Blue), Other (Yellow), Yes F/T (Purple), Yes All (Green)



Extended Health Care Plan



Retirement Support (Pension / RRSP / Other)

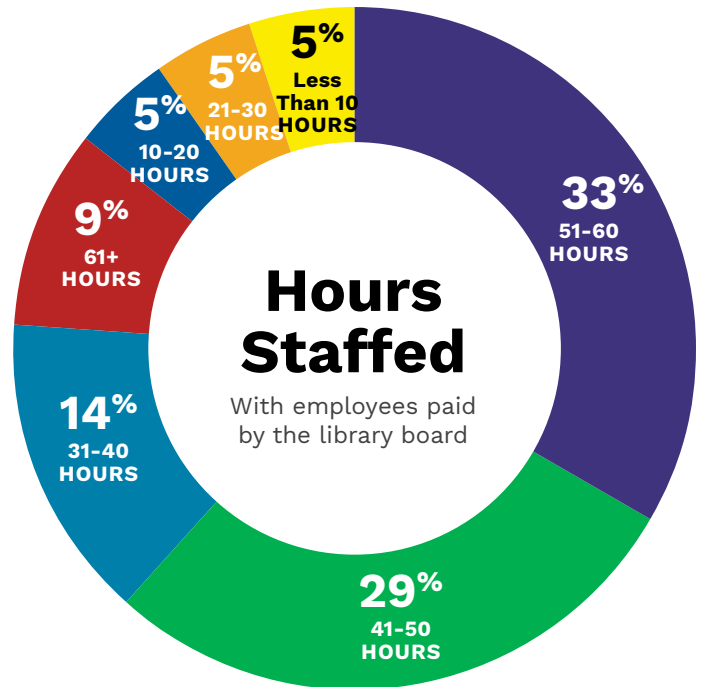
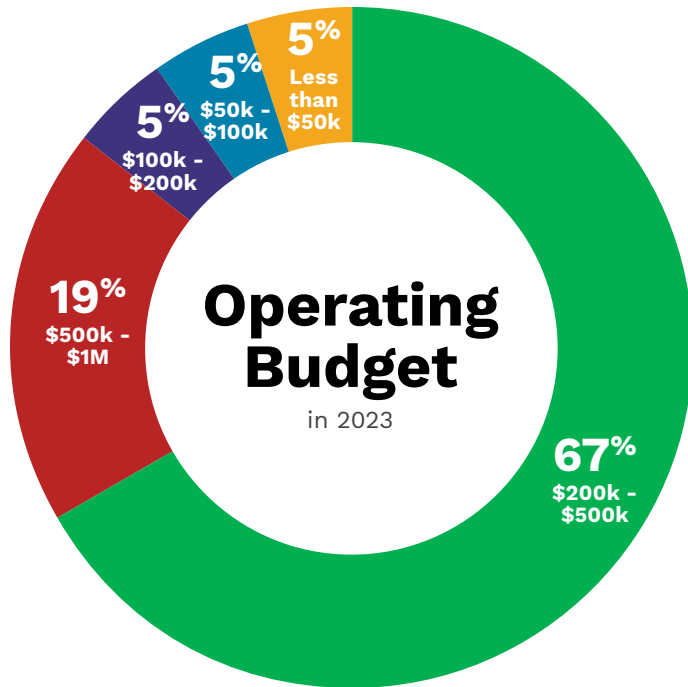


Paid Sick Time

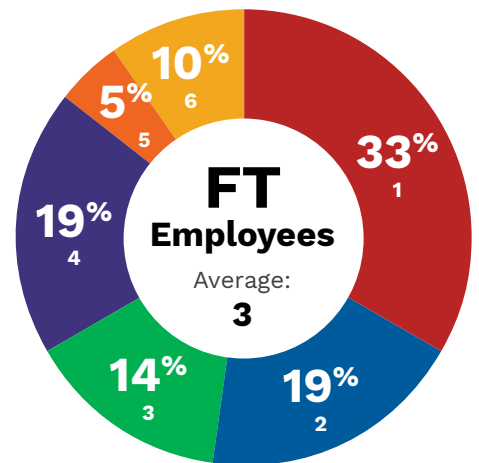
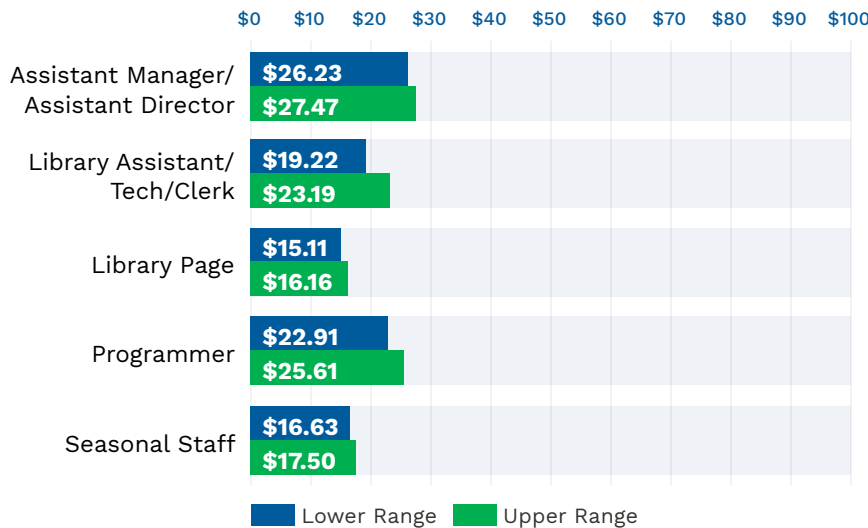
Additional Benefits

*These results are based on 6 responses.

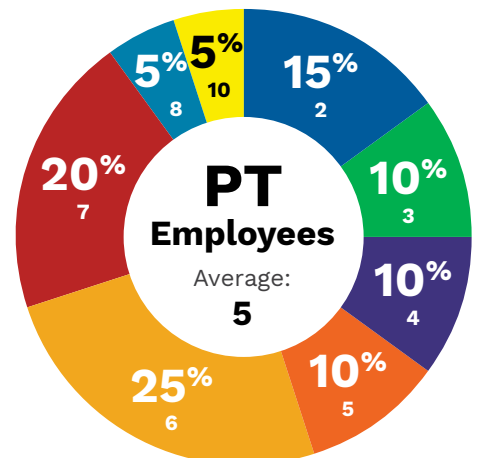
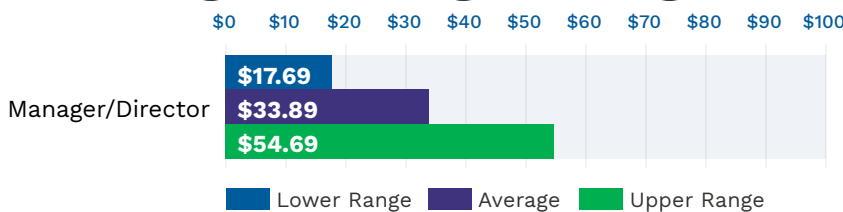
- ▶ Professional development (83%)
- ▶ Health spending account or employee wellness program (50%)
- ▶ Long-term service awards (33%)



Average Staff Wages

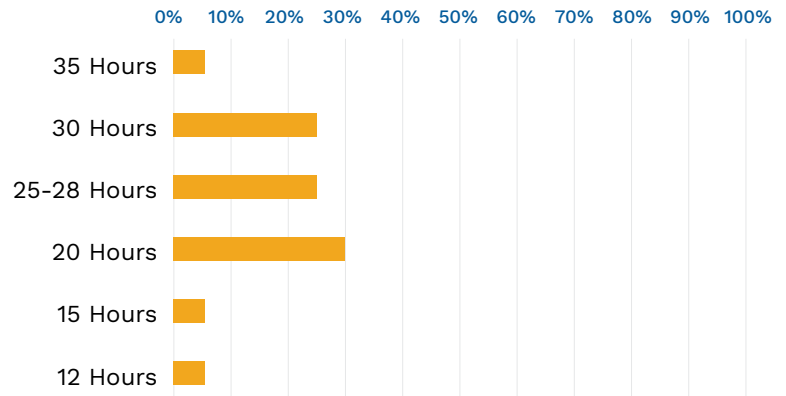


Average Manager Wages





Admin Time Provided

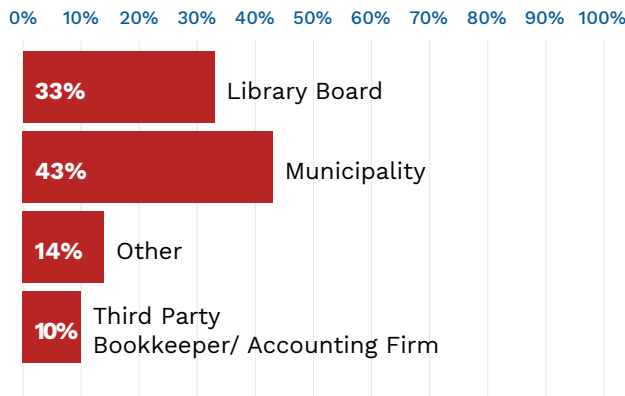


What sort of work is performed during unpaid additional hours?

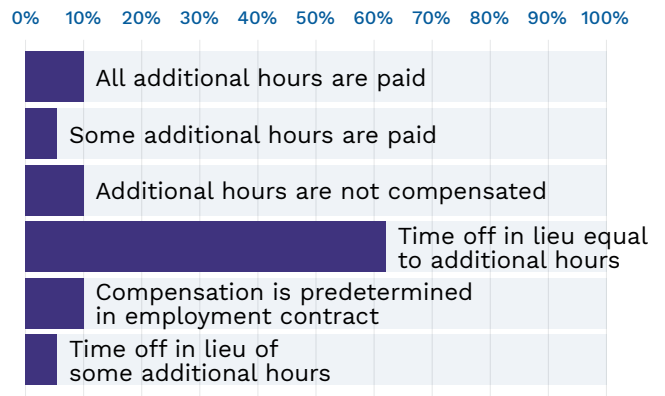
*These results are based on 4 responses.

Community events (50%), Accounting/payroll (25%), General/Administration (25%), Maintenance/repairs (25%), Meetings (25%), Program/event running (25%)

Payroll Responsibility

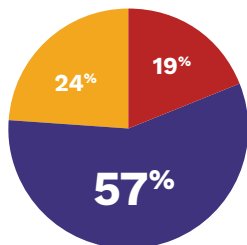


Compensation for Hours Worked Outside Regular Hours

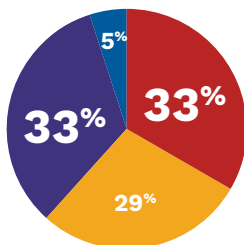


Benefits Provided

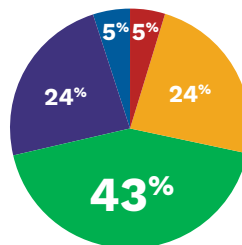
Legend: No (Red), Manager/Director Only (Blue), Other (Yellow), Yes F/T (Purple), Yes All (Green)



Extended Health Care Plan



Retirement Support (Pension / RRSP / Other)

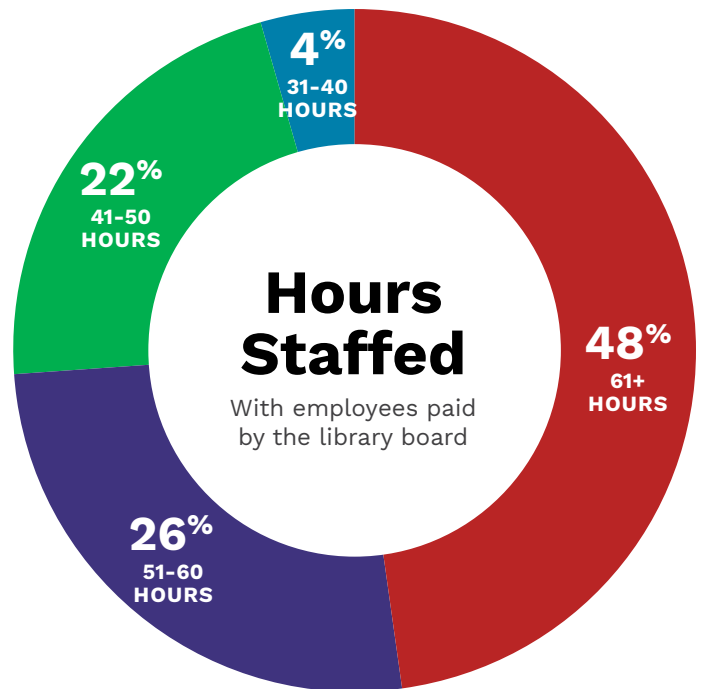
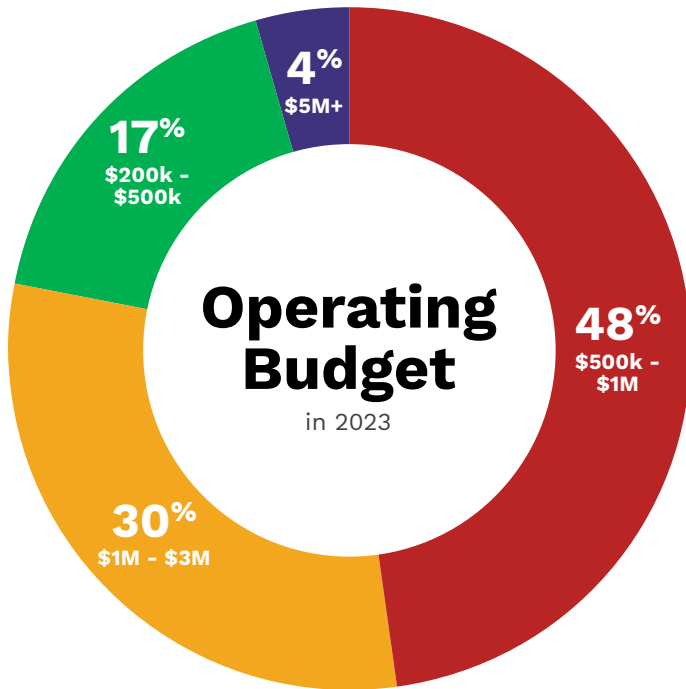


Paid Sick Time

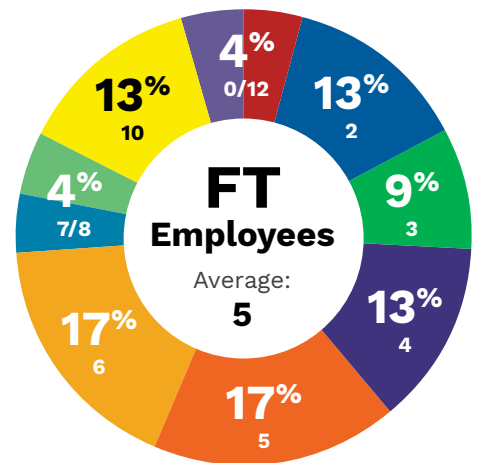
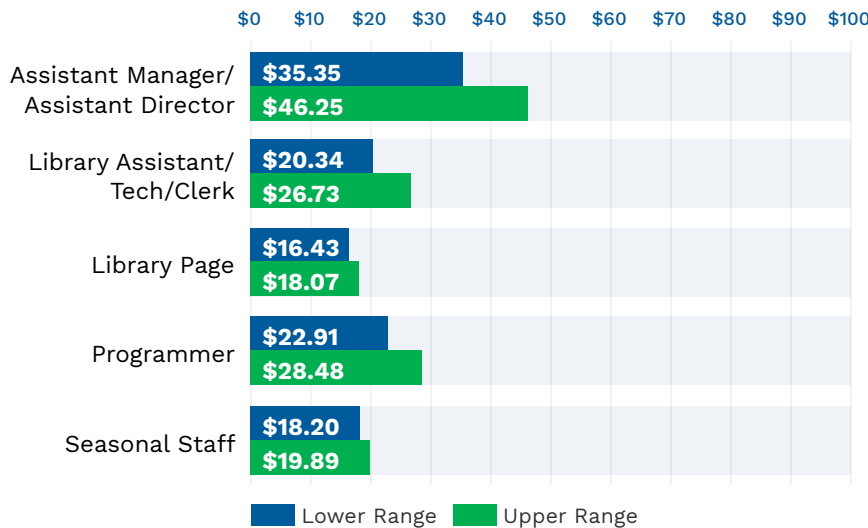
Additional Benefits

*These results are based on 14 responses.

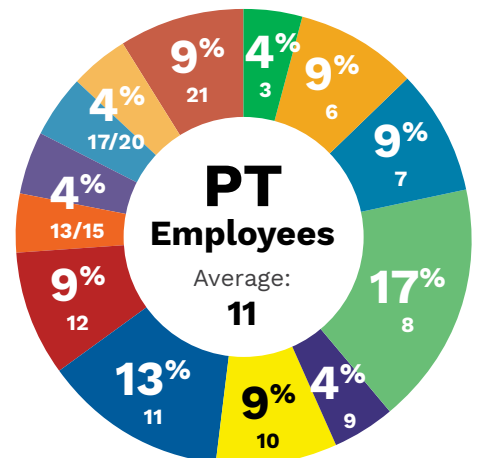
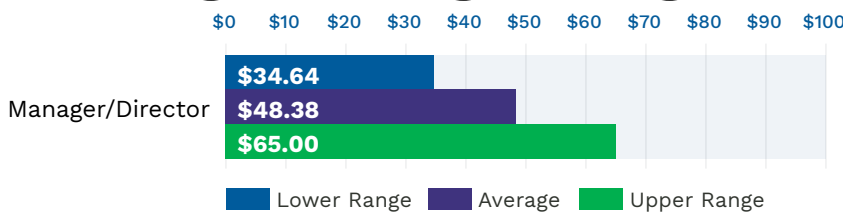
- ▶ Professional development (79%)
- ▶ Health spending account or employee wellness program (57%)
- ▶ Long-term service awards (43%)
- ▶ Employee recognition gifts or events (29%)
- ▶ Cash bonus (7%)
- ▶ Other (7%)



Average Staff Wages

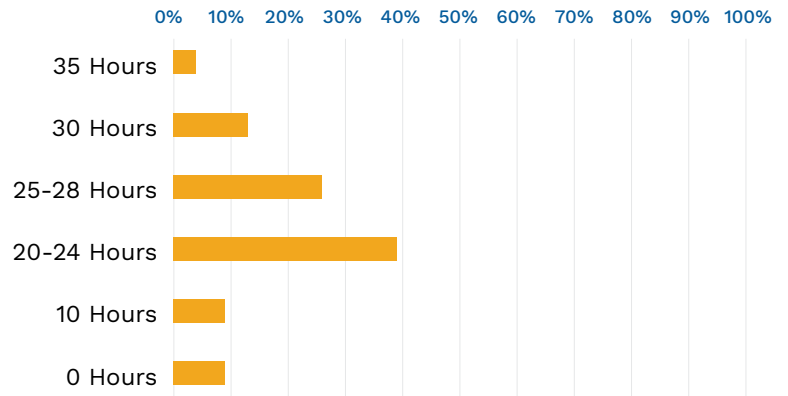


Average Manager Wages





Admin Time Provided

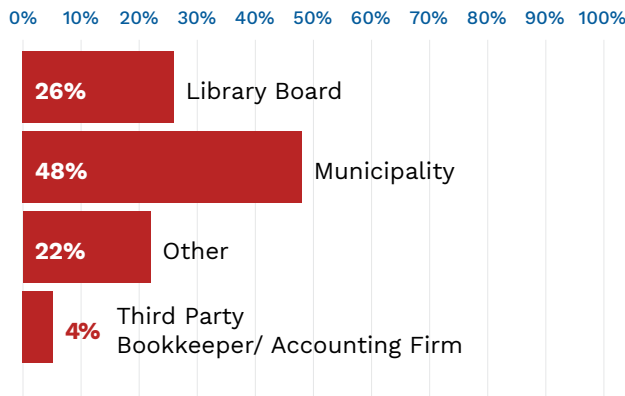


What sort of work is performed during unpaid additional hours?

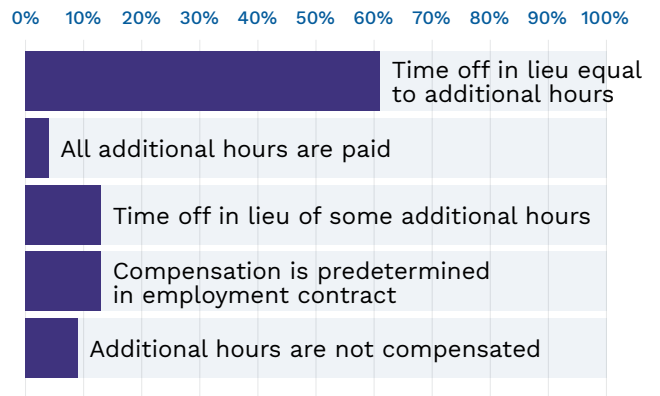
*These results are based on 4 responses.

General/Administration (50%), Community events (25%), Correspondence (25%), Meetings (25%), Program/event running (25%), Supervisory (25%), Van run duties (25%)

Payroll Responsibility

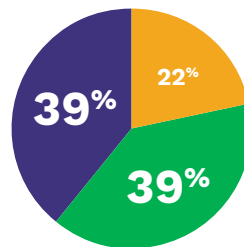
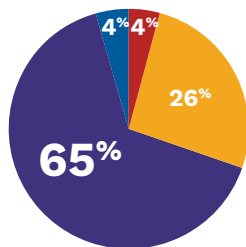
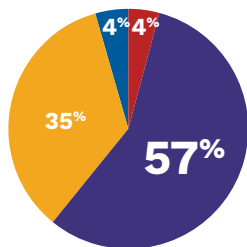


Compensation for Hours Worked Outside Regular Hours



Benefits Provided

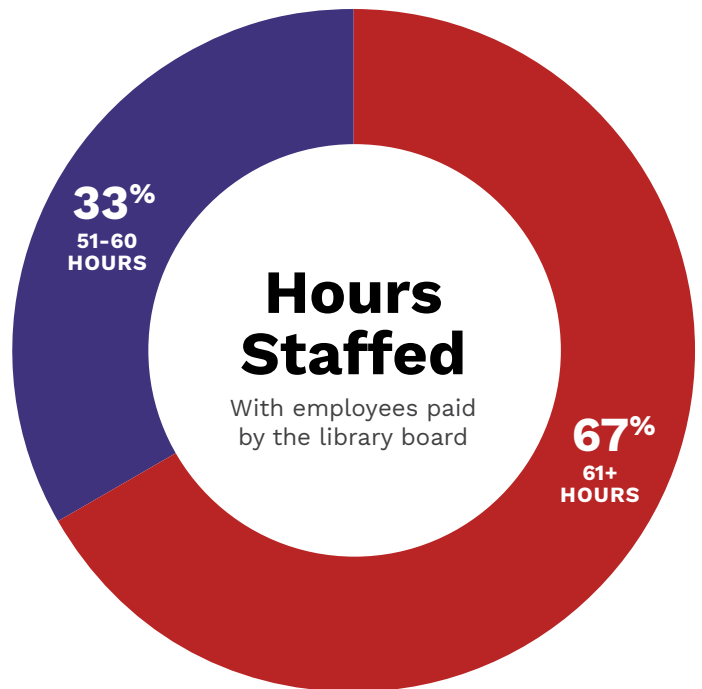
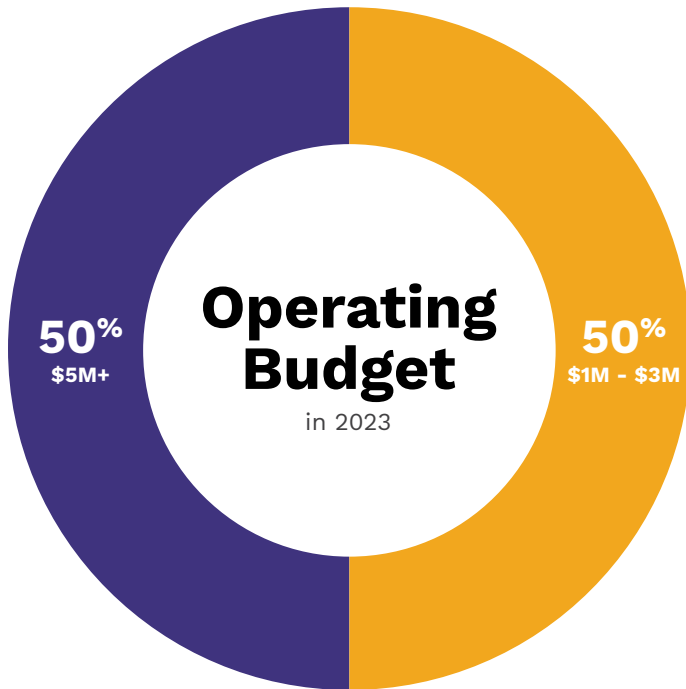
Legend: No (Red), Manager/Director Only (Blue), Other (Orange), Yes F/T (Purple), Yes All (Green)



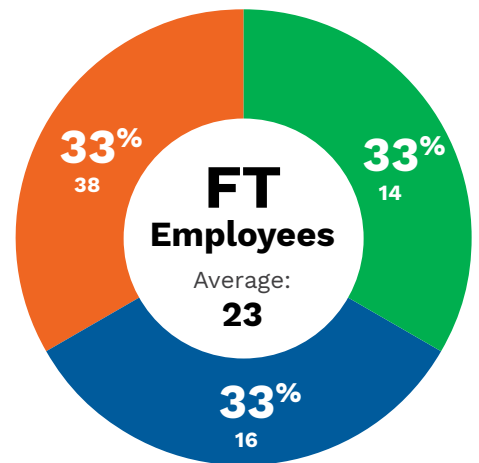
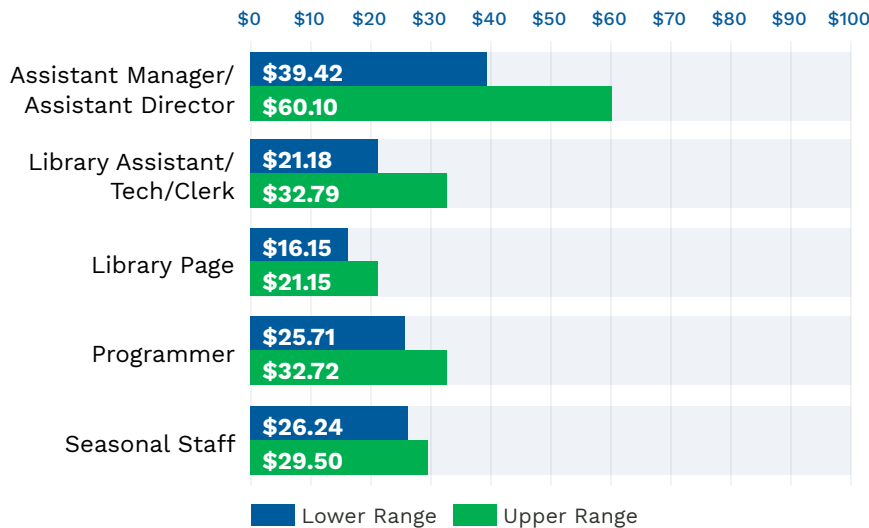
Additional Benefits

*These results are based on 19 responses.

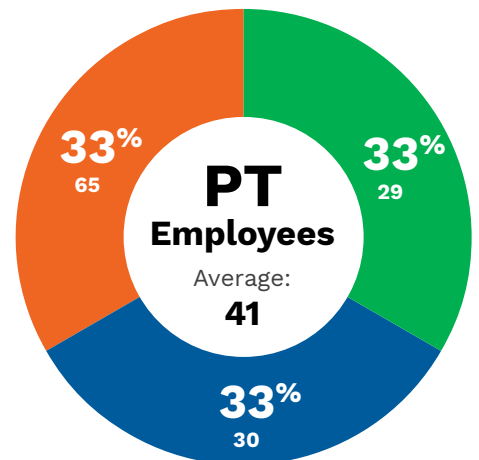
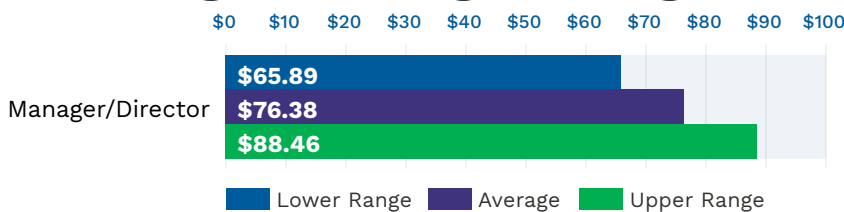
- ▶ Health spending account or employee wellness program (58%)
- ▶ Professional development (53%)
- ▶ Long-term service awards (47%)
- ▶ Extra vacation or paid time off (26%)
- ▶ Cash bonus (21%)
- ▶ Employee recognition gifts or events (21%)
- ▶ Other (5%)

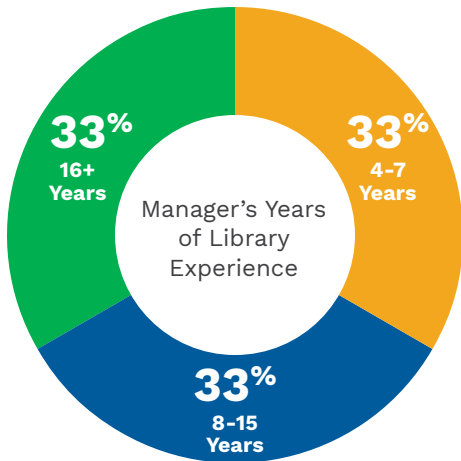


Average Staff Wages

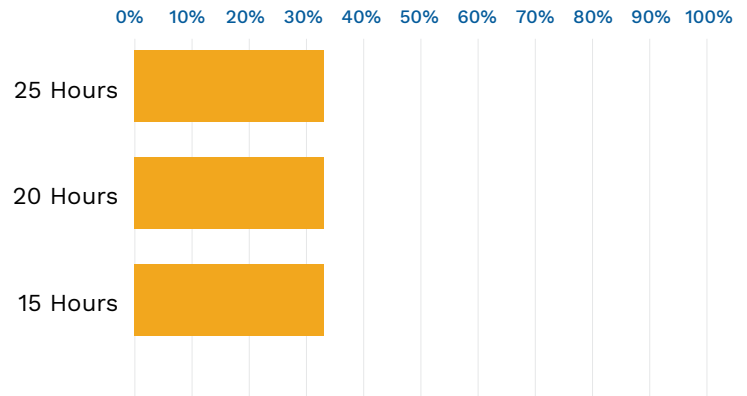


Average Manager Wages





Admin Time Provided

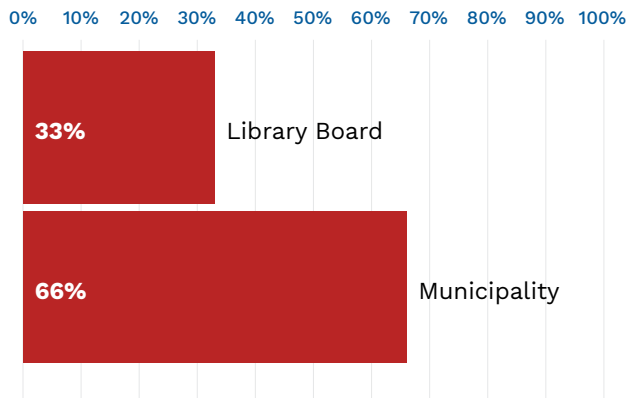


What sort of work is performed during unpaid additional hours?

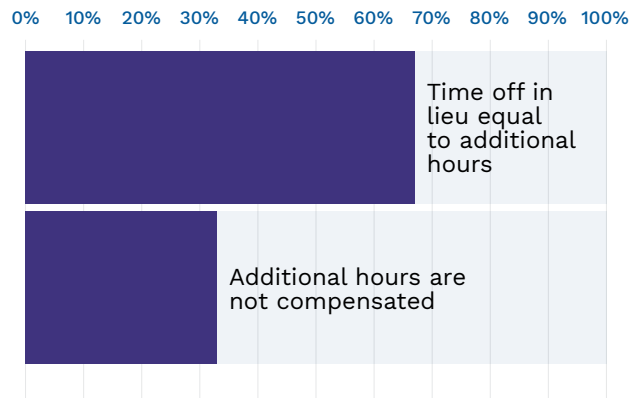
*These results are based on 1 response.

Community events (100%),
Professional development (100%)

Payroll Responsibility

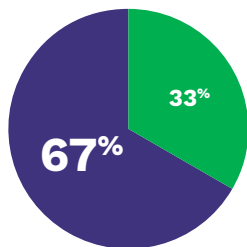


Compensation for Hours Worked Outside Regular Hours

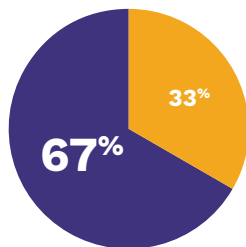


Benefits Provided

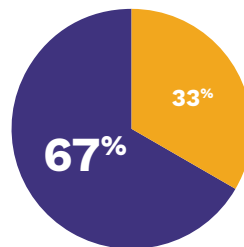
Legend: No (Red), Manager/Director Only (Blue), Other (Orange), Yes F/T (Purple), Yes All (Green)



Extended Health Care Plan



Retirement Support (Pension / RRSP / Other)



Paid Sick Time

Additional Benefits

*These results are based on 3 responses.

- ▶ Long-term service awards (100%)
- ▶ Cash bonus (67%)
- ▶ Health spending account or employee wellness program (67%)
- ▶ Professional development (67%)
- ▶ Extra vacation or paid time off (33%)

Municipalities that participated in the Alberta Municipalities survey

Beaver County	Town of Athabasca	Town of Stettler
Big Lakes County	Town of Banff	Town of Sunde
Birch Hills County	Town of Barrhead	Town of Sylvan Lake
Brazeau County	Town of Bashaw	Town of Three Hills
Camrose County	Town of Beaverlodge	Town of Two Hills
Cardston County	Town of Bon Accord	Town of Valleyview
City of Beaumont	Town of Bonnyville	Town of Vauxhall
City of Camrose	Town of Bow Island	Town of Vegreville
City of Cold Lake	Town of Bowden	Town of Vermilion
City of Edmonton	Town of Bruderheim	Town of Vulcan
City of Grande Prairie	Town of Canmore	Town of Wainwright
City of Lacombe	Town of Cardston	Town of Wembley
City of Leduc	Town of Castor	Town of Whitecourt
City of Lloydminster	Town of Claresholm	Village of Acme
City of Spruce Grove	Town of Coalhurst	Village of Alliance
City of Wetaskiwin	Town of Daysland	Village of Amisk
Clear Hills County	Town of Diamond Valley	Village of Andrew
County of Barrhead No. 11	Town of Didsbury	Village of Barnwell
County of Forty Mile No. 8	Town of Edson	Village of Barons
County of Grande Prairie No. 1	Town of Fairview	Village of Berwyn
County of Minburn No. 27	Town of Falher	Village of Big Valley
County of Newell	Town of Gibbons	Village of Bittern Lake
County of Paintearth No. 18	Town of Hanna	Village of Boyle
County of Vermilion River	Town of High Level	Village of Carmangay
Flagstaff County	Town of High Prairie	Village of Caroline
Foothills County	Town of Hinton	Village of Chipman
Lac La Biche County	Town of Innisfail	Village of Clive
Lac Ste. Anne County	Town of Lamont	Village of Clyde
Municipal District of Bighorn No. 8	Town of Legal	Village of Coutts
Municipal District of Bonnyville No. 87	Town of Magrath	Village of Cowley
Municipal District of Lesser Slave River No. 124	Town of Manning	Village of Cremona
Municipal District of Fairview No. 136	Town of Mayerthorpe	Village of Czar
Municipal District of Peace No. 135	Town of McLennan	Village of Delia
Municipal District of Pincher Creek No. 9	Town of Milk River	Village of Donald
Municipal District of Ranchland No. 66	Town of Millet	Village of Edberg
Municipal District of Spirit River No. 133	Town of Morinville	Village of Forestburg
Municipal District of Wainwright No. 61	Town of Nobleford	Village of Girouxville
Municipality of Crowsnest Pass	Town of Olds	Village of Heisler
Northern Sunrise County	Town of Onoway	Village of Hines Creek
Red Deer County	Town of Peace River	Village of Kitscoty
Smoky Lake County	Town of Picture Butte	Village of Linden
Special Areas Board	Town of Pincher Creek	Village of Marwayne
Strathcona County	Town of Ponoka	Village of Milo
Sturgeon County	Town of Provost	Village of Nampa
Summer Village of Bonnyville Bea	Town of Raymond	Village of Rosalind
Summer Village of Grandview	Town of Rocky Mountain	Village of Rycroft
Summer Village of Horseshoe Bay	House	Village of Veteran
Summer Village of Itaska Beach	Town of Sedgewick	Village of Youngstown
Summer Village of Pelican Narrov	Town of Sexsmith	Westlock County
Summer Village of Rochon Sands	Town of Slave Lake	Wheatland County
Summer Village of Ross Haven	Town of Smoky Lake	Woodlands County
Summer Village of White Sands	Town of Spirit River	
Thorhild County	Town of Stavelly	