



REGULAR MEETING – LIBRARY BOARD OF DIRECTORS AGENDA

**MARCH 13, 2025, 7:00 PM
BY ZOOM VIRTUAL MEETING**

To allow public access, anyone may access a meeting by telephone and/or Zoom, or a recording in the City of Norwalk YouTube channel. Specific instructions and links can be found at norwalkct.gov/meetings.



Members of the public may call in to participate. Callers will not be able to see the meeting participants. All participants will be muted upon entering the meeting. To speak, dial *9 on the phone and you will be called on by the host of the meeting during the public comment section. All speakers must state their name and address. Comments must be on a topic on the agenda, and are limited to three minutes. Anyone disrupting the orderly conduct of the meeting, including by using threatening, hateful, or sexually-explicit language, will be removed. Please find the information using the link above.



Members of the public who wish to provide "live comments" may also use the Zoom meeting platform. All participants will be muted upon entering the meeting. To speak, click the "raise your hand indicator" and you will be called by the host of the meeting during the public comment section. All speakers must state their name and address. Comments must be on a topic on the agenda, and are limited to three minutes. Anyone disrupting the orderly conduct of the meeting, including by using threatening, hateful, or sexually-explicit language, will be removed. Please find the information using the link above.



Members of the public who wish to provide public comment are encouraged to submit those via email in advance of the meeting. For these comments to be included into the record, they must be submitted by 12:00 p.m. the day of the meeting. Please email Sherelle Harris at sharris@norwalkpl.org with the subject line "Public Comment" to provide written public comment prior to the meeting.

- I. CALL TO ORDER**
- II. ROLL CALL**
- III. ACCEPTANCE OF MINUTES**
 - A. February 13, 2025**
- IV. PUBLIC PARTICIPATION**
- V. NEW BUSINESS**
 - A. Daniel Loftus George
President, The Norwalk Conservatory of the Arts**
 - B. Katherine Schneider, New Norwalk Poet Laureate**

Bill Hayden, Outgoing Norwalk Poet Laureate

VI. REPORTS

A. President

1. Main Library Renovation Update
2. Charter Revision Update
<https://ecode360.com/44899109>
3. Main Library and South Norwalk Library Walkthrough Rescheduling

B. Library Director

1. Approval of Updated Confidentiality Policy
2. Recap of Meeting with Norwalk Parking Authority
3. Library Part-Time Staff Hourly Rate Adjustment Analysis

VII. OLD BUSINESS

VIII. ADJOURNMENT

**CITY OF NORWALK
PUBLIC LIBRARY
BOARD OF DIRECTORS**

ATTENDANCE: Moina Noor, Chair; Patsy Brescia, Vice Chair;, Alex Knopp,
Laurel Peterson, Haroldo Williams, Jannie Williams, Mary Mann
(7:11 p.m.)

ABSENT: Thomas Cullen

OTHERS: Sherelle Harris, Library Director

CALL TO ORDER

Ms. Noor called the meeting to order at 7:03 p.m. A quorum was present.

ACCEPTANCE OF THE MINUTES

• January 9, 2025

The following corrections were noted:

Page 3, paragraph 1, please replace the following:

Ms. Noor stated that the Governance Committee met and Ms. Peterson sent a copy of the Charter revision. There were comments and discussion on the document.

With:

Ms. Noor stated that the Governance Committee met and Ms. Peterson sent a copy of the Charter revision at the last meeting. There were comments and discussion on the document at that time.

Page 3, paragraph 2, line 2, please change the following from:

According to Dawn this is basically

To:

According to Dawn Lavalley, of the Connecticut State Library Board, this is basically

Page 7, paragraph 8, line 1: please change the following from:

Ms. William repeated that he was the Committee

To:

Ms. William repeated that she was the Committee

**** MS. WILLIAMS MOVED THE MINUTES OF THE JANUARY 9, 2025 AS CORRECTED.**

**** MS. NOOR SECONDED.**

**** THE MOTION PASSED WITH FIVE (5) IN FAVOR (NOOR, BRESCIA, KNOPP, H. WILLIAMS AND J. WILLIAMS) AND ONE (1) ABSTENTION (PETERSON).**

PUBLIC PARTICIPATION

There was no one from the public present to comment.

REPORTS

A. President

1. Library Cafe

Mr. Williams updated the Board on the Café. The RFP closed on January 28th. There were no submissions. Since then, there have been two parties that have expressed interest in operating the café. There will be meetings with the two new parties on the 14th to discuss the matter. Both parties have experience in the food service business.

Ms. Brescia asked if the new parties had been cleared by the City. Mr. Williams said that if they find that these parties are still interested, they will go back to the City to work out the details.

Ms. Mann joined the meeting at 7:11 p.m.

2. Walkthrough of Libraries

Ms. Noor said that she had sent out a date for the potential walkthrough and only Ms. Williams and Ms. Brescia responded. Ms. Brescia asked whether they would tour both the Main Library and SoNo.

Ms. Williams said that she would like to tour both the Main Library and the SoNo branch. This was agreeable to all.

3. Charter Revision

Ms. Noor then asked the Board if they had seen the letter from the City. Ms. Harris was asked to display the email on screen.

Dear Board Members,

At our last meeting, the majority of the Board voted that we take our draft of possible Charter Revision changes to Corporation Counsel before sending them to the Charter Revision Committee. I have been in touch with Tom Livingston. Here is his

Response: (Steve Mednick is the lawyer for the Charter Revision Committee and Mario is the City Corporation Counsel.)

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Moina,

I've reached out to Steve Mednick and Mario and also spoken with the Mayor. At this point, we don't see a compelling reason to change the appointment process. The Library has a sizable budget – in excess of \$4 million – and is managed and operated by City employees. For these and other reasons discussed in the last Charter revision, we think it is appropriate that the Mayor continue to appoint the person responsible for managing it.

I know this is not the answer you wanted and you are free to make your case to the Charter Revision Commission if that is what the Board decides. Needless to say, we would not support a change,

Tom

--

Ms. Noor opened the floor for discussion.

Ms. Williams pointed out that there was a difference between “appoint” and “hire”. She said that the words had two different meanings. Ms. Noor noted that the Charter uses the word “appoint” for every single position.

Ms. Mann said that she would like it to be changed, but the letter states that the City would not change their opinion. She would like to see the Board have the authority to make the decision regarding who the Director would be.

Ms. Brescia noted that the Director was a City employee and it would be unusual for the Board to make the final decision. She noted that the process for the last Library Director had worked well and the Board submitted three candidates. The Mayor select the final candidate.

Ms. Williams agreed.

Ms. Noor said that while she did agree that the process worked well, it was more of a custom rather than a defined role. Ms. Noor's concern is that the Board could be ignored in the future. There is nothing in the current Charter defining how the process works.

Ms. Williams said that this was how it was done. The Board works in conjunction with the Mayor. She said that she did not understand what the issue was. Regardless of whether or not it was in the Charter, the process worked.

Mr. Williams said that it would be good to have the process defined. Otherwise a future Mayor could come in and disregard the process to hire whoever he wanted.

Ms. Harris displayed the Draft #2 on screen. Ms. Brescia said that the Board needs to have the document as it currently reads on screen. This is the frustrating issue with Zoom meetings.

Ms. Peterson said that in order to maintain a balance of power, it would be best to have the Board work with the Mayor.

Ms. Noor said that she would locate the section of the Charter that addresses this. She said that the Board should have a role with the Mayor in hiring the Library Director. It should be done in collaboration and partnership. It has been and should be continue to be if people continue the custom.

Ms. Williams said that Section 8.2 has the appointment process listed.

Ms. Brescia asked if Ms. Noor knew when the Charter Revision Commission would be discussing this. Ms. Noor said that she did not know. Ms. Brescia said they should have information and facts ready to present to the Charter Revision Commission. Ms. Noor asked if they should notify the Chair of the Charter Commission.

Ms. Peterson said that given the national discussion on information access and balance of power, the Board should present this to the Charter Commission. Ms. Noor said that the Board should decide if they want to send a letter to the Charter Commission Chair, she would check into this. This was agreeable to all.

B. Treasurer – No report at this time.

C. Library Director

1. Budget progress to date

Ms. Harris greeted the Board Members and displayed the Capital Budget spreadsheet on screen. It appears that the requests for ADA compliance doorknobs, Library van, “The Hour” Norwalk newspaper digitization project and the refresh laptop vending machines per contract have been included in the budget.

2. Main Library: ADA-Compliant Sliding Doors

Ms. Harris displayed photographs of the new sliding doors at the Main Library.

Ms. Brescia asked about the newspaper digitalization project and said that she thought this was the final year. Ms. Harris said that there was one more year to go.

Ms. Brescia asked if there would be a meeting on March 4th. She noted that there had been a meeting on February 12th about the Library and asked if they had received confirmation on the Capital Budget. Ms. Noor said that she believed that it would be posted soon.

3. Draft Confidentiality Policy

4. Draft Homebound Policy

Ms. Harris sent a copy of the confidentiality policy draft and homebound policy drafts to the Board Members. Ms. Harris said that the confidentiality policy was based on the State policy. She gave an overview of the details. Once the policy is approved by Corporation Council, they can move forward.

Ms Harris is also waiting to hear back from Corporation Council about the homebound policy.

5. Proposed PT Raises

Ms. Harris said that she had sent information on the proposed PT raises. The PT staff have not had a raise since 2012. She said that they would have to schedule a special meeting if they approve the increase now. She reviewed the current pay scales and the proposed pay increases. She proposed increasing the pay by \$2.00 for the remainder of the year and another \$1.00 for the next fiscal year. The raises were not included in the budget.

Ms. Noor said that the City had not approved the Operating Budget yet. Ms. Harris said that this is why they would need a special meeting. She noted that the current pay scale is very low.

OLD BUSINESS

There was no old business to consider at this time.

NEW BUSINESS

There was no new business to consider at this time.

ADJOURNMENT

**** MS. BRESCIA MOVED TO ADJOURN.**

**** MS. MANN SECONDED.**

**** THE MOTION PASSED UNANIMOUSLY.**

The meeting adjourned at 8:00 p.m.

Respectfully submitted,

S. L. Soltes
Telesco Secretarial Services

City of Norwalk
Library Board of Trustees
Regular Meeting
February 13, 2025

Confidentiality of Library Records



Your privacy is important to us. The purpose of this policy is to define Norwalk Public Library's (NPL) actions with regards to the collection and use of personally identifiable information.

The City of Norwalk is committed to data security and operates secure data networks protected by industry standard firewalls. Only authorized NPL staff have access to information provided by our users. NPL takes precautions to protect personal information.

Email addresses and other personal information obtained during website use are not sold or shared with public/private companies for marketing, or any purposes. NPL also does not store information submitted during computer/internet use. Information provided during these sessions is deleted when users log out of their sessions.

Any information collected during the library card registration or borrowing processes is not sold or shared with public/private companies and is subject to Connecticut State Statue Sec.11-25 which NPL abides. Reports by libraries. Confidentiality of records.

(b) (1) Notwithstanding section 1-210, records maintained by libraries that can be used to identify any library user, or link any user to a library transaction, regardless of format, shall be kept confidential, except that the records may be disclosed to officers, employees and agents of the library, as necessary for operation of the library.

(2) Information contained in such records shall not be released to any third party, except (A) pursuant to a court order, or (B) with the written permission of the library user whose personal information is contained in the records.

(3) For purposes of this subsection, "library" includes any library regularly open to the public, whether public or private, maintained by any industrial, commercial or other group or association, or by any governmental agency, but does not include libraries maintained by schools and institutions of higher education.

(4) No provision of this subsection shall be construed to prevent a library from publishing or making available to the public statistical reports regarding library registration and use of library materials, if such reports do not contain personally identifying information.

Further, Clarivate, NPL's Integrated Library System (ILS), pledges in its contract with NPL under the privacy and confidentiality terms, to abide by Data Privacy Laws to protect personal patron data and to notify NPL if required by statute or court order to disclose confidential information unless the government agency prohibits prior notification.

Approved by the Norwalk Library Board (Date)

Documented Library Part-Time (PT) Hourly Rate Adjustment Analysis

Please see the *CT Mirror's* article, "[CT lags behind U.S. in job and income growth, report says](#)". Please see Gov. Lamont announced that [Minimum wage will increase to \\$16.35 January 2025](#). For a broader view, please see the [U.S. Bureau of Labor Statistics](#). This brings me to the point of my email dated October 19, 2024. I would like to increase the hourly rate for part-time (PT) staff.

We increased the PT custodian pay from \$15.69 to \$17.00 on May 21, 2024, beginning with the only PT custodian at that time, in order to put the custodians above minimum wage, which is the hourly rate for shelvers, whose job it is to put returned items back on the shelves.

Prior to May 21, the last raise given to our PT staff was roughly 2012 and that was for the PT Clerks and the PT Library Assistants only. My request is to upgrade the library's PT hourly rates per the chart below.

Library Position	Current Salary	Recommended Salary	Percentage Increase	*Market Rate Region 4 CT
Shelvers	\$15.69	\$16.35 Minimum wage increase as of Jan. 2025	4.2%	N/A
Custodians	\$17.00	\$20.00	17.6%	N/A
Library Clerks	\$17.00	\$20.00	17.6%	\$18.64
Library Assistants	\$19.00	\$23.00	21.05%	\$22.97
Librarians	\$26.29	\$34.00	29.32%	\$34.02

*Connecticut Library Association

In addition to the benchmarks for Region 4, in which Norwalk falls, the minimum wage increase created its own particular predicament for PT staff, some of whom are paid only 65 cents above minimum wage.

Please see the Connecticut Library Association's 2024 chart for staff position compensation benchmarking results. Please keep in mind that we are in lower Fairfield County and cost of living is higher than in the rest of the state. Our goal is to have competitive PT hourly rates to attract topnotch candidates, which should help us fill positions faster.

The fiscal year (12 months) dollar amount to raise the part-time hourly rate for all staff is \$1,081,152. We rely heavily on our PT staff members.

Thank you for your consideration. Please see accompanying documents.

NEXT YEAR BUDGET COMPARISON REPORT

PROJECTION: 20261 FY2026 CITY OPERATING BUDGET

FOR PERIOD 99

ACCOUNTS FOR: GENERAL FUND			2024 ACTUAL	2025 ORIG BUD	2025 REVISED BUD	2026 pro forma	2026 requested	2026 CFO Adjusted	COMMENT
016200	May. 5121	WAGES & SA	5,035.49	6,192.00	6,192.00	6,192.00	6,192.00	6,192.00	
016200	5140	WAGES & SA	600,633.80	721,002.00	721,002.00	721,002.00	721,002.00	671,002.00	
016200	5150	LONGEVITY	5,635.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	
016200	5211	POSTAGE,BO	864.01	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00	
We reduced some accounts FY 2024-25 to offset the cost of requested new staff and small increases in other accounts. This account was reduced by \$4,004. We were denied the new staff requests.									
016200	5221	PRINTING &	14,618.20	20,000.00	20,000.00	20,000.00	20,000.00	20,000.00	
We reduced some accounts FYE -25 to offset the cost of requested new staff and small increases in other accounts. This account was reduced by \$3,004. We were denied the new staff requests.									
016200	5225	TYPING SER	1,630.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	
016200	5231	PUBL OF NO	.00	1,068.00	1,068.00	1,068.00	1,068.00	1,068.00	
016200	5233	SUBSCRIPTI	20,687.39	31,000.00	31,000.00	31,000.00	31,000.00	31,000.00	
016200	5234	SUBSCRIPTI	150,717.13	153,800.00	153,800.00	153,800.00	153,800.00	153,800.00	
016200	5235	MEMBERSHIP	3,299.09	6,996.00	6,996.00	6,996.00	6,996.00	6,996.00	
016200	5237	ADVERTISIN	455.46	1,404.00	1,404.00	1,404.00	1,404.00	1,404.00	
016200	5241	ELECTRIC	.00	.00	.00	.00	.00	.00	
016200	5245	TELEPHONE	50,790.44	50,004.00	50,004.00	50,004.00	50,004.00	50,004.00	
016200	5247	OTHER UTIL	148.19	336.00	336.00	336.00	336.00	336.00	
016200	5253	ACCOUNTING	.00	444.00	444.00	444.00	444.00	444.00	
016200	5255	IT SERVS	10,362.13	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	
016200	5258	OTHER PROF	49,740.39	54,276.00	54,876.00	54,276.00	54,276.00	54,276.00	
016200	5263	FURNITURE,	9,159.82	5,160.00	5,160.00	5,160.00	5,160.00	5,160.00	

Recommended Part Time Hourly Rate (FY 2025 - 2026) 12 MONTHS

<u>EMPL QTY</u>	<u>Library Position</u>	<u>YEAR</u> EMPLY QTY x 12)	<u>YEAR</u> INDIV x 12	<u>Salary</u>	<u>Weekly</u> <u>Hrs</u>
8	PT SHELVER	\$62,784.00	\$7,848.00	\$16.35	10
2	PT CUSTODIANS	\$37,440.00	\$18,720.00	\$20.00	19.5
6	PT LIBRARY CLERKS (PTLC)	\$112,320.00	\$18,720.00	\$20.00	19.5
30	PT LIBRARY ASSIST (PTLA)	\$645,840.00	\$21,528.00	\$23.00	19.5
7	PT LIBRARIANS (PTL)	\$222,768.00	\$31,827.00	\$34.00	19.5
53	TOTAL EMPLOYEES	\$1,081,152.00	\$98,643.00		

✓

Staff Position Compensation Benchmarking Results

Revised Update February 2024

Market-Pricing for Base Compensation -- Hourly Rate

Position	Market Percentiles			Market Average
	25th	50th	75th	
<u>Statewide</u>				
Library Assistant (or Library Clerk) - Level I	15.69	17.66	20.18	17.72
Library Technical Assistant - Level II	17.18	19.80	22.81	19.90
Library Technician - Level III	19.08	22.04	25.43	22.14
MLS Librarian	29.74	33.03	36.33	33.03
<u>Region 1</u>				
Library Assistant (or Library Clerk) - Level I	15.69	16.29	18.43	16.33
Library Technical Assistant - Level II	16.14	18.46	21.07	18.53
Library Technician - Level III	17.61	20.12	22.95	20.18
MLS Librarian	26.78	29.81	32.88	29.82
<u>Region 2</u>				
Library Assistant (or Library Clerk) - Level I	15.80	17.99	20.39	18.04
Library Technical Assistant - Level II	17.42	19.97	22.86	20.06
Library Technician - Level III	19.57	22.43	25.63	22.52
MLS Librarian	28.66	31.71	34.77	31.71
<u>Region 3</u>				
Library Assistant (or Library Clerk) - Level I	15.69	17.11	19.33	17.16
Library Technical Assistant - Level II	16.56	18.94	21.59	19.01
Library Technician - Level III	18.71	21.40	24.37	21.47
MLS Librarian	28.02	31.12	34.23	31.12
<u>Region 4</u>				
Library Assistant (or Library Clerk) - Level I	16.18	18.58	21.24	18.64
Library Technical Assistant - Level II	17.83	20.57	23.69	20.67
Library Technician - Level III	19.77	22.87	26.36	22.97
MLS Librarian	30.65	34.01	37.42	34.02
<u>Region 5</u>				
Library Assistant (or Library Clerk) - Level I	15.69	17.07	19.38	17.12
Library Technical Assistant - Level II	16.46	18.90	21.66	18.99
Library Technician - Level III	18.20	20.89	23.90	20.96
MLS Librarian	27.26	30.29	33.35	30.30
<u>Region 6</u>				
Library Assistant (or Library Clerk) - Level I	15.69	17.01	19.24	17.07
Library Technical Assistant - Level II	16.25	18.57	21.19	18.64
Library Technician - Level III	18.42	21.05	23.99	21.12
MLS Librarian	26.80	29.73	32.68	29.74



POSITION OPEN: Library Assistant I – Part-time

DATE AVAILABLE: Immediately

HOURLY RATE: \$27.46

→ non-degreed position earns more than our degreed librarians

CLASSIFICATION RANGE: 3

The Ferguson Library is seeking an enthusiastic and creative individual to join our public services team. The successful candidate will have outstanding customer service skills, the ability to communicate effectively and knowledge of the library's services and collections. The ability to work collaboratively with colleagues within and across departments is also a requirement of the position. The applicant should have experience working with people from diverse ethnic and socio-diverse backgrounds.

The Ferguson Library is striving to be an anti-racist and equitable organization. Our staff are people with different strengths, experiences and backgrounds, who share a passion for improving people's lives through education, resources and services. Diversity not only includes race and gender expression but also age, disability status, veteran status, sexual orientation, religious beliefs and many other parts of one's identity. We are deliberate and self-reflective about the kind of culture and workplace we aspire to create.

DUTIES INCLUDE:

1. Greet and assist library patrons in a courteous and friendly manner.
2. Respond to inquiries, provide information, offer guidance on library resources and services.
3. Assist at customer service desks at assigned branch and participate in training to be able to work at the public service desks in other branch locations in rotation on an as-needed basis.
4. Provide assistance in locating and using library materials and equipment including databases, digital media and mobile devices.
5. Assist with programs and collection maintenance activities as needed.
6. Other duties as required by the department or branch manager.

QUALIFICATIONS

1. Bachelor's degree preferred or in progress.
2. Bilingual capability a plus (Spanish).
3. Strong interpersonal and communication skills.
4. Exceptional customer service skills and a friendly, approachable demeanor.
5. Basic computer proficiency.
6. Ability to follow library policies and procedures accurately.

APPENDIX C CONTINUED

January 1, 2024 – June 30, 2024

1.10 %

	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
<i>Lib. Clerks</i> →	8	51,775	54,362	57,077	59,917	62,930
	9	54,362	57,077	59,917	62,930	66,065
<i>Lib. Assts.</i> →	10	57,077	59,917	62,930	66,065	69,368
	11	59,917	62,930	66,065	69,368	72,849
	12	62,930	66,065	69,368	72,849	76,482
	13	66,065	69,368	72,849	76,482	80,341
	14	69,368	72,849	76,482	80,341	84,347
	15	72,849	76,482	80,341	84,347	88,545
	16	76,482	80,341	84,347	88,545	92,980
<i>Librarians</i> →	17	80,341	84,347	88,545	92,980	97,621
	18	84,347	88,545	92,980	97,621	102,501
	19	88,545	92,980	97,621	102,501	107,630
	20	92,980	97,621	102,501	107,630	113,003
	21	97,621	102,501	107,630	113,003	118,661
	22	102,501	107,630	113,003	118,661	124,606
	23	107,630	113,003	118,661	124,606	130,840



Maximize your performance.

Summary Report Compensation Benchmarking for Connecticut Library Association



LEADING THE WAY
SINCE 1875

June 3, 2021

1. Overview

Connecticut Library Association (CLA) is the state's professional organization of librarians, library staff, friends, and trustees that work together to improve library service to the residents of Connecticut and to advance the interests of professional library staff. CLA desired assistance on compensation benchmarking to define market competitive levels of hourly base compensation for four (4) unique staff positions in town libraries in each of the six (6) CLA Regions and Statewide, for a total of 28 position/location combinations.

KardasLarson, LLC (KL) has completed a compensation benchmarking study of the positions of interest to define the market competitive compensation levels for the positions of interest. This report presents a summary of the methodology used in the study and the study findings.

This study was conducted in full compliance with the salary survey "safety zone" guidelines established by the US Department of Justice and the Federal Trade Commission in 1996. These guidelines require that no attributions to an organization as a data source can be made in a report to a participating or sponsoring organization that may reveal the actual source of the information.

2. Methodology for Compensation Benchmarking

CLA provided and confirmed job descriptions for the following four positions of interest for the benchmarking study:

- Level I – Library Assistant (or Library Clerk)
- Level II – Library Technical Assistant
- Level III – Library Technician
- MLS Librarian

The six CLA Regions are geographic divisions within the state of Connecticut. Region 1 encompasses many of the towns and cities in Litchfield County. Region 2 is comprised of towns and cities that are predominantly in Hartford County. Region 3 is dominated by towns and cities in Tolland and Windham Counties. Region 4 is primarily composed of towns and cities in Fairfield County. Region 5 is a mixture of towns and cities located in Middlesex and New Haven Counties. Region 6 is predominantly comprised of towns and cities in New London County. Data were also derived for Statewide distributions of hourly base compensation representative of all towns and cities in the state of Connecticut.

KL conducted a compensation benchmarking study of the positions of interest based on conventional market-pricing techniques. The job descriptions provided by CLA for the positions of interest were reviewed and analyzed to extract all relevant compensable factors for comparison to compensation information databases for similar organizations. Such compensable factors include education requirements for a position, amount of experience in a similar environment, size of the organization, operating budget of the organization, location of the organization, specific knowledge/skills/abilities required, certifications required, date of the survey information, etc. Consideration of these factors, in addition to position titles, assured comparable data for comparable positions.

The market-pricing analysis involved interrogating specialized premium subscription databases, publicly available databases, KardasLarson proprietary databases, and other proprietary databases using the identified compensable factors. In all cases, multiple position titles were considered for the comparisons to assure that matches in the market were appropriate and not simply based on job title.

It should be noted that all acquired data from the surveys and databases were reviewed for legitimacy, and adjustments were made as needed to correct utilized survey data for geographic differences due to organization location, for the age of the data, and for other appropriate factors. No data more than 2 years old were utilized in the analysis. In instances where only annualized compensation data were available, the determined base hourly rates were adjusted as needed for the average number of hours worked per week in each Region and Statewide using data contained in the most recent report from the Connecticut State Library on "Connecticut's Public Libraries: A Statistical Profile". This varied from a low of 35.1 hours per week in Region 1 to a high of 36.3 hours per week in Region 5.

From the acquired data, market-priced base hourly rates were determined for each position, along with 25th, 50th, and 75th percentile distributions of compensation data.

3. Market Pricing of Salaries

The derived data for market average hourly rates and percentiles were compiled in a table for comparison to actual current rates for employees in the positions by members of the Connecticut Library Association. The results are shown in Table 1.

In Table 1, it should be noted that the 50th percentile number represents the median of the data, or market midpoint, meaning that half of the compensation data points are above that value and half are below. The segment between the 25th percentile and the 50th percentile represents the 2nd quartile of the distribution of compensation data for a position, and the segment between the 50th percentile and the 75th percentile represents the 3rd quartile of the distribution of compensation data for a position. The market average represents the mathematical average of

all the data in a given distribution, and it is typically very near the 50th percentile or median of the range of data.

If actual compensation rates were available for employees in each of the positions, Table 1 would also show the market index for each incumbent in each position. The market index is simply the ratio of the current hourly rate to the market average hourly rate. A market index of 100% indicates that the current base compensation rate is exactly at the market average for a given position.

Table 1 – Compensation Benchmarking Results



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Compensation Benchmarking Results

May 2021

Market-Pricing for Hourly Rate Base Compensation

Position	Market Percentiles			Market Average
	25th	50th	75th	
<u>Statewide</u>				
Library Assistant (or Library Clerk) - Level I	14.36	16.45	18.79	16.51
Library Technical Assistant - Level II	15.75	18.15	20.90	18.24
Library Technician - Level III	17.19	19.84	22.87	19.93
MLS Librarian	28.16	31.26	34.39	31.27
<u>Region 1</u>				
Library Assistant (or Library Clerk) - Level I	13.36	15.16	17.15	15.20
Library Technical Assistant - Level II	14.36	16.43	18.77	16.50
Library Technician - Level III	15.72	17.95	20.47	18.01
MLS Librarian	24.98	27.81	30.68	27.82
<u>Region 2</u>				
Library Assistant (or Library Clerk) - Level I	14.39	16.37	18.55	16.42
Library Technical Assistant - Level II	15.71	17.99	20.57	18.07
Library Technician - Level III	17.72	20.31	23.21	20.39
MLS Librarian	26.67	29.49	32.33	29.49

Table 1 – Compensation Benchmarking Results (continued)



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Compensation Benchmarking Results

May 2021

Market-Pricing for Hourly Rate Base Compensation

Position	Market Percentiles			Market Average
	25th	50th	75th	
Region 3				
Library Assistant (or Library Clerk) - Level I	13.82	15.69	17.74	15.74
Library Technical Assistant - Level II	14.81	16.92	19.27	16.98
Library Technician - Level III	16.77	19.16	21.81	19.23
MLS Librarian	26.03	28.89	31.77	28.89
Region 4				
Library Assistant (or Library Clerk) - Level I	15.12	17.34	19.80	17.40
Library Technical Assistant - Level II	16.21	18.68	21.50	18.77
Library Technician - Level III	17.72	20.49	23.62	20.58
MLS Librarian	28.35	31.41	34.54	31.43
Region 5				
Library Assistant (or Library Clerk) - Level I	13.74	15.64	17.74	15.69
Library Technical Assistant - Level II	14.84	17.02	19.49	17.10
Library Technician - Level III	16.54	19.00	21.76	19.07
MLS Librarian	26.10	28.98	31.90	28.99
Region 6				
Library Assistant (or Library Clerk) - Level I	13.85	15.70	17.76	15.76
Library Technical Assistant - Level II	14.90	17.02	19.42	17.09
Library Technician - Level III	16.56	18.91	21.55	18.98
MLS Librarian	25.09	27.79	30.52	27.80

4. Observations

The variation in compensation levels across the CLA Regions is representative of the differences in the “cost of labor” for a given role in a geographic area.

Each percentile range for the compensation for a given position in a given Region presents a market range which can provide guidance in compensating employees in the town libraries in that Region. The range presents a spectrum of values for competitive compensation rates, with inexperienced employees who are not yet considered fully competent in a role typically paid at the lower end of a range, while more experienced and higher performing employees in the same role are typically paid at the higher end of a range. The midpoint, or 50th percentile, is typically the rate for someone considered reasonably competent in a role and is performing up to normal expectations.

As a point of reference, the projected starting compensation rate for an MLS Librarian in Connecticut is nearly the same as the determined 25th percentile for an MLS Librarian in the Statewide category. The Connecticut State Library report, noted above, indicates that the Statewide average entry level or starting rate for an MLS Librarian was \$27.00 per hour. This was during the period July 2019 to June 2020 defined in the report. If a January 1, 2020 date is adopted for the average for the rate, at a typical increase rate of 3% per year as has been seen in the overall labor market for the past 5+ years, the current starting rate should then be “aged” to \$28.15 per hour. The market determined rate, at the Statewide 25th percentile which should be like a typical starting rate, is seen to be \$28.16 in Table 1 for the MLS Librarian position. The two values compare very favorably.

It should be noted that the determined market ranges should not be considered absolute boundaries for employee compensation. As percentiles, 25 percent of individuals will be compensated below the 25th percentile and 25 percent of individuals will be compensated above the 75th percentile in a market range. But the market ranges do provide a reasonable approach to managing the compensation rates for employees, based on their experience, knowledge, skills, and abilities, as well as their performance against expectations.

5. Conclusion

A market-pricing study of the base compensation hourly rates for four library staff positions in each CLA Region and Statewide has been completed. Then identified market ranges for each position in each CLA Region can provide guidance in managing compensation rates for library employees. These results should be discussed with the operating members of the Board at CLA to assure completeness and continued usefulness of the data for the organization.

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STATE OF CONNECTICUT

GOVERNOR NED LAMONT

Governor Lamont Announces Connecticut's Minimum Wage Will Increase to \$16.35 on January 1, 2025

9/27/2024

(HARTFORD, CT) – Governor Ned Lamont today announced that beginning on January 1, 2025, Connecticut's minimum wage will increase from the current rate of \$15.69 per hour to \$16.35 per hour.

The change is required under a state law Governor Lamont signed in 2019 (Public Act 19-4) that connects the state's minimum wage to economic indicators, specifically the percentage change in the federal employment cost index. Under that law, the minimum wage is required to be adjusted each year based on the U.S. Department of Labor's calculation of the employment cost index for the twelve-month period ending on June 30 of the preceding year. The commissioner of the Connecticut Department of Labor is required to review this percentage change and announce any necessary adjustments by October 15 of each year. Those adjustments must take effect on January 1 of the following year.

Connecticut Labor Commissioner Danté Bartolomeo reports that the employment cost index increased by 4.2% over the twelve-month period ending on June 30, 2024, accounting for a \$0.66 increase to the state's minimum wage that will become effective on January 1, 2025.

"This law that we enacted ensures that as the economy grows, the wages of low-income workers can grow with it," Governor Lamont said. "This is a fair, modest adjustment for workers who will invest their earnings right back into our economy and support local businesses in their communities."

"The minimum wage was established to provide a fair, livable baseline of income for those who work," Lt. Governor Susan Bysiewicz said. "But, for too long, while the nation's economy grew, the income of minimum wage workers stayed flat, making already existing pay disparities even worse, especially for the already economically disadvantaged. This is a policy that benefits everyone and provides more financial security to families, especially women and people of color."

"Minimum wage increases help ensure that no Connecticut worker gets left behind," Commissioner Bartolomeo said. "The majority of minimum wage earners are women, and many have families. Giving them this increase is good policy that supports Connecticut workers and the local economy."

According to the Current Population Survey as calculated by the U.S. Census Bureau and the U.S. Bureau of Labor Statistics, approximately 60% of minimum wage earners in Connecticut are women.

Continuing forward under this law, Connecticut workers and employers can anticipate that announcements will be made by October 15 of each year declaring the change in the minimum wage that will become effective on January 1 of the approaching year.

ECONOMIC DEVELOPMENT

CT lags behind U.S. in job and income growth, report says

DiPentima estimates even with a 0% unemployment rate, there would be many unfilled jobs



by [Desirae Sin](#)
October 14, 2024



Amazon fulfillment center in Windsor, Connecticut. Warehouse distribution centers have become a bigger part of Connecticut's economy in recent years. CREDIT: YEHYUN KIM / CT MIRROR

Post-pandemic Connecticut has fallen behind nationally in several key economic metrics, including in job growth which is 3.3 percentage points lower than that of the national average, according to a new report.

This means there are about 55,560 fewer jobs in the state than if Connecticut had maintained its growth with the U.S. since February 2020, says the report by the research-based advocacy group, Connecticut Voices for Children. It recommends specific policies — like raising the subminimum wage for those who rely on tips — to improve the state's job outlook.

The “The State of Working Connecticut” which was released last month, highlights several aspects of Connecticut’s economy and wages and makes recommendations that could impact both employers and employees in the service industry.

The difference between the state’s job growth and the national average increased slightly from last year’s report, which stated Connecticut’s employment growth then was 3.1 percentage points lower than the national average.

Chris DiPentima, president and CEO of the Connecticut Business and Industry Association, or CBIA, said one reason for the gap is the difference between unemployment and job openings.

“In Connecticut we have 90,000 job openings. We have more job openings than we have unemployed people,” he said. DiPentima estimates Connecticut has about 60,000 unemployed people, meaning even with a 0% unemployment rate, there would still be many unfilled jobs.

Patrick O’Brien, researcher and policy director of Connecticut Voices for Children, said both low and middle-income workers are greatly affected by the state’s stagnating job growth.

“Focusing first on low wage workers, we showed that real wage growth since 2019 has helped to increase their standard of living,” O’Brien said. “But we also noted that the historic surge in inflation since 2021 has significantly eroded some of those gains.”

He said the same applies for middle-income families.

“The decrease in real wages since 2019 compounded by the historic surge in inflation, has made it increasingly difficult for these middle wage workers to maintain, let alone improve, their standard of living,” he said.

Recession and inflation

The report examines two events that affected Connecticut’s economy — the Great Recession in 2007 and the pandemic-induced recession in

2020. For the U.S., the recent recession resulted in employment decreasing by 14.4% from February 2020 to April 2020, or a loss of 21.9 million jobs, according to the report.

The report states the nation fully recovered those lost jobs by June 2022. In contrast, Connecticut's employment fell by 17.1%, or about 291,100 jobs, and it took until October 2023 for the state to fully recover those lost jobs.

The report estimates that had the state maintained its pace with the U.S., it would have an additional 55,560 jobs today. "It is true we've recovered fairly quickly relative to past recessions, but when you compare our recovery to the U.S. as a whole, we're still lagging there," O'Brien said.

He said he worries about the implications of a slower recession recovery and subpar job growth. It reflects a bigger issue for the Connecticut economy, he said.

"I think the budget surpluses in the state and what's been viewed as a pretty strong budget for the past few years, has made it appear that recovery from the pandemic-induced recession has been stronger than it is," he said. "Part of what we're trying to lift up is showing the potential budgetary implications of our relatively slower recovery."

DiPentima said he agrees with the findings of the report and echoed the concerns it raises.

"Before the pandemic hit, we had very anemic job growth from '08 to '18 following the financial crisis and the Great Recession, as well as negative population growth," DiPentima said. "Then post-pandemic, while we've seen some population growth, the job growth continues to lag."

Despite recovering from recessions, the slow job growth reflects a bigger issue for Connecticut: how expensive it is to live in the state, he said.

“We passed the largest personal income tax reduction of \$600 million two years ago, and it had a big effect on those making less than \$150,000,” DiPentima said.

He argues legislation must address the high cost of living to maintain the state’s population.

“Businesses and residents are getting impatient. It’s been four years now, the cost of living has come down a little bit, but it’s really just keeping up with inflation. Quite honestly, it needs to come down at a much faster rate,” he said.

“Then we can have more population growth in Connecticut, and the business climate needs to become a little easier.”

He said that while businesses might not be leaving Connecticut, they are expanding outside the state.

“It’s not something that’s often reported in the media because it’s not a business that’s getting up and leaving. They’re not growing in Connecticut, they’ve expanded elsewhere,” he said. “They’re going where there’s a lower cost of doing business, lower cost of living and more population growth happening. As a result, it’s easier for them to fill their job openings.”

State comparison and wages

Estimates from the recent report compare Connecticut with the national average, but “[An Overview of the CT Child Tax Credit](#),” a CT Voices report released in January, compares each state’s economic recovery from the COVID-19 pandemic. O’Brien said the issue is not specific to New England but to Connecticut.

“We showed essentially that Connecticut’s real economic growth was 1.3% at the time, which was the 11th slowest of any state in the U.S.,” he said. “In comparison, the U.S. and New England both average around 5%. We were not only the 11th slowest state in our economic growth in 2019 to 2022, we were the slowest state in all of New England as well.”

Connecticut fares no better in recovering from both the Great Recession and the pandemic-induced recession. New England's real economic growth from 2007 to 2022 is estimated to be around 20% while Connecticut falls behind at -1.7%, the third slowest state, according to the Child Tax Credit report.

O'Brien said there are a number of factors for why Connecticut is an outlier in New England.

"One of the issues that we left up in the report was that our public sector job recovery is slower than what's going on in the U.S., and that's important for a few different reasons," he said. "One of which is that's the sector over which policymakers have the most direct control whether they're filling those public sector jobs."

Although Connecticut is an outlier statistically, DiPentima said he feels that all states are struggling with the same problems, just to varying degrees based on economic situation.

"I talked to my counterparts across the country. While they may have better job growth than Connecticut, every state has a significant number of job openings," he said. "In fact, when you talk to businesses across the country and the world, they're looking to expand in places struggling with the crisis less so."

As for the jobs that already exist in the state, the report describes the current wages and trends. The wages for low and middle-income workers in Connecticut vary in terms of growth.

"From 2019 to 2023, real wage growth in Connecticut was the highest for low-wage workers, averaging 11.4 percent and helping improve their standard of living. In contrast, real wage growth averaged -0.5 percent for middle-wage workers, making it more difficult for these workers to maintain their standard of living," the report states.

Low-wage workers in Connecticut had a real wage growth of about 11.4%, while the national average is 6%. The report credits this growth to the state's increase in minimum wage, which became \$15.69 per hour earlier this year and will increase to \$16.35 in January.

The state's growth in wages for low-income workers is still subject to issues like wage gaps. The CT Voices report states "Connecticut continues to have substantial gender, racial, and ethnic wage gaps — even generally when controlling for many key factors — and the wage gaps apply to both low- and middle-wage workers."

For each dollar that men earned, women in Connecticut earned about \$0.78 to \$0.88 from 2000 to 2023, according to the report.

Policy options

CT Voices for Children and O'Brien are pushing for lawmakers to combat these issues through a series of labor market policies and tax policies. A major recommendation they made is to eliminate the subminimum wage.

The subminimum wage is the wage paid to service industry employees who also rely on tips. In Connecticut, the subminimum wage is \$6.38 per hour for most service industry employees, while it's \$8.23 per hour for bartenders.

"We highlighted the fact that our minimum wage is now tied to employment cost index," he said. "So, it's going to make this gap between the subminimum wage and the minimum wage grow over year, because the subminimum wage is not inflation indexed."

The report states that employers must pay a tip credit if the minimum wage is not met, creating a backlog of wage theft complaints as workers struggle to receive the pay they're owed. From January 2012 to April 2023, the U.S. Department of Labor determined that Connecticut employers owed workers over \$10.3 million.

But not everyone believes altering the subminimum wage is the right way to go.

"We did an analysis on [eliminating the subminimum wage]. Those working in the service industry and those running it don't feel that's the right way to go," DiPentima said. "They're going to end up minimizing them on the tip side of wages in exchange for the base cap,

when the service workers and restaurant owners we talked to want the high wage opportunity with tip wages.”

DiPentima said that Connecticut has the fifth highest wages in the country, even with service providers and other industries. “About 15,000 of the 90,000 job openings are in retail, restaurant and service industries,” he said.

Rather than focusing on eliminating the subminimum wage or adding predictive scheduling, DiPentima said they should be focusing on “getting folks who are unemployed the basic skills needed to get engaged in the service industry.”

Other policy recommendations are geared toward creating more jobs or making it easier to live and work in Connecticut. They recommend establishing predictable scheduling, limiting the number of noncompete agreements and filling public sector jobs.

“If you really want to boost job growth, you’re going to need our population to grow in the state. That’s going to require more affordable housing for people to move here, to stay here, to have children here,” O’Brien said.

CBIA recommends increasing opportunities for young people to become a part of Connecticut’s workforce, and encouraging them to stay in the state rather than move away. “We need to do more. Making sure our students have pathway programs, internships, apprenticeship opportunities,” DiPentima said.

Both Connecticut Voices for Children and CBIA said they encourage policies to help Connecticut families.

“We’re showing that good public policy aimed at supporting families, and their children also tends to help the state deal with some of these other problems that are sometimes viewed as separate, even though they’re really tied together,” O’Brien said.

U.S. BUREAU OF LABOR STATISTICS

Occupational Employment and Wages, May 2023

25-4022 Librarians and Media Collections Specialists

Administer and maintain libraries or collections of information, for public or private access through reference or borrowing. Work in a variety of settings, such as educational institutions, museums, and corporations, and with various types of informational materials, such as books, periodicals, recordings, films, and databases. Tasks may include acquiring, cataloging, and circulating library materials, and user services such as locating and organizing information, providing instruction on how to access information, and setting up and operating a library's media equipment.

[National estimates for Librarians and Media Collections Specialists](#)

[Industry profile for Librarians and Media Collections Specialists](#)

[Geographic profile for Librarians and Media Collections Specialists](#)

National estimates for Librarians and Media Collections Specialists:

Employment estimate and mean wage estimates for Librarians and Media Collections Specialists:

Employment (1)	Employment RSE (3)	Mean hourly wage	Mean annual wage (2)	Wage RSE (3)
133,760	0.7 %	\$ 32.97	\$ 68,570	0.5 %

Percentile wage estimates for Librarians and Media Collections Specialists:

Percentile	10%	25%	50% (Median)	75%	90%
Hourly Wage	\$ 18.60	\$ 24.49	\$ 30.95	\$ 38.94	\$ 49.03
Annual Wage (2)	\$ 38,690	\$ 50,930	\$ 64,370	\$ 80,980	\$ 101,970

Industry profile for Librarians and Media Collections Specialists:

Industries with the highest published employment and wages for Librarians and Media Collections Specialists are provided. For a list of all industries with employment in Librarians and Media Collections Specialists, see the [Create Customized Tables](#) function.

Industries with the highest levels of employment in Librarians and Media Collections Specialists:

Industry	Employment (1)	Percent of industry employment	Hourly mean wage	Annual mean wage (2)
Elementary and Secondary Schools	49,030	0.57	\$ 34.52	\$ 71,800
Local Government, excluding Schools and Hospitals (OEWS Designation)	45,520	0.83	\$ 29.98	\$ 62,360
Colleges, Universities, and Professional Schools	18,720	0.61	\$ 35.53	\$ 73,890
Web Search Portals, Libraries, Archives, and Other Information Services	6,900	3.75	\$ 29.18	\$ 60,700
Junior Colleges	4,030	0.64	\$ 37.76	\$ 78,530

Industries with the highest concentration of employment in Librarians and Media Collections Specialists:

Industry	Employment (1)	Percent of industry employment	Hourly mean wage	Annual mean wage (2)
Web Search Portals, Libraries, Archives, and Other Information Services	6,900	3.75	\$ 29.18	\$ 60,700
Local Government, excluding Schools and Hospitals (OEWS Designation)	45,520	0.83	\$ 29.98	\$ 62,360
Junior Colleges	4,030	0.64	\$ 37.76	\$ 78,530
Colleges, Universities, and Professional Schools	18,720	0.61	\$ 35.53	\$ 73,890
Elementary and Secondary Schools	49,030	0.57	\$ 34.52	\$ 71,800

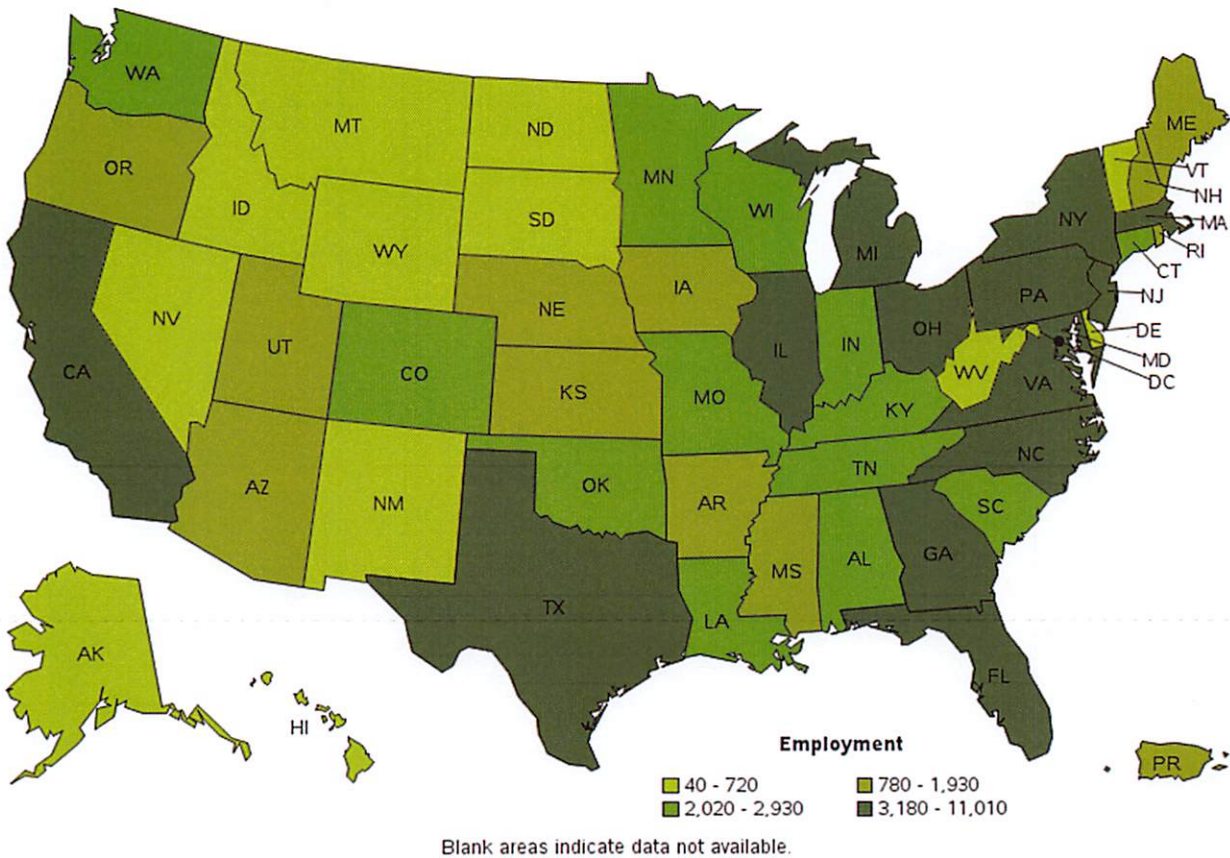
Top paying industries for Librarians and Media Collections Specialists:

Industry	Employment (1)	Percent of industry employment	Hourly mean wage	Annual mean wage (2)
Federal, State, and Local Government, excluding State and Local Government Schools and Hospitals and the U.S. Postal Service (OEWS Designation)	1,180	0.06	\$ 49.19	\$ 102,320
Scientific Research and Development Services	290	0.03	\$ 44.76	\$ 93,100
Legal Services	620	0.05	\$ 43.68	\$ 90,840
Media Streaming Distribution Services, Social Networks, and Other Media Networks and Content Providers	180	0.08	\$ 40.58	\$ 84,400
Management of Companies and Enterprises	180	0.01	\$ 39.07	\$ 81,260

Geographic profile for Librarians and Media Collections Specialists:

States and areas with the highest published employment, location quotients, and wages for Librarians and Media Collections Specialists are provided. For a list of all areas with employment in Librarians and Media Collections Specialists, see the [Create Customized Tables](#) function.

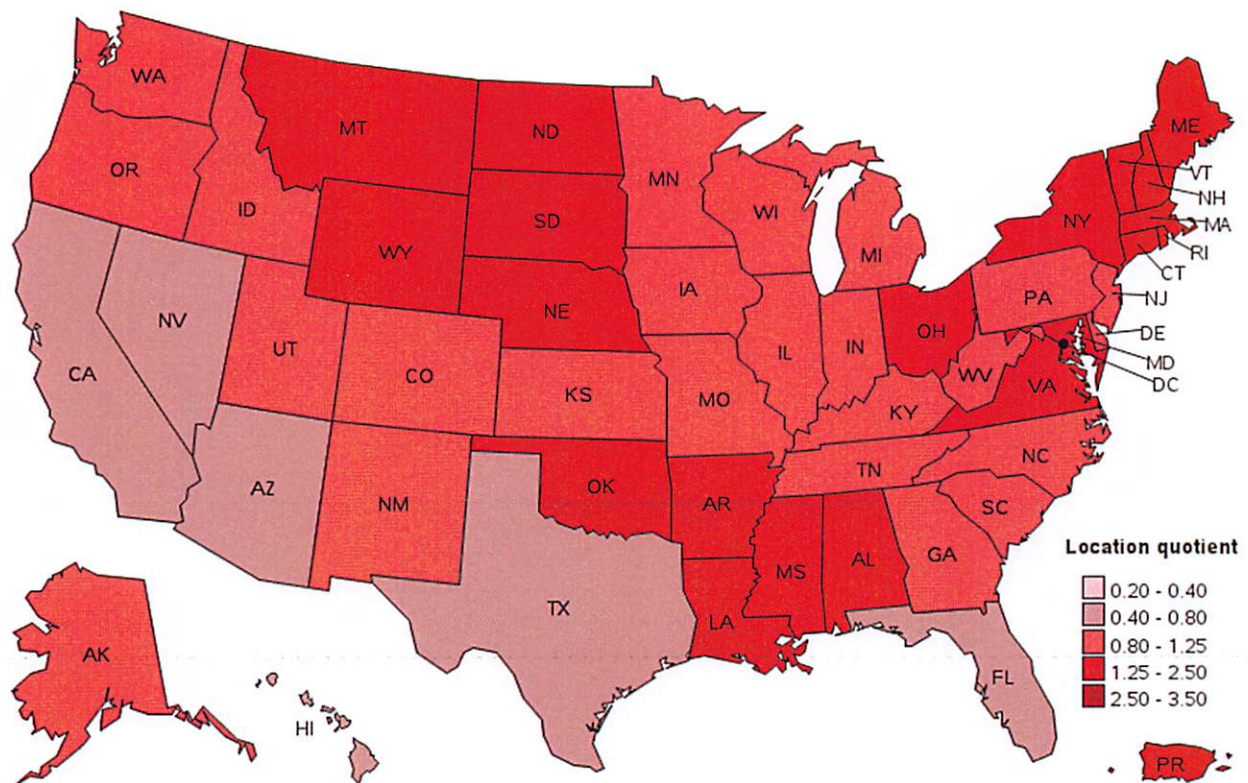
Employment of librarians and media collections specialists, by state, May 2023



States with the highest employment level in Librarians and Media Collections Specialists:

State	Employment (1)	Employment per thousand jobs	Location quotient (9)	Hourly mean wage	Annual mean wage (2)
New York	11,010	1.17	1.33	\$ 39.57	\$ 82,300
Texas	9,320	0.69	0.78	\$ 31.43	\$ 65,370
California	8,680	0.48	0.55	\$ 43.71	\$ 90,930
Ohio	6,090	1.11	1.26	\$ 29.05	\$ 60,430
Florida	5,940	0.62	0.70	\$ 30.48	\$ 63,400

Location quotient of librarians and media collections specialists, by state, May 2023

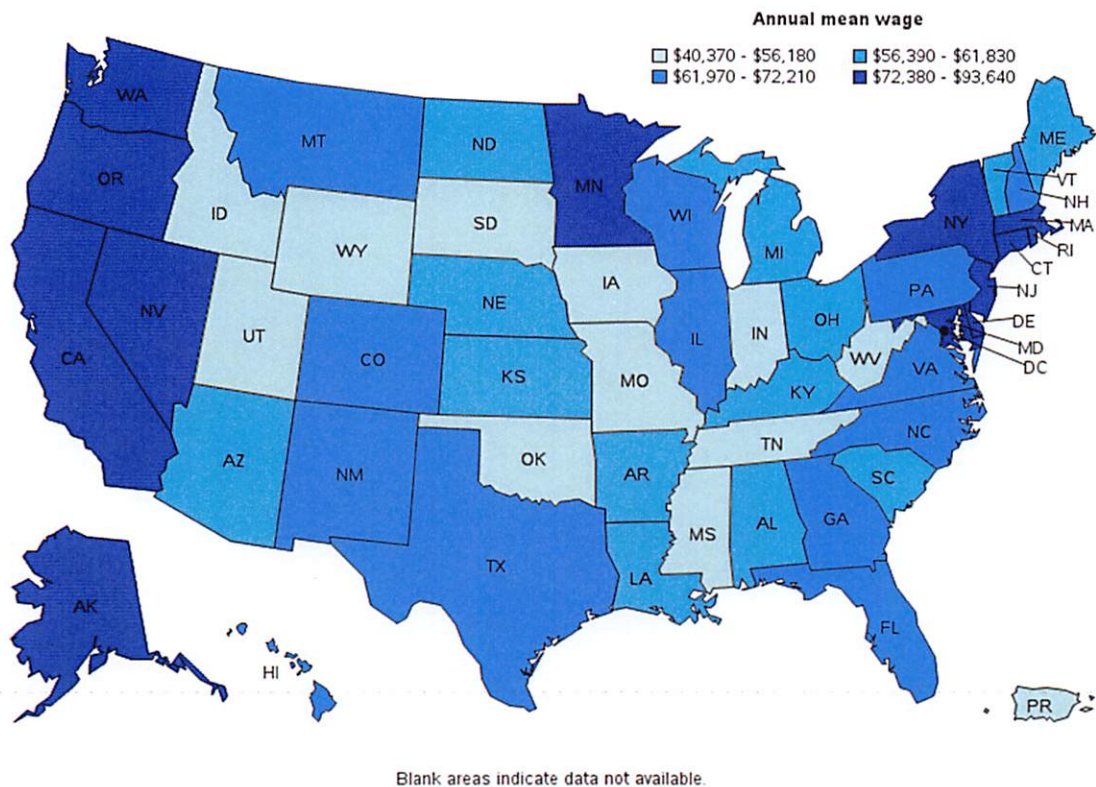


Blank areas indicate data not available.

States with the highest concentration of jobs and location quotients in Librarians and Media Collections Specialists:

State	Employment (1)	Employment per thousand jobs	Location quotient (9)	Hourly mean wage	Annual mean wage (2)
Vermont	600	2.00	2.27	\$ 28.86	\$ 60,030
Rhode Island	780	1.60	1.81	\$ 35.80	\$ 74,470
New Hampshire	1,080	1.59	1.81	\$ 31.02	\$ 64,520
Wyoming	430	1.56	1.77	\$ 23.76	\$ 49,420
Louisiana	2,770	1.49	1.70	\$ 28.58	\$ 59,440

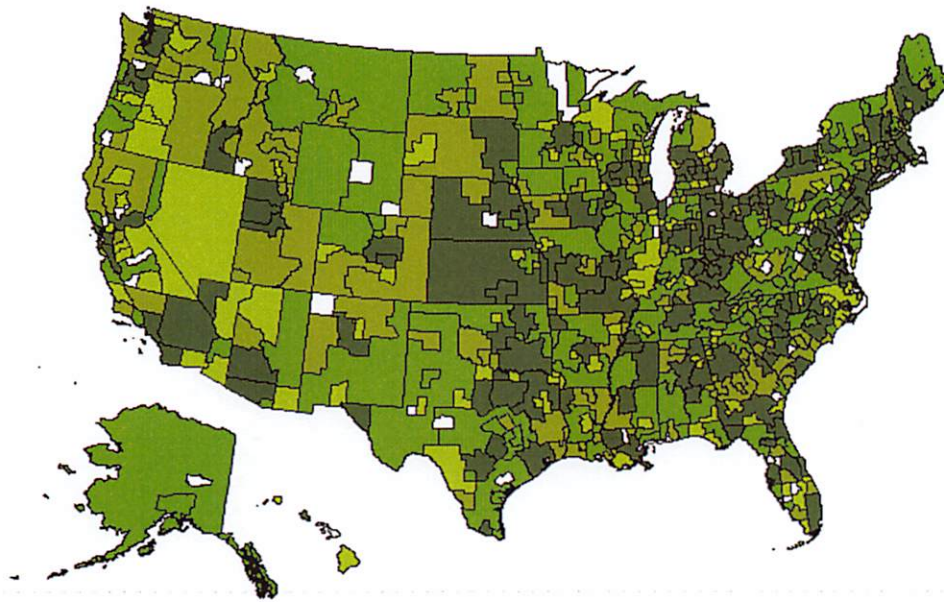
Annual mean wage of librarians and media collections specialists, by state, May 2023



Top paying states for Librarians and Media Collections Specialists:

State	Employment (1)	Employment per thousand jobs	Location quotient (9)	Hourly mean wage	Annual mean wage (2)
District of Columbia	940	1.35	1.53	\$ 45.02	\$ 93,640
Washington	2,750	0.79	0.89	\$ 44.84	\$ 93,270
California	8,680	0.48	0.55	\$ 43.71	\$ 90,930
Maryland	3,180	1.19	1.35	\$ 39.68	\$ 82,540
New York	11,010	1.17	1.33	\$ 39.57	\$ 82,300

Employment of librarians and media collections specialists, by area, May 2023



Employment

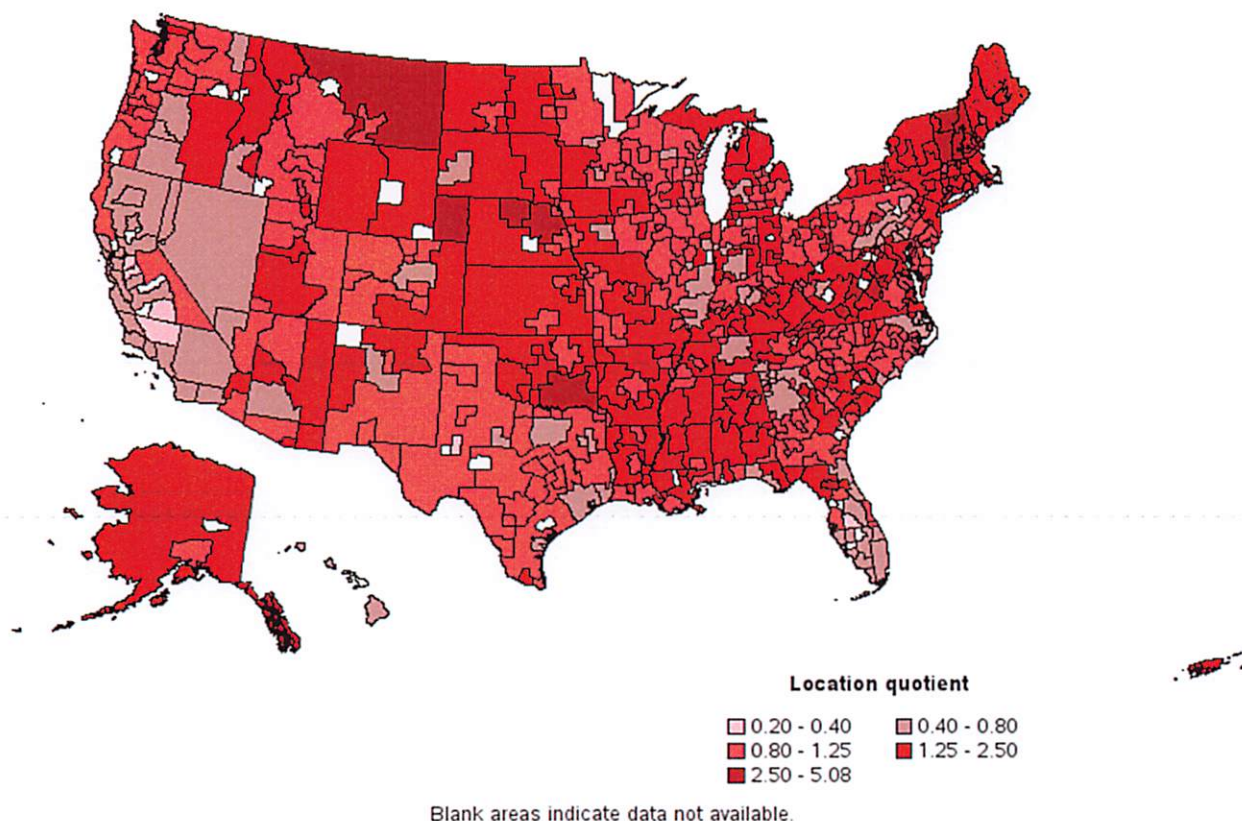


Blank areas indicate data not available.

Metropolitan areas with the highest employment level in Librarians and Media Collections Specialists:

Metropolitan area	Employment (1)	Employment per thousand jobs	Location quotient (9)	Hourly mean wage	Annual mean wage (2)
New York-Newark-Jersey City, NY-NJ-PA	10,680	1.13	1.28	\$ 41.18	\$ 85,660
Chicago-Naperville-Elgin, IL-IN-WI	4,140	0.92	1.04	\$ 33.68	\$ 70,050
Boston-Cambridge-Nashua, MA-NH	3,930	1.42	1.61	\$ 37.83	\$ 78,680
Washington-Arlington-Alexandria, DC-VA-MD-WV	3,740	1.21	1.37	\$ 43.15	\$ 89,740
Los Angeles-Long Beach-Anaheim, CA	2,770	0.45	0.51	\$ 44.35	\$ 92,240
Dallas-Fort Worth-Arlington, TX	2,720	0.69	0.78	\$ 32.75	\$ 68,110
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	2,410	0.85	0.97	\$ 34.69	\$ 72,160
Atlanta-Sandy Springs-Roswell, GA	1,970	0.70	0.79	\$ 36.63	\$ 76,180
Houston-The Woodlands-Sugar Land, TX	1,750	0.55	0.62	\$ 32.99	\$ 68,610
Minneapolis-St. Paul-Bloomington, MN-WI	1,660	0.87	0.99	\$ 36.62	\$ 76,170

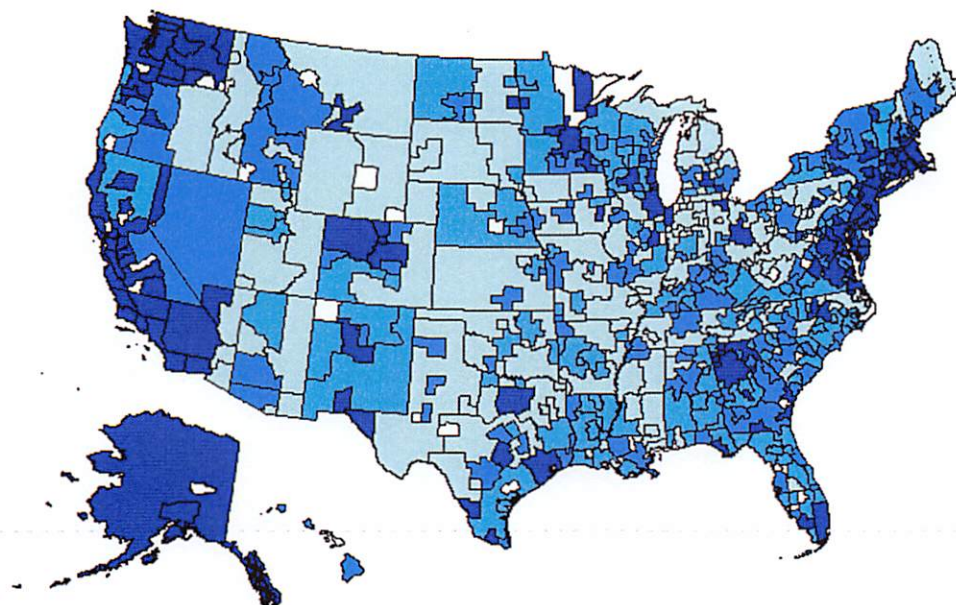
Location quotient of librarians and media collections specialists, by area, May 2023



Metropolitan areas with the highest concentration of jobs and location quotients in Librarians and Media Collections Specialists:

Metropolitan area	Employment (1)	Employment per thousand jobs	Location quotient (9)	Hourly mean wage	Annual mean wage (2)
State College, PA	300	4.48	5.08	\$ 32.62	\$ 67,850
Springfield, OH	190	4.08	4.64	\$ 29.56	\$ 61,480
Weirton-Steubenville, WV-OH	100	2.64	3.00	\$ 25.35	\$ 52,730
Ithaca, NY	110	2.35	2.66	\$ 36.91	\$ 76,770
Blacksburg-Christiansburg-Radford, VA	170	2.32	2.64	\$ 27.17	\$ 56,510
Mansfield, OH	110	2.32	2.64	\$ 28.87	\$ 60,040
Charlottesville, VA	260	2.28	2.59	\$ 35.63	\$ 74,100
Gainesville, FL	320	2.26	2.56	\$ 26.08	\$ 54,250
Bloomington, IN	160	2.23	2.54	\$ 31.04	\$ 64,570
Lawrence, KS	110	2.22	2.53	\$ 30.60	\$ 63,640

Annual mean wage of librarians and media collections specialists, by area, May 2023



Annual mean wage



Blank areas indicate data not available.

Top paying metropolitan areas for Librarians and Media Collections Specialists:

Metropolitan area	Employment (1)	Employment per thousand jobs	Location quotient (9)	Hourly mean wage	Annual mean wage (2)
San Francisco-Oakland-Hayward, CA	1,600	0.66	0.75	\$ 49.08	\$ 102,090
Santa Maria-Santa Barbara, CA	110	0.53	0.60	\$ 48.46	\$ 100,790
Merced, CA	30	0.41	0.46	\$ 48.45	\$ 100,780
El Centro, CA	30	0.49	0.55	\$ 48.41	\$ 100,700
San Jose-Sunnyvale-Santa Clara, CA	680	0.59	0.67	\$ 48.25	\$ 100,350
Seattle-Tacoma-Bellevue, WA	1,570	0.75	0.85	\$ 47.77	\$ 99,360
Kennewick-Richland, WA	100	0.79	0.90	\$ 45.16	\$ 93,930
San Luis Obispo-Paso Robles-Arroyo Grande, CA	60	0.54	0.61	\$ 45.05	\$ 93,710
Olympia-Tumwater, WA	90	0.73	0.83	\$ 44.85	\$ 93,290
Bremerton-Silverdale, WA	140	1.46	1.66	\$ 44.76	\$ 93,110

Nonmetropolitan areas with the highest employment in Librarians and Media Collections Specialists:

Nonmetropolitan area	Employment (1)	Employment per thousand jobs	Location quotient (9)	Hourly mean wage	Annual mean wage (2)
Southeast Oklahoma nonmetropolitan area	660	3.86	4.39	\$ 24.28	\$ 50,510
Kansas nonmetropolitan area	520	1.33	1.51	\$ 20.99	\$ 43,660
North Northeastern Ohio nonmetropolitan area (noncontiguous)	350	1.07	1.22	\$ 19.82	\$ 41,220
Balance of Lower Peninsula of Michigan nonmetropolitan area	330	1.26	1.43	\$ 25.98	\$ 54,040
Central Kentucky nonmetropolitan area	300	1.60	1.82	\$ 27.29	\$ 56,760

Nonmetropolitan areas with the highest concentration of jobs and location quotients in Librarians and Media Collections Specialists:

Nonmetropolitan area	Employment (1)	Employment per thousand jobs	Location quotient (9)	Hourly mean wage	Annual mean wage (2)
Southeast Oklahoma nonmetropolitan area	660	3.86	4.39	\$ 24.28	\$ 50,510
Southern Vermont nonmetropolitan area	280	2.74	3.11	\$ 28.06	\$ 58,370
West Central-Southwest New Hampshire nonmetropolitan area	270	2.64	3.00	\$ 31.48	\$ 65,470
Northwest Nebraska nonmetropolitan area	100	2.62	2.97	\$ 24.39	\$ 50,740
Northern Vermont nonmetropolitan area	180	2.61	2.96	\$ 27.31	\$ 56,800

Top paying nonmetropolitan areas for Librarians and Media Collections Specialists:

Nonmetropolitan area	Employment (1)	Employment per thousand jobs	Location quotient (9)	Hourly mean wage	Annual mean wage (2)
Eastern Washington nonmetropolitan area	110	1.06	1.20	\$ 35.34	\$ 73,500
Western Washington nonmetropolitan area	110	0.87	0.98	\$ 35.14	\$ 73,100
Maryland nonmetropolitan area	60	1.02	1.15	\$ 34.45	\$ 71,650
North Coast Region of California nonmetropolitan area	80	0.75	0.85	\$ 33.56	\$ 69,810
Massachusetts nonmetropolitan area	160	2.56	2.90	\$ 33.49	\$ 69,650

[About May 2023 National, State, Metropolitan, and Nonmetropolitan Area Occupational Employment and Wage Estimates](#)

These estimates are calculated with data collected from employers in all industry sectors, all metropolitan and nonmetropolitan areas, and all states and the District of Columbia. The top employment and wage figures are provided above. The complete list is available in the [downloadable XLS files](#).

The percentile wage estimate is the value of a wage below which a certain percent of workers fall. The median wage is the 50th percentile wage estimate—50 percent of workers earn less than the median and 50 percent of workers earn more than the median. [More about percentile wages](#).

- (1) Estimates for detailed occupations do not sum to the totals because the totals include occupations not shown separately. Estimates do not include self-employed workers.
- (2) Annual wages have been calculated by multiplying the hourly mean wage by a "year-round, full-time" hours figure of 2,080 hours; for those occupations where there is not an hourly wage published, the annual wage has been directly calculated from the reported survey data.
- (3) The relative standard error (RSE) is a measure of the reliability of a survey statistic. The smaller the relative standard error, the more precise the estimate.
- (9) The location quotient is the ratio of the area concentration of occupational employment to the national average concentration. A location quotient greater than one indicates the occupation has a higher share of employment than average, and a location quotient less than one indicates the occupation is less prevalent in the area than average.

Other OEWS estimates and related information:

[May 2023 National Occupational Employment and Wage Estimates](#)

[May 2023 State Occupational Employment and Wage Estimates](#)

[May 2023 Metropolitan and Nonmetropolitan Area Occupational Employment and Wage Estimates](#)

[May 2023 National Industry-Specific Occupational Employment and Wage Estimates](#)

[May 2023 Occupation Profiles](#)

[Technical Notes](#)

Last Modified Date: April 3, 2024