The image features a central text overlay on a dark red background. The text is written in a white, elegant serif font. The background is decorated with various autumn-themed elements: several leaves in shades of yellow, orange, and red, some with green still visible; a cluster of small red berries; and several acorns. The overall composition is balanced and visually appealing, evoking a sense of fall.

*VT Public Library
Compensation and
Benefit Survey Analysis*



Hello!



We are Stephanie Chase and Judah Hamer of
Constructive Disruption —
and both former Vermont library directors!



Outreach and response

Goal of an 80% response rate from the 188 public libraries — achieved 77%

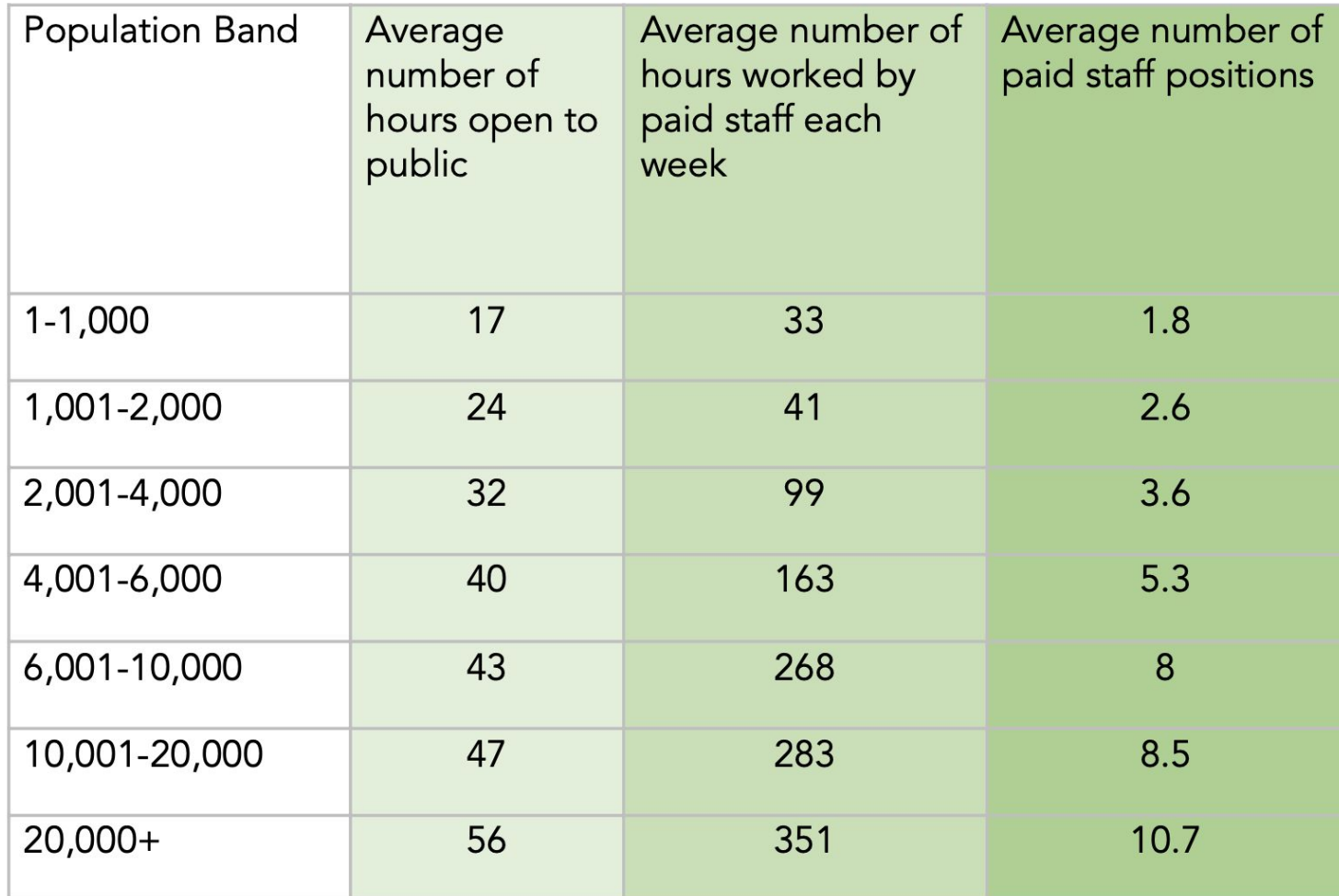
- More than 75% of the 44 libraries who did not respond to the survey for whatever reason received at least one personalized email, phone call, or both from either Constructive Disruption or a Working Group member
- Multiple rounds of both general and segmented emails about the survey
- Recorded webinar
- FAQ and detailed guides
- Delay of one week due to the floods; survey open an additional week
- Personal engagement: 285 follow up email and 22 follow up phone engagements from Constructive Disruption + Working Group, VLA, GMLC, and colleague reach outs

A decorative border of autumn leaves and acorns surrounds the central text. The leaves are in various shades of yellow, orange, red, and brown. There are several acorns scattered throughout the border.

Statewide coverage in the data set

- With the exception of Essex and Rutland counties, counties had at least a 65% response rate
- All counties, with the exception of Essex and Washington, had at least 60% of the population of the county represented by responding libraries
- We tracked the response level of populations served by responding library

Population Band	Percentage of survey data
1-1,000	18%
1,001-2,000	30%
2,001-4,000	25%
4,001-6,000	13%
6,001-10,000	5%
10,001-20,000	7%
20,000+	2%



Population Band	Average number of hours open to public	Average number of hours worked by paid staff each week	Average number of paid staff positions
1-1,000	17	33	1.8
1,001-2,000	24	41	2.6
2,001-4,000	32	99	3.6
4,001-6,000	40	163	5.3
6,001-10,000	43	268	8
10,001-20,000	47	283	8.5
20,000+	56	351	10.7




*Public hours for Vermont public libraries in all
population bands overall are part-time.*

Basically, 3 out of 4 libraries are staffed to support fewer than 40 open public hours each week (73%).

This yields an unequal level of public access to libraries that is directly correlative to the size of a municipality served by a library, not the actual needs of the people living in that place.

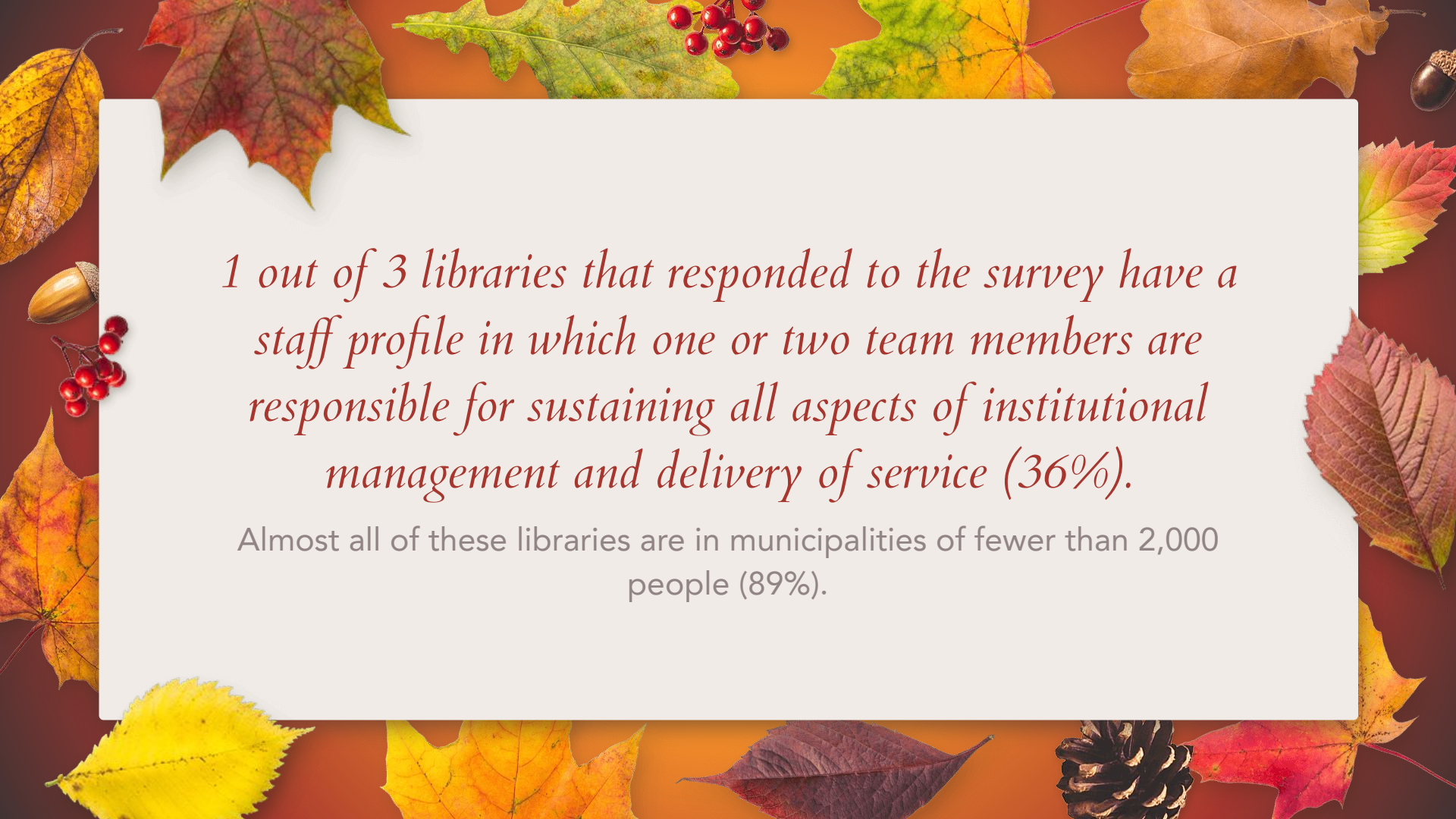
Population Band	Average number of types of paid staff positions
1-1,000	1.8
1,001-2,000	2.6
2,001-4,000	3.6
4,001-6,000	5.3
6,001-10,000	8
10,001-20,000	8.5
20,000+	10.7

Number of staff members	Percentage of libraries in this range
1-2	36%
3-5	45%
6-10	14%
10+	5%

The background of the slide is a dark reddish-brown color, decorated with various autumn-themed elements. There are several large, detailed leaves in shades of yellow, orange, red, and brown scattered around the edges. Some leaves are partially overlapping. In the top center, there is a small cluster of bright red berries. In the top right corner, there is a single acorn. In the bottom right corner, there is a pinecone. The overall aesthetic is warm and seasonal.

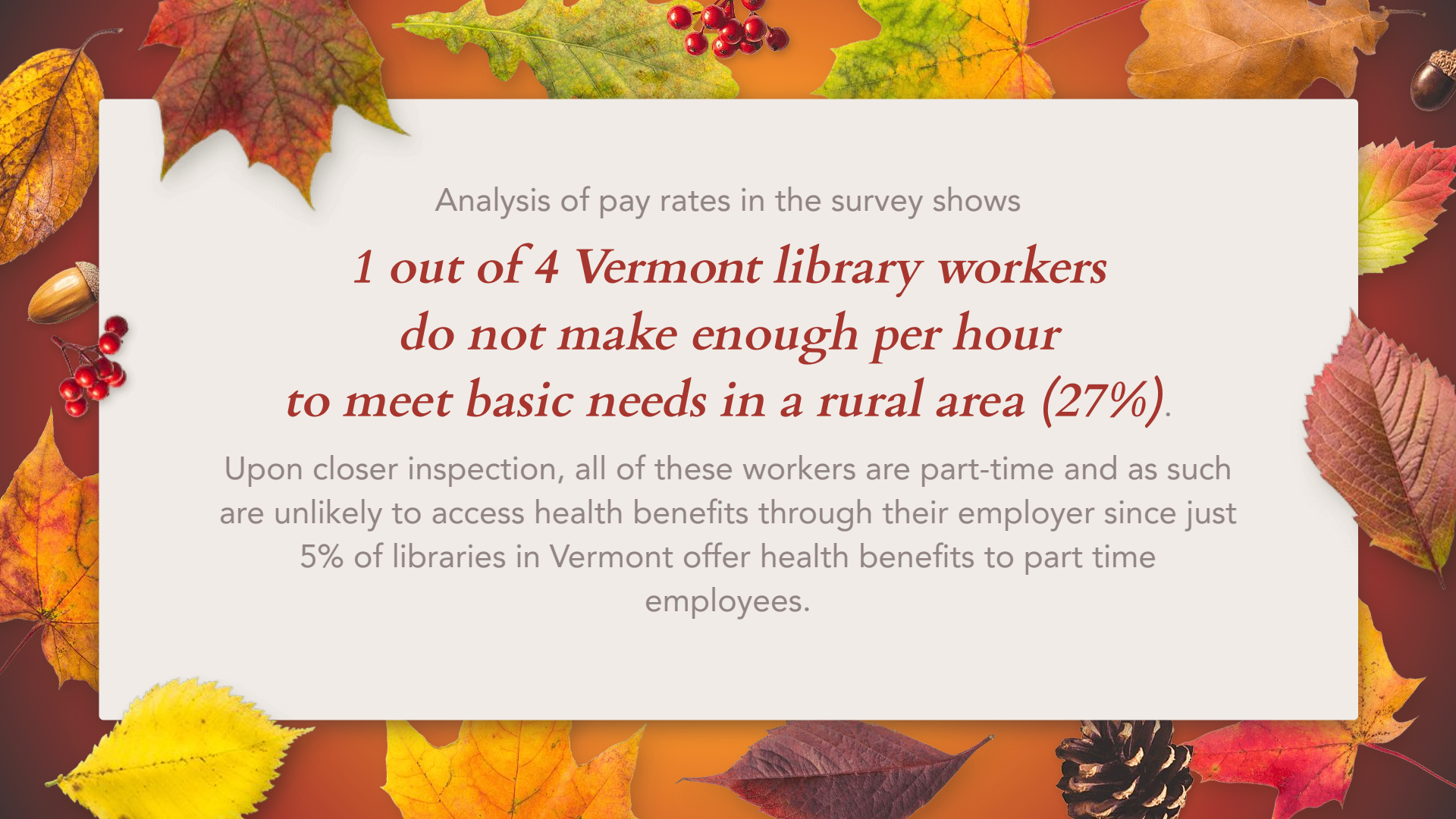
There is a 158% difference in staffing levels between libraries serving 1–2,000 people and those serving 10,000 or more people.

For library workers, this means full-time work is more likely to be found in larger municipalities, which offer more hours and need more staffing. This means that libraries in smaller municipalities are likely to experience greater difficulty in recruiting and retaining staff.

The background is a rich, dark brown color, decorated with various autumn-themed elements. There are several large, detailed leaves in shades of yellow, orange, red, and green, scattered around the edges. Interspersed among the leaves are several acorns, some whole and some in clusters. The overall aesthetic is warm and seasonal.

1 out of 3 libraries that responded to the survey have a staff profile in which one or two team members are responsible for sustaining all aspects of institutional management and delivery of service (36%).

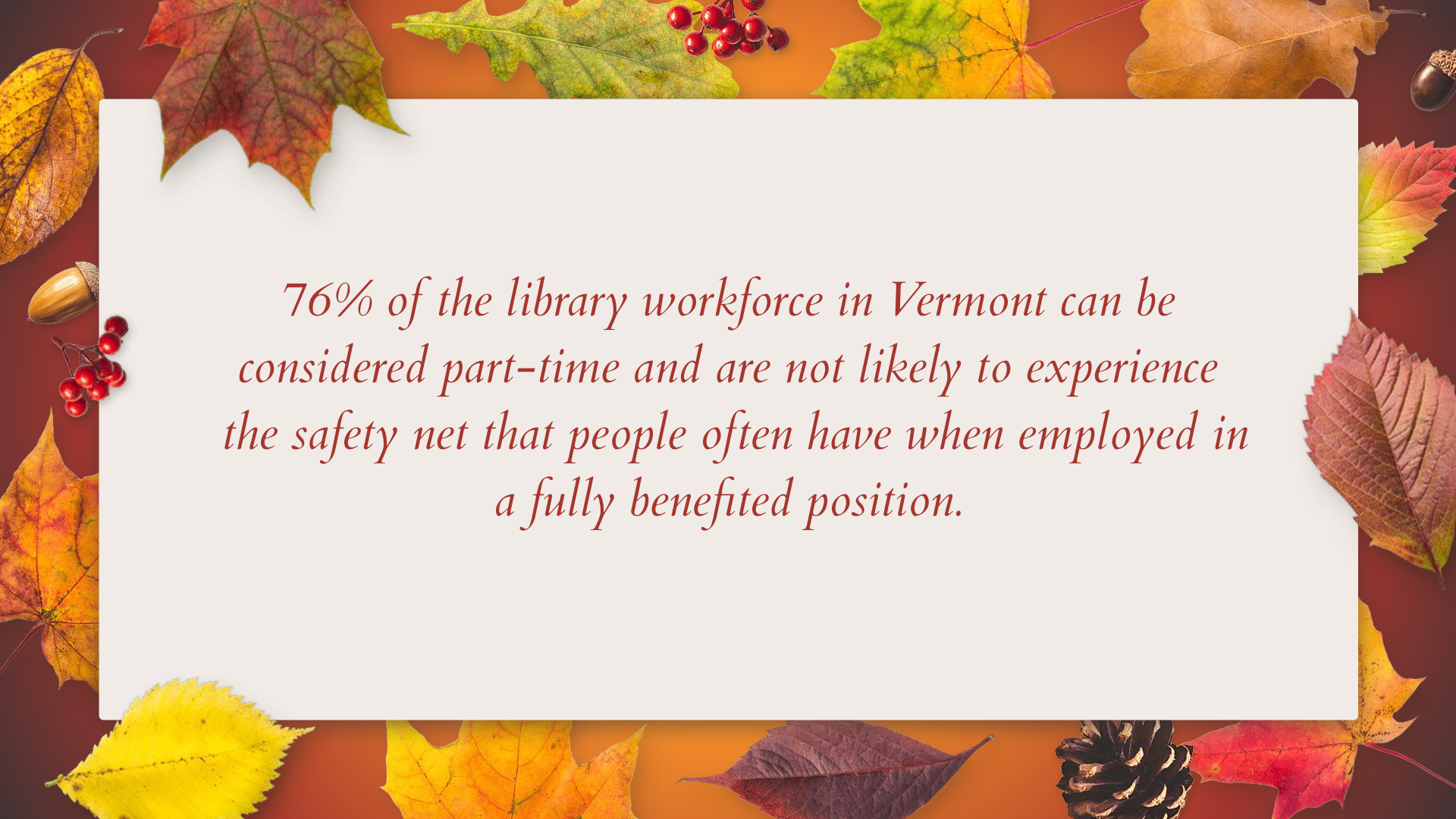
Almost all of these libraries are in municipalities of fewer than 2,000 people (89%).

The background of the slide is a dark reddish-brown color, decorated with various autumn-themed elements. There are several large, colorful leaves in shades of yellow, orange, red, and brown scattered around the edges. Some leaves are whole, while others are partially cut off. There are also several acorns and small clusters of red berries (possibly holly or hawthorn) interspersed among the leaves. The overall aesthetic is warm and seasonal.

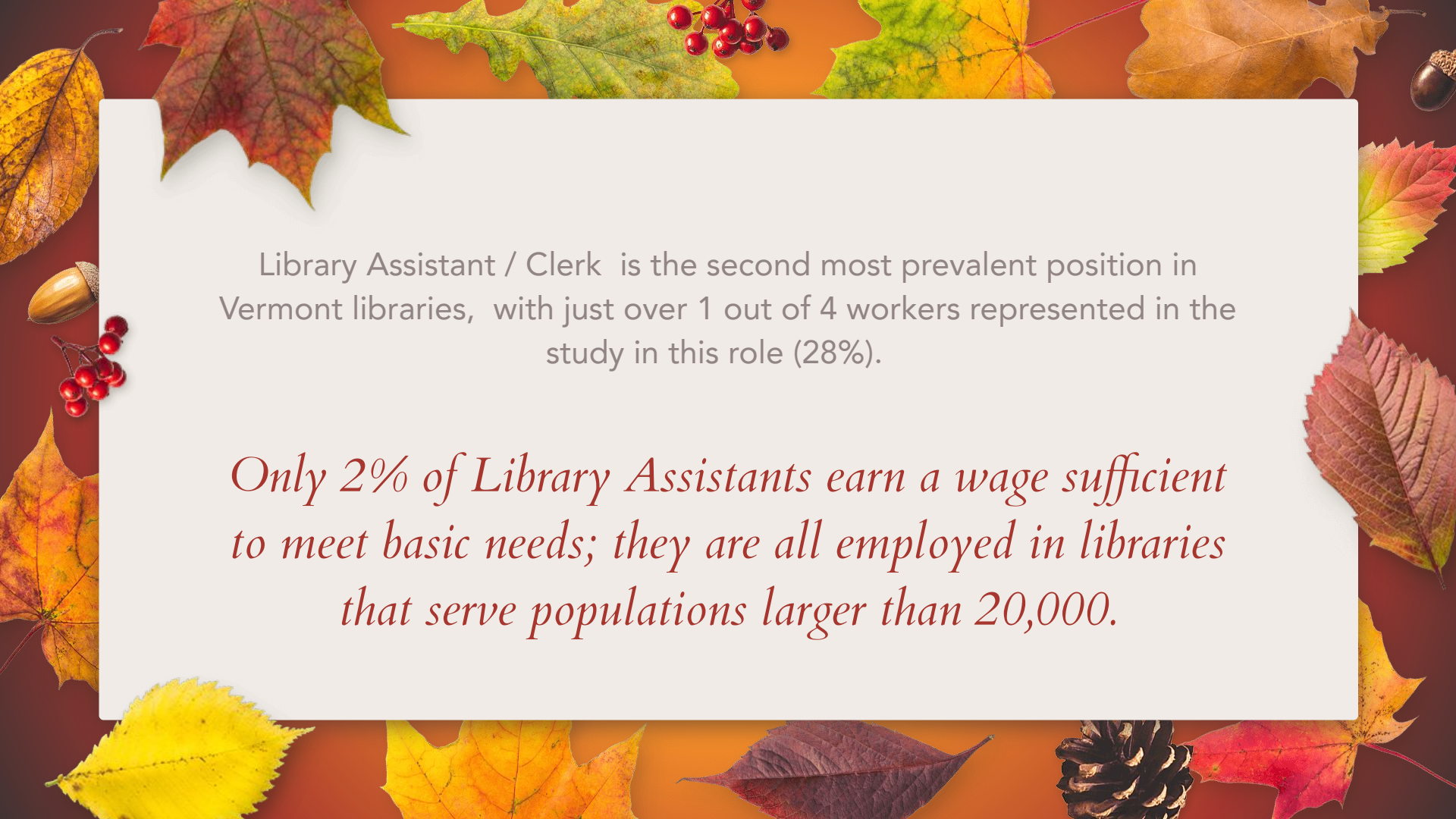
Analysis of pay rates in the survey shows

***1 out of 4 Vermont library workers
do not make enough per hour
to meet basic needs in a rural area (27%).***

Upon closer inspection, all of these workers are part-time and as such are unlikely to access health benefits through their employer since just 5% of libraries in Vermont offer health benefits to part time employees.


The image features a central white rectangular box containing text. The background is a dark reddish-brown color, decorated with various autumn-themed elements. At the top, there are several leaves in shades of green, yellow, and orange, along with a small cluster of red berries. On the left side, there are more leaves in yellow and orange, and a single acorn. On the right side, there are leaves in shades of red and orange, and another acorn. At the bottom, there are leaves in yellow, orange, and purple, and a pinecone. The text is written in a dark red, serif font and is centered within the white box.

76% of the library workforce in Vermont can be considered part-time and are not likely to experience the safety net that people often have when employed in a fully benefited position.



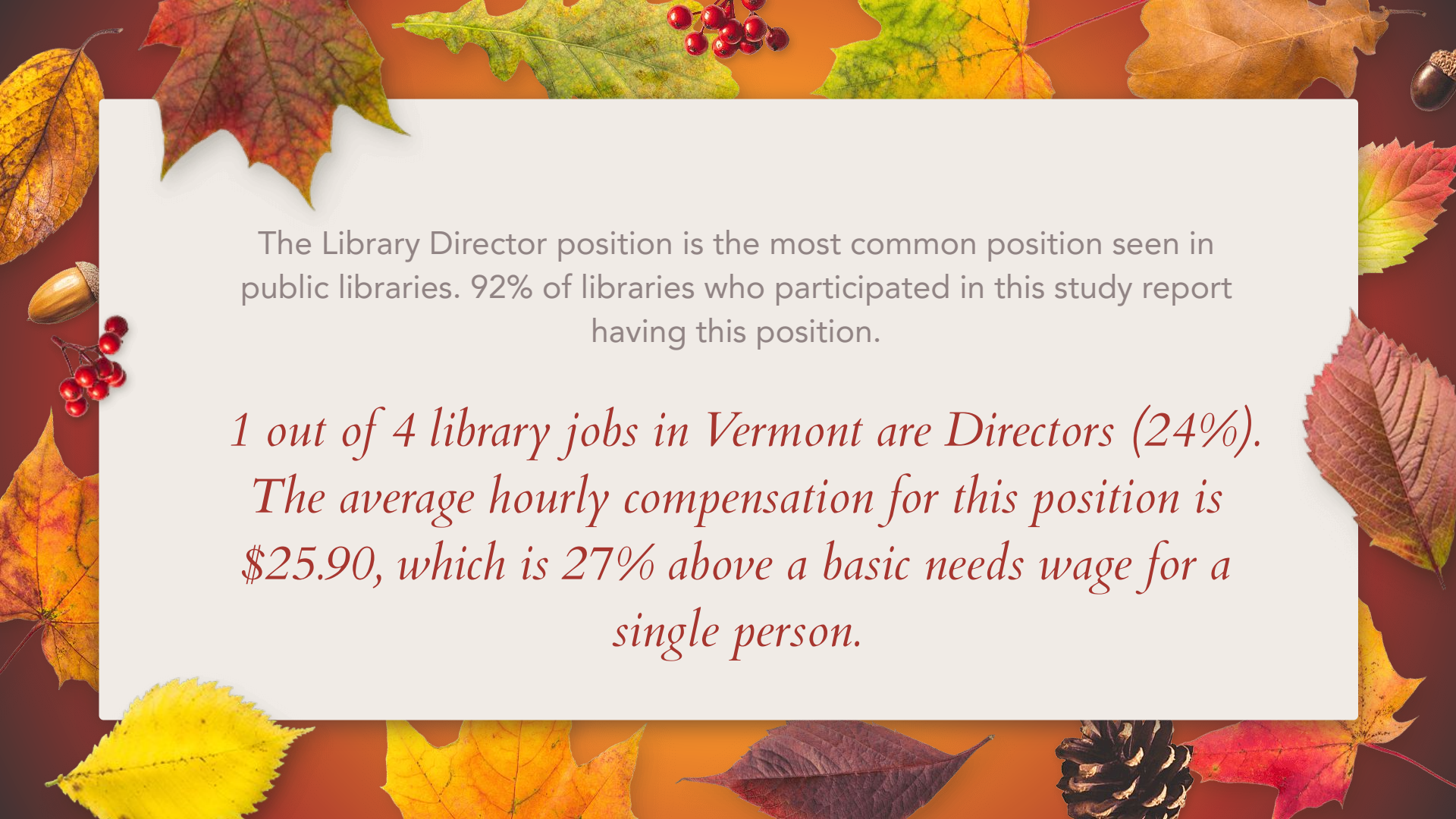
Library Assistant / Clerk is the second most prevalent position in Vermont libraries, with just over 1 out of 4 workers represented in the study in this role (28%).

Only 2% of Library Assistants earn a wage sufficient to meet basic needs; they are all employed in libraries that serve populations larger than 20,000.

The background is a rich, warm brown color, decorated with various autumn-themed elements. There are several large, detailed leaves in shades of yellow, orange, red, and green. Interspersed among the leaves are clusters of small, bright red berries and several acorns, some with their caps on. The overall composition is dense and seasonal.

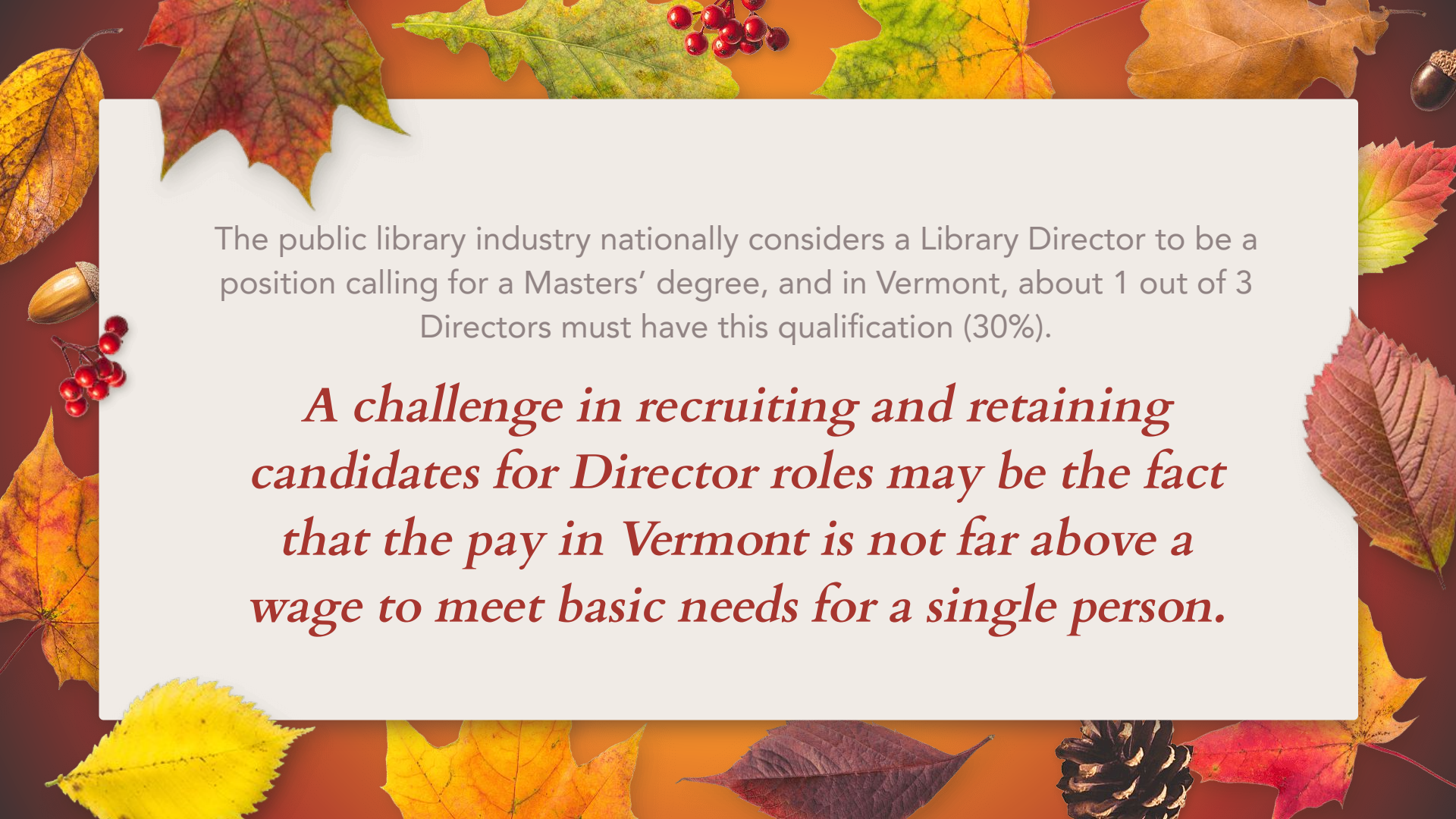
This means that the second most common position in Vermont libraries is unlikely to support a single person's basic needs.

It is also, if we consider staffing patterns, not likely to be a full-time position except in the larger municipalities.



The Library Director position is the most common position seen in public libraries. 92% of libraries who participated in this study report having this position.

*1 out of 4 library jobs in Vermont are Directors (24%).
The average hourly compensation for this position is \$25.90, which is 27% above a basic needs wage for a single person.*

The background of the slide is a rich, warm brown color, decorated with various autumn-themed elements. There are several large, detailed leaves in shades of yellow, orange, red, and green, scattered around the edges. Interspersed among the leaves are several acorns, some with their caps on, and small clusters of bright red berries. The overall aesthetic is cozy and seasonal.

The public library industry nationally considers a Library Director to be a position calling for a Masters' degree, and in Vermont, about 1 out of 3 Directors must have this qualification (30%).

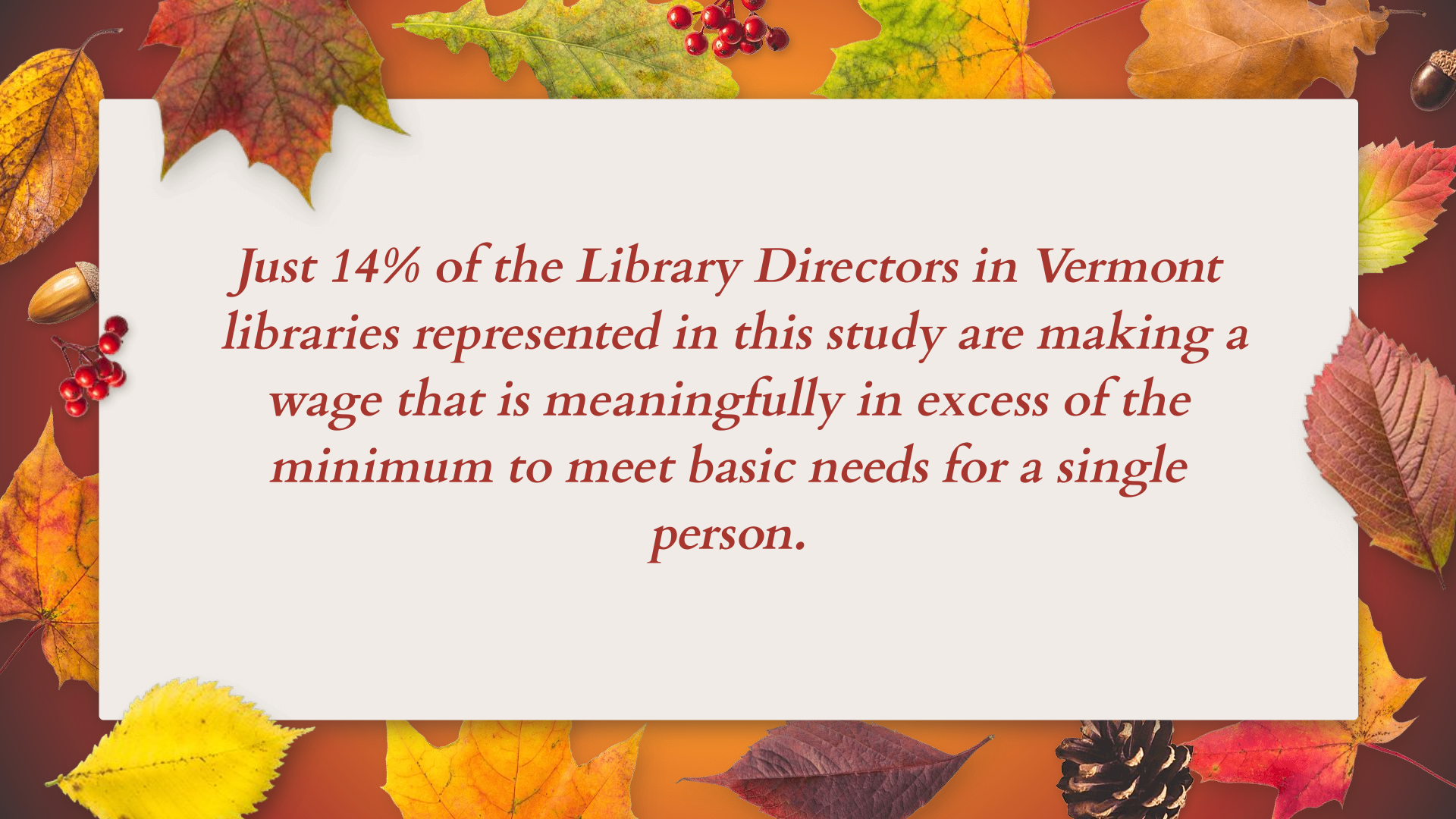
A challenge in recruiting and retaining candidates for Director roles may be the fact that the pay in Vermont is not far above a wage to meet basic needs for a single person.



In 2009 VLA recommended an hourly wage of \$19.38/hr for a Library Director. Considering inflation, the base recommendation for 2023 should be \$28.06/hr.

This means that Library Directors in municipalities under 4,000 people are not making a professional minimum.

Those working in locations in the 4,001—6,000 band are making barely above that minimum, at just \$29.00 per hour.

The background of the slide is a rich, dark brown color, decorated with various autumn-themed elements. There are several large, colorful leaves in shades of yellow, orange, red, and brown, scattered around the edges. Interspersed among the leaves are clusters of small, bright red berries and several acorns, some with their caps on. The overall aesthetic is warm and seasonal.

Just 14% of the Library Directors in Vermont libraries represented in this study are making a wage that is meaningfully in excess of the minimum to meet basic needs for a single person.



A Geographic View

Central counties pay the highest wages overall.

On average:

- Library Directors in central Vermont earn 19% more than their counterparts in the north and 2% more than their peers in the south.
- Library Assistants in central Vermont earn 10% more than their counterparts in the north and 32% more than their peers in the south.
- Youth Services Librarians in central Vermont earn 30% more than their counterparts in the north and 15% more than their counterparts in the south.

Average hourly rates by region

	North Counties	Central Counties	South Counties
Library Director	\$22.92	\$27.32	\$26.66

A Geographic View

North Counties	Central Counties	South Counties
Caledonia, Essex, Franklin, Grand Isle, Lamoille, Orleans	Addison, Chittenden, Orange, Washington	Bennington, Rutland, Windham, Windsor

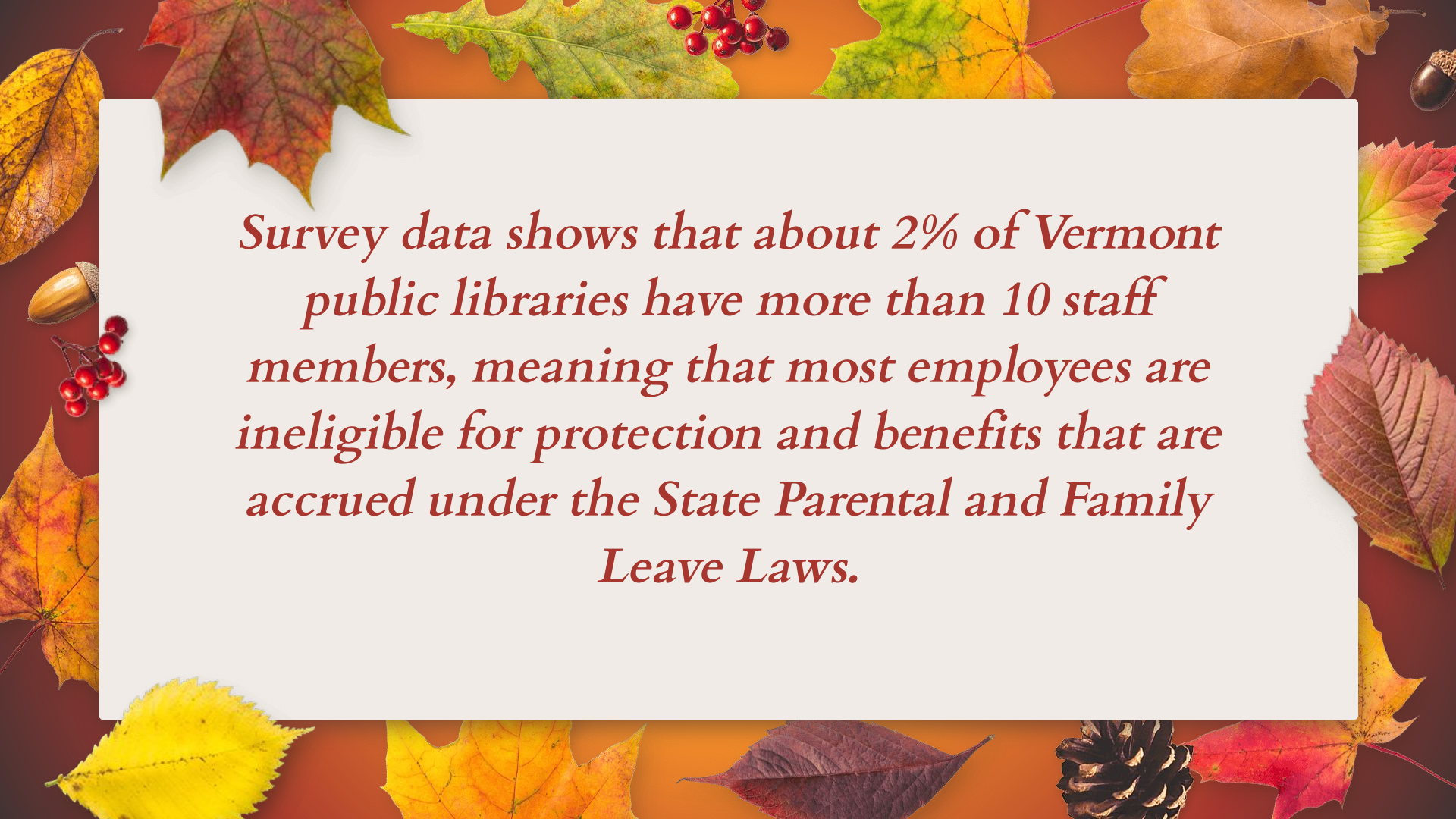
Average hourly rates by region

	North Counties	Central Counties	South Counties
Library Director	\$22.92	\$27.32	\$26.66
Library Assistant / Clerk	\$15.88	\$17.50	\$13.21
Youth Services Librarian	\$18.27	\$23.81	\$21.25


A decorative border of autumn leaves and acorns surrounds the central white box. The leaves are in various shades of yellow, orange, red, and brown. There are several acorns scattered throughout the border.

Benefits

- 45% of Vermont library workers have access to paid health benefits.
- 30% have access to paid dental benefits.
- 36% are enrolled in VMERS, the Vermont Municipal Employee Retirement System.
- 10% are enrolled in a pre-tax savings plan in lieu of VMERS membership.
- 5% are eligible for paid family leave; even fewer are eligible for unpaid family leave.
- 15% are covered by library-provided short- and/or long-term disability insurance.
- **Over half of the Vermont library workforce has access to no benefits outside of personal time off.**

The image features a central white rectangular box containing text, surrounded by a decorative border of autumn-themed elements. The border includes various types of leaves in shades of yellow, orange, red, and brown, as well as clusters of red berries, acorns, and a pinecone. The background behind the border is a solid dark brown color.

Survey data shows that about 2% of Vermont public libraries have more than 10 staff members, meaning that most employees are ineligible for protection and benefits that are accrued under the State Parental and Family Leave Laws.



All libraries represented in the survey are under obligation to pay into the State's unemployment trust fund.

When asked if their Library paid into Vermont's unemployment trust fund, one third of responding libraries indicated that their Library does (36%). However, nearly half indicated that they do not know if their Library pays into the trust (44%), and 20% indicated that their Library does not pay into the trust.

Municipal vs Incorporated

Benefit type	Incorporated libraries	Municipal libraries
Health benefits	37%	52%
Dental benefits	21%	34%
Vermont Municipal Employee Retirement System (VMERS)	Ineligible	47%
Pre-tax savings plan in lieu of VMERS participation	33%	3%
Personal time off (PTO)	88%	79%

The image features a central text element surrounded by a decorative border of autumn-themed elements. The border includes various types of leaves in shades of yellow, orange, red, and brown, as well as several acorns and small clusters of red berries. The background is a smooth gradient from a deep red at the top and bottom to a warm orange in the middle.

thank you