

Salaries of Librarians and Other Professionals Working in Libraries

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By Jennifer French

Questions about library staff salaries are some of the more frequently posed to the LRS staff. To help answer these questions, we consulted the Colorado Department of Labor and Employment (CDLE) & the Occupational Employment Statistics (OES) produced by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). The data is gathered and reported using the Standard Occupational Classification (SOC) System. [See Figure 1.] The SOC combines library workers from all types of library settings under the broad occupational categories of Librarian, Library Technician, and Library Assistant.



Librarians

According to statistics from the CDLE, librarians in the state make an average annual salary of \$51,560. This is 6 percent more than the national average of \$48,700 as reported by the National Occupational Employment and Wage Estimates from the BLS. [See Table 1.]

The SOC defines library technicians as assisting librarians with helping “readers in the use of library catalogs, databases, and indexes to locate books and other materials.” Technicians also shelve books, and assist with circulation. At \$28,470, the average annual salary in Colorado is \$2,020 more than the national average of \$26,720.

Job Title	Colorado	National
Librarians	\$51,560	\$48,700
Library Technicians	\$28,470	\$26,720
Library Assistants	\$23,360	\$22,310

Library assistants perform duties similar to library technicians, but have less interaction with patrons. The SOC description for library assistants also includes tasks such as compiling records, sorting and shelving books, and issuing and receiving library materials. The average annual salary is \$22,310, making the national average 5 percent less than state's reported average of \$23,360.



Other Library Professionals

But, librarianship isn't the only profession found in libraries. Larger libraries, especially, employ financial, human resources, public relations, and computer professionals. [See Table 2.]

Job Title	Colorado	National
Accountants & Auditors	\$58,280	\$57,160
Budgets Analysts	\$59,900	\$60,290
Compensation & Benefits Managers	\$72,660	\$74,930
Compensation, Benefits & Job Analysis Specialists	\$52,690	\$51,480
Computer & Information Managers	\$106,580	\$100,110
Computer Programmers	\$69,140	\$66,480
Database Administrators	\$66,980	\$64,380
Employment, Recruitment, & Placement Specialists	\$51,020	\$47,440
Public Relations Managers	\$84,980	\$83,490
Training & Development Managers	\$76,540	\$76,920
Training & Development Specialists	\$48,910	\$48,360

Notably, in Colorado, all but two professions average bigger paychecks than librarians. The average salaries for the Employment, Recruitment, and Placement Specialists and the Training and Development Specialists were both lower than the \$51,560 average reported for librarians in the state. Nationally, the same two positions averaged lower annual salaries than the national average of \$48,700 for librarians.

Colorado librarians, library technicians, and library assistants earn slightly above the national average for wages paid to workers employed in those positions. However, librarian salaries lag behind many other professionals, some of whom are employed in libraries. For more information about salaries and workforce issues, please visit the Fast Facts page (<http://www.lrs.org/fastfacts.asp>) and the Changing Library Workforce page (<http://www.lrs.org/workforce.asp>) on LRS.org.



Figure 1 Standard Occupational Classification (SOC) Descriptions

Accounts & Auditors: Examine, analyze, and interpret accounting records for the purpose of giving advice or preparing statements. Install or advise on systems of recording costs or other financial and budgetary data.

Budget Analysts: Examine budget estimates for completeness, accuracy, and conformance with procedures and regulations. Analyze budgeting and accounting reports for the purpose of maintaining expenditure controls.

Compensation & Benefits Managers: Plan, direct, or coordinate compensation and benefits activities and staff of an organization. Include job analysis and position description managers.

Compensation, Benefits & Job Analysis Specialists: Conduct programs of compensation and benefits and job analysis for employer. May specialize in specific areas, such as position classification and pension programs.

Computer & Information Systems Managers: Plan, direct, or coordinate activities in such fields as electronic data processing, information systems, systems analysis, and computer programming.

Computer Programmers: Convert project specifications and statements of problems and procedures to detailed logical flow charts for coding into computer language. Develop and write computer programs to store, locate, and retrieve specific documents, data, and information. May program web sites.

Database Administrators: Coordinate changes to computer databases, test and implement the database applying knowledge of database management systems. May plan, coordinate, and implement security measures to safeguard computer databases.

Employment, Recruitment, & Placement Specialists: Recruit and place workers.

Public Relations Managers: Plan and direct public relations programs designed to create and maintain a favorable public image for employer or client; or if engaged in fundraising, plan and direct activities to solicit and maintain funds for special projects and nonprofit organizations.

Training & Development Managers: Plan, direct, or coordinate the training and development activities and staff of an organization.

Training & Development Specialists: Conduct training and development programs for employees.

Colorado Department of Labor & Employment. (2006) Colorado Labor Market Information: Occupational Wages for 2004. Available at:
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ABOUT THIS ISSUE

Nicolle Steffen and Jennifer French
 Library Research Service • 201 East Colfax Avenue, Suite 309 • Denver, Colorado 80203-1799
 Phone 303.866.6900 • E-mail: lrs@lrs.org • Web site: www.LRS.org
 Layout and production by Debra Gettings • Phone: 303.866.6906 • E-mail: gettings_d@cde.state.co.us

