

Pay Comparison Report

An evaluation of pay between similar positions at libraries across Florida with a focus on the Orange County Library System.

1 Introduction

With all of the staff turnover that the Orange County Library System is experiencing, and the talk of a labor shortage, rising wages, and rising inflation; what is the state of pay for Library positions in Florida, and how does the Orange County Library System compare to its peers?

In Florida, pay for public employees is public record. I have submitted requests for this information from the largest library systems in Florida, and analyzed the data for ease of consumption.

2 Methodology

2.1 Data

Florida has a public records law (Florida Statute 119.07¹) that grants citizens access to nearly any record of any public institution in the state. With that in mind, I started with the Florida Division of Library and Information Services, using their 2020 "Annual public library statistics and ranking tables"² to create a list of libraries with a similar scale to that of OCLS.

Table 2.1.1

Library	Population	Staff Expenditures
Miami-Dade Public Library System	2,454,190	\$41,071,905
Broward County Library	1,932,212	\$41,141,705
Hillsborough County Public Library Cooperative	1,478,759	\$23,712,277
Orange County Library System	1,415,260	\$24,908,885
Jacksonville Public Library	982,080	\$19,256,974
Palm Beach County Library System	962,505	\$27,334,765
Pinellas Public Library Cooperative	960,262	\$22,315,670
Lee County Library System	750,493	\$16,498,034

From that list, I submitted requests directly to the city or county governments that operated the libraries. During this process, I came to learn that the Pinellas Public Library Cooperative is itself, not a library, but instead, an organization that facilitates cooperation and manages funds between libraries in Pinellas county. So, from them, I got a list of their member libraries, and the service area populations for each. From that, I was able to determine that St. Petersburg Library System was the largest, and thus added them to my list.

¹www.leg.state.fl.us/statutes/index.cfm?App_mode=Display_Statute&Search_String=&URL=0100-0199/0119/Sections/0119.07.html

²dos.myflorida.com/library-archives/library-development/data/2020/

Table 2.1.2

Library	Governing Body
Miami-Dade Public Library System	Miami-Dade County
Broward County Library	Broward County
Hillsborough County Public Library Cooperative	Hillsborough County
Jacksonville Public Library	Jacksonville City
Palm Beach County Library System	Palm Beach County
St. Petersburg Library System	St. Petersburg City
Lee County Public Library System	Lee County

The final record request went directly to OCLS, as it is a stand-alone entity.

Statute 119.07 section 4-D outlines the basis for assessing a special service fee for public records requests. This is further expanded upon in Rule 1-2.0031³. 5 of the institutions assessed no cost at all to my record request. Two assessed a very reasonable fee that came in under \$20.00 each. However, OCLS stood out with its burdensome fee of \$120.00.

Table 2.1.3 Institution and Cost for the data.

Library	Useful Data	Cost
Miami-Dade Public Library System	No	\$0.00
Broward County Library	Yes	\$0.00
Hillsborough County Public Library Cooperative	Yes	\$19.24
Orange County Library System	Yes	\$120.00
Jacksonville Public Library	Yes	\$14.92
Palm Beach County Library System	Yes	\$0.00
St. Petersburg Library System	Yes	\$0.00
Lee County Library System	Yes	\$0.00

Of the 8 libraries, I was able to acquire data that allowed me to calculate the hourly pay rate for employees from 7. The only library on the list that is excluded from the comparison is Miami-Dade Public Library System, as the data they provided did not allow me to determine the pay rate.

2.1.1 Public Record Request Language

If you would like to repeat this process yourself, you can use the language that I used, which follows:

I would like the following information for any person employed by [Library Name Here]:

- Name
- Unique Identifier:
A unique ID that can be used to track an employee's progress from year to year.
- Title:
The most recent title that the employee has held in the organization.
- Start Date:
Preferably the date that the employee took their most recent position, or simply, the date that they join the organization as an employee.
- Separation Date
- Sex/Gender
- Total Pay
- Hours Compensated
- Pay Rate

Thank you.

³www.flrules.org/gateway/ruleno.asp?id=1-2.0031

2.2 Cost of Living Adjustment

One of the challenges of conducting a broad comparison like I have attempted is the differences in the cost of living in different areas. If one library pays more on average, but operates in an area with a higher cost of living, it may not be the financial boon that one would hope for. To account for that, I acquired data for the cost of living on the county level, and adjusted the pay rates for each library, with Orange County being the reference point.

Table 2.2.1 Cost of living per region.

Region	COL	Adjusted COL	Dollar Value
Dade County	118.9	112.9	\$0.89
Broward County	112.3	106.6	\$0.94
Hillsborough County	101.6	96.5	\$1.04
Orange County	105.3	100	\$1.00
Duval County	94.3	89.6	\$1.12
Palm Beach County	112.8	107.1	\$0.93
Pinellas County	101.6	96.5	\$1.04
Lee County	103.3	100.9	\$1.02

Data provided by bestplaces.net.¹

If my understanding is correct, and I did the math properly, the data in table 3.4 indicates that \$10.00 would get you \$10.00 worth of living in Orange County, \$11.20 worth of living in Duval County, but only \$8.90 worth of living in Dade County. Accordingly, pay rates for Duval County were adjusted up, and pay rates in Dade county were adjusted down to make the comparison to Orange County more equivalent.

$$a = \frac{p \times c}{r}$$

a = Adjusted pay rate

p = Original pay rate

r = Cost of living in region

c = Cost of living in Orange County Florida

2.3 Data Preparation

The data for the different libraries was made available in different formats, and with varying parameters. Among them all, I was able to establish a job title, job classification, pay rate, and average hours worked per week for each person employed during the fiscal year 2021, which covers the dates between October 1, 2020, and September 30, 2021.

For the Orange County Library System, and St. Petersburg Library System, I was also able to obtain the employment start date for each employee in the data set.

For St. Petersburg Library System, Broward County Library, and Hillsborough County Public Library Cooperative I was able to obtain the position start date for each employee in the data set.

This data is the basis for my comparisons. Where I compare only the rate of pay, I include similar job titles from all locations, without consideration for when the employee began employment in that position. This is a less than ideal approach, but good enough to get a rough idea of how pay at OCLS compares to that of other libraries.

Where I compare compensation and period of employment, I will, for the time, limit that comparison to only OCLS employees, and further limit the number of comparison made, while including some disclaimers regarding the limitations of the specific comparison.

¹www.bestplaces.net/

2.4 Completeness of the Report

At the time that this report was assembled, I did not have the job descriptions for St. Petersburg Library System, so those positions were not considered in the comparisons that were made based upon job descriptions. I have since received the job descriptions, and may revisit the comparisons if I find compelling evidence that the results may change.

There is no comparison of compensation among Orange County Library System employees on the basis of gender. The data is there, but it wasn't a topic of primary concern. Gender should not be a consideration for determining compensation. I will make an effort to explore the subject at a later time.

2.5 Incomplete Set of Comparison for Job Roles or Titles

Not every job title at the Orange County Library System has been given the same comparison treatment. For this, I apologize, and offer this explanation.

The Orange County Library System is a bit unique in that it is not part of a larger government body. Because of this, there are many jobs at OCLS that don't exist at other libraries, making it hard to conduct a proper comparison.

There is also a significant challenge in comparing job titles for small groups. If there are one or two employees with a specific job role, a comparison can be meaningless.

Additionally, it takes time to do this work, and while I do intend to go back, and request pay information for all employees of some different counties, I simply haven't gotten to it yet, and didn't want to delay the sharing of this information for some of the largest groups of OCLS employees.

If you see job titles in the data that you are curious about, you can make a request for the job descriptions to the city or county governments that employ them, and conduct your own comparison. Palm Beach County, and the City of Jacksonville make all of their job descriptions available online for easy public access.

- [Palm Beach County Job Descriptions](#)¹
- [City of Jacksonville Job Descriptions](#)²

2.6 Feedback, and Improvement

If you take issue with my approach, or methodology, please let me know. I would be happy to improve this process in any way possible. You may reach me by email at jacobehudson1967@gmail.com. Thank you.

3 Definitions

If you're not familiar with statistics, or have questions about how to interpret this data, this should be the place where you can find some easy information.

Histogram - a diagram consisting of rectangles whose area is proportional to the frequency of a variable and whose width is equal to the class interval. Alternatively, a bar chart in which the width of the bar represents some range, say, \$14.00-\$14.99, and the height represents the number of people who have an hourly compensation rate within that range.

Median - denoting or relating to a value or quantity lying at the midpoint of a frequency distribution of observed values or quantities, such that there is an equal probability of falling above or below it. Alternatively, a value at which 50% of the group is above, and 50% below.

Mean - the value obtained by dividing the sum of several quantities by their number; an average.

¹discover.pbcgov.org/humanresources/Pages/Job-Descriptions.aspx

²www.governmentjobs.com/careers/jacksonvillefl/classspecs

Cost of Living - the level of prices relating to a range of everyday items. Abbreviated as COL.

4 Comparison of Pay for Branch Circulation Clerks

4.1 Introduction

One of the challenges that I encountered when attempting to conduct this comparison was the diversity in job titles. At the Orange County Library System there are 16 job titles that may all be considered fairly similar. Jobs that deal directly with patrons, and conducts a broad range of duties, but with a core focus on customer service. The other libraries range between 2 and 8 different job titles with the same general job role. No matter the title, these front line staff are easy to pick out of the data, because they are, by far, the most numerous positions in the entire system.

For the purposes of the following comparison, all of these somewhat overlapping titles were grouped together under a simplified title of "Front line Staff". I then plotted all data points on a histogram to display the number of people at different pay rates. First with non-OCLS employees, and then for OCLS employees.

Statistics about pay for each title in the comparison have been provided in tables at the end of this section. The most useful of which are the average, and median pay for each position.

Finally, as I will demonstrate, the actual duties of a position have a dramatic impact on the rate of compensation. I have made an attempt to collect the job description for each position in this comparison. For your own edification, you can find them online, in my google drive, at <https://tinyurl.com/2mdwzc25>¹

4.2 Comparison of Pay Rate among Libraries for Front line Staff

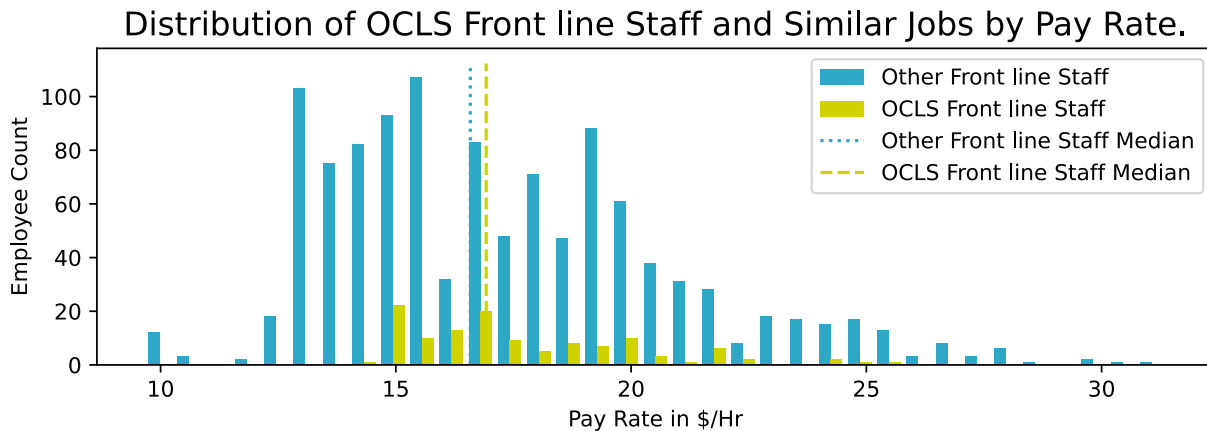


Figure 4.2.1 Distribution showing the number of people holding a front line position and their rate of pay.

Table 4.2.2

Group	Count	Avg	Median	Min	Max
Other Front line Staff	1,135	\$17.34	\$16.58	\$9.66	\$31.37
OCLS Front line Staff	121	\$17.64	\$16.92	\$14.21	\$25.48

Based upon the data, OCLS front line staff are being compensated at a rate that is, on average, better than that of staff with similar positions. However, there are some very important caveats that anyone reading this should pay special attention to.

For the purpose of this exploration, we are going to limit our focus at OCLS to Branch Circulation Clerks. A review of the job description outlines a myriad of responsibilities which range from:

¹drive.google.com/drive/folders/1uAtPUy5y2sM0y3Ryu_DxE080dUPPRpnr?usp=sharing

- Provides public service at the Circulation Desk to include checking library materials in and out, maintaining patron accounts in the collection of fines and fees, and registering and issuing patron cards.

to:

- Designs, plans, implements programming to meet community needs including publicity, promotional materials and recording statistics.

By going through the job descriptions for front line positions at other library systems, those that focus on handling physical materials are generally at the lowest end of the pay range. The job descriptions that are heavily customer focused come in closer to the middle of the range, and those that have an emphasis on producing and presenting programs are in the upper middle portion of the range.

Some of the jobs that illustrate this are:

- The Jacksonville Public Library Customer Experience Associate is a close comparison, and is compensated at a rate of \$18.19/Hr on average.
- The Hillsborough County Public Library Cooperative Library Service and Technology Guide has two different tiers, with the tier 2 having a close match in responsibilities. That position has an average compensation rate of \$18.77/Hr.

Based upon these observations, a reassessment, focused on only OCLS Branch Circulation Clerks, JPL Customer Experience Associate, and HCPLC Library Service and Technology Guide, produces a bit of a different picture.

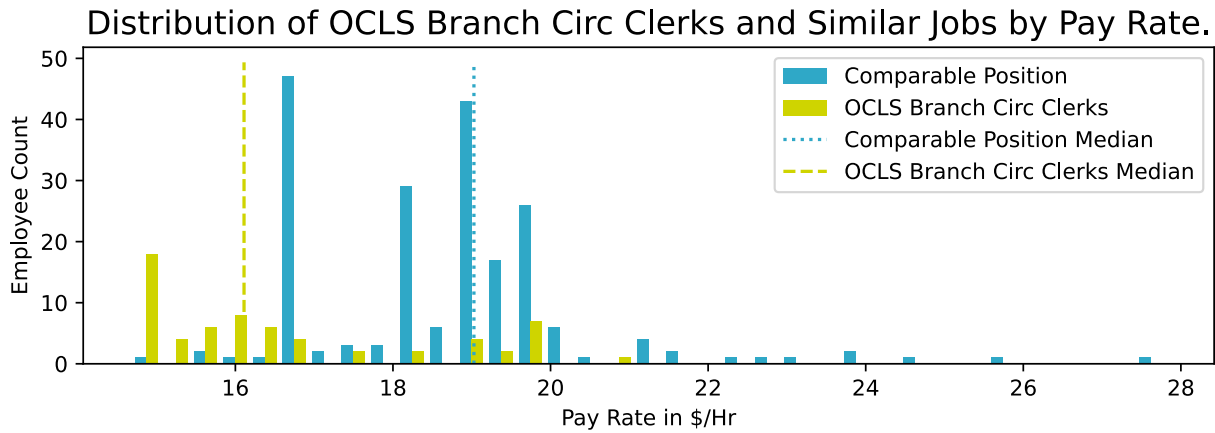


Figure 4.2.3 Distribution showing the number of people holding positions similar in scope to a Branch Circulation Clerk and their rate of pay.

Table 4.2.4

Group	Count	Avg	Median	Min	Max
Comparable Positions	202	\$18.60	\$19.03	\$14.68	\$27.80
OCLS Branch Circulation Clerks	64	\$16.60	\$16.11	\$14.94	\$20.96

In this second comparison, we see that Branch Circulation Clerks are trailing behind in compensation by almost exactly \$2.00/Hr. Or, for an average OCLS Branch Circulation Clerk working 30 hours a week $\$2.00 \times 30 \times 52 = \$3,120$ a year.

4.3 Comparison of Orange County Library Branch Circulation Clerks

One of the subjects I wanted to explore was adjustment of pay rate over time. One question to answer with such an approach was "Were longer term employees keeping up with inflation?" When I assembled the data, and displayed it on a scatter plot, there were some surprises.

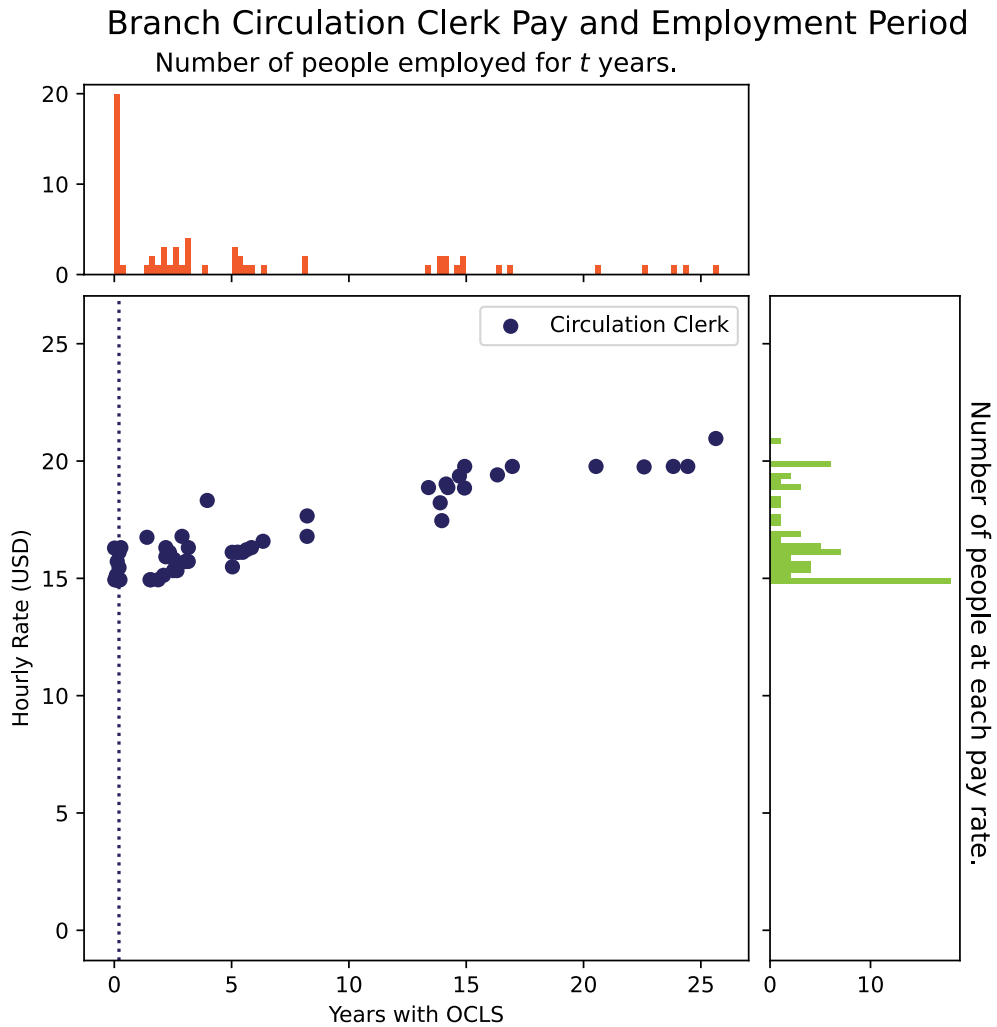


Figure 4.3.1 OCLS Branch Circulation Clerks and Pay with Relation to Employment Period

What is expected is that we can see a gradual increase in pay rate over time, which plateau after about 15 years of service, when they reach the max set for the position by the organization.

What was unexpected was the range of pay for any time period. This range of pay among employees of similar employment period indicates that there are pay negotiations happening. While this might be expected at other organizations, based upon interviews I've conducted with OCLS staff, I was lead to believe that starting pay, or pay at any point of employment was not negotiable.

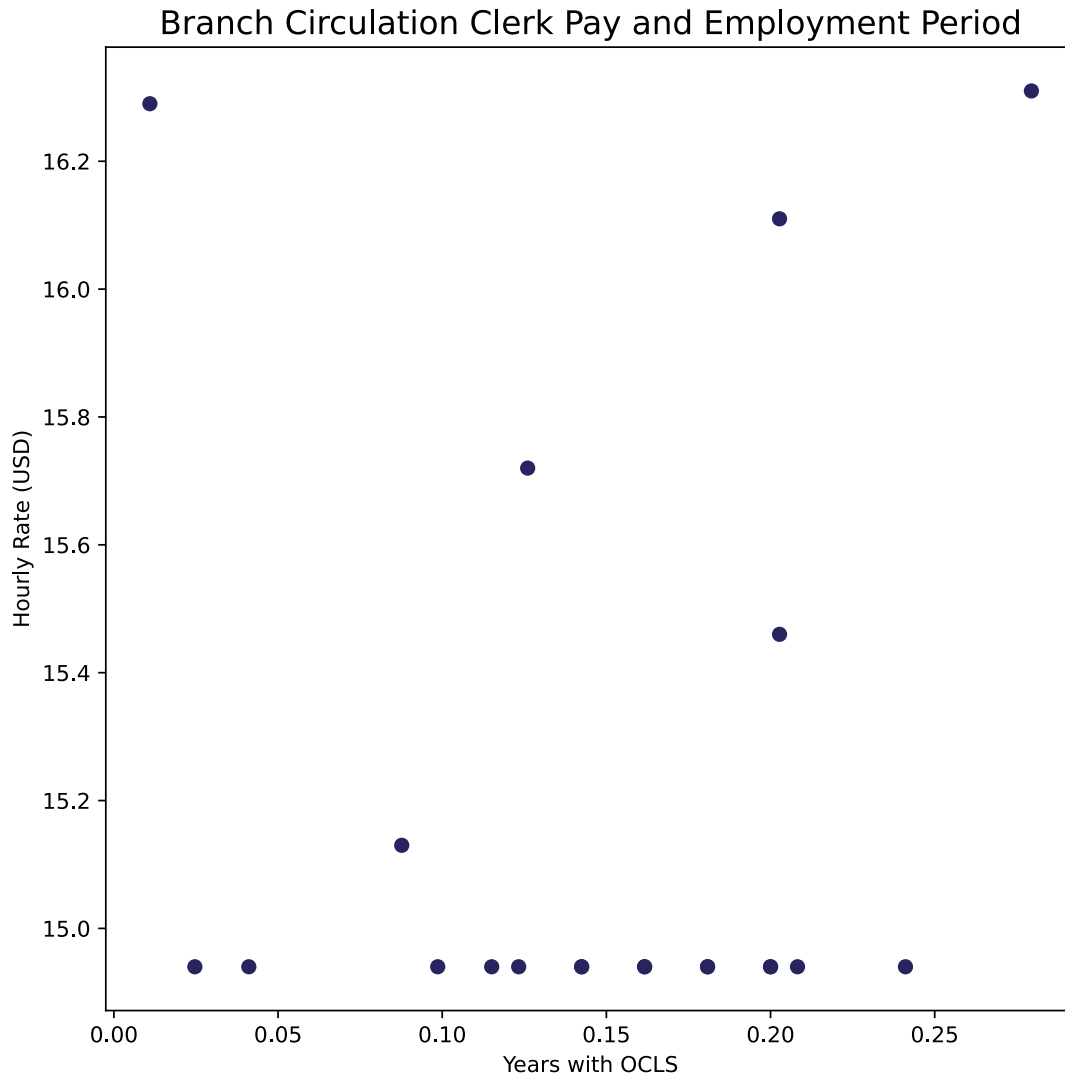


Figure 4.3.2 Pay for OCLS Branch Circulation Clerks starting in July, August and September of 2021

If we focus our attention to just the employees that started between July and September of 2021, we see that the minimum starting pay was \$14.94/Hr and hour, and the maximum was \$16.31/Hr. That is a $\$16.31 - \$14.94 = \$1.37/\text{Hr}$ ($\$2,137/\text{Year}@30\text{Hr}/\text{Week}$) pay difference.

4.4 Statistics on Front line Staff Positions

I have included statistics on each title that I classified as a front line position. This can be combined with the job descriptions available at <https://tinyurl.com/2mdwzc25>¹ to determine how closely your own compensation is to others with a similar work scope. I encourage you to do some investigation, as it is certainly enlightening.

¹drive.google.com/drive/folders/1uAtPUy5y2sM0y3Ryu_DxE080dUPPRpnr?usp=sharing

Table 4.4.1 Broward County Library - Front line Staff Titles and Pay Rate Statistics

Title	Count	Avg	Med	Min	Max
Library Aide	358.0	\$14.27	\$14.27	\$12.42	\$19.83
Library Spec Senior	29.0	\$22.76	\$22.49	\$19.74	\$24.92
Library Spec Supv	9.0	\$26.39	\$25.64	\$24.05	\$30.17
Library Specialist	144.0	\$19.75	\$19.37	\$16.59	\$26.55
Library Specialist Senior	34.0	\$23.78	\$23.76	\$20.53	\$26.61
Supr Library Specialist	11.0	\$27.38	\$27.05	\$25.02	\$31.37

Table 4.4.2 Hillsborough County Public Library Cooperative - Front line Staff Titles and Pay Rate Statistics

Title	Count	Avg	Med	Min	Max
Library Associate	72.0	\$15.64	\$15.55	\$15.55	\$19.16
Library Service And Technology Guide	144.0	\$18.77	\$19.04	\$16.58	\$27.81

Table 4.4.3 Orange County Library System - Front line Staff Titles and Pay Rate Statistics

Title	Count	Avg	Med	Min	Max
Branch Circulation Clerk	64.0	\$16.60	\$16.11	\$14.94	\$20.96
Branch Customer Service Lead	14.0	\$21.43	\$21.06	\$18.83	\$25.48
Branch Shelving Clerk	7.0	\$16.85	\$16.92	\$15.74	\$17.46
Customer Service Tech	5.0	\$17.24	\$16.75	\$16.75	\$18.32
Customer Service Tech, Lld	1.0	\$19.68	\$19.68	\$19.68	\$19.68
Direct Order Clerk	1.0	\$20.63	\$20.63	\$20.63	\$20.63
Information Desk Clerk	5.0	\$18.00	\$17.05	\$16.75	\$22.42
Main Lib Circ Cust Serv Lead	1.0	\$18.83	\$18.83	\$18.83	\$18.83
Main Library Circulation Clerk	2.0	\$15.60	\$15.60	\$14.21	\$16.99
Main Library Shelving Clerk	5.0	\$16.71	\$17.17	\$14.65	\$17.46
Questline Reference Assistant	6.0	\$18.82	\$17.62	\$16.75	\$22.02
Ref Clerk, Learning Central	3.0	\$19.76	\$18.55	\$18.32	\$22.42
Reference Clerk, Learning Central	1.0	\$19.36	\$19.36	\$19.36	\$19.36
Reference Clerk, Youth Services	1.0	\$19.36	\$19.36	\$19.36	\$19.36
Special Services Clerk	4.0	\$17.88	\$18.38	\$14.97	\$19.77
Special Services Customer Service Lead	1.0	\$21.83	\$21.83	\$21.83	\$21.83

Table 4.4.4 Jacksonville Public Library - Front line Staff Titles and Pay Rate Statistics

Title	Count	Avg	Med	Min	Max
Customer Experience Associate - Adult	18.0	\$18.19	\$18.14	\$15.76	\$19.16
Customer Experience Associate - Youth	40.0	\$18.20	\$18.12	\$14.68	\$19.03
Library Assistant	26.0	\$15.89	\$15.64	\$15.10	\$17.49
Library Circulation Supervisor	1.0	\$26.38	\$26.38	\$26.38	\$26.38
Library Clerical Services Supervisor	3.0	\$18.17	\$18.40	\$17.49	\$18.63
Library Clerk	36.0	\$14.09	\$13.99	\$13.99	\$15.76

Table 4.4.5 Palm Beach County Library System - Front line Staff Titles and Pay Rate Statistics

Title	Count	Avg	Med	Min	Max
Library Associate I	8.0	\$14.98	\$15.21	\$14.00	\$15.51
Library Associate Ii	23.0	\$17.26	\$17.20	\$15.58	\$21.65
Library Associate Iii	11.0	\$18.54	\$18.22	\$17.03	\$20.66
Library Associate Iv	10.0	\$20.64	\$20.18	\$18.18	\$28.12
Library Associate V	1.0	\$21.62	\$21.62	\$21.62	\$21.62
Library Page	1.0	\$15.66	\$15.66	\$15.66	\$15.66

Table 4.4.6 Lee County Library System - Front line Staff Titles and Pay Rate Statistics

Title	Count	Avg	Med	Min	Max
Customer Service Specialist	7.0	\$18.38	\$17.67	\$15.54	\$23.32
Customer Service Specialist, Senior	7.0	\$20.09	\$20.47	\$18.20	\$21.06
Library Assistant	44.0	\$16.53	\$16.54	\$10.04	\$22.50
Library Associate	39.0	\$20.71	\$20.29	\$9.94	\$29.92
Library Associate, Senior	4.0	\$22.19	\$22.67	\$18.60	\$24.84
Library Page	17.0	\$11.95	\$10.84	\$9.66	\$18.55

Table 4.4.7 St. Petersburg Library System - Front line Staff Titles and Pay Rate Statistics

Title	Count	Avg	Med	Min	Max
Library Assistant I	23.0	\$17.95	\$17.21	\$14.13	\$21.63
Library Assistant Ii	15.0	\$21.47	\$20.96	\$16.81	\$25.06

5 Comparison of Pay for Librarians

5.1 Introduction

The process of comparing Librarian pay across multiple locations was significantly more simple than that of the front line staff. There are fewer positions, and they are more clearly defined by their title.

For the purpose of the first comparison, all Librarians are grouped together.

Statistics about pay for each title in the comparison have been provided in tables at the end of this section. The most useful of which are the average, and median pay for each position.

Finally, as I will demonstrate, the actual duties of a position have a dramatic impact on the rate of compensation. I have made an attempt to collect the job description for each position in this comparison. For your own edification, you can find them online, in my google drive, at <https://tinyurl.com/2mdwzc25>¹

¹drive.google.com/drive/folders/1uAtPUy5y2sM0y3Ryu_DxE080dUPPRpnr?usp=sharing

5.2 Comparison of Pay Rate among Libraries for Librarians

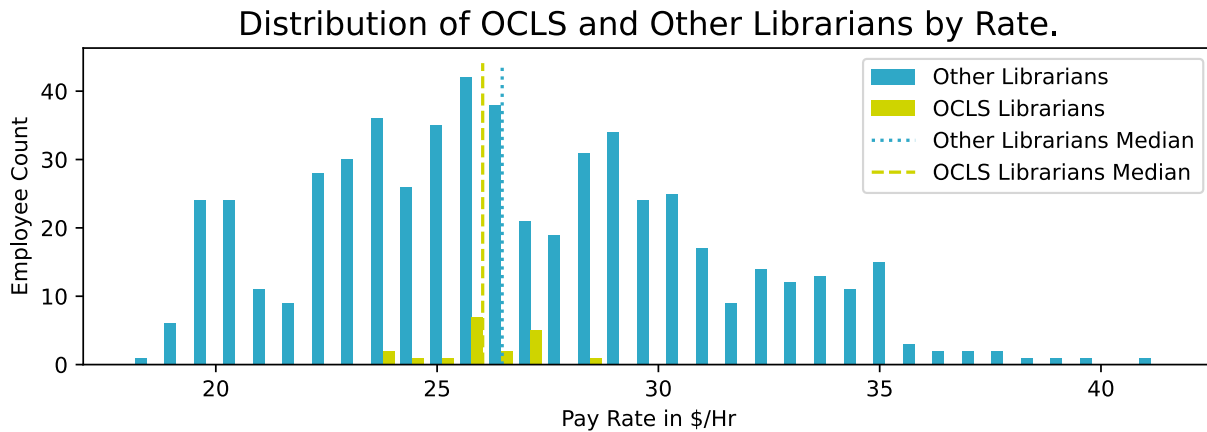


Figure 5.2.1 Distribution showing the number of people holding a Librarian position and their rate of pay.

Table 5.2.2

Group	Count	Avg	Median	Min	Max
Other Librarians	568	\$26.84	\$26.47	\$18.10	\$41.46
OCLS Librarians	19	\$25.95	\$26.03	\$23.46	\$28.29

As we can see with this comparison the compensation for OCLS Librarians appear to be trailing their peers by roughly \$1.00/Hr. But, there are some caveats that needs our attention.

A review of the available job descriptions indicate that many of the Librarian positions involve managing people. This is a role absent from the OCLS Librarian positions. With that in mind, a more close comparison would be between OCLS Branch Librarians, OCLS Main Reference Librarians, Hillsborough County Public Library Cooperative Librarian, and a Jacksonville Public Library Customer Experience Librarian.

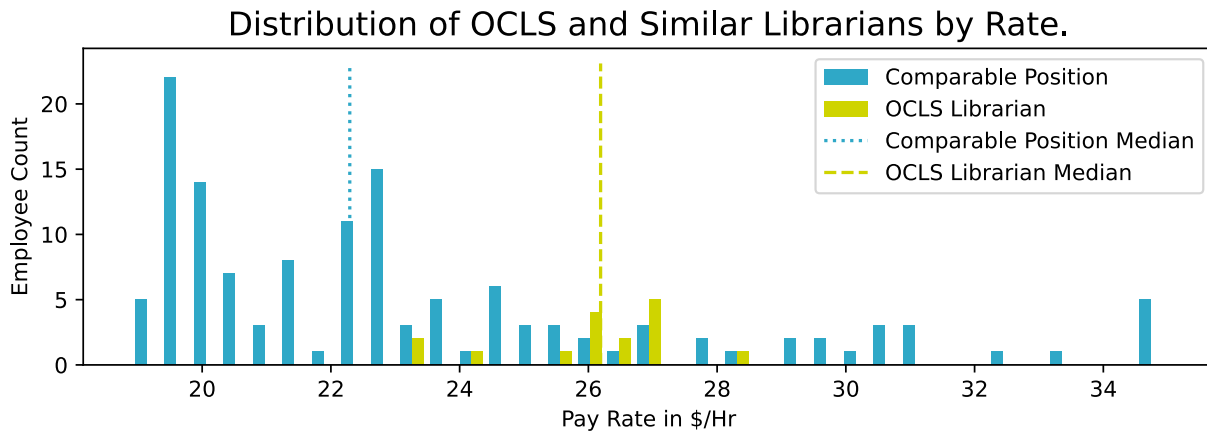


Figure 5.2.3 Distribution showing the number of people holding a Librarian position similar to and OCLS Branch or Reference Librarian and their rate of pay.

Table 5.2.4

Group	Count	Avg	Median	Min	Max
Comparable Librarians	134	\$23.33	\$22.29	\$18.90	\$34.97
OCLS Librarians	16	\$26.02	\$26.19	\$23.46	\$28.29

With this new comparison, we see that OCLS Librarians are paid \$2.69/Hr more, on average, than others with similar roles.

5.3 Comparison of Orange County Library Branch and Reference Librarians

A comparison of OCLS Librarian Pay in relation to employment period produces this pretty graph that illustrates the raise in pay with each year of experience, until it plateau in about 7 years.

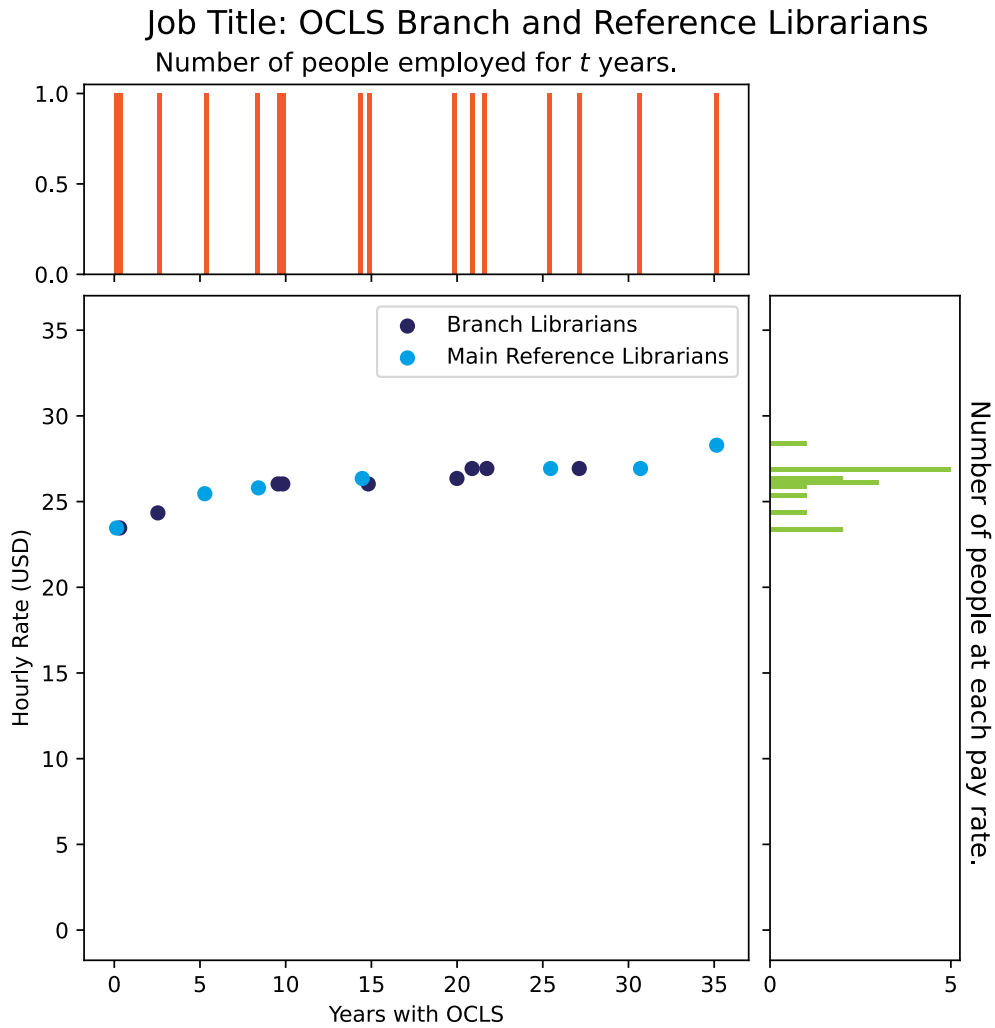


Figure 5.3.1 OCLS Branch and Reference Librarian Pay in Relation to Employment Period.

5.4 Statistics on Librarian Positions

I have included statistics on each Librarian title that was part of the comparison. This can be combined with the job descriptions available at <https://tinyurl.com/2mdwzc25>¹ to determine how closely your own compensation is to others with a similar work scope. I encourage you to do some investigation, as it is certainly enlightening.

Table 5.4.1 Broward County Library - Librarian Titles and Pay Rate Statistics

Title	Count	Avg	Med	Min	Max
Librarian	198.0	\$26.04	\$25.62	\$22.16	\$33.50
Librarian I	1.0	\$25.06	\$25.06	\$25.06	\$25.06
Librarian Senior	90.0	\$30.53	\$30.58	\$26.35	\$35.32
Librarian Supv	12.0	\$33.57	\$34.00	\$30.47	\$37.92
Supr Librarian	13.0	\$34.41	\$34.61	\$31.33	\$39.44

Table 5.4.2 Hillsborough County Public Library Cooperative - Librarian Titles and Pay Rate Statistics

Title	Count	Avg	Med	Min	Max
Administrative Librarian	18.0	\$33.01	\$33.39	\$27.41	\$39.54
Librarian	80.0	\$24.81	\$23.31	\$20.26	\$34.97

Table 5.4.3 Orange County Library System - Librarian Titles and Pay Rate Statistics

Title	Count	Avg	Med	Min	Max
Branch Librarian	9.0	\$25.89	\$26.03	\$23.46	\$26.93
Collection Develop Librarian	2.0	\$25.80	\$25.80	\$25.80	\$25.80
Collection Development Librarian	1.0	\$25.12	\$25.12	\$25.12	\$25.12
Main Reference Librarian	7.0	\$26.17	\$26.35	\$23.46	\$28.29

Table 5.4.4 Jacksonville Public Library - Librarian Titles and Pay Rate Statistics

Title	Count	Avg	Med	Min	Max
Customer Experience Librarian - Adult	25.0	\$21.20	\$19.80	\$19.11	\$29.42
Customer Experience Librarian - Youth	29.0	\$21.11	\$20.40	\$18.90	\$26.22
Librarian Iii	1.0	\$30.34	\$30.34	\$30.34	\$30.34
Special Collections Librarian	2.0	\$23.42	\$23.42	\$23.23	\$23.62
Support Services Librarian I	4.0	\$25.39	\$25.41	\$24.13	\$26.60
Support Services Librarian Ii	1.0	\$24.90	\$24.90	\$24.90	\$24.90
Youth Services Librarian Ii	1.0	\$24.90	\$24.90	\$24.90	\$24.90
Youth Services Librarian Iii	1.0	\$28.51	\$28.51	\$28.51	\$28.51

Table 5.4.5 Palm Beach County Library System - Librarian Titles and Pay Rate Statistics

Title	Count	Avg	Med	Min	Max
Librarian I	8.0	\$22.98	\$22.81	\$22.23	\$24.62
Librarian Ii	6.0	\$25.09	\$24.86	\$24.01	\$26.16
Librarian Iii	3.0	\$26.16	\$25.94	\$25.18	\$27.36
Librarian Iv	2.0	\$30.38	\$30.38	\$29.39	\$31.38
Librarian V	1.0	\$37.40	\$37.40	\$37.40	\$37.40

¹drive.google.com/drive/folders/1uAtPUy5y2sM0y3Ryu_DxE080dUPPRpnr?usp=sharing

Table 5.4.6 Lee County Library System - Librarian Titles and Pay Rate Statistics

Title	Count	Avg	Med	Min	Max
Acquisition Librarian	1.0	\$26.22	\$26.22	\$26.22	\$26.22
Community Engagement Librarian	1.0	\$20.39	\$20.39	\$20.39	\$20.39
Electronic Services Librarian	1.0	\$32.46	\$32.46	\$32.46	\$32.46
Interlibrary Loan Librarian	1.0	\$28.30	\$28.30	\$28.30	\$28.30
Librarian	32.0	\$25.14	\$24.49	\$19.10	\$35.72
Librarian, On?Call	3.0	\$22.08	\$22.06	\$20.73	\$23.44
Librarian, Principal	6.0	\$35.16	\$36.28	\$28.14	\$38.79
Librarian, Senior	7.0	\$29.03	\$29.74	\$24.10	\$34.23

Table 5.4.7 St. Petersburg Library System - Librarian Titles and Pay Rate Statistics

Title	Count	Avg	Med	Min	Max
Librarian I	8.0	\$29.21	\$28.16	\$23.93	\$34.67
Librarian Ii	7.0	\$27.83	\$26.88	\$18.10	\$41.46
Librarian Iii	5.0	\$31.81	\$29.84	\$29.63	\$35.01

6 Comparison of Pay for Managers

6.1 Introduction

After observing the number of Librarian positions at other libraries that involved management of people, the comparison of manager pay becomes a bit less straight forward. Another complication with this comparison is that most branch management positions at other libraries seem to also have the requirement of an MLS.

For the purpose of the first comparison, all positions with a title that includes manager are grouped together. Additionally, since the most significant difference between an OCLS manager, and assistant manager seems to be the word assist, they will be grouped together for the purposes of pay comparison.

Statistics about pay for each title in the comparison have been provided in tables at the end of this section. The most useful of which are the average, and median pay for each position.

Finally, as I will demonstrate, the actual duties of a position have a dramatic impact on the rate of compensation. I have made an attempt to collect the job description for each position in this comparison. For your own edification, you can find them online, in my google drive, at <https://tinyurl.com/2mdwzc25>¹

¹drive.google.com/drive/folders/1uAtPUy5y2sM0y3Ryu_DxE080dUPPRpnr?usp=sharing

6.2 Comparison of Pay Rate among Libraries for Managers

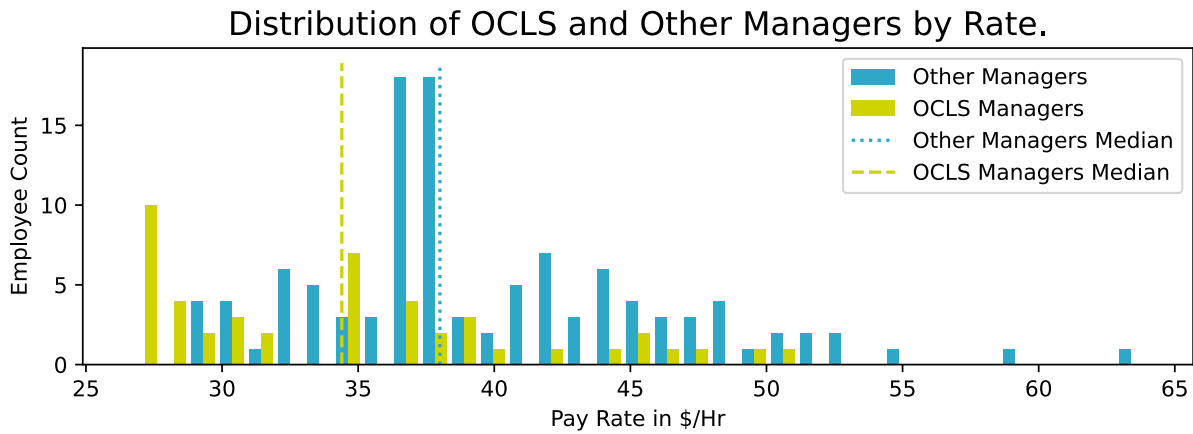


Figure 6.2.1 Distribution showing the number of people holding a Manager position and their rate of pay.

Table 6.2.2

Group	Count	Avg	Median	Min	Max
Other Managers	112	\$39.92	\$38.00	\$29.08	\$63.93
OCLS Managers	46	\$34.50	\$34.40	\$26.63	\$50.11

As we can see with this comparison the compensation for OCLS Managers appear to be trailing their peers by roughly \$5.42/Hr. But, there are some caveats that needs our attention.

A review of the available job descriptions indicate that many of the management positions at other libraries require an MLS, which is a divergence that may be worth considering. If we look at job descriptions for management positions at other libraries, the most close comparison is the Hillsborough County Public Library Cooperative Manager, and the Jacksonville Public Library Library Manager. While the sample size isn't large, we will use these groups for our next comparison.

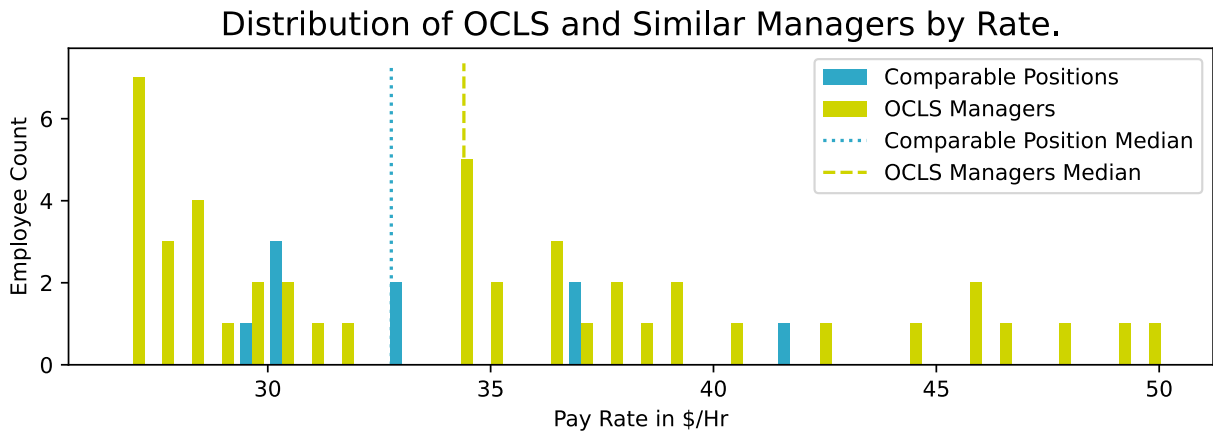


Figure 6.2.3 Distribution showing the number of people holding a Manager position similar to an OCLS Manager and their rate of pay.

Table 6.2.4

Group	Count	Avg	Median	Min	Max
Comparable Manager	9	\$33.50	\$32.77	\$29.37	\$41.84
OCLS Manager	46	\$34.50	\$34.40	\$26.63	\$50.11

With this new comparison, we see that OCLS Managers are paid \$1.00/Hr more, on average, than others with similar roles.

COMPARE MANAGERS with MLS

6.3 Comparison of Orange County Library Managers

A comparison of OCLS Managers Pay in relation to employment period is not very useful, because the data we have for OCLS includes only their employment start date. If someone has been with the system for some time before becoming a manager, we won't get an orderly relationship between pay and their time in the position. However, it is neat to look at and there may be some hidden gems to uncover.

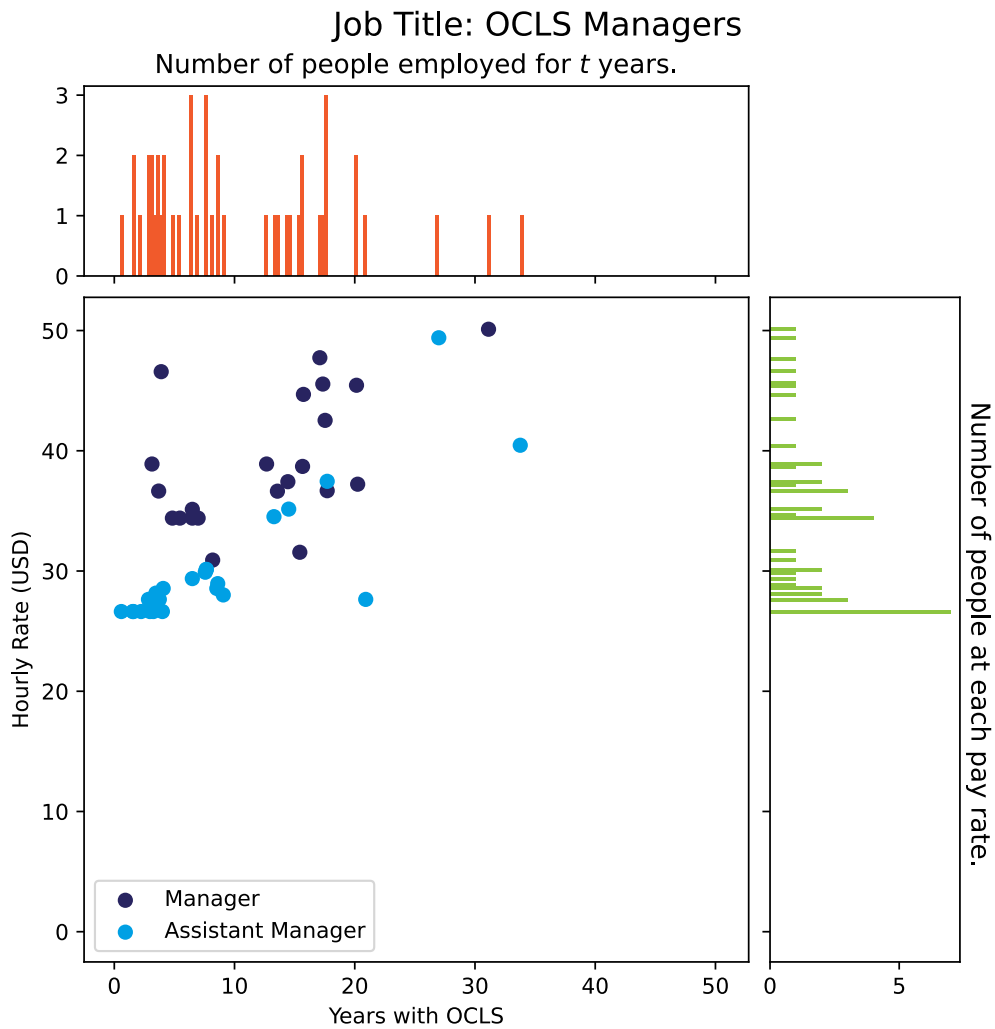


Figure 6.3.1 OCLS Manager Pay in Relation to Employment Period.

6.4 Statistics on Manager Positions

I have included statistics on each Manager title that was part of the comparison. This can be combined with the job descriptions available at <https://tinyurl.com/2mdwzc25>¹ to determine how closely your own compensation is to others with a similar work scope. I encourage you to do some investigation, as it is certainly enlightening.

Table 6.4.1 Broward County Library - Librarian Titles and Pay Rate Statistics

Title	Count	Avg	Med	Min	Max
Community Lib Mgr Sr	7.0	\$41.32	\$42.23	\$39.58	\$42.23
Community Library Mgr	18.0	\$35.92	\$36.55	\$32.76	\$36.55
Library Regional Mgr	5.0	\$50.30	\$49.46	\$48.81	\$52.61
Mgr Business	1.0	\$44.66	\$44.66	\$44.66	\$44.66
Mgr Community Library	22.0	\$37.41	\$38.00	\$34.07	\$38.01
Mgr Regional Library	5.0	\$52.69	\$50.76	\$48.62	\$58.60
Sr Mgr Community Library	8.0	\$43.45	\$43.35	\$41.15	\$48.53

Table 6.4.2 Hillsborough County Public Library Cooperative - Librarian Titles and Pay Rate Statistics

Title	Count	Avg	Med	Min	Max
Contracts Manager	1.0	\$35.00	\$35.00	\$35.00	\$35.00
Division Manager Library Public Svcs	1.0	\$63.93	\$63.93	\$63.93	\$63.93
Division Manager Library Support Service	1.0	\$51.95	\$51.95	\$51.95	\$51.95
Library Project Mgr	1.0	\$39.02	\$39.02	\$39.02	\$39.02
Library Public Service Reg Mgr	7.0	\$41.72	\$42.41	\$35.52	\$46.93
Manager	3.0	\$37.22	\$37.05	\$32.77	\$41.84
Manager Law Library	1.0	\$32.08	\$32.08	\$32.08	\$32.08
Manager Library Development	1.0	\$47.83	\$47.83	\$47.83	\$47.83
Manager Library Support Services	4.0	\$47.60	\$46.89	\$44.19	\$52.41
Project Manager	1.0	\$29.90	\$29.90	\$29.90	\$29.90

Table 6.4.3 Orange County Library System - Librarian Titles and Pay Rate Statistics

Title	Count	Avg	Med	Min	Max
Acquisitions & Special Services Manager	1.0	\$47.74	\$47.74	\$47.74	\$47.74
Branch Manager	13.0	\$39.37	\$36.65	\$34.40	\$50.11
Custodial And Security Manager	1.0	\$37.22	\$37.22	\$37.22	\$37.22
Events/Programs Develop Mgr	1.0	\$38.70	\$38.70	\$38.70	\$38.70
Facilities & Operations Mgr	1.0	\$38.90	\$38.90	\$38.90	\$38.90
Finance Manager	1.0	\$46.58	\$46.58	\$46.58	\$46.58
Learning Central Manager	1.0	\$36.68	\$36.68	\$36.68	\$36.68
Marketing Manager	1.0	\$31.56	\$31.56	\$31.56	\$31.56
Training & Development Manager	1.0	\$30.91	\$30.91	\$30.91	\$30.91
Youth Services Manager	1.0	\$38.90	\$38.90	\$38.90	\$38.90

Table 6.4.4 Jacksonville Public Library - Librarian Titles and Pay Rate Statistics

Title	Count	Avg	Med	Min	Max
Library Manager	6.0	\$31.64	\$30.23	\$29.37	\$36.69

¹drive.google.com/drive/folders/1uAtPUy5y2sM0y3Ryu_DxE080dUPPRpnr?usp=sharing

Table 6.4.5 Palm Beach County Library System - Librarian Titles and Pay Rate Statistics

Title	Count	Avg	Med	Min	Max
Manager Intellectual Resources	1.0	\$33.30	\$33.30	\$33.30	\$33.30

Table 6.4.6 Lee County Library System - Librarian Titles and Pay Rate Statistics

Title	Count	Avg	Med	Min	Max
Branch Manager	5.0	\$32.19	\$31.52	\$29.08	\$38.46
Collections Manager	1.0	\$39.05	\$39.05	\$39.05	\$39.05
District Manager	1.0	\$42.64	\$42.64	\$42.64	\$42.64
Fiscal Manager	1.0	\$45.09	\$45.09	\$45.09	\$45.09
Library Technology Manager	1.0	\$32.46	\$32.46	\$32.46	\$32.46
Manager Internal Services	1.0	\$45.30	\$45.30	\$45.30	\$45.30
Manager Of Programming And Community Out	1.0	\$41.19	\$41.19	\$41.19	\$41.19
Manager Of Support Services	1.0	\$44.27	\$44.27	\$44.27	\$44.27
Manager, Library	1.0	\$37.31	\$37.31	\$37.31	\$37.31
Office Manager	1.0	\$29.60	\$29.60	\$29.60	\$29.60
Talking Books Library Manager	1.0	\$33.58	\$33.58	\$33.58	\$33.58
Technical Services Manager	1.0	\$45.17	\$45.17	\$45.17	\$45.17

Table 6.4.7 St. Petersburg Library System - Librarian Titles and Pay Rate Statistics

Title	Count	Avg	Med	Min	Max
Library Services Manager	2.0	\$45.53	\$45.53	\$45.22	\$45.85

7 Conclusion

7.1

As we can see, pay for the front line staff positions at OCLS lag that of other library systems by a significant amount. Pay for Librarians and Managers more closely match that of their peers, and is more competitive.

If OCLS wants to reduce staff turnover, it may want to consider re-evaluating job descriptions and compensation.