



2022 PRL Wage Survey

About the survey

Between January 25 and February 28, 2022, libraries in the Parkland Region were asked to participate in a confidential, online wage survey. Survey results are organized by municipal population in order to be relevant and meaningful. The populations sizes are based off 2021 combined municipal and county statistics. Some Annual Report data is included to highlight operating hours and staff complement in relation to municipal population.

Municipal Populations 0 - 999

Alliance, Amisk, Big Valley, Brownfield, Cadogan, Caroline, Czar, Donalda, Edberg, Heisler, Hughenden, Lougheed, and Nordegg

Manager Wages



Library Managers in communities of this size earn between \$15 and \$24.28 per hour (median \$18 per hour). They work between 3.75 and 36 hours a week (median of 12 hours).

Manager's Time



Library Managers report working paid overtime regularly (1), occasionally (5), no overtime (5). Managers report to spending between 0 hours to 12 hours per week on administrative tasks (median 2 hours per week)

Pension and Benefits



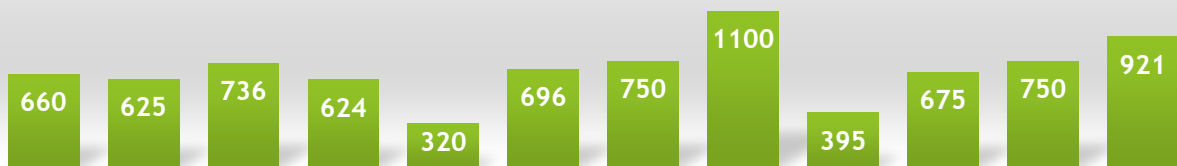
4 libraries report that staff receive paid vacation time and 5 report staff receiving vacation pay (e.g., 4% or 6% vacation pay on each pay cheque). Libraries operating in communities of this size do not report receiving pensions or benefits plan.

Staffing

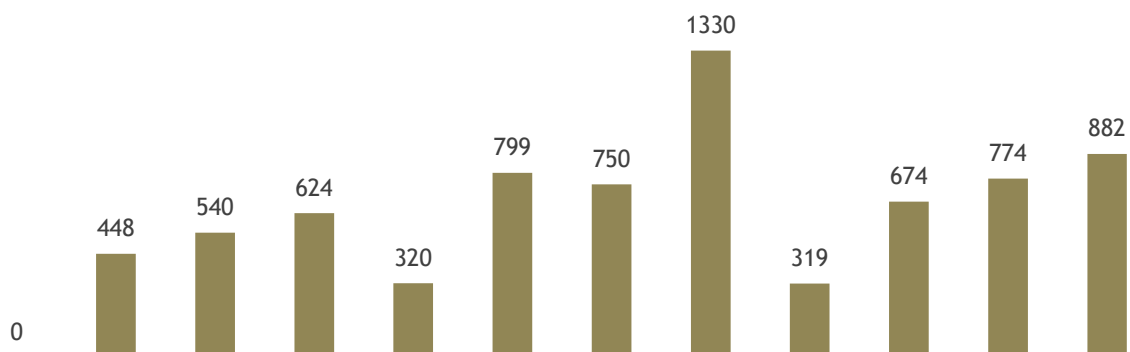


Seven libraries operating in communities of this size report having additional paid employees earning between \$13 and \$20 per hour. In total libraries operating in communities of this size employ Assistant Manager (2), Programmers (0), Library Technician (2), Library Clerk (3), Other (4).

Library Hours Open to the Public



TOTAL ANNUAL STAFF HOURS



Municipal Populations 1000 - 2999

Alix, Bashaw, Bawlf, Castor, Clive, Coronation, Cremona, Daysland, Eckville, Forestburg, Hardisty, Hay Lakes, Killam, Provost, Sedgwick, and Water Valley

Manager Wages



Library Managers in communities of this size earn between \$17.00 and \$20 per hour (median \$18.50 per hour). They work between 4 and 39 hours a week (median of 20 hours).

Manager's Time



Library Managers report working paid overtime regularly (3), occasionally (5), no overtime (7). Managers' report to spending between 2 hours to 15 hours per week on administrative tasks (median 6 hours per week)

Pension and Benefits



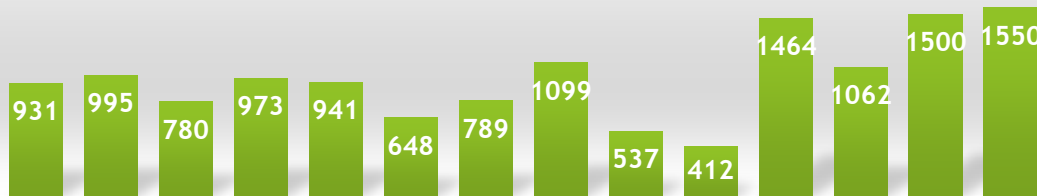
3 libraries report that staff receive paid vacation time and 7 report staff receiving vacation pay (e.g., 4% or 6% vacation pay on each pay cheque). 1 library operating in communities of this size do not report receiving pensions or benefits plan.

Staffing

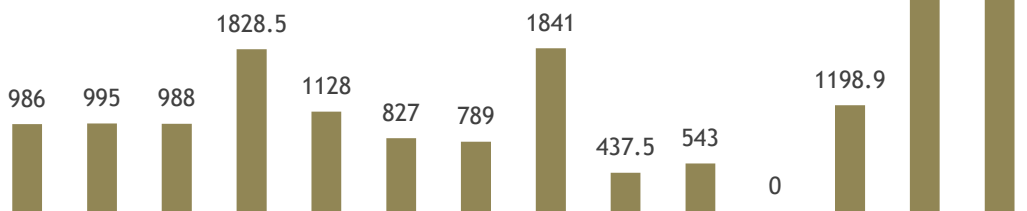


Seven libraries operating in communities of this size report having additional paid employees earning between \$15 and \$18.46 per hour. In total libraries operating in communities of this size employ Assistant Manager (4), Programmers (4), Library Technician (6), Library Clerk (5), Other (5).

LIBRARY HOURS OPEN TO THE PUBLIC



TOTAL ANNUAL STAFF HOURS



Municipal Populations 3000 - 4999

Bentley, Bowden, Elnora, Spruce View, and Delburne

Manager Wages



Library Managers in communities of this size earn between \$18 and \$21.17 per hour (median \$19 per hour). They work between 20 and 30 hours a week (median of 25 hours).

Manager's Time



Library Managers report working paid overtime regularly (2), occasionally (1), no overtime (2). Managers' report to spending between 0 hours to 15 hours per week on administrative tasks (median 11.5 hours per week)

Pension and Benefits



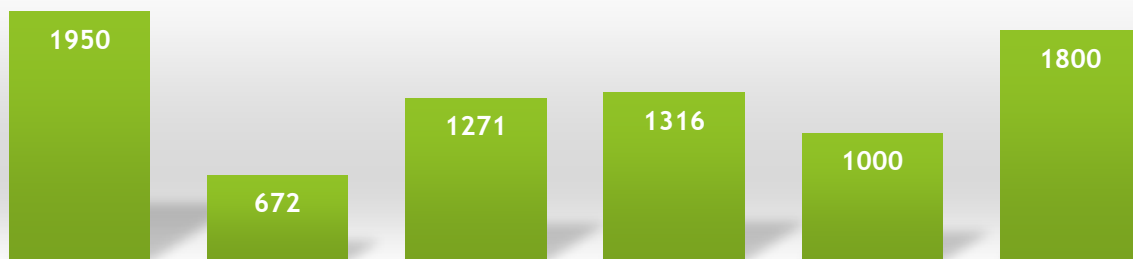
2 library reports that staff receive paid vacation time and 1 report staff receiving vacation pay (e.g., 4% or 6% vacation pay on each pay cheque). 1 library operating in communities of this size reports receiving benefits plan and no libraries report receiving a pension plan.

Staffing

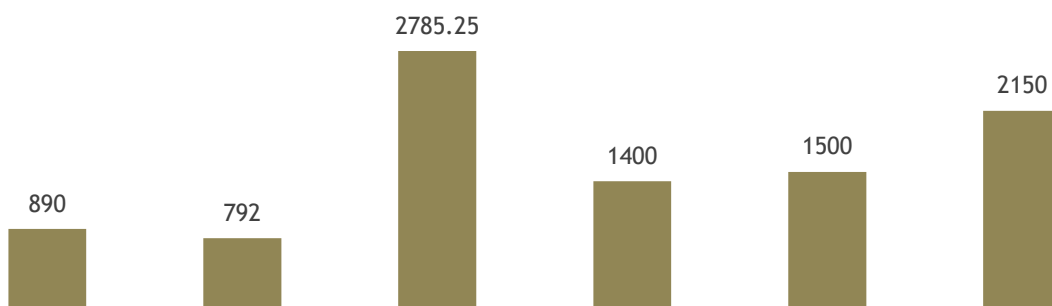


Seven libraries operating in communities of this size report having additional paid employees earning between \$13.60 and \$21.64 per hour. In total libraries operating in communities of this size employ Assistant Manager (0), Programmers (0), Library Technician (0), Library Clerk (1), Other (2).

LIBRARY HOURS OPEN TO THE PUBLIC



TOTAL ANNUAL STAFF HOURS



Municipal Populations 5000 - 9999

Carstairs, Didsbury, Penhold, Sundre, and Rimbey

Manager Wages



Library Managers in communities of this size earn between \$29.48 and \$34.29 per hour (median \$31.58 per hour). They work between 30 and 40 hours a week (median of 37.5 hours).

Manager's Time



4 Library Managers report working paid overtime occasionally. Managers' report to spending between 25 hours to 32 hours per week on administrative tasks (median 30 hours per week)

Pension and Benefits



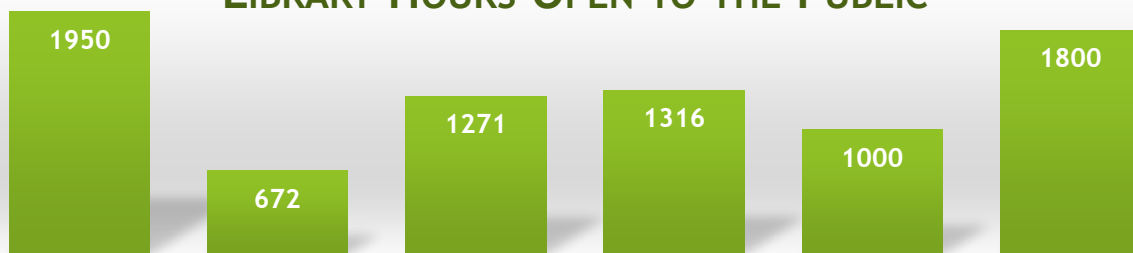
5 libraries operating in communities of this size report providing pension and 3 provide benefits plan to all full-time employees. 5 libraries report that staff receive paid vacation time and 5 report staff receiving vacation pay (e.g., 4% or 6% vacation pay on each pay cheque).

Staffing

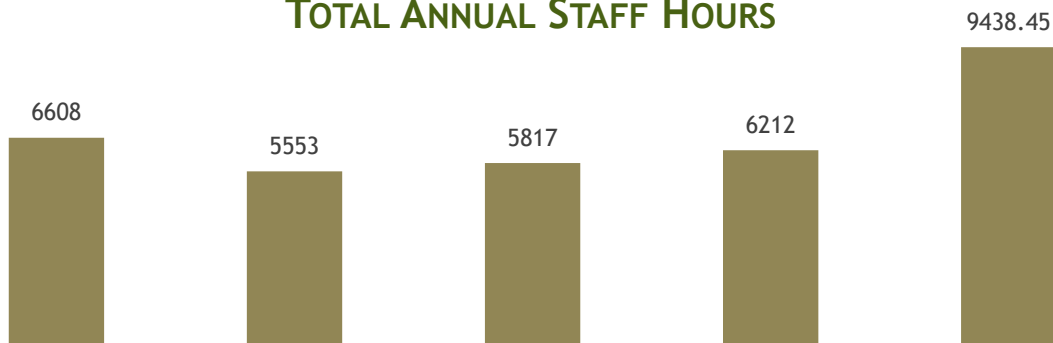


All libraries operating in communities of this size report having additional paid employees earning between \$13.60 and \$30 per hour. In total libraries operating in communities of this size employ 4 full time staff and 18 part time staff. Assistant Manager (2), Programmers (5), Library Technician (2), Library Clerk (10), seasonal (5) and Other (5).

LIBRARY HOURS OPEN TO THE PUBLIC



TOTAL ANNUAL STAFF HOURS



Municipal Populations 10,000+

Blackfalds, Camrose, Innisfail, Lacombe, Olds, Ponoka, Rocky Mountain House, Stettler, and Sylvan Lake,

Manager Wages



Library Managers in communities of this size earn between \$25 and \$45 per hour (median \$40.99 per hour). They work between 35 and 37.5 hours a week (median of 37.5 hours).

Manager's Time



Library Managers report working paid overtime regularly (2), occasionally (2), no overtime (3). Managers' report to spending between 25 hours to 35 hours per week on administrative tasks (median 30 hours per week)

Pension and Benefits



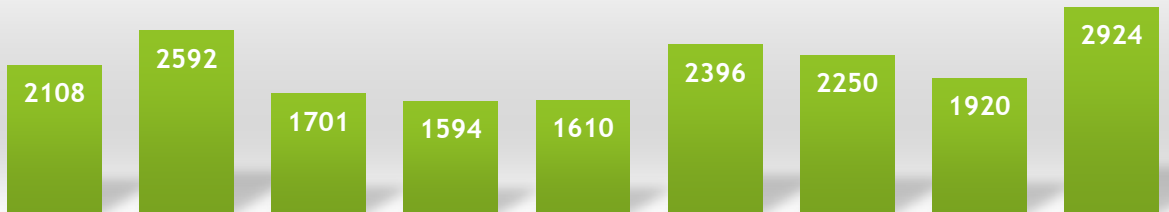
6 libraries operating in communities of this size report providing pension and benefits plans to all full-time employees. 3 libraries report that staff receive paid vacation time and 7 report staff receiving vacation pay (e.g. 4% or 6% vacation pay on each pay cheque).

Staffing



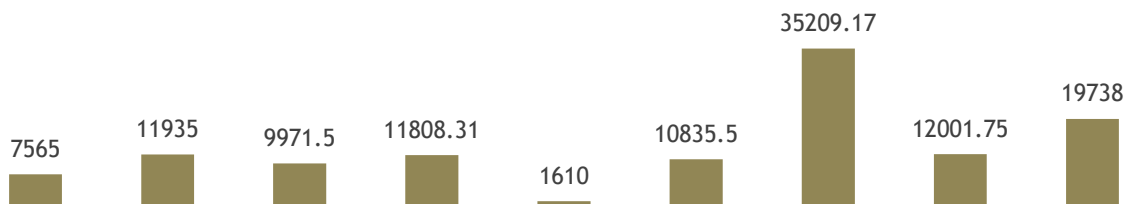
Seven libraries operating in communities of this size report having additional paid employees earning between \$15 and \$33.29 per hour. In total libraries operating in communities of this size employ 22 full time staff and 68 part time staff. Assistant Manager (6), Programmers (15), Library Technician (5), Library Clerk (29), Seasonal (5), and Other (18).

LIBRARY HOURS OPEN TO THE PUBLIC



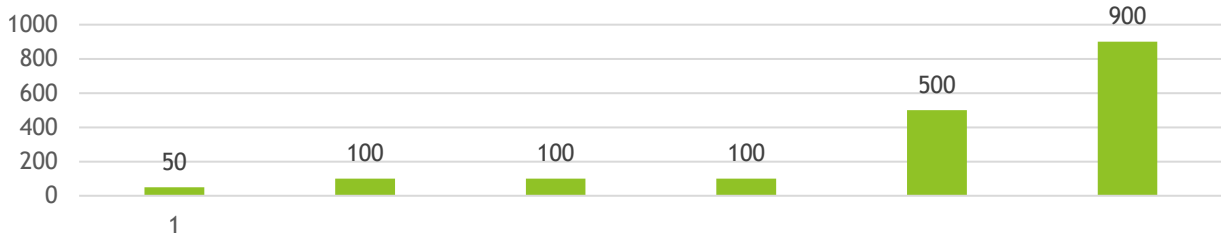
TOTAL ANNUAL STAFF HOURS

Each point on the chart represents a reporting library

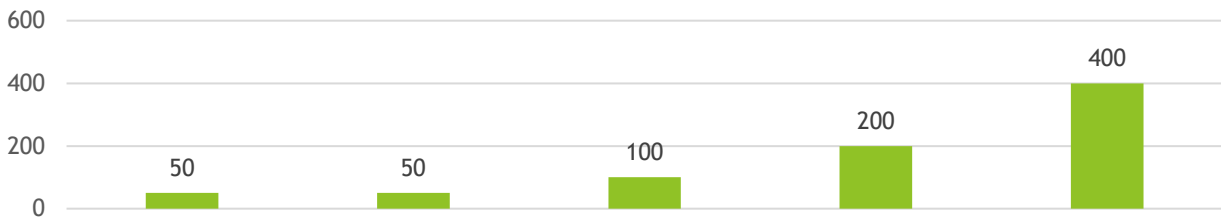


Annual Volunteer Hours

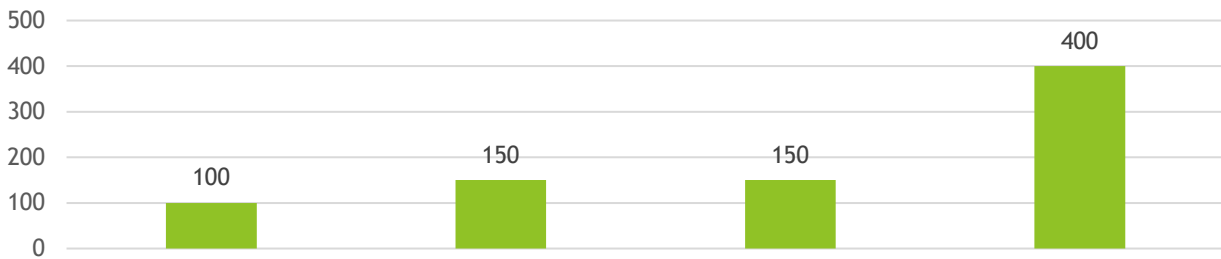
Service Population 1-999



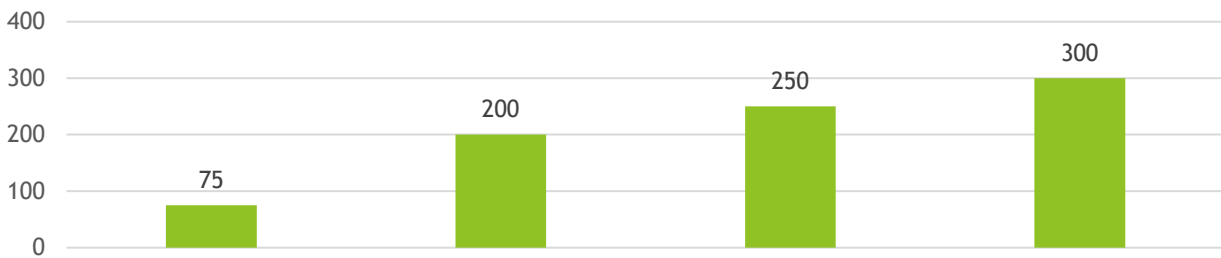
Service Population 1000-2999



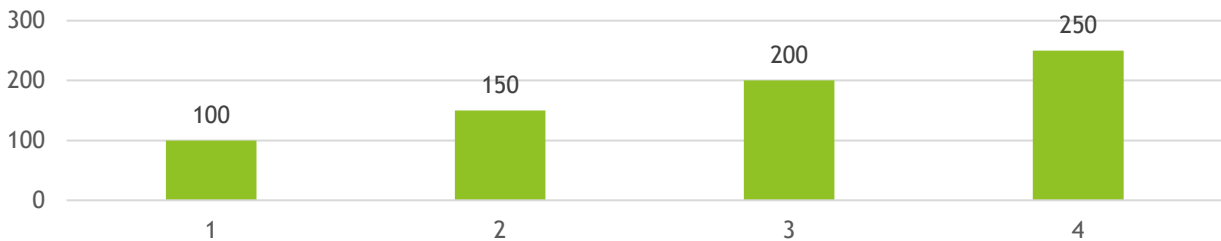
Service Population 3000-9999



Service Population 5000-9999



Service Population 10,000+



Comparative Salaries from around the region

As part of the 2022 salary survey, information was sought on salaries for comparable positions around the region. An email request for salary information was sent to towns, counties, learning associations, and other social not-for profit organizations. Data was gathered from organizations posting wage information online including Municipalities, Alberta Health Services and union agreements. Information was also gathered from the 2021 Alberta Wage & Salary Survey.

In reviewing salaries at your own public libraries, best practice would be to share information with organizations operating locally, to evaluate whether local library wages are keeping pace with other local organizations and with the cost of living. Salary ranges for publicly funded organizations should be available, though you may need to make a FOIP request to obtain them.

Library Clerk/Technician equivalents

- \$13.90 - \$15.64 Swimming Pool Cashier/ Rink Attendant
- \$15.00 – 18.50 Hotel Clerk
- \$19.07 – \$23.20 AHS Administrative Support
- \$20.51 - \$32.97 Bank Clerk

Programmer equivalents

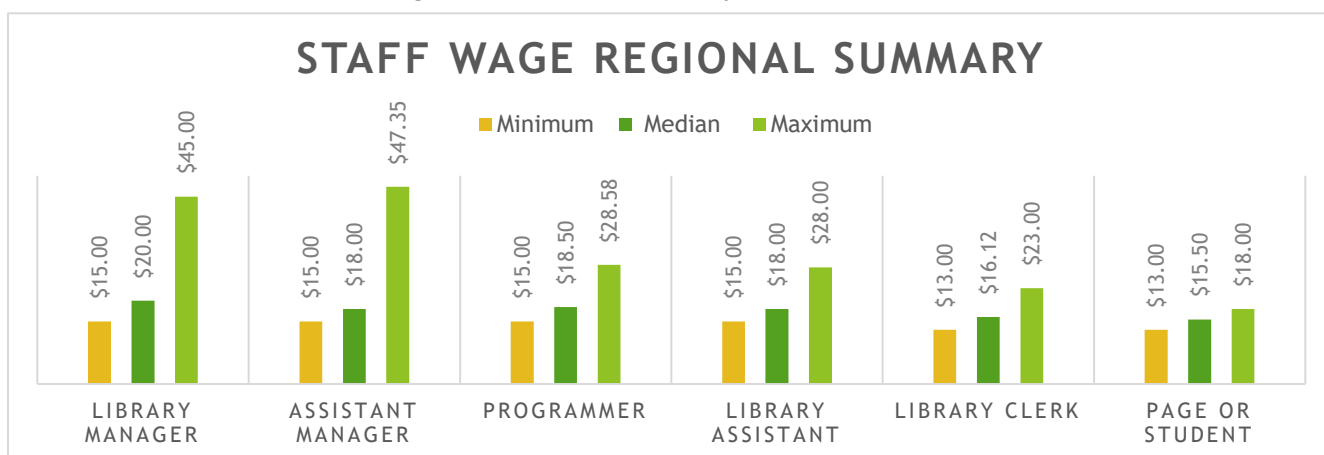
- \$27.63 – \$31.41 Fitness Programmer
- \$26.79 – \$30.44 Children Services Programmer
- \$27.08 – \$30.76 FCSS Programmers

Marketing/Communications/Outreach equivalents

- \$22.83 - \$25.10 AHS Volunteer Coordinator
- \$26.28 - \$31.31 AHS Web Administrator
- \$27.28 – 33.17 AHS Coordinator

Manager equivalents

- \$18.95 – 21.02 Postal and courier services managers
- \$39.22 – 99.09 Public Administrations Manager
- \$18.00 – \$48.68 Managers in customer and personal services
- \$21.44 – \$67.75 Managers in social, community and correctional service



Staff Wages throughout the Region

