

NHLA PAY EQUITY TASK FORCE COMPARISON OF LIBRARY POSITIONS TO MUNICIPAL AND EDUCATIONAL POSITIONS January 2006 update										NHLA PAY EQUITY TASK FORCE COMPARISON OF LIBRARY POSITIONS TO MUNICIPAL AND EDUCATIONAL POSITIONS January 2006 update											
Position	Library Clerk	Office Assistant/ Clerk	Secretary	School Library Aide	Librarian I	Deputy Town Clerk	Executive Secretary/ Administrative Assistant	Teacher BA	School Media Generalist	Position	Librarian II	Children's Librarian	Recreation Director or town dept. head	Town Clerk	Teacher BA +15	School Media Specialist	Librarian III/ Library Director	Planning Director	Finance Director	Teacher MA	Assistant Principal/ Principal/
	Library Assistant/ Library Aide			not listed in a state report					not listed in a state report							not listed in a state report	Master's Degree				depending on size of your town
	high school no exp. Required				Bachelor's Degree					Master's Degree							Master's Degree plus experience				
25,000 and over										25,000 and over											
Average	12.15-15.57	11.72-16.45	13.10-20.24		16.22-20.93	18.15-25.74	18.46-24.90	19.15-32.67		Average	17.23-26.10	19.19-26.36	26.20-36.93	27.40-35.67	19.74-32.62		32.80-41.35	32.54-43.59	36.50-48.72	21.22-35.55	
Population 15,000 - 24,999										Population 15,000 - 24,999											
Average	10.67-14.59	12.22-15.91	13.87-18.49		13.93-18.08	18.01-22.61	19.38-23.56	19.05-29.88		Average	17.34-22.24	17.46-21.75	25.70-30.09	24.15-29.33	19.85-30.65		29.17-33.53	28.78-36.65	34.80-40.95	22.39-34.53	
Population 10,000 - 14,999										Population 10,000 - 14,999											
Average	10.45-14.03	12.50-17.52	13.22-18.60		13.63-19.41	13.69-17.51	16.06-21.59	19.17-29.84		Average	15.83-18.93	16.05-21.77	20.94-29.08	20.94-26.68	19.92-31.06		22.81-30.88	25.51-33.94	27.00-34.86	21.06-33.67	
Population 5,000 - 9,999				use your local school report					use your local school report	Population 5,000 - 9,999						use your local school report					use your local school report
Average	9.83-12.46	11.97-14.92	12.76-16.29		12.00-14.44	13.55-16.27	14.74-17.65	18.63-29.33		Average	12.66-15.62	13.97-16.31	18.36-22.26	18.25-21.22	19.35-30.75		20.28-23.64	22.88-26.44	23.51-28.43	20.54-32.82	
Population 2,000 - 4,999										Population 2,000 - 4,999											
Average	8.51-10.49	10.91-12.32	11.32-13.19		11.25-12.54	12.54-13.98	14.64-16.80	17.85-27.58		Average	13.96-15.32	12.44-14.00	15.90-17.70	20.18-20.58	18.59-28.98		16.54-17.93	17.96-21.50	18.87-22.18	19.63-30.76	
Population 1,000 - 1,999										Population 1,000 - 1,999											
Average	7.81-8.65	12.31	13.99-14.59		9.10-9.80	11.37-12.65	13.93-14.94	17.81-26.98		Average	12.20-12.72	9.93-11.29	15.63-15.75	12.88	18.59-27.79		13.10-13.73	14.03	16.32	19.51-30.38	
Population 999 and under										Population 999 and under											
Average	8.27	9.70-10.12	11.14-12.59		8.71-8.98	9.74	13.32	17.25-25.33		Average	10.98-11.39	None	None	11.19	17.26-26.26		None	None	None	18.75-28.84	
Category Average	9.67-12.01	11.62-14.22	12.77-16.28		12.12-14.88	13.86-16.92	13.70-15.88	18.42-28.80		Category Average	14.31-17.47	14.84-18.58	20.46-25.30	19.28-22.51	19.04-29.73		22.45-26.84	23.62-29.36	26.18-31.91	20.44-32.36	
Your Town										Your Town											
Position	Library Clerk	Office Assistant/ Clerk	Secretary	School Library Aide	Librarian I	Deputy Town Clerk	Executive Secretary/ Admin. Asst.	Teacher BA	School Media Generalist	Position	Librarian II	Children's Librarian	Recreation Director	Town Clerk	Teacher BA +15	School Media Specialist	Librarian III/ Library	Planning Director	Finance Director	Teacher MA	Assistant Principal/ Principal/
EXPERIENCE COUNTS!										EXPERIENCE COUNTS!											