

Library salary survey, 2023

Data source: Oregon Public Library data. Figures are 2021-22 salaries.

Compiled by Perry Stokes, Director of Baker County Library District

Oregon minimum wage for Baker County (Non-urban): \$12.50

	Director		Senior Librarian		Entry-level Librarian		Library Assistant		Library Clerk		
	Low	High	Low	High	Low	High	Low	High	Low	High	
Lowest	\$15.00	\$21.00	\$12.00	\$12.73	\$12.00	\$12.73	\$12.00	\$12.73	\$11.48	\$11.98	
1st quartile	\$32.84	\$38.33	\$21.96	\$28.95	\$17.10	\$21.32	\$15.38	\$18.55	\$13.00	\$15.25	
2nd quartile	\$37.80	\$45.42	\$25.46	\$33.48	\$24.03	\$29.76	\$17.10	\$22.98	\$13.94	\$17.98	
3rd quartile	\$43.23	\$52.09	\$31.36	\$38.99	\$26.37	\$35.38	\$19.63	\$25.17	\$15.73	\$19.77	
4th quartile	\$52.09	\$66.69	\$39.86	\$50.55	\$29.74	\$41.42	\$24.68	\$31.18	\$20.52	\$28.23	
Highest	\$52.09	\$66.69	\$39.86	\$50.55	\$29.74	\$41.42	\$24.68	\$31.18	\$20.52	\$28.23	
BCLD FY22-23	\$37.20	\$42.58	\$21.75	\$26.43	\$20.71	\$25.18	\$16.23	\$19.73	\$13.35	\$15.46	
Recommended New	\$39.06	\$47.47	\$29.14	\$35.42	\$22.83	\$27.76	\$17.89	\$21.75	\$14.02	\$17.04	
Hood River FY23-24	\$43.10	\$48.53	\$32.33	\$36.41	\$26.55	\$29.89	\$19.26	\$24.92	\$14.21	\$18.05	
COLA OPTIONS											
BCLD 2.5%	#	\$38.13	\$43.64	\$22.29	\$27.09	\$21.23	\$25.81	\$16.64	\$20.22	\$13.68	\$15.85
Percentile		35.0%	25.0%	3.0%	#N/A	19.0%	17.0%	24.0%	12.0%	24.0%	7.0%
BCLD 4%	#	\$38.69	\$44.28	\$22.62	\$27.49	\$21.54	\$26.19	\$16.88	\$20.52	\$13.88	\$16.08
Percentile		38.0%	28.0%	6.0%	#N/A	21.0%	19.0%	29.0%	14.0%	31.0%	10.0%
BCLD 4.5%	#	\$38.87	\$44.50	\$22.73	\$27.62	\$21.64	\$26.31	\$16.96	\$20.62	\$13.95	\$16.16
Percentile		39.0%	29.0%	7.0%	#N/A	21.0%	19.0%	30.0%	15.0%	33.0%	11.0%
BCLD 5%	#	\$39.06	\$44.71	\$22.84	\$27.75	\$21.75	\$26.44	\$17.04	\$20.72	\$14.02	\$16.23
Percentile		41.0%	30.0%	8.0%	#N/A	22.0%	20.0%	32.0%	16.0%	34.0%	12.0%
BCLD 5.5%	#	\$39.25	\$44.92	\$22.95	\$27.88	\$21.85	\$26.56	\$17.12	\$20.82	\$14.08	\$16.31
Percentile		42.0%	31.0%	9.0%	#N/A	22.0%	20.0%	33.0%	17.0%	36.0%	12.0%
BCLD 6%	#	\$39.43	\$45.13	\$23.06	\$28.02	\$21.95	\$26.69	\$17.20	\$20.91	\$14.15	\$16.39
Percentile		43.0%	32.0%	10.0%	#N/A	23.0%	21.0%	34.0%	17.0%	37.0%	13.0%
BCLD 6.5%	#	\$39.62	\$45.35	\$23.16	\$28.15	\$22.06	\$26.82	\$17.28	\$21.01	\$14.22	\$16.46
Percentile		44.0%	33.0%	3.0%	3.0%	7.0%	5.0%	6.0%	5.0%	6.0%	3.0%

Staff in range (rounded)

1 4 1 1 3 1 5 9

25

Position key: Sr Librarian = Lib II/Admin; Entry Librarian = Lib Assoc/Lib I; Library Asst = Lib Tech ; Library Clerk = Page/Asst

Comparable libraries examined (baed on available data): Director, 38; Sr Librarian, 24; Entry Librarian, 26; Library Assistant, 37; Library Clerk, 31

**Consumer Price Index - West Region
1-Month Percent Change**

Series Id: CUSR0000SA0
 Seasonally Adjusted
 Area: U.S. city average
 Item: All items
 Base Period: 1982-84=100
 Years: 2002 to 2016

WCPI

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	<u>CPI Annual</u>	<u>SSA COLA</u>	WCPI FY	<u>BCL COLI</u>
2002	0.2	0.2	0.3	0.4	0.1	0.1	0.2	0.3	0.2	-0.2	0.2	0.2	2.6	1.4	02-03	1.9
2003	0.4	0.5	0.2	-0.4	-0.2	0.1	0.3	0.4	0.3	-0.1	0.1	0.3	1.9	2.1	03-04	3.1
2004	0.4	0.2	0.2	0.2	0.4	0.4	0.1	0.1	0.3	0.5	0.5	0.0	3.3	2.7	04-05	2.5 1.0
2005	-0.1	0.4	0.4	0.3	-0.1	0.1	0.6	0.6	1.4	0.2	-0.5	0.0	3.3	4.1	05-06	4.2 2.0
2006	0.6	0.1	0.2	0.5	0.3	0.2	0.5	0.4	-0.5	-0.4	0.0	0.5	2.4	3.3	06-07	2.5 0.0
2007	0.2	0.4	0.5	0.3	0.4	0.2	0.2	0.0	0.4	0.3	0.8	0.3	4.0	2.3	07-08	4.9 5.0
2008	0.4	0.2	0.4	0.2	0.6	1.1	0.7	-0.2	0.1	-0.9	-1.8	-0.8	0.0	5.8	08-09	-1.3 2.5
2009	0.3	0.4	-0.1	0.1	0.1	0.8	0.0	0.4	0.2	0.3	0.3	0.1	2.9	0.0	09-10	2.2 0.0
2010	0.3	0.1	0.3	0.2	0.1	-0.1	0.1	0.1	-0.1	0.1	0	0.2	1.3	0.0	10-11	3.1 3.0
2011	0.5	0.6	0.9	0.6	0.3	-0.2	-0.1	0.2	0.4	0	-0.2	-0.3	2.7	3.6	11-12	1.9 1.0
2012	0.4	0.4	0.9	0.2	0.2	-0.2	-0.3	0.5	0.5	0.4	-0.7	-0.5	1.8	1.7	12-13	1.7 1.0
2013	0.3	0.8	0.4	0	0.2	0.1	0	0.1	0.2	-0.1	-0.4	0	1.6	1.5	13-14	2.1 1.0
2014	0.3	0.4	0.6	0.3	0.6	0.1	0.1	-0.1	0.1	-0.1	-0.6	-0.5	1.2	1.7	14-15	1.1 0.0
2015	-0.3	0.6	0.8	0.3	0.8	0	0.3	-0.1	-0.2	0	-0.2	-0.1	1.9	0.0	15-16	1.7 1.0
2016	0.5	0.1	0.2	0.5	0.5	0.2	0.1	0.0	0.3	0.3	-0.2	0.0	2.5	0.3	16-17	2.4 2.0
2017	0.5	0.6	0.3	0.3	0.2	0.0	0.1	0.2	0.5	0.3	0.0	0.0	3.0	2.0	17-18	3.6 2.0
2018	0.5	0.5	0.4	0.4	0.5	0.2	0.1	0.2	0.3	0.4	-0.2	-0.2	3.1	2.8	18-19	2.7 2.0
2019	0.2	0.2	0.4	0.8	0.5	0.0	0.0	0.1	0.3	0.5	-0.1	-0.2	2.7	1.6	19-20	1.2 2.5
2020	0.3	0.4	-0.2	-0.4	0.1	0.4	0.5	0.3	0	0.2	0	-0.1	1.5	1.3	20-21	5.0 1.0
2021	0.2	0.5	0.7	1.0	0.8	0.9	0.6	0.2	0.2	0.8	0.5	0.4	6.8	5.9	21-22	8.4 4.0
2022	0.9	0.8	1.3	0.7	0.8	1.2	0.1	0	0.3	0.7	-0.4	-0.4	6.0	8.7	22-23	4.7 5.0
2023	0.9	0.5	0.5	0.5									2.4		23-24	5.0
WCPI Annual	6.0	5.7	4.9	4.7	8.1	8.4	7.9	7.7	7.8	5.8	6.3	6.8	35.9	1.9	MEDIAN	2.5 2.0
														33.4	SUM	57.7 41.0
														2.6	AVG	2.9 2.1

BCL COLI vs WCPI gap (Staff wage depreciation)

