

DRAFT

Library
2018 Budget Worksheet

DRAFT

Expense	2017 Request	2018 Request	Other pertinent information
Librarian Wages	\$23,752.50	25,140.00	
Library Assistant Wages	\$20,265.00	20,260.00	
Contracted Services	\$250.00	250.00	
Association Dues	\$1,600.00	1,600.00	
Books & Publications	\$7,000.00	7,000.00	
Office Equipment & Supplies	\$1,250.00	1,250.00	
Postage	\$300.00	300.00	
Workshops & Seminars	\$500.00	500.00	
Telephone	\$500.00	500.00	
Technology	\$1,775.00	1,775.00	
Program Expenses	\$1,000.00	1,000.00	
Total for above categories	\$58,192.50	59,395.00	
Add other categories below			
*			
Capital Reserve Account Request	not funded	2,000.00	

DRAFT**DRAFT**

23/1

Comparison Pool

In addition to the Effingham Public Library, there are thirteen other public and private libraries located in Carroll County, NH. Therefore, we attempted, wherever possible, to compare our staff salaries to the staff salaries for libraries located in thirteen other municipalities for each comparison category.

Comparison Categories

We utilized a total of nine comparison categories, using the thirteen municipalities most similar to us in each. These categories were geographic proximity (Carroll County), population, property valuation (both including and excluding utilities), tax commitment (both town and total), appropriation, and tax rate (both town and total).

Data Sources

We utilized three data sources for our research, namely, for population, statistics from the NH Office of Energy and Planning; for valuations, appropriation, tax commitments, and tax rates, statistics from the NH Department of Revenue Administration; and for library staff salaries; statistics from the NH State Library.

Methodology

In each comparison category, we recorded the reported hourly rate for the Library Director and Assistant Library Director (or those positions which most closely mirrored them in job functions) for each library within the thirteen municipalities most similar to us in that category. Where necessary, we calculated the hourly rate based on the reported annual salary divided by the reported number of hours worked each year. Then, for each staff position, we determined the average of the hourly rates reported. Finally, we averaged the averages from each comparison category to create an overall average of hourly rates reported across all nine comparison categories.

Results

For the Library Director position, the Effingham Public Library's current hourly rate falls below the average in all nine comparison categories, while the overall average only falls below four comparison categories.

For the Assistant Library Director position, the Effingham Public Library's current hourly rate falls below the average in three of the nine comparison categories, while the overall average also falls below three comparison categories.

Conclusions

While the hourly pay rate for our Assistant Library Director position is currently on par with the overall average for similar municipalities in the State of New Hampshire, our hourly pay rate for our Library Director position is still significantly below those of comparable municipalities located throughout the state. This is potentially detrimental for several reasons, including effect on staff morale, likelihood of staff retention, and ability to recruit new staff when necessary. In an effort to mitigate these concerns, while keeping the town's financial resources in mind, we have proposed an hourly pay increase for the Library Director position which is designed to push us closer to the overall average. We recognize that the Effingham Public Library will never be the top wage payer in any comparison, however we would like to offer pay rates which could be at least be viewed as fair, equitable, and potentially competitive.