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## **Library Staff Salary Survey Report: A First Thursday Presentation**

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# Library Staff Salary

Survey Report

# Overview

## Survey Categories

1. Salary, Cost of Living, and Real-World Impact
2. Staff Workload, Salary, and Promotion
3. Hiring and Retention

## Additional Report Data

1. Cost of Living in South Florida
2. Salary Comparisons



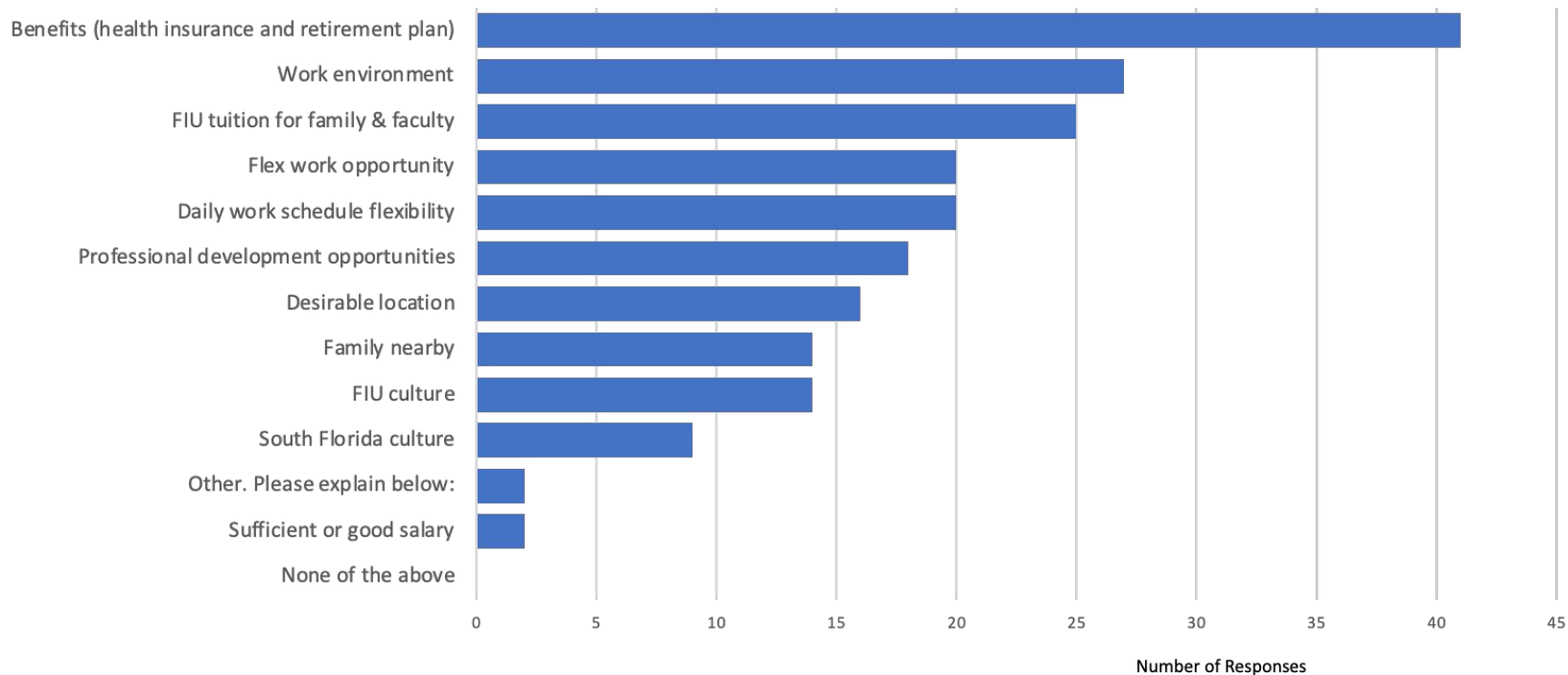
## Charge of the Salary Task Force

- The Salary Task Force was convened to evaluate library faculty and staff salary inequities and to conduct a comprehensive analysis and comparison of the salaries within the library, the institution, and within the broader SUS system.
- The STF produced and published their report on FIU library faculty salaries in 2021.
  - <https://digitalcommons.fiu.edu/glworks/107/>
- The FIU library staff report will be published in December 2023.

# Methodology

- Surveys were used to gather data on individual financial circumstances for both faculty and staff reports.
- The committee also pulled data from the Florida University Salaries website for comparison purposes.
  - <https://www.floridasalaries.org/universities>
- An additional brief survey was distributed in 2023 regarding percentage of income spent on rent or mortgage.
  - The results pertaining to faculty from this survey will be added as an addendum to the faculty report while the responses relating to staff will be included in the full staff salaries report next month.

# What do you appreciate about working at FIU?



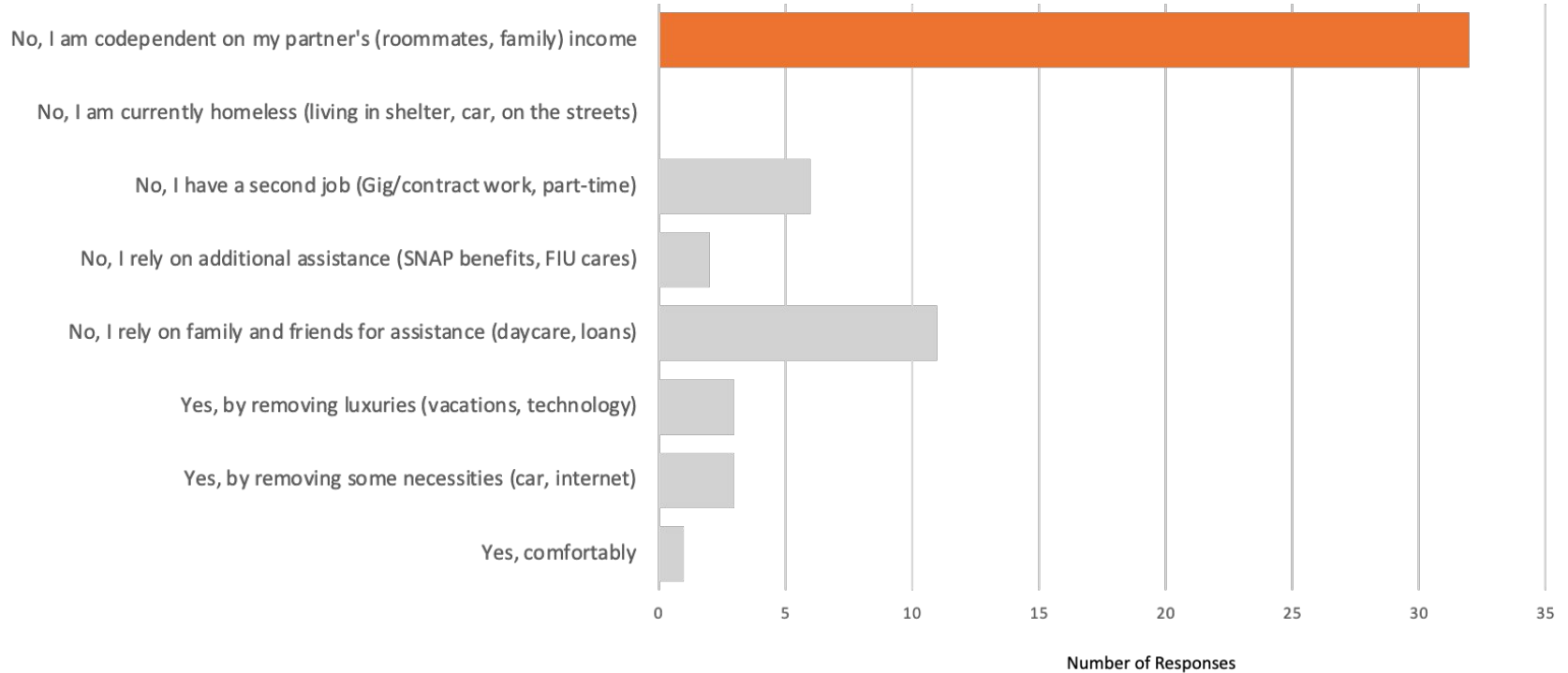
# Summary - Salary, Cost of Living, and Real-World Impact

## Financial Struggles:

- Many respondents face financial challenges, requiring assistance from family, friends, or roommates to cover their expenses.
- Some resort to alternate measures like additional employment or loan and hardship assistance services to make ends meet.
- Half of the respondents are living paycheck to paycheck, and a large number carry significant debts.



# Can you cover all of your living expenses in South Florida on your salary alone?

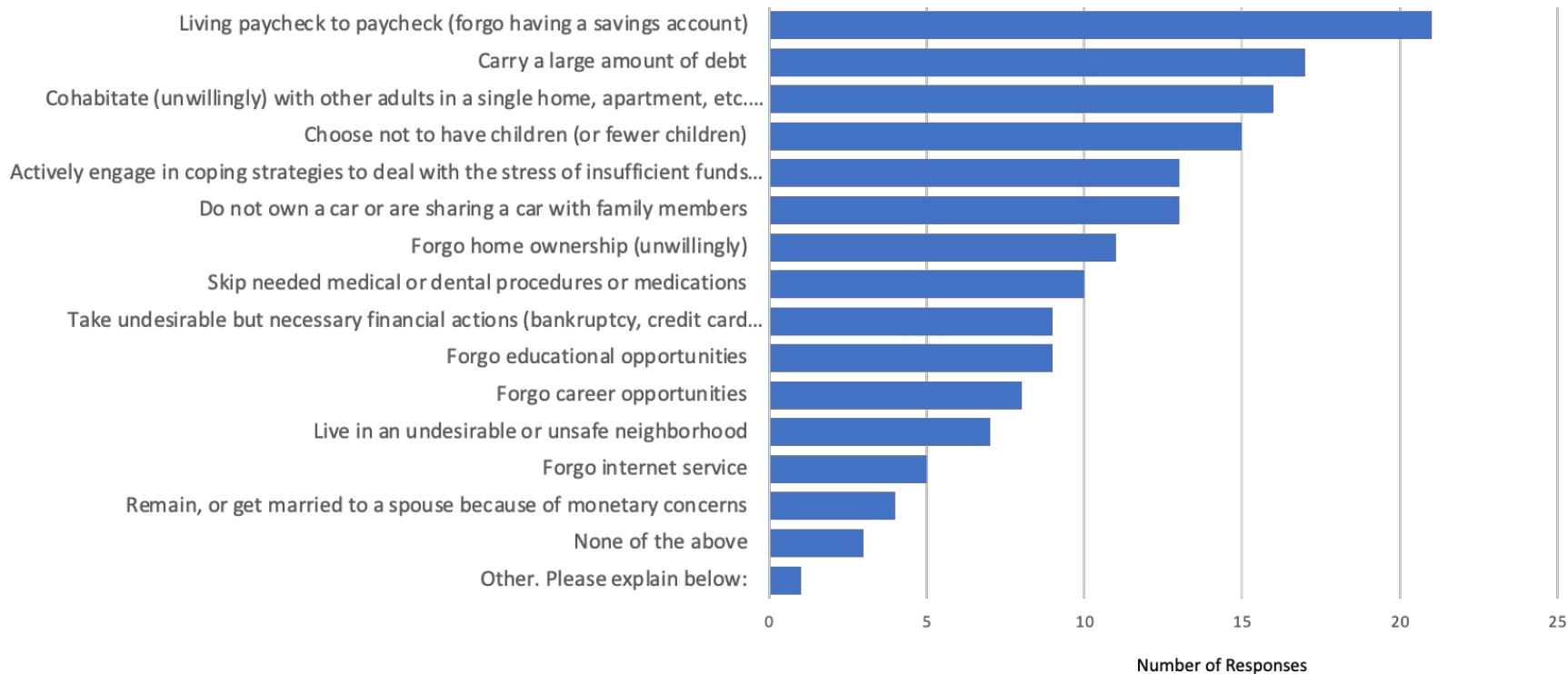


# Summary - Salary, Cost of Living, and Real-World Impact

## Sacrifices and Coping Strategies:

- Respondents often sacrifice necessities such as car and home ownership, internet access, and educational opportunities.
- A quarter of respondents have passed up needed medical and dental procedures and medications.
- One-third admit to limiting or forgoing having children due to financial constraints.

# Has your salary motivated you to make any of the following quality of life decisions?



# Where does Florida fit in terms of COL?

A	B	C	D	E	F	G	H	I	J
<b>New York</b>	Single	Single 1 Kid	Single 2 Kids	Couple Single	Couple Single 1 Kid	Couple Single 2 Kids	Couple Dual	Couple Dual 1 Kid	Couple Dual 2 Kids
Living Wage	\$14.33	\$29.50	\$42.12	\$21.59	\$36.65	\$49.39	\$9.96	\$17.60	\$23.97
Total Monthly Expenses	\$2,160.45	\$4,497.04	\$6,236.51	\$3,439.09	\$5,421.51	\$7,160.98	\$3,189.25	\$5,238.35	\$6,977.81
<b>California</b>	Single	Single 1 Kid	Single 2 Kids	Couple Single	Couple Single 1 Kid	Couple Single 2 Kids	Couple Dual	Couple Dual 1 Kid	Couple Dual 2 Kids
Living Wage	\$16.44	\$34.46	\$48.34	\$24.55	\$42.14	\$56.08	\$11.18	\$20.21	\$27.18
Total Monthly Expenses	\$2,523.40	\$5,295.54	\$7,173.11	\$3,996.49	\$6,272.64	\$8,150.21	\$3,671.65	\$6,056.14	\$7,933.71
<b>Florida</b>	Single	Single 1 Kid	Single 2 Kids	Couple Single	Couple Single 1 Kid	Couple Single 2 Kids	Couple Dual	Couple Dual 1 Kid	Couple Dual 2 Kids
Living Wage	\$13.14	\$23.92	\$31.32	\$20.39	\$30.23	\$37.79	\$9.18	\$14.32	\$18.08
Total Monthly Expenses	\$2,118.88	\$3,982.93	\$5,156.70	\$3,441.69	\$4,872.58	\$6,046.35	\$3,116.86	\$4,647.74	\$5,821.51
<b>Georgia</b>	Single	Single 1 Kid	Single 2 Kids	Couple Single	Couple Single 1 Kid	Couple Single 2 Kids	Couple Dual	Couple Dual 1 Kid	Couple Dual 2 Kids
Living Wage	\$12.55	\$22.30	\$29.95	\$19.86	\$29.18	\$36.93	\$8.84	\$13.73	\$17.55
Total Monthly Expenses	\$1,917.80	\$3,564.53	\$4,678.47	\$3,176.63	\$4,454.18	\$5,568.11	\$2,843.86	\$4,225.18	\$5,339.11
Childcare		19.9%	30.4%		15.9%	25.5%		16.8%	26.6%
<b>North Carolina</b>	Single	Single 1 Kid	Single 2 Kids	Couple Single	Couple Single 1 Kid	Couple Single 2 Kids	Couple Dual	Couple Dual 1 Kid	Couple Dual 2 Kids
Living Wage	\$11.94	\$22.97	\$31.09	\$19.88	\$29.72	\$38.03	\$8.54	\$13.85	\$17.97
Total Monthly Expenses	\$1,836.28	\$3,657.04	\$4,850.98	\$3,190.04	\$4,546.69	\$5,740.63	\$2,756.88	\$4,276.02	\$5,469.96
Childcare		21.6%	32.6%		17.4%	27.5%		18.5%	28.9%



# Rents & cost burdening

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- Cost burdening is when a renter or homeowner is **spending more than 30%** of their income on housing and utilities.
- Of the 67 Florida counties, in 28 of them the renter is cost burdened - spending more than 30% on rent
- Florida has more counties where people are experiencing cost burdens than California, Louisiana, New York, and Texas.
- Miami-Dade county has a higher median housing cost ratio (37.4%) than Los Angeles, San Diego, and Orange counties in California; Harris County, TX, Queens and Bronx counties in NY, Clark county, NV, and Philadelphia County, PA.



# Library staff cost burdening

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\*26 people responded to the additional survey on rent/mortgage costs

- 72% of respondents are cost burdened by rent or mortgage
- 54% of respondents spend more than 50% of their salary on housing
- 12% of respondents spend 70% or more of their salary on housing



# Impact on quality of life

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- Research shows that people spending 50% or more on housing and utilities are forced to make trade-offs to meet basic needs.
- This means they skip important costs such as medications, doctor visits, and are forced to choose cheaper unhealthy foods.
- This leads to poorer health outcomes as well as increasing stress and emotional strain.





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## Mental Health in Miami-Dade

- 4.5 days per month of poor mental health days
- 3.5 days of poor physical health (Florida average is 3)
- Poor mental health was reported by 15% of people living in Miami-Dade
  - Poor mental health days lasted 14 or more days per month

• <https://www.countyhealthrankings.org/explore-health-rankings/county-health-rankings-model/health-factors/physical-environment/housing-and-transit/severe-housing-cost-burden/year=2023>

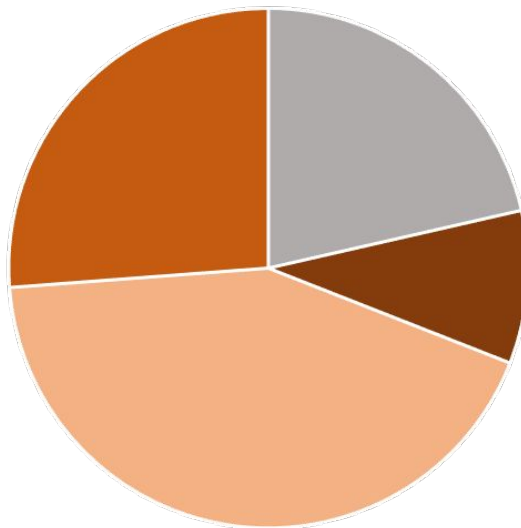


# Summary - Staff Workload, Salary [increases], and Promotion

## Workload and Responsibilities:

- Many staff members have taken on some or all aspects of a vacant job or needed position.
- Some respondents are handling the responsibilities of two or more positions in addition to their own.

# Has a vacant position or short staffing in your department affected your workload?



- I have not been affected by vacant or needed positions in my department.
- I have had to assume the responsibilities of 2+ vacancies or needed positions
- I have had to assume some of the responsibilities of a vacant or needed position.
- I have had to assume most or all of the responsibilities of a vacant or needed position.

# Summary - Staff Workload, Salary [increases], and Promotion

## Promotion and Reclassification:

- Over a third of respondents were unaware of the promotion/reclassification process at FIU.
- Some respondents have received promotions or reclassification.
- There were individuals who have not attempted to get a promotion, while others were denied promotion opportunities.

# Summary - Hiring and Retention

## Retention Concerns:

- Low salaries are the primary concern for library staff regarding retention.

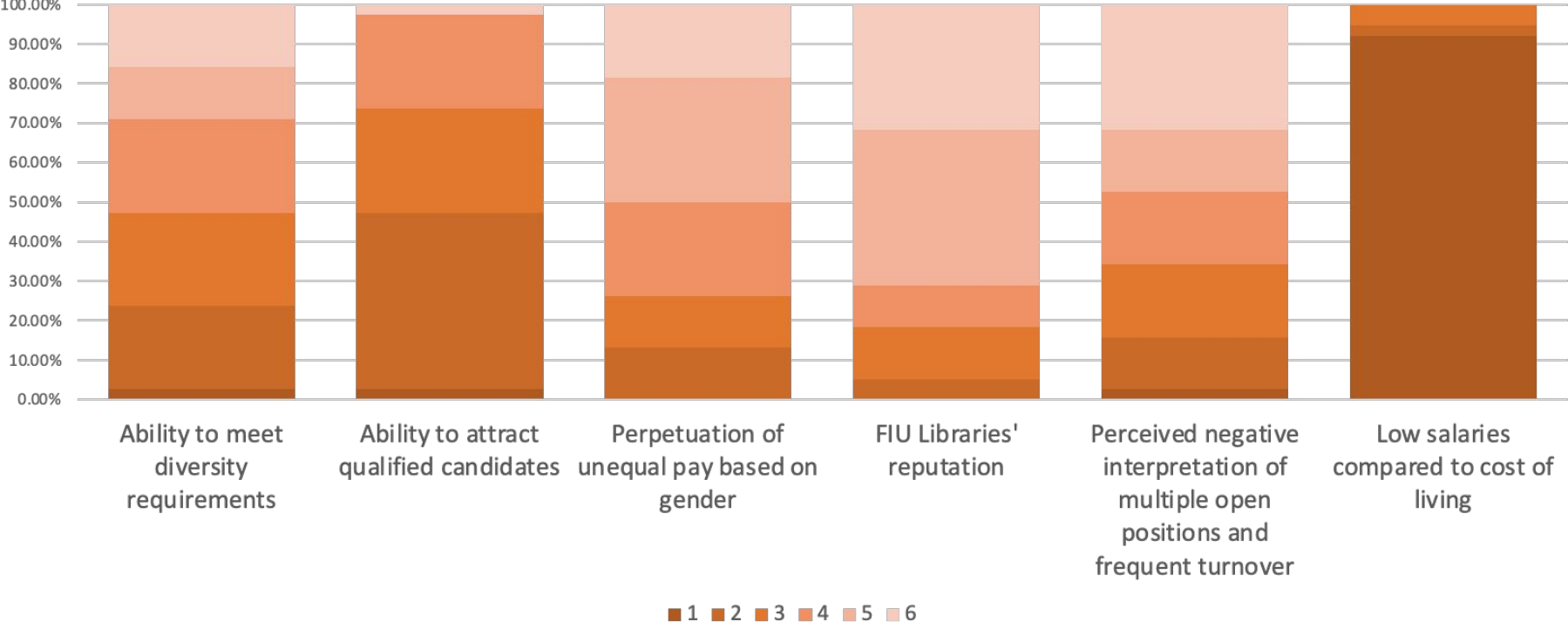
## Family and Childcare-Related Issues:

- Some library staff grapple with childcare-related issues, such as costs, limited on-campus options, and the need for more flexible work arrangements and family leave policies.
- Limited sick and vacation days are also a concern.

## Motivation for Alternative Employment:

- A majority of staff have explored alternative employment opportunities due to concerns about salary and the cost of living in South Florida.
- Many staff members allocate more than the recommended 30% of their household income for rent or mortgage expenses, indicating a significant housing cost burden.

Rank the following staff hiring concerns in order of which items need the most attention now (1) to those requiring less immediate attention (6).



# Summary - Hiring and Retention

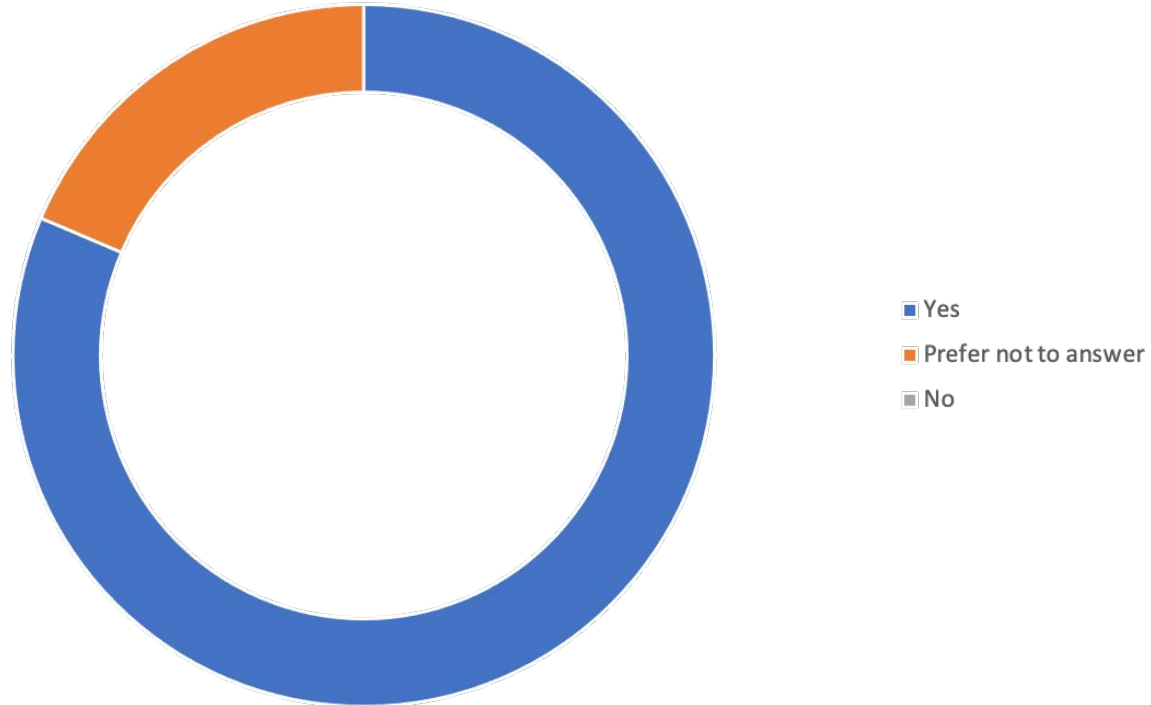
## Proactive Job Search:

- Many library staff have actively pursued alternative job opportunities, including job searches, resume updates, applications, interviews, and accepting new positions or negotiating offers.

## Attracting Qualified Candidates:

- Staff express concerns about low compensation affecting the attraction of qualified candidates and the perception of high turnover as a sign of workforce dissatisfaction.
- Recognizing diversity requirements and gender pay equity is also important to respondents

Has your salary and/or the cost of living in South Florida motivated you to look at other employment opportunities?



# Libraries Salary Comparisons

## Library Staff Data

Tax Rate	Count	Percent	Mean	Median	Mode	Low	High	Range
10% Tax Rate (\$0 to \$11,000)		0	0 N/A	N/A	N/A	N/A	N/A	N/A
12% Tax Rate (\$11,001 to \$44,725)	34	60.71428571	\$32,894.06	\$32,569.08	\$29,000.00	\$29,000.00	\$42,850.00	\$13,850.00
22% Tax Rate (\$44,726 to \$95,375)	19	33.92857143	\$59,298.77	\$55,697.51	N/A	\$45,500.00	\$83,817.00	\$38,317.00
24% Tax Rate (\$95,376 to \$182,100)	3	5.357142857	\$98,585.94	\$97,033.83	N/A	\$95,775.02	\$102,948.96	\$7,173.94
Total	56	100	\$45,372.01	\$36,530.05	\$29,000.00	\$29,000.00	\$102,948.96	\$73,948.96

## Library Comparables

Tax Rate	Count	Percent	Mean	Median	Mode	Low	High	Range
10% Tax Rate (\$0 to \$11,000)		0	0 N/A	N/A	N/A	N/A	N/A	N/A
12% Tax Rate (\$11,001 to \$44,725)	8	36.36363636	\$31,218.26	\$35,301.02	\$15,000.00	\$15,000.00	\$43,000.00	\$28,000.00
22% Tax Rate (\$44,726 to \$95,375)	14	63.63636364	\$63,182.07	\$63,574.15	N/A	\$45,000.00	\$88,339.45	\$43,339.45
24% Tax Rate (\$95,376 to \$182,100)	0	0	N/A	N/A	N/A	N/A	N/A	N/A
Total	22	100	\$51,558.86	\$46,459.71	\$15,000.00	\$15,000.00	\$88,339.45	\$73,339.45



# Technology Comparables

Tax Rate	Count: Total	Percent: Total	Mean	Median	Mode	Low	High	Range
10% Tax Rate (\$0 to \$11,000)	0	0	N/A	N/A	N/A	N/A	N/A	N/A
12% Tax Rate (\$11,001 to \$44,725)	11	8.270676692	\$36,482.49	\$37,500.00	\$37,000.00	\$22,500.00	\$44,250.00	\$21,750.00
22% Tax Rate (\$44,726 to \$95,375)	118	88.72180451	\$63,732.89	\$62,701.38	\$55,000.00	\$45,000.00	\$93,967.36	\$48,967.36
24% Tax Rate (\$95,376 to \$182,100)	4	3.007518797	\$111,443.76	\$110,000.00	N/A	\$95,775.02	\$130,000.00	\$34,224.98
Total	133	100	\$62,914.01	\$62,276.00	\$55,000.00	\$22,500.00	\$130,000.00	\$107,500.00

Tax Rate	Count: Library Operations	Percent: Library Operations	Mean	Median	Mode	Low	High	Range
10% Tax Rate (\$0 to \$11,000)	0	0	N/A	N/A	N/A	N/A	N/A	N/A
12% Tax Rate (\$11,001 to \$44,725)	1	11.11111111	\$43,260.00	\$43,260.00	N/A	\$43,260.00	\$43,260.00	\$-
22% Tax Rate (\$44,726 to \$95,375)	7	77.77777778	\$64,006.18	\$62,378.16	N/A	\$49,500.00	\$81,479.45	\$31,979.45
24% Tax Rate (\$95,376 to \$182,100)	1	11.11111111	\$95,775.02	\$95,775.02	N/A	\$95,775.02	\$95,775.02	\$-
Total	9	100	\$65,230.92	\$62,276.00	N/A	\$43,260.00	\$95,775.02	\$52,515.02

# Administrative Comparables

Tax Rate	Count: Total	Percent: Total	Mean	Median	Mode	Low	High	Range
10% Tax Rate (\$0 to \$11,000)	0	0	N/A	N/A	N/A	N/A	N/A	N/A
12% Tax Rate (\$11,001 to \$44,725)	64	45.07042254	\$35,633.56	\$35,000.00	\$32,750.00	\$13,894.59	\$44,000.00	\$30,105.41
22% Tax Rate (\$44,726 to \$95,375)	75	52.81690141	\$61,398.78	\$58,763.38	\$45,000.00	\$45,000.00	\$90,000.00	\$45,000.00
24% Tax Rate (\$95,376 to \$182,100)	3	2.112676056	\$114,477.52	\$98,000.00	N/A	\$95,932.57	\$149,500.00	\$53,567.43
Total	142	100	\$51,355.87	\$45,000.00	\$32,750.00	\$13,894.59	\$149,500.00	\$135,605.41

Tax Rate	Count: Library Operations	Percent: Library Operations	Mean	Median	Mode	Low	High	Range
10% Tax Rate (\$0 to \$11,000)	0	0	N/A	N/A	N/A	N/A	N/A	N/A
12% Tax Rate (\$11,001 to \$44,725)	3	42.85714286	\$37,870.58	\$38,011.75	N/A	\$32,750.00	\$42,850.00	\$10,100.00
22% Tax Rate (\$44,726 to \$95,375)	4	57.14285714	\$55,358.55	\$53,598.76	N/A	\$47,750.00	\$66,486.67	\$18,736.67
24% Tax Rate (\$95,376 to \$182,100)	0	0	N/A	N/A	N/A	N/A	N/A	N/A
Total	7	100	\$47,863.70	\$47,250.00	N/A	\$32,750.00	\$66,486.67	\$33,736.67

# Director Comparables

Tax Rate	Count: Total	Percent: Total	Mean	Median	Mode	Low	High	Range
10% Tax Rate (\$0 to \$11,000)	0	0	N/A	N/A	N/A	N/A	N/A	N/A
12% Tax Rate (\$11,001 to \$44,725)	5	1.838235294	\$39,941.00	\$40,000.00	\$40,000.00	\$35,705.00	\$44,000.00	\$8,295.00
22% Tax Rate (\$44,726 to \$95,375)	231	84.92647059	\$75,445.83	\$75,000.00	\$85,000.00	\$45,000.00	\$95,049.86	\$50,049.86
24% Tax Rate (\$95,376 to \$182,100)	36	13.23529412	\$112,110.80	\$105,052.54	\$97,807.72	\$96,291.64	\$165,000.00	\$68,708.36
Total	272	100	\$79,901.76	\$78,908.07	\$85,000.00	\$35,705.00	\$165,000.00	\$129,295.00

Tax Rate	Count: Library Operations	Percent: Library Operations	Mean	Median	Mode	Low	High	Range
10% Tax Rate (\$0 to \$11,000)	0	0	N/A	N/A	N/A	N/A	N/A	N/A
12% Tax Rate (\$11,001 to \$44,725)	0	0	N/A	N/A	N/A	N/A	N/A	N/A
22% Tax Rate (\$44,726 to \$95,375)	2	50	\$74,408.50	\$74,408.50	N/A	\$65,000.00	\$83,817.00	\$18,817.00
24% Tax Rate (\$95,376 to \$182,100)	2	50	\$99,991.40	\$99,991.40	N/A	\$97,033.83	\$102,948.96	\$5,915.13
Total	4	100	\$87,199.95	\$78,000.00	N/A	\$65,000.00	\$102,948.96	\$37,948.96



# Salary Task Force members

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Thank You!