

# Leaning In: A Tale of Salary Negotiation and the Rural Library Director

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JESSICA L. POWELL



	2% Raise		Difference	2% Raise		Difference	\$10K Invested @5%	
Start	\$ 48,000.00	\$ 55,000.00	\$ 7,000.00	\$ 65,000.00	\$ 10,000.00	\$ 500.00		
1	\$ 48,960.00	\$ 56,100.00	\$ 7,140.00	\$ 66,300.00	\$ 10,200.00	\$ 11,025.00	\$ 200.00	
2	\$ 49,939.20	\$ 57,222.00	\$ 7,282.80	\$ 67,626.00	\$ 10,404.00	\$ 22,076.25	\$ 404.00	
3	\$ 50,937.98	\$ 58,366.44	\$ 7,428.46	\$ 68,978.52	\$ 10,612.08	\$ 33,680.06	\$ 612.08	
4	\$ 51,956.74	\$ 59,533.77	\$ 7,577.03	\$ 70,358.09	\$ 10,824.32	\$ 45,864.07	\$ 824.32	
5	\$ 52,995.88	\$ 60,724.44	\$ 7,728.56	\$ 71,765.25	\$ 11,040.81	\$ 58,657.27	\$ 1,040.81	
6	\$ 54,055.80	\$ 61,938.93	\$ 7,883.13	\$ 73,200.56	\$ 11,261.63	\$ 72,090.13	\$ 1,261.63	
7	\$ 55,136.91	\$ 63,177.71	\$ 8,040.80	\$ 74,664.57	\$ 11,486.86	\$ 86,194.64	\$ 1,486.86	
8	\$ 56,239.65	\$ 64,441.27	\$ 8,201.62	\$ 76,157.86	\$ 11,716.59	\$ 101,004.37	\$ 1,716.59	
9	\$ 57,364.44	\$ 65,730.09	\$ 8,365.65	\$ 77,681.02	\$ 11,950.93	\$ 116,554.59	\$ 1,950.93	
10	\$ 58,511.73	\$ 67,044.69	\$ 8,532.96	\$ 79,234.64	\$ 12,189.95	\$ 132,882.32	\$ 2,189.95	
11	\$ 59,681.97	\$ 68,385.59	\$ 8,703.62	\$ 80,819.33	\$ 12,433.74	\$ 150,026.43	\$ 2,433.74	
12	\$ 60,875.61	\$ 69,753.30	\$ 8,877.69	\$ 82,435.72	\$ 12,682.42	\$ 168,027.76	\$ 2,682.42	
13	\$ 62,093.12	\$ 71,148.36	\$ 9,055.24	\$ 84,084.43	\$ 12,936.07	\$ 186,929.14	\$ 2,936.07	
14	\$ 63,334.98	\$ 72,571.33	\$ 9,236.35	\$ 85,766.12	\$ 13,194.79	\$ 206,775.60	\$ 3,194.79	
15	\$ 64,601.68	\$ 74,022.76	\$ 9,421.08	\$ 87,481.44	\$ 13,458.68	\$ 227,614.38	\$ 3,458.68	
16	\$ 65,893.71	\$ 75,503.21	\$ 9,609.50	\$ 89,231.07	\$ 13,727.86	\$ 249,495.10	\$ 3,727.86	
17	\$ 67,211.59	\$ 77,013.28	\$ 9,801.69	\$ 91,015.69	\$ 14,002.41	\$ 272,469.86	\$ 4,002.41	
18	\$ 68,555.82	\$ 78,553.54	\$ 9,997.72	\$ 92,836.01	\$ 14,282.47	\$ 296,593.35	\$ 4,282.47	
19	\$ 69,926.94	\$ 80,124.61	\$ 10,197.67	\$ 94,692.73	\$ 14,568.12	\$ 321,923.02	\$ 4,568.12	
20	\$ 71,325.48	\$ 81,727.11	\$ 10,401.63	\$ 96,586.58	\$ 14,859.47	\$ 348,519.17	\$ 4,859.47	
21	\$ 72,751.98	\$ 83,361.65	\$ 10,609.67	\$ 98,518.31	\$ 15,156.66	\$ 376,445.13	\$ 5,156.66	
22	\$ 74,207.02	\$ 85,028.88	\$ 10,821.86	\$ 100,488.68	\$ 15,459.80	\$ 405,767.38	\$ 5,459.80	
23	\$ 75,691.16	\$ 86,729.46	\$ 11,038.30	\$ 102,498.45	\$ 15,768.99	\$ 436,555.75	\$ 5,768.99	
24	\$ 77,204.99	\$ 88,464.05	\$ 11,259.06	\$ 104,548.42	\$ 16,084.37	\$ 468,883.54	\$ 6,084.37	
25	\$ 78,749.09	\$ 90,233.33	\$ 11,484.24	\$ 106,639.39	\$ 16,406.06	\$ 502,827.72	\$ 6,406.06	
26	\$ 80,324.07	\$ 92,038.00	\$ 11,713.93	\$ 108,772.18	\$ 16,734.18	\$ 538,469.10	\$ 6,734.18	
27	\$ 81,930.55	\$ 93,878.76	\$ 11,948.21	\$ 110,947.62	\$ 17,068.86	\$ 575,892.56	\$ 7,068.86	
28	\$ 83,569.16	\$ 95,756.33	\$ 12,187.17	\$ 113,166.57	\$ 17,410.24	\$ 615,187.18	\$ 7,410.24	
29	\$ 85,240.55	\$ 97,671.46	\$ 12,430.91	\$ 115,429.90	\$ 17,758.44	\$ 656,446.54	\$ 7,758.44	
30	\$ 86,945.36	\$ 99,624.89	\$ 12,679.53	\$ 117,738.50	\$ 18,113.61	\$ 699,768.87	\$ 8,113.61	
		<b>Total</b>	<b>\$ 296,656.08</b>		<b>\$ 423,794.41</b>	<b>\$ 699,768.87</b>	<b>\$113,794.41</b>	
								<b>\$813,563.28</b>

# 2016 Henry County Public Library Salary Schedule

	Starting	Midpoint	Final	Starting/hr
Adult Services Librarian (BA,BS or MLS)	\$32,000.00	\$40,000.00	\$48,000.00	\$ 15.38
Adult Services Librarian (HS)	\$27,000.00	\$33,750.00	\$40,500.00	\$ 13.00
Circulation Manager (BA,BS or MLS)	\$32,000.00	\$40,000.00	\$48,000.00	\$ 15.38
CYAS Librarian (BA,BS or MLS)	\$32,000.00	\$40,000.00	\$48,000.00	\$ 15.38
CYAS Librarian (HS)	\$27,000.00	\$33,750.00	\$40,500.00	\$ 13.00
Technical Services Lib. (BA,BS or MLS)	\$32,000.00	\$40,000.00	\$48,000.00	\$ 15.38
Technical Services Lib. (HS)	\$27,000.00	\$33,750.00	\$40,500.00	\$ 13.00
Bookmobile Lib. (HS)	\$13.00	\$16.25	\$19.50	
Library Asst.-ILL (HS)	\$10.00	\$12.50	\$15.00	
Programming Asst. Seasonal (HS)	\$10.00	\$12.50	\$15.00	
Tech. Serv. Asst.(HS)	\$8.00	\$10.00	\$12.00	
Circulation Asst.	\$8.00	\$10.00	\$12.00	

# You are:

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an **accountant**, an **HR** professional, a **lobbyist**, a community **outreach** specialist, an **early literacy** expert, a trained **researcher**, a **PR/marketing** and **social media** guru, a **public policy** pro, an **IT** consultant, a **teacher** and **event planner**, a **facilities maintenance** supervisor, a **customer service** trainer, a **graphic designer**, a **strategic planner**, an **interior designer**, an **architect**, a **project manager**, a **volunteer** coordinator, a **grant writer**, a **statistician**, a **futurist**, a **database administrator**, a **webmaster**, a **records** and **compliance** expert AND an **unclogger of toilets** and **cleaner of vomit**.

<b>Local Salaries</b>	Starting	12 yrs exp
Henry County Schools Teacher (BS)	\$ 35,826.00	\$ 46,373.00
Henry County Schools Teacher (MS)	\$ 39,868.00	
Henry County Schools Comp. Tech	\$ 34,819.00	
Henry County Schools Maintenance	\$ 31,782.00	
Henry County Schools Bus Driver	\$ 29,036.00	
Eminence Teacher (BS)	\$ 33,977.00	\$ 43,524.00
Eminence Teacher (MS)	\$ 37,502.00	
Extension Agent (MS)	\$ 47,000.00	
Extension Secretary	\$ 31,000.00	
Extension Assist.	\$ 27,580.00	
		2016 est 2% raise
Animal Control 2011	\$ 30,000.00	\$ 33,122.00
Parks Director 2010	\$ 26,000.00	\$ 29,280.00
Courthouse Janitor	\$ 36,390.00	
PZ Secretary/County Treasurer	\$ 35,000.00	
EMS Supervisor	\$ 33,300.00	
Assist. Road Supervisor	\$ 30,500.00	
County Judge Exec	\$ 82,130.00	
County Clerk	\$ 80,915.00	
Sheriff	\$ 80,175.00	
<b>Other Postings from Louisville</b>		
Desktop Support Technician(BS)	\$ 45,000.00	
Helpdesk Support Analyst (AS)	\$ 31,200.00	
Business Analyst (BS)	\$ 65,000.00	

# Sorted by % Local Revenue

County	Population	Local Gov. Revenue	State Gov Revenue	Federal Gov Revenue	Other Operating Revenue	Total Operating Revenue	Library Income, Per Capita	Budget Exp.	Budget Expenditures, Per Capita	Salary, Director	% local rev Salary, Director	% Tot. Salaries, Director	Total Salaries	Fringe Benefits	Total Staff Expense
Gallatin	8,589	\$644,623	\$12,459	\$11,486	\$17,302	\$685,870	\$79.85	\$591,045	\$68.81		8.80%	26.06%	217,831.00	37%	\$111,059
Owen	10,645	\$736,899	\$13,635	\$7,600	\$18,770	\$776,904	\$72.98	\$782,061	\$73.47		8.72%	18.54%	346,731.00	44%	\$176,997
Union	15,165	\$727,066	\$15,872	\$23,661	\$53,227	\$819,826	\$54.06	\$705,744	\$46.54		8.11%	16.19%	364,332.00	52%	\$92,059
Barren	43,148	\$731,669	\$34,101	\$0	\$35,033	\$800,803	\$18.56	\$642,523	\$14.89		7.95%	20.53%	283,140.00	44%	\$96,227
Harrison	18,592	\$729,572	\$16,903	\$0	\$75,657	\$822,132	\$44.22	\$604,542	\$32.52		7.94%	22.44%	258,046.00	43%	\$117,281
Lincoln	24,445	\$688,162	\$83,267	\$0	\$27,446	\$798,875	\$32.68	\$495,899	\$20.29		7.41%	26.10%	195,374.00	39%	\$94,018
Ohio	23,977	\$785,668	\$18,071	\$0	\$20,718	\$824,457	\$34.39	\$741,625	\$30.93		6.95%	15.07%	362,370.00	49%	\$156,881
Allen	20,384	\$763,589	\$16,823	\$0	\$21,109	\$801,521	\$39.32	\$580,396	\$28.47		6.93%	22.76%	232,317.00	40%	\$94,260
<b>Henry</b>	<b>15,572</b>	<b>\$720,628</b>	<b>\$19,944</b>	<b>\$0</b>	<b>\$47,892</b>	<b>\$788,464</b>	<b>\$50.63</b>	<b>\$656,744</b>	<b>\$42.17</b>		<b>6.89%</b>	<b>17.64%</b>	<b>281,607.00</b>	<b>43%</b>	<b>\$113,223</b>
Wayne	20,486	\$740,372	\$86,755	\$0	\$27,415	\$854,542	\$41.71	\$576,668	\$28.15		6.89%	22.96%	222,136.00	39%	\$124,661
Whitley	35,503	\$805,883	\$23,761	\$2,432	\$67,723	\$899,799	\$25.34	\$694,132	\$19.55		6.72%	16.33%	331,412.00	48%	\$82,779
Trimble	8,786	\$662,989	\$12,571	\$0	\$24,968	\$700,528	\$79.73	\$482,112	\$54.87		6.65%	22.55%	195,570.00	41%	\$92,666
Mason	17,166	\$862,166	\$38,302	\$0	\$67,076	\$967,544	\$56.36	\$541,123	\$31.52		6.15%	25.77%	205,642.00	38%	\$77,143
Pendleton	14,493	\$750,396	\$15,324	\$0	\$25,548	\$791,268	\$54.60	\$498,410	\$34.39		6.07%	19.84%	229,731.00	46%	\$77,481
Simpson	17,826	\$770,773	\$16,209	\$0	\$31,394	\$818,376	\$45.91	\$557,218	\$31.26		5.51%	20.22%	209,897.00	38%	\$89,373
Russell	17,774	\$705,292	\$16,169	\$0	\$30,950	\$752,411	\$42.33	\$436,596	\$24.56		5.39%	16.93%	224,441.00	51%	\$108,401

# Sorted by % Total Salaries

County	Population	Gov Revenue Local	Gov Revenue State	Gov Revenue Federal	Operating Revenue Other	Operating Revenue Total	Income, Per Capita Library	Budget Exp	Exp Per Capita Budget	Salary, Director	Salary, Director % local rev	Salary, Director % Tot. Salaries	Total Salaries	Fringe Benefits	Staff Expense Total
Lincoln	24,445	\$688,162	\$83,267	\$0	\$27,446	\$798,875	\$32.68	\$495,899	\$20.29		7.41%	<b>26.10%</b>	195,374.00	39%	\$94,018
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# Sorted by Salary

Location	10. Director Salary	2.a Pop (LSA)	11. Librarian start salary	19. Total income
SOUTHERN PINES PUBLIC LIBRARY - [NC]	\$92,706	13,089	\$36,511	\$816,464
Northborough Free Library - [MA]	\$91,762	14,762		\$776,279
East Longmeadow Public Library - [MA]	\$89,914	16,022		\$747,217
Gale Free Library - [MA]	\$88,982	17,995		\$880,158
HALL MEMORIAL LIBRARY - [CT]	\$87,568	15,786	\$49,140	\$768,388
Seekonk Public Library - [MA]	\$84,893	14,366		\$889,679
MIDDLETOWN PUBLIC LIBRARY - [RI]	\$81,460	16,150	\$32,760	\$778,676
Swampscott Public Library - [MA]	\$80,848	13,951		\$773,533
Oldsmar Public Library - [FL]	\$79,147	13,859	\$39,499	\$870,845
Hamilton-Wenham Public Library - [MA]	\$77,098	13,186		\$865,741
Richard Salter Storrs Library - [MA]	\$73,387	15,882		\$768,010
SHOREWOOD PUBLIC LIBRARY - [WI]	\$73,091	13,337	\$40,154	\$890,985
IRVIN L. YOUNG MEMORIAL LIBRARY - [WI]	\$72,572	17,231	\$40,643	\$823,279
WHITEFISH BAY PUBLIC LIBRARY - [WI]	\$71,760	14,125	\$39,000	\$826,641
Amesbury Public Library - [MA]	\$71,252	16,650		\$795,412
ANDREWS COUNTY LIBRARY - [TX]	\$66,435	17,477	\$38,293	\$777,954
Wilbraham Public Library - [MA]	\$66,304	14,477		\$665,267
HURON PUBLIC LIBRARY - [SD]	\$65,583	13,097	\$29,000	\$856,561
PARLIN-INGERSOLL PUBLIC LIBRARY - [IL]	\$64,896	14,704	\$38,000	\$675,921
Greenfield Public Library - [MA]	\$64,140	17,492		\$754,651
CARBON COUNTY LIBRARY SYSTEM - [WY]	\$60,000	15,854	\$30,300	\$745,353
TIPP CITY PUBLIC LIBRARY - [OH]	\$60,000	14,712	\$29,000	\$755,327
Presque Isle District Library - [MI]	\$58,000	14,878	\$24,000	\$684,277
FOSSIL RIDGE PUBLIC LIBRARY DISTRICT - [I]	\$55,000	14,803	\$25,350	\$859,619
MANHATTAN-ELWOOD PUBLIC LIBRARY DIST	\$53,000	13,166		\$787,707
HENRY COUNTY PUBLIC LIBRARY - [KY]	\$49,666	15,572	\$32,500	\$783,671



# Framing the Ask

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# During the Conversation

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# If It Heads South

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Jessica L.  
Powell

[jessica@henrylibrary.org](mailto:jessica@henrylibrary.org)

502-845-5682

“I am proud to be in  
a city where  
librarians are paid  
decently,  
I’ll never back away  
from that.”

–Deborah Jacobs,  
Former Director,  
Seattle Public Library

Funding for this webinar has been  
provided in part by the  
Institute of Museum & Library Services



INSTITUTE *of*  
**Museum** and **Library**  
SERVICES

# Thank you!

Jessica Powell

Director

Henry County Public  
Library

[Jessica@henrylibrary.org](mailto:Jessica@henrylibrary.org)

502-845-5682

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[KDLA.Certification@ky.gov](mailto:KDLA.Certification@ky.gov)

Services to Libraries



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[facebook.com/KDLACE](https://facebook.com/KDLACE)

# Notes

## **READ THIS FIRST: ALA-APA Better Salaries Toolkit**

<http://ala-apa.org/donate/files/2014/05/2014-ALA-APA-BETTER-SALARIES-TOOLKIT-2.pdf>

## **WATCH THESE:**

[https://www.ted.com/talks/dan\\_pallotta\\_the\\_way\\_we\\_think\\_about\\_charity\\_is\\_dead\\_wrong](https://www.ted.com/talks/dan_pallotta_the_way_we_think_about_charity_is_dead_wrong)

[http://www.ted.com/talks/amy\\_cuddy\\_your\\_body\\_language\\_shapes\\_who\\_you\\_are](http://www.ted.com/talks/amy_cuddy_your_body_language_shapes_who_you_are)

There is some controversy about Amy Cuddy's findings but I think overall the concept still has value.

## **BOOKMARK THESE:**

**Living Wage Calculator**- <http://livingwage.mit.edu/>

**CPI Inflation Calculator**- [http://www.bls.gov/data/inflation\\_calculator.htm](http://www.bls.gov/data/inflation_calculator.htm)

**Nonprofit Salary and Benefits Report**- <http://www.thenonproffitimes.com/wp-content/uploads/2014/04/1.12.14-2014-NPT-Executive-Summary.pdf>

## **GO FORTH AND GATHER:**

**Data** on school and local government salaries in your county

**Taxing District Data**-10 years of tax rates, % of tax collection, income trends

**Your Updated Resume**- including recent achievements and professional training

**Salary History** - Five to ten years for the Director position at your institution. Adjust for inflation.

**Budget**-What percentage are you spending on personnel? Are you trending up or down?

**Annual Report**- Choose benchmark libraries using population, tax income, and your neighbors. What are they spending on personnel? What percentage of total tax income are they spending on the Director's salary?

## **IF YOU DON'T HAVE THESE ALREADY:**

**Job Descriptions**

**Salary Schedule**

## ROI for Your Library

# 10 Reasons to Ask for Better Pay When Times Are Bad

1. Library use goes up when the economy goes down.
2. Library workers save users time and money.
3. Library workers are the ultimate search engines.
4. Libraries serve everyone, and library users deserve the best.
5. Libraries that give their users essential services can give their employees decent wages.
6. Better salaries = better staff = better service.
7. Everyone loves libraries, but library workers can't live on love alone.
8. A bad economy is no excuse for inequitable and inadequate salaries.
9. We can't profess to value libraries without valuing library workers.
10. Make the case for better salaries now to have momentum when times improve.

Source: Michele Leber, "Putting Pay First," *Library Journal* (Apr. 1, 2003): 46.

## You are:

an accountant, an HR professional, a lobbyist, a community outreach specialist, an early literacy expert, a trained researcher, a PR/marketing and social media guru, a public policy pro, an IT consultant, a teacher and event planner, a facilities maintenance supervisor, a customer service trainer, a graphic designer, a strategic planner, an interior designer, an architect, a project manager, a volunteer coordinator, a grant writer, a statistician, a futurist, a database administrator, a webmaster, a records and compliance expert AND an unclogger of toilets and cleaner of vomit.

## The ask...

- It's salary adjustment, not a raise.
- Do not use percentages on handouts in reference to any increase. Percentage of budget is fine.
- Practice, practice, practice! Practice in front of a mirror. Then practice in front of a friend. Anticipate the hard questions. Write out your answers ahead of time. Practice again. Use the power poses.
- This isn't personal. It really isn't. Just keep smiling.
- Start wearing your most professional clothes to meetings now. Sometimes you have to look like the boss.
- Speak to your most supportive board member *before* the meeting, but after practicing the uncomfortable questions. Feel out the response. Will that person commit to supporting you at the meeting? If not, why?
- Remember: adjustment for yourself and your staff can be an incremental two or three year phase in to achieve pay equity.
- Consider the total benefits package. If they won't budge on money, there is always an extra week of vacation or flex-time scheduling to be had.
- If they give you everything you ask for, you probably didn't ask for enough.
- If they didn't give you anything, make them tell you why. Smile. What should you improve before you revisit the same issue in six months or a year. You will survive and learn from this! You will revisit the issue!