

Competitive Wages and Benefits of North Country Libraries, Archives, and Museums Survey

This survey is intended to gather information about compensation, benefits, and working conditions for library, archives, and museum staff in the North Country. Analysis of the results will be used to support North Country institutions in achieving more competitive wages and benefits. Comprehensive data will allow us individually, institutionally, and collectively to tell a more complete story about the field’s contribution to our region and to advocate internally and externally for workers and organizations. All staff members of contributing institutions, and the public, will have access to survey analysis. All analysis will be based on aggregate data and structured to ensure responses cannot be related to a specific individual or organization. Any personally identifiable information, including institution name, collected through form submission will be omitted from the final public analysis.

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Introductory Information

Institution Name *(Optional)*

**Institution name will be removed from the final data set.*

Job Title (*Optional*)

What level of education does this position require, regardless of the education you have received? *

- PhD
- Masters
- Bachelors
- Associates or 2 years academic study
- High School Diploma or Equivalent
- Other

What is the highest level of education you have completed? *

- PhD
- Masters in job specific field (i.e. Library Studies/Science, etc.)
- Masters (Other)
- Bachelors
- Associates or 2 years academic study
- High School Diploma or equivalent
- Other

What county are you employed in? *

- Clinton
- Essex
- Franklin
- Jefferson
- Lewis
- Oswego
- St. Lawrence
- Other

Institution Type *

- Academic Library
- School Library
- Public Library
- Museum / Historical Association / Archive
- Special / Other Library
- Other

Is this a Civil Service position? *

- Yes
- No

Are you a member of a union? *

- Yes
- No

Rate your overall satisfaction with your union (*Optional*)

- Very Satisfied
- Somewhat satisfied
- Neither satisfied nor dissatisfied
- Somewhat dissatisfied
- Very dissatisfied

For union members, please describe why you chose that rating (*Optional*)

Salary and Hours Worked

How many hours do you work in a normal week? *

What is your annual salary? If preferred, you may round to the nearest increment of \$1,000. *

Is there an annual process for determining raises? Please feel free to share the process or any additional comments under the *Other* option below. *

- Yes
- No
- I'm not sure
- Other

Do you work evenings or weekends? *

Regularly

Occasionally

Rarely

Never

Benefits

What benefits are available to you? Check all that apply. *

- Health Insurance
- Dental Insurance
- Vision Insurance
- Retirement Plan / Pension
- Paid Time Off
- Sick Leave
- Flexible Schedule
- EAP or Wellness Program
- Remote work or work from home options
- Funding for Professional Development (i.e. conferences, workshops, classes, etc.)
- Education / Tuition Repayment

Are there other benefits not listed above that you receive?
If the benefit is unique or less traditional, we would still like to know. *(Optional)*

Describe the type of health insurance available to you as an employee *

- Health insurance is not available
- Employer-provided health insurance
- Stipend for health insurance
- Other

If you participate, how affordable is your share of health insurance costs (premiums, deductibles, and copays)? *(Optional)*

- Very affordable
- Somewhat affordable
- Neutral
- Somewhat unaffordable
- Very unaffordable
- Not applicable

Please add any additional comments related to the health insurance your organization provides. *(Optional)*

Which of the following retirement benefits are available to you through your employer? Check all that apply. *

- Retirement benefits are not available
- NYS Retirement
- Employer-sponsored retirement plan (for example, 401(k), 403 (b) or a contribution/match towards your retirement plan)
- Individual retirement plan with no employer contribution (for example, a 457 Deferred Compensation Plan, IRAs)
- Other

If a retirement plan is available to you, do you currently participate in it? *(Optional)*

- Yes
- No
- Not eligible
- Not sure
- Other

If you participate, how confident do you feel that your current retirement benefits will allow you to retire when you would like? *(Optional)*

- Very confident
- Somewhat confident
- Not sure
- Somewhat not confident
- Not confident at all

How many days of sick leave do you receive annually? *

The value must be a number

Do you receive paid holidays? If so, please enter the number of paid holidays off or the process for receiving paid holidays (i.e. receive paid holidays if work the day prior to the holiday, accrue at a specific rate, etc.). *

How many days of paid time off (i.e. vacation, personal, etc.) do you receive annually? Count all time-off that's separate of sick leave or paid holidays. *

Are you satisfied with your benefits package overall? *(Optional)*

- Very satisfied
- Somewhat satisfied
- Neutral / Not Sure
- Somewhat dissatisfied
- Very dissatisfied

Do you feel your compensation is competitive with similar positions in the region? *(Optional)*

- Very competitive
- Somewhat competitive
- Not sure
- Somewhat not competitive
- Not competitive

How well does your current compensation cover your cost of living? For instance, considering housing, food, utilities, transportation, childcare, and more. *(Optional)*

- Adequately
- Somewhat adequately
- Not sure
- Somewhat inadequately
- Inadequately
- Other

Do you need to supplement your base salary/income with other work (on or off campus work applies)? *(Optional)*

How many total full-time and part-time staff are on the payroll? *

- 1-5 employees
- 6-10 employees
- More than 10
- I'm not sure

If you know the exact number of staff, please provide that below. *(Optional)*

Are staffing levels adequate to meet the organization's needs? *(Optional)*

- Yes
- Sometimes
- No
- Other

How much does your organization depend on volunteers for regular operational or necessary duties? Do not consider trustees/Board members when responding to this question. *(Optional)*

- Entirely: Organization cannot operate without volunteers.
- Significantly: Volunteers are vital, organization has paid staff with volunteers supporting them
- Moderately: Volunteers enhance our capacity, but staff can handle core functions.
- Minimally: Volunteers are helpful but not essential for daily operations.
- Not at all: Organization operates solely with paid staff.

Closing

Which areas of your work environment do you feel are working well at your institution? Check all that apply. *(Optional)*

- Pay
- Benefits
- Appropriate Workload
- Adequate staffing levels
- Management / Governance
- Flexible schedule
- Advancement opportunities
- Safety / Security
- Other

Which areas of your work environment could be improved? Check all that apply. *(Optional)*

- Pay
- Benefits
- Workload
- Staffing levels
- Management / Governance
- Schedule
- Advancement Opportunities
- Safety / Security
- Other

How often do you feel emotionally exhausted or burned out from your work? *(Optional)*

- Never
- Rarely
- Sometimes
- Often
- Always

Which statement best describes how your work currently affects your well-being? *(Optional)*

- I feel energized and engaged most of the time
- I occasionally feel stressed but can manage it
- I feel worn down or fatigued by my work
- I feel burned out and struggle to recover
- I feel completely exhausted and overwhelmed

How important is workplace morale to your satisfaction at work? For examples of morale, you may consider autonomy, team building, opportunities for creativity, and more. *(Optional)*

- Very important
- Fairly important
- Important
- Slightly important
- Not at all important
- No opinion

What are some examples of how your workplace fosters morale? *(Optional)*

What would be helpful to improve compensation and benefits at your organization? *(Optional)*

Would you use regional compensation and benefits data to advocate for yourself or your staff? *(Optional)*

Are there any comments or feedback you would like to share? *(Optional)*

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