

2022 ALA-APA NON-MLS SALARY SURVEY

Completed Survey due April 15, 2022

Supplemental Questions	
Which of your library's employees are covered by a collective bargaining agreement?	
Librarians	
Other Professional Staff	
Support Staff	
Which compensation strategies do you use in your current pay system?	
Base plus Cost of Living Allowance (COLA)	
Scale plus Cost of Living Allowance (COLA)	
Cash incentives	
Bonuses (Variable Pay)	
Broadbanding	
Job-based or skill-based pay	
Merit pay	
Other	
Other, please explain	
What additional forms of compensation do you provide?	
Awards programs	
Compensatory time	
Conference attendance	
Membership dues	
Sabbaticals	
Team-based pay	
Other	
Other, please explain	