# 2022 ALA-APA NON-MLS SALARY SURVEY

## Completed Survey due April 15, 2022

Questionnaire completed by:	
Phone (include area code)	
Ext.	
E-Mail Address	

Job Title (see Job Descriptions pdf)	Actual Base Salary (no averages)	# Employees at this rate

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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				