



**Commonwealth of Massachusetts
Board of Library Commissioners**

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MASSACHUSETTS PUBLIC LIBRARY DATA

Salaries Report 7-1-2008

**Compiled: December 2008
Distributed: January 2009**

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Introduction

This report - ***Salaries Report, 7-1-2008*** - displays salary information as of 7/1/2008 arranged within eight population groups. The companion report - *Education & Staffing, 7-1-2008* - provides educational level and staffing data.

Data for the *Salaries Report, 7-1-2008* was submitted by 367 (99%) of the Commonwealth's 370 independent public libraries

The report provides information that may be used to describe library services, support long-range and budget planning, strengthen service evaluation, and advance informed decision-making. Users will need to interpret this data in the context of the service roles adopted by the library and its mission statement.

This report reflects considerable time and effort expended by library directors and staff members who have carefully responded to the agency's written and telephone surveys. Their work contributes to planning library services and development at the local, state and national levels and is greatly appreciated.

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Massachusetts Public Library Data: Salaries Report, 7-1-2008
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Salaries Report, 7-1-2008

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Municipality/ Library	2007 Pop	Reg	Actual Director Annual Salary/ MLS	Salary Ranges for Positions																
				Lib Dir	Assis Direc	Senr Lib	Brnch Lib	Adult Lib	Child Lib	Circ Lib	Tech Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clrc Stff	Other	Cust

Population Group 1 (0 - 1,999)																			
Acton-W. Acton	1,245	M	35,355	24.23															
			MLS																
Alford	394	W	600	Stip.															
Aquinnah	354	S	37,950	29.08									19.32	16.72					
Ashfield	1,815	W	18,514	15.48														9.39	15.00
Becket	1,797	W	14,144	16.00		13.00													
Blandford	1,279	W	12,480	12.00	8.00				8.00		8.00				8.00				
Buckland	1,990	W	12,480	12.00															
				12.25															
Charlemont	1,367	W	10,959	14.05										9.60					
Chatham-South	673	S	5,824	14.00															
Chester	1,296	W	15,387	13.45											9.00				8.00
Chesterfield	1,273	W	12,543	12.06														8.50	10.00
																		9.50	
Chilmark	963	S	56,142	27.23	21.03									17.08		13.13			
				34.64	26.75									21.73		16.72			
Clarksburg	1,631	W	21,768	16.70	13.53				12.13										

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				Lib Dir	Assis Direc	Senr Lib	Brnch Lib	Adult Lib	Child Lib	Circ Lib	Tech Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clrc/ Stff	Other	Cust
Colrain	1,840	W	20,429	15.11						11.12										
Conway	1,884	W	13,340	17.10	13.76														14.50	
Cummington	974	W		Stip.																
Egremont	1,350	W	16,696	15.29																
Erving	1,537	W								11.75										
Florida	678	W	8,910	11.00	8.00															
Gill	1,379	W	7,494	12.96	11.18														11.38	
Goshen	956	W	1,100	11.00						8.00										
										8.50										
Gosnold	84	S	600	Stip.															19.00	
Granville	1,676	W	6,908	14.76										12.31	10.00				10.30	
															12.10					
Hancock	1,082	W																		
Hardwick- Gilbertville	1,325	W	9,464	10.00															10.00	
				13.00																
Hardwick-Paige Memorial	1,855	W	18,154	17.66		11.55														
Harwich-Chase	619	S	6,264	12.00										9.00					7.75	

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				Lib Dir	Assis Direc	Senr Lib	Brnch Lib	Adult Lib	Child Lib	Circ Lib	Tech Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clrc Stff	Other	Cust
Harwich-Port	1,239	S	8,450	Stip.																
			MLS																	
Heath	797	W	20,176	13.30											9.45					
				17.73										12.60						
Hinsdale	1,937	W	13,000	16.67	11.25									8.00	8.00					
													9.50							
Leverett	1,746	W	30,414	19.01										12.32					15.34	
			MLS																	
Leyden	802	W	12,191	13.40															11.16	
Middlefield	551	W	1,000	Stip.																
Monroe	96	W																		
Monterey	960	W	17,316	17.51	13.50										11.00					
				18.50																
Montgomery	754	W	11,680	16.04										8.24						
Mount Washington	138	W	156	Stip.																
New Braintree	1,112	C	5,000	Stip.	Stip.															
New Marlborough	1,521	W	33,904	16.30										9.93					15.00	
New Salem	990	W	14,250	14.42						10.66					8.16					
Northfield-Field	149	W	850	Stip.																

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				Lib Dir	Assis Direc	Senr Lib	Brnch Lib	Adult Lib	Child Lib	Circ Lib	Tech Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clrc Stff	Other	Cust
Oakham	1,906	C	13,000	15.00											10.00	8.00				
															11.00					
Otis	1,394	W	13,000	11.00	9.00	8.00										8.00				
Pelham	1,404	W	22,880	20.00	16.92				10.71	9.18										
			MLS	21.00																
Peru	838	W	3,000	Stip.																
Petersham	1,283	C	20,654	19.86	13.24									9.27	9.27			15.45	15.45	
			MLS																	
Phillipston	1,787	C	12,240	19.00											11.00				11.00	
Plainfield	600	W	9,516	13.08																
Richmond	1,591	W	13,432	14.35	13.50					10.00						8.00			15.00	
																8.70				
Rowe	347	W	20,919	21.30										12.26					11.51	
				21.79																
Royalston	1,380	C	18,762	13.33										10.00	9.75				8.50	
				18.99										12.48	10.38				9.29	
Russell	1,730	W	8,354	10.71					8.66										10.20	
Sandisfield	837	W	7,788	8.25		12.48												8.25		
Savoy	720	W		Stip.																
Shelburne- Arms	1,018	W	22,425	18.75											8.00	6.75				
															10.00					

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Shelburne-Free	1,018	W	14,313	19.66															11.00	
			MLS																	
Shutesbury	1,834	W	24,180	15.50									17.77							
South Hadley- Gaylord	1,695	W	33,265	26.00					19.00											
			MLS	28.00				21.00												
Tolland	451	W	5,150	12.38									9.00							
													9.56							
Tyringham	343	W	1,500	Stip.																
Wales	1,844	W	15,597	12.49						8.76									9.65	
										10.02										
Warren-West	963	C	14,560	14.00						10.00										
Warwick	750	W	17,643	15.42																
Wendell	1,003	W	14,580	15.30	11.47															
West Stockbridge	1,447	W	15,590	14.25																
Westhampton	1,586	W	38,347	21.07					12.88										10.25	
Whately	1,555	W	16,325	16.97	9.27														12.01	
Windsor	856	W		Vol.																
			MLS																	
Worthington	1,272	W	11,940	10.00																
				13.00																

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Population Group 2 (2,000 - 4,999)																			
Ashby	2,944	C	16,600	13.30												12.00			
Avon	4,303	S	46,800	22.83		16.73				12.65	13.87		10.38			10.65			12.48
				25.70		19.27				14.49	15.92		12.02			11.32			13.61
Barnstable- Cotuit	3,239	S	46,519	25.56				18.48	12.00	15.91									15.00
									14.00										
Barnstable- Osterville	3,141	S	64,500	33.62				19.89	18.51	17.83	17.25			16.69	13.02		13.80		15.00
			MLS	35.44				20.00	20.50	18.75	18.80			17.85	13.80		14.65		
Barnstable- Sturgis	3,061	S	63,654	30.60	22.63				19.57		17.00			13.00	11.00		19.12		17.07
			MLS												12.88				
Barnstable- Whelden	3,071	S	30,900	20.40		11.53				10.85	11.94								
										12.00									
Berlin	2,699	C	40,485	21.02					14.84	14.84	16.57					7.73			14.84
				26.84					18.95	18.95	21.17					9.87			18.95
Bernardston	2,225	W	17,940	15.00	11.25										8.60			8.40	11.00
Bolton	4,481	C	65,258	28.71	19.54									15.53		13.32			
			MLS	37.46	25.49									20.26		17.38			
Boylston	4,266	C	39,226	20.26	14.87				12.74					10.92	8.10	8.10			9.00
				27.33	20.09				17.21					14.84	10.85	8.36			9.82
Brimfield	3,695	C	29,324	18.79				9.73		8.71			9.73			8.00		8.20	8.00
Brookfield	3,030	C	33,747	16.75										11.25					10.50
				19.78										14.14					12.73
Carlisle	4,882	N	67,781	36.46	28.66			17.83			17.83			17.83	16.37	8.00			16.31
			MLS	43.29	36.46			24.09			21.84			21.84	19.77	8.24			19.77

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Cheshire	3,299	W	10,465	13.75																
Deerfield	4,731	W	44,718	24.57					15.45						11.79	8.00				
			MLS																	
Dennis-Memorial	3,095	S	24,000	9.23	Stip.			Stip.	Stip.		Stip.									
Dennis-Sears	3,095	S	30,000	18.61										10.00						
														12.35						
Dennis-South	3,095	S	20,976	19.00										13.00						
Dennis-Town	3,095	S	57,000	31.20				17.88	20.21		17.70				17.14	15.84	15.45			
			MLS					18.60	21.03		18.60				17.49		16.13			
Dennis-West	3,095	S	20,020	17.50	15.00						10.50		12.50							
													15.00							
Dunstable	3,290	N	21,106	18.45					13.90	11.55	11.55				11.55	10.55				13.08
East Brookfield	2,069	C	26,148	16.67	12.15				10.48	9.40		10.48				8.25				
Edgartown	3,920	S	59,947	27.09				19.70	22.10	17.18	17.18			15.02						15.02
			MLS	34.26				24.91	27.97	21.79	21.79			19.00						19.00
Essex	3,323	N	34,439	22.75	14.25															
					17.00															
Falmouth-West	3,657	S	28,600	24.00					12.50	11.00										21.00
				25.00					15.00	16.00										
Falmouth-Woods Hole	3,657	S	27,092	20.84						17.02	17.02		15.00		13.00			17.02	8.50	
Hadley	4,787	W	49,548	27.12					15.06					13.48						
			MLS																	

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Hatfield	3,258	W	35,526	24.40											11.12				9.69	
			MLS																	10.97
Holland	2,532	W	14,040	27.00						8.80									10.00	
									10.68											
Hubbardston	4,461	C	25,410	14.97									11.41							
				20.77								15.83								
Huntington	2,193	W	13,388	12.26	11.05													8.59	8.31	
Lanesborough	2,891	W	14,165	13.58						8.74										
Millville	2,834	C	15,055	16.40	7.73														11.08	
Nahant	3,519	N	63,122	25.48					11.54					11.42		8.00			15.43	
			MLS	34.62				14.62												
North Brookfield	4,819	C	23,036	14.58					11.26	9.48	10.14								9.55	
Northfield- Dickinson	2,985	W	46,300	20.81						11.83			11.83	10.73					11.26	
			MLS	24.88					16.17			16.17	12.81							13.45
Oak Bluffs	3,731	S	64,147	29.07				22.66	19.42					17.99	16.65	13.00				
			MLS	35.75			27.86	23.89					22.12	20.48	17.00					
Paxton	4,530	C	40,703	22.36					17.83	12.00	12.00					8.24			15.45	
Plympton	2,772	S	34,861	18.44											13.29				10.90	
				20.95											15.11					12.62
Princeton	3,494	C	35,148	24.14					14.55	13.55	15.91									
									14.58	14.55										
Provincetown	3,390	S	59,372	23.82	22.69				16.63						13.78				13.25	
			MLS	29.40	28.00				20.72						16.78					

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Sheffield	3,334	W	50,151	24.11												11.25			10.00	15.23
			MLS																	
Sherborn	4,217	M	77,626	37.32				22.44	22.44		22.44				16.04	13.55	10.49			
			MLS																	
Stockbridge	2,232	W	37,777	22.70	16.07				12.05					18.90		10.00				12.65
														14.62						
Sunderland	3,721	W	42,865	21.98					12.08	10.35	12.85	11.00								
			MLS							10.80										
Tisbury	3,805	S	62,026	29.82				18.79	18.79						16.32	11.27				
			MLS	38.84				23.00	23.00						19.99	14.28				
Truro	2,134	S	58,740	24.24				18.00							15.17					
				32.27				22.90							19.85					
Warren-Public	4,108	C	39,944	21.95	13.00										10.00				11.75	Stip.
Wellfleet	2,748	S	59,748	23.63				16.81	16.81	14.96	14.96					10.74				15.86
			MLS	32.71				23.27	23.27	20.70	20.70					15.00				21.96
West Brookfield	3,826	C	34,761	17.86					14.58	14.58							9.99			11.44
				22.59					18.44	18.44							12.65			14.48
West Newbury	4,269	N	70,498	33.76					25.59	17.73	17.73				13.17	11.73				
West Tisbury	2,628	S	57,295	27.44					21.66	20.24		21.66			15.45					
				38.61					30.47	28.48		30.47		21.74						
Williamsburg	2,440	W	31,000	16.70	14.00						12.21									10.30

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Population Group 3 (5,000 - 9,999)																				
Adams	8,214	W	56,000	23.36		13.93			12.78	12.78	12.78					9.87				12.78
			MLS	30.65		18.27			16.76	18.27	16.76						12.95			
Ashburnham	5,959	C	48,780	17.18	14.48	11.04			10.35											10.02
				24.05	17.28	13.17			12.36											
Ayer	7,369	C	63,654	30.60	25.06			19.39	23.02						15.19	10.00				
															19.39					
Barnstable- Centerville	9,857	S	62,520	34.35	22.28				15.76		17.21				16.07	8.00				
									21.22								14.98			
Barnstable- Marstons Mills	8,273	S	29,000	25.00					14.00	14.00	16.00	14.00				8.00				14.00
			MLS	29.00					16.00	17.00	20.00	17.00					10.00			
Barre	5,419	C	38,985	20.50					13.67						13.67	10.25				11.44
				25.20					16.81							16.81	12.60			
Berkley	6,433	S	40,068	22.01											10.35	9.82				10.05
			MLS													13.41				
Blackstone	9,042	C	47,722	22.51					15.81						15.35	13.78	8.50			15.57
			MLS															9.02		
Boxborough	5,097	C	67,054	32.24					20.16		18.00				16.07	14.61				
			MLS						24.78		22.13				19.75	17.96				
Boxford	8,074	N	58,792	28.27	21.75				21.04						14.92	11.76	8.90	17.69	12.19	
			MLS													17.69				
Chatham- Eldredge	6,390	S	62,414	27.52	23.49			22.67	22.67						14.98		9.00	19.73		26.19
			MLS	34.29	29.24			28.30	28.30						18.58			24.80		
Cohasset	7,182	S	69,003	37.77				18.24	18.24						15.65	14.51	8.00	14.51		
			MLS					25.68	25.68						22.10	20.49		20.49		
Dalton	6,582	W	51,344	24.59	17.14											10.16	8.06			
			MLS														12.88			

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Dighton	6,748	S	39,421	21.66					12.96	14.40	14.12									10.61
			MLS																	
Douglas	7,924	C	58,425	30.03					18.13	11.94						8.00				
			MLS	36.67					22.15	14.59										
Dover	5,627	M	68,828	30.50	22.08	22.08		20.83	20.83		19.65			18.54	16.50	8.22				
			MLS	38.94	28.18	28.18		26.59	26.59		25.08			23.66	21.06					
Eastham	5,445	S	67,413	30.10				21.28	18.94						15.18				11.19	
			MLS	35.77				25.30	22.52						18.05					
Freetown	8,935	S	27,284	23.28						14.79					14.79					
			MLS																	
Georgetown	8,147	N	49,663	27.18					17.32					14.92	13.86	8.00				14.00
			MLS																	
Granby	6,285	W	38,153	19.24					17.81		13.10									
			MLS	25.09					23.23		17.09									
Great Barrington	7,372	W	50,960	24.50	18.05				15.98					13.63	11.10					
			MLS																	
Groveland	6,923	N	52,000	27.03	17.00				15.00					13.00		8.00				
			MLS		17.55				15.75					15.00						
Halifax	7,700	S	57,831	24.00										15.00	14.00					
			MLS	28.00										18.00	17.00					
Hampden	5,305	W	30,407	23.39					15.76					15.07		8.20				
			MLS													8.41				
Hanson	9,956	S	51,780	28.45				21.15	20.61		20.12			17.92						
			MLS											18.98						
Harvard	6,001	C	76,513	30.79		21.59		18.90	18.90	16.55	16.55			12.97		8.16				
			MLS	37.61		26.38		23.09	23.09	20.22	20.22			15.85						
Hopedale	6,165	C	52,444	35.00					20.24					17.73	15.93	6.95				16.87
			MLS												16.06					

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Lancaster	7,047	C	61,880	29.64	14.83				14.83						13.27	11.41	8.94			12.35	11.41	
			MLS		18.93				18.93							16.95	14.60	11.42			15.80	14.60
Lee	5,803	W	53,130	29.19										18.45	14.85	10.32	6.60					11.41
			MLS													15.21	11.41					
Lenox	5,105	W	52,925	29.39	20.74			17.40	14.50					25.00	9.58	8.00		15.00	13.00			13.39
			MLS													10.81	8.50					
Lincoln	7,994	M	75,938	29.68	26.42	23.50		22.19	20.94						16.60	15.66	9.75	18.66				16.60
			MLS	39.89	35.51	29.77		28.11	26.52							21.02	19.84		23.63			
Littleton	8,714	N	66,300	31.88		22.44			22.44						17.47	13.99	8.64	18.99				
			MLS			23.23										19.38	14.48					
Lunenburg	9,948	C	50,000	23.95	14.61				14.61		11.84	14.61			11.84	7.96						
			MLS		19.36				19.36		17.31	19.36			17.31	11.64						
Manchester-by-the-Sea	5,265	N	61,572	30.00	21.43				21.43	21.43	18.48	18.48				13.36						15.17
			MLS	43.00	23.98				23.98	23.98	20.08	20.08					14.36					
Marion	5,217	S	54,964	30.20					19.11						15.44	11.22						13.99
			MLS																			
Mattapoisett	6,447	S	52,942	22.81				17.65	17.85		14.11					11.17	9.12					
			MLS	29.76					17.85	18.05		14.54					12.20	9.39				
Mendon	5,767	C	27,254	28.39				12.10	18.26						10.44	9.88						11.00
																12.00	10.12					
Merrimac	6,425	N	44,140	24.16					12.00	12.00	12.16											
									14.34	12.16												
Middleton	9,347	N	60,634	28.43	18.50			16.27	16.27		16.27		16.27			8.75						16.66
			MLS	29.15	21.19			18.61	18.61		18.61		18.61				9.34					
Millis	7,927	M	64,883	31.17					18.54						15.89	12.39	8.00					12.39
			MLS						22.65							19.41	15.12					
Monson	8,788	W	52,496	28.84						17.00	11.25			10.45	10.50	9.40	8.20	15.00				
											18.56											

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Montague	8,334	W	55,340	23.89					15.98						13.96	11.98				
			MLS	33.43												19.54	16.79			
Natick-Bacon	9,593	M	44,801	29.12					20.97						14.16					
			MLS	36.57												16.84				
Newbury	6,926	N	51,000	24.52				17.00	19.47	17.39	18.57				13.24	12.48				
			MLS													13.99	13.24			
Northampton- Lilly	8,523	W	48,175	23.16	17.44			11.50	15.15	10.00							8.00			10.00
			MLS						13.99		10.33							8.20		
Orange	7,796	W	53,195	29.33					22.36							11.88	8.24			
			MLS														15.52	8.43		
Orleans	6,315	S	69,048	26.48	21.82			16.17	16.17						13.80	13.80	10.49	15.20		15.40
			MLS	33.07	27.25				19.93	19.66						16.87	16.78	12.76	18.52	
Plainville	8,311	S	47,560	26.13					17.71	11.41	17.79				8.50					
			MLS													10.11				
Rochester	5,218	S	52,121	24.34												14.79	8.24			
			MLS	26.49													17.65			
Rockport	7,633	N	63,660	30.61	17.69	18.14				17.29	17.69			17.29	17.29	11.18	8.00		17.29	15.76
			MLS		18.41	18.88					18.00	18.41			18.40	18.00				18.00
Rowley	5,839	N	45,346	20.01											14.55	11.68	9.18			12.70
			MLS	26.68												20.99	15.58	12.23		
Rutland	7,846	C	52,832	22.24	16.83				15.12						10.54	9.46	8.00			
				25.41	19.23					17.27						12.04	10.80	9.00		
Salisbury	8,521	N	38,089	22.89	19.50				17.06	12.00										14.00
Shirley	7,726	C	40,568	20.65	15.51				14.10						11.65		8.16			11.65
				28.20	21.20											15.90		8.32		
Southampton	5,962	W	27,594	19.63					11.49						11.49		7.50			8.69
				22.98												15.60		8.67		

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Southborough	9,484	C	59,488	26.44		19.23		16.44	16.44	16.44						8.84			9.71	
			MLS	34.79		25.30		20.95	20.95	20.95						12.98			14.49	
Southwick	9,431	W	48,670	25.61	19.60			13.15	13.29			15.64			9.46	8.25				
									15.64						10.33					
Sterling	7,874	C	57,702	20.64					15.58					11.79	8.40	8.00				
				31.22					23.57					17.83	13.47	11.72				
Stow	6,327	M	57,494	25.27										19.45		10.81		11.92		
			MLS	31.59										24.29		14.18		16.05		
Sturbridge	9,102	C	60,101	21.32		18.61			14.57					14.93	14.57	8.00		14.57		
			MLS	30.94		22.24			17.41					17.85	17.41			17.41		
Sutton	9,015	C	47,265	24.39					17.42					11.62	9.24	8.00				
			MLS	29.14					20.82					13.89	11.04					
Templeton	7,783	C	23,985	16.56						8.99									8.99	
				22.65							13.54									13.54
Topsfield	6,067	N	53,849	21.45		15.60		12.89	12.89	12.89	12.89		12.89				12.89			
				29.30		21.31		17.63	17.63	17.63	19.29		17.63					17.63		
Townsend	9,374	C	36,722	22.62					13.31					13.39	9.09					
			MLS												9.83					
Upton	6,526	C	52,681	22.40					15.68	13.44				11.20						
			MLS	30.24					20.96	17.92				14.56						
Ware	9,933	W	52,200	29.96					15.50	18.67			13.25		10.07				18.53	
			MLS																	
West Boylston	7,779	C	52,088	21.44	16.88	16.85			12.63	12.63	12.63	12.63							10.57	
				30.86	23.58	23.58			17.72	17.72	17.72	17.72								14.79
West Bridgewater	6,679	S	64,368	30.95	22.48			17.24	16.34		14.88		12.25	16.56	10.11		10.94			
			MLS																	
Westminster	7,388	C	58,936	27.57				15.07	18.30					13.69	10.88	8.00				
			MLS	33.88					18.55	22.49					16.88	14.45	10.82			

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Williamstown	8,108	W	58,026	29.75	17.80			18.16	20.34					10.30	9.58	8.75			8.33	
			MLS												14.42					

Population Group 4 (10,000 - 14,999)

Acushnet	10,443	S	50,812	27.81	16.93									14.03	13.55	8.75				13.55	
			MLS		18.81											15.59	15.06				
Athol	11,601	C	59,621	27.65	14.93				13.82					11.85	10.97	8.00			8.00	10.97	
			MLS	29.91	18.90				17.48						14.98	13.87					13.87
Bedford	13,146	M	78,983	30.22	24.47	22.69		20.82	20.82					17.39	13.87	7.12	18.25		20.82	13.80	
			MLS	41.55	33.03	30.06		27.58	27.58						24.87	17.51	9.33	23.26		27.58	14.34
Belchertown	13,971	W	60,939	29.30					25.19	25.19			25.19		17.65	7.66	19.84				16.38
			MLS																		
Brewster	10,023	S	60,231	26.04				19.56	21.91	16.58	19.56		15.00	14.54	12.00				22.00		14.54
			MLS	33.85				25.43	28.49	21.56	25.43				18.90	17.82					18.90
Carver	11,547	S	62,820	24.48				20.88	20.88	15.38	13.92			13.20	9.29						
			MLS	29.26				24.95	24.95	18.38	16.63				15.77	11.59					
Charlton	12,576	C	56,241	30.77	18.74				14.07	15.12	14.07						8.00		13.00		
			MLS																		
Clinton	14,030	C	57,115	31.38					21.85						12.00						18.13
			MLS													14.80					
Dudley	10,780	C	53,679	24.33					13.56										11.93		
			MLS	29.72						16.31										14.58	
Duxbury	14,444	S	62,986	24.92		20.23		21.53	21.53		21.53	21.53		15.78				16.48			16.01
			MLS	37.39		30.35		25.70	25.70		25.70	25.70		18.83				21.01			18.94
East Bridgewater	13,879	S	56,650	31.13	25.47				22.61		22.61			16.08		9.21	19.78				14.16
			MLS													9.86					
Groton	10,641	C	69,119	26.75				21.26	21.26		21.26	19.16		15.32		8.38	15.32				15.32
			MLS	33.10				26.80	26.80		26.80	24.16		19.32		10.57	19.32				19.32

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Hamilton- Wenham	12,803	N	63,006	33.68				19.55	19.00	20.98	24.77	19.01	18.36		12.37	8.24	18.36			16.08	
			MLS													14.70	9.27				
Hanover	13,966	S	64,234	20.00				15.75	15.75	17.81					16.45	15.01	8.00				13.76
			MLS	39.20				30.87	30.87	20.87						20.29	19.06				
Harwich- Brooks	12,387	S	71,196	32.91				20.61	20.61	20.61					15.28	14.69			15.95		14.69
			MLS	41.10				25.87	25.87	25.87						19.00	18.12			19.86	
Holbrook	10,663	S	52,735	15.68				19.66	19.66						15.87	12.59					12.10
			MLS	25.35				22.94	22.94							18.51	14.46				
Holliston	13,941	M	64,672	33.04	19.57			17.41	18.45						16.43	11.34	9.24				
			MLS		24.18			21.53	22.82							20.30	14.03				
Hopkinton	14,307	C	70,595	27.15				17.45	17.45						11.05	11.05			11.05		
			MLS	33.94				23.84	23.84							18.41	18.41			18.41	
Hull	11,067	S	59,221	27.87	22.40				19.70						16.42						
			MLS	32.54	25.61					21.76						18.04					
Ipswich	13,245	N	75,799	38.72	25.23			17.91	20.64		20.64				18.81	11.31	8.86			14.47	
			MLS						20.64							19.15	17.77	11.31			
Kingston	12,339	S	75,328	30.83				20.54	20.54					20.54	17.54	14.73	10.59				
			MLS	41.39				27.58	27.58						27.58	21.88	18.41				
Lakeville	10,587	S	54,289	22.53					17.66							13.15	8.00				
			MLS	26.10						19.88							14.91				
Leicester	10,982	C	45,000	21.63	17.37				13.79		10.95					9.38					
					20.74					16.47		13.08					11.21				
Lynnfield	11,382	N	69,097	37.82	22.61	20.52			16.71	16.71	16.71		18.05		12.85	8.00	16.71	15.35			
			MLS		25.43	23.09				18.45	18.45	18.45		19.76		14.20		17.91			
Mashpee	14,261	S	61,211	23.71					18.54		18.29								13.08		
			MLS	29.17						28.18		24.68								19.86	
Maynard	10,177	M	62,452	44.83	22.39			19.39	19.39						16.86				16.86		
			MLS	62.68	28.68				24.81	24.81						21.57				21.57	

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Medfield	12,266	M	91,925	32.47				20.99	20.99	19.08	19.08				15.77	14.34	8.89			
			MLS	40.58				26.24	26.24	23.85	23.85				19.71	17.92	11.12			
Medway	12,749	M		Vol.	20.23					14.61	14.61					12.52				
					26.63					19.24	19.24						16.50			
Millbury	13,470	C	59,000	27.37											17.33		7.77		17.33	13.86
			MLS	28.37											17.44		8.00		17.44	14.19
Nantucket	10,531	S	135,000	69.23		30.42				15.45					27.72	15.00	11.00	35.09		
			MLS			34.78									29.85	25.00				
Norfolk	10,646	S	71,281	26.12	23.35				22.47		17.14		25.17	14.08	13.84	7.88				
			MLS	34.27	30.64				31.75		24.24		35.56	19.91	18.17	10.35				
North Adams	13,617	W	46,510	23.85				10.00	16.21	8.43	16.16					16.16	7.50			7.50
			MLS					21.36	17.20	12.50										
North Reading	14,021	N	60,452	33.21	27.17			17.77	17.77						13.11	12.49	9.00			
			MLS					23.38	23.38						17.80	16.96				
Northborough	14,611	C	81,360	30.09	24.55			20.03	20.03			20.03		18.09	16.35	8.00	16.35			16.35
			MLS	39.12	31.92			26.04	26.04			26.04		23.52	21.25	9.00	21.25			21.25
Northbridge	14,375	C		14.50					11.50	11.50										
Norwell	10,271	S	80,702	32.82				21.06	21.06		21.06		21.06		14.16	10.48				15.34
			MLS	41.10				26.30	26.30		26.30		26.30		17.71	13.10				19.15
Oxford	13,641	C	63,180	21.70	18.99				17.25	13.01	17.07					8.00				
			MLS	32.44	28.70				26.85	19.69	25.11									
Palmer	12,849	W	60,503	33.24				22.06	17.44	15.97	19.90	17.49	16.28		15.12	8.46	21.36			
								22.65	24.06	19.59			23.61							
Pepperell	11,409	C	57,921	23.71	20.40				18.22	16.26				16.26	14.80	9.25				13.44
			MLS	28.85	24.83				22.17	19.78				19.78	18.00	10.00				16.36
Raynham	13,641	S	53,927	29.63		19.11			14.61	13.17	12.88			10.32	10.02	9.17				16.28
			MLS																	

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Rehoboth	11,484	S	40,517	34.00	16.07	23.10				14.08					8.11				10.21		
			MLS																		
Seekonk	13,593	S	84,587	42.19	39.44	28.84		19.93	19.93						22.55	12.71	8.00	13.26		15.20	
			MLS	46.29		32.33		22.20	22.20						23.93	14.77	10.27	15.09		17.12	
Spencer	12,006	C	51,329	21.68					15.45					13.95	12.36	10.77	8.25				
			MLS	26.68					19.08						15.45	13.85					
Swampscott	13,994	N	63,770	35.02	22.98			19.37	19.37	19.37	19.37				12.85	10.99	8.24	19.37			
			MLS	42.02	27.57			23.14	23.14	23.14	23.14				16.03	14.63		22.46			
Tyngsborough	11,860	N	54,615	29.89					16.69						13.95	13.29					
			MLS						20.31						16.97	16.17					
Uxbridge	12,634	C	46,942	22.48	19.71											14.56	8.00				14.96
			MLS													15.36					
Wayland	13,017	M	81,350	37.43	29.11			21.85	21.40	23.11	23.11			23.11	18.34	13.87	8.22	23.11			17.57
			MLS	48.84	37.98			30.15	32.56	30.15	30.15			30.15	25.85	18.10	9.21	30.15			
Weston	11,698	M	86,753	37.11		27.71		22.88	22.88						19.88	17.47	8.00	21.66			15.00
			MLS	50.77		31.03		25.71	25.71						22.58	19.98	11.00	23.45			
Westwood	14,010	M	88,522	36.43		24.41	20.93	20.93	20.93						20.93	16.62		17.95			15.39
			MLS	48.84		32.78	28.10	28.10	28.10						28.10	22.31		20.04			
Whitman	14,385	S	55,900	26.88				20.21	20.21	19.63					16.74	16.32					12.62
			MLS					22.08	22.08	21.37					18.25	17.81					
Wilbraham	14,032	W	70,220	25.62	19.52	18.12		16.47	16.47	10.85	18.12	16.47			16.47		8.20	11.91			12.72
			MLS	38.43	28.74	24.69		24.69	22.44	16.25	24.69	22.44			22.44			16.25			
Winchendon	10,130	C	50,274	23.28											13.95	10.55					10.55
			MLS	30.79											18.45	13.95					
Wrentham	11,116	S	56,237	26.94				18.89	18.89						17.50	8.50	7.50				
			MLS					22.90	22.90						21.37	14.00	10.00				

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				Lib Dir	Assis Direc	Senr Lib	Brnch Lib	Adult Lib	Child Lib	Circ Lib	Tech Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clrc Stff	Other	Cust

Population Group 5 (15,000 - 24,999)																					
Abington	16,365	S	61,588	33.84				19.19	17.77					11.80	13.24						
			MLS													17.90					
Acton-Memorial	20,753	M	83,567	31.72	24.85	21.47		20.51	20.51		21.47	21.47		16.87	16.07	8.00	19.53		19.53		
			MLS	41.38	32.42	28.01		28.01	28.01		28.01	28.01		22.01	20.96	8.50	25.48		25.48		
Amesbury	16,429	N	63,600	28.68	25.09			20.71	20.71	18.93	18.93	20.71			13.13	8.00	18.93				
			MLS	37.28	32.98			26.20	26.20	24.03	24.03	26.20			16.75		24.03				
Ashland	15,796	M	70,200	33.75		22.06		19.92						14.18	13.21	8.24					
			MLS												18.96	18.03					
Auburn	16,259	C	60,578	26.18	17.00				15.33					15.84	11.83	7.50				9.05	
			MLS	36.96	24.00					21.64					18.90	17.32	10.43				13.47
Barnstable-Hyannis	16,097	S	63,472	27.00	20.00				17.00	11.25	11.25				8.24				11.00	11.00	
			MLS	35.00	26.00					19.00	13.50	19.00								11.67	11.75
Bellingham	15,908	C	58,500	32.14		22.55		24.30	10.82	17.80	15.11	16.50		8.25			15.00			17.80	
			MLS												9.79						
Belmont	23,356	M	88,294	33.52	28.95	27.53	24.71	23.29	23.29			23.29	27.53	19.75	14.32	6.25	19.75			12.04	
			MLS	46.92	34.76	33.06	29.67	27.67	27.67				27.67	33.06	23.70	18.82	7.25	23.70			22.92
Bourne	19,023	S	74,542	38.08	31.12				19.79		18.84			15.88						10.30	14.44
			MLS		37.18					26.67		25.39			21.40						
Canton	21,916	S	84,448	40.60		23.80		22.47	22.47	22.47	22.47		22.47	17.79	15.83	10.52				15.84	
			MLS			31.72		29.94	29.94	29.94	29.94	29.94	29.94	25.15	21.12	12.08					21.12
Concord	16,840	M	99,174	36.76	29.13	25.33	25.33	20.00	21.47	25.33	21.47		19.02	21.38	16.33	8.00	21.38		9.00	14.43	
			MLS	53.30	42.24	39.27	36.73	31.13	31.13	36.73	31.13	31.13		31.13	28.86	25.00	10.00	28.86		13.00	24.20
Dedham	24,132	M	81,000	32.46		23.63	23.63	23.63	23.63		23.63		22.68	16.87	16.87	9.00	19.65			18.30	
			MLS	41.37		29.05	29.05	29.05	29.05	29.05	29.05	29.05		27.87	20.74	20.74		24.16			24.16
East Longmeadow	15,222	W	63,507	25.12	19.82				18.27		15.52			16.84	13.18	8.00	13.18	14.30			
			MLS	33.90	25.84					23.81		20.23			21.90	17.19	8.24	17.19	18.64		

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Easthampton	16,064	W	44,000	20.43		11.07			15.90	10.10	10.10	10.05	9.25		8.10	8.10		8.10		9.00	
			MLS	24.75		11.35			16.30	10.20	11.30	10.30	10.05		9.15	8.30		8.20		11.05	
Easton	22,969	S	75,000	41.21	32.97			25.27	30.22	22.24				20.74		8.00	21.43				
			MLS		33.79			28.02													
Fairhaven	16,124	S	66,325	34.47	28.67				19.00					21.03	15.80	12.25	8.50		13.00	14.07	
			MLS												17.13		9.00				
Foxborough	16,298	S	88,469	31.66		26.29		24.57			24.57			16.37	14.30	8.62	16.12			13.36	
			MLS	42.37		32.76		30.61			30.61			20.40	17.81	11.54	21.58			16.65	
Gardner	20,613	C	65,000	33.33				18.85	18.85					18.85	16.19	11.55				17.17	17.57
			MLS																		
Grafton	17,525	C	63,528	29.57				18.03	18.03						14.71	13.37			12.16	12.16	
			MLS	34.91				21.29	21.29						17.37	15.79			14.35	14.35	
Greenfield	17,706	W	53,200	27.28	20.18	16.90		15.05		14.13				14.13	11.74	8.00	14.13		15.00	13.32	
			MLS		24.59	23.15		21.20		18.93					18.93	15.70		18.93		15.69	
Hingham	22,394	S	85,238	37.17		28.36		23.41	17.83	23.41	23.41		23.41	17.12	15.91	9.30	19.63	15.91		15.43	
			MLS	46.83		33.80		28.19	28.19	28.19	28.19		28.19	22.81	19.99	9.55	24.73	22.81		24.66	
Holden	16,581	C	75,150	32.32	28.30	23.97		16.60	16.60	16.60	13.79			20.11	13.79	8.00					
			MLS	41.29	34.43	29.16		20.19	20.19	20.19	16.78				24.20	16.78	9.00				
Hudson	19,580	C	72,319	28.07				15.79	17.05	15.79	15.79			12.53	13.54	8.29	17.05				
			MLS	36.94				20.78	21.57	19.97	28.27				15.85	17.82	10.91	21.57			
Longmeadow	15,315	W	78,384	27.33				21.00	21.00					15.59	13.70	7.21		15.59			
			MLS	37.06				28.48	28.48						19.02	16.75			19.02		
Ludlow	22,062	W	60,101	21.01					15.76					13.10	11.76	8.00					
			MLS	28.90					23.64						15.99	14.83					
Mansfield	22,993	S	77,913	34.83	24.86	21.50		21.50						16.36	13.46	8.00					
			MLS	44.54	33.40	33.22		33.22							23.44	19.15	9.55				
Marblehead	20,039	N	81,578	29.43	23.85			18.82	18.82		18.82	18.82		15.59	13.81	8.00	16.64		14.68	14.68	
			MLS	39.22	31.73			23.03	23.03		23.03	23.03		20.36	18.00		20.36		18.00	18.00	

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Marshfield	24,576	S	82,086	37.43				23.10	23.10	23.10	23.10		20.32	15.67		14.21	19.06			
			MLS	42.10				25.99	25.99	25.99	25.99		22.86	17.63		15.98	21.44			
Middleborough	21,245	S	68,565	32.00	21.16			19.24	19.24				19.24		13.10			13.10		11.91
			MLS		31.51			28.64	28.64				28.64		19.24			19.24		17.46
Newburyport	17,144	N	82,401	45.28	29.73	20.72		17.67	17.67		17.67	17.67			13.39	8.00	19.14			16.97
			MLS			22.31		19.07	19.07		19.07	19.07			16.94	10.00	20.62			18.33
Norton	19,222	S	59,718	32.81	28.50			24.74			15.67		18.19		11.09	8.00	Vol.		30.00	15.52
			MLS												12.91					
Pembroke	18,595	S	66,640	28.92									20.75	15.99	12.12	9.30				15.98
			MLS	34.17										24.79	19.79	14.20	10.27			
Reading	23,129	N	79,387	33.80	27.59	24.10		21.05	21.05			21.05		14.01	13.11	8.32	16.05			
			MLS	40.40	32.98	28.79		25.17	25.17		25.17		19.19	15.68	9.56	19.19				
Rockland	17,780	S	61,067	33.42				20.53	19.16					14.58	14.25	8.00				14.25
			MLS											20.28	19.39					
Sandwich	20,255	S	80,662	36.94	21.95	19.80		21.95	19.80		21.95			19.80	15.02				11.25	12.49
			MLS	45.14	29.12	26.97		29.12	26.97		29.12			26.97	22.67					
Scituate	17,881	S	80,356	37.00	27.45			24.70	24.70			24.70		18.68	16.98	7.50	16.98	15.05		
			MLS	43.99	32.63			29.36	29.36		29.36		22.07	20.10		20.10	17.03			
Sharon	17,033	S	73,349	37.61	23.70	22.40		20.37	22.40	19.33	18.31			17.36	17.36	8.80	17.36			
			MLS		30.49	27.37		24.89	27.37	23.10	21.88			20.75	20.75		20.75			
Somerset	18,268	S	58,433	28.54				22.04	22.04					17.02	15.62	8.00		14.33		14.89
			MLS	36.00				27.87	27.87					23.47	19.75			18.10		18.84
South Hadley- Public	15,257	W	55,890	25.41				19.47	19.47	17.51	19.47			13.42	11.30	8.75	11.30			11.30
			MLS	38.12				29.20	29.20	26.27	29.20			20.13	16.95		16.95			16.95
Southbridge	16,926	C	70,682	36.25				19.85	18.90	15.88	14.42	15.88			14.42	8.00			9.25	
			MLS					24.11	22.96	19.30	17.54	19.30			17.54					
Stoneham	21,508	N	16	32.19	25.14			22.22	22.22		22.22		22.22	17.04	14.33	8.00				14.13
			MLS	38.26	29.89			26.42	26.42		26.42		26.42	21.28	17.04	10.30				16.79

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Sudbury	17,159	M	91,028	38.10	24.69	22.65		19.24	20.78						15.27	8.54	19.24		15.27	
			MLS	47.99	31.10	28.53		24.24	26.17							19.24	9.23	24.24		
Swansea	16,237	S	59,672	32.79					13.39	13.49	13.39					9.17				13.23
			MLS							14.44	14.19									
Wakefield	24,706	N	89,972	43.26	21.88	22.48		19.15	20.68	19.15		20.68		15.32	14.39	8.00	15.87			12.08
			MLS		29.08	27.18		25.01	25.01	23.05		25.01		18.17	16.85	8.50	20.30			21.20
Walpole	23,086	S	86,610	36.06	28.62			24.54	24.54					19.06		8.53	17.66	11.30		
			MLS	47.58	37.77			32.38	32.38					25.15		10.82	23.30	15.86		
Wareham	21,154	S	76,081	26.97	24.75			17.27	17.27	17.27	17.27				12.49	8.50				12.52
				35.69	31.65			26.55	26.55	26.55	26.55				16.53					
Webster	16,705	C	54,283	25.96				21.98	19.23						8.18				18.68	19.71
			MLS																	
Westborough	18,459	C	81,068	29.10				22.78	21.68	19.53	21.68	21.68	23.00	16.13	15.35	8.25		16.17		14.65
			MLS	38.98				32.78	31.25	28.53	31.25	31.25	24.00	28.53	22.32	8.75		23.26		21.29
Westford	21,790	N	86,334	31.53	23.70	21.16		19.81				19.81	19.81	16.12	13.56	8.00	19.40			15.89
			MLS	45.10	33.90	30.27		26.16				26.16	26.16	19.46	17.77	8.68	24.78			21.17
Westport	15,136	S	57,627	27.60	24.01									18.30	13.00			9.84		16.99
			MLS																	
Wilmington	21,679	N	69,870	30.34	26.01	23.75		19.43	20.36	20.36	20.36				10.50	8.00	18.86			
			MLS	38.39	32.91	30.06		21.01	25.77	25.77	25.77				23.86	8.50	23.86			
Winchester	21,137	M	89,129	34.46	31.62	26.73		23.08	23.08			23.08		15.87	14.56	11.09	21.99			17.64
			MLS	48.84	44.80	36.42		31.46	31.46			31.46		25.76	19.84	13.10	29.97			20.99
Winthrop	20,154	N	68,790	32.51	22.34				22.34	14.32	16.57			13.21	11.30	8.96	14.32			14.32
			MLS	37.80	30.42				30.42	16.50	19.30			15.46	13.77	9.27	16.50			16.50
Yarmouth	24,010	S	77,896	29.82				20.35	20.35	20.35	20.35		20.35	16.69	15.65	8.00	19.04			Stip.
			MLS	40.11				24.93	24.93	24.93	24.93		24.93	20.45	19.15		23.33			

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Population Group 6 (25,000 - 49,999)																					
Agawam	28,333	W	77,349	35.59	29.65			26.10	26.10					18.77		14.31	20.15	15.89			
			MLS	43.77	36.47			32.10	32.10					21.47		16.39	22.98	18.20			
Amherst	34,275	W	84,000	27.71			17.93	15.56	19.49	19.49	19.49		19.49	13.92	9.93	8.19	13.92	10.95		9.93	
			MLS	43.07			27.75	27.75	30.18	30.18	30.18		30.18	25.23	20.81	9.45	21.83	17.77			20.46
Andover	33,284	N	96,306	37.12	31.71	29.35		25.17	25.17		25.17	25.17	25.17	19.98	18.51	8.00	21.59			29.35	
			MLS	50.60	40.34	40.35		32.02	32.02		32.02	32.02	32.02	29.66	23.54	10.25	24.47				36.09
Arlington	41,144	M	95,402	42.70	31.11	27.53	24.58	22.25	22.25		24.58		27.53	23.03	14.68	8.00			14.68		15.84
			MLS	61.70	38.81	34.34	30.66	27.75	27.75		30.66		34.34	29.79	22.64					23.74	
Attleboro	43,113	S	76,939	36.47	27.15	19.68		19.68	17.58	20.89	16.48		19.68	14.66	10.93	8.00	17.58				13.75
			MLS	47.58	35.43	27.49		25.90	23.13	27.49	21.69		25.90	19.25	15.80	9.75	23.13				
Beverly	39,198	N	69,600	38.24	33.63	25.17	22.33	15.84	22.33	22.33				14.19	10.66	8.00	14.19				17.35
			MLS			31.79	31.79	28.73	28.73	28.73				19.91	15.73	8.90	19.91				
Billerica	42,038	N	78,564	31.88	28.69	25.05		19.70	19.70		19.70			18.13	13.08	8.55	16.49				17.56
			MLS	42.38	38.13	34.28		26.96	26.96		26.96			24.82	17.90		22.57				
Braintree	34,422	S	76,041	35.27	29.40			22.80	22.80	22.80	22.80			15.06		8.50	19.97				17.99
			MLS	40.96	33.99			26.43	26.43	26.43	26.43			19.95		9.50	22.54				
Bridgewater	25,514	S	41,215	39.48	25.94					24.79				17.55	14.67		21.28				
			MLS		29.15						27.74				19.42	15.93		24.23			
Burlington	25,034	N	76,072	35.67	26.35	24.30		22.70		22.70				18.48	13.04	8.79			18.48	13.48	
			MLS	46.41	34.69	31.96		29.88		29.88					27.92	22.78	9.42			24.38	17.01
Chelmsford	34,128	N	88,140	35.64	26.89			21.15	21.15	21.15	21.15	21.15		16.54	13.82	6.55	20.00	12.82			12.82
			MLS	47.03	38.00			33.64	33.64	33.64	33.64	33.64		21.85	17.92	8.55	28.26	18.12			
Chelsea	38,203	B	64,228	35.29				16.27	19.36	16.03	16.03			11.03							10.30
			MLS																		
Danvers	26,736	N	80,131	30.49	26.12	22.38		18.95	18.95	18.95	18.95	18.95			13.91	9.00			18.40		
			MLS	38.52	33.54	28.39		24.16	24.16	24.16	24.16	24.16	24.16			17.51	9.57			23.46	

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Dartmouth	31,241	S	82,326	39.43	30.54			25.15	25.15					21.97	15.02	8.00	23.69			19.19
			MLS												20.53					
Dracut	29,498	N	62,518	34.35		31.66		20.06	9.00	16.45	17.58	13.00		13.00		8.00	17.58			15.24
			MLS				28.55	28.55	25.02	25.02						9.00	25.02			
Everett	37,269	N	65,464	31.23	24.73	16.02	16.02	21.94	21.94	18.63	21.94	21.94		11.83	10.25	8.00		17.40		
			MLS	35.83	28.88	27.86	27.86	25.67	25.67	23.66	25.67	25.67		13.25	11.58	8.75		20.37		
Falmouth- Public	33,247	S	84,316	33.88	28.65	21.91	20.48	20.48	20.48	20.48	21.91		20.48	15.62	15.62	12.75	19.14			
			MLS	44.22	37.38	27.72	25.91	25.91	25.91	25.91	27.72		25.91	22.63	21.15	16.14	24.22			
Fitchburg	39,835	C	40,428	31.89	23.04			19.09	23.04		16.77			12.83						14.91
			MLS	55.25	30.67			25.95	30.67		30.67				17.31					
Franklin	31,381	M	75,000	34.99	24.17	20.21			19.24	19.24		19.24	19.24	17.49	14.57	7.79				
			MLS	47.70	32.96	25.56			24.35	24.35		24.35	24.35	22.13	18.43	10.64				
Gloucester	30,308	N	68,001	31.94				19.60	15.72	15.72	19.60	14.75	14.75	15.72		8.00	19.60			14.75
				41.31				24.89	24.89	20.33	24.89	18.83	18.83	20.33			24.89			18.83
Holyoke	39,737	W	49,750	27.23	18.41			19.26	17.71		14.23		13.57	19.26	11.26		19.75	14.17	19.26	14.97
			MLS		20.91				20.51					16.39		11.83				
Leominster	41,128	C	87,920	37.60	30.03	23.94			23.94		23.94		21.37	18.00	9.00	7.00	17.04			21.37
			MLS	48.62	38.76	30.90			30.90		30.90		27.58	24.63	21.99	8.00	21.99			27.58
Lexington	30,332	M	96,856	42.06	26.00	25.97		22.04	22.04	17.23	22.04		22.04	16.34	14.56	7.88	19.15			
			MLS	53.22	40.85	35.43		28.06	28.06	25.77	28.06		28.06	24.52	20.24	13.33	30.08			
Marlborough	38,065	C	66,282	33.67		21.26		18.35			21.26	21.26		13.09	10.73	8.13	21.26			
			MLS	37.88		26.91		20.66		23.92	23.92		20.49	12.07	9.15	23.92				
Melrose	26,782	N	83,892	36.23	27.70			21.08	21.08	21.08				17.84		8.15	17.84			13.25
			MLS	46.09	35.25			25.93	25.93	25.93				21.94		9.60	21.93			20.82
Methuen	43,979	N	68,000	37.35		23.62		18.00	18.00	18.00	18.00		18.00	11.00		8.00	22.51		26.44	11.00
			MLS					22.00	22.00	22.00	22.00		22.00	18.00		9.00				21.00
Milford	27,263	C	71,000	32.96	29.54	24.86		20.51	19.43	19.34		19.34		16.58	15.80	8.32		15.87		14.88
			MLS	40.00	33.90	28.56		23.51	22.25	22.25		22.25		19.00	18.48	9.47		18.48		22.25

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Municipality/ Library	2007 Pop	Reg	Actual Director Annual Salary/ MLS	Salary Ranges for Positions																
				Lib Dir	Assis Direc	Senr Lib	Brnch Lib	Adult Lib	Child Lib	Circ Lib	Tech Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clrc Stff	Other	Cust
Milton	25,691	S	86,744	36.15	26.55		23.67	19.82	19.82	18.54	19.82		18.54	17.77	15.45	8.00	18.54			
			MLS	44.31	33.23		29.02	25.46	25.46	22.16	25.46		22.16	21.18	18.61	10.50	22.16			
Natick-Morse	30,376	M	88,305	34.61	25.72	28.68		22.37	22.37			25.17	22.28	16.89	14.02	8.24	14.02	10.83	14.02	
			MLS	45.83	34.09	32.95		29.98	29.98			29.98	28.86	20.06	16.77	9.56	25.73	12.92	16.77	
Needham	28,263	M	88,672	33.16	26.34	22.58		19.37	19.37	20.94	22.58		22.58	17.11	14.95	8.20	19.15			15.45
			MLS	45.31	34.41	29.50		26.91	29.50	26.53	29.50		29.50	24.26	20.14	8.72	24.26			21.04
North Andover	27,637	N	71,070	35.38	25.64	19.26		16.85		16.85				14.37	13.77	8.00				15.55
			MLS	36.45	26.41	23.00		21.97		21.97				17.64	16.93					19.11
North Attleborough	27,907	S	70,335	31.49	25.71	22.45		18.33	18.33					16.28	9.99	8.36	16.33	15.39		8.78
			MLS	38.73	31.62	27.62		22.54	22.54					18.68	11.48	9.59	21.86	20.36		10.06
Northampton-Forbes	25,570	W	76,500	39.23	27.00	21.70		12.40	12.25	15.03	12.40	14.33	19.05	12.25	13.28		17.27		19.81	10.95
			MLS			25.97		16.70		19.00	17.83		20.00	16.49						19.05
Norwood	28,172	M	83,597	39.62		28.81		19.00	26.19	26.19			26.19	19.04	17.31	8.00	20.95	9.50	20.95	15.74
			MLS	45.93		33.93		22.66	30.35	30.35			30.35	24.29	20.08	8.48	24.29	15.40	24.29	22.08
Pittsfield	42,931	W	71,744	39.42		17.12		15.12					15.12	11.59	10.98	7.61	15.80	8.74		11.57
			MLS			22.22		19.63					19.63	15.91	14.25	9.88	20.51	11.35		13.09
Randolph	30,168	S	79,171	32.48	24.78			21.64		19.45				17.21	17.21		20.69			17.02
			MLS	42.74	32.61			28.48		21.66				19.12	19.12		23.05			18.95
Salem	40,922	N	69,318	24.85	19.94	16.60		11.75	11.75	11.75			16.60			8.00	14.41			10.44
			MLS	37.94	29.20	22.41		18.31	19.25	18.31			23.43			12.34	19.62			19.27
Saugus	27,192	N	55,857	22.58	25.15			18.50	18.00	18.00	22.58		20.00	17.77	13.00		17.77			
														15.00						
Shrewsbury	33,489	C	88,406	38.82	25.48	21.70		18.48	18.48	19.50		18.48	18.48	15.74	14.14	8.00		16.61	15.74	16.59
			MLS	46.29	42.78	25.88		22.04	22.04	23.25		22.04	22.04	18.77	16.86	9.00		19.80	18.77	18.88
Stoughton	26,951	S	85,134	35.92	26.31			22.17	22.17			22.17	16.76	16.76	15.38	8.00	16.76	12.54		14.02
			MLS	46.78	42.92			33.52	33.52			33.52	24.19	24.19	22.17	8.83	24.19	18.46		26.31
Tewksbury	29,607	N	65,011	31.26				19.69	19.69		19.69	19.69		15.36	13.58		19.69			16.07
			MLS					27.15	27.15		27.15	27.15		21.38	18.90		27.15			22.37

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Municipality/ Library	2007 Pop	Reg	Actual Director Annual Salary/ MLS	Salary Ranges for Positions																
				Lib Dir	Assis Direc	Senr Lib	Brnch Lib	Adult Lib	Child Lib	Circ Lib	Tech Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clrc Stff	Other	Cust
Watertown	32,521	M	88,225	45.07	28.62	26.33		21.94	21.94			21.94	21.94	21.94	16.30	8.00	18.05		26.33	19.26
			MLS		35.73	31.47		26.35	26.35			26.35	26.35	26.35	19.86		22.54		31.47	24.04
Wellesley	26,985	M	95,318	38.15	31.08	23.98		20.40	20.40		22.05		20.40	16.27	11.83	8.00	19.08	14.41		14.85
			MLS	57.23	46.62	31.55		26.97	26.97		29.65		26.97	24.73	19.94		23.76	19.27		24.73
West Springfield	27,603	W	71,496	34.36	31.17	23.06		20.21	20.21					15.56	14.13	7.65				
			MLS	36.53	33.13	24.82		21.75	21.75					16.74	15.21	8.40				
Westfield	40,160	W	74,812	38.86	27.57	20.40		13.00	12.73	12.57	12.35	13.26	12.57		11.73	8.59	20.81		10.00	13.93
			MLS			22.35		21.05	17.75	15.90	17.85		18.60		12.73					
Woburn	37,042	M	82,842	42.37	31.85	23.31					20.60	20.60	23.31	17.88	15.60	9.65			19.08	18.28
			MLS			28.72					25.53	25.53	28.72	18.96	17.40	10.55				

Population Group 7 (50,000 - 99,999)																				
Brockton	93,092	S	79,241	42.69	29.03	22.07	22.07	19.46	19.46	17.99	17.99	19.86	17.99	17.31	14.84	8.10	20.52	11.25	14.84	17.09
			MLS	43.54	33.91	29.14	29.14	25.24	25.24	23.78	23.78	26.55	23.78	21.51	18.57	8.70	26.17	14.06	18.57	18.62
Brookline	54,809	M	110,629	48.62	35.54	28.16	22.32	22.32	25.04		25.04	22.32		17.99	15.35	9.25		21.77		15.07
			MLS	57.27	40.21	32.32	25.65	28.35	28.35		28.35	25.65		24.41	17.20	11.95		22.99		23.51
Chicopee	53,876	W	64,326	26.95	25.19	20.62		18.69			18.69	18.69	24.48	16.76	11.99	8.00	20.62		11.95	12.64
			MLS	35.35	28.02	24.58		20.86			20.15	20.15	27.39	18.22	16.27		23.54		14.33	16.72
Fall River	90,905	S	73,260	40.10	30.18	19.29	13.44		14.18					13.29		8.00	13.44			13.37
			MLS			22.11	18.85		18.99						17.81			18.85		
Framingham	64,786	M	87,898	41.52	33.02	24.46	25.69	20.15	21.13	17.41	21.13	21.13	18.30	17.41	14.18	7.68	19.79	17.99	12.84	16.06
			MLS		39.47	30.34	31.86	25.00	26.21	21.59	26.21	26.21	22.70							23.79
Haverhill	59,902	N	54,600	30.00	22.60	19.92		14.91	13.34		14.91	16.73	14.91		12.16	8.25	14.91	16.73		14.91
			MLS		25.48	23.36		19.80	17.78		17.78	19.80	25.48		14.91		17.78	19.80		19.80
Lawrence	70,066	N	71,000	38.46	27.47			15.27	15.85	15.27	16.48				8.64		19.23			13.84
			MLS	43.96	35.71			17.45	18.15	17.45	18.88				17.04		24.73			17.40
Lynn	87,122	N	83,008	45.60		25.30		23.86	20.81					18.09	16.94	8.00				
			MLS			26.42			21.69						22.04					

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				Lib Dir	Assis Direc	Senr Lib	Brnch Lib	Adult Lib	Child Lib	Circ Lib	Tech Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clrc Stff	Other	Cust
Malden	55,712	B	88,015	48.36	33.56	28.11	25.04	25.04	24.61		25.04	23.32	23.75	18.60	16.72	8.00	25.79		19.67	
			MLS			29.04			25.04			23.75	24.18	19.15	16.99	10.00				20.54
Medford	55,565	M	89,836	40.54	30.69	23.06		21.32	20.50		20.50			18.22	12.00	8.00	23.06	18.22	21.59	
			MLS	48.55	37.36	28.06		25.93	24.96		24.96			22.17			28.06	22.17		21.81
New Bedford	91,849	S	75,515	30.41		25.69	24.51	22.58					24.51	14.49	10.68	8.00	13.88	12.95	12.59	
			MLS	37.09		31.33	31.33	27.54					29.89	21.62	17.97		20.49	18.71	17.97	
Newton	83,271	M	103,476	44.98	37.41	25.38		20.40	20.40	23.21		23.21	20.40	19.41	11.94	8.00	20.71		23.21	
			MLS	56.25	46.79	38.62		29.56	29.56	29.56		29.56	35.00	27.05	20.71	8.50	24.74			27.05
Peabody	51,441	N	68,756	37.78	27.83	21.95	20.11	20.11	20.11			20.11	21.22	17.98		8.00		8.50	17.10	
			MLS			22.39	20.51	20.51	20.51			20.51		18.34		8.50		11.50		18.84
Plymouth	55,188	S	96,586	40.20	27.01		19.83	19.83	19.83	19.83	19.83		19.83	17.47	14.01	9.24	21.05		22.94	15.54
			MLS	49.34	33.15		22.80	22.80	22.80	22.80	22.80		22.80	19.83	15.54		25.84		28.16	17.58
Quincy	91,622	S	90,524	49.31	41.11	27.47	21.24	22.55	19.25	17.93	27.47		21.24	19.25	16.64	9.16	22.64		16.58	16.68
			MLS			35.77	29.70	29.70	27.47	26.02	32.40		26.22	27.56	24.18	11.43	30.60		18.58	23.71
Revere	55,341	N	55,734	27.49					22.00	15.79	16.26			8.57			16.26			
			MLS																	
Somerville	74,405	M	90,000	49.45		20.19	20.55	19.18	19.18	19.18	19.18			18.50	15.07	10.18	23.65			
			MLS			21.51	22.06	20.67	20.67	20.67	20.67			19.80	17.61		26.66			
Taunton	55,783	S	64,893	38.31	25.27	19.30		18.43		17.18	17.18	14.96	18.43	13.23	10.00	8.50			13.30	
			MLS											14.96						
Waltham	59,758	M	96,465	43.62	35.60	31.15		29.17						23.32	19.37	8.00	25.06		17.23	
			MLS	52.86	43.13	37.83		35.43						28.19	23.50	12.62	30.42			24.26
Weymouth	53,272	S	90,680	38.10		19.73	13.55	14.78		14.78	17.84	16.16			11.44	8.56	15.03		10.88	
			MLS	49.82		32.63	22.05	24.25		24.25	29.50	26.72			18.32	9.44	16.30			23.38

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				Lib Dir	Assis Direc	Senr Lib	Brnch Lib	Adult Lib	Child Lib	Circ Lib	Tech Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clrc Stff	Other	Cust

Population Group 8 (100,000 +)																				
Boston	599,351	B	130,000	71.43	43.26	26.54	26.54	21.86	21.86		21.86	21.86	21.86	14.56	13.34	8.00	14.56	14.56		13.25
			MLS		66.95	40.39	40.39	33.42	33.42		33.42	40.39	40.39	35.60	18.84	12.00	37.68	35.60		
Cambridge	101,388	M	111,152	58.65	40.24	31.88	25.47	18.83	18.83	18.83	18.83	18.83	18.83	17.95	13.79	8.00	22.95		16.49	13.72
			MLS		47.99	38.26	29.23	29.23	29.23	29.23	29.23	26.07	29.23	19.34	16.16		28.72			22.42
Lowell	103,512	N	66,205	36.38	24.45	21.52		18.82	18.82	18.82		18.82	18.82	15.28	7.50	5.85				9.45
				42.80	27.53	24.35		21.18	21.18	21.18		21.18	21.18	17.88	8.50					
Springfield	149,938	W	92,310	44.38	38.62	22.65	20.53	17.45	18.62		18.62	20.53		13.80	11.95	8.00	20.80	13.18	14.72	19.16
			MLS			29.64	26.31	22.77	22.77		20.64	22.77		17.14	14.62	10.89		14.62	24.37	21.25
Worcester	173,966	C	108,222	36.07	30.06	22.44	19.51	19.51	19.51			19.51		15.42	11.77	8.00	18.51	13.48		13.48
			MLS		54.78	45.42	34.99	34.99	29.45	28.46			28.46		30.22	18.02		21.92	18.02	

Appendix A - Definitions for Salaries Data as of 7-1-2008

Column Heading	Definition
Municipality/Library	Name of municipality in which the library is located, followed by a shortened library name when the library is located in a municipality with more than one main independent library or, in the case of Hamilton-Wenham, the name of the library serving both municipalities. The library data includes branch and bookmobile data.
2007 Pop (Library Service Population)	For libraries in municipalities with one independent public library this is the population of the municipality from the 2007 population estimate for the municipality in which the library is located. For multiple independent public libraries in the following municipalities, this is a percentage of the municipality's 2007 population estimate (these percentages may add up to more than 100% of the municipality's total population, due to overlapping populations served): Acton, Barnstable, Chatham, Dennis, Falmouth, Hardwick, Harwich, Natick, Northampton, Northfield, Shelburne, South Hadley, Warren. For the Hamilton-Wenham Public Library, a joint library, this is the total of the 2007 population estimate for Hamilton and Wenham.
Reg	Regional Library System of which the library is a member. B = Boston, C = Central, M = Metrowest, N = Northeast, S = Southeastern, W = Western.
Actual Director Annual Salary/MLS	Actual <u>annual</u> salary for the library director, as of 7/1/2008. MLS is shown when the library director has a master's degree from an ALA accredited program.
<u>Salary Ranges for Positions</u>	Top row of data indicates minimum <u>hourly</u> compensation in the range reported by the library. Bottom row indicates maximum hourly rate in the range reported. When the top row contains a value and the bottom row is blank, only one hourly figure was reported for the position classification. This report shows a single salary range of the lowest minimum and highest maximum salaries extracted from the ranges reported for all the positions when more than one position title is reported in a classification. Stip. = stipend Vol. = volunteer
Lib Dir	Director is the head of a library or library system.
Assis Direc	Assistant Director is the librarian ranking next to the Library Director and having responsibility for the library in the absence of the Library Director.
Senr Lib	Senior Librarians are typically at the department head level and may have supervisory responsibility for other professional librarians.
Brnch Lib	Branch Librarians may be either Senior or Staff Librarians, but are reported separately because of their unique position as Branch Librarians. Branch Librarians spend at least half of their work week in a branch library setting.

Column Heading	Definition
Staff Librarians: Adult Lib	Staff Librarians are both experienced and entry-level librarians with no supervisory responsibility for other professional staff. Staff Librarian - Adult/Reference Services.
Child Lib	Staff Librarian - Children's.
Circ Lib	Staff Librarian - Circulation Services.
Tech Lib	Staff Librarian - Technical Services (Cataloging and related).
YA Lib	Staff Librarian - Young Adult Services.
Other Lib	Staff Librarian - Other. Unique positions which respondents thought did not fit into the existing classifications. (See Appendix B for a list of job titles supplied by libraries reporting this position classification.)
Senr Tech	Library Associate/Senior Library Technicians perform more complex circulation, processing, or public service duties (not general clerical work) under professional supervision. Often has supervisory responsibility for subordinate staff.
Lib Tech	Library Technicians perform circulation, processing, or public service duties (not general clerical work) under supervision. Typically does not have supervisory responsibilities.
Pages	Shelve books and other materials. Typically a part-time position with no supervisory responsibilities.
Admin Assis	Administrative Assistant may include a variety of job titles such as Director's Secretary or Assistant to the Director. May have more administrative responsibility than typical clerical positions but not the professional or managerial responsibilities associated with the Assistant Director, Senior Librarian, or Staff Librarian classifications.
ClrcL Stff	Clerical Staff includes job titles such as clerical assistant, library aide, clerk-typist and secretary.
Other	Other support positions which respondents thought did not fit into position classifications used elsewhere in the report. (See Appendix B for a list of job titles supplied by libraries reporting this position classification.)
Cust	Custodial Staff or Custodian.

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Library	Titles	
	Other Librarian	Other Staff

Amherst	Curator	
Andover	Community Serv.	Network Admin.
Arlington	Technology Lib	
Athol		Computer aide
Attleboro	Comm. Serv.,Tech. Coord.	
Avon	Circ. Asst.	
Barnstable - Hyannis		Security Guard
Barnstable - Osterville		Story Hour
Bedford		Bldg and Systems Sup
Belchertown	Automated Services	
Belmont	Tech. Lib.	
Boston	Systems/Digital	
Brewster	Volunteer Coord.	Bookkeeper
Brimfield	Historian	
Brockton	Asst. Branch Supervisor	Lib. Asst./Driver
Burlington		Recording Clerk
Cambridge	Sr Svcs,Graphics,Lit ,Fin	Delivery Driver
Canton	Info Tech Lib	
Chicopee	Systems Librarian	Guard
Concord	Author Cat,Spec Coll Asst	End Processor
Eastham		Seasonal Asst.
Easthampton	Prog. Asst.;Storyteller	

Library	Titles	
	Other Librarian	Other Staff

Fairhaven	Archivist/Facility Mgr.	
Falmouth - Woods Hole		Summer Interns
Framingham	Asst. Branch Lib.	Driver, Circ/Ref Subs
Gardner	Local History Librarian	Lib Clerk III
Greenfield		Vol. Coord.
Haverhill	Beh Spec,GHALP Coord;Syst	
Hingham	AV	
Holyoke	Archivist	Computer Coord.
Hubbardston	Library Asst.	
Kingston	Archivist	
Lancaster		Special Coll. Clerk
Lenox	Development Director	
Leominster	Historical	
Lowell	Community Planning	
Lynnfield	Circ. Manager	
Marblehead		Prog./Vol. Coord.
Methuen	Lit. Coord.	Facilities Mgr.
Middleborough	Info. Systems	
Middleton	Program Coord.	
Milton	Technology	
Natick - Morse	Comm. Relations,Bkmb Lib.	Security
Needham	Tech./Archivist	

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Library	Titles	
	Other Librarian	Other Staff

New Bedford	Art Curator	Bookmobile Driver
Newton	PR, Webmaster, Vol. Coord	
Norfolk	Info. Systems	
Northampton - Forbes	Outreach, Local History	Lib. Tech
Northfield - Dickinson	Programming	
Norton	Tech. Coord.	Storyteller
Norwell	Systems Manager	
Norwood	Technology Specialist	Literacy Asst.
Palmer	Van Outreach, IS Lib.	
Peabody	Archivist	
Pittsfield	Local History	
Plymouth	Outreach	Literacy Director
Plympton		Circulation Clerk
Quincy	Literacy Project Mgr	Security
Rehoboth		Story Hour
Rockport	IS/Webmaster, Outreach	
Salem	Computer Services	
Sandwich		Archivist
Saugus	Part-time reference	
Seekonk		Tech. Services Assoc.
Shelburne - Free		substitute librarian
Southbridge		Library Aide
Spencer	Children's Lit. Coord.	

Library	Titles	
	Other Librarian	Other Staff

Springfield		It Mgr, IT Spec, Vol Coord
Stockbridge	Archivist	
Stoughton	Literacy Coord.	
Sudbury		Temp Clerk
Taunton	Info. Tech. Specialist	
Watertown	Webmaster	Literacy Director
Wellfleet		Video Coord.
West Bridgewater	Asst. Ref. Lib.	
Westborough	Sunday Reference	
Westfield	Outreach	
Westford	Bkmobile Coord.	
Williamstown		Errand Person
Woburn	Archivist	Bookkeeper
Yarmouth	Adult Services	

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Acushnet	15	Brimfield	6	East Longmeadow	19	Haverhill	26
Adams	10	Brockton	26	Eastham	11	Heath	3
Agawam	23	Brookfield	6	Easthampton	20	Hingham	20
Alford	1	Brookline	26	Easton	20	Hinsdale	3
Amesbury	19	Buckland	1	Edgartown	7	Holbrook	16
Amherst	23	Burlington	23	Egremont	2	Holden	20
Andover	23	Cambridge	28	Erving	2	Holland	8
Aquinnah	1	Canton	19	Essex	7	Holliston	16
Arlington	23	Carlisle	6	Everett	24	Holyoke	24
Ashburnham	10	Carver	15	Fairhaven	20	Hopedale	11
Ashby	6	Charlemont	1	Fall River	26	Hopkinton	16
Ashfield	1	Charlton	15	Falmouth-Public	24	Hubbardston	8
Ashland	19	Chatham-Eldredge	10	Falmouth-West	7	Hudson	20
Athol	15	Chatham-South	1	Falmouth-Woods Hole	7	Hull	16
Attleboro	23	Chelmsford	23	Fitchburg	24	Huntington	8
Auburn	19	Chelsea	23	Florida	2	Ipswich	16
Avon	6	Cheshire	7	Foxborough	20	Kingston	16
Ayer	10	Chester	1	Frammingham	26	Lakeville	16
Barnstable-Centerville	10	Chesterfield	1	Franklin	24	Lancaster	12
Barnstable-Cotuit	6	Chicopee	26	Freetown	11	Lanesborough	8
Barnstable-Hyannis	19	Chilmark	1	Gardner	20	Lawrence	26
Barnstable-Marstons Mills	10	Clarksburg	1	Georgetown	11	Lee	12
Barnstable-Osterville	6	Clinton	15	Gill	2	Leicester	16
Barnstable-Sturgis	6	Cohasset	10	Gloucester	24	Lenox	12
Barnstable-Whelden	6	Colrain	2	Goshen	2	Leominster	24
Barre	10	Concord	19	Gosnold	2	Leverett	3
Becket	1	Conway	2	Grafton	20	Lexington	24
Bedford	15	Cummington	2	Granby	11	Leyden	3
Belchertown	15	Dalton	10	Granville	2	Lincoln	12
Bellingham	19	Danvers	23	Great Barrington	11	Littleton	12
Belmont	19	Dartmouth	24	Greenfield	20	Longmeadow	20
Berkley	10	Dedham	19	Groton	15	Lowell	28
Berlin	6	Deerfield	7	Groveland	11	Ludlow	20
Bernardston	6	Dennis-Memorial	7	Hadley	7	Lunenburg	12
Beverly	23	Dennis-Sears	7	Halifax	11	Lynn	26
Billerica	23	Dennis-South	7	Hamilton-Wenham	16	Lynnfield	16
Blackstone	10	Dennis-Town	7	Hampden	11	Malden	27
Blandford	1	Dennis-West	7	Hancock	2	Manchester-by-the-Sea	12
Bolton	6	Dighton	11	Hanover	16	Mansfield	20
Boston	28	Douglas	11	Hanson	11	Marblehead	20
Bourne	19	Dover	11	Hardwick-Gilbertville	2	Marion	12
Boxborough	10	Dracut	24	Hardwick-Paige Memorial	2	Marlborough	24
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Medway	17	Oakham	4	Shelburne-Free	5	Watertown	26
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Merrimac	12	Otis	4	Shrewsbury	25	Wellesley	26
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Millville	8	Peru	4	Southbridge	21	West Stockbridge	5
Milton	25	Petersham	4	Southwick	14	West Tisbury	9
Monroe	3	Phillipston	4	Spencer	18	Westborough	22
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Montague	13	Plainfield	4	Sterling	14	Westford	22
Monterey	3	Plainville	13	Stockbridge	9	Westhampton	5
Montgomery	3	Plymouth	27	Stoneham	21	Westminster	14
Mount Washington	3	Plympton	8	Stoughton	25	Weston	18
Nahant	8	Princeton	8	Stow	14	Westport	22
Nantucket	17	Provincetown	8	Sturbridge	14	Westwood	18
Natick-Bacon	13	Quincy	27	Sudbury	22	Weymouth	27
Natick-Morse	25	Randolph	25	Sunderland	9	Whately	5
Needham	25	Raynham	17	Sutton	14	Whitman	18
New Bedford	27	Reading	21	Swampscott	18	Wilbraham	18
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Newbury	13	Rochester	13	Tewksbury	25	Winchendon	18
Newburyport	21	Rockland	21	Tisbury	9	Winchester	22
Newton	27	Rockport	13	Tolland	5	Windsor	5
Norfolk	17	Rowe	4	Topsfield	14	Winthrop	22
North Adams	17	Rowley	13	Townsend	14	Woburn	26
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Massachusetts Public Library Data Reports:

Children's Services, xxxx Data (available in February)

Selected statistics related to children's services including staffing, programming, holdings and circulation.

Circulation and Holdings Report, FYxxxx (available in January)

Various public library circulation and holdings raw data. Also includes circulation per FTE, per hour open and per capita and holdings per capita data.

Education & Staffing Report, 7-1-xxxx (available in January)

Public library staffing levels and distribution of the staff's highest educational level. Staffing level data includes: total full-time equivalencies (FTE), number full time and part time, and FTE for MLS, librarian, children's librarian and non-custodian positions as well as total hours open per non-custodian FTE. Director's education level and length of work week are displayed.

Electronic Services, FYxxxx Data (available in May)

Selected statistics related to electronic services including: website hits, number of users of public Internet computers, electronic subscriptions and materials in electronic format.

Featured Reports, FYxxxx Data (available in the spring)

Reports on changing topics present public library data not displayed in other reports.

Financial Statistics Report, FYxxxx Data (available in February)

Raw and per capita figures for each reporting public library's (including branches) total municipal appropriation, operating income, and salary, materials, other and total operating expenditures. Also included are percent of total operating expenditures spent for salaries, materials and other expenditures.

The FYxxxx Municipal Pie...What's Your Share? (available in January)

Relates the amount expended from the general fund by each city and town on public library service, to the amount expended to operate the entire municipality.

Public Library Outlets, FYxxxx Data (available in May)

Selected statistics relating to public library outlets including: staffing, holdings and circulation.

Rankings Report, xxxx Data (available in March)

Each municipality's rank within its population group and within the entire state based on its library's per capita values for certain income and expenditure data. For services, the indicators are: FTE per 10,000 population, MLS FTE per 10,000, hours open per week, direct and total circulation per capita and holdings per capita.

Salaries Report, 7-1-xxxx (available in January)

Hourly minimum and maximum salaries for up to 17 public library position classifications from Library Director to Custodian. Annual salary for the Library Director is also displayed.

Services Report, FYxxxx (available in January)

Services data includes number of terminals with Internet, average weekly visits, reference questions and hours open. Counts are provided for weekend days open, branches, adult and children's programs and attendance. Average hours open on weekends is also shown.

Summary Tables and Graphs, xxxx Data (available in March)

Statewide, population group and regional totals of various incomes, expenditures, holdings, circulation, services and staffing data. Subject index provided.

Massachusetts Academic Library Data, Fall xxxx, Selected Statistics (available biennially)

The reports are available in PDF format and the related spreadsheet and database files are available for downloading from the Board's web site (<http://mbc.state.ma.us/advisory/statistics/index.php>)