



SALARY SURVEY OF WEST VIRGINIA'S PUBLIC LIBRARIES

2016 Edition





West Virginia Library Commission

1900 Kanawha Boulevard East
Culture Center, Building 9
Charleston West Virginia 25305

The West Virginia Library Commission encourages lifelong learning, individual empowerment, civic engagement and an enriched quality of life by enhancing library and information services for all West Virginians.

The West Virginia Library Commission
is a division of the
West Virginia Department of Education and the Arts

This report is available online at www.librarycommission.wv.gov.

In-State Toll Free	1.800.642.9021
Administration	304.558.2041
Library Development	304.558.3978
State Library Services	304.558.2045
Network Services	304.558.3577
Special Services	304.558.4061

Introduction

In even-numbered years, the West Virginia Library Commission conducts an online survey of salaries in all public libraries. The survey asks WV public library directors to report the salaries and benefits of library employees as of January 1, 2016. The agency emails the library directors a link to an online survey, which makes it easier for them to respond and decreases the unnecessary use of paper.

The report includes salary ranges, mean and median salaries and benefits for all library positions by operating budget and service population ranges. The report is based entirely on the data submitted by WV public library directors. The hours per week range from 1 to 40.

For more information

Please address all questions about this report to:

Susan P. Hoskins,
Planning and Programs Consultant/
State Data Coordinator

West Virginia Library Commission
Culture Center
1900 Kanawha Boulevard, East
Charleston, West Virginia 25305

Telephone: 304-558-3978, Extension 2014
Fax: 304-558-1612
Email: susan.p.hoskins@wv.gov

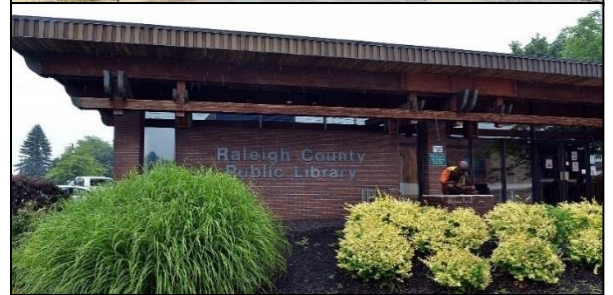


Table of Contents

Table 1.0: All Public Library Directors	1
Table 2.0: All MLS/MLIS Directors.....	1
Table 2.1: MLS/MLIS Directors Sorted by Operating Expenditures	2
Table 2.2: MLS/MLIS Directors Sorted by Service Population	2
Table 3.0: All Non-MLS/MLIS Directors.....	3
Table 3.1: Non-MLS/MLIS Directors Sorted by Operating Expenditures.....	3
Table 3.2: Non-MLS/MLIS Directors Sorted by Service Population	4
Table 4.0: Other MLS/MLIS Staff.....	4
Table 5.0: Support Staff – Bachelor’s Degree	5
Table 5.1: Support Staff – High School or Some College	5
Table 5.2: Support Staff – No Educational Requirement.....	5
Table 5.3: All Full-Time (25 Hours +) Support Staff.....	6
Table 6.0: Cataloger	6
Table 6.1: Clerk	6
Table 6.2: Computer Technician	7
Table 6.3: Librarian	7
Table 6.4: Library Assistant 1	7
Table 6.5: Library Assistant 2	8
Table 6.6: Other	8

Table 1.0: All Public Library Directors

Salary (91)		
Minimum	\$9,904	
Maximum	\$100,974	
Mean	\$33,931	Mean – Total divided by number reporting.
Median	\$29,972	Median – Middle number in values arranged in order.
Benefits (91)		
	Yes	No
Paid Vacation	84	5
Paid Sick Leave	79	10
Retirement	54	33
Health Insurance	54	33
Portion Paid by Library	30 pay at least 50%	Due to incomplete responses, these totals may not represent the actual number of libraries reporting.

Table 2.0: All MLS/MLIS Directors

Salary (38)		
Minimum	\$20,800	
Maximum	\$100,974	
Mean	\$48,290	Mean – Total divided by number reporting.
Median	\$43,684	Median – Middle number in values arranged in order.
Benefits (38)		
	Yes	No
Paid Vacation	38	0
Paid Sick Leave	37	1
Retirement	29	9
Health Insurance	32	6
Portion Paid by Library	20 pay at least 75%	Due to incomplete responses, these totals may not represent the actual number of libraries reporting.

Table 2.1: MLS/MLIS Directors Sorted by Operating Expenditures

Operating Expenditures	\$170,000 or Less (6)	\$170,001-280,000 (11)	\$280,001-520,000 (8)	\$520,001-1,000,000 (7)	\$1,000,000 or More (7)					
Salary (39)										
Minimum	\$20,800	\$27,000	\$35,740	\$48,009	\$52,000					
Maximum	\$38,000	\$47,328	\$57,000	\$75,900	\$100,974					
Mean	\$29,614	\$35,987	\$44,133	\$61,820	\$72,604					
Median	\$31,015	\$36,500	\$41,041	\$62,000	\$75,000					
Benefits (39)										
	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
Paid Vacation	6	0	10	0	8	0	7	0	7	0
Paid Sick Leave	5	1	10	0	8	0	7	0	7	0
Retirement	2	4	8	2	7	1	6	1	7	0
Health Insurance	3	3	9	1	6	2	7	0	7	0
Portion Paid by Library	2 pay at 100%		9 pay at least 80%		5 pay at least 75%		7 pay at least 75%		7 pay at least 75%	

Table 2.2: MLS/MLIS Directors Sorted by Service Population

Service Population	10,000 or Less (8)	10,001 - 20,000 (12)	20,001 - or 50,000 (12)	50,001 - or 85,000 (5)	85,001 or more (3)					
Salary (40)										
Minimum	\$20,800	\$27,000	\$27,809	\$52,000	\$75,000					
Maximum	\$75,419	\$48,009	\$77,646	\$63,122	\$100,974					
Mean	\$39,163	\$37,700	\$49,455	\$58,724	\$84,652					
Median	\$35,740	\$37,925	\$45,383	\$61,500	\$77,983					
Benefits (40)										
	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
Paid Vacation	7	0	12	0	11	0	5	0	3	0
Paid Sick Leave	6	1	12	0	11	0	5	0	3	0
Retirement	3	4	8	4	10	1	5	0	3	0
Health Insurance	3	4	11	1	10	1	5	0	3	0
Paid by Library	4 pay at 100%		9 pay at least 80%		10 pay at least 75%		5 pay at least 75%		3 pay at least 75%	

Table 3.0: All Non-MLS/MLIS Directors

Salary (53)		
Minimum	\$9,904	
Maximum	\$41,888	
Mean	\$23,662	Mean – Total divided by number reporting.
Median	\$22,744	Median – Middle number in values arranged in order.
Benefits (53)		
	Yes	No
Paid Vacation	46	5
Paid Sick Leave	42	9
Retirement	25	24
Health Insurance	23	26
Portion Paid by Library	10 pay at least 50%	Due to incomplete responses, these totals may not represent the actual number of libraries reporting.

Table 3.1: Non-MLS/MLIS Directors Sorted by Operating Expenditures

Operating Expenditures	\$45,000 or Less (10)	\$45,001- \$75,000 (13)	\$75,001- \$100,000 (12)	\$100,001 - \$150,000 (7)	\$150,001 or more (10)					
Salary (52)										
Minimum	\$9,904	\$12,000	\$17,000	\$21,000	\$24,000					
Maximum	\$20,000	\$24,960	\$32,000	\$40,970	\$41,888					
Mean	\$15,619	\$19,044	\$22,798	\$30,297	\$32,367					
Median	\$16,090	\$18,277	\$22,300	\$29,972	\$30,919					
Benefits (52)										
	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
Paid Vacation	6	3	12	1	12	0	6	1	9	0
Paid Sick Leave	5	4	9	4	12	0	6	1	9	0
Retirement	2	7	2	10	8	3	6	1	6	3
Health Insurance	3	6	1	10	5	6	5	2	6	3
Paid by Library	2 pay at 100%		1 pays at 100%		4 pay at 100%		3 pay at least 75%		3 pay at least 75%	

Table 3.2: Non-MLS/MLIS Directors Sorted by Service Population

Service Population	4,000 or Less (10)		4,001-6,000 (16)		6,001-9,000 (13)		9,001-16,000 (9)		16,001 or More (4)	
Salary (57)										
Minimum	\$9,904		\$12,000		\$20,020		\$23,500		\$24,000	
Maximum	\$23,742		\$40,970		\$31,838		\$41,888		\$38,889	
Mean	\$16,835		\$20,477		\$23,970		\$30,714		\$32,269	
Median	\$16,090		\$17,454		\$22,744		\$30,000		\$33,094	
Benefits (57)										
	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
Paid Vacation	6	3	15	1	13	0	8	1	3	0
Paid Sick Leave	5	4	12	4	13	0	8	1	3	0
Retirement	1	8	6	8	9	4	6	3	2	1
Health	2	6	4	11	6	7	6	3	3	0
Paid by Library	1 pays at 100%		3 pay at 100%		5 pay at least 90%		2 pay at least 75%		3 pay at least 50%	

Table 4.0: Other MLS/MLIS Staff

Staff	All (49)	Part-Time 1-20 Hours/Week (11)	Full Time 21+ Hours/Week (38)
Salary (49)			
Minimum	\$2,080	\$2,080	\$12,680
Maximum	\$52,224	\$13,520	\$52,224
Mean	\$29,689	\$8,230	\$35,901
Median	\$32,500	\$7,298	\$36,157
Benefits (30)			
	Yes	No	
Paid Vacation	21	9	
Paid Sick Leave	21	9	
Retirement	17	13	
Health	16	14	
Portion Paid by Library	14 pay at least 60%		

Table 5.0: Support Staff – Bachelor’s Degree

Staff	2-20 Hours/ Week (3)	21-39 Hours/ Week (28)	40 Hours/ Week (44)
Salary (75)			
Minimum	\$2,275	\$11,274	\$12,397
Maximum	\$17,680	\$56,314	\$53,000
Mean	\$11,098	\$31,522	\$29,721
Median	\$13,338	\$31,844	\$30,348

Table 5.1: Support Staff – High School or Some College

Staff	2-20 Hours/ Week (145)	21-39 Hours/ Week (142)	40 Hours/ Week (56)
Salary (343)			
Minimum	\$900	\$7,561	\$2,000
Maximum	\$13,650	\$39,462	\$41,197
Mean	\$7,540	\$19,005	\$21,757
Median	\$8,320	\$17,913	\$22,432

Table 5.2: Support Staff – No Educational Requirement

Staff	2-20 Hours/ Week (21)	21-39 Hours/ Week (6)	40 Hours/ Week (16)
Salary (43)			
Minimum	\$1,820	\$10,933	\$18,200
Maximum	\$11,339	\$23,400	\$28,822
Mean	\$7,293	\$15,859	\$22,970
Median	\$9,100	\$14,521	\$22,486

Table 5.3: All Full-Time (25 Hours +) Support Staff

Benefits	Yes	No	% of Responding Libraries Offering Benefits
Paid Vacation	51	12	81%
Paid Sick Leave	47	14	77%
Retirement	36	25	59%
Health Insurance	37	24	61%
Portion Paid by Library	33 pay at least 50%		Due to incomplete responses, these totals may not represent the actual number of libraries reporting.

Table 6.0: Cataloger

	Cataloger 5-39 Hours (7)	Cataloger 40 Hours (17)	
Wages (24)			
Minimum	\$2,275	\$12,397	
Maximum	\$30,152	\$41,197	
Mean	\$10,977	\$24,991	Mean – Total divided by number reporting.
Median	\$6,429	\$24,738	Median – Middle number in values arranged in order.

Table 6.1: Clerk

	Clerk 3-20 Hours (51)	Clerk 21-40 Hours (34)
Wages (85)		
Minimum	\$1,510	\$7,561
Maximum	\$12,152	\$27,300
Mean	\$7,519	\$17,178
Median	\$7,652	\$16,042

Table 6.2: Computer Technician

	Computer Tech 15-40 Hours (5)	
Wages (5)		
Minimum	\$8,060	
Maximum	\$40,000	
Mean	\$19,533	Mean – Total divided by number reporting.
Median	\$9,110	Median – Middle number in values arranged in order.

Table 6.3: Librarian

	Librarian 8-39 Hours (46)	Librarian 40 Hours (22)
Wages (68)		
Minimum	\$5,000	\$17,121
Maximum	\$40,850	\$41,197
Mean	\$23,220	\$26,724
Median	\$21,736	\$26,910

Table 6.4: Library Assistant 1

	Library Assistant 1 2-20 Hours (57)	Library Assistant 1 21-38 Hours (55)	Library Assistant 1 40 Hours (26)
Wages (138)			
Minimum	\$1,296	\$9,555	\$17,638
Maximum	\$13,650	\$32,616	\$42,536
Mean	\$8,302	\$17,657	\$23,846
Median	\$8,710	\$16,530	\$21,919

Table 6.5: Library Assistant 2

	Library Assistant 2 6-20 Hours (16)	Library Assistant 2 21-39 Hours (26)	Library Assistant 2 40 Hours (13)
Wages (55)			
Minimum	\$2,730	\$8,589	\$18,200
Maximum	\$12,480	\$40,036	\$30,348
Mean	\$8,194	\$22,467	\$25,725
Median	\$8,685	\$21,810	\$26,500

Table 6.6: Other

	Other 2-20 Hours (28)	Other 21-39 Hours (24)	Other 40 Hours (26)
Wages (78)			
Minimum	\$1,050	\$11,274	\$18,027
Maximum	\$17,680	\$56,314	\$53,000
Mean	\$7,213	\$24,268	\$28,453
Median	\$7,755	\$21,992	\$27,060