



SALARY SURVEY OF WEST VIRGINIA'S PUBLIC LIBRARIES

2018 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 Library Commission sponsors the WV Center for the Book
and urges state residents to
Explore, Discover, and Create in West Virginia Libraries.

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

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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, 2018. 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

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Table 1.0: All Public Library Directors

Salary (91 libraries reporting)		
Minimum	\$10,100	
Maximum	\$105,432	
Mean	\$34,379	Mean – Total divided by number reporting.
Median	\$30,132	Median – Middle number in values arranged in order.
Benefits (92 reporting)		
	Yes	No
Paid Vacation	82	10
Paid Sick Leave	80	12
Retirement	61	31
Health Insurance	56	36
Portion Paid by Library	45 libraries pay at least 75%	Due to incomplete responses, these totals may not represent the actual number of libraries reporting.

Table 2.0: All MLS/MLIS Directors

Salary (28 libraries reporting)		
Minimum	\$20,800	
Maximum	\$105,432	
Mean	\$57,621	Mean – Total divided by number reporting.
Median	\$53,053	Median – Middle number in values arranged in order.
Benefits (28 reporting)		
	Yes	No
Paid Vacation	28	0
Paid Sick Leave	28	0
Retirement	25	3
Health Insurance	25	3
Portion Paid by Library	25 libraries 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 Service Population

Service Population	10,000 or Less (2)	10,001 - 20,000 (8)	20,001 - or 50,000 (10)	50,001 - or 85,000 (5)	85,001 or more (3)					
Salary (28 libraries reporting)										
Minimum	\$45,000	\$30,840	\$27,809	\$52,000	\$70,000					
Maximum	\$79,229	\$57,759	\$80,776	\$64,706	\$105,432					
Mean	\$62,115	\$43,546	\$50,915	\$60,126	\$85,702					
Median	\$62,115	\$43,009	\$46,023	\$63,350	\$81,675					
Benefits (28 reporting)										
	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
Paid Vacation	2	0	8	0	10	0	5	0	3	0
Paid Sick Leave	2	0	8	0	10	0	5	0	3	0
Retirement	2	0	7	1	9	1	5	0	3	0
Health Insurance	2	0	7	1	9	1	5	0	3	0
Paid by Library	1 pays at least 75%		7 pay at least 75%		8 pay at least 75%		5 pay at least 75%		3 pay at least 75%	

Table 2.2: MLS/MLIS Directors Sorted by Operating Expenditures

Operating Expenditures	\$170,000 or Less (1)	\$170,001- 280,000 (5)	\$280,001- 520,000 (8)	\$520,001- 1,00,000 (7)	\$1,000,000 or More (7)					
Salary (28 libraries reporting)										
Minimum	\$30,840	\$37,000	\$27,089	\$49,046	\$52,000					
Maximum	\$30,840	\$50,079	\$65,000	\$79,229	\$105,432					
Mean		\$44,674	\$44,674	\$61,708	\$73,991					
Median		\$44,000	\$44,000	\$57,759	\$70,000					
Benefits (28 reporting)										
	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
Paid Vacation	1	0	5	0	8	0	7	0	7	0
Paid Sick Leave	1	0	5	0	8	0	7	0	7	0
Retirement	1	0	4	1	8	0	7	0	7	0
Health Insurance	1	0	4	1	7	1	7	0	7	0
Portion Paid by Library	1 pays at least 75%		4 pay at least 75%		6 pay at least 75%		7 pay at least 75%		7 pay at least 75%	

Table 3.0: All Non-MLS/MLIS Directors

Salary (60 libraries reporting)			
Minimum	\$10,100		
Maximum	\$43,680		
Mean	\$24,771	Mean – Total divided by number reporting.	
Median	\$25,106	Median – Middle number in values arranged in order.	
Benefits (60 reporting)			
	Yes	No	
Paid Vacation	51	9	
Paid Sick Leave	47	13	
Retirement	35	25	
Health Insurance	27	33	
Portion Paid by Library	21 pay at least 75%		Due to incomplete responses, these totals may not represent the actual number of libraries reporting.

Table 3.1: Non-MLS/MLIS Directors Sorted by Service Population

Service Population	10,000 or Less (44)	10,001-20,000 (11)	20,001-50,000 (5)	50,001-85,000 (0)	85,001 or More (0)					
Salary (60 libraries reporting)										
Minimum	\$10,100	\$23,400	\$27,100							
Maximum	\$43,680	\$40,154	\$40,068							
Mean	\$22,778	\$31,593	\$31,108							
Median	\$20,500	\$30,870	\$29,018							
Benefits (60 reporting)										
	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
Paid Vacation	36	8	9	2	5	0				
Paid Sick Leave	34	10	9	2	5	0				
Retirement	21	23	7	4	4	1				
Health	16	28	5	6	5	0				
Paid by Library	11 pay at least 75%		5 pay at least 75%		4 pay at least 75%					

Table 3.2: Non-MLS/MLIS Directors Sorted by Operating Expenditures

Operating Expenditures	\$170,000 or Less (45)	\$170,001-\$280,000 (12)	\$280,001-\$520,000 (3)	\$520,001 - \$1,000,000 (0)	\$1,000,001 or more (0)	
Salary (60 libraries reporting)						
Minimum	\$10,100	\$20,020	\$24,960			
Maximum	\$43,680	\$40,154	\$40,068			
Mean	\$22,989	\$31,011	\$32,896			
Median	\$20,800	\$30,535	\$33,660			
Benefits (60 reporting)						
	Yes	No	Yes	No	Yes	No
Paid Vacation	36	9	12	0	3	0
Paid Sick Leave	34	11	12	0	1	2
Retirement	25	20	9	3	1	2
Health Insurance	19	26	7	5	1	2
Paid by Library	14 pay at least 75%		6 pay at least 75%		1 pays at least 75%	

Table 4.0: Other MLS/MLIS Staff

Staff	All (25)	Part-Time 1-20 Hours/Week (2)	Full Time 21+ Hours/Week (23)			
Salary (25 libraries reporting)						
Minimum	\$6,453	\$6,453	\$24,336			
Maximum	\$59,978	\$13,520	\$59,978			
Mean	\$34,050	\$9,987	\$36,142			
Median	\$33,000	\$9,987	\$33,010			
Benefits (39 reporting libraries)						
	Yes	No	Yes	No	Yes	No
Paid Vacation	18	2	1	1	17	0
Paid Sick Leave	17	3	0	2	17	0
Retirement	16	4	0	2	16	2
Health	16	4	0	2	16	2
Portion Paid by Library	15 pay at least 75%		0 pay at least 75%		15 pay at least 75%	

Table 5.0: All Support Staff – By Education Requirement

Education	Bachelor's Degree (19)		Some College (13)		High School (50)		None (12)		Not Indicated (2)	
Salary (96 libraries reporting)										
Minimum	\$2,340		\$2,574		\$184		\$1,715		\$13,000	
Maximum	\$58,500		\$40,491		\$37,871		\$33,861		\$18,000	
Mean	\$29,779		\$19,671		\$16,714		\$15,126		\$15,500	
Median	\$30,600		\$20,031		\$16,632		\$11,232		\$15,500	
Benefits (39 reporting)										
	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
Paid Vacation	14	0	5	0	30	11	6	2		
Paid Sick Leave	14	0	5	0	30	11	6	2		
Retirement	13	1	4	1	24	17	5	3		
Health Insurance	13	1	3	2	21	20	5	3		
Paid by Library	12 pay at least 75%		1 pays at least 75%		19 pay at least 75%		5 pay at least 75%			

Table 5.1: Part-Time and Full-Time Breakdown

Education	Bachelor's Degree		Some College		High School		None	
	Part-Time*	Full-Time**	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time
Libraries Reporting	3	19	3	13	23	33	10	9
Minimum	\$2,575	\$2,340	\$8,034	\$2,574	\$184	\$1,854	\$1,715	\$2,035
Maximum	\$25,350	\$58,500	\$27,420	\$40,491	\$20,789	\$32,090	\$31,200	\$33,861
Mean	\$10,556	\$30,558	\$13,748	\$20,614	\$8,071	\$19,277	\$9,393	\$20,266
Medium	\$3,744	\$30,606	\$8,549	\$21,300	\$8,300	\$20,220	\$7,649	\$20,268
* Part-Time is 19.5 hours or less per week								
** Full-Time is 20-plus hours per week								