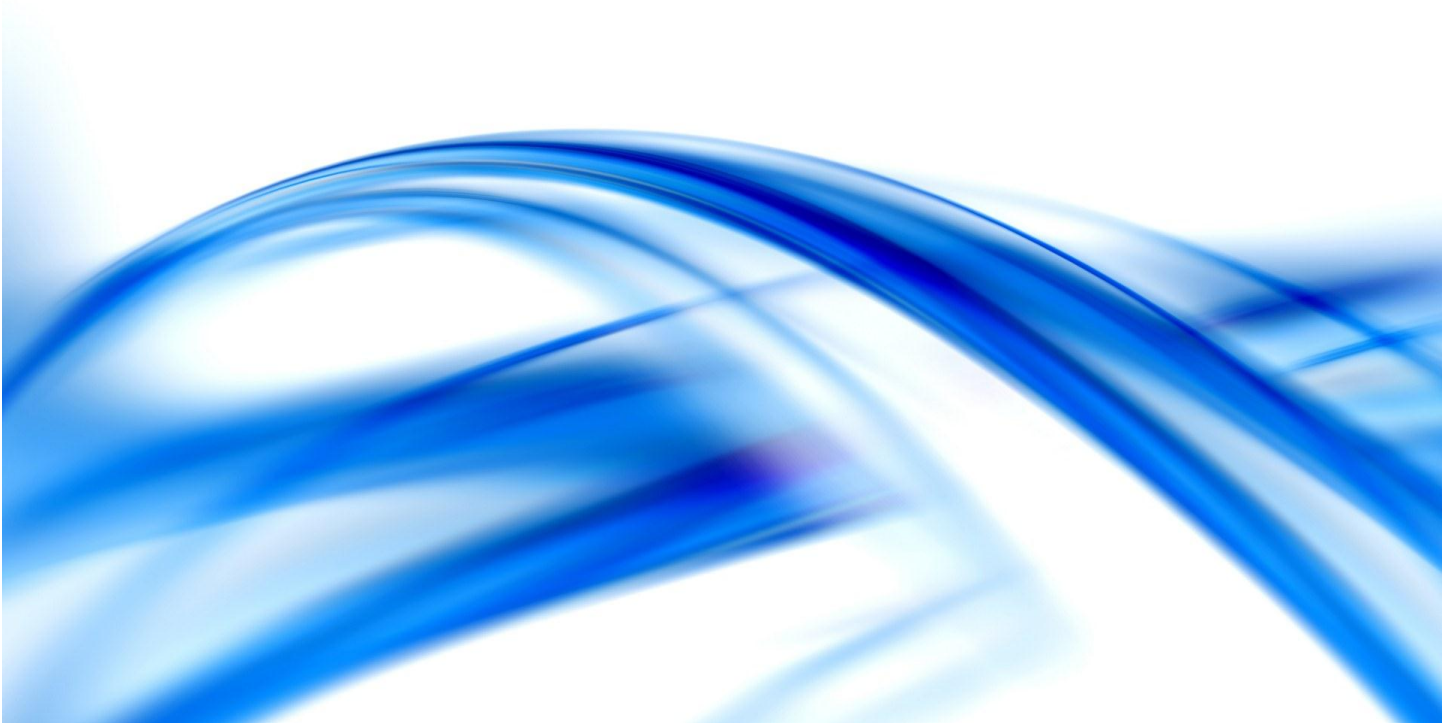




SALARY SURVEY OF WEST VIRGINIA'S PUBLIC LIBRARIES

2014 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.

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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, 2014. 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 (97)			
Minimum	\$8,480		
Maximum	\$100,000		
Mean	\$32,544		Mean – Total divided by number reporting.
Median	\$27,000		Median – Middle number in values arranged in order.
Benefits (97)			
	Yes	No	
Paid Vacation	88	4	
Paid Sick Leave	82	10	
Retirement	53	39	
Health Insurance	58	34	
Portion Paid by Library	51 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 (40)			
Minimum	\$17,440		
Maximum	\$100,000		
Mean	\$47,958		Mean – Total divided by number reporting.
Median	\$41,250		Median – Middle number in values arranged in order.
Benefits (40)			
	Yes	No	
Paid Vacation	37	0	
Paid Sick Leave	35	2	
Retirement	28	9	
Health Insurance	33	5	
Portion Paid by Library	29 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 (12)	\$280,001-520,000 (8)	\$520,001-1,000,000 (6)	\$1,000,000 or More (8)					
Salary (40)										
Minimum	\$17,440	\$26,460	\$35,740	\$48,000	\$54,600					
Maximum	\$44,931	\$44,212	\$59,578	\$69,337	\$100,000					
Mean	\$30,249	\$35,011	\$44,576	\$61,889	\$73,594					
Median	\$30,160	\$35,000	\$40,000	\$60,549	\$70,829					
Benefits (40)										
	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
Paid Vacation	6	0	11	0	7	0	5	0	8	0
Paid Sick Leave	4	2	11	0	7	0	5	0	8	0
Retirement	3	3	6	5	6	1	5	0	8	0
Health Insurance	2	4	11	1	6	1	6	0	8	0
Portion Paid by Library	2 pay at least 75%		10 pay at least 75%		5 pay at least 80%		6 pay at least 75%		87 pay at least 75%	

Table 2.2: MLS/MLIS Directors Sorted by Service Population

Service Population	10,000 or Less (10)	10,001 - 20,000 (9)	20,001 - or 50,000 (12)	50,001 - or 85,000 (5)	85,001 or more (4)					
Salary (40)										
Minimum	\$17,440	\$26,320	\$26,460	\$54,600	\$68,477					
Maximum	\$72,305	\$48,000	\$73,180	\$70,896	\$100,000					
Mean	\$35,271	\$36,625	\$47,400	\$60,992	\$85,877					
Median	\$34,870	\$36,764	\$45,677	\$59,100	\$87,515					
Benefits (40)										
	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
Paid Vacation	9	0	8	0	11	0	5	0	4	0
Paid Sick Leave	7	2	8	0	11	0	5	0	4	0
Retirement	5	4	5	3	9	2	5	0	4	0
Health Insurance	3	5	8	0	12	0	5	0	4	0
Paid by Library	3 pay at least 100%		6 pay at least 75%		11 pay at least 75%		5 pay at least 75%		3 pay at least 75%	

Table 3.0: All Non-MLS/MLIS Directors

Salary (57)		
Minimum	\$8,480	
Maximum	\$53,815	
Mean	\$21,727	Mean – Total divided by number reporting.
Median	\$20,500	Median – Middle number in values arranged in order.
Benefits (57)		
	Yes	No
Paid Vacation	51	4
Paid Sick Leave	47	8
Retirement	25	30
Health Insurance	25	29
Portion Paid by Library	16 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 (16)	\$45,001-75,000 (12)	\$75,001-100,000 (10)	\$100,001 -150,000 (10)	\$150,001 or more (9)					
Salary (57)										
Minimum	\$8,480	\$13,702	\$11,668	\$15,489	\$24,215					
Maximum	\$24,900	\$26,000	\$27,000	\$53,815	\$37,756					
Mean	\$15,495	\$18,289	\$20,818	\$30,152	\$29,038					
Median	\$15,690	\$17,546	\$21,300	\$29,216	\$27,168					
Benefits (57)										
	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
Paid Vacation	13	2	12	0	9	0	8	0	9	0
Paid Sick Leave	11	5	10	2	9	0	8	0	9	0
Retirement	1	1	4	8	6	3	7	3	7	2
Health Insurance	5	10	3	8	6	3	4	3	7	2
Paid by Library	5 pay at least 85%	3 pay at least 76%	6 pay at least 70%	6 pay at least 90%	3 pay at least 50%					

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

Service Population	4,000 or Less (10)		4,001-6,000 (17)		6,001-9,000 (13)		9,001-16,000 (11)		16,001 or More (6)	
Salary (57)										
Minimum	\$11,232		\$8,620		\$11,668		\$8,480		\$15,000	
Maximum	\$37,756		\$53,815		\$29,432		\$32,700		\$33,948	
Mean	\$18,121		\$21,466		\$21,995		\$23,656		\$24,363	
Median	\$15,690		\$17,546		\$22,137		\$27,000		\$24,783	
Benefits (57)										
	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
Paid Vacation	7	3	17	0	13	0	9	1	5	0
Paid Sick Leave	6	4	14	3	13	0	9	1	5	0
Retirement	2	8	6	11	8	5	6	4	3	2
Health	3	6	6	11	8	5	4	6	4	1
Paid by Library	3 pay at least 50%		5 pay at least 50%		8 pay at least 70%		3 pay at least 50%		3 pay at least 50%	

Table 4.0: Other MLS/MLIS Staff

Staff	All (75)		Part-Time 1-20 Hours/Week (11)		Full Time 21+ Hours/Week (64)	
Salary (75)						
Minimum	\$480		\$480		\$1,104	
Maximum	\$84,968		\$19,110		\$84,968	
Mean	\$33,275		\$8,151		\$37,594	
Median	\$34,500		\$6,661		\$37,210	
Benefits (75)						
	Yes	No	Yes	No	Yes	No
Paid Vacation	67	3	7	2	60	1
Paid Sick Leave	67	3	7	2	60	1
Retirement	65	5	6	3	59	2
Health	62	6	6	3	56	3
Portion Paid by Library	61 pay at least 75%		6 pay at least 100%		56 pay at least 75%	

Table 5.0: Support Staff – Bachelor’s Degree

Staff	2-20 Hours/ Week (7)	21-39 Hours/ Week (47)	40 Hours/ Week (69)
Salary (123)			
Minimum	\$978	\$9,674	\$8,498
Maximum	\$10,500	\$55,550	\$59,393
Mean	\$9,549	\$30,465	\$25,917
Median	\$10,400	\$28,000	\$25,560

Table 5.1: Support Staff – High School or Some College

Staff	3-20 Hours/ Week (213)	21-39 Hours/ Week (194)	40 Hours/ Week (75)
Salary (482)			
Minimum	\$1,084	\$2,179	\$8,544
Maximum	\$16,260	\$38,243	\$39,420
Mean	\$7,258	\$19,161	\$21,954
Median	\$7,997	\$18,865	\$21,840

Table 5.2: Support Staff – No Educational Requirement

Staff	2-20 Hours/ Week (36)	21-39 Hours/ Week (7)	40 Hours/ Week (8)
Salary (51)			
Minimum	\$357	\$8,100	\$18,500
Maximum	\$9,139	\$23,020	\$27,000
Mean	\$5,832	\$14,532	\$22,886
Median	\$7,203	\$14,500	\$24,000

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

Benefits (314)	Yes	No	
Paid Vacation	308	6	
Paid Sick Leave	306	8	
Retirement	274	40	
Health Insurance	280	33	
Portion Paid by Library	212 pay at least 75%		Due to incomplete responses, these totals may not represent the actual number of libraries reporting.

Table 6.0: Cataloger

	Cataloger 1-39 Hours (13)	Cataloger 40 Hours (19)	
Wages (32)			
Minimum	\$3982	\$16,640	
Maximum	\$29,401	\$39,420	
Mean	\$17,748	\$24,196	Mean – Total divided by number reporting.
Median	\$19,422	\$23,088	Median – Middle number in values arranged in order.

Table 6.1: Clerk

	Clerk 3-20 Hours (82)	Clerk 21-39 Hours (35)	Clerk 40 Hours (11)
Wages (128)			
Minimum	\$1084	\$6,569	\$8,544
Maximum	\$8,960	\$35,354	\$47,020
Mean	\$6,931	\$15,065	\$24,701
Median	\$7,714	\$12,158	\$19,552

Table 6.2: Computer Technician

	Computer Tech 16-40 Hours (10)	
Wages (10)		
Minimum	\$8001	
Maximum	\$59,393	
Mean	\$31,026	Mean – Total divided by number reporting.
Median	\$34,835	Median – Middle number in values arranged in order.

Table 6.3: Librarian

	Librarian 2-20 Hours (5)	Librarian 21-39 Hours (53)	Librarian 40 Hours (47)
Wages (105)			
Minimum	\$4800	\$11,440	\$13,230
Maximum	\$16,260	\$47,178	\$39,420
Mean	\$10,685	\$23,197	\$23,367
Median	\$12,998	\$22,000	\$22,174

Table 6.4: Library Assistant 1

	Library Assistant 1 2-20 Hours (53)	Library Assistant 1 21-39 Hours (54)	Library Assistant 1 40 Hours (27)
Wages (134)			
Minimum	\$1296	\$8,326	\$8,498
Maximum	\$11,881	\$37,000	\$35,283
Mean	\$7,515	\$15,903	\$21,872
Median	\$8,174	\$14,500	\$22,152

Table 6.5: Library Assistant 2

	Library Assistant 2 2-20 Hours (64)	Library Assistant 2 21-39 Hours (41)	Library Assistant 2 40 Hours (14)
Wages (119)			
Minimum	\$978	\$9,325	\$16,640
Maximum	\$11,547	\$31,958	\$32,156
Mean	\$8,757	\$19,006	\$22,410
Median	\$7,498	\$31,958	\$20,908

Table 6.6: Other

	Other 2-20 Hours (43)	Other 21-39 Hours (50)	Other 40 Hours (32)
Wages (125)			
Minimum	\$1105	\$9,141	\$16,230
Maximum	\$17,340	\$55,550	\$37,357
Mean	\$6,390	\$27,934	\$25,306
Median	\$6,914	\$24,753	\$25,480