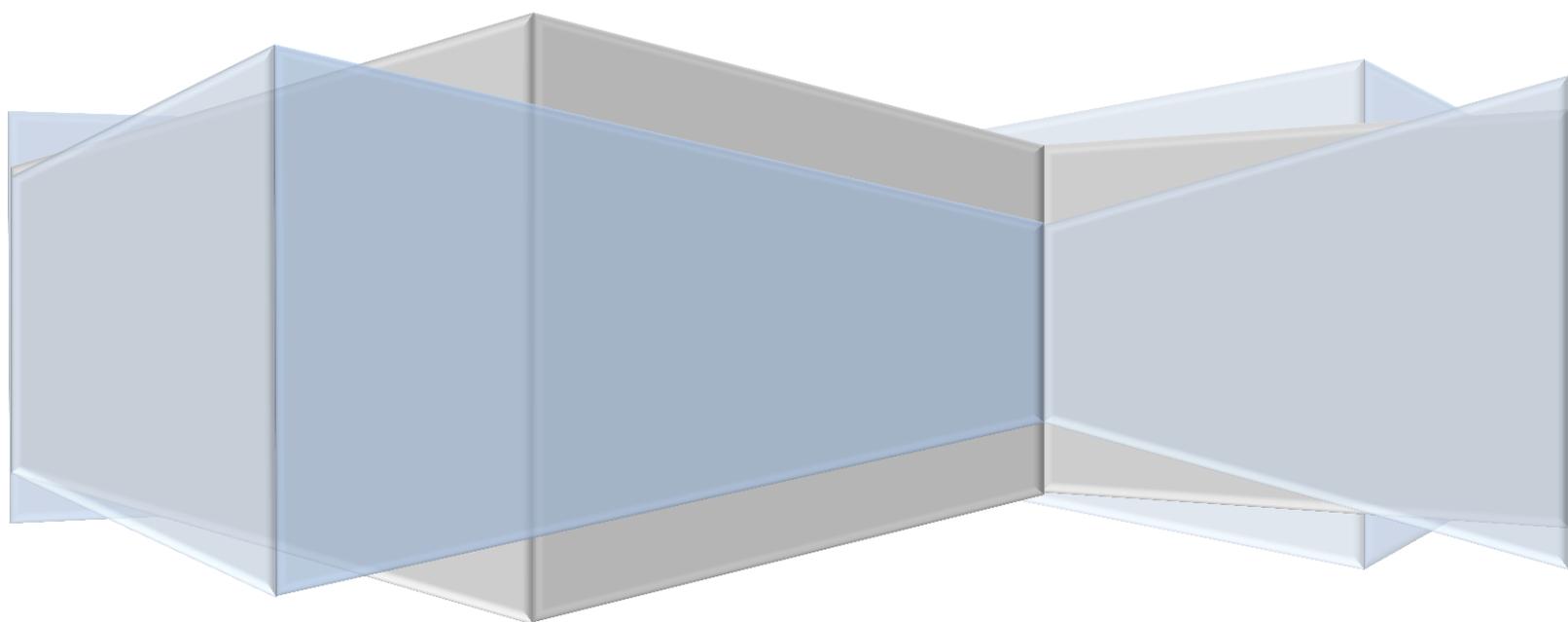


Library Development Division - West Virginia Library Commission

SALARY SURVEY OF WEST VIRGINIA'S PUBLIC LIBRARIES

2012 Edition



**SALARY SURVEY OF
WEST VIRGINIA'S PUBLIC LIBRARIES**



2012 Edition

Library Development Division

West Virginia Library Commission

Charleston

2012, West Virginia Library Commission

Prepared by the Library Development Division



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Supporting data in this document provided by the Allied Professional Association
of the American Library Association.

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A note about WVLC, this survey, and about public library salaries in the United States.

The West Virginia Library Commission was created in 1929 and is charged by the State Legislature to *“give assistance, advice and counsel to all school, state-institutional, free and public libraries, and to all communities in the state which may propose to establish libraries, as to the best means of establishing and administering them, selecting and cataloging books, and other details of library management, and may send any of its members to aid in organizing such libraries or assist in the improvement of those already established.”* Our mission statement, reformulated in 2012 is to, *“encourage lifelong learning, individual empowerment, civic engagement and an enriched quality of life by enhancing library and information services for all West Virginians.* A vital part of providing these mandated services and enhancements is to study library services in West Virginia and national trends and provide information to help library leaders, policymakers, and government officials to assist them in improving libraries within our borders.

Salaries for library workers vary greatly depending on a number of factors including the type of library (i.e. public, school, academic, etc.), size of library, the region of the country, years of experience, etc. For the purposes of this document, only public libraries are surveyed. West Virginia Administrative Rules currently require public libraries to complete this survey every two years.

In general, salaries are usually higher in academic libraries (vs. public), large metropolitan areas (vs. rural) in the United States. West Virginia is no exception.

The American Library Association-Allied Professional Association (ALA-APA), an organization for the advancement of library employees advocates to improve the salaries and status of librarians and other library workers. According to the Salary Survey conducted in 2008 by the ALA-APA:

- Salaries nationally ranged from \$22,000 to \$331,200
- Mean salary for librarians -- \$58,960
- Median ALA MLS salary -- \$53,251

At the American Library Association 2007 Midwinter Meeting in Seattle, the ALA-APA Council adopted a resolution to endorse a nonbinding minimum salary for professional librarians. The resolution endorsed a minimum salary for professional librarians of not less than \$40,000 per year. For 2011, this figure is \$42,485/year for professional librarians. The ALA-APA Council passed a Living Wage Resolution supporting the annual updating of the \$40,000 minimum salary for librarians and recommending a salary of \$13 an hour for library workers, also to be updated annually. For 2011, these figures were \$42,181/year for professional librarians, and \$13.81/hour for library employees.

To examine the status of states closer to West Virginia, neighboring Pennsylvania is the only state where a professional organization has adopted a policy regarding minimum

professional salaries. Pennsylvania recommends a minimum annual salary of \$35,132 per year for professional librarians.

In 2007 ALA-APA in conjunction with ALA's Office of Literacy and Outreach Services completed a survey of rural library salaries in the United States, including West Virginia. This document contained interesting information on the definitions of a rural librarian, as well as perceptions of the status of rural librarians in the United States and the low salaries of library workers who chose to serve rural communities. Sympathy for these perceptions and these low salaries is vital in that most of West Virginia is considered "rural."

Further information about library salaries in the United States can be obtained from the website of the Allied Professional Association of the American Library Association.

I congratulate WVLC Planning and Programs Consultant/State Data Coordinator Melissa J. Brown on the completion of this latest study. We hope it will be of benefit to West Virginia's public libraries, policymakers, and others.

John Paul Myrick, MLS
Library Development Director



2012 West Virginia Public Library Salary Survey

INTRODUCTION

In even numbered years, the West Virginia Library Commission conducts a survey of salaries in all public libraries. An online survey link was emailed to library directors for the 2012 survey to increase the ease of response and decrease the unnecessary use of paper. The survey asked directors to report salaries and benefits as of January 1, 2012.

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

Address comments and questions to:

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TABLE 1

ALL PUBLIC LIBRARY DIRECTORS

Salary (97)

Minimum	\$7,920
Maximum	\$98,000
Mean	\$31,254
Median	\$25,008

*Mean- total divided by number reporting.
Median- middle number in values arranged in order.*

BENEFITS (97)

	Yes	No
Paid Vacation	85	3
Paid Sick Leave	80	8
Retirement	56	29
Health Insurance	51	35
Portion Paid by Library	48 pay at least 50%	

Due to incomplete responses, these totals may not represent the actual number of libraries reporting.

TABLE 2.0

ALL MLS DIRECTORS

Salary (38)

Minimum	\$20,548
Maximum	\$98,000
Mean	\$47,677
Median	\$43,961

*Mean- total divided by number reporting.
Median- middle number in values arranged in order.*

BENEFITS (38)

	Yes	No
Paid Vacation	36	0
Paid Sick Leave	35	1
Retirement	30	5
Health Insurance	31	2
Portion Paid by Library	31 pay at least 75%	

Due to incomplete responses, these totals may not represent the actual number of libraries reporting.

TABLE 2.1

MLS DIRECTORS SORTED BY OPERATING EXPENDITURES

	\$170,000 or Less (8)	\$170,001- \$280,000 (8)	\$280,001- \$520,000 (7)	\$520,001- \$1,00,000 (7)	\$1,000,000 or More (8)					
Salary (38)										
Minimum	\$20,548	\$26,460	\$35,610	\$41,596	\$52,000					
Maximum	\$38,000	\$54,666	\$50,860	\$70,896	\$98,000					
Mean	\$29,364	\$40,310	\$41,913	\$57,484	\$69,820					
Median	\$30,500	\$40,154	\$39,936	\$56,164	\$65,066					
BENEFITS (38)										
	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
Paid Vacation	7	0	8	0	7	0	8	0	8	0
Paid Sick Leave	6	1	8	0	7	0	8	0	8	0
Retirement	2	5	7	0	7	0	7	1	8	0
Health Insurance	5	2	7	1	6	1	8	0	8	0
Portion Paid by Library	5 pay at least 75%		6 pay at least 75%		6 pay at least 80%		8 pay at least 75%		8 pay at least 75%	

TABLE 2.2										
MLS DIRECTORS SORTED BY SERVICE POPULATION										
	10,000 or Less (5)		10,001 - 20,000 (12)		20,001 - or 50,000 (12)		50,001 - or 85,000 (5)		85,001 or more (4)	
Salary (38)										
Minimum	\$20,548		\$24,000		\$26,460		\$46,000		\$62,122	
Maximum	\$69,843		\$55,000		\$68,009		\$70,986		\$98,000	
Mean	\$40,340		\$38,796		\$44,754		\$55,899		\$81,987	
Median	\$38,000		\$37,847		\$42,722		\$55,000		\$83,914	
BENEFITS (38)										
	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
Paid Vacation	5	0	11	0	12	0	5	0	4	0
Paid Sick Leave	4	1	11	0	12	0	5	0	4	0
Retirement	3	2	9	2	10	1	5	0	4	0
Health Insurance	3	2	9	2	11	1	5	0	4	0
Portion Paid by Library	3 pay at least 100%		9 pay at least 75%		11 pay at least 75%		5 pay at least 75%		4 pay at least 75%	

TABLE 3.0										
ALL NON-MLS DIRECTORS										
Salary (59)										
Minimum	\$7,920		<i>Mean- total divided by number reporting. Median- middle number in values arranged in order.</i>							
Maximum	\$53,238									
Mean	\$20,677									
Median	\$19,162									
BENEFITS (59)										
	Yes	No	<i>Due to incomplete responses, these totals may not represent the actual number of libraries reporting.</i>							
Paid Vacation	48	3								
Paid Sick Leave	44	7								
Retirement	24	25								
Health Insurance	18	31								
Portion Paid by Library	16 pay at least 50%									

TABLE 3.1										
NON-MLS DIRECTORS SORTED BY OPERATING EXPENDITURES										
	\$45,000 or Less (17)		\$45,001- \$75,000 (16)		\$75,001- \$100,000 (10)		\$100,001 - \$150,000 (8)		\$150,001 or more (8)	
Salary (59)										
Minimum	\$7,920		\$11,490		\$19,018		\$19,394		\$18,000	
Maximum	\$17,888		\$24,500		\$26,688		\$53,238		\$32,240	
Mean	\$14,155		\$17,914		\$22,781		\$31,980		\$26,128	
Median	\$14,820		\$18,824		\$22,210		\$31,682		\$27,090	
BENEFITS (59)										
	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
Paid Vacation	12	2	14	1	8	0	7	0	7	0
Paid Sick Leave	9	5	13	2	8	0	7	0	7	0
Retirement	13	1	7	6	6	2	6	1	5	2
Health Insurance	4	10	4	9	5	3	4	3	1	6
Portion Paid by Library	4 pay at least 85%		4 pay at least 76%		4 pay at least 70%		2 pay at least 90%		2 pay at least 50%	

TABLE 3.2										
NON-MLS DIRECTORS SORTED BY SERVICE POPULATION										
	4,000 or Less (11)		4,001- 6,000 (19)		6,001- 9,000 (14)		9,001- 16,000 (9)		16,001 or More (6)	
Salary (59)										
Minimum	\$7,920		\$9,000		\$16,000		\$19,394		\$18,000	
Maximum	\$18,720		\$53,238		\$33,363		\$35,650		\$37,485	
Mean	\$13,834		\$18,550		\$23,073		\$25,008		\$27,868	
Median	\$14,400		\$16,861		\$22,000		\$26,688		\$27,984	
BENEFITS (59)										
	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
Paid Vacation	7	2	16	1	13	0	6	0	5	0
Paid Sick Leave	7	2	12	5	13	0	6	0	5	0
Retirement	1	7	10	7	9	4	5	1	4	1
Health	3	4	4	13	7	6	6	0	2	3
Portion Paid by	3 pay at least 85%		3 pay at least 76%		7 pay at least 70%		Info. not reported		2 pay at least 50%	

TABLE 4							
OTHER MLS STAFF							
	All (76)		Part-Time 1-20 Hrs/Wk (9)		Full Time 21+ Hrs/Wk (67)		
Salary (76)							
Minimum	\$2,031		\$2,031		\$12,208		
Maximum	\$83,640		\$18,200		\$83,640		
Mean	\$34,784		\$8,770		\$38,279		
Median	\$34,594		\$9,410		\$36,288		
BENEFITS (76)							
	Yes	No	Yes	No	Yes	No	
Paid Vacation	75	0	9	0	66	0	
Paid Sick Leave	75	0	9	0	66	0	
Retirement	72	3	7	2	65	1	
Health Insurance	70	5	7	2	63	3	
Portion Paid by Library	70 pay at least 74%		7 pay at least 100%		63 pay at least 74%		

TABLE 5.0			
SUPPORT STAFF - BACHELORS DEGREE			
	3-20 Hrs/Wk (156)	21-29 Hrs/Wk (35)	30 +Hrs/Wk (290)
Salary (481)			
Minimum	\$128	\$7,917	\$11,000
Maximum	\$14,615	\$23,400	\$59,378
Mean	\$6,351	\$13,197	\$22,649
Median	\$7,479	\$11,687	\$21,612

TABLE 5.1				
SUPPORT STAFF - HIGH SCHOOL OR SOME COLLEGE				
	1 -15 Hrs/Wk (60)	16-20 Hrs/Wk	21-29 Hrs/Wk (33)	30 + Hrs/Wk (165)
Salary (388)				
Minimum	181	3,361	7,917	11,136
Maximum	\$11,233	\$13,650	\$18,804	\$39,083
Mean	\$3,962	\$8,384	\$11,436	\$21,001
Median	\$4,300	\$8,113	\$11,093	\$20,134

TABLE 5.2		
ALL FULL TIME (25 HRS +) SUPPORT STAFF		
BENEFITS (198)	Yes	No
Paid Vacation	186	12
Paid Sick Leave	180	18
Retirement	151	47
Health Insurance	147	46
Portion Paid by Library	139 pay at least 50%	

Due to incomplete responses, these totals may not represent the actual number of libraries reporting.

TABLE 6.0				
	Library Assistant 2 3-15 Hours (17)	Library Assistant 2 16-19 Hours (12)	Library Assistant 2 20-29 Hours (37)	Library Assistant 2 30-40 Hours (49)
WAGES (115)				
Minimum	\$206	\$1,836	\$7,000	\$11,000
Maximum	\$7,676	\$9,223	\$13,965	\$30,160
Mean	\$3,647	\$6,922	\$9,795	\$21,119
Median	\$3,600	\$6,652	\$9,615	\$20,600

TABLE 6.1				
	Library Assistant 1 2-15 Hours (16)	Library Assistant 1 16-19 Hours (14)	Library Assistant 1 20-29 Hours (40)	Library Assistant 1 30-40 Hours (82)
WAGES (152)				
Minimum	\$1,092	\$1,943	\$7,540	\$11,136
Maximum	\$6,240	\$11,155	\$18,804	\$39,083
Mean	\$4,132	\$7,136	\$10,075	\$19,897
Median	\$4,381	\$7,076	\$9,048	\$19,010

TABLE 6.2				
	Clerk 2-15 Hours (13)	Clerk 16-19 Hours (36)	Clerk 20-29 Hours (14)	Clerk 30-40 Hours (29)
WAGES (92)				
Minimum	\$850	\$6,193	\$7,200	\$7,609
Maximum	\$6,722	\$10,159	\$13,455	\$34,516
Mean	\$3,751	\$6,839	\$10,316	\$18,736
Median	\$3,744	\$7,243	\$10,092	\$17,992

TABLE 6.3			
	Cataloger 1-30 Hours (7)	Cataloger 31-40 Hours (25)	
WAGES (31)			
Minimum	\$3,000	\$17,490	<i>Mean- total divided by number reporting. Median- middle number in values arranged in order.</i>
Maximum	\$13,820	\$37,964	
Mean	\$8,026	\$21,247	
Median	\$7,488	\$22,568	

TABLE 6.4		
	Computer Tech 37.5 Hours (9)	
WAGES (9)		
Minimum	\$347	<i>Mean- total divided by number reporting. Median- middle number in values arranged in order.</i>
Maximum	\$43,637	
Mean	\$32,096	
Median	\$33,116	



Questions or comments regarding this survey should be submitted to:

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