



**WEST VIRGINIA  
LIBRARY COMMISSION**

**2010 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 form was developed for the 2010 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, 2010.*

*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.*

*Address comments and questions to:*

*Sharon White  
sharon.k.white@wv.gov  
In-state toll free: (800) 642-9021 ext. 2027  
FAX: (304) 558-1612*

**TABLE OF CONTENTS**

**TABLE 1: ALL PUBLIC LIBRARY DIRECTORS**

**TABLE 2.0: ALL MLS DIRECTORS**

**TABLE 2.1: BY OPERATING EXPENDITURES**

**TABLE 2.2: BY SERVICE POPULATION**

**TABLE 3.0: ALL NON-MLS DIRECTORS**

**TABLE 3.1: BY OPERATING EXPENDITURES**

**TABLE 3.2: BY SERVICE POPULATION**

**TABLE 4: OTHER MIS STAFF**

**SUPPORT STAFF BY EDUCATION**

**TABLE 5.0: BACHELORS DEGREE**

**TABLE 5.1: HIGH SCHOOL OR SOME COLLEGE**

**TABLE 5.2: EDUCATION NOT SPECIFIED**

**TABLE 5.3: ALL FT SUPPORT STAFF-BENEFITS**

**SUPPORT STAFF BY JOB GROUP & HOURS WORKED**

**TABLE 6.0: LIBRARY ASSISTANT 2**

**TABLE 6.1: LIBRARY ASSISTANT 1**

**TABLE 6.2: CLERK**

**TABLE 6.3: CATALOGER**

**TABLE 6.4: COMPUTER TECHNICIAN**

**APPENDIX - JOB DESCRIPTIONS**

**TABLE 1**

**ALL PUBLIC LIBRARY DIRECTORS**

**SALARY (97)**

Minimum	\$6,100
Maximum	\$98,000
Mean	\$30,148
Median	\$23,713

*Mean: Total divided by number reporting.  
Median: Middle number in values arranged in order.*

**BENEFITS (97)**

	Yes	No
Paid Vacation	89	8
Paid Sick Leave	84	13
Retirement	58	39
Health Insurance	57	40
Portion Paid by Library	56	41

TABLE 2.0

ALL MLS DIRECTORS			
<b>SALARY (36)</b>			
Minimum	\$22,000	<i>Mean-total divided by number reporting. Median-middle number in values arranged in order.</i>	
Maximum	\$98,000		
Mean	\$46,643		
Median	\$42,030		
<b>BENEFITS (36)</b>		<b>Yes</b>	<b>No</b>
Paid Vacation	36	0	
Paid Sick Leave	35	1	
Retirement	30	6	
Health Insurance	30	6	
Portion Paid by Library	30	6	

TABLE 2.1

MLS DIRECTORS SORTED BY OPERATING EXPENDITURES									
	\$200,000 or Less (12)		\$200,001 - \$350,000 (7)		\$350,001 - \$800,000 (9)		\$800,000 or More (8)		
<b>SALARY (36)</b>									
Minimum	\$22,000		\$26,460		\$37,269		\$51,000		
Maximum	\$42,500		\$55,393		\$63,399		\$98,000		
Mean	\$33,019		\$38,904		\$51,657		\$68,207		
Median	\$31,222		\$36,750		\$54,800		\$63,202		
<b>BENEFITS (36)</b>		<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>
Paid Vacation	12	0	7	0	9	0	8	0	
Paid Sick Leave	11	1	7	0	9	0	8	0	
Retirement	6	6	7	0	9	0	8	0	
Health Insurance	8	4	6	1	8	1	8	0	
Portion Paid by Library	8	4	6	1	8	1	8	0	

TABLE 2.2

MLS DIRECTORS SORTED BY SERVICE POPULATION									
	25,000 or Less (19)		25,001 - 50,000 (8)		50,000 or More (9)				
<b>SALARY (36)</b>									
Minimum	\$22,000		\$26,460		\$47,470				
Maximum	\$63,399		\$64,733		\$98,000				
Mean	\$39,380		\$43,464		\$64,799				
Median	\$38,000		\$37,269		\$55,000				
<b>BENEFITS (36)</b>		<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>		
Paid Vacation	19	0	8	0	9	0			
Paid Sick Leave	18	1	8	0	9	0			
Retirement	15	4	6	2	9	0			
Health Insurance	13	6	8	0	9	0			
Portion Paid by Library	13	6	8	0	9	0			

TABLE 3.0

ALL NON-MLS DIRECTORS			
<b>SALARY (61)</b>			
Minimum	\$6,100	<i>Mean-total divided by number reporting. Median-middle number in values arranged in order.</i>	
Maximum	\$67,000		
Mean	\$20,413		
Median	\$18,000		
<b>BENEFITS (61)</b>		<b>Yes</b>	<b>No</b>
Paid Vacation	53	8	
Paid Sick Leave	49	12	
Retirement	28	33	
Health Insurance	27	34	
Portion Paid by Library	26	35	

TABLE 3.1

NON-MLS DIRECTORS SORTED BY OPERATING EXPENDITURES									
	\$30,000 or Less (10)		\$30,001 - \$45,000 (11)		\$45,001 - \$80,000 (18)		\$80,000 or More (22)		
<b>SALARY (61)</b>									
Minimum	\$6,100		\$11,700		\$13,702		\$16,646		
Maximum	\$19,980		\$22,836		\$26,556		\$67,000		
Mean	\$13,132		\$14,776		\$18,730		\$27,919		
Median	\$11,616		\$13,790		\$17,640		\$24,000		
<b>BENEFITS (61)</b>									
	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>	
Paid Vacation	6	4	10	1	16	2	21	1	
Paid Sick Leave	4	6	9	2	15	3	21	1	
Retirement	1	9	2	9	9	9	16	6	
Health Insurance	4	6	1	10	9	9	13	9	
Portion Paid by Library	5	5	1	10	9	9	11	11	

TABLE 3.2

NON-MLS DIRECTORS SORTED BY SERVICE POPULATION									
	5,000 or Less (21)		5,001 - 10,000 (23)		10,001 - 15,000 (8)		15,001 or More (9)		
<b>SALARY (61)</b>									
Minimum	\$6,100		\$11,700		\$19,980		\$11,889		
Maximum	\$22,799		\$50,685		\$36,750		\$67,000		
Mean	\$14,574		\$21,125		\$25,251		\$27,919		
Median	\$13,790		\$18,411		\$22,836		\$24,000		
<b>BENEFITS (61)</b>									
	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>	
Paid Vacation	15	6	22	1	8	0	8	1	
Paid Sick Leave	13	8	21	2	8	0	7	2	
Retirement	6	15	12	11	5	3	5	4	
Health Insurance	7	14	11	12	5	3	4	5	
Portion Paid by Library	7	14	10	13	4	4	5	4	

TABLE 4

OTHER MLS STAFF					
	All (71)	Part-Time 1-20 Hrs/Wk (7)		Full Time 21 + Hrs/Wk (64)	
<b>SALARY (71)</b>					
Minimum	\$3,098	\$3,098		\$15,000	
Maximum	\$83,640	\$20,280		\$83,640	
Mean	\$36,287	\$8,746		\$39,299	
Median	\$37,048	\$6,169		\$38,000	
<b>BENEFITS (71)</b>					
	Yes/No	Yes	No	Yes	No
Paid Vacation	63/8	1	6	62	2
Paid Sick Leave	63/8	1	6	62	2
Retirement	61/10	1	6	60	4
Health Insurance	63/8	2	5	61	3
Portion Paid by Library	62/9	1	6	61	3

TABLE 5.0

SUPPORT STAFF - BACHELORS DEGREE				
	3-20 Hrs/Wk (29)	21-29 Hrs/Wk (2)	30 +Hrs/Wk (90)	
<b>SALARY (121)</b>				
Minimum	\$3,770	\$10,608	\$9,671	
Maximum	\$15,288	\$16,602	\$59,378	
Mean	\$7,970	\$13,605	\$25,658	
Median	\$7,488		\$24,000	

TABLE 5.1

SUPPORT STAFF - HIGH SCHOOL AND SOME COLLEGE				
	1 -15 Hrs/Wk (45)	16-20 Hrs/Wk (175)	21-29 Hrs/Wk (44)	30 + Hrs/Wk (215)
<b>SALARY (479)</b>				
Minimum	\$348	\$1,455	\$7,300	\$6,051
Maximum	\$14,615	\$14,040	\$22,776	\$37,376
Mean	\$5,325	\$7,743	\$11,467	\$20,443
Median	\$5,055	\$7,881	\$10,978	\$19,800

TABLE 5.2

SUPPORT STAFF (2-20 HRS) - EDUCATION-NONE, UNKNOWN, Ph.D.		
<b>SALARY (15)</b>		
Minimum	\$4,350	<i>Mean-total divided by number reporting. Median-middle number in values arranged in order.</i>
Maximum	\$19,510	
Mean	\$7,986	
Median	\$7,459	

TABLE 5.3

ALL FULL TIME (25 HRS +) SUPPORT STAFF		
<b>BENEFITS (393)</b>		
	Yes	No
Paid Vacation	381	12
Paid Sick Leave	376	17
Retirement	340	53
Health Insurance	331	62
Portion Paid by Library	331	62

**TABLE 6.0**

Respondents were asked to use generic job groups as defined by the West Virginia Library Commission. Definitions are attached at the end of this report.

<b>SUPPORT STAFF SORTED BY JOB GROUP AND HOURS WORKED</b>				
	<b>Library Assistant 2 3-15 Hours (10)</b>	<b>Library Assistant 2 16-19 Hours (8)</b>	<b>Library Assistant 2 20-29 Hours (34)</b>	<b>Library Assistant 2 30-40 Hours (58)</b>
<b>WAGES (110)</b>				
<b>Minimum</b>	\$348	\$6,786	\$2,624	\$11,192
<b>Maximum</b>	\$13,135	\$11,225	\$16,602	\$33,615
<b>Mean</b>	\$5,038	\$8,043	\$10,048	\$21,076
<b>Median</b>	\$3,855	\$7,488	\$9,616	\$21,119

**TABLE 6.1**

	<b>Library Assistant 1 10-15 Hours (20)</b>	<b>Library Assistant 1 16-19 Hours (30)</b>	<b>Library Assistant 1 20-29 Hours (78)</b>	<b>Library Assistant 1 30-40 Hours (97)</b>
<b>WAGES (225)</b>				
<b>Minimum</b>	\$3,770	\$5,749	\$1,455	\$11,310
<b>Maximum</b>	\$9,402	\$10,209	\$18,319	\$32,303
<b>Mean</b>	\$5,456	\$7,846	\$8,636	\$19,244
<b>Median</b>	\$4,712	\$7,612	\$8,320	\$18,548

**TABLE 6.2**

	<b>Clerk 1.3-15 Hours (13)</b>	<b>Clerk 16-19 Hours (49)</b>	<b>Clerk 20-29 Hours (30)</b>	<b>Clerk 30-40 Hours (31)</b>
<b>WAGES (123)</b>				
<b>Minimum</b>	\$1,054	\$2,619	\$1,760	\$6,051
<b>Maximum</b>	\$7,442	\$11,700	\$11,982	\$34,516
<b>Mean</b>	\$4,651	\$7,083	\$8,707	\$19,497
<b>Median</b>	\$4,901	\$7,361	\$8,525	\$18,725

**TABLE 6.3**

	<b>Cataloger 10-30 Hours (16)</b>	<b>Cataloger 31-40 Hours (25)</b>	
<b>WAGES (41)</b>			
<b>Minimum</b>	\$3,098	\$18,432	
<b>Maximum</b>	\$20,280	\$34,624	
<b>Mean</b>	\$9,380	\$23,665	
<b>Median</b>	\$8,840	\$23,456	

**TABLE 6.4**

	<b>Computer Tech 31-40 Hours (8)</b>	
<b>WAGES (9)</b>		
<b>Minimum</b>	\$23,000	<i>Mean-total divided by number reporting. Median-middle number in values arranged in order.</i>
<b>Maximum</b>	\$54,408	
<b>Mean</b>	\$34,665	
<b>Median</b>	\$34,003	