

2003 Compensation

Table 21

Public Libraries	Does the library have. . . ?			Library Pension Type
	FICA	Shift Differential	Longevity Pay	
Over 250,000				
Fort Vancouver Regional Library	Yes	Yes	Yes	State
King County Library System	Yes	Yes	-	State
Pierce County Library System	Yes	-	-	State
Seattle Public Library	Yes	Yes	-	City
Sno-Isle Regional Library	Yes	-	-	State
Timberland Regional Library	Yes	Yes	Yes	State
100,001 - 250,000				
Kitsap Regional Library	Yes	Yes	Yes	State
Mid-Columbia Library District	Yes	Yes	-	State
North Central Regional Library	Yes	-	Yes	State
Spokane County Library District	Yes	-	-	State
Spokane Public Library	Yes	Yes	Yes	City
Tacoma Public Library	Yes	-	Yes	City
Whatcom County Library System	Yes	-	Yes	State
Yakima Valley Regional Library	Yes	-	-	State
25,001 - 100,000				
Bellingham Public Library	Yes	Yes	-	State
Everett Public Library	Yes	-	Yes	State
Longview Public Library	Yes	-	-	State
Mount Vernon City Library	Yes	-	Yes	State
North Olympic Library System	Yes	-	Yes	State
Puyallup Public Library	Yes	-	Yes	State
Renton Public Library	Yes	-	Yes	State
Richland Public Library	Yes	-	-	State
Stevens County Rural Library District	Yes	-	Yes	State
Walla Walla Public Library	Yes	Yes	Yes	State
5,001 - 25,000				
Anacortes Public Library	Yes	Yes	Yes	State
Asotin County Library	Yes	-	Yes	State
Burlington Public Library	Yes	-	Yes	State
Camas Public Library	Yes	-	-	State
Ellensburg Public Library	Yes	-	-	State
Enumclaw Public Library	Yes	-	-	State
Grandview (Bleyhl Community) Library	Yes	-	Yes	State
Jefferson County Rural Library District	Yes	-	Yes	State
Kelso Public Library	Yes	-	Yes	State
LaConner Regional Library	Yes	-	-	State
Pend Oreille County Library District	Yes	-	Yes	State
Port Townsend Public Library	Yes	-	-	State
Pullman (Neill) Public Library	Yes	-	-	State
San Juan Island Library District	Yes	-	Yes	State
Sedro-Woolley Public Library	Yes	-	-	State
Walla Walla County Library District	Yes	-	-	State
Whitman County Library	Yes	-	-	State

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Table 21

Public Libraries	Does the library have. . . ?			Library Pension Type
	FICA	Shift Differential	Longevity Pay	
5,000 & under with certified librarian				
Lopez Island Library District	Yes	-	-	State
Ocean Shores Public Library	-	-	-	State
Orcas Island Library District	Yes	-	Yes	State
5,000 & under without certified librarian				
Castle Rock Public Library	Yes	-	-	State
Cathlamet Public (Blanche Bradley) Library	Yes	-	-	None
Chewelah Public Library	Yes	-	-	State
Cle Elum (Carpenter Memorial) Library	Yes	-	-	State
Concrete Public Library	Yes	-	-	City
Davenport Public Library	-	-	-	None
Dayton Memorial Library	Yes	-	-	City
Harrington Public Library	-	-	-	City
Kalama Public Library	Yes	-	-	State
Kettle Falls Public Library	Yes	-	-	None
Kittitas Public Library	Yes	-	-	State
Odessa Public Library	-	-	-	City
Pomeroy (Denny Ashby Memorial) Library	Yes	-	-	County
Reardan Memorial Library	-	-	-	None
Ritzville Public Library	Yes	-	-	State
Roslyn Public Library	Yes	-	-	State
Roy City Library	Yes	-	-	City
Sprague Public Library	-	-	-	None
Waitsburg (Weller) Public Library	Yes	-	-	None
Wilbur (Hesseltine) Public Library	Yes	-	-	City

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Table 21 (continued)

Public Libraries	Who is covered by your . . . ?		
	Employer Paid Medical	Employer Paid Dental	Employer Paid Vision
Over 250,000			
Fort Vancouver Regional Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
King County Library System	Employee only	Employee only	Employee only
Pierce County Library System	Employee only	Employee only	Employee only
Seattle Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Sno-Isle Regional Library	Employee only	Employee only	Employee only
Timberland Regional Library	Employee only	Employee only	Employee only
100,001 - 250,000			
Kitsap Regional Library	Employee only	Employee only	Employee only
Mid-Columbia Library District	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
North Central Regional Library	Employee only	Employee only	Employee only
Spokane County Library District	Employee only	Employee only	Employee only
Spokane Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Tacoma Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Whatcom County Library System	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Yakima Valley Regional Library	Employee only	Employee, Spouse, and Dependents	Employee only
25,001 - 100,000			
Bellingham Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Everett Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Longview Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Mount Vernon City Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
North Olympic Library System	Employee only	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Puyallup Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Renton Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Richland Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Stevens County Rural Library District	Employee only	Employee only	Employee only
Walla Walla Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
5,001 - 25,000			
Anacortes Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Asotin County Library	Employee only	None	Employee only
Burlington Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Camas Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Ellensburg Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Enumclaw Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Grandview (Bleyhl Community) Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Jefferson County Rural Library District	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Kelso Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
LaConner Regional Library	Employee only	None	None
Pend Oreille County Library District	Employee only	None	Employee only
Port Townsend Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Pullman (Neill) Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
San Juan Island Library District	Employee only	Employee only	Employee only
Sedro-Woolley Public Library	Employee only	Employee only	Employee only
Walla Walla County Library District	Employee only	Employee, Spouse, and Dependents	Employee only
Whitman County Library	Employee only	Employee only	Employee only

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Table 21 (continued)

Public Libraries	Who is covered by your . . . ?		
	Employer Paid Medical	Employer Paid Dental	Employer Paid Vision
5,000 & under with certified librarian			
Lopez Island Library District	Employee only	Employee only	Employee only
Ocean Shores Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Orcas Island Library District	Employee only	Employee only	Employee only
5,000 & under without certified librarian			
Castle Rock Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee only
Cathlamet Public (Blanche Bradley) Library	None	None	None
Chewelah Public Library	Employee only	Employee only	Employee only
Cle Elum (Carpenter Memorial) Library	Employee only	Employee only	Employee only
Concrete Public Library	None	None	None
Davenport Public Library	None	None	None
Dayton Memorial Library	Employee only	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Harrington Public Library	Employee only	None	None
Kalama Public Library	None	None	None
Kettle Falls Public Library	None	None	None
Kittitas Public Library	None	None	None
Odessa Public Library	None	None	None
Pomeroy (Denny Ashby Memorial) Library	Employee only	Employee, Spouse, and Dependents	Employee only
Reardan Memorial Library	None	None	None
Ritzville Public Library	Employee only	None	None
Roslyn Public Library	None	None	None
Roy City Library	None	None	None
Sprague Public Library	Employee only	None	None
Waitsburg (Weller) Public Library	None	None	None
Wilbur (Hesseltine) Public Library	None	None	None

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Table 21 (continued)

Public Libraries	Who pays for . . . ?				
	Long Term Disability	Short Term Disability	Deferred Compensation	Life Insurance	Tuition Reimbursement
Over 250,000					
Fort Vancouver Regional Library	Employer	Employer	Employer	Employer	None
King County Library System	Employer	None	Employee	Employer	Employer
Pierce County Library System	Employer	Employee	Employee	Employee	Shared
Seattle Public Library	Shared	Shared	Employee	Shared	None
Sno-Isle Regional Library	Employer	None	Employee	Employer	Shared
Timberland Regional Library	Employer	Employee	Employee	Employer	None
100,001 - 250,000					
Kitsap Regional Library	Employee	Employee	Employee	Employer	Employer
Mid-Columbia Library District	Shared	None	Employee	Shared	Shared
North Central Regional Library	Employee	Employee	Employee	Employer	Employer
Spokane County Library District	None	None	Employee	Employer	None
Spokane Public Library	Employer	None	Shared	Employer	None
Tacoma Public Library	Employer	Employer	Employee	Employer	None
Whatcom County Library System	None	None	Employee	None	None
Yakima Valley Regional Library	Employer	None	Employee	Employer	None
25,001 - 100,000					
Bellingham Public Library	Shared	None	Shared	Employer	Employer
Everett Public Library	Shared	None	Employee	Employer	Shared
Longview Public Library	Employer	None	Employee	Shared	Shared
Mount Vernon City Library	Employee	Employee	Employee	Employer	Employer
North Olympic Library System	Employee	Employee	Employee	Employer	Employer
Puyallup Public Library	None	None	Employee	Shared	Employer
Renton Public Library	Employer	None	Employee	Shared	None
Richland Public Library	Shared	None	Shared	Shared	Employer
Stevens County Rural Library District	Employee	None	Employee	Employer	None
Walla Walla Public Library	Employee	Employee	Shared	Employer	None
5,001 - 25,000					
Anacortes Public Library	Employer	Employer	Employee	Employer	Employee
Asotin County Library	None	None	Employee	Employee	None
Burlington Public Library	None	None	Employee	None	Employer
Camas Public Library	None	Employee	Employee	Employer	Shared
Ellensburg Public Library	Employer	None	Employee	Employer	Employer
Enumclaw Public Library	None	None	Shared	Employee	None
Grandview (Bleyhl Community) Library	None	None	None	Employer	None
Jefferson County Rural Library District	None	None	Employee	Employer	Shared
Kelso Public Library	Employee	Employee	None	Employer	Employer
LaConner Regional Library	None	None	None	None	None
Pend Oreille County Library District	None	None	Employee	Employer	Employer
Port Townsend Public Library	Employer	Employer	Employee	Employer	None
Pullman (Neill) Public Library	None	None	Employee	Employer	Shared
San Juan Island Library District	None	None	Shared	None	None
Sedro-Woolley Public Library	None	None	Shared	None	None
Walla Walla County Library District	None	None	Employee	Employer	None
Whitman County Library	None	None	Employee	Employer	None

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Table 21 (continued)

Public Libraries	Who pays for . . . ?				
	Long Term Disability	Short Term Disability	Deferred Compensation	Life Insurance	Tuition Reimbursement
5,000 & under with certified librarian					
Lopez Island Library District	Employee	Employee	None	Employer	Employer
Ocean Shores Public Library	None	None	Employee	Employer	Employer
Orcas Island Library District	Employer	Employer	Shared	Employer	Employer
5,000 & under without certified librarian					
Castle Rock Public Library	Shared	None	None	Employer	None
Cathlamet Public (Blanche Bradley) Library	None	None	None	None	Employee
Chewelah Public Library	None	None	None	Employer	None
Cle Elum (Carpenter Memorial) Library	None	Employer	None	Shared	None
Concrete Public Library	None	None	None	None	None
Davenport Public Library	None	None	None	None	None
Dayton Memorial Library	None	None	None	Employer	None
Harrington Public Library	None	None	None	None	None
Kalama Public Library	None	None	None	None	None
Kettle Falls Public Library	None	None	None	None	None
Kittitas Public Library	Shared	Shared	None	None	None
Odessa Public Library	None	None	None	None	None
Pomeroy (Denny Ashby Memorial) Library	None	None	Employee	Employer	None
Reardan Memorial Library	None	None	None	None	None
Ritzville Public Library	Employer	None	Employee	Employee	None
Roslyn Public Library	Employer	Employer	Employer	None	None
Roy City Library	None	None	None	None	None
Sprague Public Library	None	None	Shared	None	None
Waitsburg (Weller) Public Library	None	None	None	None	None
Wilbur (Hesseltine) Public Library	None	None	None	None	None

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Table 21 (continued)

Public Libraries	Number of Holidays (in days per year)					
	Regular Exempt	Regular Union	Regular Other	Floater Exempt	Floater Union	Floater Other
Over 250,000						
Fort Vancouver Regional Library	10	10	10	10	-	-
King County Library System	10	10	10	1	1	-
Pierce County Library System	11	11	11	3	1	1
Seattle Public Library	10	10	10	1	1	2
Sno-Isle Regional Library	9	-	9	2	-	2
Timberland Regional Library	11	11	11	2	2	2
Average	10	10	10	3	1	2
100,001 - 250,000						
Kitsap Regional Library	11	11	11	1	1	1
Mid-Columbia Library District	11	11	11	1	1	1
North Central Regional Library	11	-	11	1	-	1
Spokane County Library District	11	-	11	1	-	1
Spokane Public Library	7	7	-	5	5	-
Tacoma Public Library	8	10	-	5	3	-
Whatcom County Library System	11	11	-	1	2	-
Yakima Valley Regional Library	9	-	9	2	-	2
Average	10	10	11	2	2	1
25,001 - 100,000						
Bellingham Public Library	11	11	11	1	1	1
Everett Public Library	10	10	-	1	1	-
Longview Public Library	9	9	-	3	3	-
Mount Vernon City Library	11	-	11	1	-	1
North Olympic Library System	9	9	-	4	4	-
Puyallup Public Library	10	10	10	2	2	-
Renton Public Library	9	9	-	3	3	-
Richland Public Library	10	-	10	-	-	-
Stevens County Rural Library District	11	-	-	-	-	-
Walla Walla Public Library	9	10	-	5	4	-
Average	10	10	11	3	3	1
5,001 - 25,000						
Anacortes Public Library	3	-	-	3	-	-
Asotin County Library	11	-	-	-	-	1
Burlington Public Library	11	-	11	1	-	1
Camas Public Library	10	10	-	3	3	-
Ellensburg Public Library	9	9	-	5	6	-
Enumclaw Public Library	10	10	-	1	2	-
Grandview (Bleyhl Community) Library	10	-	10	1	-	1
Jefferson County Rural Library District	-	-	11	-	-	1
Kelso Public Library	10	10	-	1	1	-
LaConner Regional Library	9	-	-	-	-	-
Pend Oreille County Library District	-	-	10	-	-	1
Port Townsend Public Library	11	-	-	1	-	-
Pullman (Neill) Public Library	11	11	-	1	1	-
San Juan Island Library District	10	-	-	1	-	-
Sedro-Woolley Public Library	11	-	-	1	-	-
Walla Walla County Library District	11	-	11	-	-	-
Whitman County Library	10	-	-	1	-	-
Average	10	10	11	2	3	1

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Table 21 (continued)

Public Libraries	Number of Holidays (in days per year)					
	Regular Exempt	Regular Union	Regular Other	Floater Exempt	Floater Union	Floater Other
5,000 & under with certified librarian						
Lopez Island Library District	7	-	-	1	-	-
Ocean Shores Public Library	10	10	-	1	1	-
Orcas Island Library District	11	-	-	1	-	-
Average	9	10	-	1	1	-
5,000 & under without certified librarian						
Castle Rock Public Library	-	-	11	-	-	-
Cathlamet Public (Blanche Bradley) Library	10	-	-	-	-	-
Chewelah Public Library	10	-	-	1	-	-
Cle Elum (Carpenter Memorial) Library	-	-	10	-	-	1
Concrete Public Library	-	-	10	-	-	1
Davenport Public Library	-	-	-	-	-	-
Dayton Memorial Library	11	-	-	1	-	-
Harrington Public Library	-	-	-	-	-	-
Kalama Public Library	10	10	-	2	2	-
Kettle Falls Public Library	-	-	-	-	-	-
Kittitas Public Library	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-
Pomeroy (Denny Ashby Memorial) Library	-	-	-	1	-	-
Reardan Memorial Library	-	-	-	-	-	-
Ritzville Public Library	10	-	-	2	-	-
Roslyn Public Library	10	-	-	1	-	-
Roy City Library	-	-	-	-	-	-
Sprague Public Library	-	-	12	-	-	1
Waitsburg (Weller) Public Library	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	2	-	-	-	-	-
Average	9	10	11	1	2	1
Overall Averages	10	10	11	2	2	1

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Table 21 (continued)

Public Libraries	Vacation Leave (in hours per month)								Limited Accrual on vacation leave
	Exempt Min	Exempt Max	Union Min	Union Max	Other Min	Other Max	Other Min	Other Max	
Over 250,000									
Fort Vancouver Regional Library	11	19	8	19	11	19	-	-	Yes
King County Library System	15	15	10	13	10	13	-	-	Yes
Pierce County Library System	20	20	12	20	12	20	12	20	Yes
Seattle Public Library	13	18	8	18	8	18	-	-	Yes
Sno-Isle Regional Library	13	16	-	-	9	13	-	-	Yes
Timberland Regional Library	20	20	12	20	12	20	-	-	Yes
Average	15	18	10	18	10	17	12	20	6
100,001 - 250,000									
Kitsap Regional Library	16	16	16	16	7	14	-	-	Yes
Mid-Columbia Library District	16	16	7	16	7	13	-	-	Yes
North Central Regional Library	8	16	-	-	4	16	-	-	Yes
Spokane County Library District	10	15	-	-	8	13	-	-	Yes
Spokane Public Library	18	30	12	27	24	30	30	35	Yes
Tacoma Public Library	26	36	26	36	-	-	-	-	Yes
Whatcom County Library System	8	16	8	16	-	-	-	-	Yes
Yakima Valley Regional Library	7	13	-	-	7	13	13	13	Yes
Average	14	20	14	22	9	17	22	24	8
25,001 - 100,000									
Bellingham Public Library	10	20	7	17	14	18	10	20	Yes
Everett Public Library	9	17	8	17	-	-	-	-	Yes
Longview Public Library	11	19	8	15	-	-	-	-	Yes
Mount Vernon City Library	10	10	-	-	7	17	-	-	Yes
North Olympic Library System	9	16	9	16	-	-	-	-	Yes
Puyallup Public Library	8	19	8	17	-	-	-	-	Yes
Renton Public Library	8	16	8	16	-	-	-	-	Yes
Richland Public Library	8	-	-	-	8	-	-	-	Yes
Stevens County Rural Library District	10	14	-	-	-	-	-	-	Yes
Walla Walla Public Library	7	17	7	17	-	-	-	-	Yes
Average	9	16	8	16	9	17	10	20	10
5,001 - 25,000									
Anacortes Public Library	8	17	-	-	-	-	-	-	Yes
Asotin County Library	8	12	-	-	-	-	-	-	Yes
Burlington Public Library	10	25	-	-	10	25	-	-	Yes
Camas Public Library	8	18	8	18	-	-	-	-	Yes
Ellensburg Public Library	8	16	8	16	-	-	-	-	Yes
Enumclaw Public Library	4	16	4	16	-	-	-	-	Yes
Grandview (Bleyhl Community) Library	3	8	-	-	3	8	-	-	Yes
Jefferson County Rural Library District	-	-	-	-	4	22	-	-	Yes
Kelso Public Library	12	23	8	18	-	-	-	-	Yes
LaConner Regional Library	7	-	-	-	-	-	-	-	Yes
Pend Oreille County Library District	-	-	-	-	8	16	4	12	Yes
Port Townsend Public Library	8	17	-	-	-	-	-	-	Yes
Pullman (Neill) Public Library	8	14	8	14	-	-	-	-	Yes
San Juan Island Library District	8	16	-	-	-	-	-	-	Yes
Sedro-Woolley Public Library	10	15	-	-	-	-	-	-	Yes
Walla Walla County Library District	10	15	-	-	10	22	-	22	Yes
Whitman County Library	8	-	-	-	-	-	-	-	Yes
Average	8	16	7	16	7	19	4	17	17

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Table 21 (continued)

Public Libraries	Vacation Leave (in hours per month)								Limited Accrual on vacation leave	
	Exempt Min	Exempt Max	Union Min	Union Max	Other Min	Other Max	Other Min	Other Max		
5,000 & under with certified librarian										
Lopez Island Library District	16	22	-	-	-	-	-	-	-	Yes
Ocean Shores Public Library	12	18	9	18	-	-	-	-	-	Yes
Orcas Island Library District	12	24	-	-	-	-	-	-	-	-
Average	13	21	9	18	-	-	-	-	-	2
5,000 & under without certified librarian										
Castle Rock Public Library	-	-	-	-	-	-	-	-	-	-
Cathlamet Public (Blanche Bradley) Library	-	-	-	-	-	-	-	-	-	Yes
Chewelah Public Library	-	-	-	-	-	-	-	-	-	Yes
Cle Elum (Carpenter Memorial) Library	-	-	-	-	21	-	-	-	-	-
Concrete Public Library	-	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-	-
Dayton Memorial Library	9	12	-	-	-	-	-	-	-	Yes
Harrington Public Library	-	-	-	-	-	-	-	-	-	-
Kalama Public Library	3	17	3	17	-	-	-	-	-	Yes
Kettle Falls Public Library	-	-	-	-	-	-	-	-	-	-
Kittitas Public Library	-	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby Memorial) Library	8	18	-	-	-	-	-	-	-	Yes
Reardan Memorial Library	-	-	-	-	-	-	-	-	-	-
Ritzville Public Library	8	12	-	-	-	-	-	-	-	Yes
Roslyn Public Library	-	3	-	-	-	-	-	-	-	-
Roy City Library	-	-	-	-	-	-	-	-	-	Yes
Sprague Public Library	-	-	-	-	-	5	-	-	-	Yes
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-	-
Average	7	12	3	17	21	5	-	-	-	8
Overall Averages/Total	10	17	9	18	10	17	14	20	-	51

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Table 21 (continued)

Public Libraries	Sick Leave (in hours per month)								Limited Accrual on sick leave
	Exempt Min	Exempt Max	Union Min	Union Max	Other Min	Other Max	Other Min	Other Max	
Over 250,000									
Fort Vancouver Regional Library	8	8	8	8	8	8	-	-	Yes
King County Library System	8	8	8	8	8	8	-	-	-
Pierce County Library System	8	8	8	8	8	8	-	8	-
Seattle Public Library	7	7	7	7	-	-	-	-	-
Sno-Isle Regional Library	8	8	-	-	8	8	-	-	-
Timberland Regional Library	12	12	12	12	12	12	-	-	-
Average	9	9	9	9	9	9	-	8	1
100,001 - 250,000									
Kitsap Regional Library	8	8	8	8	8	8	-	-	Yes
Mid-Columbia Library District	8	8	8	8	8	8	-	-	Yes
North Central Regional Library	8	8	-	-	4	4	-	-	Yes
Spokane County Library District	8	8	-	-	8	8	-	-	-
Spokane Public Library	13	13	13	13	13	13	13	13	-
Tacoma Public Library	-	-	-	-	-	-	-	-	-
Whatcom County Library System	8	8	8	8	-	-	-	-	Yes
Yakima Valley Regional Library	8	8	-	-	8	8	-	-	Yes
Average	9	9	9	9	8	8	13	13	5
25,001 - 100,000									
Bellingham Public Library	8	8	8	8	8	8	8	8	Yes
Everett Public Library	15	15	8	8	-	-	-	-	Yes
Longview Public Library	8	8	8	8	-	-	-	-	Yes
Mount Vernon City Library	10	10	-	-	8	8	-	-	Yes
North Olympic Library System	8	8	8	8	-	-	-	-	-
Puyallup Public Library	8	8	8	8	-	-	-	-	-
Renton Public Library	8	8	8	8	-	-	-	-	Yes
Richland Public Library	8	8	-	-	8	8	-	-	Yes
Stevens County Rural Library District	8	8	-	-	8	8	-	-	Yes
Walla Walla Public Library	8	8	8	8	-	-	-	-	Yes
Average	9	9	8	8	8	8	8	8	8
5,001 - 25,000									
Anacortes Public Library	8	8	-	-	-	-	-	-	Yes
Asotin County Library	8	8	-	-	1	8	1	-	Yes
Burlington Public Library	8	8	-	-	8	8	-	-	Yes
Camas Public Library	8	8	8	8	-	-	-	-	Yes
Ellensburg Public Library	8	8	8	8	-	-	-	-	Yes
Enumclaw Public Library	8	8	8	8	-	-	-	-	Yes
Grandview (Bleyhl Community) Library	8	8	-	-	8	8	-	-	Yes
Jefferson County Rural Library District	-	-	-	-	4	8	-	-	Yes
Kelso Public Library	8	8	8	8	-	-	-	-	-
LaConner Regional Library	7	-	-	-	-	-	-	-	Yes
Pend Oreille County Library District	-	-	-	-	8	8	4	6	Yes
Port Townsend Public Library	8	8	-	-	-	-	-	-	Yes
Pullman (Neill) Public Library	8	8	8	8	-	-	-	-	Yes
San Juan Island Library District	8	8	-	-	-	-	-	-	Yes
Sedro-Woolley Public Library	10	12	-	-	-	-	-	-	-
Walla Walla County Library District	12	12	-	-	12	12	12	12	Yes
Whitman County Library	8	-	-	-	-	-	-	-	Yes
Average	8	9	8	8	7	9	6	9	15

2003 Compensation

Table 21 (continued)

Public Libraries	Sick Leave (in hours per month)								Limited Accrual on sick leave
	Exempt Min	Exempt Max	Union Min	Union Max	Other Min	Other Max	Other Min	Other Max	
5,000 & under with certified librarian									
Lopez Island Library District	22	-	-	-	-	-	-	-	Yes
Ocean Shores Public Library	10	10	8	8	-	-	-	-	Yes
Orcas Island Library District	8	8	-	-	-	-	-	-	-
Average	13	9	8	8	-	-	-	-	2
5,000 & under without certified librarian									
Castle Rock Public Library	-	-	-	-	8	-	-	-	-
Cathlamet Public (Blanche Bradley) Library	-	-	-	-	-	-	-	-	Yes
Chewelah Public Library	-	-	-	-	-	-	-	-	Yes
Cle Elum (Carpenter Memorial) Library	-	-	-	-	4	-	-	-	-
Concrete Public Library	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
Dayton Memorial Library	8	-	-	-	-	-	-	-	Yes
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	8	8	8	8	-	-	-	-	Yes
Kettle Falls Public Library	-	-	-	-	-	-	-	-	-
Kittitas Public Library	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby Memorial) Library	-	8	-	-	-	-	-	-	Yes
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Ritzville Public Library	8	8	-	-	-	-	-	-	Yes
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Roy City Library	-	-	-	-	-	-	-	-	Yes
Sprague Public Library	-	-	-	-	-	8	-	-	Yes
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	8	8	8	8	6	8	-	-	8
Overall Averages/Total	9	9	8	8	8	8	8	9	39