

Year 2003 Public Library Salaries

Table 20

Public Libraries	MLS Director			Non MLS Director			Asst. Director of Management Services		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library	\$55.39	-	\$55.39	-	-	-	\$30.23	\$35.94	\$45.08
King County Library System	-	-	\$67.86	-	-	-	-	-	-
Pierce County Library System	\$53.16	-	-	-	-	-	\$32.36	\$37.54	\$43.52
Seattle Public Library	\$52.04	\$65.05	\$78.06	-	-	-	\$36.13	\$45.16	\$54.19
Sno-Isle Regional Library	-	-	\$54.12	-	-	-	\$35.48	-	\$48.78
Timberland Regional Library	-	\$47.12	-	-	-	-	-	-	-
Average	\$53.53	\$56.09	\$63.86	-	-	-	\$33.55	\$39.55	\$47.89
100,001 - 250,000									
Kitsap Regional Library	\$46.38	\$46.38	\$46.38	-	-	-	\$25.61	\$29.39	\$33.70
Mid-Columbia Library District	-	-	\$36.06	-	-	-	-	-	-
North Central Regional Library	\$37.46	\$43.83	\$53.32	-	-	-	\$32.03	\$37.46	\$45.58
Spokane County Library District	\$38.43	\$42.27	\$48.03	-	-	-	\$25.66	\$28.23	\$32.09
Spokane Public Library	\$47.49	-	-	-	-	-	-	-	-
Tacoma Public Library	\$40.12	\$44.47	\$49.25	-	-	-	-	-	-
Whatcom County Library System	\$29.24	\$32.44	\$35.66	-	-	-	-	-	-
Yakima Valley Regional Library	\$45.67	-	-	-	-	-	-	-	-
Average	\$40.68	\$41.88	\$44.78	-	-	-	\$27.77	\$31.69	\$37.12
25,001 - 100,000									
Bellingham Public Library	\$36.00	\$39.00	-	-	-	-	\$25.61	\$28.24	\$31.13
Everett Public Library	\$38.19	\$42.92	\$49.66	-	-	-	-	-	-
Longview Public Library	\$25.81	\$30.10	\$34.85	-	-	-	-	-	-
Mount Vernon City Library	-	\$25.29	-	-	-	-	\$16.75	\$18.55	\$20.54
North Olympic Library System	\$21.92	-	\$30.92	-	-	-	\$17.11	-	\$24.19
Puyallup Public Library	\$26.45	\$30.42	\$34.38	-	-	-	-	-	-
Renton Public Library	\$34.00	\$37.00	\$41.00	-	-	-	\$24.00	\$26.00	\$29.00
Richland Public Library	\$24.62	\$30.77	\$36.93	-	-	-	-	-	-
Stevens County Rural Library District	\$24.00	-	-	-	-	-	-	-	-
Walla Walla Public Library	\$28.57	\$32.52	\$36.47	-	-	-	-	-	-
Average	\$28.84	\$33.50	\$37.74	-	-	-	\$20.87	\$24.26	\$26.22
5,001 - 25,000									
Anacortes Public Library	-	-	\$28.84	-	-	-	-	-	-
Asotin County Library	-	\$26.44	-	-	-	-	-	-	-
Burlington Public Library	\$24.58	-	\$27.14	\$24.00	\$25.00	\$26.00	-	-	-
Camas Public Library	\$30.03	-	\$35.86	-	-	-	-	-	-
Ellensburg Public Library	\$27.50	\$31.20	\$33.65	-	-	-	-	-	-
Enumclaw Public Library	\$25.11	\$28.94	\$32.77	-	-	-	-	-	-
Grandview (Bleyhl Community) Library	\$15.08	-	\$22.62	-	-	-	-	-	-
Jefferson County Rural Library District	-	\$28.36	-	-	-	-	-	-	-
Kelso Public Library	-	-	-	-	\$30.85	-	-	-	-
LaConner Regional Library	\$12.98	-	\$12.98	-	-	-	-	-	-
Pend Oreille County Library District	-	-	-	\$15.81	-	\$17.77	-	-	-
Port Townsend Public Library	\$22.09	\$26.01	\$29.40	-	-	-	-	-	-
Pullman (Neill) Public Library	\$23.86	\$26.34	\$29.06	-	-	-	-	-	-
San Juan Island Library District	\$26.62	\$29.65	\$32.69	-	-	-	-	-	-
Sedro-Woolley Public Library	\$22.58	-	-	-	-	-	-	-	-
Walla Walla County Library District	-	-	-	-	-	\$26.80	-	-	-
Whitman County Library	-	-	-	\$15.00	-	\$19.00	-	-	-
Average	\$23.04	\$28.13	\$28.50	\$18.27	\$27.93	\$22.39	-	-	-

Year 2003 Public Library Salaries

Table 20

Public Libraries	MLS Director			Non MLS Director			Asst. Director of Management Services		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under with certified librarian									
Lopez Island Library District	\$15.93	-	\$20.43	-	-	-	-	-	-
Ocean Shores Public Library	\$25.90	\$25.90	\$25.90	-	-	-	-	-	-
Orcas Island Library District	\$27.67	-	\$32.96	-	-	-	-	-	-
Average	\$23.17	\$25.90	\$26.43	-	-	-	-	-	-
5,000 & under without certified librarian									
Castle Rock Public Library	-	-	-	\$10.17	\$10.17	\$10.17	-	-	-
Cathlamet Public (Blanche Bradley) Library	-	-	-	-	-	-	-	-	-
Chewelah Public Library	-	-	-	\$10.39	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	\$10.00	\$10.00	\$10.00	-	-	-
Concrete Public Library	-	-	-	\$9.43	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	\$8.25	-	-	-
Dayton Memorial Library	-	-	-	-	-	\$12.44	-	-	-
Harrington Public Library	-	-	-	\$12.91	\$12.91	\$12.91	-	-	-
Kalama Public Library	-	-	-	-	-	\$9.40	-	-	-
Kettle Falls Public Library	-	-	-	-	-	\$11.00	-	-	-
Kittitas Public Library	-	-	-	\$8.46	-	\$8.46	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby Memorial) Library	-	-	-	-	-	\$10.44	-	-	-
Reardan Memorial Library	-	-	-	\$7.39	-	-	-	-	-
Ritzville Public Library	-	-	-	-	-	\$9.40	-	-	-
Roslyn Public Library	-	-	-	-	\$9.00	-	-	-	-
Roy City Library	-	-	-	-	\$8.77	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	\$10.50	\$10.50	\$10.50	-	-	-
Average	-	-	-	\$9.91	\$10.23	\$10.27	-	-	-
Overall Averages	\$31.40	\$35.32	\$38.42	\$12.19	\$14.65	\$13.50	\$27.36	\$31.83	\$37.07

Year 2003 Public Library Salaries

Table 20 (continued)

Public Libraries	Assistant Director of Public Services			Personnel Director			Main Branch Manager		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under with certified librarian									
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Ocean Shores Public Library	-	-	-	-	-	-	-	-	-
Orcas Island Library District	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
5,000 & under without certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cathlamet Public (Blanche Bradley) Library	-	-	-	-	-	-	-	-	-
Chewelah Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Concrete Public Library	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
Dayton Memorial Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kettle Falls Public Library	-	-	-	-	-	-	-	-	-
Kittitas Public Library	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby Memorial) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Ritzville Public Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Roy City Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
Overall Averages	\$28.15	\$34.05	\$37.61	\$27.14	\$32.07	\$36.33	\$25.17	\$30.42	\$33.41

Year 2003 Public Library Salaries

Table 20 (continued)

Public Libraries	Automated Systems Manager			Managing Librarian Small Branch			Managing Librarian Medium Branch		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library	\$24.80	\$29.49	\$36.99	-	-	-	\$19.86	\$23.60	\$29.62
King County Library System	\$39.29	\$43.21	\$47.14	\$28.01	\$30.81	\$33.61	\$29.98	\$32.97	\$35.97
Pierce County Library System	\$24.14	\$27.99	\$32.45	-	-	-	-	-	-
Seattle Public Library	\$43.37	\$54.21	\$65.05	-	-	-	\$25.85	\$28.45	\$31.37
Sno-Isle Regional Library	\$28.23	\$33.53	\$38.82	\$20.04	\$23.80	\$27.55	\$22.47	\$26.68	\$30.89
Timberland Regional Library	\$26.64	\$30.88	\$35.80	\$17.61	\$20.42	\$23.67	\$20.42	\$23.67	\$27.44
Average	\$31.08	\$36.55	\$42.71	\$21.89	\$25.01	\$28.28	\$23.72	\$27.07	\$31.06
100,001 - 250,000									
Kitsap Regional Library	\$25.61	\$29.39	\$33.70	\$18.82	\$21.60	\$24.77	\$18.82	\$21.60	\$24.77
Mid-Columbia Library District	-	-	-	-	-	-	\$19.40	\$23.17	\$25.55
North Central Regional Library	\$32.03	\$37.46	\$45.58	\$9.50	\$11.11	\$13.51	-	-	-
Spokane County Library District	\$25.66	\$28.23	\$32.09	-	-	-	-	-	-
Spokane Public Library	\$24.59	\$28.31	\$30.78	\$20.51	\$23.48	\$25.53	\$20.51	\$23.48	\$25.53
Tacoma Public Library	\$31.46	\$34.74	\$38.38	\$25.85	\$28.56	\$31.56	\$25.85	\$28.56	\$31.56
Whatcom County Library System	\$21.33	\$23.68	\$26.00	\$12.25	\$13.56	\$14.84	-	-	-
Yakima Valley Regional Library	-	-	-	\$10.15	\$13.14	\$16.13	\$16.79	\$19.82	\$22.85
Average	\$26.78	\$30.30	\$34.42	\$16.18	\$18.58	\$21.06	\$20.27	\$23.33	\$26.05
25,001 - 100,000									
Bellingham Public Library	\$21.58	\$23.69	\$25.89	-	-	-	-	-	-
Everett Public Library	-	-	-	-	-	-	-	-	-
Longview Public Library	\$19.82	\$23.11	\$26.75	-	-	-	-	-	-
Mount Vernon City Library	-	-	-	-	-	-	-	-	-
North Olympic Library System	\$14.73	-	\$20.36	\$12.09	-	\$16.28	-	-	-
Puyallup Public Library	-	-	-	-	-	-	-	-	-
Renton Public Library	-	-	-	-	-	-	-	-	-
Richland Public Library	-	-	-	-	-	-	-	-	-
Stevens County Rural Library District	\$16.61	\$17.62	\$19.25	-	-	-	-	-	-
Walla Walla Public Library	-	-	-	-	-	-	-	-	-
Average	\$18.19	\$21.47	\$23.06	\$12.09	-	\$16.28	-	-	-
5,001 - 25,000									
Anacortes Public Library	-	-	-	-	-	-	-	-	-
Asotin County Library	-	-	-	-	-	-	-	-	-
Burlington Public Library	\$16.00	\$17.00	\$18.00	-	-	-	-	-	-
Camas Public Library	-	-	-	-	-	-	-	-	-
Ellensburg Public Library	-	-	-	-	-	-	-	-	-
Enumclaw Public Library	-	-	-	-	-	-	-	-	-
Grandview (Bleyhl Community) Library	-	-	-	-	-	-	-	-	-
Jefferson County Rural Library District	-	-	-	-	-	-	-	-	-
Kelso Public Library	-	-	-	-	-	-	-	-	-
LaConner Regional Library	-	-	-	-	-	-	-	-	-
Pend Oreille County Library District	\$12.36	-	\$13.88	\$11.83	-	\$13.29	-	-	-
Port Townsend Public Library	-	-	-	-	-	-	-	-	-
Pullman (Neill) Public Library	\$17.76	\$19.58	\$21.60	-	-	-	-	-	-
San Juan Island Library District	-	-	-	-	-	-	-	-	-
Sedro-Woolley Public Library	-	-	-	-	-	-	-	-	-
Walla Walla County Library District	-	-	\$18.75	-	-	\$12.00	-	-	-
Whitman County Library	-	-	-	\$7.35	-	\$9.50	-	-	-
Average	\$15.37	\$18.29	\$18.06	\$9.59	-	\$11.60	-	-	-

Year 2003 Public Library Salaries

Table 20 (continued)

Public Libraries	Automated Systems Manager			Managing Librarian Small Branch			Managing Librarian Medium Branch		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under with certified librarian									
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Ocean Shores Public Library	-	-	-	-	-	-	-	-	-
Orcas Island Library District	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
5,000 & under without certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cathlamet Public (Blanche Bradley) Library	-	-	-	-	-	-	-	-	-
Chewelah Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Concrete Public Library	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
Dayton Memorial Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kettle Falls Public Library	-	-	-	-	-	-	-	-	-
Kittitas Public Library	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby Memorial) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Ritzville Public Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Roy City Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
Overall Averages	\$24.53	\$29.54	\$31.36	\$16.17	\$20.72	\$20.17	\$22.00	\$25.20	\$28.56

Year 2003 Public Library Salaries

Table 20 (continued)

Public Libraries	Managing Librarian Large Branch			Managing Librarian Very Large Branch			Department Manager		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library	\$20.87	\$24.80	\$31.12	\$21.92	\$26.06	\$32.69	\$23.60	\$28.07	\$35.21
King County Library System	\$29.98	\$32.97	\$35.97	\$32.07	\$35.28	\$38.48	\$32.06	\$35.27	\$38.48
Pierce County Library System	-	-	-	\$24.14	\$27.99	\$32.45	\$24.14	\$27.99	\$32.45
Seattle Public Library	\$27.26	\$30.05	\$33.10	\$27.26	\$30.05	\$33.10	\$29.19	\$32.11	\$35.39
Sno-Isle Regional Library	\$25.19	\$29.91	\$34.62	\$28.23	\$33.53	\$38.82	\$25.19	\$29.91	\$34.62
Timberland Regional Library	\$21.66	\$25.11	\$29.11	\$22.98	\$26.64	\$30.88	\$18.68	\$21.66	\$25.11
Average	\$24.99	\$28.57	\$32.78	\$26.10	\$29.93	\$34.40	\$25.48	\$29.17	\$33.54
100,001 - 250,000									
Kitsap Regional Library	\$20.33	\$23.33	\$26.75	\$20.33	\$23.33	\$26.75	\$18.82	\$22.02	\$26.75
Mid-Columbia Library District	\$19.40	\$23.17	\$25.55	\$19.40	\$23.17	\$25.55	-	-	-
North Central Regional Library	-	-	-	-	-	-	\$21.64	\$25.29	\$30.77
Spokane County Library District	-	-	-	\$25.66	\$28.23	\$32.09	\$23.66	\$26.03	\$29.58
Spokane Public Library	\$21.58	\$24.69	\$26.89	-	-	-	\$21.58	\$24.69	\$26.89
Tacoma Public Library	\$25.85	\$28.56	\$31.56	\$25.85	\$28.56	\$31.56	-	-	-
Whatcom County Library System	\$18.35	\$20.31	\$22.27	-	-	-	\$18.35	\$20.31	\$22.27
Yakima Valley Regional Library	\$16.79	\$19.82	\$22.85	-	-	-	\$16.79	\$19.82	\$22.85
Average	\$20.38	\$23.31	\$25.98	\$22.81	\$25.82	\$28.99	\$20.14	\$23.03	\$26.52
25,001 - 100,000									
Bellingham Public Library	-	-	-	-	-	-	\$22.42	\$24.50	\$26.77
Everett Public Library	\$26.01	\$29.22	\$33.82	-	-	-	\$26.01	\$29.22	\$33.82
Longview Public Library	-	-	-	-	-	-	\$19.82	\$23.11	\$26.75
Mount Vernon City Library	-	-	-	-	-	-	-	-	-
North Olympic Library System	-	-	-	-	-	-	\$14.73	-	\$20.36
Puyallup Public Library	-	-	-	-	-	-	\$21.08	\$24.24	\$27.41
Renton Public Library	-	-	-	-	-	-	-	-	-
Richland Public Library	-	-	-	-	-	-	\$20.36	\$25.45	\$30.54
Stevens County Rural Library District	-	-	-	-	-	-	-	-	-
Walla Walla Public Library	-	-	-	-	-	-	\$21.84	\$24.86	\$27.87
Average	\$26.01	\$29.22	\$33.82	-	-	-	\$20.89	\$25.23	\$27.65
5,001 - 25,000									
Anacortes Public Library	-	-	-	-	-	-	-	-	-
Asotin County Library	-	-	-	-	-	-	-	-	-
Burlington Public Library	-	-	-	-	-	-	-	-	-
Camas Public Library	-	-	-	-	-	-	-	-	-
Ellensburg Public Library	-	-	-	-	-	-	-	-	-
Enumclaw Public Library	-	-	-	-	-	-	-	-	-
Grandview (Bleyhl Community) Library	-	-	-	-	-	-	-	-	-
Jefferson County Rural Library District	-	-	-	-	-	-	-	\$19.36	-
Kelso Public Library	-	-	-	-	-	-	-	-	-
LaConner Regional Library	-	-	-	-	-	-	-	-	-
Pend Oreille County Library District	-	-	-	-	-	-	-	-	-
Port Townsend Public Library	-	-	-	-	-	-	\$15.57	\$18.33	\$20.72
Pullman (Neill) Public Library	-	-	-	-	-	-	\$17.76	\$19.58	\$21.60
San Juan Island Library District	-	-	-	-	-	-	\$19.75	\$22.01	\$24.28
Sedro-Woolley Public Library	-	-	-	-	-	-	-	-	-
Walla Walla County Library District	-	-	-	-	-	-	-	-	-
Whitman County Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	\$17.69	\$19.82	\$22.20

Year 2003 Public Library Salaries

Table 20 (continued)

Public Libraries	Managing Librarian Large Branch			Managing Librarian Very Large Branch			Department Manager		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under with certified librarian									
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Ocean Shores Public Library	-	-	-	-	-	-	-	-	-
Orcas Island Library District	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
5,000 & under without certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cathlamet Public (Blanche Bradley) Library	-	-	-	-	-	-	-	-	-
Chewelah Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Concrete Public Library	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
Dayton Memorial Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kettle Falls Public Library	-	-	-	-	-	-	-	-	-
Kittitas Public Library	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby Memorial) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Ritzville Public Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Roy City Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
Overall Averages	\$22.77	\$26.00	\$29.47	\$24.78	\$28.28	\$32.24	\$21.50	\$24.72	\$28.20

Year 2003 Public Library Salaries

Table 20 (continued)

Public Libraries	Librarian 1			Librarian 2			Supervisor Library Associate		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library	\$16.30	\$19.38	\$24.30	\$17.13	\$20.35	\$25.54	\$14.06	\$18.60	\$23.14
King County Library System	\$24.47	\$26.91	\$29.36	\$26.18	\$28.80	\$31.42	\$21.36	\$23.50	\$25.64
Pierce County Library System	\$18.02	\$20.89	\$24.22	\$19.85	\$23.02	\$26.68	\$20.86	\$24.19	\$28.04
Seattle Public Library	\$22.83	\$25.13	\$27.69	\$22.83	\$25.13	\$27.69	\$22.01	\$24.27	\$26.75
Sno-Isle Regional Library	\$20.04	\$23.80	\$27.55	-	-	-	\$17.88	\$21.23	\$24.58
Timberland Regional Library	\$16.12	\$18.68	\$21.66	\$18.68	\$21.66	\$25.11	\$15.65	\$18.14	\$21.03
Average	\$19.63	\$22.47	\$25.80	\$20.93	\$23.79	\$27.29	\$18.64	\$21.66	\$24.86
100,001 - 250,000									
Kitsap Regional Library	\$16.14	\$18.52	\$21.24	\$17.43	\$20.00	\$22.94	-	-	-
Mid-Columbia Library District	-	-	-	\$17.85	\$21.31	\$23.50	-	-	-
North Central Regional Library	\$18.50	\$21.64	\$26.33	\$20.01	\$23.39	\$28.46	\$15.81	\$18.50	\$22.49
Spokane County Library District	\$16.10	\$17.71	\$20.13	\$18.71	\$20.58	\$23.39	\$12.21	\$13.44	\$15.27
Spokane Public Library	\$18.02	\$20.61	\$22.36	\$18.95	\$21.68	\$23.58	\$17.09	\$19.60	\$21.26
Tacoma Public Library	\$20.19	\$22.40	\$24.78	-	-	-	\$21.13	\$23.33	\$25.77
Whatcom County Library System	-	-	-	\$17.55	\$19.42	\$21.31	\$13.70	\$17.40	\$20.14
Yakima Valley Regional Library	\$14.21	\$16.77	\$19.33	-	-	-	\$11.85	\$13.99	\$16.13
Average	\$17.19	\$19.61	\$22.36	\$18.42	\$21.06	\$23.86	\$15.30	\$17.71	\$20.18
25,001 - 100,000									
Bellingham Public Library	\$20.70	\$22.61	\$24.71	-	-	-	-	-	-
Everett Public Library	\$22.42	\$24.72	\$27.27	\$24.50	\$26.98	\$29.50	\$21.36	\$23.53	\$25.96
Longview Public Library	-	-	-	-	-	-	\$16.72	\$19.51	\$22.58
Mount Vernon City Library	-	-	-	-	-	-	-	-	-
North Olympic Library System	\$14.23	-	\$19.66	\$14.73	-	\$20.36	\$12.09	-	\$16.28
Puyallup Public Library	\$19.17	\$22.04	\$24.92	-	-	-	-	-	-
Renton Public Library	-	-	-	\$20.00	\$22.00	\$25.00	\$18.00	\$20.00	\$22.00
Richland Public Library	\$16.84	\$21.04	\$25.25	-	-	-	\$16.84	\$21.04	\$25.25
Stevens County Rural Library District	\$15.01	\$16.40	\$17.40	-	-	-	-	-	-
Walla Walla Public Library	-	-	-	\$20.37	\$23.19	\$26.00	-	-	-
Average	\$18.06	\$21.36	\$23.20	\$19.90	\$24.06	\$25.22	\$17.00	\$21.02	\$22.41
5,001 - 25,000									
Anacortes Public Library	-	-	-	\$20.07	\$21.29	\$22.59	-	-	-
Asotin County Library	-	\$16.11	-	-	-	-	-	-	-
Burlington Public Library	-	-	-	-	-	-	\$17.00	\$18.00	\$19.00
Camas Public Library	-	-	-	-	-	-	-	-	-
Ellensburg Public Library	-	-	-	\$17.06	\$19.35	\$20.86	-	-	-
Enumclaw Public Library	-	-	-	-	-	-	-	-	-
Grandview (Bleyhl Community) Library	-	-	-	-	-	-	-	-	-
Jefferson County Rural Library District	-	\$16.21	-	-	-	-	-	\$18.95	-
Kelso Public Library	-	-	-	-	-	-	-	-	-
LaConner Regional Library	-	-	-	-	-	-	-	-	-
Pend Oreille County Library District	-	-	-	-	-	-	-	-	-
Port Townsend Public Library	-	-	-	-	-	-	-	-	-
Pullman (Neill) Public Library	-	-	-	-	-	-	-	-	-
San Juan Island Library District	-	-	-	-	-	-	-	-	-
Sedro-Woolley Public Library	-	-	-	-	-	-	-	-	-
Walla Walla County Library District	-	-	-	-	-	-	-	-	\$19.33
Whitman County Library	-	-	-	-	-	-	-	-	-
Average	-	\$16.16	-	\$18.57	\$20.32	\$21.73	\$17.00	\$18.48	\$19.17

Year 2003 Public Library Salaries

Table 20 (continued)

Public Libraries	Librarian 1			Librarian 2			Supervisor Library Associate		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under with certified librarian									
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Ocean Shores Public Library	-	-	-	-	-	-	-	-	-
Orcas Island Library District	\$15.97	\$17.45	\$20.20	\$17.79	\$19.46	\$22.53	-	-	-
Average	\$15.97	\$17.45	\$20.20	\$17.79	\$19.46	\$22.53	-	-	-
5,000 & under without certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cathlamet Public (Blanche Bradley) Library	-	-	-	-	-	-	-	-	-
Chewelah Public Library	\$8.74	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Concrete Public Library	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
Dayton Memorial Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kettle Falls Public Library	-	-	-	-	-	-	-	-	-
Kittitas Public Library	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby Memorial) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Ritzville Public Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Roy City Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	\$10.25	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	\$8.74	-	-	-	-	-	-	\$10.25	-
Overall Averages	\$17.70	\$20.45	\$23.60	\$19.43	\$22.21	\$24.80	\$16.98	\$19.34	\$22.14

Year 2003 Public Library Salaries

Table 20 (continued)

Public Libraries	Senior Library Associate			Library Associate			Library Assistant 1		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library	\$14.41	\$17.95	\$21.50	\$10.96	\$13.42	\$15.89	\$9.00	\$10.70	\$13.04
King County Library System	-	-	-	\$18.67	\$20.54	\$22.40	\$13.31	\$14.64	\$15.97
Pierce County Library System	\$17.15	\$19.87	\$23.04	\$14.12	\$16.38	\$18.98	\$11.05	\$12.79	\$14.83
Seattle Public Library	\$19.03	\$20.94	\$23.09	\$15.08	\$16.60	\$18.29	\$13.41	\$14.76	\$16.28
Sno-Isle Regional Library	\$15.94	\$18.94	\$21.93	\$14.23	\$16.90	\$19.56	\$11.32	\$13.44	\$15.56
Timberland Regional Library	-	-	-	\$15.19	\$17.61	\$20.42	\$10.97	\$12.72	\$14.75
Average	\$16.63	\$19.43	\$22.39	\$14.71	\$16.91	\$19.26	\$11.51	\$13.18	\$15.07
100,001 - 250,000									
Kitsap Regional Library	-	-	-	\$12.88	\$14.77	\$16.94	\$8.76	\$10.06	\$11.53
Mid-Columbia Library District	\$15.17	\$18.12	\$19.97	\$12.53	\$14.96	\$16.49	\$11.23	\$13.41	\$14.78
North Central Regional Library	\$12.03	\$14.06	\$17.11	\$11.11	\$13.00	\$15.81	\$8.12	\$9.50	\$11.56
Spokane County Library District	\$12.21	\$13.44	\$15.27	\$10.78	\$11.86	\$13.47	\$8.62	\$9.49	\$10.78
Spokane Public Library	\$17.09	\$19.60	\$21.26	\$14.03	-	\$18.26	\$10.43	-	\$13.19
Tacoma Public Library	\$16.77	\$18.57	\$20.54	\$14.53	\$16.08	\$17.74	\$12.42	\$13.67	\$15.11
Whatcom County Library System	\$13.70	\$17.40	\$20.14	\$11.01	-	\$14.84	\$9.73	-	\$12.17
Yakima Valley Regional Library	\$10.15	\$11.98	\$13.81	-	-	-	\$8.70	\$10.28	\$11.85
Average	\$13.87	\$16.17	\$18.30	\$12.41	\$14.13	\$16.22	\$9.75	\$11.07	\$12.62
25,001 - 100,000									
Bellingham Public Library	\$15.46	\$16.87	\$18.45	\$18.17	\$19.84	\$21.68	\$13.35	\$14.58	\$15.94
Everett Public Library	-	-	-	\$15.95	\$17.56	\$19.36	\$13.77	\$15.18	\$16.72
Longview Public Library	\$16.72	\$19.51	\$22.58	\$16.72	\$19.51	\$22.58	\$13.83	\$15.33	\$17.75
Mount Vernon City Library	\$14.44	\$16.00	\$17.17	\$11.85	\$13.13	\$14.54	\$6.75	\$8.22	\$9.75
North Olympic Library System	\$11.51	-	\$15.10	\$9.94	-	\$13.02	\$10.09	-	\$12.89
Puyallup Public Library	\$15.46	\$17.78	\$20.09	\$14.62	\$16.81	\$19.00	\$9.25	\$10.64	\$12.02
Renton Public Library	-	-	-	\$10.00	\$15.00	\$19.00	\$17.00	\$18.00	\$20.00
Richland Public Library	\$13.88	\$17.34	\$20.81	-	-	-	\$9.49	\$11.86	\$14.22
Stevens County Rural Library District	-	-	-	-	-	-	\$11.08	\$11.75	\$12.83
Walla Walla Public Library	\$15.53	\$17.67	\$19.81	\$14.19	\$16.16	\$18.12	-	-	-
Average	\$14.71	\$17.53	\$19.14	\$13.93	\$16.86	\$18.41	\$11.62	\$13.20	\$14.68
5,001 - 25,000									
Anacortes Public Library	\$14.94	\$15.84	\$16.81	-	-	-	\$10.48	\$11.11	\$11.79
Asotin County Library	\$10.16	\$10.41	\$10.67	\$8.14	\$9.14	\$9.83	-	-	-
Burlington Public Library	\$7.00	\$12.00	\$14.00	\$7.00	-	\$14.00	-	-	-
Camas Public Library	\$18.71	-	\$22.34	\$17.64	-	\$21.06	\$13.52	-	\$16.14
Ellensburg Public Library	\$15.57	-	-	\$13.42	-	-	-	-	-
Enumclaw Public Library	\$12.14	\$14.15	\$16.16	\$11.59	\$13.48	\$15.37	\$10.69	\$12.47	\$14.24
Grandview (Bleyhl Community) Library	\$11.26	-	\$16.88	\$9.91	-	\$14.59	-	-	-
Jefferson County Rural Library District	-	-	-	-	-	-	\$9.50	-	\$12.94
Kelso Public Library	-	-	\$16.75	\$11.46	\$14.33	-	-	-	-
LaConner Regional Library	\$10.50	-	\$10.50	-	-	-	\$7.50	-	\$7.50
Pend Oreille County Library District	\$10.78	-	\$12.11	-	-	-	\$7.61	-	\$8.54
Port Townsend Public Library	\$13.34	\$15.64	\$17.59	\$11.66	\$13.73	\$15.52	-	-	-
Pullman (Neill) Public Library	\$13.53	\$14.93	\$16.48	\$12.56	\$13.85	\$15.31	\$8.58	\$9.01	\$9.47
San Juan Island Library District	\$15.99	\$17.83	\$19.67	\$13.51	\$15.03	\$16.55	\$12.75	-	-
Sedro-Woolley Public Library	\$15.92	-	-	\$7.88	-	-	\$8.25	\$8.90	-
Walla Walla County Library District	-	-	-	-	-	-	-	-	\$12.75
Whitman County Library	-	-	-	-	-	-	\$9.00	-	\$10.00
Average	\$13.06	\$14.40	\$15.83	\$11.34	\$13.26	\$15.28	\$9.79	\$10.37	\$11.49

Year 2003 Public Library Salaries

Table 20 (continued)

Public Libraries	Senior Library Associate			Library Associate			Library Assistant 1		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under with certified librarian									
Lopez Island Library District	\$13.40	-	\$15.84	-	-	-	-	-	-
Ocean Shores Public Library	\$16.39	\$16.39	\$16.39	\$15.61	\$15.61	\$15.61	-	-	-
Orcas Island Library District	\$13.26	\$14.48	\$16.76	\$10.84	\$11.85	\$13.72	\$9.73	\$10.64	\$12.32
Average	\$14.35	\$15.44	\$16.33	\$13.23	\$13.73	\$14.67	\$9.73	\$10.64	\$12.32
5,000 & under without certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	\$8.60	\$8.60	\$8.60
Cathlamet Public (Blanche Bradley) Library	-	-	-	-	-	-	-	-	-
Chewelah Public Library	-	-	-	\$7.25	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Concrete Public Library	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
Dayton Memorial Library	-	-	-	-	-	-	-	-	\$11.58
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	\$7.28
Kettle Falls Public Library	-	-	-	-	-	-	-	-	-
Kittitas Public Library	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby Memorial) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Ritzville Public Library	-	-	-	-	-	-	-	-	\$7.00
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Roy City Library	-	-	-	-	-	-	-	\$7.11	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	\$8.50	\$8.50	\$8.50
Average	-	-	-	\$7.25	-	-	\$8.55	\$8.07	\$8.59
Overall Averages	\$14.10	\$16.45	\$17.90	\$12.72	\$15.28	\$17.03	\$10.46	\$11.69	\$12.69

Year 2003 Public Library Salaries

Table 20 (continued)

Public Libraries	Library Assistant 2			Page			Superintendent of Maintenance		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library	\$9.94	\$11.81	\$14.39	\$7.21	\$8.56	\$10.44	\$24.80	\$29.49	\$36.99
King County Library System	\$16.30	\$17.93	\$19.56	\$8.86	\$9.75	\$10.36	\$32.07	\$35.28	\$38.48
Pierce County Library System	\$12.80	\$14.84	\$17.20	\$7.85	\$9.10	\$10.55	\$24.14	\$27.99	\$32.45
Seattle Public Library	\$14.11	\$15.52	\$17.12	\$13.15	\$14.49	\$15.94	\$31.84	\$35.10	\$38.70
Sno-Isle Regional Library	\$12.69	\$15.08	\$17.46	\$8.04	\$9.55	\$11.06	-	-	-
Timberland Regional Library	\$11.64	\$13.50	\$15.65	\$7.01	\$7.47	\$8.66	-	-	-
Average	\$12.91	\$14.78	\$16.90	\$8.69	\$9.82	\$11.17	\$28.21	\$31.97	\$36.66
100,001 - 250,000									
Kitsap Regional Library	\$10.22	\$11.73	\$13.45	\$7.51	\$8.62	\$9.88	\$18.82	\$21.60	\$24.77
Mid-Columbia Library District	\$9.31	\$11.69	\$13.28	\$7.01	\$8.37	\$9.23	-	-	-
North Central Regional Library	\$8.79	\$10.29	\$12.50	\$7.01	\$7.01	\$7.01	\$13.51	\$15.81	\$19.23
Spokane County Library District	\$9.62	\$10.59	\$12.03	\$7.01	\$7.36	\$7.71	\$16.10	\$17.71	\$20.13
Spokane Public Library	\$11.18	-	\$14.56	\$6.90	-	-	\$17.54	\$20.12	\$21.83
Tacoma Public Library	-	-	-	\$8.49	\$9.16	\$9.81	-	-	-
Whatcom County Library System	-	-	-	\$7.01	\$7.78	\$8.29	-	-	-
Yakima Valley Regional Library	\$9.64	\$11.38	\$13.12	\$7.01	\$7.01	\$7.01	-	-	-
Average	\$9.79	\$11.14	\$13.16	\$7.24	\$7.90	\$8.42	\$16.49	\$18.81	\$21.49
25,001 - 100,000									
Bellingham Public Library	\$14.68	\$15.48	\$16.90	\$7.40	\$7.62	\$7.85	-	-	-
Everett Public Library	\$15.18	\$16.72	\$18.43	\$7.65	-	\$9.24	-	-	-
Longview Public Library	\$13.00	\$14.41	\$16.68	\$7.00	\$8.15	\$9.90	-	-	-
Mount Vernon City Library	-	-	-	\$6.50	\$6.50	\$6.50	-	-	-
North Olympic Library System	-	-	-	\$7.16	-	\$8.71	\$11.51	-	\$15.10
Puyallup Public Library	-	-	-	\$7.11	\$8.14	\$9.20	-	-	-
Renton Public Library	\$14.00	\$16.00	\$17.00	\$7.00	\$8.00	\$10.00	-	-	-
Richland Public Library	\$11.49	\$14.35	\$17.23	\$7.11	\$8.89	\$10.66	-	-	-
Stevens County Rural Library District	-	-	-	\$7.01	-	-	-	-	-
Walla Walla Public Library	-	-	-	\$6.94	\$7.90	\$8.86	-	-	-
Average	\$13.67	\$15.39	\$17.25	\$7.09	\$7.89	\$8.99	\$11.51	-	\$15.10
5,001 - 25,000									
Anacortes Public Library	-	-	-	\$7.01	-	-	-	-	-
Asotin County Library	-	-	-	-	\$6.92	-	-	-	-
Burlington Public Library	-	-	-	\$7.00	-	\$7.00	-	-	-
Camas Public Library	-	-	-	\$9.77	-	\$10.67	-	-	-
Ellensburg Public Library	\$11.52	-	-	\$7.79	-	-	-	-	-
Enumclaw Public Library	\$9.01	\$10.52	\$12.03	\$7.01	\$7.01	\$7.01	-	-	-
Grandview (Bleyhl Community) Library	\$7.29	-	-	\$7.03	-	-	-	-	-
Jefferson County Rural Library District	-	\$15.65	-	\$6.70	-	\$6.70	-	-	-
Kelso Public Library	-	-	-	\$7.01	-	-	-	-	-
LaConner Regional Library	-	-	-	\$6.90	-	\$6.90	-	-	-
Pend Oreille County Library District	-	-	-	\$7.10	-	\$7.96	-	-	-
Port Townsend Public Library	\$10.61	\$12.49	\$14.05	\$7.01	\$7.61	\$7.91	-	-	-
Pullman (Neill) Public Library	\$10.43	\$10.95	\$11.50	\$6.90	\$7.53	\$7.91	-	-	-
San Juan Island Library District	-	-	-	-	-	-	-	-	-
Sedro-Woolley Public Library	\$9.41	-	-	-	-	-	-	-	-
Walla Walla County Library District	-	-	\$9.25	-	-	\$6.90	-	-	-
Whitman County Library	\$9.00	-	\$9.50	-	\$6.72	-	-	-	-
Average	\$9.61	\$12.40	\$11.27	\$7.27	\$7.16	\$7.66	-	-	-

Year 2003 Public Library Salaries

Table 20 (continued)

Public Libraries	Library Assistant 2			Page			Superintendent of Maintenance		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under with certified librarian									
Lopez Island Library District	\$10.00	-	\$15.00	\$7.01	-	-	-	-	-
Ocean Shores Public Library	-	-	-	\$9.00	\$9.00	\$9.00	-	-	-
Orcas Island Library District	-	-	-	-	-	-	-	-	-
Average	\$10.00	-	\$15.00	\$8.01	\$9.00	\$9.00	-	-	-
5,000 & under without certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cathlamet Public (Blanche Bradley) Library	-	-	-	-	-	-	-	-	-
Chewelah Public Library	-	-	-	\$6.75	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Concrete Public Library	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
Dayton Memorial Library	-	-	\$7.80	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	\$7.28	-	-	-	-	-	-
Kettle Falls Public Library	-	-	-	-	-	-	-	-	-
Kittitas Public Library	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby Memorial) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Ritzville Public Library	-	-	\$7.00	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Roy City Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	\$7.51	\$7.51	\$7.51	\$7.01	\$7.01	\$7.01	-	-	-
Average	\$7.51	\$7.51	\$7.40	\$6.88	\$7.01	\$7.01	-	-	-
Overall Averages	\$11.13	\$13.26	\$13.61	\$7.45	\$8.19	\$8.84	\$21.15	\$25.39	\$27.52

Year 2003 Public Library Salaries

Table 20 (continued)

Public Libraries	Facilities Supervisor			Maintenance Worker			Custodian		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library	\$18.45	\$21.92	\$27.50	\$13.77	\$16.85	\$19.93	-	-	-
King County Library System	\$24.47	\$26.91	\$29.36	\$16.31	\$17.94	\$19.57	-	-	-
Pierce County Library System	\$16.34	\$18.94	\$21.96	\$14.12	\$16.38	\$18.98	\$11.60	\$13.45	\$15.59
Seattle Public Library	\$24.25	\$26.74	\$29.26	\$17.67	\$19.47	\$21.41	\$14.04	\$15.45	\$16.99
Sno-Isle Regional Library	-	-	-	-	-	-	-	-	-
Timberland Regional Library	\$15.19	\$17.61	\$20.42	\$11.64	\$13.50	\$15.65	\$9.75	\$11.30	\$13.10
Average	\$19.74	\$22.42	\$25.70	\$14.70	\$16.83	\$19.11	\$11.80	\$13.40	\$15.23
100,001 - 250,000									
Kitsap Regional Library	\$18.82	\$21.60	\$24.77	\$10.22	\$11.73	\$13.45	\$8.76	\$10.06	\$11.53
Mid-Columbia Library District	-	-	-	\$12.89	\$15.39	\$16.97	-	-	-
North Central Regional Library	-	-	-	-	-	-	-	-	-
Spokane County Library District	-	-	-	-	-	-	-	-	-
Spokane Public Library	\$11.72	-	\$15.40	\$11.18	-	\$14.56	\$9.90	-	\$12.36
Tacoma Public Library	\$22.19	\$24.51	\$27.07	\$15.77	\$17.38	\$19.19	\$12.83	\$14.23	\$15.66
Whatcom County Library System	\$12.06	\$13.35	\$14.61	-	-	-	\$9.26	\$10.23	\$11.21
Yakima Valley Regional Library	\$13.88	\$16.38	\$18.89	-	-	-	\$9.64	\$11.38	\$13.12
Average	\$15.73	\$18.96	\$20.15	\$12.52	\$14.83	\$16.04	\$10.08	\$11.48	\$12.78
25,001 - 100,000									
Bellingham Public Library	-	-	-	-	-	-	-	-	-
Everett Public Library	-	-	-	-	-	-	-	-	-
Longview Public Library	-	-	-	-	-	-	-	-	-
Mount Vernon City Library	-	-	-	-	-	-	-	-	-
North Olympic Library System	-	-	-	\$10.09	-	\$12.89	\$8.71	-	\$10.86
Puyallup Public Library	-	-	-	-	-	-	-	-	-
Renton Public Library	-	-	-	-	-	-	-	-	-
Richland Public Library	-	-	-	-	-	-	-	-	-
Stevens County Rural Library District	-	-	-	\$10.03	\$10.64	\$11.63	-	-	-
Walla Walla Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	\$10.06	\$10.64	\$12.26	\$8.71	-	\$10.86
5,001 - 25,000									
Anacortes Public Library	-	-	-	-	-	-	-	-	-
Asotin County Library	-	-	-	-	-	-	-	\$10.53	-
Burlington Public Library	-	-	-	-	-	-	-	-	-
Camas Public Library	-	-	-	-	-	-	-	-	-
Ellensburg Public Library	-	-	-	-	-	-	-	-	-
Enumclaw Public Library	-	-	-	-	-	-	\$11.21	\$13.06	\$14.91
Grandview (Bleyhl Community) Library	-	-	-	-	-	-	-	-	-
Jefferson County Rural Library District	-	-	-	-	-	-	-	\$15.00	-
Kelso Public Library	-	-	-	-	-	-	-	-	-
LaConner Regional Library	-	-	-	-	-	-	\$12.00	-	\$12.00
Pend Oreille County Library District	-	-	-	-	-	-	-	-	-
Port Townsend Public Library	-	-	-	-	-	-	-	-	-
Pullman (Neill) Public Library	-	-	-	-	-	-	-	-	-
San Juan Island Library District	-	-	-	-	-	-	-	-	-
Sedro-Woolley Public Library	-	-	-	-	-	-	-	-	-
Walla Walla County Library District	-	-	-	-	-	-	-	-	-
Whitman County Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	\$11.61	\$12.86	\$13.46

Year 2003 Public Library Salaries

Table 20 (continued)

Public Libraries	Facilities Supervisor			Maintenance Worker			Custodian		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under with certified librarian									
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Ocean Shores Public Library	-	-	-	-	-	-	-	-	-
Orcas Island Library District	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
5,000 & under without certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	\$10.00	\$10.00	\$10.00
Cathlamet Public (Blanche Bradley) Library	-	-	-	-	-	-	-	-	-
Chewelah Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	\$8.50	\$9.59	-
Concrete Public Library	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
Dayton Memorial Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kettle Falls Public Library	-	-	-	-	-	-	\$8.00	-	-
Kittitas Public Library	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby Memorial) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Ritzville Public Library	-	-	-	-	-	-	-	-	\$8.00
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Roy City Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	\$8.83	\$9.80	\$9.00
Overall Averages	\$17.74	\$20.88	\$22.92	\$13.06	\$15.48	\$16.75	\$10.30	\$12.02	\$12.72

Year 2003 Public Library Salaries

Table 20 (continued)

Public Libraries	Book Mobile Driver			Delivery Driver			Public Information Officer		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under with certified librarian									
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Ocean Shores Public Library	-	-	-	-	-	-	-	-	-
Orcas Island Library District	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
5,000 & under without certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cathlamet Public (Blanche Bradley) Library	-	-	-	-	-	-	-	-	-
Chewelah Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Concrete Public Library	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
Dayton Memorial Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kettle Falls Public Library	-	-	-	-	-	-	-	-	-
Kittitas Public Library	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby Memorial) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Ritzville Public Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Roy City Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
Overall Averages	\$13.48	\$15.94	\$18.04	\$11.24	\$12.78	\$14.44	\$25.79	\$29.76	\$33.85

Year 2003 Public Library Salaries

Table 20 (continued)

Public Libraries	Graphic Technician			Press Operator			Administrative Secretary		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library	\$10.96	\$13.04	\$15.89	-	-	-	\$17.56	\$20.87	\$26.18
King County Library System	\$16.37	\$17.94	\$19.57	\$14.42	\$15.66	\$17.09	\$19.97	\$21.97	\$23.96
Pierce County Library System	\$15.56	\$18.04	\$20.91	\$13.45	\$15.59	\$18.07	\$15.34	\$18.94	\$21.96
Seattle Public Library	-	-	-	-	-	-	\$17.52	\$19.31	\$21.29
Sno-Isle Regional Library	\$15.94	\$18.94	\$21.93	\$10.09	\$11.99	\$13.89	\$20.04	\$23.79	\$27.55
Timberland Regional Library	\$15.19	\$17.61	\$20.42	\$15.19	\$17.61	\$20.42	\$16.12	\$18.68	\$21.66
Average	\$14.80	\$17.11	\$19.74	\$13.29	\$15.21	\$17.37	\$17.76	\$20.59	\$23.77
100,001 - 250,000									
Kitsap Regional Library	\$12.88	\$14.77	\$16.94	\$8.76	\$10.06	\$11.53	\$16.14	\$18.52	\$21.24
Mid-Columbia Library District	-	-	-	-	-	-	\$16.02	\$19.13	\$21.09
North Central Regional Library	\$14.63	\$17.11	\$20.80	-	-	-	-	-	-
Spokane County Library District	\$13.06	\$14.36	\$16.32	-	-	-	\$11.44	\$12.58	\$14.30
Spokane Public Library	\$12.85	-	\$16.83	\$12.85	-	\$16.83	-	-	-
Tacoma Public Library	\$15.60	\$17.28	\$19.15	-	-	-	\$21.01	\$23.22	\$25.65
Whatcom County Library System	\$13.70	\$15.14	\$16.60	-	-	-	-	-	-
Yakima Valley Regional Library	-	-	-	-	-	-	-	-	-
Average	\$13.79	\$15.73	\$17.77	\$10.81	\$10.06	\$14.18	\$16.15	\$18.36	\$20.57
25,001 - 100,000									
Bellingham Public Library	-	-	-	-	-	-	\$13.35	\$14.58	\$15.94
Everett Public Library	-	-	-	-	-	-	\$20.09	\$22.58	\$26.13
Longview Public Library	-	-	-	-	-	-	\$13.83	\$15.33	\$17.75
Mount Vernon City Library	-	-	-	-	-	-	-	-	-
North Olympic Library System	-	-	-	-	-	-	\$11.51	-	\$15.10
Puyallup Public Library	-	-	-	-	-	-	-	-	-
Renton Public Library	-	-	-	-	-	-	-	-	-
Richland Public Library	-	-	-	-	-	-	-	-	-
Stevens County Rural Library District	-	-	-	-	-	-	\$11.44	\$12.13	\$13.25
Walla Walla Public Library	-	-	-	-	-	-	\$15.88	\$18.08	\$20.27
Average	-	-	-	-	-	-	\$14.35	\$16.54	\$18.07
5,001 - 25,000									
Anacortes Public Library	-	-	-	-	-	-	\$11.11	\$12.66	\$14.42
Asotin County Library	-	-	-	-	-	-	-	-	-
Burlington Public Library	-	-	-	-	-	-	-	-	-
Camas Public Library	-	-	-	-	-	-	\$14.77	-	\$17.64
Ellensburg Public Library	-	-	-	-	-	-	-	-	-
Enumclaw Public Library	-	-	-	-	-	-	-	-	-
Grandview (Bleyhl Community) Library	-	-	-	-	-	-	-	-	-
Jefferson County Rural Library District	-	-	-	-	-	-	-	-	-
Kelso Public Library	-	-	-	-	-	-	-	-	-
LaConner Regional Library	-	-	-	-	-	-	-	-	-
Pend Oreille County Library District	-	-	-	-	-	-	-	-	-
Port Townsend Public Library	-	-	-	-	-	-	-	-	-
Pullman (Neill) Public Library	-	-	-	-	-	-	\$14.56	\$16.08	\$17.76
San Juan Island Library District	-	-	-	-	-	-	-	-	-
Sedro-Woolley Public Library	-	-	-	-	-	-	-	-	-
Walla Walla County Library District	-	-	-	-	-	-	-	-	-
Whitman County Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	\$13.48	\$14.37	\$16.61

Year 2003 Public Library Salaries

Table 20 (continued)

Public Libraries	Graphic Technician			Press Operator			Administrative Secretary		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under with certified librarian									
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Ocean Shores Public Library	-	-	-	-	-	-	-	-	-
Orcas Island Library District	-	-	-	-	-	-	\$16.30	\$17.84	\$20.67
Average	-	-	-	-	-	-	\$16.30	\$17.84	\$20.67
5,000 & under without certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cathlamet Public (Blanche Bradley) Library	-	-	-	-	-	-	-	-	-
Chewelah Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Concrete Public Library	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
Dayton Memorial Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kettle Falls Public Library	-	-	-	-	-	-	-	-	-
Kittitas Public Library	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby Memorial) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Ritzville Public Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Roy City Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
Overall Averages	\$14.25	\$16.42	\$18.67	\$12.46	\$14.18	\$16.31	\$15.70	\$18.13	\$20.19

Year 2003 Public Library Salaries

Table 20 (continued)

Public Libraries	Secretary			Accounting Technician			Account Clerk		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library	\$14.06	\$16.71	\$20.96	\$13.38	\$16.67	\$19.96	\$13.05	\$16.30	\$19.95
King County Library System	\$18.67	\$20.54	\$22.40	\$17.45	\$19.19	\$27.44	\$13.31	\$14.64	\$15.97
Pierce County Library System	\$14.12	\$16.38	\$18.98	\$14.12	\$16.38	\$18.98	\$13.45	\$15.59	\$18.07
Seattle Public Library	-	-	-	\$15.08	\$16.60	\$18.29	-	-	-
Sno-Isle Regional Library	\$12.69	\$15.08	\$17.46	\$20.04	\$23.80	\$27.55	\$12.69	\$15.08	\$17.46
Timberland Regional Library	\$12.72	\$14.75	\$17.10	\$13.50	\$15.65	\$18.14	\$11.30	\$13.10	\$15.19
Average	\$14.45	\$16.69	\$19.38	\$15.60	\$18.05	\$21.73	\$12.76	\$14.94	\$17.33
100,001 - 250,000									
Kitsap Regional Library	-	-	-	\$16.14	\$18.52	\$21.24	-	-	-
Mid-Columbia Library District	-	-	-	-	-	-	\$12.53	\$14.96	\$16.49
North Central Regional Library	-	-	-	-	-	-	-	-	-
Spokane County Library District	\$9.10	\$10.01	\$11.37	\$14.99	\$16.49	\$18.74	\$9.10	\$10.01	\$11.37
Spokane Public Library	-	-	-	\$12.85	-	\$16.83	\$11.99	-	\$15.78
Tacoma Public Library	-	-	-	\$19.10	\$21.10	\$23.32	-	-	-
Whatcom County Library System	\$12.25	\$13.56	\$14.84	\$15.73	\$17.40	\$19.08	-	-	-
Yakima Valley Regional Library	-	-	-	-	-	-	\$10.15	\$11.98	\$13.81
Average	\$10.68	\$11.79	\$13.11	\$15.76	\$18.38	\$19.84	\$10.94	\$12.32	\$14.36
25,001 - 100,000									
Bellingham Public Library	-	-	-	-	-	-	-	-	-
Everett Public Library	-	-	-	-	-	-	-	-	-
Longview Public Library	-	-	-	-	-	-	-	-	-
Mount Vernon City Library	-	-	-	\$11.67	\$12.47	\$13.26	-	-	-
North Olympic Library System	-	-	-	\$11.51	-	\$15.10	-	-	-
Puyallup Public Library	-	-	-	-	-	-	-	-	-
Renton Public Library	\$16.00	\$17.00	\$19.00	-	-	-	-	-	-
Richland Public Library	\$13.88	\$17.34	\$20.81	-	-	-	-	-	-
Stevens County Rural Library District	-	-	-	-	-	-	\$11.60	\$12.32	\$13.46
Walla Walla Public Library	-	-	-	-	-	-	-	-	-
Average	\$14.94	\$17.17	\$19.91	\$11.59	\$12.47	\$14.18	\$11.60	\$12.32	\$13.46
5,001 - 25,000									
Anacortes Public Library	-	-	-	-	-	-	-	-	-
Asotin County Library	-	-	-	-	-	-	-	-	-
Burlington Public Library	-	-	-	-	-	-	-	-	-
Camas Public Library	-	-	-	-	-	-	-	-	-
Ellensburg Public Library	-	-	-	\$13.95	-	-	-	-	-
Enumclaw Public Library	-	-	-	-	-	-	-	-	-
Grandview (Bleyhl Community) Library	-	-	-	-	-	-	-	-	-
Jefferson County Rural Library District	-	-	-	-	-	-	-	-	-
Kelso Public Library	-	-	-	-	-	-	-	-	-
LaConner Regional Library	-	-	-	-	-	-	-	-	-
Pend Oreille County Library District	-	-	-	-	-	-	-	-	-
Port Townsend Public Library	-	-	-	-	-	-	-	-	-
Pullman (Neill) Public Library	-	-	-	-	-	-	-	-	-
San Juan Island Library District	-	-	-	-	-	-	-	-	-
Sedro-Woolley Public Library	-	-	-	-	-	-	-	-	-
Walla Walla County Library District	-	-	-	-	-	-	-	-	-
Whitman County Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	\$13.95	-	-	-	-	-

Year 2003 Public Library Salaries

Table 20 (continued)

Public Libraries	Secretary			Accounting Technician			Account Clerk		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under with certified librarian									
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Ocean Shores Public Library	-	-	-	-	-	-	-	-	-
Orcas Island Library District	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
5,000 & under without certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cathlamet Public (Blanche Bradley) Library	-	-	-	-	-	-	-	-	-
Chewelah Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Concrete Public Library	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
Dayton Memorial Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kettle Falls Public Library	-	-	-	-	-	-	-	-	-
Kittitas Public Library	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby Memorial) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Ritzville Public Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Roy City Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
Overall Averages	\$13.72	\$15.71	\$18.10	\$14.97	\$17.66	\$19.84	\$11.92	\$13.78	\$15.76

Year 2003 Public Library Salaries

Table 20 (continued)

Public Libraries	Personnel Specialist			Personnel Analyst			Computer Operator		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library	\$15.52	\$19.33	\$23.14	\$15.52	\$18.90	\$23.14	\$14.30	\$17.82	\$21.33
King County Library System	-	-	-	\$19.97	\$21.97	\$23.96	\$15.24	\$16.76	\$18.28
Pierce County Library System	\$15.56	\$18.04	\$20.91	-	-	-	\$14.12	\$16.38	\$18.98
Seattle Public Library	\$18.96	\$20.90	\$23.04	\$28.16	\$31.06	\$34.20	\$17.51	\$19.31	\$21.29
Sno-Isle Regional Library	\$17.88	\$21.23	\$24.58	\$20.04	\$23.80	\$27.55	\$17.88	\$21.23	\$24.58
Timberland Regional Library	\$16.12	\$18.68	\$21.66	-	-	-	-	-	-
Average	\$16.81	\$19.64	\$22.67	\$20.92	\$23.93	\$27.21	\$15.81	\$18.30	\$20.89
100,001 - 250,000									
Kitsap Regional Library	\$14.94	\$17.15	\$19.66	-	-	-	-	-	-
Mid-Columbia Library District	-	-	-	-	-	-	\$11.23	\$13.41	\$14.78
North Central Regional Library	-	-	-	-	-	-	\$15.81	\$18.50	\$22.49
Spokane County Library District	-	-	-	-	-	-	\$18.71	\$20.58	\$23.39
Spokane Public Library	-	-	-	-	-	-	\$11.99	-	\$15.78
Tacoma Public Library	-	-	-	-	-	-	\$16.77	\$18.57	\$20.54
Whatcom County Library System	-	-	-	-	-	-	-	-	-
Yakima Valley Regional Library	-	-	-	-	-	-	\$13.07	\$15.42	\$17.78
Average	\$14.94	\$17.15	\$19.66	-	-	-	\$14.60	\$17.30	\$19.13
25,001 - 100,000									
Bellingham Public Library	-	-	-	-	-	-	\$14.16	\$15.48	\$16.90
Everett Public Library	-	-	-	-	-	-	\$18.43	\$20.34	\$22.42
Longview Public Library	-	-	-	-	-	-	-	-	-
Mount Vernon City Library	-	-	-	-	-	-	-	-	-
North Olympic Library System	-	-	-	-	-	-	-	-	-
Puyallup Public Library	-	-	-	-	-	-	-	-	-
Renton Public Library	-	-	-	-	-	-	-	-	-
Richland Public Library	-	-	-	-	-	-	-	-	-
Stevens County Rural Library District	-	-	-	-	-	-	-	-	-
Walla Walla Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	\$16.30	\$17.91	\$19.66
5,001 - 25,000									
Anacortes Public Library	-	-	-	-	-	-	-	-	-
Asotin County Library	-	-	-	-	-	-	-	-	-
Burlington Public Library	-	-	-	-	-	-	-	-	-
Camas Public Library	-	-	-	-	-	-	-	-	-
Ellensburg Public Library	-	-	-	-	-	-	-	-	-
Enumclaw Public Library	-	-	-	-	-	-	\$14.61	\$17.05	\$19.49
Grandview (Bleyhl Community) Library	-	-	-	-	-	-	-	-	-
Jefferson County Rural Library District	-	-	-	-	-	-	-	-	-
Kelso Public Library	-	-	-	-	-	-	-	-	-
LaConner Regional Library	-	-	-	-	-	-	-	-	-
Pend Oreille County Library District	-	-	-	-	-	-	-	-	-
Port Townsend Public Library	-	-	-	-	-	-	-	-	-
Pullman (Neill) Public Library	-	-	-	-	-	-	-	-	-
San Juan Island Library District	-	-	-	-	-	-	-	-	-
Sedro-Woolley Public Library	-	-	-	-	-	-	-	-	-
Walla Walla County Library District	-	-	-	-	-	-	-	-	-
Whitman County Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	\$14.61	\$17.05	\$19.49

Year 2003 Public Library Salaries

Table 20 (continued)

Public Libraries	Personnel Specialist			Personnel Analyst			Computer Operator		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under with certified librarian									
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Ocean Shores Public Library	-	-	-	-	-	-	-	-	-
Orcas Island Library District	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
5,000 & under without certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cathlamet Public (Blanche Bradley) Library	-	-	-	-	-	-	-	-	-
Chewelah Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Concrete Public Library	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
Dayton Memorial Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kettle Falls Public Library	-	-	-	-	-	-	-	-	-
Kittitas Public Library	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby Memorial) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Ritzville Public Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Roy City Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
Overall Averages	\$16.50	\$19.22	\$22.17	\$20.92	\$23.93	\$27.21	\$15.27	\$17.76	\$19.86

Year 2003 Public Library Salaries

Table 20 (continued)

Public Libraries	Collection Development Coordinator			Computer Information Professional		
	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000						
Fort Vancouver Regional Library	\$23.43	\$29.20	\$34.96	\$16.18	\$20.16	\$24.13
King County Library System	\$29.97	\$32.97	\$35.97	\$29.98	\$32.97	\$35.97
Pierce County Library System	\$24.14	\$27.99	\$32.45	\$18.02	\$20.89	\$24.22
Seattle Public Library	\$36.13	\$45.16	\$54.19	\$24.50	\$27.02	\$29.78
Sno-Isle Regional Library	\$28.23	\$33.53	\$38.82	\$35.48	\$42.13	\$48.78
Timberland Regional Library	\$26.64	\$30.88	\$36.87	\$17.10	\$19.82	\$22.98
Average	\$28.09	\$33.29	\$38.88	\$23.54	\$27.17	\$30.98
100,001 - 250,000						
Kitsap Regional Library	\$18.82	\$21.60	\$24.77	\$20.33	\$23.33	\$26.75
Mid-Columbia Library District	-	-	-	\$15.17	\$18.12	\$19.97
North Central Regional Library	-	-	-	\$15.81	\$18.50	\$22.49
Spokane County Library District	\$20.21	\$22.23	\$25.26	\$21.85	\$24.03	\$27.31
Spokane Public Library	\$26.56	\$30.30	\$33.09	\$18.02	-	\$22.36
Tacoma Public Library	-	-	-	-	-	-
Whatcom County Library System	\$18.35	\$20.31	\$22.27	-	-	-
Yakima Valley Regional Library	\$16.79	\$19.82	\$22.85	\$16.79	\$19.82	\$22.85
Average	\$20.15	\$22.85	\$25.65	\$18.00	\$20.76	\$23.62
25,001 - 100,000						
Bellingham Public Library	-	-	-	-	-	-
Everett Public Library	-	-	-	\$22.42	\$24.72	\$27.27
Longview Public Library	\$16.72	\$19.51	\$22.58	-	-	-
Mount Vernon City Library	-	-	-	-	-	-
North Olympic Library System	\$17.11	-	\$24.19	-	-	-
Puyallup Public Library	-	-	-	-	-	-
Renton Public Library	-	-	-	-	-	-
Richland Public Library	-	-	-	-	-	-
Stevens County Rural Library District	-	-	-	-	-	-
Walla Walla Public Library	-	-	-	-	-	-
Average	\$16.92	\$19.51	\$23.39	\$22.42	\$24.72	\$27.27
5,001 - 25,000						
Anacortes Public Library	-	-	-	-	-	-
Asotin County Library	-	-	-	-	-	-
Burlington Public Library	-	-	-	-	-	-
Camas Public Library	-	-	-	-	-	-
Ellensburg Public Library	-	-	-	-	-	-
Enumclaw Public Library	-	-	-	-	-	-
Grandview (Bleyhl Community) Library	-	-	-	-	-	-
Jefferson County Rural Library District	-	-	-	-	-	-
Kelso Public Library	-	-	-	-	-	-
LaConner Regional Library	-	-	-	-	-	-
Pend Oreille County Library District	-	-	-	-	-	-
Port Townsend Public Library	-	-	-	-	-	-
Pullman (Neill) Public Library	-	-	-	-	-	-
San Juan Island Library District	-	-	-	\$19.75	\$22.01	\$24.28
Sedro-Woolley Public Library	-	-	-	-	-	-
Walla Walla County Library District	-	-	-	\$10.00	-	\$16.83
Whitman County Library	-	-	-	\$15.00	-	\$25.00
Average	-	-	-	\$14.92	\$22.01	\$22.04

Year 2003 Public Library Salaries

Table 20 (continued)

Public Libraries	Collection Development Coordinator			Computer Information Professional		
	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under with certified librarian						
Lopez Island Library District	-	-	-	-	-	-
Ocean Shores Public Library	-	-	-	-	-	-
Orcas Island Library District	-	-	-	\$16.80	\$18.38	\$21.28
Average	-	-	-	\$16.80	\$18.38	\$21.28
5,000 & under without certified librarian						
Castle Rock Public Library	-	-	-	-	-	-
Cathlamet Public (Blanche Bradley) Library	-	-	-	-	-	-
Chewelah Public Library	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-
Concrete Public Library	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-
Dayton Memorial Library	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-
Kettle Falls Public Library	-	-	-	-	-	-
Kittitas Public Library	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-
Pomeroy (Denny Ashby Memorial) Library	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-
Ritzville Public Library	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-
Roy City Library	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-
Average	-	-	-	-	-	-
Overall Averages	\$23.32	\$27.79	\$31.41	\$19.60	\$23.71	\$26.01