

# 2011 Benefits

Table 21

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

# 2011 Benefits

Table 21

| Public Libraries                                 | Does the library have . . . ? |                    |               | Library Pension Type |
|--|-------------------------------|--------------------|---------------|----------------------|
|  | FICA                          | Shift Differential | Longevity Pay |                      |
| <b>5,000 &amp; under w/ certified librarian</b>  |                               |                    |               |                      |
| Columbia County Rural Library District           | X                             | -                  | -             | State                |
| La Conner Regional Library                       | X                             | -                  | X             | State                |
| Lopez Island Library District                    | X                             | -                  | -             | State                |
| Ritzville Public Library                         | X                             | -                  | -             | State                |
| Roslyn Public Library                            | X                             | -                  | X             | State                |
| Upper Skagit Library District                    | -                             | -                  | -             | State                |
| <b>5,000 &amp; under w/o certified librarian</b> |                               |                    |               |                      |
| Castle Rock Public Library                       | X                             | -                  | -             | State                |
| Cathlamet (Blanche Bradley) Public Library       | X                             | -                  | -             | None                 |
| Cle Elum (Carpenter Memorial) Library            | X                             | -                  | X             | City                 |
| Davenport Public Library                         | X                             | -                  | -             | None                 |
| Harrington Public Library                        | X                             | -                  | -             | None                 |
| Kalama Public Library                            | X                             | -                  | -             | State                |
| Kittitas Public Library                          | -                             | -                  | -             | State                |
| Ocean Shores Public Library                      | -                             | -                  | X             | State                |
| Odessa Public Library                            | -                             | -                  | -             | None                 |
| Pomeroy (Denny Ashby) Library                    | -                             | -                  | -             | None                 |
| Reardan Memorial Library                         | -                             | -                  | -             | None                 |
| Roy City Library                                 | X                             | -                  | -             | City                 |
| Sprague Public Library                           | -                             | -                  | -             | None                 |
| Waitsburg (Weller) Public Library                | X                             | -                  | -             | None                 |
| Wilbur (Hesseltine) Public Library               | X                             | -                  | -             | None                 |

**2011 Benefits**  
**Table 21 (continued)**

| Public Libraries                          | Who is covered by your . . . ?   |                                  |                                  |
|---|----------------------------------|----------------------------------|----------------------------------|
|   | Employer Paid Medical            | Employer Paid Dental             | Employer Paid Vision             |
| <b>Over 250,000</b>                       |                                  |                                  |                                  |
| Fort Vancouver Regional Library District  | 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 Libraries                        | Employee only                    | Employee only                    | Employee only                    |
| Spokane County Library District           | Employee only                    | Employee only                    | Employee only                    |
| Timberland Regional Library               | Employee only                    | Employee only                    | Employee only                    |
| <b>100,001 - 250,000</b>                  |                                  |                                  |                                  |
| Everett Public Library                    | Employee, Spouse, and Dependents | Employee, Spouse, and Dependents | Employee, Spouse, and Dependents |
| Kitsap Regional Library                   | Employee only                    | Employee only                    | Employee only                    |
| Mid-Columbia Library System               | Employee, Spouse, and Dependents | Employee, Spouse, and Dependents | Employee, Spouse, and Dependents |
| North Central Regional Library            | 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 Libraries                   | Employee only                    | Employee only                    | Employee only                    |
| <b>25,001 - 100,000</b>                   |                                  |                                  |                                  |
| Bellingham 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 |
| Pullman (Neill) Public Library            | Employee, Spouse, and Dependents | Employee, Spouse, and Dependents | Employee, Spouse, and Dependents |
| Puyallup 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 |
| <b>5,001 - 25,000</b>                     |                                  |                                  |                                  |
| Anacortes Public Library                  | Employee, Spouse, and Dependents | Employee, Spouse, and Dependents | Employee, Spouse, and Dependents |
| Asotin County Library                     | Employee only                    | None                             | Employee, Spouse, and Dependents |
| 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 |
| Liberty Lake Municipal Library            | Employee, Spouse, and Dependents | Employee, Spouse, and Dependents | Employee only                    |
| Orcas Island Library District             | Employee only                    | Employee only                    | Employee only                    |
| Pend Oreille County Library District      | Employee only                    | None                             | None                             |
| Port Townsend 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 Rural Library District | Employee only                    | Employee, Spouse, and Dependents | Employee only                    |
| Whitman County Library                    | Employee only                    | Employee only                    | Employee only                    |

## 2011 Benefits

Table 21 (continued)

| Public Libraries                                 | Who is covered by your . . . ?   |                                  |                                  |
|--|----------------------------------|----------------------------------|----------------------------------|
|  | Employer Paid Medical            | Employer Paid Dental             | Employer Paid Vision             |
| <b>5,000 &amp; under w/ certified librarian</b>  |                                  |                                  |                                  |
| Columbia County Rural Library District           | Employee only                    | Employee only                    | Employee only                    |
| La Conner Regional Library                       | None                             | None                             | None                             |
| Lopez Island Library District                    | Employee only                    | Employee only                    | Employee only                    |
| Ritzville Public Library                         | Employee only                    | Employee only                    | Employee only                    |
| Roslyn Public Library                            | Employee only                    | Employee only                    | Employee only                    |
| Upper Skagit Library District                    | None                             | None                             | None                             |
| <b>5,000 &amp; under w/o certified librarian</b> |                                  |                                  |                                  |
| Castle Rock Public Library                       | Employee, Spouse, and Dependents | Employee, Spouse, and Dependents | Employee only                    |
| Cathlamet (Blanche Bradley) Public Library       | None                             | None                             | None                             |
| Cle Elum (Carpenter Memorial) Library            | Employee and Spouse              | Employee and Spouse              | Employee and Spouse              |
| Davenport Public Library                         | None                             | None                             | None                             |
| Harrington Public Library                        | None                             | None                             | None                             |
| Kalama Public Library                            | None                             | None                             | None                             |
| Kittitas Public Library                          | None                             | None                             | None                             |
| Ocean Shores Public Library                      | Employee, Spouse, and Dependents | Employee, Spouse, and Dependents | Employee, Spouse, and Dependents |
| Odessa Public Library                            | None                             | None                             | None                             |
| Pomeroy (Denny Ashby) Library                    | None                             | None                             | None                             |
| Reardan Memorial Library                         | None                             | None                             | None                             |
| Roy City Library                                 | None                             | None                             | None                             |
| Sprague Public Library                           | None                             | None                             | None                             |
| Waitsburg (Weller) Public Library                | None                             | None                             | None                             |
| Wilbur (Hesseltine) Public Library               | None                             | None                             | None                             |

**2011 Benefits**  
**Table 21 (continued)**

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

# 2011 Benefits

Table 21 (continued)

| Public Libraries | Who pays for . . . ? |                       |                       |                |                       |
|------------------|----------------------|-----------------------|-----------------------|----------------|-----------------------|
|                  | Long Term Disability | Short Term Disability | Deferred Compensation | Life Insurance | Tuition Reimbursement |

**5,000 & under w/ certified librarian**

|  |          |          |          |          |          |
|--|----------|----------|----------|----------|----------|
| Columbia County Rural Library District | Employee | Employee | Employee | Employer | Employee |
| La Conner Regional Library             | None     | None     | None     | None     | None     |
| Lopez Island Library District          | Employee | Employee | Employee | Employee | Employee |
| Ritzville Public Library               | Employer | None     | Employee | Employee | None     |
| Roslyn Public Library                  | Employer | Employer | None     | None     | None     |
| Upper Skagit Library District          | None     | None     | Employee | None     | None     |

**5,000 & under w/o certified librarian**

|  |          |          |          |          |          |
|--|----------|----------|----------|----------|----------|
| Castle Rock Public Library                 | Shared   | None     | None     | Employer | None     |
| Cathlamet (Blanche Bradley) Public Library | None     | None     | None     | None     | Employee |
| Cle Elum (Carpenter Memorial) Library      | None     | Employer | None     | None     | None     |
| Davenport Public Library                   | None     | None     | None     | None     | None     |
| Harrington Public Library                  | None     | None     | None     | None     | None     |
| Kalama Public Library                      | None     | None     | None     | None     | None     |
| Kittitas Public Library                    | None     | None     | None     | None     | None     |
| Ocean Shores Public Library                | Employee | Employee | Employee | Employer | Employer |
| Odessa Public Library                      | None     | None     | None     | None     | None     |
| Pomeroy (Denny Ashby) Library              | None     | None     | None     | None     | None     |
| Reardan Memorial Library                   | None     | None     | None     | None     | None     |
| Roy City Library                           | None     | None     | None     | None     | None     |
| Sprague Public Library                     | None     | None     | None     | None     | None     |
| Waitsburg (Weller) Public Library          | None     | None     | None     | None     | None     |
| Wilbur (Hesseltine) Public Library         | None     | None     | None     | None     | None     |

## 2011 Benefits

Table 21 (continued)

| Public Libraries                          | Number of Holidays (in days per year) |               |               |                |               |               |
|---|---------------------------------------|---------------|---------------|----------------|---------------|---------------|
|   | Regular Exempt                        | Regular Union | Regular Other | Floater Exempt | Floater Union | Floater Other |
| <b>Over 250,000</b>                       |                                       |               |               |                |               |               |
| Fort Vancouver Regional Library District  | 10                                    | 10            | 10            | 10             | -             | -             |
| King County Library System                | 10                                    | 10            | 10            | -              | 1             | -             |
| Pierce County Library System              | 14                                    | 12            | 12            | -              | -             | -             |
| Seattle Public Library                    | 10                                    | 10            | 10            | 3              | 4             | -             |
| Sno-Isle Libraries                        | 9                                     | -             | 9             | 2              | -             | 2             |
| Spokane County Library District           | 11                                    | -             | 11            | -              | -             | -             |
| Timberland Regional Library               | 11                                    | 11            | 11            | 2              | 2             | 2             |
| <b>Average</b>                            | <b>11</b>                             | <b>11</b>     | <b>10</b>     | <b>4</b>       | <b>2</b>      | <b>2</b>      |
| <b>100,001 - 250,000</b>                  |                                       |               |               |                |               |               |
| Everett Public Library                    | 10                                    | 10            | -             | 2              | 2             | -             |
| Kitsap Regional Library                   | 11                                    | 11            | 11            | 1              | 1             | 1             |
| Mid-Columbia Library System               | 11                                    | 11            | -             | 1              | 1             | -             |
| North Central Regional Library            | 12                                    | -             | 12            | 1              | -             | 1             |
| Spokane Public Library                    | 8                                     | 8             | -             | 4              | 4             | -             |
| Tacoma Public Library                     | 10                                    | 10            | -             | 3              | 3             | -             |
| Whatcom County Library System             | 11                                    | 11            | -             | 1              | 2             | -             |
| Yakima Valley Libraries                   | 9                                     | -             | 9             | 2              | -             | 2             |
| <b>Average</b>                            | <b>10</b>                             | <b>10</b>     | <b>11</b>     | <b>2</b>       | <b>2</b>      | <b>1</b>      |
| <b>25,001 - 100,000</b>                   |                                       |               |               |                |               |               |
| Bellingham Public Library                 | 11                                    | 11            | 11            | 1              | 1             | 1             |
| Longview Public Library                   | 10                                    | 9             | -             | 2              | 3             | -             |
| Mount Vernon City Library                 | 11                                    | -             | 11            | 1              | -             | 1             |
| North Olympic Library System              | 10                                    | 10            | -             | 4              | 4             | -             |
| Pullman (Neill) Public Library            | 10                                    | 10            | -             | 1              | 1             | -             |
| Puyallup Public Library                   | 10                                    | 10            | 10            | 2              | 2             | -             |
| Richland Public Library                   | 10                                    | -             | 10            | -              | -             | -             |
| Stevens County Rural Library District     | 11                                    | -             | -             | -              | -             | -             |
| Walla Walla Public Library                | 9                                     | 10            | -             | 5              | 4             | -             |
| <b>Average</b>                            | <b>10</b>                             | <b>10</b>     | <b>11</b>     | <b>2</b>       | <b>3</b>      | <b>1</b>      |
| <b>5,001 - 25,000</b>                     |                                       |               |               |                |               |               |
| Anacortes Public Library                  | 10                                    | -             | -             | 3              | -             | -             |
| Asotin County Library                     | 11                                    | -             | 11            | 1              | -             | 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   | 12                                    | -             | 12            | -              | -             | 1             |
| Kelso Public Library                      | -                                     | 10            | -             | -              | 1             | -             |
| Liberty Lake Municipal Library            | 11                                    | -             | -             | 1              | -             | -             |
| Orcas Island Library District             | 11                                    | -             | -             | 1              | -             | -             |
| Pend Oreille County Library District      | 10                                    | -             | 10            | -              | -             | 1             |
| Port Townsend Public Library              | 11                                    | -             | -             | 1              | -             | -             |
| San Juan Island Library District          | 10                                    | -             | -             | 1              | -             | -             |
| Sedro-Woolley Public Library              | 11                                    | -             | -             | 1              | -             | -             |
| Walla Walla County Rural Library District | 11                                    | -             | 11            | -              | -             | -             |
| Whitman County Library                    | 12                                    | -             | -             | 2              | -             | -             |
| <b>Average</b>                            | <b>11</b>                             | <b>10</b>     | <b>11</b>     | <b>2</b>       | <b>3</b>      | <b>1</b>      |

## 2011 Benefits

Table 21 (continued)

| Public Libraries                                 | Number of Holidays (in days per year) |               |               |                |               |               |
|--|---------------------------------------|---------------|---------------|----------------|---------------|---------------|
|  | Regular Exempt                        | Regular Union | Regular Other | Floater Exempt | Floater Union | Floater Other |
| <b>5,000 &amp; under w/ certified librarian</b>  |                                       |               |               |                |               |               |
| Columbia County Rural Library District           | 10                                    | -             | -             | 1              | -             | -             |
| La Conner Regional Library                       | 11                                    | -             | 11            | -              | -             | -             |
| Lopez Island Library District                    | 9                                     | -             | -             | 1              | -             | -             |
| Ritzville Public Library                         | 10                                    | -             | -             | 2              | -             | -             |
| Roslyn Public Library                            | 10                                    | -             | -             | 1              | -             | -             |
| Upper Skagit Library District                    | 11                                    | -             | -             | -              | -             | -             |
| <b>Average</b>                                   | <b>10</b>                             | <b>-</b>      | <b>11</b>     | <b>1</b>       | <b>-</b>      | <b>-</b>      |
| <b>5,000 &amp; under w/o certified librarian</b> |                                       |               |               |                |               |               |
| Castle Rock Public Library                       | -                                     | -             | 11            | -              | -             | -             |
| Cathlamet (Blanche Bradley) Public Library       | -                                     | -             | -             | -              | -             | -             |
| Cle Elum (Carpenter Memorial) Library            | -                                     | -             | 10            | -              | -             | 1             |
| Davenport Public Library                         | -                                     | -             | -             | -              | -             | -             |
| Harrington Public Library                        | -                                     | -             | -             | -              | -             | -             |
| Kalama Public Library                            | 11                                    | 11            | -             | -              | -             | -             |
| Kittitas Public Library                          | -                                     | -             | -             | -              | -             | -             |
| Ocean Shores Public Library                      | 10                                    | 10            | -             | 1              | 1             | -             |
| Odessa Public Library                            | -                                     | -             | -             | -              | -             | -             |
| Pomeroy (Denny Ashby) Library                    | -                                     | -             | -             | -              | -             | -             |
| Reardan Memorial Library                         | -                                     | -             | -             | -              | -             | -             |
| Roy City Library                                 | -                                     | -             | -             | -              | -             | -             |
| Sprague Public Library                           | -                                     | -             | -             | -              | -             | -             |
| Waitsburg (Weller) Public Library                | -                                     | -             | -             | -              | -             | -             |
| Wilbur (Hesseltine) Public Library               | -                                     | -             | -             | -              | -             | -             |
| <b>Average</b>                                   | <b>11</b>                             | <b>11</b>     | <b>11</b>     | <b>1</b>       | <b>1</b>      | <b>1</b>      |
| <b>Overall Averages</b>                          | <b>10</b>                             | <b>10</b>     | <b>11</b>     | <b>2</b>       | <b>2</b>      | <b>1</b>      |



# 2011 Benefits

Table 21 (continued)

| Public Libraries                          | Vacation Leave (in hours per month) |               |              |              |              |              |              |              | Limited<br>Vacation<br>Accrual |
|---|-------------------------------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------------------------|
|   | Exempt<br>Min                       | Exempt<br>Max | Union<br>Min | Union<br>Max | Other<br>Min | Other<br>Max | Other<br>Min | Other<br>Max |                                |
| <b>Over 250,000</b>                       |                                     |               |              |              |              |              |              |              |                                |
| Fort Vancouver Regional Library District  | 11.00                               | 19.00         | 8.00         | 19.00        | 11.00        | 19.00        | -            | -            | Yes                            |
| King County Library System                | -                                   | 14.66         | 0.46         | 14.66        | -            | -            | -            | 13.34        | Yes                            |
| Pierce County Library System              | 13.30                               | 13.30         | 8.00         | 13.30        | 8.00         | 13.30        | -            | -            | Yes                            |
| Seattle Public Library                    | 14.60                               | 19.90         | 8.60         | 19.90        | 8.00         | 18.00        | -            | -            | Yes                            |
| Sno-Isle Libraries                        | 13.33                               | 16.00         | -            | -            | 9.33         | 13.33        | -            | -            | Yes                            |
| Spokane County Library District           | 10.67                               | 16.00         | -            | -            | 9.67         | 15.00        | -            | -            | Yes                            |
| Timberland Regional Library               | 8.00                                | 13.33         | 8.00         | 13.33        | 8.00         | 13.33        | -            | -            | Yes                            |
| <b>Average</b>                            | <b>11.82</b>                        | <b>16.03</b>  | <b>6.61</b>  | <b>16.04</b> | <b>9.00</b>  | <b>15.33</b> | <b>-</b>     | <b>13.34</b> | <b>7</b>                       |
| <b>100,001 - 250,000</b>                  |                                     |               |              |              |              |              |              |              |                                |
| Everett Public Library                    | 9.00                                | 17.00         | 8.00         | 17.00        | -            | -            | -            | -            | Yes                            |
| Kitsap Regional Library                   | 16.00                               | 16.00         | 16.00        | 16.00        | 7.00         | 14.00        | -            | -            | Yes                            |
| Mid-Columbia Library System               | 16.00                               | 16.00         | 7.00         | 16.00        | -            | -            | -            | -            | Yes                            |
| North Central Regional Library            | 8.00                                | 16.00         | -            | -            | 4.00         | 16.00        | -            | -            | Yes                            |
| Spokane Public Library                    | 12.00                               | 20.00         | 8.00         | 18.00        | 16.00        | 20.00        | 20.00        | 23.00        | Yes                            |
| Tacoma Public Library                     | 17.00                               | 24.00         | 17.00        | 24.00        | -            | -            | -            | -            | Yes                            |
| Whatcom County Library System             | 16.00                               | 16.00         | 8.00         | 16.00        | -            | -            | -            | -            | Yes                            |
| Yakima Valley Libraries                   | 6.66                                | 13.33         | -            | -            | 6.66         | 13.33        | 13.33        | 13.33        | Yes                            |
| <b>Average</b>                            | <b>12.58</b>                        | <b>17.29</b>  | <b>10.67</b> | <b>17.83</b> | <b>8.41</b>  | <b>15.83</b> | <b>16.66</b> | <b>18.16</b> | <b>8</b>                       |
| <b>25,001 - 100,000</b>                   |                                     |               |              |              |              |              |              |              |                                |
| Bellingham Public Library                 | 10.00                               | 18.67         | 7.33         | 18.67        | 14.67        | 18.67        | -            | -            | Yes                            |
| Longview Public Library                   | 11.00                               | 19.00         | 8.00         | 15.00        | -            | -            | -            | -            | Yes                            |
| Mount Vernon City Library                 | 6.67                                | 16.67         | -            | -            | 6.67         | 16.67        | -            | -            | Yes                            |
| North Olympic Library System              | 9.38                                | 15.63         | 9.38         | 15.63        | -            | -            | -            | -            | Yes                            |
| Pullman (Neill) Public Library            | 8.00                                | 14.00         | 4.00         | 14.00        | -            | -            | -            | -            | Yes                            |
| Puyallup Public Library                   | 8.00                                | 18.66         | 8.00         | 16.66        | -            | -            | -            | -            | Yes                            |
| Richland Public Library                   | 20.00                               | -             | -            | -            | 20.00        | -            | -            | -            | -                              |
| Stevens County Rural Library District     | 10.00                               | 14.00         | -            | -            | -            | -            | -            | -            | Yes                            |
| Walla Walla Public Library                | 7.00                                | 17.00         | 7.00         | 17.00        | -            | -            | -            | -            | Yes                            |
| <b>Average</b>                            | <b>10.01</b>                        | <b>16.70</b>  | <b>7.29</b>  | <b>16.16</b> | <b>13.78</b> | <b>17.67</b> | <b>-</b>     | <b>-</b>     | <b>8</b>                       |
| <b>5,001 - 25,000</b>                     |                                     |               |              |              |              |              |              |              |                                |
| Anacortes Public Library                  | 8.00                                | 17.00         | -            | -            | -            | -            | -            | -            | Yes                            |
| Asotin County Library                     | 12.00                               | 18.00         | -            | -            | 8.00         | 18.00        | -            | -            | Yes                            |
| Burlington Public Library                 | 6.70                                | 16.60         | -            | -            | 6.70         | 16.60        | -            | -            | Yes                            |
| Camas Public Library                      | 11.33                               | 24.66         | 8.00         | 18.00        | -            | -            | -            | -            | Yes                            |
| Ellensburg Public Library                 | 8.00                                | 16.00         | 8.00         | 16.00        | -            | -            | -            | -            | Yes                            |
| Enumclaw Public Library                   | 4.00                                | 16.00         | 4.00         | 16.00        | -            | -            | -            | -            | Yes                            |
| Grandview (Bleyhl Community) Library      | 3.33                                | 14.66         | -            | -            | 3.33         | 14.66        | -            | -            | Yes                            |
| Jefferson County Rural Library District   | 8.00                                | 16.00         | -            | -            | 4.00         | 8.00         | -            | -            | Yes                            |
| Kelso Public Library                      | 23.30                               | -             | 8.00         | 15.33        | -            | -            | -            | -            | Yes                            |
| Liberty Lake Municipal Library            | 6.67                                | 10.00         | -            | -            | -            | -            | -            | -            | Yes                            |
| Orcas Island Library District             | 12.00                               | 24.00         | -            | -            | -            | -            | -            | -            | Yes                            |
| Pend Oreille County Library District      | -                                   | -             | -            | -            | 8.00         | 16.00        | 4.00         | 12.00        | Yes                            |
| Port Townsend Public Library              | 8.00                                | 17.00         | -            | -            | -            | -            | -            | -            | Yes                            |
| San Juan Island Library District          | 8.00                                | 16.00         | -            | -            | -            | -            | -            | -            | Yes                            |
| Sedro-Woolley Public Library              | 10.00                               | 15.00         | -            | -            | -            | -            | -            | -            | Yes                            |
| Walla Walla County Rural Library District | 6.67                                | 16.67         | -            | -            | 6.67         | 16.67        | -            | 16.67        | Yes                            |
| Whitman County Library                    | 8.00                                | -             | -            | -            | -            | -            | -            | -            | Yes                            |
| <b>Average</b>                            | <b>9.00</b>                         | <b>16.97</b>  | <b>7.00</b>  | <b>16.33</b> | <b>6.12</b>  | <b>14.99</b> | <b>4.00</b>  | <b>14.34</b> | <b>17</b>                      |

## 2011 Benefits

Table 21 (continued)

| Public Libraries                                 | Vacation Leave (in hours per month) |               |              |              |              |              |              |              | Limited<br>Vacation<br>Accrual |
|--|-------------------------------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------------------------|
|  | Exempt<br>Min                       | Exempt<br>Max | Union<br>Min | Union<br>Max | Other<br>Min | Other<br>Max | Other<br>Min | Other<br>Max |                                |
| <b>5,000 &amp; under w/ certified librarian</b>  |                                     |               |              |              |              |              |              |              |                                |
| Columbia County Rural Library District           | 4.00                                | 8.00          | -            | -            | -            | -            | -            | -            | Yes                            |
| La Conner Regional Library                       | 7.00                                | 7.00          | -            | -            | 7.00         | -            | -            | 7.00         | Yes                            |
| Lopez Island Library District                    | 16.00                               | 21.67         | -            | -            | -            | -            | -            | -            | Yes                            |
| Ritzville Public Library                         | 8.00                                | 12.00         | -            | -            | -            | -            | -            | -            | Yes                            |
| Roslyn Public Library                            | -                                   | 5.00          | -            | -            | -            | -            | -            | -            | -                              |
| Upper Skagit Library District                    | 7.00                                | -             | -            | -            | -            | -            | -            | -            | Yes                            |
| <b>Average</b>                                   | <b>8.40</b>                         | <b>10.73</b>  | <b>-</b>     | <b>-</b>     | <b>7.00</b>  | <b>-</b>     | <b>-</b>     | <b>7.00</b>  | <b>5</b>                       |
| <b>5,000 &amp; under w/o certified librarian</b> |                                     |               |              |              |              |              |              |              |                                |
| Castle Rock Public Library                       | -                                   | -             | -            | -            | -            | 8.00         | 8.00         | -            | Yes                            |
| Cathlamet (Blanche Bradley) Public Library       | -                                   | -             | -            | -            | -            | -            | -            | -            | -                              |
| Cle Elum (Carpenter Memorial) Library            | -                                   | -             | -            | -            | 10.25        | -            | -            | -            | -                              |
| Davenport Public Library                         | -                                   | -             | -            | -            | -            | -            | -            | -            | -                              |
| Harrington Public Library                        | -                                   | -             | -            | -            | -            | -            | -            | -            | -                              |
| Kalama Public Library                            | 3.33                                | 16.66         | 3.33         | 16.66        | -            | -            | -            | -            | Yes                            |
| Kittitas Public Library                          | -                                   | -             | -            | -            | -            | -            | -            | -            | -                              |
| Ocean Shores Public Library                      | 12.00                               | 18.00         | 9.00         | 17.66        | -            | -            | -            | -            | Yes                            |
| Odessa Public Library                            | -                                   | -             | -            | -            | -            | -            | -            | -            | -                              |
| Pomeroy (Denny Ashby) Library                    | -                                   | -             | -            | -            | -            | -            | -            | -            | Yes                            |
| Reardan Memorial Library                         | -                                   | -             | -            | -            | -            | -            | -            | -            | -                              |
| Roy City Library                                 | -                                   | -             | -            | -            | -            | -            | -            | -            | Yes                            |
| Sprague Public Library                           | -                                   | -             | -            | -            | -            | -            | -            | -            | -                              |
| Waitsburg (Weller) Public Library                | -                                   | -             | -            | -            | -            | -            | -            | -            | -                              |
| Wilbur (Hesseltine) Public Library               | -                                   | -             | -            | -            | -            | -            | -            | -            | -                              |
| <b>Average</b>                                   | <b>7.66</b>                         | <b>17.33</b>  | <b>6.16</b>  | <b>17.16</b> | <b>10.25</b> | <b>8.00</b>  | <b>8.00</b>  | <b>-</b>     | <b>5</b>                       |
| <b>Overall Averages/Total</b>                    | <b>10.06</b>                        | <b>16.14</b>  | <b>7.87</b>  | <b>16.69</b> | <b>8.71</b>  | <b>15.19</b> | <b>11.33</b> | <b>14.22</b> | <b>50</b>                      |

# 2011 Benefits

## Table 21 (continued)

| Public Libraries                          | Sick Leave (in hours per month) |             |             |             |             |             |             |             |                      |
|---|---------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|----------------------|
|   | Exempt Min                      | Exempt Max  | Union Min   | Union Max   | Other Min   | Other Max   | Other Min   | Other Max   | Limited Sick Accrual |
| <b>Over 250,000</b>                       |                                 |             |             |             |             |             |             |             |                      |
| Fort Vancouver Regional Library District  | 8.00                            | 8.00        | 8.00        | 8.00        | 8.00        | 8.00        | -           | -           | -                    |
| King County Library System                | 8.00                            | -           | 8.00        | -           | 8.00        | -           | -           | -           | -                    |
| Pierce County Library System              | 8.00                            | 8.00        | 8.00        | 8.00        | 8.00        | 8.00        | -           | -           | -                    |
| Seattle Public Library                    | 7.97                            | 7.97        | 7.97        | 7.97        | -           | -           | -           | -           | -                    |
| Sno-Isle Libraries                        | 8.00                            | 8.00        | -           | -           | 8.00        | 8.00        | -           | -           | -                    |
| Spokane County Library District           | 8.00                            | 8.00        | -           | -           | 8.00        | 8.00        | -           | -           | -                    |
| Timberland Regional Library               | 8.00                            | 8.00        | 8.00        | 8.00        | 8.00        | 8.00        | -           | -           | -                    |
| <b>Average</b>                            | <b>8.00</b>                     | <b>7.99</b> | <b>7.99</b> | <b>7.99</b> | <b>8.00</b> | <b>8.00</b> | <b>-</b>    | <b>-</b>    | <b>0</b>             |
| <b>100,001 - 250,000</b>                  |                                 |             |             |             |             |             |             |             |                      |
| Everett Public Library                    | 15.00                           | 15.00       | 8.00        | 8.00        | -           | -           | -           | -           | Yes                  |
| Kitsap Regional Library                   | 8.00                            | 8.00        | 8.00        | 8.00        | 8.00        | 8.00        | -           | -           | Yes                  |
| Mid-Columbia Library System               | 8.00                            | 8.00        | 8.00        | 8.00        | -           | -           | -           | -           | Yes                  |
| North Central Regional Library            | 8.00                            | 8.00        | -           | -           | 4.00        | 8.00        | -           | -           | Yes                  |
| Spokane Public Library                    | 8.66                            | 8.66        | 8.66        | 8.66        | 8.66        | 8.66        | 8.66        | 8.66        | -                    |
| Tacoma Public Library                     | -                               | -           | -           | -           | -           | -           | -           | -           | -                    |
| Whatcom County Library System             | 8.00                            | 8.00        | 8.00        | 8.00        | -           | -           | -           | -           | Yes                  |
| Yakima Valley Libraries                   | 8.00                            | 8.00        | -           | -           | 8.00        | 8.00        | -           | -           | Yes                  |
| <b>Average</b>                            | <b>9.09</b>                     | <b>9.09</b> | <b>8.13</b> | <b>8.13</b> | <b>7.16</b> | <b>8.16</b> | <b>8.66</b> | <b>8.66</b> | <b>6</b>             |
| <b>25,001 - 100,000</b>                   |                                 |             |             |             |             |             |             |             |                      |
| Bellingham Public Library                 | 8.00                            | 8.00        | 8.00        | 8.00        | 8.00        | 8.00        | -           | -           | Yes                  |
| Longview Public Library                   | 8.00                            | 8.00        | 8.00        | 8.00        | -           | -           | -           | -           | Yes                  |
| Mount Vernon City Library                 | 8.00                            | 8.00        | -           | -           | 8.00        | 8.00        | -           | -           | Yes                  |
| North Olympic Library System              | 7.50                            | 7.50        | 7.50        | 7.50        | -           | -           | -           | -           | -                    |
| Pullman (Neill) Public Library            | 8.00                            | 8.00        | 4.00        | 8.00        | -           | -           | -           | -           | Yes                  |
| Puyallup Public Library                   | 8.00                            | 8.00        | 8.00        | 8.00        | -           | -           | -           | -           | -                    |
| Richland Public Library                   | -                               | -           | -           | -           | -           | -           | -           | -           | -                    |
| Stevens County Rural Library District     | 8.00                            | 8.00        | -           | -           | 8.00        | 8.00        | -           | -           | Yes                  |
| Walla Walla Public Library                | 8.00                            | 8.00        | 8.00        | 8.00        | -           | -           | -           | -           | Yes                  |
| <b>Average</b>                            | <b>7.94</b>                     | <b>7.94</b> | <b>7.25</b> | <b>7.92</b> | <b>8.00</b> | <b>8.00</b> | <b>-</b>    | <b>-</b>    | <b>6</b>             |
| <b>5,001 - 25,000</b>                     |                                 |             |             |             |             |             |             |             |                      |
| Anacortes Public Library                  | 8.00                            | 8.00        | -           | -           | -           | -           | -           | -           | Yes                  |
| Asotin County Library                     | 8.00                            | 8.00        | -           | -           | -           | 8.00        | -           | -           | Yes                  |
| Burlington Public Library                 | 8.00                            | 8.00        | -           | -           | 8.00        | 8.00        | -           | -           | Yes                  |
| Camas Public Library                      | 8.00                            | 8.00        | 8.00        | 8.00        | -           | -           | -           | -           | Yes                  |
| Ellensburg Public Library                 | 8.00                            | 8.00        | 8.00        | 8.00        | -           | -           | -           | -           | -                    |
| Enumclaw Public Library                   | 8.00                            | 8.00        | 8.00        | 8.00        | -           | -           | -           | -           | Yes                  |
| Grandview (Bleyhl Community) Library      | 8.00                            | 8.00        | -           | -           | 8.00        | 8.00        | -           | -           | Yes                  |
| Jefferson County Rural Library District   | 8.00                            | 8.00        | -           | -           | 4.00        | 8.00        | -           | -           | Yes                  |
| Kelso Public Library                      | 8.00                            | -           | 8.00        | 8.00        | -           | -           | -           | -           | Yes                  |
| Liberty Lake Municipal Library            | 8.00                            | -           | -           | -           | -           | -           | -           | -           | Yes                  |
| Orcas Island Library District             | 8.00                            | 8.00        | -           | -           | -           | -           | -           | -           | -                    |
| Pend Oreille County Library District      | -                               | -           | -           | -           | 8.00        | 8.00        | 4.00        | 6.00        | Yes                  |
| Port Townsend Public Library              | 8.00                            | 8.00        | -           | -           | -           | -           | -           | -           | Yes                  |
| San Juan Island Library District          | 8.00                            | 8.00        | -           | -           | -           | -           | -           | -           | Yes                  |
| Sedro-Woolley Public Library              | 10.00                           | 12.00       | -           | -           | -           | -           | -           | -           | Yes                  |
| Walla Walla County Rural Library District | 8.00                            | 8.00        | -           | -           | 8.00        | 8.00        | 8.00        | 8.00        | -                    |
| Whitman County Library                    | 8.00                            | -           | -           | -           | -           | -           | -           | -           | Yes                  |
| <b>Average</b>                            | <b>8.13</b>                     | <b>8.31</b> | <b>8.00</b> | <b>8.00</b> | <b>7.20</b> | <b>8.00</b> | <b>6.00</b> | <b>7.00</b> | <b>14</b>            |

## 2011 Benefits

Table 21 (continued)

| Public Libraries                                 | Sick Leave (in hours per month) |             |             |             |             |             |             |             | Limited Sick Accrual |
|--|---------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|----------------------|
|  | Exempt Min                      | Exempt Max  | Union Min   | Union Max   | Other Min   | Other Max   | Other Min   | Other Max   |                      |
| <b>5,000 &amp; under w/ certified librarian</b>  |                                 |             |             |             |             |             |             |             |                      |
| Columbia County Rural Library District           | 4.00                            | 8.00        | -           | -           | -           | -           | -           | -           | Yes                  |
| La Conner Regional Library                       | 7.00                            | 7.00        | -           | -           | -           | -           | 7.00        | 7.00        | Yes                  |
| Lopez Island Library District                    | 21.67                           | -           | -           | -           | -           | -           | -           | -           | -                    |
| Ritzville Public Library                         | 8.00                            | 8.00        | -           | -           | -           | -           | -           | -           | Yes                  |
| Roslyn Public Library                            | -                               | 5.00        | -           | -           | -           | -           | -           | -           | Yes                  |
| Upper Skagit Library District                    | 7.00                            | -           | -           | -           | -           | -           | -           | -           | -                    |
| <b>Average</b>                                   | <b>9.53</b>                     | <b>7.00</b> | <b>-</b>    | <b>-</b>    | <b>-</b>    | <b>-</b>    | <b>7.00</b> | <b>7.00</b> | <b>4</b>             |
| <b>5,000 &amp; under w/o certified librarian</b> |                                 |             |             |             |             |             |             |             |                      |
| Castle Rock Public Library                       | -                               | -           | -           | -           | 8.00        | 8.00        | -           | -           | -                    |
| Cathlamet (Blanche Bradley) Public Library       | -                               | -           | -           | -           | -           | -           | -           | -           | -                    |
| Cle Elum (Carpenter Memorial) Library            | -                               | -           | -           | -           | 8.00        | -           | -           | -           | -                    |
| Davenport Public Library                         | -                               | -           | -           | -           | -           | -           | -           | -           | -                    |
| Harrington Public Library                        | -                               | -           | -           | -           | -           | -           | -           | -           | -                    |
| Kalama Public Library                            | 8.00                            | 8.00        | 8.00        | 8.00        | -           | -           | -           | -           | Yes                  |
| Kittitas Public Library                          | -                               | -           | -           | -           | -           | -           | -           | -           | -                    |
| Ocean Shores Public Library                      | 10.00                           | 10.00       | 8.00        | 8.00        | -           | -           | -           | -           | Yes                  |
| Odessa Public Library                            | -                               | -           | -           | -           | -           | -           | -           | -           | -                    |
| Pomeroy (Denny Ashby) Library                    | -                               | 8.00        | -           | -           | -           | -           | -           | -           | Yes                  |
| Reardan Memorial Library                         | -                               | -           | -           | -           | -           | -           | -           | -           | -                    |
| Roy City Library                                 | -                               | -           | -           | -           | -           | -           | -           | -           | Yes                  |
| Sprague Public Library                           | -                               | -           | -           | -           | -           | -           | -           | -           | -                    |
| Waitsburg (Weller) Public Library                | -                               | -           | -           | -           | -           | -           | -           | -           | -                    |
| Wilbur (Hesseltine) Public Library               | -                               | -           | -           | -           | -           | -           | -           | -           | -                    |
| <b>Average</b>                                   | <b>9.00</b>                     | <b>8.67</b> | <b>8.00</b> | <b>8.00</b> | <b>8.00</b> | <b>8.00</b> | <b>-</b>    | <b>-</b>    | <b>4</b>             |
| <b>Overall Averages/Total</b>                    | <b>8.42</b>                     | <b>8.22</b> | <b>7.82</b> | <b>8.01</b> | <b>7.63</b> | <b>8.03</b> | <b>6.91</b> | <b>7.41</b> | <b>34</b>            |