

# 2015 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	-	State
King County Library System	X	-	-	State
Kitsap Regional Library	X	X	X	State
North Central Regional Library	X	-	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
Mid-Columbia Library System	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
Central Skagit Library District	X	-	-	State
Ellensburg Public Library	X	-	-	State
Grandview Library	X	-	X	State
Jefferson County Rural Library District	X	-	-	State
Kelso Public Library	X	-	X	State
Liberty Lake Municipal Library	-	-	X	State
Ocean Shores Public 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

# 2015 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>				
Cathlamet Public Library	X	-	-	None
Columbia County Rural Library District	X	-	-	State
Davenport Public Library	X	-	-	None
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	X	-	-	State
<b>5,000 &amp; under w/o certified librarian</b>				
Castle Rock Public Library	X	-	-	State
Cle Elum (Carpenter Memorial) Library	X	-	X	State
Harrington Public Library	X	-	-	None
Kalama Public Library	X	-	-	State
Kittitas Public (Gilmour Memorial) Library	X	-	-	None
Odessa Public Library	-	-	-	None
Pomeroy (Denny Ashby) Library	X	-	-	County
Reardan Memorial Library	-	-	-	None
Roy City Library	X	-	-	City
Sprague Public Library	X	-	-	None
Waitsburg (Weller) Public Library	X	-	-	None
Wilbur (Hesseltine) Public Library	-	-	-	None

# 2015 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
Kitsap Regional Library	Employee only	Employee only	Employee only
North Central Regional Library	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
Mid-Columbia Library System	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
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
Central Skagit Library District	Employee only	None	None
Ellensburg Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Grandview 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
Ocean Shores Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Orcas Island Library District	Employee only	Employee only	Employee only
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, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Sedro-Woolley Public Library	Employee only	Employee only	Employee only
Walla Walla County Rural Library District	Employee only	Employee only	Employee only
Whitman County Library	Employee only	Employee only	None

## 2015 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>			
Cathlamet Public Library	None	None	None
Columbia County Rural Library District	Employee only	Employee only	Employee only
Davenport Public Library	None	None	None
La Conner Regional Library	None	None	None
Lopez Island Library District	Employee only	Employee only	Employee only
Ritzville Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
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
Cle Elum (Carpenter Memorial) Library	Employee only	Employee only	Employee only
Harrington Public Library	None	None	None
Kalama Public Library	None	None	None
Kittitas Public (Gilmour Memorial) Library	None	None	None
Odessa Public Library	None	None	None
Pomeroy (Denny Ashby) Library	Employee only	Employee only	Employee, Spouse, and Dependents
Reardan Memorial Library	None	None	None
Roy City Library	None	None	None
Sprague Public Library	Employee only	Employee only	Employee only
Waitsburg (Weller) Public Library	None	None	None
Wilbur (Hesseltine) Public Library	None	None	None

# 2015 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
Kitsap Regional Library	Employee	Employee	Employee	Employer	Employer
North Central Regional Library	Employee	Employee	Employee	Employer	Employer
Pierce County Library System	Shared	Employee	Employer	Employer	Employer
Seattle Public Library	Shared	None	Employee	Shared	None
Sno-Isle Libraries	Employer	None	Employee	Employer	None
Spokane County Library District	Employer	None	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
Mid-Columbia Library System	Shared	None	Employee	Shared	Shared
Spokane Public Library	Employer	None	Shared	Employer	None
Tacoma Public Library	Employer	Employee	Employee	Employer	None
Whatcom County Library System	Employer	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	Employee	Employee	Shared	None
Mount Vernon City Library	Employee	Employee	Employee	Employer	Employer
North Olympic Library System	None	None	Employee	Employer	Shared
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	None
Central Skagit Library District	None	None	None	None	None
Ellensburg Public Library	Employer	None	Employee	Employer	Employer
Grandview Library	Employee	Employee	Employee	Employee	None
Jefferson County Rural Library District	Employer	None	Employee	Employer	Shared
Kelso Public Library	Employee	Employee	Employee	Employer	Employer
Liberty Lake Municipal Library	Employee	Employee	Employee	Shared	Shared
Ocean Shores Public Library	Employee	Employee	Employee	Employer	Employer
Orcas Island Library District	Employer	Employee	Shared	Employer	Employer
Pend Oreille County Library District	Employee	Employee	Employee	Employer	Employer
Port Townsend Public Library	Employer	Employer	Employee	Employer	Shared
San Juan Island Library District	Shared	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

# 2015 Benefits

## Table 21 (continued)

Public Libraries	Who pays for . . . ?				
	Long Term Disability	Short Term Disability	Deferred Compensation	Life Insurance	Tuition Reimbursement
<b>5,000 &amp; under w/ certified librarian</b>					
Cathlamet Public Library	None	None	None	None	Employee
Columbia County Rural Library District	Employee	Employee	Employee	Employer	Employee
Davenport Public Library	None	None	None	None	None
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	Employer
<b>5,000 &amp; under w/o certified librarian</b>					
Castle Rock Public Library	Shared	None	None	Employer	None
Cle Elum (Carpenter Memorial) Library	None	Employer	None	None	None
Harrington Public Library	None	None	None	None	None
Kalama Public Library	None	None	None	None	None
Kittitas Public (Gilmour Memorial) Library	None	None	None	None	None
Odessa Public Library	None	None	None	None	None
Pomeroy (Denny Ashby) Library	None	None	None	Employee	None
Reardan Memorial Library	None	None	None	None	None
Roy City Library	None	None	None	None	None
Sprague Public Library	None	None	Shared	None	None
Waitsburg (Weller) Public Library	None	None	None	None	None
Wilbur (Hesseltine) Public Library	None	None	None	None	None

## 2015 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	-
Kitsap Regional Library	11	11	11	1	1	1
North Central Regional Library	12	-	12	1	-	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>11</b>	<b>3</b>	<b>2</b>	<b>2</b>
<b>100,001 - 250,000</b>						
Everett Public Library	10	10	-	2	2	-
Mid-Columbia Library System	11	11	-	1	1	2
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>9</b>	<b>2</b>	<b>2</b>	<b>2</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	-	5	5	-
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	-
Central Skagit Library District	10	-	-	-	-	-
Ellensburg Public Library	9	9	-	5	6	-
Grandview Library	10	-	10	1	-	1
Jefferson County Rural Library District	12	-	12	-	-	1
Kelso Public Library	-	8	-	-	3	-
Liberty Lake Municipal Library	11	-	-	1	-	-
Ocean Shores Public Library	10	10	-	1	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	11	-	-	-	-	-
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>9</b>	<b>11</b>	<b>2</b>	<b>3</b>	<b>1</b>

## 2015 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>						
Cathlamet Public Library	-	-	-	-	-	-
Columbia County Rural Library District	10	-	-	1	-	-
Davenport Public Library	-	-	-	-	-	-
La Conner Regional Library	12	-	12	-	-	-
Lopez Island Library District	9	-	-	1	-	-
Ritzville Public Library	10	-	-	2	-	-
Roslyn Public Library	10	-	-	1	-	-
Upper Skagit Library District	12	-	-	-	-	-
<b>Average</b>	<b>11</b>	<b>-</b>	<b>12</b>	<b>1</b>	<b>-</b>	<b>-</b>
<b>5,000 &amp; under w/o certified librarian</b>						
Castle Rock Public Library	-	-	11	-	-	1
Cle Elum (Carpenter Memorial) Library	-	-	10	-	-	1
Harrington Public Library	-	-	-	-	-	-
Kalama Public Library	11	11	-	-	-	-
Kittitas Public (Gilmour Memorial) Library	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	8	-	-	1	-	-
Reardan Memorial Library	-	-	-	-	-	-
Roy City Library	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-
<b>Average</b>	<b>10</b>	<b>11</b>	<b>11</b>	<b>1</b>	<b>-</b>	<b>1</b>
<b>Overall Averages</b>	<b>10</b>	<b>10</b>	<b>11</b>	<b>2</b>	<b>3</b>	<b>1</b>



# 2015 Benefits

## Table 21 (continued)

Public Libraries	Vacation Leave (in hours per month)								Limited Vacation Accrual
	Exempt Min	Exempt Max	Union Min	Union Max	Other Min	Other Max	Other Min	Other Max	
<b>Over 250,000</b>									
Fort Vancouver Regional Library District	11.00	20.00	11.00	20.00	11.00	20.00	11.00	20.00	Yes
King County Library System	-	14.66	0.46	14.66	-	-	-	13.34	Yes
Kitsap Regional Library	16.00	16.00	16.00	16.00	7.00	14.00	-	-	Yes
North Central Regional Library	8.00	16.00	-	-	4.00	16.00	-	-	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	-	-	-	-	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>11.86</b>	<b>16.13</b>	<b>8.68</b>	<b>16.20</b>	<b>8.14</b>	<b>14.99</b>	<b>11.00</b>	<b>16.67</b>	<b>9</b>
<b>100,001 - 250,000</b>									
Everett Public Library	9.00	17.00	8.00	17.00	-	-	-	-	Yes
Mid-Columbia Library System	16.00	16.00	7.00	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>12.78</b>	<b>17.72</b>	<b>9.60</b>	<b>18.20</b>	<b>11.33</b>	<b>16.66</b>	<b>16.66</b>	<b>18.16</b>	<b>6</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	14.67	-	-	4.00	10.00	-	-	Yes
Walla Walla Public Library	7.00	17.00	7.00	17.00	-	-	-	-	Yes
<b>Average</b>	<b>10.01</b>	<b>16.79</b>	<b>7.29</b>	<b>16.16</b>	<b>11.34</b>	<b>15.11</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
Central Skagit Library District	8.00	-	-	-	-	-	-	-	Yes
Ellensburg Public Library	8.00	16.00	8.00	16.00	-	-	-	-	Yes
Grandview Library	6.66	13.33	-	-	6.66	13.33	-	-	Yes
Jefferson County Rural Library District	8.00	16.00	-	-	8.00	16.00	-	-	Yes
Kelso Public Library	23.30	-	8.00	18.00	-	-	-	-	Yes
Liberty Lake Municipal Library	6.67	12.00	-	-	-	-	-	-	Yes
Ocean Shores Public Library	12.00	18.00	9.00	17.66	-	-	-	-	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>9.61</b>	<b>17.16</b>	<b>8.25</b>	<b>17.41</b>	<b>7.34</b>	<b>16.10</b>	<b>4.00</b>	<b>14.34</b>	<b>18</b>

## 2015 Benefits

Table 21 (continued)

Public Libraries	Vacation Leave (in hours per month)								Limited Vacation 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>									
Cathlamet Public Library	-	-	-	-	-	-	-	-	-
Columbia County Rural Library District	4.00	8.00	-	-	-	-	-	-	Yes
Davenport Public Library	-	-	-	-	-	-	-	-	-
La Conner Regional Library	8.00	8.00	-	-	4.00	-	-	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	10.00	-	-	-	-	-	-	-	Yes
<b>Average</b>	<b>9.20</b>	<b>10.93</b>	<b>-</b>	<b>-</b>	<b>4.00</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	-	-	-	-	-	14.67	14.67	-	Yes
Cle Elum (Carpenter Memorial) Library	-	-	-	-	10.00	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	3.33	16.66	3.33	16.66	-	-	-	-	Yes
Kittitas Public (Gilmour Memorial) Library	-	-	-	-	-	-	-	-	-
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>5.66</b>	<b>16.66</b>	<b>3.33</b>	<b>16.66</b>	<b>10.00</b>	<b>14.67</b>	<b>14.67</b>	<b>-</b>	<b>4</b>
<b>Overall Averages/Total</b>	<b>10.26</b>	<b>16.22</b>	<b>8.19</b>	<b>16.88</b>	<b>8.72</b>	<b>15.52</b>	<b>12.60</b>	<b>15.05</b>	<b>50</b>

## 2015 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>Over 250,000</b>									
Fort Vancouver Regional Library District	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	-
King County Library System	8.00	-	8.00	-	8.00	-	-	-	-
Kitsap Regional Library	8.00	8.00	8.00	8.00	8.00	8.00	-	-	Yes
North Central Regional Library	8.00	8.00	-	-	4.00	8.00	-	-	Yes
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>8.00</b>	<b>7.99</b>	<b>7.99</b>	<b>7.50</b>	<b>8.00</b>	<b>8.00</b>	<b>8.00</b>	<b>2</b>
<b>100,001 - 250,000</b>									
Everett Public Library	15.00	15.00	8.00	8.00	-	-	-	-	Yes
Mid-Columbia Library System	8.00	8.00	8.00	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>9.53</b>	<b>9.53</b>	<b>8.16</b>	<b>8.16</b>	<b>8.33</b>	<b>8.33</b>	<b>8.66</b>	<b>8.66</b>	<b>4</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	-	-	4.00	8.00	-	-	-
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>6.67</b>	<b>8.00</b>	<b>-</b>	<b>-</b>	<b>5</b>
<b>5,001 - 25,000</b>									
Anacortes Public Library	8.00	8.00	-	-	-	-	-	-	-
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
Central Skagit Library District	8.00	-	-	-	-	-	-	-	-
Ellensburg Public Library	8.00	8.00	8.00	8.00	-	-	-	-	-
Grandview Library	8.00	8.00	-	-	8.00	8.00	-	-	Yes
Jefferson County Rural Library District	8.00	8.00	-	-	8.00	8.00	-	-	Yes
Kelso Public Library	8.00	-	8.00	8.00	-	-	-	-	Yes
Liberty Lake Municipal Library	8.00	-	-	-	-	-	-	-	Yes
Ocean Shores Public Library	10.00	10.00	8.00	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>8.24</b>	<b>8.46</b>	<b>8.00</b>	<b>8.00</b>	<b>8.00</b>	<b>8.00</b>	<b>6.00</b>	<b>7.00</b>	<b>13</b>

## 2015 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>									
Cathlamet Public Library	-	-	-	-	-	-	-	-	-
Columbia County Rural Library District	4.00	8.00	-	-	-	-	-	-	Yes
Davenport Public Library	-	-	-	-	-	-	-	-	-
La Conner Regional Library	8.00	8.00	-	-	-	-	8.00	8.00	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	8.00	-	-	-	-	-	-	-	Yes
<b>Average</b>	<b>9.93</b>	<b>7.25</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>8.00</b>	<b>8.00</b>	<b>5</b>
<b>5,000 &amp; under w/o certified librarian</b>									
Castle Rock Public Library	-	-	-	-	8.00	8.00	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	6.00	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	8.00	8.00	8.00	8.00	-	-	-	-	Yes
Kittitas Public (Gilmour Memorial) Library	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	4.00	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>6.00</b>	<b>8.00</b>	<b>8.00</b>	<b>8.00</b>	<b>7.00</b>	<b>8.00</b>	<b>-</b>	<b>-</b>	<b>3</b>
<b>Overall Averages/Total</b>	<b>8.37</b>	<b>8.25</b>	<b>7.82</b>	<b>8.01</b>	<b>7.53</b>	<b>8.03</b>	<b>7.33</b>	<b>7.73</b>	<b>32</b>