

2020 Benefits

Table 22

Public Libraries	Does the library have . . . ?			Library Pension Type
	FICA	Shift Differential	Longevity Pay	
Over 250,000				
Fort Vancouver Regional Library District	X	X	-	State
King County Library System	X	-	-	State
Kitsap Regional Library	X	X	X	State
Mid-Columbia Libraries	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
100,001 - 250,000				
Everett Public 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
25,001 - 100,000				
Bellingham Public Library	X	X	-	State
Camas Public Library	X	-	-	State
Central Skagit Library District	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	-	-	State
Walla Walla County Rural Library District	X	-	-	State
Walla Walla Public Library	X	X	X	State
5,001 - 25,000				
Anacortes Public Library	X	X	X	State
Asotin County Library	X	-	X	State
Burlington Public Library	X	-	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
La Conner Regional 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
Upper Skagit Library District	X	-	-	State
Whitman County Library	X	-	-	State

2020 Benefits

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Public Libraries	Does the library have . . . ?			Library Pension Type
	FICA	Shift Differential	Longevity Pay	
5,000 & under w/ certified librarian				
Cathlamet Public Library	X	-	-	None
Columbia County Rural Library District	X	-	-	State
Lopez Island Library District	X	-	-	State
Ritzville (East Adams) Library	X	-	X	State
5,000 & under w/o certified librarian				
Castle Rock Public Library	X	-	-	State
Cle Elum (Carpenter Memorial) Library	X	-	X	State
Davenport Public Library	X	-	-	None
Harrington Public Library	X	-	-	None
Kalama Public Library	X	-	-	State
Kittitas (Gilmour Memorial) Library	X	-	-	None
Odessa Public Library	-	-	-	None
Pomeroy (Denny Ashby) Library	X	-	-	County
Reardan Memorial Library	X	-	-	None
Roslyn Public Library	X	-	X	State
Sprague Public Library	X	-	-	None
Waitsburg (Weller) Public Library	X	-	-	None
Wilbur (Hesseltine) Public Library	-	-	-	None

2020 Benefits

Table 22 (continued)

Public Libraries	Who is covered by your . . . ?		
	Employer Paid Medical	Employer Paid Dental	Employer Paid Vision
Over 250,000			
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
Mid-Columbia Libraries	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
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
100,001 - 250,000			
Everett Public Library	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
25,001 - 100,000			
Bellingham 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, 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 County Rural Library District	Employee only	Employee only	Employee only
Walla Walla Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
5,001 - 25,000			
Anacortes Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Asotin County Library	Employee only	None	Employee, Spouse, and Dependents
Burlington 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
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
La Conner Regional Library	None	None	None
Liberty Lake Municipal Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
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
Upper Skagit Library District	None	None	None
Whitman County Library	Employee only	Employee only	Employee only

2020 Benefits

Table 22 (continued)

Public Libraries	Who is covered by your . . . ?		
	Employer Paid Medical	Employer Paid Dental	Employer Paid Vision
5,000 & under w/ certified librarian			
Cathlamet Public Library	None	None	None
Columbia County Rural Library District	Employee only	Employee only	Employee only
Lopez Island Library District	Employee only	Employee, Spouse, and Dependents	Employee only
Ritzville (East Adams) Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
5,000 & under w/o certified librarian			
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
Davenport Public Library	None	None	None
Harrington Public Library	None	None	None
Kalama Public Library	None	None	None
Kittitas (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
Roslyn Public Library	Employee only	Employee only	Employee only
Sprague Public Library	Employee only	Employee only	Employee only
Waitsburg (Weller) Public Library	None	None	None
Wilbur (Hesseltine) Public Library	None	None	None

2020 Benefits

Table 22 (continued)

Public Libraries	Who pays for . . . ?				
	Long Term Disability	Short Term Disability	Deferred Compensation	Life Insurance	Tuition Reimbursement
Over 250,000					
Fort Vancouver Regional Library District	Employer	Employer	Employee	Employer	None
King County Library System	Employer	Employee	Employee	Employer	Employer
Kitsap Regional Library	Employer	Employee	Employee	Employer	Employer
Mid-Columbia Libraries	Shared	None	Employee	Shared	Shared
North Central Regional Library	Employee	Employee	Employee	Employer	Employer
Pierce County Library System	Employer	Employee	Employee	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
100,001 - 250,000					
Everett Public Library	Shared	None	Employee	Employer	Shared
Spokane Public Library	Employer	None	Shared	Employer	None
Tacoma Public Library	Employer	Employee	Employee	Employer	Shared
Whatcom County Library System	Employer	Employee	Employee	Employee	None
Yakima Valley Libraries	Employer	Employer	Employee	Employer	Employer
25,001 - 100,000					
Bellingham Public Library	Employer	None	Shared	Employer	None
Camas Public Library	None	Employee	Employee	Employer	None
Central Skagit Library District	Employer	None	None	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	Shared
Walla Walla County Rural Library District	Employer	None	Employee	Employer	None
Walla Walla Public Library	Employee	Employee	Shared	Employer	None
5,001 - 25,000					
Anacortes Public Library	Employer	Employer	Employee	Employer	Employee
Asotin County Library	None	None	Employee	Employee	None
Burlington Public Library	Employee	Employee	Employee	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
La Conner Regional Library	None	None	None	None	None
Liberty Lake Municipal Library	Employer	None	Employee	Employer	None
Ocean Shores Public Library	Employee	Employee	Employee	Employer	Employer
Orcas Island Library District	Employer	Employer	Shared	Employer	Employer
Pend Oreille County Library District	Employee	Employee	Employee	Employer	Employer
Port Townsend Public Library	Employer	Employer	Employee	Employer	Employer
San Juan Island Library District	Shared	Employer	Shared	Shared	None
Upper Skagit Library District	None	None	Employee	None	None
Whitman County Library	Employee	None	Employee	Employee	None

2020 Benefits

Table 22 (continued)

Public Libraries	Who pays for . . . ?				
	Long Term Disability	Short Term Disability	Deferred Compensation	Life Insurance	Tuition Reimbursement
5,000 & under w/ certified librarian					
Cathlamet Public Library	None	None	None	None	Employee
Columbia County Rural Library District	Employee	Employee	Employee	Employer	None
Lopez Island Library District	Employer	None	None	Employer	None
Ritzville (East Adams) Library	Employer	Employer	Employee	Employer	None
5,000 & under w/o certified librarian					
Castle Rock Public Library	Shared	None	None	Employer	None
Cle Elum (Carpenter Memorial) Library	None	Shared	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 (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
Roslyn Public Library	Employer	Employer	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

2020 Benefits

Table 22 (continued)

Public Libraries	Number of Holidays (in days per year)					
	Regular Exempt	Regular Union	Regular Other	Floater Exempt	Floater Union	Floater Other
Over 250,000						
Fort Vancouver Regional Library District	10	10	10	10	-	-
King County Library System	10	10	10	1	1	-
Kitsap Regional Library	11	11	11	-	-	-
Mid-Columbia Libraries	11	11	-	1	1	2
North Central Regional Library	11	-	11	2	-	2
Pierce County Library System	11	11	11	11	11	11
Seattle Public Library	10	10	10	3	4	4
Sno-Isle Libraries	9	-	9	2	-	2
Spokane County Library District	11	-	11	-	-	-
Timberland Regional Library	12	12	12	-	-	-
Average	11	11	11	4	4	4
100,001 - 250,000						
Everett Public Library	10	10	-	2	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
Average	10	10	9	2	3	2
25,001 - 100,000						
Bellingham Public Library	11	11	-	1	1	-
Camas Public Library	10	10	-	3	3	-
Central Skagit Library District	10	-	-	-	-	-
Longview Public Library	10	9	-	2	3	-
Mount Vernon City Library	11	-	11	1	-	1
North Olympic Library System	10	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 County Rural Library District	11	-	11	-	-	-
Walla Walla Public Library	9	10	-	5	4	-
Average	10	10	10	3	3	1
5,001 - 25,000						
Anacortes Public Library	10	-	-	3	-	-
Asotin County Library	11	-	11	1	-	1
Burlington Public Library	11	-	11	1	-	1
Ellensburg Public Library	9	9	-	5	6	-
Grandview Library	10	-	10	1	-	1
Jefferson County Rural Library District	11	-	11	1	-	1
Kelso Public Library	-	8	-	2	2	-
La Conner Regional Library	12	-	12	-	-	-
Liberty Lake Municipal Library	10	-	5	-	-	-
Ocean Shores Public Library	10	10	-	1	1	-
Orcas Island Library District	9	-	-	2	-	-
Pend Oreille County Library District	12	-	12	-	-	-
Port Townsend Public Library	11	-	11	1	-	-
San Juan Island Library District	12	-	-	-	-	-
Upper Skagit Library District	12	-	-	-	-	-
Whitman County Library	12	-	-	2	-	-
Average	11	9	10	2	3	1

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Table 22 (continued)

Public Libraries	Number of Holidays (in days per year)					
	Regular Exempt	Regular Union	Regular Other	Floater Exempt	Floater Union	Floater Other
5,000 & under w/ certified librarian						
Cathlamet Public Library	-	-	-	-	-	-
Columbia County Rural Library District	10	-	-	2	-	-
Lopez Island Library District	11	-	-	1	-	-
Ritzville (East Adams) Library	10	-	-	-	-	-
Average	10	-	-	2	-	-
5,000 & under w/o certified librarian						
Castle Rock Public Library	-	-	11	-	-	1
Cle Elum (Carpenter Memorial) Library	-	-	10	-	-	1
Davenport Public Library	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-
Kalama Public Library	11	11	-	-	-	-
Kittitas (Gilmour Memorial) Library	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	8	-	-	1	-	-
Reardan Memorial Library	-	-	-	-	-	-
Roslyn Public Library	10	-	-	2	-	-
Sprague Public Library	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-
Average	10	11	11	2	-	1
Overall Averages	10	10	10	3	3	2

2020 Benefits

Table 22 (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	
Over 250,000									
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	7.33	14.66	4.98	14.66	-	-	-	13.34	Yes
Kitsap Regional Library	16.00	16.00	16.00	16.00	10.00	14.00	-	-	Yes
Mid-Columbia Libraries	16.00	16.00	7.00	16.00	-	-	-	-	Yes
North Central Regional Library	8.00	16.00	-	-	4.00	16.00	-	-	Yes
Pierce County Library System	16.67	16.67	8.00	13.33	10.00	13.33	8.00	10.00	Yes
Seattle Public Library	14.60	19.90	8.60	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	16.66	8.00	16.66	8.00	16.66	-	-	Yes
Average	12.16	16.79	9.08	16.65	8.83	16.03	9.50	14.45	10
100,001 - 250,000									
Everett Public Library	9.00	17.00	8.00	17.00	-	-	-	-	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	19.00	27.00	-	-	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
Average	12.13	18.07	10.25	18.75	13.89	20.11	16.66	18.16	5
25,001 - 100,000									
Bellingham Public Library	13.33	20.00	7.33	18.67	10.00	18.67	14.67	18.67	Yes
Camas Public Library	11.33	24.66	8.00	18.00	-	-	-	-	Yes
Central Skagit Library District	8.00	-	-	-	-	-	-	-	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	18.68	8.00	17.34	-	-	-	-	Yes
Richland Public Library	20.00	-	-	-	20.00	-	-	-	Yes
Stevens County Rural Library District	10.00	16.00	-	-	4.00	10.00	-	-	Yes
Walla Walla County Rural Library District	6.67	16.67	-	-	6.67	16.67	-	16.67	Yes
Walla Walla Public Library	7.00	17.00	7.00	17.00	-	-	-	-	Yes
Average	9.95	17.83	7.39	16.52	9.47	15.50	14.67	17.67	12
5,001 - 25,000									
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
Ellensburg Public Library	8.00	16.00	8.00	16.00	-	-	-	-	Yes
Grandview Library	10.00	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
La Conner Regional Library	8.00	8.00	-	-	4.00	-	-	7.00	Yes
Liberty Lake Municipal Library	6.67	15.34	-	-	4.00	-	-	-	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	18.67	-	-	-	-	-	-	-
Upper Skagit Library District	10.00	-	-	-	-	-	-	-	Yes
Whitman County Library	8.00	-	-	-	-	-	-	-	Yes
Average	9.91	16.50	8.33	17.22	6.48	15.99	4.00	9.50	15

2020 Benefits

Table 22 (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	
5,000 & under w/ certified librarian									
Cathlamet Public Library	-	-	-	-	-	-	-	-	-
Columbia County Rural Library District	4.00	8.00	-	-	-	-	-	-	Yes
Lopez Island Library District	16.00	25.00	-	-	-	-	-	-	Yes
Ritzville (East Adams) Library	8.00	12.00	-	-	-	-	-	-	Yes
Average	9.33	15.00	-	-	-	-	-	-	3
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	14.67	14.67	-	Yes
Cle Elum (Carpenter Memorial) Library	-	-	-	-	10.50	240.00	8.00	240.00	Yes
Davenport Public Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	3.33	20.00	3.33	20.00	-	-	-	-	Yes
Kittitas (Gilmour Memorial) Library	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	18.00	-	-	-	-	-	-	-	Yes
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	13.00	-	-	-	-	-	-	Yes
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	10.66	16.50	3.33	20.00	10.50	127.34	11.34	240.00	5
Overall Averages/Total	10.63	16.96	8.39	17.22	8.98	26.60	11.71	37.40	50

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Table 22 (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	
Over 250,000									
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	4.00	-	4.00	-	-	-	-	-	-
Kitsap Regional Library	8.00	8.00	8.00	8.00	8.00	8.00	-	-	Yes
Mid-Columbia Libraries	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	8.00	8.00	-
Seattle Public Library	7.97	7.97	7.97	7.97	7.97	7.97	-	5.89	-
Sno-Isle Libraries	8.00	8.00	-	-	8.00	8.00	-	-	-
Spokane County Library District	8.00	8.00	-	-	8.00	8.00	-	-	Yes
Timberland Regional Library	8.00	8.00	8.00	8.00	8.00	8.00	-	-	-
Average	7.60	8.00	7.42	7.99	7.50	8.00	8.00	7.30	4
100,001 - 250,000									
Everett Public Library	15.00	15.00	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	-	-	-	-	-	-	-	-	Yes
Whatcom County Library System	8.00	8.00	8.00	8.00	1.00	8.00	-	-	Yes
Yakima Valley Libraries	8.00	8.00	-	-	8.00	8.00	-	-	-
Average	9.91	9.91	8.22	8.22	5.89	8.22	8.66	8.66	3
25,001 - 100,000									
Bellingham Public Library	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	Yes
Camas Public Library	-	-	8.00	8.00	-	-	-	-	Yes
Central Skagit Library District	8.00	-	-	-	-	-	-	-	-
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	1.00	-	-	-	Yes
Puyallup Public Library	8.00	8.00	8.00	8.00	-	-	-	-	-
Richland Public Library	-	-	-	-	-	-	-	-	-
Stevens County Rural Library District	8.00	8.00	-	-	1.20	8.00	-	-	-
Walla Walla County Rural Library District	8.00	8.00	-	-	8.00	8.00	8.00	8.00	-
Walla Walla Public Library	8.00	8.00	8.00	8.00	-	-	-	-	Yes
Average	7.95	7.94	7.36	7.93	5.24	8.00	8.00	8.00	6
5,001 - 25,000									
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
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
La Conner Regional Library	8.00	8.00	-	-	-	-	8.00	8.00	Yes
Liberty Lake Municipal Library	8.00	8.00	-	-	4.00	8.00	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	-
Port Townsend Public Library	8.00	8.00	-	-	-	-	-	-	Yes
San Juan Island Library District	8.00	8.00	-	-	-	-	-	-	Yes
Upper Skagit Library District	8.00	-	-	-	-	-	-	-	Yes
Whitman County Library	8.00	-	-	-	-	-	-	-	Yes
Average	8.13	8.17	8.00	8.00	7.20	8.00	6.67	7.00	12

2020 Benefits

Table 22 (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	
5,000 & under w/ certified librarian									
Cathlamet Public Library	1.73	-	-	-	-	-	-	-	-
Columbia County Rural Library District	4.00	8.00	-	-	-	-	-	-	Yes
Lopez Island Library District	16.00	16.00	-	-	-	-	-	-	-
Ritzville (East Adams) Library	8.00	8.00	-	-	-	-	-	-	Yes
Average	7.43	10.67	-	-	-	-	-	-	2
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	8.00	8.00	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	6.00	-	3.00	-	-
Davenport Public Library	-	-	-	-	2.00	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	8.00	8.00	8.00	8.00	1.00	8.00	-	-	Yes
Kittitas (Gilmour Memorial) Library	2.00	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	6.00	8.00	-	-	-	-	-	-	Yes
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	8.00	-	-	-	-	-	-	Yes
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	5.33	8.00	8.00	8.00	4.25	8.00	3.00	-	3
Overall Averages/Total	7.89	8.43	7.63	8.01	6.27	8.03	7.07	7.57	30