Public Libraries	Does the library have . . .?			Library Pension Type
	FICA	**Shift Differential**	**Longevity Pay**	
Over 250,000				
Fort Vancouver Regional Library District	X	X	X	State
King County Library System	X	X	-	State
Pierce County Library System	X	-	-	State
Seattle Public Library	X	X	-	City
Sno-Isle Libraries	X	-	-	State
Timberland Regional Library	X	-	X	State
100,001 - 250,000				
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 County Library District	X	-	-	State
Spokane Public Library	X	X	X	City
Tacoma Public Library	X	-	X	City
Whatcom County Library System	X	-	-	State
Yakima Valley Regional Library	X	-	X	State
25,001 - 100,000				
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
Renton 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
5,001 - 25,000				
Anacortes Public Library	X	X	X	State
Asotin County Library	X	-	X	State
Burlington Public Library	X	-	X	State
Camas Public Library	X	-	-	State
Chewelah 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	-	X	State
Kelso Public Library	X	-	X	State
Liberty Lake Municipal Library	-	-	X	City
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 Library District	X	-	-	State
Whitman County Library	X	-	-	State

2007 Benefits

Table 21

Public Libraries	Does the library have . . .?			Library Pension Type
	FICA	**Shift Differential**	**Longevity Pay**	

5,000 & under w/ certified librarian

Public Libraries	FICA	Shift Differential	Longevity Pay	Library Pension Type
La Conner Regional Library	X	-	X	State
Lopez Island Library District	X	-	-	State
Ocean Shores Public Library	-	-	X	State
Orcas Island Library District	X	-	-	State
Roslyn Public Library	X	-	X	State
Upper Skagit Library District	X	-	-	State

5,000 & under w/o certified librarian

Public Libraries	FICA	Shift Differential	Longevity Pay	Library Pension Type
Castle Rock Public Library	X	-	-	State
Cathlamet (Blanche Bradley) Library	X	-	-	None
Cle Elum (Carpenter Memorial) Library	X	-	-	State
Davenport Public Library	-	-	-	None
Dayton Memorial Library	X	-	-	State
Harrington Public Library	-	-	-	City
Kalama Public Library	X	-	-	State
Kettle Falls Public Library	X	-	-	None
Kittitas Public Library	-	-	-	State
Odessa Public Library	-	-	-	None
Pomeroy (Denny Ashby) Library	-	-	-	None
Reardan Memorial Library	-	-	-	None
Ritzville Public Library	X	-	-	State
Roy City Library	X	-	-	City
Sprague Public Library	-	-	-	None
Waitsburg (Weller) Public Library	X	-	-	None
Wilbur (Hesseltine) Public Library	X	-	-	City

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
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
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
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 County Library District	Employee only	Employee only	Employee only
Spokane Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Tacoma Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Whatcom County Library System	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Yakima Valley Regional Library	Employee only	Employee only	Employee only

25,001 - 100,000

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
Renton Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Richland Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Stevens County Rural Library District	Employee only	Employee only	Employee only
Walla Walla Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents

5,001 - 25,000

Anacortes Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Asotin County Library	Employee only	None	Employee, 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
Chewelah Public Library	Employee only	Employee only	Employee only
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
Pend Oreille County Library District	Employee only	None	Employee only
Port Townsend Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
San Juan Island Library District	Employee only	Employee only	Employee only
Sedro-Woolley Public Library	Employee only	Employee only	Employee only
Walla Walla County Library District	Employee only	Employee, Spouse, and Dependents	Employee only
Whitman County Library	Employee only	Employee only	Employee only

Public Libraries	Who is covered by your . . .?		
	Employer Paid Medical	**Employer Paid Dental**	**Employer Paid Vision**

5,000 & under w/ certified librarian

La Conner Regional Library	None	None	None
Lopez Island Library District	Employee only	Employee only	Employee only
Ocean Shores Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Orcas Island Library District	Employee only	Employee only	Employee only
Roslyn Public Library	Employee only	Employee only	Employee only
Upper Skagit Library District	None	None	None

5,000 & under w/o certified librarian

Castle Rock Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee only
Cathlamet (Blanche Bradley) Library	None	None	None
Cle Elum (Carpenter Memorial) Library	Employee and Spouse	Employee and Spouse	Employee and Spouse
Davenport Public Library	None	None	None
Dayton Memorial Library	Employee only	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Harrington Public Library	Employee only	None	None
Kalama Public Library	None	None	None
Kettle Falls Public Library	None	None	None
Kittitas Public Library	None	None	None
Odessa Public Library	None	None	None
Pomeroy (Denny Ashby) Library	None	None	None
Reardan Memorial Library	None	None	None
Ritzville Public Library	Employee only	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

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
Pierce County Library System	Shared	Employee	Employee	Employee	Employer
Seattle Public Library	Shared	Shared	Employee	Shared	None
Sno-Isle Libraries	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
Kitsap Regional Library	Employee	Employee	Employee	Employer	Employer
Mid-Columbia Library System	Shared	None	Employee	Shared	Shared
North Central Regional Library	None	None	Employee	Employer	Employer
Spokane County Library District	Employer	None	Employee	Employer	Shared
Spokane Public Library	Employer	None	Shared	Employer	None
Tacoma Public Library	Employer	None	Employee	Employer	None
Whatcom County Library System	None	None	Employee	None	None
Yakima Valley Regional Library	Employer	None	Employee	Employer	Employer
25,001 - 100,000					
Bellingham Public Library	Employer	None	Shared	Employer	Shared
Longview Public Library	Employer	None	Employee	Shared	Shared
Mount Vernon City Library	Employee	Employee	Employee	Employer	Employer
North Olympic Library System	Employee	Employee	Employee	Employer	Employer
Pullman (Neill) Public Library	None	None	Employee	Employer	Shared
Puyallup Public Library	Employer	None	Employee	Shared	Employer
Renton Public Library	Employer	None	Employee	Shared	None
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
5,001 - 25,000					
Anacortes Public Library	Employer	Employer	Employee	Employer	Employee
Asotin County Library	None	None	Employee	Employee	None
Burlington Public Library	None	None	Employee	None	None
Camas Public Library	None	Employee	Employee	Employer	Shared
Chewelah Public Library	None	None	None	Employer	None
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
Pend Oreille County Library District	None	None	Employee	Employer	Employer
Port Townsend Public Library	Employer	Employer	Employee	Employer	None
San Juan Island Library District	Employee	Employee	Shared	None	None
Sedro-Woolley Public Library	None	None	Shared	Employer	None
Walla Walla County Library District	None	None	Employee	Employer	None
Whitman County Library	None	None	Employee	Employer	None

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

5,000 & under w/ certified librarian

Public Libraries	Long Term Disability	Short Term Disability	Deferred Compensation	Life Insurance	Tuition Reimbursement
La Conner Regional Library	None	None	None	None	None
Lopez Island Library District	Employee	Employee	None	Employer	Employer
Ocean Shores Public Library	None	None	Employee	Employer	Employer
Orcas Island Library District	Employer	Employer	Shared	Employer	Employer
Roslyn Public Library	Employer	Employer	None	Employer	None
Upper Skagit Library District	None	None	Employee	None	None

5,000 & under w/o certified librarian

Public Libraries	Long Term Disability	Short Term Disability	Deferred Compensation	Life Insurance	Tuition Reimbursement
Castle Rock Public Library	Shared	None	None	Employer	None
Cathlamet (Blanche Bradley) Library	None	None	None	None	Employee
Cle Elum (Carpenter Memorial) Library	None	Employer	None	Shared	None
Davenport Public Library	None	None	None	None	None
Dayton Memorial Library	None	None	None	Employer	None
Harrington Public Library	None	None	None	None	None
Kalama Public Library	None	None	None	None	None
Kettle Falls Public Library	None	None	None	None	None
Kittitas Public Library	None	None	None	None	None
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
Ritzville Public Library	Employer	None	Employee	Employee	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

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	1
Pierce County Library System	12	12	12	-	-	-
Seattle Public Library	10	10	10	1	1	2
Sno-Isle Libraries	9	-	9	2	-	2
Timberland Regional Library	11	11	11	2	2	2
Average	**10**	**11**	**10**	**3**	**1**	**2**
100,001 - 250,000						
Everett Public Library	10	10	-	2	2	-
Kitsap Regional Library	11	11	11	1	1	1
Mid-Columbia Library System	11	11	11	1	1	1
North Central Regional Library	12	-	12	1	-	1
Spokane County Library District	11	-	11	-	-	-
Spokane Public Library	8	8	-	4	4	-
Tacoma Public Library	8	10	-	5	3	-
Whatcom County Library System	11	11	-	1	2	-
Yakima Valley Regional Library	9	-	9	2	-	2
Average	**10**	**10**	**11**	**2**	**2**	**1**
25,001 - 100,000						
Bellingham Public Library	11	11	11	1	1	1
Longview Public Library	10	9	-	2	3	-
Mount Vernon City Library	11	-	11	1	-	1
North Olympic Library System	9	9	-	4	4	-
Pullman (Neill) Public Library	11	11	-	1	1	-
Puyallup Public Library	10	10	10	2	2	-
Renton Public Library	10	10	-	2	2	-
Richland Public Library	10	-	10	-	-	-
Stevens County Rural Library District	11	-	-	-	-	-
Walla Walla Public Library	9	10	-	5	4	-
Average	**10**	**10**	**11**	**2**	**2**	**1**
5,001 - 25,000						
Anacortes Public Library	3	-	-	3	-	-
Asotin County Library	11	-	11	1	-	1
Burlington Public Library	11	-	11	1	-	1
Camas Public Library	10	10	-	3	3	-
Chewelah Public Library	10	-	-	1	-	-
Ellensburg Public Library	9	9	-	5	6	-
Enumclaw Public Library	10	10	-	1	2	-
Grandview (Bleyhl Community) Library	10	-	10	1	-	1
Jefferson County Rural Library District	11	-	11	-	-	-
Kelso Public Library	10	10	-	1	1	-
Liberty Lake Municipal Library	11	-	-	-	-	-
Pend Oreille County Library District	-	-	10	-	-	1
Port Townsend Public Library	11	-	-	1	-	-
San Juan Island Library District	10	-	-	1	-	-
Sedro-Woolley Public Library	11	-	-	1	-	-
Walla Walla County Library District	11	-	11	-	-	-
Whitman County Library	10	-	-	1	-	-
Average	**10**	**10**	**11**	**2**	**3**	**1**

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						
La Conner Regional Library	11	-	-	-	-	-
Lopez Island Library District	7	-	-	1	-	-
Ocean Shores Public Library	10	10	-	1	1	-
Orcas Island Library District	11	-	-	1	-	-
Roslyn Public Library	10	-	-	1	-	-
Upper Skagit Library District	11	-	-	-	-	-
Average	**10**	**10**	**-**	**1**	**1**	**-**
5,000 & under w/o certified librarian						
Castle Rock Public Library	-	-	11	-	-	-
Cathlamet (Blanche Bradley) Library	10	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	10	-	-	1
Davenport Public Library	-	-	-	-	-	-
Dayton Memorial Library	11	-	-	1	-	-
Harrington Public Library	-	-	-	-	-	-
Kalama Public Library	10	10	-	-	-	-
Kettle Falls Public Library	-	-	-	-	-	-
Kittitas Public Library	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-
Ritzville Public Library	12	-	-	2	-	-
Roy City Library	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	2	-	-	-	-	-
Average	**9**	**10**	**11**	**2**	**-**	**1**
Overall Averages	**10**	**10**	**11**	**2**	**2**	**1**

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	19.00	8.00	19.00	11.00	19.00	-	-	Yes
King County Library System	22.00	14.66	22.00	14.66	15.00	13.00	20.00	13.34	Yes
Pierce County Library System	9.00	9.00	8.00	8.00	8.00	8.00	-	-	Yes
Seattle Public Library	13.00	18.00	8.00	18.00	8.00	18.00	-	-	Yes
Sno-Isle Libraries	13.33	16.00	-	-	9.33	13.33	-	-	Yes
Timberland Regional Library	8.00	13.33	8.00	13.33	8.00	13.33	-	-	Yes
Average	**12.72**	**15.00**	**10.80**	**14.60**	**9.89**	**14.11**	**20.00**	**13.34**	**6**
100,001 - 250,000									
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 County Library District	10.67	16.00	-	-	9.67	15.00	-	-	Yes
Spokane Public Library	12.00	20.00	8.00	18.00	16.00	20.00	20.00	23.00	Yes
Tacoma Public Library	26.00	36.00	26.00	36.00	-	-	-	-	Yes
Whatcom County Library System	8.00	16.00	8.00	16.00	-	-	-	-	Yes
Yakima Valley Regional Library	6.66	13.33	-	-	6.66	13.33	13.33	13.33	Yes
Average	**12.48**	**18.48**	**12.17**	**19.83**	**8.67**	**15.67**	**16.66**	**18.16**	**9**
25,001 - 100,000									
Bellingham Public Library	10.00	30.00	10.00	28.00	-	-	-	-	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	9.00	16.00	9.00	16.00	-	-	-	-	Yes
Pullman (Neill) Public Library	8.00	14.00	8.00	14.00	-	-	-	-	Yes
Puyallup Public Library	8.00	18.66	8.00	16.66	-	-	-	-	Yes
Renton Public Library	8.00	16.25	8.00	16.25	-	-	-	-	Yes
Richland Public Library	20.00	-	-	-	20.00	-	-	-	Yes
Stevens County Rural Library District	10.00	14.00	-	-	-	-	-	-	Yes
Walla Walla Public Library	7.00	17.00	7.00	17.00	-	-	-	-	Yes
Average	**9.77**	**17.95**	**8.29**	**17.56**	**13.34**	**16.67**	**-**	**-**	**10**
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	10.00	25.00	-	-	10.00	25.00	-	-	Yes
Camas Public Library	11.33	24.66	8.00	18.00	-	-	-	-	Yes
Chewelah Public Library	-	-	-	-	-	-	-	-	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	3.00	8.30	-	-	3.30	8.30	-	-	Yes
Jefferson County Rural Library District	8.00	1.60	-	-	4.00	22.00	-	1.60	Yes
Kelso Public Library	12.00	23.33	8.00	18.00	-	-	-	-	Yes
Liberty Lake Municipal Library	6.67	-	-	-	-	-	-	-	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 Library District	6.67	16.67	-	-	6.67	16.67	-	16.67	Yes
Whitman County Library	8.00	-	-	-	-	-	-	-	Yes
Average	**8.24**	**16.50**	**7.00**	**17.00**	**6.66**	**17.66**	**4.00**	**10.09**	**17**

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									
La Conner Regional Library	-	-	-	-	-	-	-	10.00	Yes
Lopez Island Library District	16.00	21.67	-	-	-	-	-	-	Yes
Ocean Shores Public Library	12.00	18.00	9.00	17.66	-	-	-	-	Yes
Orcas Island Library District	12.00	24.00	-	-	-	-	-	-	Yes
Roslyn Public Library	-	5.00	-	-	-	-	-	-	-
Upper Skagit Library District	7.00	-	-	-	-	-	-	-	Yes
Average	**11.75**	**17.17**	**9.00**	**17.66**	**-**	**-**	**-**	**10.00**	**5**
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cathlamet (Blanche Bradley) Library	-	-	-	-	-	-	-	-	Yes
Cle Elum (Carpenter Memorial) Library	-	-	-	-	10.00	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
Dayton Memorial Library	9.00	12.00	-	-	-	-	-	-	Yes
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	3.33	16.66	3.33	16.66	-	-	-	-	Yes
Kettle Falls Public Library	-	-	-	-	-	-	-	-	-
Kittitas Public Library	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	Yes
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Ritzville Public Library	12.00	12.00	-	-	-	-	-	-	Yes
Roy City Library	-	-	-	-	-	-	-	-	Yes
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	**8.11**	**13.55**	**3.33**	**16.66**	**10.00**	**-**	**-**	**-**	**6**
Overall Averages/Total	**10.24**	**16.86**	**9.39**	**17.38**	**8.96**	**15.87**	**14.33**	**12.85**	**53**

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?
Over 250,000									
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	-	-	-
Seattle Public Library	7.00	7.00	7.00	7.00	-	-	-	-	-
Sno-Isle Libraries	8.00	8.00	-	-	8.00	8.00	-	-	-
Timberland Regional Library	8.00	8.00	8.00	8.00	8.00	8.00	-	-	-
Average	**7.80**	**7.80**	**7.75**	**7.75**	**8.00**	**8.00**	**-**	**-**	**0**
100,001 - 250,000									
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	4.00	-	-	Yes
Spokane County Library District	8.00	8.00	-	-	8.00	8.00	-	-	-
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 Regional Library	8.00	8.00	-	-	8.00	8.00	-	-	Yes
Average	**8.96**	**8.96**	**8.13**	**8.13**	**7.33**	**7.33**	**8.66**	**8.66**	**6**
25,001 - 100,000									
Bellingham Public Library	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	8.00	8.00	8.00	8.00	-	-	-	-	-
Pullman (Neill) Public Library	8.00	8.00	8.00	8.00	-	-	-	-	Yes
Puyallup Public Library	8.00	8.00	8.00	8.00	-	-	-	-	-
Renton Public Library	8.00	8.00	8.00	8.00	-	-	-	-	Yes
Richland Public Library	-	-	-	-	-	-	-	-	-
Stevens County Rural Library District	8.00	8.00	-	-	8.00	8.00	-	-	-
Walla Walla Public Library	8.00	8.00	8.00	8.00	-	-	-	-	Yes
Average	**8.00**	**8.00**	**8.00**	**8.00**	**8.00**	**8.00**	**-**	**-**	**6**
5,001 - 25,000									
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	-	-	-	-	-
Chewelah Public Library	-	-	-	-	-	-	-	-	-
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	8.00	-	-	-	-	Yes
Liberty Lake Municipal Library	8.00	-	-	-	-	-	-	-	Yes
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	-	-	-	-	-	-	-
Walla Walla County Library District	8.00	8.00	-	-	8.00	8.00	8.00	8.00	-
Whitman County Library	8.00	-	-	-	-	-	-	-	Yes
Average	**8.13**	**8.31**	**8.00**	**8.00**	**7.20**	**8.00**	**6.00**	**7.00**	**12**

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									
La Conner Regional Library	-	-	-	-	-	-	-	6.70	Yes
Lopez Island Library District	21.67	-	-	-	-	-	-	-	Yes
Ocean Shores Public Library	10.00	10.00	8.00	8.00	-	-	-	-	Yes
Orcas Island Library District	8.00	8.00	-	-	-	-	-	-	-
Roslyn Public Library	-	5.00	-	-	-	-	-	-	-
Upper Skagit Library District	7.00	-	-	-	-	-	-	-	-
Average	**11.67**	**7.67**	**8.00**	**8.00**	**-**	**-**	**-**	**6.70**	**3**
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	8.00	-	-	-	-
Cathlamet (Blanche Bradley) Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	4.00	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
Dayton Memorial Library	8.00	-	-	-	-	-	-	-	Yes
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	8.00	8.00	8.00	8.00	-	-	-	-	Yes
Kettle Falls Public Library	-	-	-	-	-	-	-	-	-
Kittitas Public Library	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	8.00	-	-	-	-	-	-	Yes
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Ritzville Public Library	8.00	8.00	-	-	-	-	-	-	Yes
Roy City Library	-	-	-	-	-	-	-	-	Yes
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	**8.00**	**8.00**	**8.00**	**8.00**	**6.00**	**-**	**-**	**-**	**5**
Overall Averages/Total	**8.53**	**8.24**	**7.98**	**7.98**	**7.37**	**7.80**	**6.89**	**7.34**	**32**