Table 20

	м	LS Directo	r	Non	MLS Direc	tor		t. Director ement Serv	
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District	\$65.00	-	\$65.00	-	-	-	\$34.26	\$42.70	\$51.13
King County Library System	\$73.97	\$73.97	\$73.97	-	-	-	-	-	-
Pierce County Library System	-	-	\$62.50	-	-	-	-	-	-
Seattle Public Library	-	-	-	-	-	-	\$40.63	\$50.78	\$60.94
Sno-Isle Libraries	-	-	\$74.09	-	-	-	\$40.57	\$48.19	\$55.80
Timberland Regional Library	\$47.55	\$55.12	\$65.82	-	-	-	\$37.54	\$43.52	\$51.96
Average	\$62.17	\$64.55	\$68.28	-	-	-	\$38.25	\$46.30	\$54.96
100,001 - 250,000								·	
· ·	¢45.00	¢50.05	¢50.01	_					
Everett Public Library	\$45.99	\$52.95	\$59.91	-	-	-	- ¢07.07	- ¢40.07	- ¢40.47
Kitsap Regional Library	\$59.27	\$59.27	\$59.27		-	-	\$37.37	\$43.27	\$49.17
Mid-Columbia Library System	-	-	\$51.21	-	-	-	- 005 50	- ¢41.20	¢50.07
North Central Regional Library	\$41.39	\$48.43	\$58.91	-	-	-	\$35.56	\$41.39	\$50.37
Spokane County Library District	\$44.19	\$48.61	\$55.25	-	-	-	\$31.24	\$34.38	\$39.06
Spokane Public Library	\$42.25	\$49.63	\$57.02	-	-	-	-	-	
Tacoma Public Library	\$42.49	\$47.10	\$52.16	-	-	-	-	-	-
Whatcom County Library System	\$34.35	\$42.94	\$51.53	-	-	-	- #00.70	-	- ¢40.40
Yakima Valley Regional Library	-	-	-	-	-	-	\$28.78	\$35.26	\$43.19
Average	\$44.28	\$49.85	\$55.66	-	-	-	\$33.24	\$38.58	\$45.45
25,001 - 100,000									
Bellingham Public Library	\$45.81	\$48.22	\$50.63	-	-	-	\$33.41	\$36.84	\$40.60
Longview Public Library	\$28.15	\$31.19	\$34.48	-	-	-	-	-	-
Mount Vernon City Library	\$35.68	\$38.54	\$41.63	-	-	-	\$23.52	\$26.06	\$28.87
North Olympic Library System	\$26.32	-	\$39.08	-	-	-	-	-	-
Pullman (Neill) Public Library	\$27.13	\$29.95	\$33.03	-	-	-	-	-	-
Puyallup Public Library	\$31.82	\$36.60	\$41.37	-	-	-	\$28.19	\$32.43	\$36.66
Renton Public Library	\$41.61	\$45.43	\$50.14	-	-	-	\$31.37	\$34.62	\$38.22
Richland Public Library	\$27.98	\$34.97	\$41.96	-	-	-	\$25.42	\$31.77	\$38.12
Stevens County Rural Library District (I)	\$24.88	-	-	-	-	-	-	-	-
Walla Walla Public Library	\$35.76	\$40.70	\$45.64	-	-	-	-	-	-
Average	\$32.51	\$38.20	\$42.00	-	-	-	\$28.38	\$32.34	\$36.49
<u> </u>									
5,001 - 25,000 Anacortes Public Library	_	_	\$34.90	_	_	_	_	_	
Asotin County Library	_	_	-	_	_	_	-	_	_
Burlington Public Library	\$32.28	-	\$36.34	-	-	_	-	-	-
Camas Public Library	\$34.71	_	\$41.46	_	_	_	_	_	_
Chewelah Public Library	-	-	φ+1.+0 -	\$15.00	-	_	-	-	-
Ellensburg Public Library	\$30.09	_	\$40.12	φ10.00	_	_	_	_	_
Enumclaw Public Library	\$28.38	\$35.05	\$41.71	-	-	-	-	-	
Grandview (Bleyhl Community) Library	\$17.37	φ00.00 -	\$26.05		-				
Jefferson County Rural Library District	¢11.07	\$33.24	φ <u>2</u> 0.00	-	-	-	_	-	_
Kelso Public Library	\$31.02		-	-	-	-	-	-	
Liberty Lake Municipal Library	ψ01.02			_					
Orcas Island Library District	\$31.97		\$37.87	-		-	-	-	
Pend Oreille County Library District	\$24.07	\$25.50	\$26.53	-	-				-
Port Townsend Public Library	\$30.24	\$33.60	\$36.96	-	-	-	-	-	
· · · · · · · · · · · · · · · · · · ·	\$32.59	\$36.81	\$40.79	-	-				-
San Juan Island Library District	ψυ2.09	ψυυ.01	ψτυ./ 3	-	-	-	-	-	-
San Juan Island Library District	\$27.00								
Sedro-Woolley Public Library	\$27.00	-	-	-	-	-	-	-	
	\$27.00 	-	-	-	-	-	-	-	-

Table 20

	MLS Director			Nor	Non MLS Director			Asst. Director of Management Services			
Public Libraries	Min. Med. Max.			Min.	Med.	Max.	Min.	Med.	Max.		

5,000 & under w/ certified librarian

Average	\$36.69	\$25.28	\$36.69	-	-	-	-	-	-
Upper Skagit Library District	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	\$15.15	-	-	-	-	-	-	-
Ocean Shores Public Library	\$36.69	\$36.69	\$36.69	-	-	-	-	-	-
Lopez Island Library District	-	-	-	-	-	-	-	-	-
La Conner Regional Library	-	\$24.00	-	-	-	-	-	-	-

5,000 & under w/o certified librarian

Overall Averages	\$36.81	\$40.95	\$47.39	\$11.53	\$11.54	\$12.12	\$32.91	\$38.55	\$44.93
-									
Average	-	-	-	\$10.84	\$11.54	\$12.12	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	\$12.16	\$12.16	\$12.16	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	\$8.25	-	-	-	-	-
Roy City Library	-	-	-	-	\$10.21	-	-	-	-
Ritzville Public Library (k)	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	\$13.50	-	-	-
Odessa Public Library (j)	-	-	-	-	-	-	-	-	-
Kittitas Public Library	-	-	-	\$10.00	-	\$10.30	-	-	-
Kettle Falls Public Library	-	-	-	-	-	\$12.00	-	-	-
Kalama Public Library	-	-	-	-	-	\$13.50	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Dayton Memorial Library	-	-	-	-	-	\$14.29	-	-	-
Davenport Public Library	-	-	-	-	-	\$9.51	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	\$12.79	\$12.79	\$12.79	-	-	-
Cathlamet (Blanche Bradley) Library	-	-	-	-	-	-	-	-	-
Castle Rock Public Library	-	-	-	\$11.00	\$11.00	\$11.00	-	-	-

		tant Direct		Pers	onnel Direc	ctor	Main E	Branch Mar	nager
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000	•								
Fort Vancouver Regional Library District	\$34.26	\$42.70	\$51.13				\$31.81	\$39.64	\$47.40
King County Library System	\$34.20	\$49.62	\$51.13	- \$42.15	- \$46.37	- \$50.58	\$31.01		Φ47.4 0
Pierce County Library System	\$35.71	\$41.43	\$48.03	\$27.97	\$32.42	\$37.59	-	-	
Seattle Public Library	\$40.63	\$50.78	\$60.94	\$40.63	\$50.78	\$60.94	\$40.63	\$50.78	\$60.94
Sno-Isle Libraries	\$43.01	\$51.08	\$59.15	\$36.19	\$42.98	\$49.77	φ 4 0.05	\$30.70	φ00.9 ²
Timberland Regional Library	\$35.38	\$41.02	\$48.98	\$31.44	\$36.44	\$43.52			
Average	\$39.02	\$46.11	\$53.73	\$35.68	\$41.80	\$48.48	\$36.22	\$45.21	\$54.20
7.101290		•••••						• • • • • •	
100,001 - 250,000									
Everett Public Library	\$31.59	\$36.34	\$41.09	-	-	-	-	-	
Kitsap Regional Library	\$37.37	\$43.27	\$49.17	\$31.94	\$36.99	\$42.03	\$31.94	\$36.99	\$42.03
Mid-Columbia Library System	-	-	-	\$24.04	\$27.06	\$31.66	-	-	
North Central Regional Library	\$38.27	\$44.76	\$54.47	\$23.91	\$27.94	\$34.00	-	-	
Spokane County Library District	-	-	-	\$31.24	\$34.38	\$39.06	-	-	
Spokane Public Library	-	-	-	\$26.43	\$31.05	\$35.67	\$25.78	\$30.29	\$34.80
Tacoma Public Library	-	-	-	\$28.69	\$31.69	\$35.01	-	-	
Whatcom County Library System	\$26.49	\$33.77	\$41.04	-	-	-	-	-	
Yakima Valley Regional Library	\$29.93	\$36.67	\$44.92	\$24.23	\$29.68	\$36.35	\$21.58	\$26.44	\$32.39
Average	\$32.73	\$38.96	\$46.14	\$27.21	\$31.26	\$36.25	\$26.43	\$31.24	\$36.41
25,001 - 100,000									
Bellingham Public Library		-	-	-	-	-	\$25.17	\$27.51	\$30.06
Longview Public Library	-	-	-	-	-	-	-	-	+
Mount Vernon City Library	-	-	-	-	-	-	-	-	
North Olympic Library System	\$23.84	-	\$35.41	-	-	-	\$13.83	-	\$19.56
Pullman (Neill) Public Library	-	-	-	-	-	-	-	-	
Puyallup Public Library	-	-	-	-	-	-	-	-	
Renton Public Library	-	-	-	-	-	-	-	-	
Richland Public Library	-	-	-	-	-	-	-	-	
Stevens County Rural Library District (I)	-	-	-	-	-	-	\$20.06	\$21.92	\$23.26
Walla Walla Public Library	-	-	-	-	-	-	-	-	
Average	\$23.84	-	\$35.41	-	-	-	\$19.69	\$24.72	\$24.29
Average	\$20.0 1		Q				<i><i>v</i></i> i cioco	¥= =	¥=
5,001 - 25,000									
Anacortes Public Library	-	-	-	-	-	-	-	-	
Asotin County Library	-	-	-	-	-	-	-	-	
Burlington Public Library	-	-	-	-	-	-	-	-	
Camas Public Library	\$27.40	-	\$32.73	-	-	-	-	-	
Chewelah Public Library	-	-	-	-	-	-	-	-	
Ellensburg Public Library	-	-	-	-	-	-	-	-	
Enumclaw Public Library	-	-	-	-	-	-	-	-	
· · · · · · · · · · · · · · · · · · ·									

Enumclaw Public Library	-	-	-	-	-	-	-	-	-
Grandview (Bleyhl Community) Library	-	-	-	-	-	-	-	-	-
Jefferson County Rural Library District	-	\$28.46	-	-	-	-	-	-	-
Kelso Public Library	-	-	-	-	-	-	-	-	-
Liberty Lake Municipal Library	-	-	-	-	-	-	-	-	-
Orcas Island Library District	-	-	-	-	-	-	-	-	-
Pend Oreille County Library District	-	-	-	-	-	-	-	-	\$17.00
Port Townsend Public Library	-	-	-	-	-	-	-	-	-
San Juan Island Library District	-	-	-	-	-	-	-	-	-
Sedro-Woolley Public Library	-	-	-	-	-	-	-	-	-
Walla Walla County Library District	-	-	-	-	-	-	-	-	-
Whitman County Library	-	-	-	-	-	-	-	-	-
Average	\$27.40	\$28.46	\$32.73	-	-	-	-	-	\$17.00

		tant Direct olic Service		Pers	onnel Dire	ctor	Main Branch Manager		
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
La Conner Regional Library	-	-	-	-	-	-	-	-	
Lopez Island Library District	-	-	-	-	-	-	-	-	
Ocean Shores Public Library	-	-	-	-	-	-	-	-	
Roslyn Public Library	-	-	-	-	-	-	-	-	
Upper Skagit Library District	-	-	-	-	-	-	-	-	
Average	-	-	-	-	-	-	-	-	
5,000 & under w/o certified librarian Castle Rock Public Library									
,	-	-	-	-	-	-	-	-	
Cathlamet (Blanche Bradley) Library	-	-	-	-	-	-	-	-	
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	
Davenport Public Library	-	-	-	-	-	-	-	-	
Dayton Memorial Library Harrington Public Library	-	-	-	-	-	-	-	-	
Kalama Public Library	-	-	-	-	-	-	-	-	
Kettle Falls Public Library	-	-	-	-	-	-	-	-	
Kittitas Public Library	-	-	-	-	-	-	-	-	
Odessa Public Library (j)	-	-	-	-	-	-	-	-	
Pomeroy (Denny Ashby) Library			-				-	_	
Reardan Memorial Library		_	-						
Ritzville Public Library (k)	_	_	_	_	_	_	_	_	
Roy City Library	-	-	-	-	-	-	-	-	
Sprague Public Library	_	-	-	-	-	-	-	-	
Waitsburg (Weller) Public Library	_	-	-	-	-	-	-	-	
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	
Average	-	-	-	-	-	-	-	-	
Overall Averages	\$34.54	\$41.66	\$47.78	\$30.74	\$35.65	\$41.35	\$26.35	\$33.37	\$34.17

Table 20 (continued)

		mated Sys Manager	tems		aging Libra mall Branc		Managing Librarian Medium Branch			
Public Libraries	Min. Med. Max.			Min.	Med.	Max.	Min.	Med.	Max.	

Over 250,000

Fort Vancouver Regional Library District	-	-	-	-	-	-	\$22.51	\$28.05	\$33.59
King County Library System	-	-	-	\$32.16	\$35.37	\$38.59	\$34.42	\$37.86	\$41.30
Pierce County Library System	\$33.58	\$38.93	\$45.13	-	-	-	-	-	-
Seattle Public Library	\$47.97	\$59.96	\$71.95	-	-	-	\$28.59	\$31.46	\$34.69
Sno-Isle Libraries	\$32.28	\$38.33	\$44.38	\$22.92	\$27.21	\$31.50	\$25.69	\$30.51	\$35.32
Timberland Regional Library	\$35.38	\$41.02	\$48.98	\$20.18	\$23.39	\$27.93	\$23.39	\$27.12	\$32.38
Average	\$37.30	\$44.56	\$52.61	\$25.09	\$28.66	\$32.67	\$26.92	\$31.00	\$35.46

100,001 - 250,000

Everett Public Library	-	-	-	-	-	-	-	-	-
Kitsap Regional Library	-	-	-	\$27.30	\$31.62	\$35.93	-	-	-
Mid-Columbia Library System	\$21.64	\$24.36	\$28.49	-	-	-	\$22.23	\$25.02	\$29.27
North Central Regional Library	-	-	-	\$11.37	\$13.30	\$16.16	\$12.28	\$14.36	\$17.48
Spokane County Library District	\$31.24	\$34.38	\$39.06	-	-	-	-	-	-
Spokane Public Library	\$25.15	\$29.55	\$33.95	-	-	-	-	-	-
Tacoma Public Library	\$34.51	\$38.11	\$41.68	\$28.36	\$31.32	\$34.29	\$28.36	\$31.32	\$34.29
Whatcom County Library System	-	-	-	\$20.06	\$24.07	\$28.08	\$20.06	\$24.07	\$28.08
Yakima Valley Regional Library	-	-	-	\$11.54	\$13.87	\$16.16	\$15.64	\$18.79	\$21.90
Average	\$28.14	\$31.60	\$35.80	\$19.73	\$22.84	\$26.12	\$19.71	\$22.71	\$26.20

25,001 - 100,000

Average	\$21.87	\$24.59	\$27.25	\$13.83	-	\$19.56	-	-	-
Walla Walla Public Library	-	-	-	-	-	-	-	-	-
Stevens County Rural Library District (I)	\$20.06	\$21.92	\$23.26	-	-	-	-	-	-
Richland Public Library	-	-	-	-	-	-	-	-	-
Renton Public Library	-	-	-	-	-	-	-	-	-
Puyallup Public Library	-	-	-	-	-	-	-	-	-
Pullman (Neill) Public Library	\$20.18	\$22.29	\$24.63	-	-	-	-	-	-
North Olympic Library System	-	-	-	\$13.83	-	\$19.56	-	-	-
Mount Vernon City Library	-	-	-	-	-	-	-	-	-
Longview Public Library	\$21.61	\$23.95	\$26.46	-	-	-	-	-	-
Bellingham Public Library	\$25.62	\$30.19	\$34.66	-	-	-	-	-	-

5,001 - 25,000

Average	\$22.12	-	\$22.95	-	-	-	-	-	-
Whitman County Library	-	-	-	-	-	-	-	-	-
Walla Walla County Library District	-	-	-	-	-	-	-	-	-
Sedro-Woolley Public Library	-	-	-	-	-	-	-	-	-
San Juan Island Library District	-	-	-	-	-	-	-	-	-
Port Townsend Public Library	-	-	-	-	-	-	-	-	-
Pend Oreille County Library District	-	-	\$21.00	-	-	-	-	-	-
Orcas Island Library District	-	-	-	-	-	-	-	-	-
Liberty Lake Municipal Library	-	-	-	-	-	-	-	-	-
Kelso Public Library	-	-	-	-	-	-	-	-	-
Jefferson County Rural Library District	-	-	-	-	-	-	-	-	-
Grandview (Bleyhl Community) Library	-	-	-	-	-	-	-	-	-
Enumclaw Public Library	-	-	-	-	-	-	-	-	-
Ellensburg Public Library	-	-	-	-	-	-	-	-	-
Chewelah Public Library	-	-	-	-	-	-	-	-	-
Camas Public Library	-	-	-	-	-	-	-	-	-
Burlington Public Library	\$22.12	-	\$24.90	-	-	-	-	-	-
Asotin County Library	-	-	-	-	-	-	-	-	-
Anacortes Public Library	-	-	-	-	-	-	-	-	-

		nated Syst Manager	ems		aging Libra nall Brancl		Managing Librarian Medium Branch		
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5.000 & under w/ certified librarian									
La Conner Regional Library	_	-	-	-	-	-	-	-	
Lopez Island Library District	-	-	-	-	-	-	-	-	
Ocean Shores Public Library	-	-	-	-	-	-	-	-	
Roslyn Public Library	-	-	-	-	-	-	_	-	
Upper Skagit Library District	-	-	-	-	-	-	-	-	
Average	-	-	-	-	-	-	-	-	
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	
Cathlamet (Blanche Bradley) Library	-	-	-	-	-	-	-	-	
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	
Davenport Public Library	-	-	-	-	-	-	-	-	
Dayton Memorial Library	-	-	-	-	-	-	-	-	
Harrington Public Library	-	-	-	-	-	-	-	-	
Kalama Public Library	-	-	-	-	-	-	-	-	
Kettle Falls Public Library	-	-	-	-	-	-	-	-	
Kittitas Public Library	-	-	-	-	-	-	-	-	
Odessa Public Library (j)	-	-	-	-	-	-	-	-	
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	
Reardan Memorial Library	-	-	-	-	-	-	-	-	
Ritzville Public Library (k)	-	-	-	-	-	-	-	-	
Roy City Library	-	-	-	-	-	-	-	-	
Sprague Public Library	-	-	-	-	-	-	-	-	
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	
Average	-	-	-	-	-	-	-	-	
Overall Averages	\$28.56	\$33.58	\$36.32	\$20.86	\$25.02	\$27.58	\$23.32	\$26.86	\$30.8

		aging Libra arge Branc			iging Libra Large Brar		Depar	tment Man	ager
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District	\$23.64	\$29.46	\$35.28	\$24.84	\$30.96	\$37.07	\$24.24	\$32.08	\$39.92
King County Library System	\$23.04	\$29.40	\$46.17	\$39.39	\$43.33	\$47.27	\$36.81	\$40.50	\$44.18
Pierce County Library System	\$30.01	ψ+2.+3	ψ+0.17	\$26.64	\$30.89	\$35.81	\$26.64	\$30.89	\$35.81
Seattle Public Library	\$30.16	\$33.23	\$36.60	\$30.16	\$33.23	\$36.60	\$32.25	\$35.51	\$39.14
Sno-Isle Libraries	\$28.81	\$34.21	\$39.60	\$32.28	\$38.33	\$44.38	\$28.81	\$34.21	\$39.60
Timberland Regional Library	\$26.33	\$30.52	\$36.44	\$27.93	\$32.38	\$38.66	φ20.01	φ04.21	φ00.00
Average	\$29.55	\$33.98	\$38.82	\$30.21	\$34.85	\$39.97	\$29.75	\$34.64	\$39.73
, nonago	• • • • •		• • • •	• • •		• • • •	• • •	••••	
100,001 - 250,000									
Everett Public Library	\$29.50	\$33.93	\$38.36	-	-	-	\$29.50	\$33.93	\$38.36
Kitsap Regional Library	\$27.30	\$31.62	\$35.93	\$29.53	\$34.20	\$38.86	-	-	
Mid-Columbia Library System	\$22.23	\$25.02	\$29.27	\$22.23	\$25.02	\$29.27	-	-	-
North Central Regional Library	\$13.30	\$15.54	\$18.90	\$17.48	\$20.45	\$24.85	\$23.91	\$27.94	\$34.00
Spokane County Library District	-	-	-	\$31.24	\$34.38	\$39.06	\$24.90	\$27.39	\$31.13
Spokane Public Library	\$22.79	\$26.77	\$30.76	\$24.55	\$28.83	\$33.12	\$24.55	\$28.83	\$33.12
Tacoma Public Library	\$28.36	\$31.32	\$34.29	\$28.36	\$31.32	\$34.29	\$28.36	\$31.32	\$34.29
Whatcom County Library System	\$21.59	\$26.99	\$32.39	\$23.49	\$29.39	\$35.28	\$21.59	\$26.99	\$32.39
Yakima Valley Regional Library	\$21.58	\$26.44	\$31.50	-	-	-	\$21.58	\$26.44	\$32.39
Average	\$23.33	\$27.20	\$31.43	\$25.27	\$29.08	\$33.53	\$24.91	\$28.98	\$33.67
25.001 100.000			·		· ·	·	·		
25,001 - 100,000							* 05.00	*************	*0 4 0 0
Bellingham Public Library	-	-	-	-	-	-	\$25.62	\$30.19	\$34.66
Longview Public Library	-	-	-	-	-	-	\$21.61	\$23.95	\$26.46
Mount Vernon City Library	-	-	-	-	-	-	-	-	•
North Olympic Library System	-	-	-	-	-	-	\$13.15	-	\$29.05
Pullman (Neill) Public Library	-	-	-	-	-	-	\$20.18	\$22.29	\$24.63
Puyallup Public Library	-	-	-	-	-	-	-	-	-
Renton Public Library	-	-	-	-	-	-	-	-	
Richland Public Library	-	-	-	-	-	-	-	-	-
Stevens County Rural Library District (I)	-	-	-	-	-	-	-	-	
Walla Walla Public Library	-	-	-	-	-	-	\$25.74	\$29.30	\$32.86
Average	-	-	-	-	-	-	\$21.26	\$26.43	\$29.53
5,001 - 25,000									
Anacortes Public Library	_		-						
Asotin County Library	_			-		-	-	-	
Burlington Public Library	-		-	-	-	-	-	-	-
Camas Public Library	-		-	-	-	-	¢00.05	-	¢07.40
	-	-	-	-	-	-	\$22.95	-	\$27.40
Chewelah Public Library	-	-	-	-	-	-	-	-	
Ellensburg Public Library	-	-	-	-	-	-	-	-	\$17.27
Enumclaw Public Library	-	-	-	-	-	-	-	-	
Grandview (Bleyhl Community) Library	-	-	-	-	-	-	-	-	-
Jefferson County Rural Library District	-	-	-	-	-	-	-	-	
Kelso Public Library	-	-	-	-	-	-	-	-	
Liberty Lake Municipal Library	-	-	-	-	-	-	-	-	
Orcas Island Library District	-	-	-	-	-	-	-	-	
Pend Oreille County Library District	-	-	-	-	-	-	-	-	
Port Townsend Public Library	-	-	-	-	-	-	\$22.19	\$24.66	\$27.12
San Juan Island Library District	-	-	-	-	-	-	\$24.63	\$27.32	\$30.28
Sedro-Woolley Public Library	-	-	-	-	-	-	-	-	
Walla Walla County Library District	-	-	-	-	-	-	-	-	
Whitman County Library	-	-	-	-	-	-	-	-	

		aging Libra arge Branc			aging Libra ′ Large Bra		Department Manager		
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
La Conner Regional Library	-	-	-	-	-	-	-	-	
Lopez Island Library District	-	-	-	-	-	-	-	-	
Ocean Shores Public Library	-	-	-	-	-	-	-	-	
Roslyn Public Library	-	-	-	-	-	-	-	-	
Upper Skagit Library District	-	-	-	-	-	-	-	-	
Average	-	-	-	-	-	-	-	-	
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	
Cathlamet (Blanche Bradley) Library	-	-	-	-	-	-	-	-	
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	
Davenport Public Library	-	-	-	-	-	-	-	-	
Dayton Memorial Library	-	-	-	-	-	-	-	-	
Harrington Public Library	-	-	-	-	-	-	-	-	
Kalama Public Library	-	-	-	-	-	-	-	-	
Kettle Falls Public Library	-	-	-	-	-	-	-	-	
Kittitas Public Library	-	-	-	-	-	-	-	-	
Odessa Public Library (j)	-	-	-	-	-	-	-	-	
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	
Reardan Memorial Library	-	-	-	-	-	-	-	-	
Ritzville Public Library (k)	-	-	-	-	-	-	-	-	
Roy City Library	-	-	-	-	-	-	-	-	
Sprague Public Library	-	-	-	-	-	-	-	-	
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	
Average	-	-	-	-	-	-	-	-	
Overall Averages	\$25.72	\$29.81	\$34.27	\$27.55	\$31.75	\$36.50	\$24.96	\$29.65	\$32.5

	L	_ibrarian 1		I	_ibrarian 2			upervisory ary Associa	
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District	\$18.48	\$23.02	\$27.56	\$19.41	\$24.19	\$28.96	\$15.93	\$21.08	\$26.24
King County Library System	\$28.09	\$30.90	\$33.71	\$30.06	\$33.07	\$36.08	\$24.54	\$26.99	\$20.24
Pierce County Library System	φ20.00	φ00.00	φ00.7 T	φ00.00 -	φ00.07	φ00.00	φ24.04	φ20.00	φ20.++
Seattle Public Library	\$25.25	\$27.78	\$30.63	\$25.25	\$27.78	\$30.63	\$24.34	\$26.84	\$29.58
Sno-Isle Libraries	\$22.92	\$27.21	\$31.50	φ20.20	φ21.10	φ00.00 -	\$20.46	\$24.28	\$28.10
Timberland Regional Library	\$18.47	\$21.41	\$25.56	\$22.05	\$25.56	\$30.52	φ20.40 -	φ24.20	φ20.10
Average	\$22.64	\$26.06	\$29.79	\$24.19	\$27.65	\$31.55	\$21.32	\$24.80	\$28.34
		-	-	-		-	-		
100,001 - 250,000									
Everett Public Library	\$24.53	\$27.03	\$29.82	\$26.80	\$29.51	\$32.26	\$23.36	\$25.74	\$28.38
Kitsap Regional Library	\$19.95	\$23.10	\$26.25	\$21.58	\$24.99	\$28.39	-	-	
Mid-Columbia Library System	\$20.45	\$23.01	\$26.92	\$20.45	\$23.01	\$26.92	\$17.38	\$19.56	\$22.89
North Central Regional Library	-	-	-	-	-	-	-	-	-
Spokane County Library District	\$20.14	\$22.16	\$25.18	\$23.17	\$25.49	\$28.97	\$16.51	\$18.16	\$20.63
Spokane Public Library	\$18.70	\$21.97	\$25.24	\$19.65	\$23.09	\$26.52	\$17.80	\$20.91	\$24.03
Tacoma Public Library	\$22.75	\$25.23	\$27.91	-	-	-	\$23.18	\$25.59	\$27.98
Whatcom County Library System	\$20.06	\$24.07	\$28.08	-	-	-	\$17.44	\$20.93	\$24.42
Yakima Valley Regional Library	\$19.62	\$24.03	\$29.44	\$21.58	\$26.44	\$32.39	\$13.53	\$16.26	\$18.94
Average	\$20.78	\$23.83	\$27.36	\$22.21	\$25.42	\$29.24	\$18.46	\$21.02	\$23.90
25,001 - 100,000									
Bellingham Public Library	\$21.95	\$25.83	\$29.70	\$23.00	\$27.06	\$31.13	\$19.52	\$21.33	\$23.30
Longview Public Library	φ21.95	φ23.03	φ29.70	φ23.00	φ21.00	φ 31.13	\$18.25	\$20.22	\$23.30
Mount Vernon City Library	-	-	-	-	-	-	φ10.2J	φ20.22	ΨΖΖ.34
North Olympic Library System	\$15.26	-	\$22.13	\$16.87	-	\$24.44	\$13.15	-	\$18.16
Pullman (Neill) Public Library	φ13.20	-	φ22.13	φ10.0 <i>1</i>	-	φ24.44	\$16.57	\$18.30	\$20.18
Puyallup Public Library	\$22.87	\$26.30	\$29.73	\$25.16	\$28.93	\$32.70	φ10.57	φ10.30	φ20.10
Renton Public Library	\$27.36	\$20.30	\$33.31	φ23.10	φ20.95	φ32.70	- \$24.17	\$26.68	\$29.45
-	\$27.30	\$23.91	\$28.69	- \$23.13	\$28.91	e24.60	\$24.17	\$20.00	\$29.43
Richland Public Library	\$19.13	\$Z3.91	φ20.09	φ23.13	\$20.91	\$34.69			
Stevens County Rural Library District (I)	-	-	-	-	- ¢07.00	-	\$14.46	\$15.34	\$16.76
Walla Walla Public Library	-	-	-	\$24.01	\$27.32	\$30.64	-	-	
Average	\$21.31	\$26.56	\$28.71	\$22.43	\$28.06	\$30.72	\$17.89	\$20.96	\$22.70
5,001 - 25,000									
Anacortes Public Library	-	-	-	\$23.14	-	\$29.32	\$19.96	-	\$22.47
Asotin County Library	-	-	-	-	-	-	-	-	-
Burlington Public Library	\$20.90	-	\$24.23	-	-	-	-	-	-
Camas Public Library	-	-	-	-	-	-	-	-	-
Chewelah Public Library	-	-	-	-	-	-	-	-	-
Ellensburg Public Library	-	-	-	-	-	-	-	-	\$17.27
Enumclaw Public Library	-	-	-	-	-	-	-	-	
Grandview (Bleyhl Community) Library	-	-	-	-	-	-	-	-	
Jefferson County Rural Library District	-	\$20.34	-	-	-	-	-	-	
Kelso Public Library	-	-	-	-	-	-	-	-	-
Liberty Lake Municipal Library	-	-	-	-	-	-	-	-	-
Orcas Island Library District	_	-	-	-	-	-	-	-	-
Pend Oreille County Library District	-	-	-	-	-	-	-	-	
Port Townsend Public Library	-	-	-	\$18.63	\$20.70	\$22.77	\$16.87	\$18.75	\$20.62
San Juan Island Library District		-	-	÷10.00	-		÷10.01	-	Ψ20.02
Sedro-Woolley Public Library		-	_		_		_	_	
Walla Walla County Library District			_		_		-		
Whitman County Library		-	-	_	-	-	-	-	
	£20.00	¢00.04	¢04.00	¢20.00	¢20.70	\$00.0F	¢40.40	¢40.75	¢00.40
Average	\$20.90	\$20.34	\$24.23	\$20.89	\$20.70	\$26.05	\$18.42	\$18.75	\$20.12

	L	_ibrarian 1			Librarian 2		Supervisory Library Associate		
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
La Conner Regional Library	-	-	-	-	-	-	-	-	
Lopez Island Library District	-	-	-	-	-	-	-	-	
Ocean Shores Public Library	-	-	-	-	-	-	-	-	
Roslyn Public Library	-	-	-	-	-	-	-	-	
Upper Skagit Library District	-	-	-	-	-	-	-	-	
Average	-	-	-	-	-	-	-	-	
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	
Cathlamet (Blanche Bradley) Library	-	-	-	-	-	-	-	-	
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	
Davenport Public Library	-	-	-	-	-	-	-	-	
Dayton Memorial Library	-	-	-	-	-	-	-	-	
Harrington Public Library	-	-	-	-	-	-	-	-	
Kalama Public Library	-	-	-	-	-	-	-	-	
Kettle Falls Public Library	-	-	-	-	-	-	-	-	
Kittitas Public Library	-	-	-	-	-	-	-	-	
Odessa Public Library (j)	-	-	-	-	-	-	-	-	
Pomeroy (Denny Ashby) Library	-	-	\$10.50	-	-	-	-	-	
Reardan Memorial Library	-	-	-	-	-	-	-	-	
Ritzville Public Library (k)	-	-	-	-	-	-	-	-	
Roy City Library	-	-	-	-	-	-	-	-	
Sprague Public Library	-	-	-	-	-	-	-	-	
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	
Average	-	-	\$10.50	-	-	-	-	-	
Overall Averages	\$21.41	\$24.86	\$27.30	\$22.58	\$26.40	\$29.84	\$18.83	\$21.72	\$23.8

2008 Salaries Table 20 (continued)

Over 250,000 Fort Vancouver Regional Library District \$15,053 \$21,08 \$26,024 \$16,03 \$18,16 \$10,00 \$12,76 \$14,46 Forg County Library System - - - - \$27,43 \$22,36 \$22,72 \$11,22 \$11,61 \$11,60 \$14,60 \$16,83 \$21,05 \$22,15 \$22,66 \$10,07 \$13,33 \$22,24 \$11,48 \$11,63 \$12,76 \$12,76 \$12,76 \$12,76 \$12,76 \$12,76 \$12,76 \$12,76 \$13,93 \$22,23 \$12,24 \$14,16 \$14 \$12,76 \$13,92 \$12,23 \$12,24 \$14,16 \$15 \$13,00 \$14,92 \$17 100,001 - 250,000 Event Public Library - - \$17,73 \$12,00 \$22,116 \$15,06 \$16,00 \$14,92 \$17 100,001 - 250,000 Event Public Library - - - \$12,07 \$14,40 \$12,17 \$15 110,001 - 250,000 Event Public Library \$13,80 \$14,07 \$16,80 <		Libr	Senior ary Associ	ate	Libr	ary Associ	ate	Library Assistant 1			
Firt Nancouver Regional Library District 915.03 921.24 912.20 912.00 912.76 913.86 Ming County Library System 5 - - 524.34 522.88 522.87 516.28 <	Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.	
First Vancouver Regional Library District 915.03 912.00 912.70 913. 912.00 912.70 913. Reing County Library System - - 521.43 522.88 522.72 516.28	Over 250 000										
King County Library System 518.6 511.28	· · ·	¢15.00	¢01.00	¢06.04	¢10.00	¢16.02	¢10.10	¢10.c0	¢10.70	¢14.00	
Period County Library System \$18.86 \$22.83 \$15.33 \$18.01 \$20.87 \$12.16 \$14.86 \$16.34 \$11.35 \$11.34 \$11.34 \$11.34 \$11.34 \$11.34 \$11.34 \$11.34 \$11.35 \$11.34 \$11.35 \$11.34 \$11.35 \$11.34 \$11.35 \$11.34 \$11.37 \$11.37 \$11.37 \$11.37 \$11.35 \$11.34 \$11.37 \$11.37 \$11.35 \$11.34 \$11.37 \$11.37 \$11.35 \$11.34 \$11.37 <td></td> <td>\$15.93</td> <td>⊅21.00</td> <td>¢20.24</td> <td></td> <td></td> <td>-</td> <td></td> <td></td> <td></td>		\$15.93	⊅ 21.00	¢20.24			-				
Seattle Dulic Library \$21.05 \$23.15 \$25.64 \$16.67 \$18.35 \$20.242 \$14.83 \$16.36 \$15.77 \$177 Timbertand Regional Library - - \$16.62 \$19.23 \$22.37 \$12.44 \$15.37 \$177 Timbertand Regional Library - - \$17.43 \$19.20 \$22.18 \$15.60 \$14.45 \$16.60 \$14.45 \$16.60 \$17.43 \$19.20 \$21.18 \$15.60 \$14.49 \$17 Hold-Columbia Library - - \$17.43 \$19.20 \$21.18 \$15.60 \$14.49 \$16 \$16.00 \$11.37 \$15.50 \$11.04 \$12.87 \$14.49 \$15 \$10.75 \$10.45 \$12.47 \$11.45 \$11.37 \$15 \$10.72 \$11.44 \$12.87 \$11.44 \$12.87 \$14.49 \$15 \$10.72 \$11.37 \$15 \$10.72 \$12.89 \$15.55 \$17.59 \$19.84 \$12.99 \$15.50 \$17.73 \$19.99 \$15.55 \$17.79 \$19.84 \$		- ¢10.00	- ¢04.05	- ¢05-00							
Sno-lak Lubranies \$18.23 \$21.66 \$25.68 \$16.27 \$19.32 \$22.37 \$11.24 \$15.37 \$17.7 Timberland Regional Library - - \$16.90 \$19.59 \$52.39 \$12.24 \$14.95 \$17.40 100.001 - 250,000 Everent Public Library - - \$17.43 \$19.20 \$21.18 \$15.66 \$18.60 \$16.60 \$18.74 Kitson Pegional Library - - \$17.43 \$19.20 \$21.18 \$15.66 \$16.60 \$11.44 \$16.75 \$18.28 \$20.75 - - - - \$92.77 \$14.40 \$17.40 \$10.77 \$18.91 - - - \$92.77 \$14.40 \$17.40 \$20.09 \$24.03 \$14.457 \$16.60 \$18.40 \$12.24 \$13.35 \$10.27 \$12.40 \$13.24 \$13.35 \$10.27 \$10.45 \$13.79 \$15.55 Spokame County Library Distinct \$17.64 \$20.03 \$24.42 \$13.33 \$16.55 \$10.27 \$10.27											
Tmbernand Regional Library . </td <td></td>											
Average \$18.52 \$21.94 \$25.55 \$16.62 \$19.15 \$21.96 \$13.00 \$14.92 \$17 100.001 - 250,000 Evenet Public Library - \$17.43 \$19.20 \$21.18 \$15.06 \$16.60 \$11.43 Kisap Regional Library - - \$12.67 \$14.40 \$11.77 \$11.27 \$11.27 \$11.27 \$11.27 \$11.27 \$11.27 \$11.27 \$11.27 \$11.27 \$11.23 \$11.04 \$12.27 \$14.40 \$11.71 \$11.27 \$11.27 \$11.27 \$11.27 \$11.23 \$11.04 \$12.247 \$14.40 \$12.247 \$14.40 \$12.247 \$14.40 \$12.247 \$14.40 \$12.247 \$14.40 \$12.208 \$12.208 \$12.208 \$12.268 \$11.24 \$13.37 \$15.17 \$10.98 \$13.309 \$15.40 \$11.45 \$13.17 \$11.45 \$13.208 \$12.208 \$12.208 \$12.248 \$14.40 \$15 Pacima Public Library \$16.56 \$17.87 \$19.52 \$15.42 \$10.46		\$10.23	φ21.00	φ23.00						\$16.90	
100,001 - 250,000 Event Public Library - - \$17,43 \$19,20 \$21,18 \$15,06 \$16,60 \$16 Midap Regional Library - - \$15,76 \$18,20 \$21,18 \$15,06 \$16,60 \$16 Spokane County Library District \$15,50 \$17,06 \$19,38 \$14,57 \$16,02 \$12,28 - .		÷40.50	- *04.04	*05.55							
Everett Public Library - - \$17.43 \$19.20 \$21.16 \$15.60 \$15.60 \$15.76 Khap Ragional Library System \$14.36 \$11.17 \$18.11 - - 515.76 \$18.26 \$20.75 -	Average	\$18.52	\$21.94	\$25.55	\$16.62	\$19.15	\$21.96	\$13.00	\$14.92	\$17.05	
Kitsap Regional Lbrary - - \$15.76 \$18.26 \$20.75 - - Mid-Columbia Lbrary System \$14.36 \$16.17 \$18.91 - - - 512.87 \$14.49 \$16 Spokane Dubic Library -	100,001 - 250,000										
Mid-Councils Library System \$14.36 \$16.17 \$18.91 - - \$12.87 \$14.40 \$11.37 \$13.13 North Central Regional Library \$15.50 \$11.00 \$19.38 \$14.57 \$16.02 \$18.21 \$11.00 \$12.14 \$13 Spokane County Library District \$15.50 \$11.00 \$22.44 \$16.37 \$11.11 \$19.98 \$15.40 \$17.40 \$22.44 \$16.35 \$19.07 \$11.45 \$13.99 \$15.40 \$17.72 \$12.83 \$14.40 \$11.45 \$13.99 \$15.40 \$17.72 \$12.83 \$14.40 \$11.45 \$13.99 \$15.40 \$11.45 \$13.99 \$15.40 \$11.45 \$13.99 \$15.40 \$11.45 \$13.79 \$15.72 \$12.83 \$13.79 \$15.72 \$12.83 \$13.10 \$12.21 \$13.79 \$12.12 \$13.79 \$12.12 \$13.79 \$12.12 \$13.79 \$12.12 \$13.79 \$12.12 \$13.79 \$12.12 \$13.79 \$12.03 \$13.15 \$13.79 \$12.42 \$14.40 \$14.40 </td <td>Everett Public Library</td> <td>-</td> <td>-</td> <td>-</td> <td>\$17.43</td> <td>\$19.20</td> <td>\$21.18</td> <td>\$15.06</td> <td>\$16.60</td> <td>\$18.29</td>	Everett Public Library	-	-	-	\$17.43	\$19.20	\$21.18	\$15.06	\$16.60	\$18.29	
North Central Regional Library - <th< td=""><td>Kitsap Regional Library</td><td>-</td><td>-</td><td>-</td><td>\$15.76</td><td>\$18.26</td><td>\$20.75</td><td>-</td><td>-</td><td></td></th<>	Kitsap Regional Library	-	-	-	\$15.76	\$18.26	\$20.75	-	-		
North Central Regional Library - <th< td=""><td></td><td>\$14.36</td><td>\$16.17</td><td>\$18.91</td><td>-</td><td>-</td><td>-</td><td>\$12.87</td><td>\$14.49</td><td>\$16.94</td></th<>		\$14.36	\$16.17	\$18.91	-	-	-	\$12.87	\$14.49	\$16.94	
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Spokane Public Library \$17.80 \$20.91 \$24.03 - - \$12.08 - \$11 Tacoma Public Library \$18.88 \$20.92 \$23.14 \$16.37 \$11.45 \$13.73 \$15.40 \$11.45 \$13.73 \$15.40 \$11.45 \$13.73 \$16.45 \$10.72 \$12.83 \$14.45 \$13.73 \$16.45 \$10.72 \$12.83 \$14.45 \$13.73 \$16.45 \$10.72 \$12.83 \$14.45 \$13.73 \$16.40 \$12.90 \$15.55 \$17.59 \$19.84 \$12.12 \$13.73 \$15.55 25,001 - 100,000 \$15.42 \$16.64 \$18.40 \$12.90 \$14.10 \$11.45 26,001 - 100,000 \$18.25 \$20.22 \$22.34 \$18.66 \$18.40 \$12.90 \$14.10 \$11.45 26,001 - 100,000 \$18.35 \$17.87 \$18.30 \$13.41 \$15.76 \$18.30 \$13.41 \$15.76 \$17.77 \$17.31 \$14.10 \$11.25 \$12.77 \$17.12		\$15.50	\$17.06	\$19.38	\$14.57	\$16.02	\$18.21			\$13.79	
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Jefferson County Rural Library District \$14.36 - - - \$11.53 Kelso Public Library - - - - - \$15.00 \$16 Liberty Lake Municipal Library - - - - - \$15.00 \$16 Orcas Island Library District \$19.96 \$28.12 \$13.15 \$20.86 \$11.00 \$13.23 Pend Oreille County Library District \$11.67 \$12.36 \$13.11 - - \$9.38 \$9.84 \$10.0 Port Townsend Public Library \$15.61 \$17.35 \$19.08 \$13.78 \$15.31 \$16.84 - - San Juan Island Library District \$19.95 \$22.14 \$24.54 \$15.56 \$17.21 \$19.06 \$13.95 - \$14.45 Sedro-Woolley Public Library \$19.07 - - \$8.75 - \$10.50 - Walla Walla County Library District - - - - - - - - - -			-	-	-	-	-	-	-		
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Liberty Lake Municipal Library ··· ·	· · ·	-	-		_	_	-	-		\$16.80	
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Sedro-Woolley Public Library\$19.07-\$8.75-\$10.50-Walla Walla County Library DistrictWhitman County Library	-							\$13.95	_	\$14.6	
Walla Walla County Library District			Ψ_2.14	Ψ _		ψ11.21	φ10.00 -			ψι τ .00	
Whitman County Library		ψ13.01 -	_	_	ψ0.70	_	-	φ10.00 -	_		
		-	-	-	-	-	-	-	-		
AVELOUE (VIC.17 VIC.10 VIC.03 VIC.02 JIC.04 JIC.20 JIC.20 JIC.02 JIC.02 JIC.02	Average	\$16.74	\$16.46	\$20.55	\$13.92	\$15.92	\$18.54	\$12.20	\$12.62	\$14.80	

Public Libraries 5,000 & under w/ certified librarian La Conner Regional Library Lopez Island Library District	Min. - -	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max
La Conner Regional Library	-					maxi	IVIIII.	wea.	Max.
	-								
Lopez Island Library District	-	-	-	-	-	-	\$12.23	\$12.97	\$14.59
		-	-	-	-	-	-	-	
Ocean Shores Public Library	\$21.85	\$21.85	\$21.85	\$20.80	\$20.80	\$20.80	\$19.20	\$19.20	\$19.20
Roslyn Public Library	-	-	-	-	-	-	-	-	
Upper Skagit Library District	-	-	-	-	-	-	-	-	
Average	\$21.85	\$21.85	\$21.85	\$20.80	\$20.80	\$20.80	\$15.72	\$16.09	\$16.90
5,000 & under w/o certified librarian							\$0.00	* 0.00	
Castle Rock Public Library	-	-	-	-	-	-	\$9.22	\$9.22	
Cathlamet (Blanche Bradley) Library	-	-	-	-	-	-	-	-	
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	
Davenport Public Library	-	-	-	-	-	-	-	-	
Dayton Memorial Library	-	-	-	-	-	-	\$8.45	-	\$12.5
Harrington Public Library	-	-	-	-	-	-	-	-	
Kalama Public Library	-	-	-	-	-	-	-	-	\$9.0
Kettle Falls Public Library	-	-	-	-	-	-	-	-	
Kittitas Public Library	-	-	-	-	-	-	\$10.00	-	
Odessa Public Library (j)	-	-	-	-	-	-	-	-	
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	
Reardan Memorial Library	-	-	-	-	-	-	-	-	
Ritzville Public Library (k)	-	-	-	-	-	-	-	-	
Roy City Library	-	-	-	-	-	-	-	\$8.40	
Sprague Public Library	-	-	-	-	-	-	-	-	
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	\$9.86	\$9.86	\$9.8
Average	-	-	-	-	-	-	\$9.38	\$9.16	\$10.4
Overall Averages	\$17.07	\$19.18	\$21.78	\$15.40	\$17.93	\$19.75	\$12.28	\$13.69	\$15.3

2008 Salaries									
Table 20 (continued)									
							C.u.a	- terralan	
	Libra	ary Assista	nt 2		Page		•	erintenden laintenance	
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District	\$11.69	\$14.11	\$16.52	\$8.51	\$10.27	\$12.02	\$28.11	\$35.03	\$41.95
King County Library System	\$18.72	\$20.60	\$22.47	\$10.18	\$11.19	\$12.21	φ <u>2</u> 0.11	-	
Pierce County Library System	\$14.07	\$16.32	\$18.91	\$8.64	\$10.00	\$11.60	\$26.64	\$30.89	\$35.81
Seattle Public Library	\$15.60	\$17.16	\$18.93	\$14.55	\$16.03	\$17.63	\$34.98	\$43.73	\$52.47
Sno-Isle Libraries	\$14.51	\$17.24	\$19.97	\$9.19	\$10.92	\$12.65	-	-	-
Timberland Regional Library	\$12.95	\$15.01	\$17.93	\$8.07	\$9.36	\$11.17	-	-	-
Average	\$14.59	\$16.74	\$19.12	\$9.86	\$11.30	\$12.88	\$29.91	\$36.55	\$43.41
100,001 - 250,000									
Everett Public Library	\$16.60	\$18.29	\$20.15	\$8.76	\$9.43	\$10.65	-	-	
Kitsap Regional Library	\$12.45	\$14.42	\$16.39	\$9.10	\$10.54	\$11.97	\$27.30	\$31.62	\$35.93
Mid-Columbia Library System	φ12.45	- -	ψ10.00	\$8.07	\$9.08	\$10.62	ψ21.00	ψ01.02 -	ψ00.00
North Central Regional Library	-	-	-	\$8.07	\$9.33	\$11.37	-	-	-
Spokane County Library District	\$12.98	\$14.28	\$16.23	\$8.07	\$8.42	\$8.87	\$21.59	\$23.75	\$26.98
Spokane Public Library	\$13.07	÷:20	\$17.06	\$7.93	-	-	\$19.65	\$23.09	\$26.52
Tacoma Public Library	-	-	-	\$9.56	\$10.31	\$11.05	\$33.43	\$36.93	\$40.39
Whatcom County Library System	\$12.26	\$14.72	\$17.18	\$9.98	\$11.97	\$13.95	-	-	
Yakima Valley Regional Library	\$10.72	\$12.83	\$14.46	\$8.07	\$8.07	\$8.07	-	-	-
Average	\$13.01	\$14.91	\$16.91	\$8.62	\$9.64	\$10.82	\$25.49	\$28.85	\$32.46
25,001 - 100,000 Bellingham Public Library	\$14.50	\$15.87	\$17.35	\$8.55	\$8.79	\$9.06			
Longview Public Library	\$14.53	\$16.10	\$17.76	\$8.17	\$8.79	\$10.63	_		
Mount Vernon City Library	\$11.01	\$12.21	\$13.41	\$8.07	\$8.95	\$9.82	-	-	
North Olympic Library System	\$9.31	φ12.21 -	\$12.22	\$8.04		\$9.78	\$13.15	-	\$18.16
Pullman (Neill) Public Library	\$11.57	\$12.15	\$12.77	\$7.93	\$8.35	\$8.78	-	-	
Puyallup Public Library	-	-	-	\$8.59	\$9.71	\$10.98	-	-	-
Renton Public Library	\$17.13	\$18.89	\$20.84	\$8.07	\$8.91	\$9.75	-	-	-
Richland Public Library	\$13.06	\$13.22	\$16.32	\$8.07	\$10.09	\$12.11	-	-	-
Stevens County Rural Library District (I)	-	-	-	\$7.93	-	-	-	-	-
Walla Walla Public Library	-	-	-	\$8.18	\$9.31	\$10.44	-	-	-
Average	\$13.02	\$14.74	\$15.81	\$8.16	\$9.11	\$10.15	\$13.15	-	\$18.16
5,001 - 25,000									
Anacortes Public Library	\$13.59	_	\$16.72	\$8.07	_	\$8.79	_	-	
Asotin County Library	φ10.00 -	_	φ10.72 -	φ0.07 -	-	φ0.15	-	_	_
Burlington Public Library	-	-	-	\$7.93	-	\$7.93	_	-	
Camas Public Library	-	-	-	\$11.29	-	\$12.33	-	-	_
Chewelah Public Library	-	-	-	\$10.20	-	-	-	-	-
Ellensburg Public Library	-	-	\$9.81	-	-	\$8.64	-	-	-
Enumclaw Public Library	\$10.19	\$11.89	\$13.59	\$8.07	\$8.07	\$8.07	-	-	_
Grandview (Bleyhl Community) Library	\$8.07	-	\$11.00	\$8.07	-	\$11.00	-	-	-
Jefferson County Rural Library District	-	\$13.16	-	-	\$7.93	-	-	-	-
Kelso Public Library	-	\$19.03	\$19.94	\$8.07	-	-	-	-	-
Liberty Lake Municipal Library	-	-	-	-	-	-	-	-	-
Orcas Island Library District	-	-	-	-	-	-	-	-	-
Pend Oreille County Library District	-	-	-	\$7.93	\$8.35	\$8.77	-	-	-
Port Townsend Public Library	\$12.51	\$13.89	\$15.28	\$7.93	\$8.81	\$9.69	-	-	-
San Juan Island Library District	-	-	-	-	-	-	-	-	
Sedro-Woolley Public Library	\$15.25	-	-	-	-	-	-	-	-
Walla Walla County Library District	-	-	-	-	-	\$8.07	-	-	
Whitman County Library		_	_	_	-	_	_		

\$14.39

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\$8.62

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\$9.25

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\$8.29

\$14.49

\$11.92

Whitman County Library

Average

	Libra	ary Assista	nt 2		Page		Superintendent of Maintenance		
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
La Conner Regional Library	\$13.67	\$14.50	\$16.31	\$8.07	\$8.07	\$8.07	-	-	
Lopez Island Library District	-	-	\$15.00	\$9.50	-	-	-	-	
Ocean Shores Public Library	-	-	-	-	-	-	-	-	
Roslyn Public Library	-	-	-	-	-	-	-	-	
Upper Skagit Library District	-	-	-	-	-	-	-	-	
Average	\$13.67	\$14.50	\$15.66	\$8.79	\$8.07	\$8.07	-	-	
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	
Cathlamet (Blanche Bradley) Library	-	-	-	-	-	-	-	-	
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	
Davenport Public Library	-	-	-	-	-	-	-	-	
Dayton Memorial Library	-	-	-	-	-	-	-	-	
Harrington Public Library	-	-	-	-	-	-	-	-	
Kalama Public Library	-	-	-	-	-	-	-	-	
Kettle Falls Public Library	-	-	-	-	-	-	-	-	
Kittitas Public Library	-	-	-	-	-	-	-	-	
Odessa Public Library (j)	-	-	-	-	-	-	-	-	
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	
Reardan Memorial Library	-	-	-	-	-	-	-	-	
Ritzville Public Library (k)	-	-	-	-	-	-	-	-	
Roy City Library	-	-	-	-	-	-	-	-	
Sprague Public Library	-	-	-	-	-	-	-	-	
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	
Wilbur (Hesseltine) Public Library	\$8.70	\$8.70	\$8.70	\$8.07	\$8.07	\$8.07	-	-	
Average	\$8.70	\$8.70	\$8.70	\$8.07	\$8.07	\$8.07	-	-	
Overall Averages	\$13.03	\$14.98	\$16.19	\$8.69	\$9.54	\$10.43	\$25.61	\$32.15	\$34.7

Whitman County Library

Average

Table 20 (continued)

	Facili	ties Superv	/isor	Maint	enance Wo	orker		Custodian	
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
0									
Over 250,000		.		• · · · · ·	• · · • = ·	•			
Fort Vancouver Regional Library District	\$20.91	\$26.05	\$31.19	\$16.19	\$19.54	\$22.88	-	-	-
King County Library System	\$28.09	\$30.90	\$33.71	\$18.72	\$20.60	\$22.47	-	-	-
Pierce County Library System	\$19.81	\$22.97	\$26.62	\$15.53	\$18.01	\$20.87	\$12.75	\$14.79	\$17.13
Seattle Public Library	\$26.82	\$29.56	\$32.61	\$19.53	\$21.54	\$23.68	\$15.53	\$17.08	\$18.79
Sno-Isle Libraries	\$25.69	\$30.51	\$35.32	-	-	-	-	-	-
Timberland Regional Library	\$22.05	\$25.56	\$30.52	-	-	-	\$11.51	\$13.34	\$15.93
Average	\$23.90	\$27.59	\$31.66	\$17.49	\$19.92	\$22.48	\$13.26	\$15.07	\$17.28
100,001 - 250,000									
Everett Public Library			-						
-	-	-		- ¢40.47	-	-	-	-	-
Kitsap Regional Library	-	-	-	\$13.47	\$15.60	\$17.73	\$11.51	\$13.33	\$15.15
Mid-Columbia Library System	-	-	-	\$14.78	\$16.63	\$19.45	-	-	-
North Central Regional Library	\$20.45	\$23.91	\$29.09	-	-	-	-	-	-
Spokane County Library District	-	-	-	-	-	-	-	-	-
Spokane Public Library	\$13.31	-	\$17.50	\$12.70	-	\$16.55	\$11.84	-	\$14.98
Tacoma Public Library	-	-	-	\$17.76	\$19.58	\$21.62	\$14.45	\$16.04	\$17.64
Whatcom County Library System	\$20.06	\$24.07	\$28.08	-	-	-	\$9.98	\$11.97	\$13.95
Yakima Valley Regional Library	-	-	-	\$11.54	\$13.87	\$16.16	\$10.72	\$12.83	\$14.46
Average	\$17.94	\$23.99	\$24.89	\$14.05	\$16.42	\$18.30	\$11.70	\$13.54	\$15.24
25,001 - 100,000									
Bellingham Public Library	-	-	-	-	-	-	-	-	-
Longview Public Library	-	-	-	-	-	-	-	-	-
Mount Vernon City Library	-	-	-	-	-	-	-	-	-
North Olympic Library System	-	-	-	\$10.79	-	\$14.53	-	-	-
Pullman (Neill) Public Library	-	-	-	-	-	-	-	-	-
Puyallup Public Library	-	-	-	-	-	-	-	-	-
Renton Public Library	-	-	-	-	-	-	-	-	-
Richland Public Library	-	-	-	-	-	-	-	-	-
Stevens County Rural Library District (I)	-	-	-	-	-	-	-	-	-
Walla Walla Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	\$10.79	-	\$14.53	-	-	-
5,001 - 25,000									
Anacortes Public Library	-	-	-	-	-	-	-	-	-
Asotin County Library	-	-	-	-	-	-	-	-	-
Burlington Public Library	-	-	-	-	-	-	-	-	-
Camas Public Library	-	-	-	-	-	-	-	-	-
Chewelah Public Library	-	-	-	-	-	-	\$15.00	-	-
Ellensburg Public Library	-	-	-	-	-	-	-	-	-
Enumclaw Public Library	-	-	-	-	-	-	-	-	-
Grandview (Bleyhl Community) Library	_	-	-	_	-	_	_	-	-
Jefferson County Rural Library District		_	-	_	_	_	_	-	_
Kelso Public Library		-	-	-			_		-
Liberty Lake Municipal Library			-					_	
Orcas Island Library District	-	-	-	-	-	-	-	-	-
Pend Oreille County Library District	-	-	-	-	-	-	-	-	-
	-	-		-	-	-	-	-	-
Port Townsend Public Library	-	-	-	-	-	-	-	-	-
San Juan Island Library District	-	-	-	-	-	-	-	-	-
Sedro-Woolley Public Library	-	-	-	-	-	-	-	-	-
Walla Walla County Library District	-	-	-	-	-	-	-	-	-

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	Facili	ties Superv	visor	Maint	enance Wo	orker		Custodian	
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5 000 8 under w/ contified librarian									
5,000 & under w/ certified librarian									
La Conner Regional Library	-	-	-	-	-	-	-	-	-
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Ocean Shores Public Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Upper Skagit Library District	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	\$13.44	\$13.44	\$13.44
Cathlamet (Blanche Bradley) Library	-	-	-	-	-	-	-	-	
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	\$10.50	\$10.50	\$10.50
Davenport Public Library	-	-	-	-	-	-	-	-	
Dayton Memorial Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kettle Falls Public Library	-	-	-	-	-	-	-	-	-
Kittitas Public Library	-	-	-	-	-	-	-	-	-
Odessa Public Library (j)	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Ritzville Public Library (k)	-	-	-	-	-	-	-	-	-
Roy City Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	_	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	_	_	-	-	-
Average	-	-	-	-	-	-	\$11.97	\$11.97	\$11.97
Overall Averages	\$21.91	\$26.69	\$29.40	\$15.10	\$18.17	\$19.59	\$12.48	\$13.70	\$15.20

Table 20 (continued)

Pend Oreille County Library District

Walla Walla County Library District

Port Townsend Public Library

Sedro-Woolley Public Library

Whitman County Library

Average

San Juan Island Library District

	Book	Mobile Dr	iver	De	livery Drive	er	Public Ir	formation	Officer
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District	\$12.90	\$16.03	\$19.16	\$12.90	\$15.56	\$18.22	-	-	
King County Library System	\$21.43	\$23.58	\$25.72	\$15.28	\$16.81	\$18.34	\$39.39	\$43.33	\$47.27
Pierce County Library System	\$15.53	\$18.01	\$20.87	\$13.40	\$15.54	\$18.02	\$26.64	\$30.89	\$35.81
Seattle Public Library	\$17.26	\$18.98	\$20.89	\$15.87	\$17.44	\$19.22	\$40.63	\$50.78	\$60.94
Sno-Isle Libraries	\$16.27	\$19.32	\$22.37	\$12.94	\$15.37	\$17.80	\$32.28	\$38.33	\$44.38
Timberland Regional Library	-	-	-	\$12.95	\$15.01	\$17.93	\$29.63	\$34.35	\$41.02
Average	\$16.68	\$19.18	\$21.80	\$13.89	\$15.96	\$18.26	\$33.71	\$39.54	\$45.88
100 001 250 000			·		· · · ·				
100,001 - 250,000									
Everett Public Library		-	- 017 70	-	-	-	-	-	¢05.00
Kitsap Regional Library	\$13.47	\$15.60	\$17.73	\$12.45	\$14.42	\$16.39	\$27.30	\$31.62	\$35.93
Mid-Columbia Library System	\$14.78	\$16.63	\$19.45	\$12.87	\$14.49	\$16.94	-	-	
North Central Regional Library	\$18.96	\$22.18	\$26.97	\$10.49	\$12.28	\$14.93	-	- ¢07.00	
Spokane County Library District	-	-	-	-	-	-	\$24.90	\$27.39	\$31.13
Spokane Public Library	\$15.59	-	\$20.32	\$12.70	-	\$16.55	\$19.65	\$23.09	\$26.52
Tacoma Public Library	-	-	-	-	-	- ¢47.40	\$28.36	\$31.32	\$34.29
Whatcom County Library System	\$15.17	\$18.19	\$21.21	\$12.26	\$14.72	\$17.18	\$20.06	\$24.07	\$28.08
Yakima Valley Regional Library	-	-	-	\$10.72	\$12.83	\$14.46	\$21.58	\$26.44	\$32.39
Average	\$15.59	\$18.15	\$21.14	\$11.92	\$13.75	\$16.08	\$23.64	\$27.32	\$31.39
25,001 - 100,000									
Bellingham Public Library	-	-	-	\$12.90	\$14.10	\$15.42	-	-	
Longview Public Library	-	-	-	-	-	-	-	-	
Mount Vernon City Library	-	-	-	-	-	-	-	-	
North Olympic Library System	-	-	-	-	-	-	-	-	
Pullman (Neill) Public Library	-	-	-	-	-	-	-	-	
Puyallup Public Library	-	-	-	-	-	-	-	-	
Renton Public Library	-	-	-	-	-	-	-	-	
Richland Public Library	-	-	-	-	-	-	-	-	
Stevens County Rural Library District (I)	-	-	-	\$11.01	\$12.03	\$12.76	-	-	
Walla Walla Public Library	-	-	-	-	-	-	-	-	
Average	-	-	-	\$11.96	\$13.07	\$14.09	-	-	
5,001 - 25,000									
Anacortes Public Library	-	-	-	-	-	-	-	-	
Asotin County Library	-	-	-	-	-	-	-	-	
Burlington Public Library	-	-	-	-	-	-	-	-	
Camas Public Library	-	-	-	-	-	-	-	-	
Chewelah Public Library	-	-	-	-	-	-	-	-	
Ellensburg Public Library	-	-	-	-	-	-	-	-	
Enumclaw Public Library	-	-	-	-	-	-	-	-	
Grandview (Bleyhl Community) Library	-	-	-	-	-	-	-	-	
Jefferson County Rural Library District	-	\$11.75	-	-	-	-	-	-	
Kelso Public Library	-	-	-	-	-	-	-	-	
Liberty Lake Municipal Library		- 1	-	- 1	-	- 1	- 1	-	

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\$11.75

	Book	« Mobile Dr	iver	De	livery Driv	er	Public I	nformation	Officer
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
La Conner Regional Library									
Lopez Island Library District	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
Ocean Shores Public Library	-	-	-	-	-	-	-	-	
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Upper Skagit Library District	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cathlamet (Blanche Bradley) Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
Dayton Memorial Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kettle Falls Public Library	-	-	-	-	-	-	-	-	
Kittitas Public Library	-	-	-	-	-	-	-	-	-
Odessa Public Library (j)	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Ritzville Public Library (k)	-	-	-	-	-	-	-	-	-
Roy City Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
Overall Averages	\$16.14	\$18.03	\$21.47	\$12.77	\$14.66	\$16.73	\$28.22	\$32.87	\$37.98

	Gran	hic Technic	rian	Pre	ess Operate	or	Administrative Secretary		
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
	IVIIII.	weu.	IVIAX.	IVIIII.	weu.	IVIAX.	WIIII.	wieu.	Wax.
Over 250,000									
Fort Vancouver Regional Library District	\$12.90	\$15.56	\$18.22	-	-	-	\$18.48	\$24.09	\$29.69
King County Library System	\$17.49	\$19.24	\$20.99	\$16.35	\$17.99	\$19.63	\$21.43	\$23.58	\$25.72
Pierce County Library System	\$17.10	\$19.83	\$22.99	\$14.79	\$17.13	\$19.86	\$19.81	\$22.97	\$26.62
Seattle Public Library	-	-	-	-	-	-	\$19.38	\$21.35	\$23.54
Sno-Isle Libraries	\$18.23	\$21.66	\$25.08	\$11.55	\$13.72	\$15.88	\$22.92	\$27.21	\$31.50
Timberland Regional Library	-	-	-	-	-	-	\$16.90	\$19.59	\$23.39
Average	\$16.43	\$19.07	\$21.82	\$14.23	\$16.28	\$18.46	\$19.82	\$23.13	\$26.74
400.004 .050.000									
100,001 - 250,000							* 00 7 0	* 00.00	\$00.04
Everett Public Library	-	-	-	-	-	-	\$22.79	\$26.22	\$29.64
Kitsap Regional Library	\$18.44	\$21.36	\$24.27	-	-	-	\$21.58	\$24.99	\$28.39
Mid-Columbia Library System	\$14.78	\$16.63	\$19.45	-	-	-	\$19.00	\$21.39	\$25.03
North Central Regional Library	\$18.90	\$22.11	\$26.87	-	-	-	\$12.28	\$15.54	\$18.90
Spokane County Library District	\$16.51	\$18.16	\$20.63	-	-	-	\$15.50	\$17.06	\$19.38
Spokane Public Library	\$14.59	-	\$19.12	\$14.59	-	\$19.12	-	-	-
Tacoma Public Library	\$17.57	\$19.48	\$21.56	-	-	-	\$23.05	\$25.47	\$27.84
Whatcom County Library System	\$15.17	\$18.19	\$21.21	-	-	-	-	-	-
Yakima Valley Regional Library	\$13.53	\$16.26	\$18.94	-	-	-	\$14.09	\$16.93	\$19.73
Average	\$16.19	\$18.88	\$21.51	\$14.59	-	\$19.12	\$18.33	\$21.09	\$24.13
25,001 - 100,000									
Bellingham Public Library	_	-	-	-	-	_	\$18.65	\$20.58	\$22.67
Longview Public Library	_	_	_	_	_	_	\$15.47	\$17.14	\$19.85
Mount Vernon City Library	-	-	-	-	-	-	φ10.+ <i>1</i>	φ17.1 4	φ10.00
North Olympic Library System	_	-	-	-	-	_	\$13.15	_	\$18.16
Pullman (Neill) Public Library	-	_	-	_	-	_	\$16.55	\$18.28	\$20.16
Puyallup Public Library	_	_	-	_	_	_	φ10.00 -	- v 10.20	φ20.10
Renton Public Library	-	_	-	_	-	_	-	-	_
Richland Public Library	_	_	-	_	-	_	_	_	_
Stevens County Rural Library District (I)	-	-	-	-	-	_	-	-	-
Walla Walla Public Library	-	_	-	-	-	_	\$19.29	\$21.95	\$24.62
_	_	-	-	_	-	-			
Average	-	-	-	-	-	-	\$16.62	\$19.49	\$21.09
5,001 - 25,000									
Anacortes Public Library	-	-	-	-	-	-	\$15.30	-	\$18.82
Asotin County Library	-	-	-	-	-	-	-	-	-
Burlington Public Library	-	-	-	-	-	-	-	-	-
Camas Public Library	-	-	-	-	-	-	-	-	-
Chewelah Public Library	-	-	-	-	-	-	-	-	-
Ellensburg Public Library	-	-	-	-	-	-	-	-	-
Enumclaw Public Library	-	-	-	-	-	-	-	-	-
Grandview (Bleyhl Community) Library	-	-	-	-	-	-	-	-	-
Jefferson County Rural Library District	-	-	-	-	-	-	-	\$14.36	-
Kelso Public Library	-	-	-	-	-	-	-	-	-
Liberty Lake Municipal Library	-	-	-	-	-	-	-	-	-
Orcas Island Library District	-	-	-	-	-	-	\$18.49	-	\$23.46
Pend Oreille County Library District	-	-	-	-	-	-	-	-	
Port Townsend Public Library	-	-	-	-	-	-	-	-	-
San Juan Island Library District	-	-	-		-	-	-	-	
Sedro-Woolley Public Library	-	-	-	-	-	-	-	-	
Walla Walla County Library District	-	-	-	-	-			-	
Whitman County Library	-	-	-	-	-	-	-	-	-
Average	_	-	-	-	-	-	\$16.90	\$14.36	\$21.14

	Grap	hic Techni	cian	Pre	ess Operat	or	Administrative Secretary		
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
La Conner Regional Library	_	_	-	_	_	_	_	_	
Lopez Island Library District	_	_	_	_	_	_	_	_	-
Ocean Shores Public Library	-	-	-	-	-	_	_	-	-
Roslyn Public Library	_	_	_	_	_	_	_	_	_
Upper Skagit Library District	-	-	-	-	-	-	-	-	-
Average	_	-	-	-	-	-	-	-	-
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	_	_	-	-	-	-	-	-
Cathlamet (Blanche Bradley) Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
Dayton Memorial Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kettle Falls Public Library	-	-	-	-	-	-	-	-	-
Kittitas Public Library	-	-	-	-	-	-	-	-	-
Odessa Public Library (j)	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Ritzville Public Library (k)	-	-	-	-	-	-	-	-	-
Roy City Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
Overall Averages	\$16.27	\$18.95	\$21.61	\$14.32	\$16.28	\$18.62	\$18.21	\$21.04	\$23.86

Table 20 (continued)

Sedro-Woolley Public Library

Whitman County Library

Average

Walla Walla County Library District

		Secretary		Accou	nting Tech	nician	Acc	ounting Cl	erk
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District	\$15.93	\$19.86	\$23.79	\$15.17	\$18.90	\$22.63	\$14.79	\$18.44	\$22.08
King County Library System	φ10.00	ψ13.00	ψ20.13	\$20.04	\$22.04	\$24.04	\$15.28	\$16.81	\$18.34
Pierce County Library System	\$15.53	\$18.01	\$20.87	\$17.10	\$19.83	\$22.99	\$12.15	\$14.06	\$16.3 ²
Seattle Public Library	φ10.00 -	φ10.01 -	φ20.07	\$16.67	\$18.35	\$20.24	φ12.10 -	φ14.00 -	φ10.0
Sno-Isle Libraries	\$16.27	\$19.32	\$22.37	\$22.92	\$27.21	\$31.50	\$14.51	\$17.24	\$19.9
Timberland Regional Library	-	-	-	-	-	-	-	-	
Average	\$15.91	\$19.06	\$22.34	\$18.38	\$21.27	\$24.28	\$14.18	\$16.64	\$19.18
100,001 - 250,000									
	1								
Everett Public Library	- ¢15.70	- ¢10.00	- ¢20.75	- ¢10.44	- ¢01.00	- ¢04.07	-	-	
Kitsap Regional Library	\$15.76	\$18.26	\$20.75	\$18.44	\$21.36	\$24.27	- #47.00	-	¢00.00
Mid-Columbia Library System	¢44.07	- ¢10.00	-	\$18.36	\$20.65	\$24.16	\$17.38	\$19.56	\$22.89
North Central Regional Library Spokane County Library District	\$11.37	\$13.30	\$16.16	\$18.90	\$22.11	\$26.87	¢11.64	- \$12.80	¢44 54
, , ,	-	-	-	\$20.14	\$22.16	\$25.18	\$11.64		\$14.5
Spokane Public Library	-	-	-	\$15.74 \$20.95	\$18.49	\$21.24 \$25.31	\$13.91	\$16.34	\$18.7
Tacoma Public Library Whatcom County Library System	- ¢12.62	- ¢16.25	- ¢10.07		\$23.15		-	-	
Yakima Valley Regional Library	\$13.63	\$16.35	\$19.07	\$20.06 \$14.09	\$24.07 \$16.93	\$28.08 \$19.73	\$10.72	\$12.83	\$14.46
	-	-	-						
Average	\$13.59	\$15.97	\$18.66	\$18.34	\$21.12	\$24.36	\$13.41	\$15.38	\$17.67
25,001 - 100,000									
Bellingham Public Library	_	-	-	-	-	-	-	-	
Longview Public Library	-	-	-	-	-	-	-	-	
Mount Vernon City Library	-	-	-	\$17.07	\$19.31	\$21.47	-	-	
North Olympic Library System	-	-	-	\$13.15	-	\$18.16	-	-	
Pullman (Neill) Public Library	-	-	-	-	-	-	-	-	
Puyallup Public Library	-	-	-	\$19.54	\$22.47	\$25.40	-	-	
Renton Public Library	\$18.89	\$20.84	\$22.99	-	-	-	-	-	
Richland Public Library	\$15.76	\$19.70	\$23.61	-	-	-	-	-	
Stevens County Rural Library District (I)	-	-	-	\$13.76	\$15.04	\$15.95	-	-	
Walla Walla Public Library	-	-	-	-	-	-	-	-	
Average	\$17.33	\$20.27	\$23.30	\$15.88	\$18.94	\$20.25	-	-	
5 004 05 000	· · ·						·	·	
5,001 - 25,000 Anacortes Public Library									
· · ·	-	-	-	-	-	-	-	-	
Asotin County Library Burlington Public Library	-	-		-	-	-	-	-	
Camas Public Library	-	-	-	-	-	-	-	-	
Chewelah Public Library	-	-	-	-	-	-	-	-	
Ellensburg Public Library	-	-	-	-	-	- \$15.47	-	-	
· ·	-	-	-	-	-	\$15.4 <i>1</i>	-	-	
Enumclaw Public Library	-	-		-	-	-	-	-	
Grandview (Bleyhl Community) Library Jefferson County Rural Library District	-	-	-	-	-	-	-	-	
Kelso Public Library	-	-	-	-	-	-	-	-	
Liberty Lake Municipal Library	-	-	-	-	-	-	-	-	
	-	-	-	-	-	-	-	-	
Orcas Island Library District	-	-	-	-	-	-	-	-	
Pend Oreille County Library District	-	-	-	-	-	-	-	-	
Port Townsend Public Library	-	-	-	-	-	-	-	-	
San Juan Island Library District	-	-	-	-	-	-	-	-	

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		Secretary		Accou	nting Tech	nician	Accounting Clerk		
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
La Conner Regional Library	-	-	-	-	-	-	-	-	-
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Ocean Shores Public Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	_
Upper Skagit Library District	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cathlamet (Blanche Bradley) Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
Dayton Memorial Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kettle Falls Public Library	-	-	-	-	-	-	-	-	-
Kittitas Public Library	-	-	-	-	-	-	-	-	-
Odessa Public Library (j)	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Ritzville Public Library (k)	-	-	-	-	-	-	-	-	-
Roy City Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
Overall Averages	\$15.39	\$18.21	\$21.20	\$17.77	\$20.75	\$22.93	\$13.80	\$16.01	\$18.42

	Perso	onnel Speci	alist	Pers	onnel Anal	vst	Computer Operator		
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
		incu.	mux.		incu.	mux.		mean	mux.
Over 250,000									
Fort Vancouver Regional Library District	\$16.33	\$20.36	\$24.38	\$17.59	\$21.92	\$26.24	\$15.54	\$18.75	\$21.95
King County Library System	\$22.93	\$25.22	\$27.51	\$24.54	\$26.99	\$29.44	\$17.49	\$19.24	\$20.99
Pierce County Library System	\$17.10	\$19.83	\$22.99	\$21.91	\$25.40	\$29.45	\$14.79	\$17.13	\$19.86
Seattle Public Library	\$20.97	\$23.11	\$25.48	\$31.14	\$34.35	\$37.81	\$19.37	\$21.35	\$23.54
Sno-Isle Libraries	\$20.46	\$24.28	\$28.10	\$22.92	\$27.21	\$31.50	\$18.23	\$21.66	\$25.08
Timberland Regional Library	\$20.18	\$23.39	\$27.93	-	-	-	-	-	-
Average	\$19.66	\$22.70	\$26.07	\$23.62	\$27.17	\$30.89	\$17.08	\$19.63	\$22.28
400.004 050.000									
100,001 - 250,000							A.A. / -		
Everett Public Library	-	-	-	-	-	-	\$20.15	\$22.26	\$24.53
Kitsap Regional Library	\$18.44	\$21.36	\$24.27	-	-	-	-	-	
Mid-Columbia Library System	\$15.96	\$17.96	\$21.00	-	-	-	-	-	-
North Central Regional Library	-	-	-	-	-	-	-	-	
Spokane County Library District	\$15.50	\$17.06	\$19.38	-	-	-	\$24.90	\$27.39	\$31.13
Spokane Public Library	-	-	-	-	-	-	\$13.61	-	\$17.93
Tacoma Public Library	-	-	-	-	-	-	\$18.88	\$20.92	\$23.14
Whatcom County Library System	\$17.44	\$20.93	\$24.42	\$23.49	\$29.39	\$35.28	\$17.44	\$20.93	\$24.42
Yakima Valley Regional Library	-	-	-	-	-	-	-	-	
Average	\$16.84	\$19.33	\$22.27	\$23.49	\$29.39	\$35.28	\$19.00	\$22.88	\$24.23
25,001 - 100,000									
Bellingham Public Library	_	-	-	-	-				
Longview Public Library	-	-	-	-	-	-	-	-	
Mount Vernon City Library	-	-	-	-	-	-	-	-	
North Olympic Library System	_	-	_	_	-	-	-	-	
Pullman (Neill) Public Library	-	-	-	-	-	-	-	-	
Puyallup Public Library	-	-	-	-	-	-	-	-	
Renton Public Library	_	-	-	-	-	-	-	-	
Richland Public Library		_	_	_	-			_	
Stevens County Rural Library District (I)	-	-	_	_		-	-	-	
Walla Walla Public Library	-	-	-	-	-	-	-	-	
	-	-	-	-	-	-	-	-	
Average	-	-	-	-	-	-	-	-	-
5,001 - 25,000									
Anacortes Public Library	-	-	-	-	-	-	-	-	
Asotin County Library	-	-	-	-	-	-	-	-	
Burlington Public Library	-	-	-	-	-	-	-	-	
Camas Public Library	-	-	-	-	-	-	-	-	
Chewelah Public Library	-	-	-	-	-	-	-	-	
Ellensburg Public Library	-	-	-	-	-	-	-	-	
Enumclaw Public Library	-	-	-	-	-	-	\$17.53	\$20.36	\$23.19
Grandview (Bleyhl Community) Library	-	-	-	-	-	-	-	-	
Jefferson County Rural Library District	-	-	-	-	-	-	-	-	
Kelso Public Library	-	-	-	-	-	-	-	-	
Liberty Lake Municipal Library	-	-	-	-	-	-	-	-	
Orcas Island Library District	-	-	-	-	-	-	-	-	
Pend Oreille County Library District	-	-	-	-	-	-	-	-	
Port Townsend Public Library	-	-	-	-	-	-	-	-	
San Juan Island Library District	-	-	-	-	-	-	-	-	
Sedro-Woolley Public Library	-	-	-	-	-	-	-	-	
Walla Walla County Library District	-	-	-	-	-	-	-	-	
Whitman County Library	-	-	-	-	-	-	-	-	
Average	-	-	-	_	-	-	\$17.53	\$20.36	\$23.19
Average	_		-	_	_		¢11.00	\$10.00	φ 1 0.10

	Perso	onnel Speci	ialist	Pers	sonnel Ana	lyst	Com	puter Oper	ator
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
La Conner Regional Library			-		_				
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Ocean Shores Public Library	-	-		-	-	-	-	-	
Roslyn Public Library	-	-	-	-	-	-	-	-	
Upper Skagit Library District	-	-	-	-	-	-	-	-	
	-	-		-	-	-	-	-	
Average	-	-	-	-	-	-	-	-	-
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cathlamet (Blanche Bradley) Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
Dayton Memorial Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kettle Falls Public Library	-	-	-	-	-	-	-	-	-
Kittitas Public Library	-	-	-	-	-	-	-	-	-
Odessa Public Library (j)	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Ritzville Public Library (k)	-	-	-	-	-	-	-	-	-
Roy City Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
Overall Averages	\$18.53	\$21.35	\$24.55	\$23.60	\$27.54	\$31.62	\$17.99	\$21.00	\$23.25

Table 20 (continued)

		tion Developme Coordinator	nt		puter Informatio Professional	n
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000						
Fort Vancouver Regional Library District	\$24.84	\$30.96	\$37.07			
King County Library System	\$34.42	\$37.86	\$41.30	-	-	-
Pierce County Library System	\$27.97	\$32.42	\$37.59	\$22.93	\$26.59	\$30.82
Seattle Public Library	\$40.63	\$50.78	\$60.94	\$27.09	\$29.88	\$32.94
Sno-Isle Libraries	\$32.28	\$38.33	\$44.38	\$40.57	\$48.19	\$55.80
Timberland Regional Library	\$24.09	\$27.93	\$33.35	-	-	
Average	\$30.71	\$36.38	\$42.44	\$30.20	\$34.89	\$39.85
Average	¢00.111	\$00.00	<i>ψ</i>-12.11	\$00.20	\$04.00	<i>\</i> 00.00
100,001 - 250,000						
Everett Public Library	-	-	-	\$24.53	\$27.03	\$29.82
Kitsap Regional Library	\$27.30	\$31.62	\$35.93	\$25.24	\$29.23	\$33.22
Mid-Columbia Library System	\$20.45	\$23.01	\$26.92	\$18.36	\$20.65	\$24.16
North Central Regional Library	-	-	-	\$16.16	\$18.90	\$22.98
Spokane County Library District	\$31.24	\$34.38	\$39.06	\$24.90	\$27.39	\$31.13
Spokane Public Library				\$18.70	\$21.97	\$25.24
Tacoma Public Library	\$28.36	\$31.32	\$34.29	-	-	-
Whatcom County Library System	\$23.49	\$29.39	\$35.28	\$20.06	\$24.07	\$28.08
Yakima Valley Regional Library	\$21.58	\$26.44	\$32.39	\$15.64	\$18.79	\$21.90
Average	\$25.40	\$29.36	\$33.98	\$20.45	\$23.50	\$27.07
25,001 - 100,000						
Bellingham Public Library	-	-	-	\$23.30	\$25.47	\$27.80
Longview Public Library	-	-	-	-	-	-
Mount Vernon City Library	-	-	-	-	-	
North Olympic Library System	\$19.56	-	\$29.05	-	-	-
Pullman (Neill) Public Library	-	-	-	-	-	
Puyallup Public Library	-	-	-	-	-	-
Renton Public Library	-	-	-	-	-	
Richland Public Library	-	-	-	-	-	-
Stevens County Rural Library District (I)	-	-	-	-	-	-
Walla Walla Public Library	-	-	-	-	-	
Average	\$19.56	-	\$29.05	\$23.30	\$25.47	\$27.80
5.001 - 25.000						
Anacortes Public Library	_	-	-	-	-	-
Asotin County Library	-	-	_	-	-	-
Burlington Public Library	-	_	-	-	-	-
Camas Public Library	-	-	-	-	-	-
Chewelah Public Library	-	-	-	-	-	-
Ellensburg Public Library	-	-	-	-	-	-
Enumclaw Public Library	-	-	-	-	-	
Grandview (Bleyhl Community) Library	-	-	-	-	-	
Jefferson County Rural Library District	-	\$22.66	-	-	-	
Kelso Public Library	-	-	-	-	-	-
Liberty Lake Municipal Library	-	-	-	-	-	-
Orcas Island Library District	-	-	-	-	-	-
Pend Oreille County Library District	-	-	-	-	-	
Port Townsend Public Library		-	-	-	-	
San Juan Island Library District	-	-	-	\$24.63	\$27.32	\$30.28
Sedro-Woolley Public Library	-	-	-	-	-	
Walla Walla County Library District		-				
Whitman County Library	-	-	-	-	-	

		tion Developm Coordinator	ent	Со	mputer Informat Professional	ion
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian						
La Conner Regional Library	_	-	-	-	-	
Lopez Island Library District	-	-	-	-	-	
Ocean Shores Public Library	-	-	-	-	-	
Roslyn Public Library	-	-	-	-	-	
Upper Skagit Library District	-	-	-	-	-	
Average	-	-	-	-	-	
5,000 & under w/o certified librarian						
Castle Rock Public Library	-	-	-	-	-	
Cathlamet (Blanche Bradley) Library	-	-	-	-	-	
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	
Davenport Public Library	-	-	-	-	-	
Dayton Memorial Library	-	-	-	-	-	
Harrington Public Library	-	-	-	-	-	
Kalama Public Library	-	-	-	-	-	
Kettle Falls Public Library	-	-	-	-	-	
Kittitas Public Library	-	-	-	-	-	
Odessa Public Library (j)	-	-	-	-	-	
Pomeroy (Denny Ashby) Library	-	-	-	-	-	
Reardan Memorial Library	-	-	-	-	-	
Ritzville Public Library (k)	-	-	-	-	-	
Roy City Library	-	-	-	-	-	
Sprague Public Library	-	-	-	-	-	
Waitsburg (Weller) Public Library	-	-	-	-	-	
Wilbur (Hesseltine) Public Library	-	-	-	-	-	
Average	-	-	-	-	-	
Overall Averages	\$27.40	\$32.08	\$37.50	\$23.24	\$26.58	\$30.32

		ork Administrato egree/Certificati			ork Administrate Degree/Certifica	
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.
		_				
Over 250,000						
Fort Vancouver Regional Library District	-	-	-	\$18.94	\$22.85	\$26.76
King County Library System	\$36.82	\$40.50	\$44.18	-	-	
Pierce County Library System	\$22.93	\$26.59	\$30.82	-	-	-
Seattle Public Library	\$23.70	\$26.11	\$28.79	-	-	
Sno-Isle Libraries	-	-	-	\$28.81	\$34.21	\$39.60
Timberland Regional Library	-	-	-	-	-	
Average	\$27.82	\$31.07	\$34.60	\$23.88	\$28.53	\$33.18
400.004						
100,001 - 250,000						
Everett Public Library	-	-	-	-	-	
Kitsap Regional Library	\$25.24	\$29.23	\$33.22	\$25.24	\$29.23	\$33.22
Mid-Columbia Library System	\$20.45	\$23.01	\$26.92	-	-	-
North Central Regional Library	\$25.85	\$30.23	\$36.79	-	-	
Spokane County Library District	\$21.59	\$23.75	\$26.98	-	-	
Spokane Public Library	-	-	-	-	-	
Tacoma Public Library	-	-	-	\$28.36	\$31.32	\$34.29
Whatcom County Library System	\$23.49	\$29.39	\$35.28	-	-	· · · · · ·
Yakima Valley Regional Library	-	-	-	\$17.28	\$21.17	\$25.93
Average	\$23.32	\$27.12	\$31.84	\$23.63	\$27.24	\$31.15
25,001 - 100,000						
Bellingham Public Library	-	-	-	-	-	· · · · ·
Longview Public Library	-	-	-	-	-	-
Mount Vernon City Library	-	-	-	-	-	· · · · · ·
North Olympic Library System	\$19.56	-	\$29.05	-	-	
Pullman (Neill) Public Library	-	-	-	-	-	
Puyallup Public Library	-	-	-	-	-	
Renton Public Library	-	-	-	- ¢17.25	-	
Richland Public Library	-	-	-	\$17.35	\$21.69	\$26.03
Stevens County Rural Library District (I)	-	-	-	-	-	•
Walla Walla Public Library	-	-	-	-	-	
Average	\$19.56	-	\$29.05	\$17.35	\$21.69	\$26.03
5,001 - 25,000						
Anacortes Public Library	_	_				
Asotin County Library		-	-	-	-	
Burlington Public Library		_				
Camas Public Library		_				
Chewelah Public Library						
Ellensburg Public Library	_	_	_	_	_	
Enumclaw Public Library			_		_	
Grandview (Bleyhl Community) Library	_	-	_	_	_	
Jefferson County Rural Library District		_			\$24.52	
Kelso Public Library	_	-			ψ27.02	
Liberty Lake Municipal Library	_	_				
Orcas Island Library District	\$21.89	-	\$27.79	_	-	
Pend Oreille County Library District	φ <u>2</u> 1.00		φ_1.10	_	_	
Port Townsend Public Library	_	_	_	_	_	
San Juan Island Library District	-		_	_	_	
Sedro-Woolley Public Library		_				
Walla Walla County Library District	_	-	_	_	_	
Whitman County Library	_	_	_	_	-	
	\$21.89		\$27.79		\$24.52	
Average	Φ21.09	-	φ 2 1.19	-	\$ 24. 32	

		/ork Administra Degree/Certifica			work Administra ut Degree/Certifi	
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian						
La Conner Regional Library	-	-	-	-	-	
Lopez Island Library District	-	-	-	-	-	
Ocean Shores Public Library	-	-	-	-	-	
Roslyn Public Library	-	-	-	-	-	
Upper Skagit Library District	-	-	-	-	-	
Average	-	-	-	-	-	
5,000 & under w/o certified librarian						
Castle Rock Public Library	-	-	-	-	-	
Cathlamet (Blanche Bradley) Library	-	-	-	-	-	
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	
Davenport Public Library	-	-	-	-	-	
Dayton Memorial Library	-	-	-	-	-	
Harrington Public Library	-	-	-	-	-	
Kalama Public Library	-	-	-	-	-	
Kettle Falls Public Library	-	-	-	-	-	
Kittitas Public Library	-	-	-	-	-	
Odessa Public Library (j)	-	-	-	-	-	
Pomeroy (Denny Ashby) Library	-	-	-	-	-	
Reardan Memorial Library	-	-	-	-	-	
Ritzville Public Library (k)	-	-	-	-	-	
Roy City Library	-	-	-	-	-	
Sprague Public Library	-	-	-	-	-	
Waitsburg (Weller) Public Library	-	-	-	-	-	
Wilbur (Hesseltine) Public Library	-	-	-	-	-	
Average	-	-	-	-	-	
Overall Averages	\$24.15	\$28.60	\$31.98	\$22.66	\$26.43	\$30.97