## 2010 Benefits Table 21

		Library		
Public Libraries	FICA	Shift Differential	Longevity Pay	Pension Type
Over 250,000				
Fort Vancouver Regional Library District	Х	Х	Х	State
King County Library System	X X	X	-	State
Pierce County Library System	X	-	-	State
Seattle Public Library	X	X	-	City
Sno-Isle Libraries	X	_	-	State
Spokane County Library District	X	_	-	State
Timberland Regional Library	X	-	Х	State
100.001 250.000				
100,001 - 250,000	<u> </u>			<b>0</b> 11
Everett Public Library	<u> </u>	-	<u> </u>	State
Kitsap Regional Library	X	X	Х	State
Mid-Columbia Library System	<u> </u>	X	-	State
North Central Regional Library	<u> </u>	-	X	State
Spokane Public Library	<u> </u>	X	<u> </u>	City
Tacoma Public Library	<u> </u>	-	Х	City
Whatcom County Library System	<u> </u>	-	-	State
Yakima Valley Libraries	X	-	X	State
25,001 - 100,000				
Bellingham Public Library	Х	X	-	State
Longview Public Library	Х	-	-	State
Mount Vernon City Library	Х	-	Х	State
North Olympic Library System	Х	-	Х	State
Pullman (Neill) Public Library	Х	-	-	State
Puyallup Public Library	Х	-	Х	State
Renton Public Library	Х	-	Х	State
Richland Public Library	Х	-	-	State
Stevens County Rural Library District	Х	-	Х	State
Walla Walla Public Library	Х	Х	Х	State
E 001 - 25 000				
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
Ellensburg Public Library	X X	-	-	State
Enumclaw Public Library	X	-	-	State
Grandview (Bleyhl Community) Library	X X	-	X	State
Jefferson County Rural Library District	X	-	-	State
Kelso Public Library	X	-	X	State
Liberty Lake Municipal Library	-	-	X	City
Orcas Island Library District	x	-	-	State
Pend Oreille County Library District	X	-	Х	State
Port Townsend Public Library	X	-	-	State
San Juan Island Library District	X	-	Х	State
Sedro-Woolley Public Library	X	-	-	State
Walla Walla County Rural Library District	X	-	-	State
Whitman County Library	X	_	-	State

### Table 21

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

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

Columbia County Rural Library District	Х	-	-	State
La Conner Regional Library	Х	-	Х	State
Lopez Island Library District	Х	-	-	State
Ocean Shores Public Library	-	-	Х	State
Ritzville Public Library	Х	-	-	State
Roslyn Public Library	Х	-	Х	State
Upper Skagit Library District	-	-	-	State

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

Castle Rock Public Library	Х	-	-	State
Cathlamet (Blanche Bradley) Public Library	Х	-	-	None
Cle Elum (Carpenter Memorial) Library	Х	-	Х	State
Davenport Public Library	-	-	-	None
Harrington Public Library	Х	-	-	None
Kalama Public Library	Х	-	-	State
Kittitas Public Library	-	-	-	State
Odessa Public Library	-	-	-	None
Pomeroy (Denny Ashby) Library	-	-	-	None
Reardan Memorial Library	-	-	-	None
Roy City Library	-	-	-	City
Sprague Public Library	-	-	-	None
Waitsburg (Weller) Public Library	Х	-	-	None
Wilbur (Hesseltine) Public Library	Х	-	-	None

### Table 21 (continued)

	Who is covered by your?				
Public Libraries	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
Spokane County Library District	Employee only	Employee only	Employee only
Timberland Regional Library	Employee only	Employee only	Employee only

#### 100,001 - 250,000

Everett Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Kitsap Regional Library	Employee only	Employee only	Employee only
Mid-Columbia Library System	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
North Central Regional Library	Employee only	Employee only	Employee only
Spokane Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Tacoma Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Whatcom County Library System	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Yakima Valley Libraries	Employee only	Employee only	Employee only

#### 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
Ellensburg Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Enumclaw Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Grandview (Bleyhl Community) Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Jefferson County Rural Library District	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Kelso Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Liberty Lake Municipal Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee only
Orcas Island Library District	Employee only	Employee only	Employee only
Pend Oreille County Library District	Employee only	None	None
Port Townsend Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
San Juan Island Library District	Employee only	Employee only	Employee only
Sedro-Woolley Public Library	Employee only	Employee only	Employee only
Walla Walla County Rural Library District	Employee only	Employee, Spouse, and Dependents	Employee only
Whitman County Library	Employee only	Employee only	Employee only

### Table 21 (continued)

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

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

-,			
Columbia County Rural Library District	Employee only	Employee only	Employee only
La Conner Regional Library	None	None	None
Lopez Island Library District	Employee only	Employee only	Employee only
Ocean Shores Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents
Ritzville Public Library	Employee only	Employee only	Employee only
Roslyn Public Library	Employee only	Employee only	Employee only
Upper Skagit Library District	None	None	None

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

Castle Rock Public Library	Employee, Spouse, and Dependents	Employee, Spouse, and Dependents	Employee only
Cathlamet (Blanche Bradley) Public Library	None	None	None
Cle Elum (Carpenter Memorial) Library	Employee and Spouse	Employee and Spouse	Employee and Spouse
Davenport Public Library	None	None	None
Harrington Public Library	None	None	None
Kalama Public Library	None	None	None
Kittitas Public Library	None	None	None
Odessa Public Library	None	None	None
Pomeroy (Denny Ashby) Library	None	None	None
Reardan Memorial Library	None	None	None
Roy City Library	None	None	None
Sprague Public Library	None	None	None
Waitsburg (Weller) Public Library	None	None	None
Wilbur (Hesseltine) Public Library	None	None	None

	Who pays for?									
Public Libraries	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	Employer	Employer	Employer					
Seattle Public Library	Shared	Shared	Employee	Shared	None					
Sno-Isle Libraries	Employer	None	Employee	Employer	Shared					
Spokane County Library District	Employer	Employee	Employee	Employer	Shared					
Timberland Regional Library	Employer	Employee	Employee	Shared	None					
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	Employee	Employee	Employee	Employer	Employer					
Spokane Public Library	Employee	None	Shared	Employer	None					
Tacoma Public Library	Employer	Employee	Employee	Employer	None					
Whatcom County Library System	None	Employee	Employee	Employee	None					
Yakima Valley Libraries	Employer	None	Employee	Employee	Employer					
·										
25,001 - 100,000										
Bellingham Public Library	Employer	None	Shared	Employer	Shared					
Longview Public Library	Employer	None	Employee	Shared	None					
Mount Vernon City Library	Employee	Employee	Employee	Employer	Employer					
North Olympic Library System	None	None	Employee	Employer	None					
Pullman (Neill) Public Library	None	None	Employee	Employer	None					
Puyallup Public Library	Employer	None	Employee	Shared	Employer					
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					
Ellensburg Public Library	Employer	None	Employee	Employer	Employer					
Enumclaw Public Library	None	None	Shared	None	None					
Grandview (Bleyhl Community) Library	None	None	None	Employer	None					
Jefferson County Rural Library District	Shared	None	Employee	Employer	Employee					
Kelso Public Library	Employee	Employee	Employee	Employer	Employer					
Liberty Lake Municipal Library	Employee	Employee	Employee	Shared	Shared					
Orcas Island Library District	Employer	Employer	Shared	Employer	Employer					
Pend Oreille County Library District	Employee	None	Employee	Employer	Employer					
Port Townsend Public Library	Employer	Employer	Employee	Employer	None					
San Juan Island Library District	Employer	Employer	Shared	Employer	None					
Sedro-Woolley Public Library	None	None	Shared	Employer	None					
Walla Walla County Rural Library District	Employer	None	Employee	Employer	None					
Whitman County Library	Employee	None	Employee	Employer	None					

	Who pays for?								
- Public Libraries	Long Term Disability	Short Term Disability	Deferred Compensation	Life Insurance	Tuition Reimbursement				
5,000 & under w/ certified librarian									
Columbia County Rural Library District	Employee	Employee	Employee	Employer	Employee				
La Conner Regional Library	None	None	None	None	None				
Lopez Island Library District	Employee	Employee	Employee	Employee	Employee				
Ocean Shores Public Library	None	None	Employee	Employer	Employer				
Ritzville Public Library	Employer	None	Employee	Employee	None				
Roslyn Public Library	Employer	Employer	None	None	None				
Upper Skagit Library District	None	None	Employee	None	None				
5,000 & under w/o certified librarian Castle Rock Public Library	Shared	None	None	Employer	None				
Cathlamet (Blanche Bradley) Public Library	None	None	None	None	Employee				
Cle Elum (Carpenter Memorial) Library	None	Employer	None	None	None				
Davenport Public Library	None	None	None	None	None				
Harrington Public Library	None	None	None	None	None				
Kalama Public Library	None	None	None	None	None				
Kittitas Public Library	None	None	None	None	None				
Odessa Public Library	None	None	None	None	None				
Pomeroy (Denny Ashby) Library	None	None	None	None	None				
Reardan Memorial Library	None	None	None	None	None				
Roy City Library	None	None	None	None	None				
Sprague Public Library	None	None	None	None	None				
Waitsburg (Weller) Public Library	None	None	None	None	None				
	None	None	None	None	None				

	Number of Holidays (in days per year)									
Public Libraries	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	14	12	10	-	-	-				
Seattle Public Library	10	12	12	3	4	-				
Sno-Isle Libraries	9	-	9	2	-	2				
Spokane County Library District	11	_	11	-	_	-				
Timberland Regional Library	11	11	11	2	2	2				
Average	11	11	10	4	2	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	-	1	1	-				
North Central Regional Library	12	-	12	1	-	1				
Spokane Public Library	8	8	-	4	4	-				
Tacoma Public Library	10	10	-	3	3	-				
Whatcom County Library System	11	11	-	1	2	-				
Yakima Valley Libraries	9	-	9	2	-	2				
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	10	9	- 11	1		- 1				
North Olympic Library System	10	- 10	-	4	4	-				
Pullman (Neill) Public Library	10	10	_	1	1	-				
Puyallup Public Library	10	10	10	2	2					
Renton Public Library	10	10	-	2	2	-				
Richland Public Library	10	-	10	-	-	-				
Stevens County Rural Library District	10	_	-	-	_	-				
Walla Walla Public Library	9	10		5	4	-				
Average	10	10	11	2	2	1				
,	-	-								
5,001 - 25,000										
Anacortes Public Library	10	-	-	3	-	-				
Asotin County Library	11	-	11	1	-	1				
Burlington Public Library	11	-	11	1	-	1				
Camas Public Library	10	10	-	3	3	-				
Ellensburg Public Library	9	9	-	5	6	-				
Enumclaw Public Library	10	10	-	1	2	-				
Grandview (Bleyhl Community) Library	10	-	10	1	-	1				
Jefferson County Rural Library District	12	-	12	-	-	1				
Kelso Public Library	-	10	-	-	1	-				
Liberty Lake Municipal Library	11	-	-	-	-	-				
Orcas Island Library District	11	-	-	1	-	-				
Pend Oreille County Library District	10	-	10	-	-	1				
Port Townsend Public Library	11	-	-	1	-	-				
San Juan Island Library District	10	-	-	1	-	-				
Sedro-Woolley Public Library	11	-	-	1	-	-				
Walla Walla County Rural Library District	11	-	11	-	-	-				
Whitman County Library	12	-	-	2	-	-				
Average	11	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										
Columbia County Rural Library District	10	-	-	1	-	-				
La Conner Regional Library	11	-	11	-	-	-				
Lopez Island Library District	9	-	-	1	-	-				
Ocean Shores Public Library	10	10	-	1	1	-				
Ritzville Public Library	12	-	-	-	-	-				
Roslyn Public Library	10	-	-	1	-	-				
Upper Skagit Library District	11	-	-	-	-	-				
Average	10	10	11	1	1	-				
Castle Rock Public Library	-	-	11	-	-					
5,000 & under w/o certified librarian										
Cathlamet (Blanche Bradley) Public Library	_	_		_	_	-				
Cle Elum (Carpenter Memorial) Library	-	-	10	-	-	1				
Davenport Public Library	-	-	-	-	-	-				
Harrington Public Library	-	-	-	-	-	-				
Kalama Public Library	10	10	-	-	-	-				
Kittitas Public Library	-	-	-	-	-					
Odessa Public Library	-	-	-	-	-	-				
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-				
Reardan Memorial Library	-	-	-	-	-	-				
Roy City Library	-	-	-	-	-	-				
Sprague Public Library	-	-	-	-	-					
Waitsburg (Weller) Public Library	-	-	-	-	-	-				
Wilbur (Hesseltine) Public Library	2	-	-	-	-	-				
Average	6	10	11	-	-	1				
Overall Averages	10	10	11	2	2	1				

	Vacation Leave (in hours per month)									
Public Libraries	Exempt Min	Exempt Max	Union Min	Union Max	Other Min	Other Max	Other Min	Other Max	Limited Vacatior Accrual	
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	13.30	13.30	8.00	13.30	8.00	13.30	-	-	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	
Spokane County Library District	10.67	16.00	-	-	9.67	15.00	-	-	Yes	
Timberland Regional Library	8.00	13.33	8.00	13.33	8.00	13.33	-	-	Yes	
Average	13.04	15.76	10.80	15.66	9.86	14.99	20.00	13.34	7	
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	7.00		_		Yes	
North Central Regional Library	8.00	16.00	-	-	4.00	16.00	_		Yes	
Spokane Public Library	12.00	20.00	8.00	18.00	16.00	20.00	20.00	23.00	Yes	
Tacoma Public Library	26.00	36.00	26.00	36.00	-	-	-	-	Yes	
Whatcom County Library System	16.00	16.00	8.00	16.00	-	-	-	-	Yes	
Yakima Valley Libraries	6.66	13.33	-	-	6.66	13.33	13.33	13.33	Yes	
Average	13.71	18.79	12.17	19.83	8.41	15.83	16.66	18.16	8	
25 004 400 000									<u> </u>	
25,001 - 100,000							1			
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	9.38	15.63	9.38	15.63	-	-	-	-	Yes	
Pullman (Neill) Public Library	8.00	14.00	4.00	14.00	-	-	-	-	Yes	
Puyallup Public Library	8.00	18.66	8.00	16.66	-	-	-	-	Yes	
Renton Public Library	8.00	16.25	8.00	16.25		-	-	-	Yes	
Richland Public Library Stevens County Rural Library District	20.00	- 14.00	-	-	20.00	-	-	-	Yes	
Walla Walla Public Library	10.00	17.00	7.00	17.00	-	-	-	-	Yes	
Average	9.81	17.91	7.00	17.51	13.34	16.67	-	-	9	
<u> </u>										
5,001 - 25,000	0.00	(7.00								
Anacortes Public Library	8.00	17.00	-	-	-	-	-	-	Yes	
Asotin County Library	12.00	18.00	-	-	8.00	18.00	-	-	Yes	
Burlington Public Library	6.70	16.60	-	-	6.70	16.60	-	-	Yes	
Camas Public Library	11.33	24.66	8.00	18.00	-	-	-	-	Yes	
Ellensburg Public Library	8.00	16.00	8.00	16.00	-	-	-	-	Yes	
Enumclaw Public Library	4.00	16.00	4.00	16.00	-	-	-	-	Yes	
Grandview (Bleyhl Community) Library	3.00	14.66	-	-	3.00	14.66	-	-	Yes	
Jefferson County Rural Library District	8.00	16.00	-	-	4.00	8.00	-	-	Yes	
Kelso Public Library	23.30	- 10.00	8.00	13.33	-	-	-	-	Yes	
Liberty Lake Municipal Library Orcas Island Library District	6.67	10.00	-	-	-	-	-	-	Yes	
,	12.00	24.00		-		- 16.00			Yes	
Pend Oreille County Library District	8.00	- 17.00	-	-	8.00	16.00	4.00	12.00	Yes Yes	
Port Townsend Public Library San Juan Island Library District	8.00	16.00	-	-	-	-	-	-	Yes	
Sedro-Woolley Public Library	10.00	15.00	-	-	-	-	-	-	Yes	
Walla Walla County Rural Library District	6.67	16.67	-	-	6.67	- 16.67	-	16.67	Yes	
Whitman County Library	8.00	-	-	-	-	-	-		Yes	
Average	8.98	16.97	7.00	15.83	6.06	14.99	4.00	14.34	17	

	Vacation Leave (in hours per month)									
Public Libraries	Exempt Min	Exempt Max	Union Min	Union Max	Other Min	Other Max	Other Min	Other Max	Limited Vacation Accrual	
5,000 & under w/ certified librarian										
Columbia County Rural Library District	4.00	8.00	-	-	-	-	-	-	Yes	
La Conner Regional Library	7.00	7.00	-	-	7.00	-	-	7.00	Yes	
Lopez Island Library District	16.00	21.67	-	-	-	-	-	-	Yes	
Ocean Shores Public Library	12.00	18.00	9.00	17.66	-	-	-	-	Yes	
Ritzville Public Library	12.00	12.00	-	-	-	-	-	-	Yes	
Roslyn Public Library	-	5.00	-	-	-	-	-	-	-	
Upper Skagit Library District	7.00	-	-	-	-	-	-	-	Yes	
Average	9.67	11.95	9.00	17.66	7.00	-	-	7.00	6	
Castle Rock Public Library	-	-	-	-	-	-	-	-	-	
5,000 & under w/o certified librarian	1									
Cathlamet (Blanche Bradley) Public Library	-	-	-	-	-	-	-	-	-	
Cle Elum (Carpenter Memorial) Library	-	-	-	-	10.00	-	-	-	-	
Davenport Public Library	-	-	-	-	-	-	-	-	-	
Harrington Public Library	-	-	-	-	-	-	-	-	-	
Kalama Public Library	3.33	16.66	3.33	16.66	-	-	-	-	Yes	
Kittitas Public Library	-	-	-	-	-	-	-	-	-	
Odessa Public Library	-	-	-	-	-	-	-	-	-	
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	Yes	
Reardan Memorial Library	-	-	-	-	-	-	-	-	-	
Roy City Library	-	-	-	-	-	-	-	-	Yes	
Sprague Public Library	-	-	-	-	-	-	-	-	-	
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-	
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-	
Average	3.33	16.66	3.33	16.66	10.00	-	-	-	3	
Overall Averages/Total	10.50	16.62	9.24	17.39	8.70	15.27	14.33	14.22	50	

	Sick Leave (in hours per month)									
Public Libraries	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	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	-	-	-	
Spokane County Library District	8.00	8.00	-	-	8.00	8.00	-	-	-	
Timberland Regional Library	8.00	8.00	8.00	8.00	8.00	8.00	-	-	-	
Average	7.86	7.83	7.80	7.75	8.00	8.00	-	-	0	
100 001 250 000										
100,001 - 250,000	45.00	15.00	0.00	0.00					Vaa	
Everett Public Library	15.00	15.00	8.00	8.00	-	-	-	-	Yes	
Kitsap Regional Library	8.00	8.00	8.00	8.00	8.00	8.00	-	-	Yes	
Mid-Columbia Library System	8.00	8.00	8.00	8.00	-	-	-	-	Yes	
North Central Regional Library	8.00	8.00	-	-	4.00	8.00	-	-	Yes	
Spokane Public Library	8.66	8.66	8.66	8.66	8.66	8.66	8.66	8.66	-	
Tacoma Public Library	-	-	-	-	-	-	-	-	-	
Whatcom County Library System	8.00	8.00	8.00	8.00	-	-	-	-	Yes	
Yakima Valley Libraries	8.00	8.00	-	-	8.00	8.00	-	-	Yes	
Average	9.09	9.09	8.13	8.13	7.16	8.16	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	7.50	7.50	7.50	7.50	-	-	-	-	-	
Pullman (Neill) Public Library	8.00	8.00	4.00	8.00	-	-	-	-	Yes	
Puyallup Public Library	8.00	8.00	8.00	8.00	-	-	-	-	-	
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	-	-	Yes	
Walla Walla Public Library	8.00	8.00	8.00	8.00	-	-	-	-	Yes	
Average	7.94	7.94	7.36	7.93	8.00	8.00	-	-	7	
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	0.00	0.00	-	-	-	
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	0.00	0.00	- 8.00	- 8.00	-	-	Yes	
Jefferson County Rural Library District	8.00	8.00	-	-	4.00	8.00	-	-	Yes	
Kelso Public Library	8.00	0.00	8.00	8.00		0.00	_		Yes	
Liberty Lake Municipal Library	8.00	_	- 0.00	- 0.00	-	-	-		Yes	
Orcas Island Library District	8.00	8.00	-	-	-	-	-	-	100	
Pend Oreille County Library District	0.00	0.00	-	-	8.00	8.00	4.00	6.00	Yes	
Port Townsend Public Library	8.00	8.00	-	-	0.00	0.00	4.00	0.00	Yes	
San Juan Island Library District	8.00	8.00	-	-	-	-	-	-	Yes	
Sedro-Woolley Public Library	10.00	12.00	-	-	-	-	-	-	Yes	
Walla Walla County Rural Library District	8.00	8.00	-	-	8.00	8.00	8.00	8.00	-	
Whitman County Library	8.00	-	-	-	-	-	-	-	Yes	
Average	8.13	8.31	8.00	8.00	7.20	8.00	6.00	7.00	13	

	Sick Leave (in hours per month)									
Public Libraries	Exempt Min	Exempt Max	Union Min	Union Max	Other Min	Other Max	Other Min	Other Max	Limited Sick Accrual	
5,000 & under w/ certified librarian										
Columbia County Rural Library District	4.00	8.00	-	-	-	-	-	-	Yes	
La Conner Regional Library	7.00	7.00	-	-	-	-	7.00	7.00	Yes	
Lopez Island Library District	21.67	-	-	-	-	-	-	-	Yes	
Ocean Shores Public Library	10.00	10.00	8.00	8.00	-	-	-	-	Yes	
Ritzville Public Library	8.00	8.00	-	-	-	-	-	-	Yes	
Roslyn Public Library	-	5.00	-	-	-	-	-	-	Yes	
Upper Skagit Library District	7.00	-	-	-	-	-	-	-	-	
Average	9.61	7.60	8.00	8.00	-	-	7.00	7.00	6	
5,000 & under w/o certified librarian Castle Rock Public Library	-	-	-	-	8.00	-	-	-	-	
Castle Rock Public Library	-	-	-	-	8.00	-	-	-	-	
Cathlamet (Blanche Bradley) Public Library	-	-	-	-	-	-	-	-	-	
Cle Elum (Carpenter Memorial) Library	-	-	-	-	8.00	-	-	-	-	
Davenport Public Library	-	-	-	-	-	-	-	-	-	
Harrington Public Library	-	-	-	-	-	-	-	-	-	
Kalama Public Library	8.00	8.00	8.00	8.00	-	-	-	-	Yes	
Kittitas Public Library	-	-	-	-	-	-	-	-	-	
Odessa Public Library	-	-	-	-	-	-	-	-	-	
Pomeroy (Denny Ashby) Library	-	8.00	-	-	-	-	-	-	Yes	
Reardan Memorial Library	-	-	-	-	-	-	-	-	-	
Roy City Library	-	-	-	-	-	-	-	-	Yes	
Sprague Public Library	-	-	-	-	-	-	-	-	-	
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-	
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-	
Average	8.00	8.00	8.00	8.00	8.00	-	-	-	3	
Overall Averages/Total	8.39	8.19	7.79	7.96	7.61	8.04	6.91	7.41	35	