Over 250,000 Fort Vancouver Regional Library District \$64.90 - - \$36.55 \$44.13 \$35.17 \$57.24 - \$36.55 \$44.13 \$57.56 \$58.12 \$79.24 - - \$52.23 \$57.56 \$57.56 \$57.56 \$58.12 \$57.24 - - \$52.23 \$57.56 \$57.57 \$57.44 \$57.56			Director MLS			Director Non-MLS		Asstistant Director of Management Services			
Fort Vancouver Regional Library System S1924 S79.24 S79.25	Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.	
Fort Vancouver Regional Library System S79.24 S79.2	Over 250 000										
King County Library System \$79,24	•	964.90		_		_	_	\$36.55	\$11.13	\$51.72	
Kissap Regional Library Shorth Central Regional Library Shorth Central Regional Regional Regional Regional Regional Regional Region	<u> </u>		\$79.24	\$79.24	_		_			\$62.68	
North Central Regional Library \$42.5 \$63.12 \$54.60		\$17.24	\$17.24	\$17.24	_	_	-	ψ3Z.Z3	\$37.30	Ψ02.00	
Pierce County Library System		\$54.25	\$53.12	\$64.60		_	_	\$11.00	\$40.00	\$59.73	
Seatle Public Library S45.12		\$34.23	ψJJ.12		_		_			\$56.20	
Spokane County Library District		\$45.12	_		\$45.12		\$74.46	Ψ11.02	φτυ.τυ	Ψ30.20	
Spokane County Library District	-	- 10.12	-		ψ10.12 -		Ψ7 1.10	\$47.40	\$59.23	\$65.16	
Timberland Regional Library \$59.73 		\$49.75	\$54.73	,	-	_	_			\$43.96	
Average			-	+02.17	_	-	_	-	-	-	
Everett Public Library S52.81 S59.40 S68.79 - - - - - -			\$62.36	\$73.30	\$45.12	-	\$74.46	\$42.53	\$49.53	\$56.58	
Everett Public Library			II.			I		I			
Mid-Columbia Library System		¢E2.04	¢E0.40	¢(0.70	1		1		1		
Spokane Public Library		\$52.81		\$08.79	-	-	-	-	-	-	
Tacoma Public Library		- 454.00		470.40	-	-	-	-	-	-	
Whatcom County Library System	<u> </u>				-		-	-	-	-	
Yakima Valley Libraries	•		\$57.56	\$65.20	-		-	-	-	-	
Average			¢50.00	фго 24				+20.24	#2F 07	÷44.05	
25,001 - 100,000 Bellingham Public Library \$53.62 \$56.31	Yakıma Valley Libraries				-	-	-			\$44.05	
Bellingham Public Library	Average	\$50.10	\$55.78	\$65.62	-	-	-	\$29.36	\$35.96	\$44.05	
Longview Public Library	25,001 - 100,000										
Mount Vernon City Library \$38.01 \$41.18 \$44.35	Bellingham Public Library	\$50.94	\$53.62	\$56.31	-	-		-		-	
North Olympic Library System \$33.57 \$40.81 - - - - -	Longview Public Library	\$32.31	\$35.80	\$39.57	-	-	-	-	-	-	
Pullman (Neill) Public Library \$29.08 \$32.03 \$35.27	Mount Vernon City Library	\$38.01	\$41.18	\$44.35	-	-	-	\$25.05	\$27.91	\$30.76	
Puyallup Public Library \$36.50 \$41.96 \$47.44	North Olympic Library System	\$33.57	-	\$40.81	-	-	-	-	-	-	
Richland Public Library \$31.00 \$38.79 \$46.55	Pullman (Neill) Public Library	\$29.08	\$32.03	\$35.27	-	-	-	-	-	-	
Stevens County Rural Library District	Puyallup Public Library	\$36.50	\$41.96	\$47.44	-	-	-	-	-	-	
Walla Walla Public Library \$38.08 \$42.21 \$46.34 - - - - - - -	Richland Public Library	\$31.00	\$38.79	\$46.55	-	-	-	-	-	-	
Average \$35.92 \$40.18 \$43.98 - - \$25.05 \$27.91 \$35.00 5,001 - 25,000 Anacortes Public Library \$33.65 - \$41.54 - </td <td>Stevens County Rural Library District</td> <td>\$33.81</td> <td>\$35.87</td> <td>\$39.21</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td>	Stevens County Rural Library District	\$33.81	\$35.87	\$39.21	-	-	-	-	-	-	
5,001 - 25,000 Anacortes Public Library \$33.65 - \$41.54 -	Walla Walla Public Library	\$38.08	\$42.21	\$46.34	-	-	-	-	-	-	
Anacortes Public Library \$33.65 - \$41.54	Average	\$35.92	\$40.18	\$43.98	-	-	-	\$25.05	\$27.91	\$30.76	
Anacortes Public Library \$33.65 - \$41.54	5 001 - 25 000										
Asotin County Library		\$22.45		\$11.51							
Burlington Public Library \$35.91 - \$40.41		\$33.03	\$24.20	\$41.54	-	-	-	-	-	-	
Camas Public Library \$38.64 - \$46.15 - <	<u> </u>	\$35.01	\$34.30	\$40.41	-	-	-	-	-	-	
Ellensburg Public Library \$32.33 - \$43.10			-		-	-	-	-	-		
Grandview Library \$19.02 - \$28.52 -<			-		-		-	-	-		
Jefferson County Rural Library District						_	_	_	_		
Kelso Public Library -		\$17.02	_	Ψ20.32	_		_	_	-		
Liberty Lake Municipal Library \$30.74 \$32.62 \$34.62 - <td< td=""><td></td><td></td><td>_</td><td>_</td><td>_</td><td></td><td>_</td><td>_</td><td>_</td><td></td></td<>			_	_	_		_	_	_		
Ocean Shores Public Library \$24.00 - <	•	\$30.74	\$32.62	\$34.62	_	_	_	_	_		
Orcas Island Library District \$34.69 - \$41.09 -			Ψ32.02	ψ34.02	_	_	_	_	_		
Pend Oreille County Library District - \$18.59 - - \$15.93 - - - Port Townsend Public Library \$31.64 \$35.60 \$39.55 - <t< td=""><td></td><td></td><td>_</td><td>\$41.09</td><td>_</td><td>_</td><td>_</td><td>_</td><td>_</td><td></td></t<>			_	\$41.09	_	_	_	_	_		
Port Townsend Public Library \$31.64 \$35.60 \$39.55 - <td></td> <td>ΨΟ 1.07</td> <td>\$18 59</td> <td>ψ11.07</td> <td></td> <td>\$15.93</td> <td>_</td> <td>_</td> <td></td> <td>_</td>		ΨΟ 1.07	\$18 59	ψ11.07		\$15.93	_	_		_	
San Juan Island Library District \$33.82 \$38.20 \$42.33 - - - - - Sedro-Woolley Public Library \$30.00 - <	, ,	\$31.64		\$39.55	_	ψ10.70 -	_	-	_		
Sedro-Woolley Public Library \$30.00 -	•					_	_	_		_	
Walla Walla County Rural Library District \$32.97 \$36.35 \$40.08 -			#00.20	₩ 1Z.00	_						
			\$36.35	\$40.08			-	-			
Ψ10.00 - Ψ02.00		Ψ02.77	\$00.00	₩ 10.00	\$18.00		\$32.00				
Average \$31.45 \$32.62 \$39.74 \$18.00 \$15.93 \$32.00 -	·	¢21.4E	¢22.42	\$20.74		¢1E 02					

Table 20

		Director MLS			Director Non-MLS		Asstistant Director of Management Services		
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Cathlamet Public Library		_	_	-	_	_	_	_	
Columbia County Rural Library District	\$20.92	\$21.80	\$22.68	_	_	_	_	_	
Davenport Public Library	Ψ20.72	Ψ21.00	Ψ22.00	_	_	_	_	_	_
La Conner Regional Library	_	_	\$28.43	_			_		
Lopez Island Library District	_	_	\$20.43	_	_	_	_		
Ritzville Public Library	\$16.00	_		_			_		
Roslyn Public Library	\$10.00	_		_		_	_		
Upper Skagit Library District	\$19.75	_	\$21.50	_	_	_	_	_	
Average	\$18.89	\$21.80	\$24.20						
5,000 & under w/o certified librarian									
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	\$11.25	\$11.25	\$11.25	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	\$16.00	\$16.00	\$16.00	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	\$15.00	-	-	-
Kittitas Public Library	\$0.37	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	\$10.80	-	-	-	-	-
Roy City Library	-	-	-	-	\$11.34	-	-	-	-
Sprague Public Library	\$1.00	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	\$13.15	\$13.15	\$13.15	-	-	-
Average	\$0.69	-	-	\$12.80	\$12.94	\$13.85	-	-	
Overall Averages	\$36.82	\$43.69	\$49.00	\$19.05	\$13.53	\$26.98	\$38.70	\$45.13	\$51.78

		tant Directo		Pers	onnel Dire	ctor	M	ain Branch Manager	
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District	\$36.55	\$44.13	\$51.72	\$36.55	\$44.13	\$51.72	_	_	
King County Library System	\$52.23	\$57.76	\$62.68	\$52.23	\$57.76	\$62.68	_	_	
Kitsap Regional Library	-	-	+02.00	-	-	-	-	_	
North Central Regional Library	\$35.87	\$41.98	\$51.06	\$30.65	\$35.87	\$43.64	-	_	
Pierce County Library System	\$47.07	\$54.57	\$63.26	\$37.16	\$43.08	\$49.94	\$30.21	\$35.03	\$40.6
Seattle Public Library	\$41.89	\$46.15	\$50.86	\$45.12	-	\$74.46	\$39.64	\$43.64	\$48.0
Sno-Isle Libraries	\$53.10	\$66.40	\$73.04	\$47.40	\$59.23	\$65.16	-	-	*
Spokane County Library District	_	-	-	\$35.17	\$38.69	\$43.96	-	-	
Timberland Regional Library	\$37.55	\$43.53	\$51.98	\$33.36	\$38.68	\$46.18	-	-	
Average	\$43.47	\$50.65	\$57.80	\$39.71	\$45.35	\$54.72	\$34.93	\$39.34	\$44.3
100 001 250 000		'			"	'	'		
100,001 - 250,000 Everett Public Library	\$35.29	\$39.67	\$45.90	T				1	
-	\$35.29	\$39.07	\$45.9U	\$22.20	\$38.75	¢ / E 21	-	-	
Mid-Columbia Library System Spokano Public Library	¢24.05	¢ / 1 1 1 1	¢47.20	\$32.29	,	\$45.21	-	-	
Spokane Public Library	\$34.95	\$41.11	\$47.29	\$31.66	\$37.24	\$42.84	¢24.02	¢20.E4	¢41 E
Tacoma Public Library	- #2/ /O	- tar o/	¢55.04	+20.00	+27.F0	- tar 00	\$34.93	\$38.56	\$41.5
Whatcom County Library System	\$36.69	\$45.86	\$55.04	\$30.00	\$37.50	\$45.00	¢20.24	¢24.77	¢44.0
Yakima Valley Libraries	\$30.53	\$37.40	\$45.81	\$29.36	\$35.96	\$44.05	\$29.36	\$34.77	\$44.0
Average	\$34.37	\$41.01	\$48.51	\$30.83	\$37.36	\$44.28	\$32.15	\$36.67	\$42.7
25,001 - 100,000									
Bellingham Public Library		-		_	_	-	\$28.15	\$30.76	\$33.6
Longview Public Library		-	_	-	_	-	-	-	,,,,,,,
Mount Vernon City Library		-	-	-	_	-	-	_	
North Olympic Library System	\$30.45	-	\$37.01	_	_	-	\$22.72	-	\$27.6
Pullman (Neill) Public Library	-	-	-	-	_	-	-	-	7
Puyallup Public Library	_	-	-	-	-	-	-	-	
Richland Public Library	_	-	-	-	-	-	-	-	
Stevens County Rural Library District	-	-	-	-	-	-	-	-	
Walla Walla Public Library	-	-	-	-	-	-	-	-	
Average	\$30.45	_	\$37.01	_	-	_	\$25.44	\$30.76	\$30.6
Titologo	755.15		701101				723771	700.10	,,,,,,,
5,001 - 25,000									
Anacortes Public Library	-	-	-	-	-	-	-	-	
Asotin County Library	-	-	-	-	-	-	-	-	
Burlington Public Library	-	-	-	-	-	-	-	-	
Camas Public Library	\$30.51	-	\$36.44	-	-	-	-	-	
Ellensburg Public Library	-	-	-	-	-	-	-	-	
Grandview Library	-	-	-	-	-	-	\$14.19	-	\$21.2
Jefferson County Rural Library District	-	-	-	-	-	-	-	-	
Kelso Public Library	-	-	-	-	-	-	-	-	\$31.1
Liberty Lake Municipal Library	-	-	-	-	-	-	-	-	
Ocean Shores Public Library	-	-	-	-	-	-	-	-	
Orcas Island Library District	-	-	-	-	-	-	-	-	
Pend Oreille County Library District	-	-	-	-	-	-	-	-	
Port Townsend Public Library	-	-	-	-	-	-	-	-	
San Juan Island Library District	\$25.57	\$28.36	\$31.43	-	-	-	-		
Sedro-Woolley Public Library	-	-	-	-	-	-	-	-	
Walla Walla County Rural Library District	-	-	-	-	-	-	-	-	
Whitman County Library	-	-	-	-	-	-	-	-	
Average	\$28.04	\$28.36	\$33.94	_	_	_	\$14.19	_	\$26.2

		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									
Cathlamet Public Library	-	-	-	-	-	-	-	-	
Columbia County Rural Library District	-	-	-	-	-	-	-	-	
Davenport Public Library	-	-		-	-			-	
La Conner Regional Library	-	-	-	-	-	-	-	-	
Lopez Island Library District	-	-	-	-		-	-	-	
Ritzville Public Library	-	-	-	-	-	-	-	-	
Roslyn Public Library	-	-	-	-		-	-	-	
Upper Skagit Library District	-	-	-	-	-	-	-	-	
Average	_					_		_	
Castle Rock Public Library	-	-	-	-	-	-	-	-	
5,000 & under w/o certified librarian									
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	
Harrington Public Library	-	-		-	-			-	
Kalama Public Library	-	-	-	-		-	-	-	
Kittitas Public Library	-	-	-	-	i	-	-	-	
Odessa Public Library	-	-	-	-	i	-	-	-	
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	
Reardan Memorial Library	-	-	-	-	-	-	-	-	
Roy City Library	-	-	-	-	-	-	-	-	
Sprague Public Library	-	-	-	-	-	-	-	-	
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	
Average	-	-	-	-	-	-	-	-	
Overall Averages	\$37.73	\$45.58	\$50.25	\$36.75	\$42.44	\$51.24	\$28.46	\$36.55	\$35.

		mated Syst Manager	ems		nging Libra mall Branch			iging Libra dium Brand	
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District	\$28.54	\$34.46	\$40.38	\$24.02	\$29.01	\$33.99	\$25.22	\$30.46	\$35.69
King County Library System	\$43.38	\$47.72	\$52.06	\$24.02	Ψ27.01	Ψ33.77	\$25.22	\$30.40	ψ33.0
Kitsap Regional Library	Ψ43.30	Ψ47.72	\$32.00	-	-	-	-	-	
North Central Regional Library	_	_	-	\$13.47	\$15.75	\$19.17	\$17.72	\$20.73	\$25.2
Pierce County Library System	\$32.05	\$37.16	\$43.08	\$13.47	\$13.73	Ψ17.17	\$17.72	\$20.73	Ψ23.2
Seattle Public Library	\$37.75	\$41.56	\$45.79	\$33.46	\$36.82	\$40.58	_		
Sno-Isle Libraries	\$37.73	\$47.13	\$51.83	\$26.77	\$33.47	\$36.80	-	-	
Spokane County Library District	\$35.17	\$38.69	\$43.96	\$20.77	ψ33.4 <i>1</i>	Ψ30.00	-	-	
Timberland Regional Library	\$37.55	\$43.53	\$51.98	\$21.42	\$24.83	\$29.64	\$24.83	\$28.78	\$34.3
	\$36.02	\$41.46	\$47.01	\$23.83	\$27.98	\$32.04	\$22.59	\$26.66	\$31.70
Average	ψ30.02	Ψ1.10	Ψ1.01	Ψ23.03	Ψ27.70	\$32.04	ΨΖΖ.37	\$20.00	Ψ31.70
100,001 - 250,000									
Everett Public Library	-	-	-	-	-	-	-	-	
Mid-Columbia Library System	-	-	-	-	-	-	-	-	
Spokane Public Library	\$31.66	\$37.24	\$42.84	-	-	-	-	-	
Tacoma Public Library	\$38.52	\$42.55	\$47.00	\$34.93	\$38.57	\$41.51	\$34.93	\$38.57	\$41.5
Whatcom County Library System	\$23.00	\$28.18	\$33.35	\$20.76	\$25.43	\$30.10	\$20.76	\$25.43	\$30.10
Yakima Valley Libraries	\$27.18	\$33.29	\$40.78	\$20.01	\$23.70	\$33.03	\$24.70	\$29.26	\$37.0
Average	\$30.09	\$35.32	\$40.99	\$25.23	\$29.23	\$34.88	\$26.80	\$31.09	\$36.23
25 001 100 000									
25,001 - 100,000	400 74	404.04	***						
Bellingham Public Library	\$29.71	\$34.96	\$40.20	-	-	-	-	-	
Longview Public Library	-	-	-	-	-	-	-	-	
Mount Vernon City Library	-	-	-	-	-	-	-	-	
North Olympic Library System	- +04.70	-		-	-	-	-	-	
Pullman (Neill) Public Library	\$21.78	\$23.99	\$26.45	-	-	-	-	-	
Puyallup Public Library	-	-	-	-	-	-	-	-	
Richland Public Library	-	-	-	-	-	-	-		40.40
Stevens County Rural Library District	-	-	-	-	-	-	\$21.59	\$22.84	\$24.9
Walla Walla Public Library	-	-	-	-	-	-	-	-	
Average	\$25.75	\$29.48	\$33.33	-	-	-	\$21.59	\$22.84	\$24.99
5,001 - 25,000									
Anacortes Public Library	_	_	_	_	_	_	_	_	
Asotin County Library		_	_	_	_	_	_	_	
Burlington Public Library		-	-	-	-	-	-		
Camas Public Library		_				_			
Ellensburg Public Library		_	-	_	_	_	_	_	
Grandview Library			-		_				
Jefferson County Rural Library District				_	-				
Kelso Public Library		_		-	_	_		_	
Liberty Lake Municipal Library	-	-	-	-	-	-	-	-	
Ocean Shores Public Library		-	-	-		-	-		
Orcas Island Library District		-	-	-	-	-	-	-	
Pend Oreille County Library District	-	-	-	-	\$15.54	-	-	-	
Port Townsend Public Library	-	-	-	-	ψ10.04	-	-	-	
San Juan Island Library District		-	-	-	-	-	-	-	
Sedro-Woolley Public Library	-	-	-	-	-	-	-	-	
Walla Walla County Rural Library District	\$25.38	\$27.98	\$30.85	-	-	-	\$25.38	\$27.98	¢20.0
Whitman County Library Whitman County Library	\$20.38	\$21.98	φა∪.გე -	\$9.50	-	\$10.76	φ ∠ υ.38	φ21.98	\$30.8

	Autor	nated Syst Manager	ems		aging Libra mall Brancl		Managing Librarian Medium Branch		
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Cathlamet Public Library	_	_	_	-	_	_	_		
Columbia County Rural Library District	-	_	-	\$15.11	\$15.99	\$16.87	-	-	
Davenport Public Library	_	-	-	-	-	-	-	-	
La Conner Regional Library	-	_	-	-	-	-	-	-	
Lopez Island Library District	-	-	-	-		-		-	
Ritzville Public Library	-	-	-	-	_	-	-	-	
Roslyn Public Library	-	-	-	-	-	-	-	-	
Upper Skagit Library District	-	-	-	-	-	-	-	-	
Average	_	_	_	\$15.11	\$15.99	\$16.87	_	_	
Castle Rock Public Library	-	-	-	-	-	-	-	-	
5,000 & under w/o certified librarian									
Cle Elum (Carpenter Memorial) Library	_	_	-	-	-	-	-	_	
Harrington Public Library	-	-	-	-	-	-	-	-	
Kalama Public Library	-	-	-	-	-	-	-	-	
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	-	-	-	-	-	-	-	-	
Average	-	-	-	-	-	-	-	-	
Overall Averages	\$32.10	\$37.03	\$42.18	\$21.95	\$25.91	\$29.25	\$24.39	\$28.01	\$32.4

		aging Libra arge Branc			aging Libra Large Brar			epartment Manager	
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District	\$26.50	\$32.00	\$37.50	\$32.28	\$38.98	\$45.68	\$26.50	\$32.00	\$37.50
King County Library System	\$37.90	\$41.69	\$45.48	Ψ32.20	ψ30.70	ψ43.00	\$40.55	\$44.60	\$48.66
Kitsap Regional Library	-	Ψ11.07	ψ 10.10	_	_	_	φ10.00	Ψ11.00	Ψ10.00
North Central Regional Library	\$22.42	\$26.23	\$31.90	\$26.23	\$30.65	\$37.30	\$26.23	\$30.65	\$37.30
Pierce County Library System	Ψ22.12	Ψ20.20	φσ1.7σ	\$35.03	\$40.60	\$47.07	φ20.20	φοσ.σσ	ψ07.00
Seattle Public Library	\$39.64	\$43.64	\$48.07	-	ψ 10.00	Ψ17.07	\$35.29	\$38.88	\$42.81
Sno-Isle Libraries	\$30.00	\$37.52	\$41.25	\$33.64	\$42.05	\$46.25	\$37.71	\$47.13	\$51.83
Spokane County Library District	\$24.30	\$26.72	\$30.38	\$35.17	\$38.69	\$43.96	\$28.03	\$30.84	\$35.05
Timberland Regional Library	\$27.94	\$32.39	\$38.68	\$30.53	\$34.37	\$41.03	Ψ20.00	φοσ.σ τ	Ψ00.00
Average	\$29.81	\$34.31	\$39.04	\$32.15	\$37.56	\$43.55	\$32.39	\$37.35	\$42.19
7.1.e. age				-					·
100,001 - 250,000	#20.0F	407.00	¢40.05				#20 OF	#27.00	# 40.0
Everett Public Library	\$32.95	\$37.03	\$42.85	607.00	e20.00	¢24.05	\$32.95	\$37.03	\$42.85
Mid-Columbia Library System	\$23.82	\$26.81	\$31.35	\$26.02	\$29.28	\$34.25	-	-	
Spokane Public Library	\$24.74	\$29.09	\$33.46	\$28.68	\$33.74	\$38.81	-	-	
Tacoma Public Library	\$34.93	\$38.57	\$41.51	\$34.93	\$38.57	\$41.63	-	-	
Whatcom County Library System	\$25.50	\$31.88	\$38.25	\$25.50	\$31.88	\$38.25	\$25.50	\$31.88	\$38.25
Yakima Valley Libraries	\$27.18	\$32.19	\$40.79	-	-	-	\$22.01	\$26.97	\$33.03
Average	\$28.19	\$32.60	\$38.04	\$28.78	\$33.37	\$38.24	\$26.82	\$31.96	\$38.04
25,001 - 100,000									
Bellingham Public Library		_		-		_	\$29.71	\$34.96	\$40.20
Longview Public Library		_	_	-	_	-	\$25.56	\$28.32	\$31.29
Mount Vernon City Library		-	-	_	-	-	-	-	+01.12
North Olympic Library System	_	_	-	\$21.64	-	\$26.31	\$16.96	-	\$25.05
Pullman (Neill) Public Library	-	-	-	_	-	-	\$21.78	\$23.99	\$26.45
Puyallup Public Library	-	-	-	-	-	-	-	-	,
Richland Public Library	-	-	-	-	-	-	-	-	
Stevens County Rural Library District	-	-	-	-	-	-	-	-	
Walla Walla Public Library		-	-	-	-	-	\$28.08	\$31.12	\$34.16
Average	-	-	-	\$21.64	-	\$26.31	\$24.42	\$29.60	\$31.43
		l.							
5,001 - 25,000									
Anacortes Public Library	-	-	-	-	-	-	-	-	
Asotin County Library	-	-	-	-	-	-	-	\$25.00	
Burlington Public Library	-	-	-	-	-	-	-	-	
Camas Public Library	-	-	-	-	-	-	\$25.68	-	\$30.66
Ellensburg Public Library	-	-	-	-	-	-	\$21.08	-	\$28.11
Grandview Library	-	-	-	-	-	-	-	-	
Jefferson County Rural Library District	-	-	-	-	-	-	-	-	
Kelso Public Library	-	-	-	-	-	-	-	-	
Liberty Lake Municipal Library	-	-	-	-	-	-	-	-	
Ocean Shores Public Library	-	-	-	-	-	-	-	-	
Orcas Island Library District	-	-	-	-	-	-	-	-	
Pend Oreille County Library District	-	-	-	-	-	-	-	-	
Port Townsend Public Library	-	-	-	-	-	-	\$23.74	\$26.71	\$29.67
San Juan Island Library District	-	-	-	-	-	-	-	-	
Sedro-Woolley Public Library	-	-	-	-	-	-	-	-	
Walla Walla County Rural Library District	-	-	-	-	-	-	-	-	
Whitman County Library	-	-	-	-	-	-	\$12.00	-	\$20.92
Average	-	-	-	-	-	-	\$20.63	\$25.86	\$27.34

		iging 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									
Cathlamet Public Library		_	_		_	_	_	_	
Columbia County Rural Library District		_	_			_	_	_	
Davenport Public Library		_	_		_	_	_		
La Conner Regional Library		-	-			-	-	-	
Lopez Island Library District	-	-	-		-	-	-	-	
Ritzville Public Library	-	-	-			-	-	-	
Roslyn Public Library	-	-	-		-	-	-	-	
Upper Skagit Library District	-	-	-		-	-	-	-	
	-	-	-	<u> </u>	-	-	-	-	
Average	-	-	-	-	-	-	-	-	
5,000 & under w/o certified librarian Castle Rock Public Library					_	_		Т	
Cle Elum (Carpenter Memorial) Library	-	-		-		-	-	-	
Harrington Public Library	-	-	-		-	-	-	-	
Kalama Public Library	-	-	-		-	-	-	-	
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	-	-	-	-	-	-	-	-	
· · · · · ·	-	-	-	-	-	-	-	-	
Average	-	-	-	-	-	-	-	-	
Overall Averages	\$29.06	\$33.52	\$38.57	\$29.97	\$35.88	\$40.05	\$26.63	\$32.67	\$35.2

	L	_ibrarian 1		ı	Librarian 2			ary Associano de la comunicación	
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District	\$19.73	\$23.82	\$27.91	\$20.71	\$25.01	\$29.31	\$18.77	\$22.66	\$26.56
King County Library System	\$30.94	\$34.03	\$37.12	\$33.10	\$36.42	\$39.73	\$28.35	\$31.18	\$34.02
Kitsap Regional Library	\$30.74	\$34.03	\$37.12	\$33.10	\$30.42	\$37.73	\$20.33	\$31.10	\$34.Uz
North Central Regional Library	-	-	-	-	-	-	-	-	
Pierce County Library System	\$25.30	\$29.33	\$34.01	\$28.48	\$33.02	\$38.27	-	-	
Seattle Public Library	\$29.55	\$32.51	\$34.01	\$29.55	\$33.02	\$35.82	\$28.48	\$31.40	\$34.6
Sno-Isle Libraries	\$24.33	\$32.51	\$35.82	\$27.55	\$32.51	\$33.02	\$20.40	\$31.40	\$34.0
Spokane County Library District	\$22.68	\$24.94	\$28.35	\$26.09	\$28.70	\$32.62	\$18.58	\$20.43	\$23.22
Timberland Regional Library	\$19.60	\$22.72	\$27.13	\$23.40	\$20.70	\$32.39	\$10.50	\$20.43	ΨΖ3.Ζ2
Average	\$24.94	\$28.69	\$32.45	\$26.89	\$30.47	\$34.69	\$23.55	\$26.42	\$29.60
Average	42	420.07	402.10	720.07	700	40 1107	720.00	720112	727.00
100,001 - 250,000									
Everett Public Library	\$28.28	\$31.16	\$34.38	\$30.90	\$34.02	\$37.20	\$26.93	\$29.68	\$32.72
Mid-Columbia Library System	\$23.20	\$26.10	\$30.54	-	-	-	\$18.62	\$20.97	\$24.53
Spokane Public Library	\$22.41	\$26.36	\$30.33	\$23.55	\$27.70	\$31.86	-	-	
Tacoma Public Library	\$26.40	\$29.28	\$32.39	-	-	-	\$26.89	\$29.69	\$32.79
Whatcom County Library System	\$23.00	\$28.18	\$33.35	-	-	-	\$20.76	\$25.43	\$30.10
Yakima Valley Libraries	\$20.01	\$24.52	\$30.03	\$22.01	\$26.97	\$33.03	\$13.80	\$16.58	\$19.32
Average	\$23.88	\$27.60	\$31.84	\$25.49	\$29.56	\$34.03	\$21.40	\$24.47	\$27.89
25,001 - 100,000									
Bellingham Public Library	\$25.45	\$29.95	\$34.44	\$26.67	\$31.38	\$36.09	\$21.93	\$23.96	\$26.69
Longview Public Library	\$20.10	Ψ27.70	ΨΟ 1.111	Ψ20.07	Ψ01.00	ψου.υγ	Ψ21.70	Ψ20.70	Ψ20.0
Mount Vernon City Library	_	_	_	_	_	_	_	_	
North Olympic Library System	\$19.63	_	\$23.86	\$20.61	-	\$25.05	\$18.69	-	\$22.72
Pullman (Neill) Public Library	-	-	-	-	-	-	\$17.98	\$19.80	\$21.78
Puyallup Public Library	\$26.59	\$30.14	\$34.56	\$29.24	\$33.63	\$38.02	-	-	•
Richland Public Library	\$21.21	\$26.51	\$31.81	\$25.66	\$32.07	\$38.48	\$23.30	\$29.13	\$34.96
Stevens County Rural Library District	-	-	-	\$18.97	\$20.13	\$22.02	-	-	·
Walla Walla Public Library	-	-	-	-	-	-	\$22.82	\$25.98	\$29.13
Average	\$23.22	\$28.87	\$31.17	\$24.23	\$29.30	\$31.93	\$20.94	\$24.72	\$27.06
	'		'		'		-		
5,001 - 25,000									
Anacortes Public Library	-	-	-	\$27.40	-	\$35.76	\$23.64	-	\$26.61
Asotin County Library	-	-	-	-	\$25.00	-	\$17.79	-	\$15.87
Burlington Public Library	\$21.23	-	\$23.89	\$23.89	-	\$26.89	\$24.61	-	\$27.69
Camas Public Library	-	-	-	-	-	-	\$24.20	-	\$28.90
Ellensburg Public Library	-	-	-	-	-	-	-	-	\$19.24
Grandview Library	-	-	-	-	-	-	-	-	
Jefferson County Rural Library District	-	-	-	-	-	-	-	-	
Kelso Public Library	-	-	-	-	-	-	-	-	
Liberty Lake Municipal Library	\$19.54	\$20.74	\$22.00	-	-	-	-	-	
Ocean Shores Public Library	\$22.58	-	-	-	-	-	-	-	
Orcas Island Library District	-	-	-	-	-	-	-	-	
Pend Oreille County Library District	-	-	-	-	-	-	-	-	
Port Townsend Public Library	-	-	-	-	-	-	-	-	
San Juan Island Library District	-	-	-	-	-	-	400.10	-	
Sedro-Woolley Public Library	001.01	- 004.40	407.52	-	-	-	\$20.48	- ca 4 70	447. 2
Walla Walla County Rural Library District	\$21.86	\$24.10	\$26.57	-	-	-	\$13.41	\$14.79	\$16.3
Whitman County Library	-	-	-	-	-	-	-	-	
Average	\$21.30	\$22.42	\$24.15	\$25.65	\$25.00	\$31.33	\$20.69	\$14.79	\$22.44

		_ibrarian 1			Librarian 2			ary Associ upervisory	
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Cathlamet Public Library	_	_	_	_	_	_	_	_	
Columbia County Rural Library District	_	_	_	_	_	_	_	_	
Davenport Public Library	_	_	_		_	_	_	_	
La Conner Regional Library	_		_		_	_			
Lopez Island Library District	_	_	_		_	_	_	_	
Ritzville Public Library	_		_	_	_	_			
Roslyn Public Library	_	_	_		_	_	_	_	
Upper Skagit Library District	_	_	_	_	_	_	_	_	
		-	-	-	-	-	-	-	
Average	-	-	-	-	-	-	-	-	
5,000 & under w/o certified librarian Castle Rock Public Library									
,	-	-	-	-	-	-	- #40.00	- 000	*40.0
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	\$10.30	\$10.30	\$10.30
Harrington Public Library	-	-	-	-	-	-	-	-	
Kalama Public Library	-	-	-	-	-	-	-	-	
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	-	-	-	-	-	-	-	-	
Average	-	-	-	-	-	-	\$10.30	\$10.30	\$10.30
Overall Averages	\$23.62	\$27.66	\$30.76	\$25.64	\$29.55	\$33.28	\$20.97	\$23.47	\$25.62

	Libr	ary Associ	ate	Libr	ary Associ	ate	Library Assistant 1		
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
	¢17.40	¢21.04	¢24./5				¢10.47	¢1401	¢17./0
Fort Vancouver Regional Library District	\$17.42	\$21.04	\$24.65	+22.40	¢25.07	+20.22	\$12.47	\$14.81	\$17.63
King County Library System	-	-	-	\$23.60	\$25.97	\$28.33	\$16.83	\$18.51	\$20.20
Kitsap Regional Library				-	-	-			-
North Central Regional Library	\$19.17	\$22.42	\$27.25	-	+00.53	+00.05	\$10.65	\$12.47	\$15.14
Pierce County Library System	\$23.16	\$26.84	\$31.12	\$17.75	\$20.57	\$23.85	-		-
Seattle Public Library	\$24.63	\$27.07	\$29.87	-	-	-	\$17.34	\$19.11	\$21.02
Sno-Isle Libraries	\$16.95	\$21.18	\$23.33	\$13.49	\$16.86	\$18.54	\$15.12	\$18.91	\$20.78
Spokane County Library District	\$17.45	\$19.20	\$21.81	\$16.41	\$18.04	\$20.49	\$12.42	\$13.66	\$15.52
Timberland Regional Library	-	-	-	\$17.94	\$20.79	\$24.83	\$12.96	\$15.02	\$17.94
Average	\$19.80	\$22.96	\$26.34	\$17.84	\$20.45	\$23.21	\$13.97	\$16.07	\$18.32
100,001 - 250,000									
Everett Public Library	\$23.23	\$25.66	\$28.28	_	_	_	\$17.37	\$19.14	\$21.08
Mid-Columbia Library System	\$15.83	\$17.81	\$20.84	_	_		Ţ.7.07	Ψ.7.17	Ψ <u>2</u> 1.00
Spokane Public Library	\$19.32	\$22.74	\$26.14	\$16.97		\$22.24	\$14.04		\$17.76
Tacoma Public Library	\$21.91	\$24.28	\$26.85	\$19.00	\$21.02	\$23.19	\$16.24	\$17.88	\$17.75
Whatcom County Library System	\$18.05	\$24.20	\$26.17	\$14.90	\$17.88	\$20.86	\$11.86	\$14.21	\$16.57
Yakima Valley Libraries	\$15.96	\$19.17	\$20.17	\$14.70	\$17.00	\$20.00	\$10.93	\$13.08	\$10.37
·	\$19.05	\$21.96	\$25.10	\$16.96	\$19.45	\$22.10		\$16.08	\$17.98
Average	\$19.05	\$21.90	\$25.10	\$10.90	\$19.45	\$22.10	\$14.09	\$10.00	\$17.70
25,001 - 100,000									
Bellingham Public Library	\$18.37	\$20.08	\$22.37	\$17.33	\$18.91	\$21.10	\$14.49	\$15.84	\$17.67
Longview Public Library	\$21.57	\$23.90	\$26.41	-	-	-	\$18.44	\$20.43	\$23.65
Mount Vernon City Library	\$19.60	\$21.81	\$24.02	\$17.74	\$19.76	\$21.76	\$10.96	\$12.11	\$13.31
North Olympic Library System	\$15.38	-	\$18.69	\$13.95	-	\$16.96	\$10.41	-	\$12.65
Pullman (Neill) Public Library	\$16.36	\$17.98	\$19.80	\$15.22	\$16.73	\$18.43	-	-	-
Puyallup Public Library	-	-	-	-	-	-	-	-	-
Richland Public Library	-	-	-	-	-	-	\$11.95	\$14.94	\$17.93
Stevens County Rural Library District	-	-	-	-	-	-	\$13.75	\$15.04	\$15.97
Walla Walla Public Library		-	-	\$17.11	\$19.47	\$21.83	-	-	-
Average	\$18.26	\$20.94	\$22.26	\$16.27	\$18.72	\$20.02	\$13.33	\$15.67	\$16.86
5,001 - 25,000									
Anacortes Public Library	-	-	-	-	-	-	\$14.30	-	\$17.59
Asotin County Library	-	\$15.87	-	\$13.00	-	\$16.00	\$10.00	-	\$13.00
Burlington Public Library	\$17.26	-	\$19.42	-	-	-	\$13.62	-	\$15.33
Camas Public Library	-	-	-	\$22.81	-	\$27.24	-	-	-
Ellensburg Public Library	-	-	\$19.24	-	-	\$19.24	-	-	\$14.22
Grandview Library	\$11.00	-	\$11.00	-	-	-	\$9.19	-	\$13.50
Jefferson County Rural Library District	-	-	-	-	-	-	-	-	-
Kelso Public Library	-	-	-	-	-	-	-	\$17.70	\$18.74
Liberty Lake Municipal Library	\$15.70	\$16.66	\$17.68	\$14.59	\$15.48	\$16.43	\$11.58	\$12.29	\$13.06
Ocean Shores Public Library	-	-	-	\$22.15	-	-	-	-	-
Orcas Island Library District	\$21.65	-	\$30.51	\$14.27	-	\$22.62	\$11.93	-	\$15.15
Pend Oreille County Library District	-	-	-	-	-	-	\$9.63	-	-
Port Townsend Public Library	\$16.70	\$18.79	\$20.88	\$14.58	\$16.41	\$18.23	\$13.09	\$14.73	\$16.37
San Juan Island Library District	-	-	-	\$19.98	\$22.98	\$25.47	-	-	-
Sedro-Woolley Public Library	-	-	-	\$18.50	-	-	\$12.25	-	-
Walla Walla County Rural Library District	\$17.98	\$19.83	\$21.86	\$14.79	\$16.31	\$17.98	\$12.16	\$13.41	\$14.78
Whitman County Library	-	-	-	-	-	-	\$9.50	-	\$14.09
Average	\$16.72	\$17.79	\$20.08	\$17.19	\$17.80	\$20.40	\$11.57	\$14.53	\$15.08

	Libr	ary Associ Senior	ate	Libr	rary Associ	ate	Library Assistant 1		
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5.000 & under w/ certified librarian									
.,									
Cathlamet Public Library	-	-	-	-	-	-	-	- 00	
Columbia County Rural Library District	-	-	-	-	-	-	\$11.11	\$11.99	\$12.87
Davenport Public Library	-	-	-	-	-	-	-	-	-
La Conner Regional Library	\$15.33	\$16.26	\$18.29	-	-	-	\$12.41	\$13.17	\$14.81
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Ritzville Public Library	-	-	-	\$10.00	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Upper Skagit Library District	-	-	-	\$14.00	-	\$20.10	\$10.50	-	\$14.10
Average	\$15.33	\$16.26	\$18.29	\$12.00	-	\$20.10	\$11.34	\$12.58	\$13.93
Castle Rock Public Library	-	-	-	-	-	-	\$9.22	\$9.22	\$9.22
5,000 & under w/o certified librarian							¢0.22	¢0.22	¢0.22
Cle Elum (Carpenter Memorial) 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	-	-	-	-	-	-	\$10.66	\$10.66	\$10.66
Average	-	-	-	-	-	-	\$9.94	\$9.94	\$9.99
	*****			*****	****	****	****		***
Overall Averages	\$18.33	\$20.99	\$23.15	\$16.67	\$19.15	\$21.17	\$12.63	\$14.93	\$15.9°

	Libra	ary Assista	nt 2		Page		•	erintendent aintenance	
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250 000									
Over 250,000	*****	447.40	400.44	40.00	440.00	***	400.00	401.00	410.11
Fort Vancouver Regional Library District	\$14.45	\$17.19	\$20.44	\$9.08	\$10.80	\$12.84	\$29.99	\$36.22	\$42.44
King County Library System	\$22.06	\$24.27	\$26.48	\$11.21	\$12.33	\$13.45	-	-	-
Kitsap Regional Library	-	-	-	-	-	-	-	-	-
North Central Regional Library	-	-	-	\$9.32	-		-	-	-
Pierce County Library System	\$16.73	\$19.39	\$22.48	\$10.42	\$12.08	\$14.01	\$36.08	\$41.82	\$48.48
Seattle Public Library	\$18.25	\$20.06	\$22.15	\$17.02	\$18.77	\$20.62	\$44.83	\$49.38	\$54.37
Sno-Isle Libraries	\$16.95	\$21.18	\$23.33	\$12.05	\$15.07	\$16.53	\$30.00	\$37.52	\$41.25
Spokane County Library District	\$14.62	\$16.08	\$18.27	\$9.32	\$9.79	\$10.26	\$24.30	\$26.72	\$30.38
Timberland Regional Library	\$13.75	\$15.94	\$19.03	\$9.32	\$9.93	\$11.86	-	-	-
Average	\$16.69	\$19.16	\$21.74	\$10.97	\$12.68	\$14.22	\$33.04	\$38.33	\$43.38
100,001 - 250,000									
Everett Public Library	\$19.14	\$21.08	\$23.23	\$10.36	\$11.13	\$12.28	-	-	-
Mid-Columbia Library System	\$13.79	\$15.52	\$18.17	\$9.32	\$10.49	\$12.27	-	-	_
Spokane Public Library	\$15.21	-	\$19.86	\$9.32	-	-	\$25.99	\$30.57	\$35.16
Tacoma Public Library	-	-	-	\$11.09	\$11.96	\$12.82	\$38.79	\$42.87	\$47.33
Whatcom County Library System	\$12.69	\$15.24	\$17.79	\$10.33	\$12.39	\$14.45	-	-	
Yakima Valley Libraries	\$10.93	\$13.08	\$14.75	\$9.19	\$9.19	\$9.19	\$22.01	\$26.96	\$33.03
Average	\$14.35	\$16.23	\$18.76	\$9.94	\$11.03	\$12.20	\$28.93	\$33.47	\$38.51
	<u>'</u>		'	•	<u>'</u>			•	
25,001 - 100,000	1								
Bellingham Public Library	\$16.30	\$17.83	\$19.89	\$9.61	\$10.17	\$10.38	-	-	-
Longview Public Library	\$17.37	\$19.24	\$22.28	\$9.19	\$9.74	\$11.84	-	-	-
Mount Vernon City Library	\$11.91	\$13.19	\$14.49	\$9.32	\$10.42	\$11.44	-	-	-
North Olympic Library System	\$13.29	-	\$16.15	\$9.44	-	\$10.93	\$20.61	-	\$25.05
Pullman (Neill) Public Library	\$12.15	\$12.76	\$13.41	\$9.19	\$9.29	\$9.76	-	-	-
Puyallup Public Library	-	-	-	-	-	-	-	-	-
Richland Public Library	\$14.48	\$18.10	\$21.72	\$9.32	\$11.65	\$13.98	-	-	
Stevens County Rural Library District	\$16.35	\$17.88	\$18.98	-	-	-	-	-	-
Walla Walla Public Library	\$14.00	\$15.94	\$17.87	\$9.30	\$10.04	\$10.77	-	-	-
Average	\$14.48	\$16.42	\$18.10	\$9.34	\$10.22	\$11.30	\$20.61	-	\$25.05
5,001 - 25,000									
Anacortes Public Library	\$16.10	_	\$19.80	\$9.32	_	_	_	_	
Asotin County Library	ψ10.10 -	_	-	Ψ7.02	\$9.19	_	_	_	
Burlington Public Library	_	_	_	\$9.19	Ψ7.17	\$9.19	_	_	
Camas Public Library	_	_	_	\$12.63		\$13.80	_	_	
Ellensburg Public Library	_	_	_	ψ12.00 -	_	Ψ10.00	_	_	
Grandview Library	_	_	_	_	_	_	_	_	
Jefferson County Rural Library District	_	_	_	_	_	_	_	_	_
Kelso Public Library		\$19.96	_	_	_	_	_	_	_
Liberty Lake Municipal Library	\$12.86	\$13.65	\$14.48	\$9.32	\$9.89	\$10.50	_	_	
Ocean Shores Public Library	\$12.00	ψ13.03	ψ14.40	Ψ7.52	Ψ7.07	\$10.50	-	-	
Orcas Island Library District	-	-	-	-	-	-	-	-	
Pend Oreille County Library District	-	-	-	\$9.63	-	-	-		
Port Townsend Public Library	\$13.54	\$15.24	\$16.93	\$9.03	\$9.50	\$10.55	-		
San Juan Island Library District	φ13.34	φ10.Z4	φ10.93	φ7.U4	φ 7 .30	φ10.00	-	-	
Sedro-Woolley Public Library	¢0.2E	¢10.25	-	-	-	-	-	-	
	\$9.25	\$10.25 \$16.31	¢17.00	\$9.05	¢0.0E	\$9.19	-	-	-
Walla Walla County Rural Library District	\$14.79	\$16.31	\$17.98		\$9.05		-	-	-
Whitman County Library			A	\$9.19		\$9.19	-	-	
Average	\$13.31	\$15.08	\$17.30	\$9.67	\$9.41	\$10.40	-	-	-

	Libra	ary Assista	nt 2		Page			erintenden laintenance	
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5000									
5,000 & under w/ certified librarian									
Cathlamet Public Library	-	-	-	-	-	-	-	-	-
Columbia County Rural Library District	\$11.91	\$12.79	\$13.67	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
La Conner Regional Library	\$13.30	\$14.11	\$15.87	\$9.32	\$9.32	\$9.32	-	-	-
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Ritzville Public Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Upper Skagit Library District	-	-	-	-	-	-	-	-	-
Average	\$12.61	\$13.45	\$14.77	\$9.32	\$9.32	\$9.32	-		
5,000 & under w/o certified librarian Castle Rock Public Library	_	-	-	-	-	-	-	-	-
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
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	\$9.66	\$9.66	\$9.66	\$9.19	\$9.19	\$9.19	-	-	-
Average	\$9.66	\$9.66	\$9.66	\$9.19	\$9.19	\$9.19	-	-	
Overall Averages	\$14.49	\$16.38	\$18.49	\$9.95	\$10.89	\$11.87	\$30.29	\$36.51	\$39.72

	Facili	ties Superv	/isor_	Maint	enance Wo	orker	(Custodian	
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District	¢22.21	¢27.04	¢21 E7	¢17.07	¢20.E2	¢24.40			
	\$22.31	\$26.94 \$36.42	\$31.57 \$39.73	\$17.27	\$20.52	\$24.40 \$26.48	-	-	
Kiton Dogional Library	\$33.11	\$30.42	\$39.73	\$22.06	\$24.27	\$20.48	-	-	
Kitsap Regional Library North Central Regional Library	-	-	-	-	-	-	-	-	
<u> </u>	\$27.65	¢22.0E	\$37.16	\$18.83	\$21.83	¢2E 20	¢14.01	¢14.24	¢10.0°
Pierce County Library System		\$32.05				\$25.30	\$14.01	\$16.24	\$18.83
Seattle Public Library Sno-Isle Libraries	\$31.38	\$34.58	\$38.15	\$22.84	\$25.21	\$27.71	\$18.18	\$19.98	\$21.98
Spokane County Library District	-	-	-	¢21.21	\$23.34	\$26.53	-	-	
				\$21.21			-	-	
Timberland Regional Library	\$23.40	\$27.13	\$32.39	\$17.41	\$20.19	\$24.10	-	-	
Average	\$27.57	\$31.42	\$35.80	\$19.94	\$22.56	\$25.75	\$16.10	\$18.11	\$20.41
100,001 - 250,000									
Everett Public Library	-	-	-	-	-	-	-	-	
Mid-Columbia Library System	-	-	-	\$15.83	\$17.81	\$20.84	-	-	
Spokane Public Library	-	-	-	\$15.50	-	\$20.34	\$13.77	-	\$17.42
Tacoma Public Library	-		-	\$20.61	\$22.72	\$25.08	\$16.78	\$18.62	\$20.47
Whatcom County Library System	\$25.50	\$31.88	\$38.25	-	-	-	\$11.86	\$14.21	\$16.57
Yakima Valley Libraries	\$15.95	\$19.16	\$22.33	\$10.93	\$12.69	\$14.74	\$10.93	\$12.69	\$14.74
Average	\$20.73	\$25.52	\$30.29	\$15.72	\$17.74	\$20.25	\$13.34	\$15.17	\$17.30
25,001 - 100,000									
Bellingham Public Library	-	-	-	-	-	-	-	-	
Longview Public Library	-	-	-	-	-	-	-	-	
Mount Vernon City Library	-	-	-	-	-	-	-	-	
North Olympic Library System	\$13.95	-	\$16.96	\$12.05	-	\$14.65	\$10.93	-	\$13.29
Pullman (Neill) Public Library	-	-	-	-	-	-	-	-	
Puyallup Public Library	-	-	-	-	-	-	-	-	
Richland Public Library	-	-	-	-	-	-	-	-	
Stevens County Rural Library District	-	-	-	-	-	-	-	-	
Walla Walla Public Library	-	-	-	-	-	-	-	-	
Average	\$13.95	-	\$16.96	\$12.05	-	\$14.65	\$10.93	-	\$13.29
5,001 - 25,000									
Anacortes Public Library									
,	-	-	-	-	-	-	\$13.72	-	\$10.00
Asotin County Library Burlington Public Library	-	-	-	-	-	-	\$13.72	-	\$10.00
Camas Public Library	-	-	-	-	-	-	-	-	
Ellensburg Public Library	-	-	¢10.24	-	-	-	-	-	
	-	-	\$19.24	-	-	-	-	-	
Grandview Library Jefferson County Rural Library District	-	-	-	-	-	-	-	-	
	-	-	-	-	-	-	-	-	
Kelso Public Library	-	-	-	-	-	-	-	-	
Liberty Lake Municipal Library	-	-	-	-	-	-	-	-	
Ocean Shores Public 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 Rural Library District	-	-	-	-	-	-	-	-	
Whitman County Library	-	-	-	-	-	-	-	-	
Average	-	-	\$19.24	-	-	-	\$13.72	-	\$10.00

	Facili	ties Superv	visor	Main	tenance Wo	orker		Custodian	
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Cathlamet Public Library	_	_	_		_	_	_	_	
Columbia County Rural Library District	_	_	_		_	_	_	_	
Davenport Public Library	_	_	_		_	_	_	_	
La Conner Regional Library	_	_	_		_	_	_	_	
Lopez Island Library District	_	-	-		-	_	_	-	
Ritzville Public Library	_	-	-		-	-	-	-	
Roslyn Public Library	_	-	-	_	-	-	-	-	
Upper Skagit Library District	-	-	-	_	_	_	-	-	
			_					_	
Average									
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	
Harrington Public Library	-	-	-	-	-	-	-	-	
Kalama Public Library	-	-	-	-	-	-	-	-	
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	-	-	-	-	-	-	-	-	
Average	-	-	-	-	-	-	-	-	
Overall Averages	\$24.16	\$29.74	\$30.64	\$17.69	\$20.95	\$22.74	\$13.77	\$16.35	\$16.6

	Bool	kmobile Dr	iver	De	livery Drive	er	Public Ir	nformation	Officer
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District	\$14.45	\$17.19	\$20.44	\$13.76	\$16.36	\$19.46	_		
King County Library System	\$23.61	\$25.97	\$28.33	\$16.83	\$18.51	\$20.19	\$52.23	\$57.46	\$62.68
Kitsap Regional Library	-	-	-	-	-	-	-	-	402.0
North Central Regional Library	\$19.17	\$22.42	\$27.25	\$14.58	\$17.03	\$20.73	-	-	
Pierce County Library System	\$17.75	\$20.57	\$23.85	\$15.31	\$17.75	\$20.57	\$37.16	\$43.08	\$49.9
Seattle Public Library	\$20.20	\$22.21	\$24.44	\$18.56	\$20.40	\$22.50	\$31.54	\$34.80	\$38.3
Sno-Isle Libraries	\$21.29	\$26.61	\$29.28	\$15.12	\$18.91	\$20.78	\$47.40	\$59.23	\$65.1
Spokane County Library District	-	-	-	-	-	-	\$35.17	\$38.69	\$43.9
Timberland Regional Library	-	-	-	\$13.75	\$15.94	\$19.03	\$31.45	\$36.46	\$43.53
Average	\$19.41	\$22.50	\$25.60	\$15.42	\$17.84	\$20.47	\$39.16	\$44.95	\$50.6°
100,001 - 250,000									
Everett Public Library	-	-	_	-	-	-	-	-	
Mid-Columbia Library System	\$15.83	\$17.81	\$20.84	\$13.79	\$15.52	\$18.17	\$29.90	\$35.88	\$41.8
Spokane Public Library	\$18.12		\$23.63	-	- 70.02		\$25.99	\$30.57	\$35.1
Tacoma Public Library	-	-	-	-	-	-	\$32.92	\$36.35	\$40.1
Whatcom County Library System	\$16.53	\$19.84	\$23.14	\$14.10	\$16.92	\$19.74	\$25.50	\$31.88	\$38.2
Yakima Valley Libraries	-	-	-	\$10.93	\$13.08	\$14.75	-	-	
Average	\$16.83	\$18.83	\$22.54	\$12.94	\$15.17	\$17.55	\$28.58	\$33.67	\$38.86
25,001 - 100,000									
Bellingham Public Library			_	\$14.49	\$15.84	\$17.67	\$29.41	\$32.43	\$35.7!
Longview Public Library	-	-	-	\$14.47	\$15.64	\$17.07	\$27.41	\$32.43	φ33.73
Mount Vernon City Library	-	-	-	-	-	-	-	-	
North Olympic Library System	_	-	-	-	_	-	-	-	
Pullman (Neill) Public Library	_	_	_	_	_	-	_	_	
Puyallup Public Library	_	_	-	-	_	-	-	_	
Richland Public Library	-	-	-	-	-	-	-	-	
Stevens County Rural Library District	-	-	-	\$11.85	\$12.94	\$13.72	-	-	
Walla Walla Public Library	-	-	-	-	-	-	-	-	
Average	-	-	-	\$13.17	\$14.39	\$15.70	\$29.41	\$32.43	\$35.75
5.004 .05.000									
5,001 - 25,000									
Anacortes Public Library	-	-	-	-	-	-	-	-	
Asotin County Library	-	-	-	-	-	-	-	-	
Burlington Public Library	-	-	-	-	-	-	-	-	
Camas Public Library	-	-	-	-	-	-	-	-	
Ellensburg Public Library	-	-		-	-	-	-	-	
Grandview Library Jefferson County Rural Library District	-	-	-	-	-	-	-	-	
Kelso Public Library	-	-	-			-	-	-	
Liberty Lake Municipal Library	-	-	-	-	-	-	-	-	
Ocean Shores Public Library	-	-	-	-	-	-	-	-	
Orcas Island Library District		_		_	_	_	_	_	
Pend Oreille County Library District	_	_	_	_	_	_	_	_	
Port Townsend Public Library	_	-	-	\$10.24	\$11.52	\$12.80	-	_	
San Juan Island Library District	-	-	-				-	-	
Sedro-Woolley Public Library	-	_	_	_	-	_	_	_	
Walla Walla County Rural Library District	-	-	-	\$12.16	\$13.41	\$14.78	-	-	
				. =					
Whitman County Library	-	-	-	-	-	-	-	-	

	Bool	kmobile Dr	iver	De	elivery Driv	er	Public Ir	nformation	Officer
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Cathlamet Public Library			_	_	_				
Columbia County Rural Library District	-	-	-		-	-	-	-	
Davenport Public Library	-	-	-		-	-	-	-	
, ,	-	-	-	-	-	-	-	-	
La Conner Regional Library	-	-	-			-	-	-	
Lopez Island Library District	-	-	-	-	-	-	-	-	
Ritzville Public Library	-	-	-	-	-	-	-	-	
Roslyn Public Library	-	-	-	-	-	-	-	-	
Upper Skagit Library District	-	-	-	-	-	-	-	-	
Average	-	-	-	-	-	-	-	-	
5,000 & under w/o certified librarian Castle Rock Public Library	-	-	-	-	-	-	-	-	
Cle Elum (Carpenter Memorial) Library	-	_	_	_	-	-	-	-	
Harrington Public Library	-	-	-	-	-	-	-	-	
Kalama Public Library	-	_	-	_	_	-	_	_	
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	-	-	-	-	-	-	-	-	
Average	-	-	-	-	-	-	-	-	
Overall Averages	\$18.55	\$21.58	\$24.58	\$13.96	\$16.01	\$18.21	\$34.42	\$39.71	\$44.9

	Grap	hic Techni	cian	Pre	ess Operat	or		Secretary ministrativ	e
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District	\$13.76	\$16.36	\$19.46	_	_	_	\$19.72	\$23.81	\$27.90
King County Library System	\$19.26	\$10.30	\$23.16	\$19.26	\$21.19	\$23.16	\$30.94	\$34.03	\$37.12
Kitsap Regional Library	\$17.20	Ψ21.17	Ψ20.10	Ψ17.20	Ψ21.17	Ψ20.10	ψου. 7 1	φυ 1.00	ΨΟ7.11
North Central Regional Library	\$26.23	\$30.65	\$37.30	_	_	_	\$16.37	\$19.17	\$23.3
Pierce County Library System	\$20.57	\$23.85	\$27.65	\$16.73	\$19.39	\$22.48	\$25.30	\$29.33	\$34.0
Seattle Public Library	\$28.48	\$31.40	\$34.61	-	-	-	\$22.68	\$24.98	\$27.5
Sno-Isle Libraries	\$21.29	\$26.61	\$29.28	-	-	-	-	-	*
Spokane County Library District	\$19.85	\$21.83	\$24.82	-	-	-	\$17.45	\$19.20	\$21.8
Timberland Regional Library	\$17.41	\$20.19	\$24.10	-	-	-	\$21.42	\$24.83	\$29.6
Average	\$20.86	\$24.01	\$27.55	\$18.00	\$20.29	\$22.82	\$21.98	\$25.05	\$28.7
100,001 - 250,000									
Everett Public Library				_	-	. 1	\$25.45	\$28.60	\$33.1
Mid-Columbia Library System	\$15.83	\$17.81	\$20.84	-	-	-	Ψ20.40	φ20.00	ψ 3 3.1
Spokane Public Library	ψ10.03	ψ17.01	Ψ20.04	\$16.97	-	\$22.24	-	-	
Tacoma Public Library	-	-	-	\$10.77	-	\$22.24	\$23.22	\$26.28	\$29.7
Whatcom County Library System	\$16.53	\$19.84	\$23.14	-	-	-	\$14.10	\$16.92	\$19.7
Yakima Valley Libraries	\$10.55	\$17.04	\$23.14	_	_	_	\$14.10	\$22.67	\$27.7
	\$16.18	\$18.83	\$21.99	\$16.97	-	\$22.24	\$20.32	\$23.62	\$27.6
Average	\$10.10	φ 10.03	ΨZ 1.77	\$10.77	-	\$22.24	\$20.32	\$23.02	Ψ27.0
25,001 - 100,000									
Bellingham Public Library	-	-	-	-	-	-	\$20.73	\$22.86	\$25.2
Longview Public Library	-	-	-	-	-	-	\$18.44	\$20.43	\$23.6
Mount Vernon City Library	-	-	-	-	-	-	-	-	
North Olympic Library System	-	-	-	-	-	-	-	-	
Pullman (Neill) Public Library	-	-	-	-	-	-	\$19.31	\$21.26	\$23.3
Puyallup Public Library	-	-	-	-	-	-	-	-	<u> </u>
Richland Public Library	-	-	-	-	-	-	-	-	
Stevens County Rural Library District	-	-	-	-	-	-	\$13.75	\$15.04	\$15.9
Walla Walla Public Library	-	-	-	-	-	-	\$19.44	\$21.10	\$22.7
Average	-	-	-	-	-	-	\$18.33	\$20.14	\$22.1
					l l				
5,001 - 25,000									
Anacortes Public Library	-	-	-	-	-	-	\$18.12	-	\$22.9
Asotin County Library	-	-	-	-	-	-	-	-	
Burlington Public Library	-	-	-	-	-	-	-	-	
Camas Public Library	-	-	-	-	-	-	\$19.18	-	\$22.9
Ellensburg Public Library	-	-	-	-	-	-	-	-	
Grandview Library	-	-	-	-	-	-	-	-	
Jefferson County Rural Library District	-	-	-	-	-	-	-	-	
Kelso Public Library	-	-	-	-	-	-	-	-	
Liberty Lake Municipal Library	-	-	-	-	-	-	-	-	
Ocean Shores Public Library	-	-	-	-	-	-	-	-	
Orcas Island Library District	-	-	-	-	-	-	\$21.39	-	\$29.9
Pend Oreille County Library District	-	-	-	-	-	-	-	-	
Port Townsend Public Library	-	-	-	-	-	-	-	-	
San Juan Island Library District	-	-	-	-	-	-	-	-	
Sedro-Woolley Public Library	-	-	-	-	-	-	-	-	
Walla Walla County Rural Library District	-	-	-	-	-	-	\$19.93	\$21.86	\$24.1
Whitman County Library	-	-	-	-	-	-	-	-	
Average	_	-	-	-	-	-	\$19.66	\$21.86	\$24.9

	Grap	hic Techni	cian	Pr	ess Operat	or		Secretary Iministrativ	⁄e
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Cathlamet Public Library	_	_	_	_	_	_	_		
Columbia County Rural Library District	_	_	-		_	-	-	-	
Davenport Public Library		-	_			-	_		
La Conner Regional Library	_	_	_		-	-	_	_	
Lopez Island Library District	-	-	-	-	-	-	-	-	
Ritzville Public Library	_	-	-	-	_	-	_	_	
Roslyn Public Library	_	-	-	-	-	-	-	-	
Upper Skagit Library District	-	-	-	-	-	-	-	-	
Average	_	_	_	_	_	_	_	_	
5,000 & under w/o certified librarian Castle Rock Public Library				-	_	_			
· · · · · · · · · · · · · · · · · · ·									
Cle Elum (Carpenter Memorial) Library	_	_	-			-	-	_	
Harrington Public Library	-	-	-	_	-	-	-	-	
Kalama Public Library	_	_	-	-	_	-	-	_	
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	-	-	-	-	-	-	-	-	
Average	-	-	-			-	-	-	
Overall Averages	\$19.92	\$22.97	\$26.44	\$17.65	\$20.29	\$22.63	\$20.27	\$23.08	\$26.

Spokane Public Library			Secretary		Accou	nting Tech	nician	Acc	ounting Cl	erk
Fort Vancouver Regional Library Dishict	Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Fort Vancouver Regional Library Dishict	Over 250 000									
King County Library System 923.61 926.79 528.33 \$22.06 \$124.27 \$26.48 \$16.83 \$18.51 \$30.25 \$15.55	<u>'</u>	¢17.01	¢20.54	¢24.07	¢1/ 10	¢10.55	¢22.01	¢1F 70	¢10.07	¢22.24
Kilsap Regional Library										
North Central Regional Library \$12.47 \$14.88 \$17.72 \$20.73 \$24.26 \$29.47		\$23.01	\$25.97	\$28.33	\$22.06	\$24.27	\$20.48	\$10.83	\$18.51	\$20.20
Pierce County Library System		¢12.47	¢14 E0	¢17.70	f20.72	¢24.26	¢20.47	-	-	-
Seattle Public Library \$23.62 \$26.03 \$22.75 \$20.43 \$22.54 \$24.88	<u> </u>							¢14 72	¢10.20	¢22.40
Sno-les Libraries \$19.00 \$23.75 \$26.12 \$26.77 \$33.47 \$38.80 \$16.95 \$21.18 \$23.55 \$25.50 \$20.40 \$22.83 \$23.55 \$13.10 \$14.41 \$316.35 \$31.40 \$316.35 \$31.40 \$316.35 \$31.40 \$316.35 \$31.40 \$316.35 \$31.40 \$316.35 \$31.40 \$316.35 \$31.40 \$316.35 \$31.40 \$316.35 \$31.40 \$316.35 \$31.40 \$316.35 \$31.40 \$316.35 \$316.35 \$31.40 \$316.35	· · · · · · · · · · · · · · · · · · ·							\$10.73	\$19.39	\$22.48
Spokane County Library (Starled								¢14.0E	¢21.10	¢22.22
Timberland Regional Library		\$19.00	\$23.73							
Average \$19.18 \$22.23 \$25.17 \$21.44 \$24.80 \$28.20 \$15.88 \$18.51 \$20.95 \$10.001 - 250.000 \$		-	-	-	\$22.00	\$24.94	\$20.33	\$13.10	\$14.41	\$10.30
100,001 - 250,000		¢10.10	¢22.22	¢2E 17	¢21.44	£24.00	¢20.20	¢1E 00	¢10 E1	¢20.0E
Everett Public Library	Average	\$19.18	\$22.23	\$25.17	\$21.44	\$24.80	\$28.20	\$15.88	\$18.51	\$20.95
Mid-Columbia Library System -										
Spokane Public Library	Everett Public Library	-	-	-	-	-	-	-	-	
Second Public Library Seco	Mid-Columbia Library System	-	-	-	\$19.66	\$22.13	\$25.89	\$18.62	\$20.97	\$24.53
Whatcom County Library System	Spokane Public Library	-	-	-	-	-	-	\$18.40	\$21.64	\$24.89
Yakima Valley Libraries \$13.80 \$16.08 \$19.32 \$13.08 \$14.75 Average - \$19.35 \$22.31 \$25.89 \$15.98 \$18.56 \$21.35 25,001 - 100,000 Bellingham Public Library -	Tacoma Public Library	-	-	-	\$23.16	\$25.58	\$28.25	-	-	-
Average	Whatcom County Library System	-	-	-	\$20.76	\$25.43	\$30.10	-	-	-
25,001 - 100,000 Bellingham Public Library	Yakima Valley Libraries	-	-	-	\$13.80	\$16.08	\$19.32	\$10.93	\$13.08	\$14.75
Bellingham Public Library	Average	-	-	-	\$19.35	\$22.31	\$25.89	\$15.98	\$18.56	\$21.39
Bellingham Public Library	3F 001 100 000									
Longview Public Library										
Mount Vernon City Library	,	-					-	-	-	-
North Olympic Library System - -	•	-	-	-	-	-	-	-	-	-
Pullman (Neill) Public Library		-	-	-	- #4F 00	-	- 010.40	-	-	-
Puyallup Public Library \$17.48 \$21.85 \$26.22 .		-	-	-	\$15.38	-	\$18.69	-	-	-
Richland Public Library \$17.48 \$21.85 \$26.22		-	-	-	-	-	-	-	-	
Stevens County Rural Library District		¢17.40	+01.0F	+24.22	-	-	-	-	-	-
Walla Walla Public Library . </td <td></td> <td>\$17.48</td> <td>\$21.85</td> <td>\$26.22</td> <td>¢1E (O</td> <td>¢1/ //</td> <td>¢10.22</td> <td>-</td> <td>-</td> <td></td>		\$17.48	\$21.85	\$26.22	¢1E (O	¢1/ //	¢10.22	-	-	
\$17.48 \$21.85 \$26.22 \$15.54 \$16.66 \$18.46		-	-	-	\$10.09	\$10.00	\$18.22	-	-	-
5,001 - 25,000 Anacortes Public Library				-				-	-	-
Anacortes Public Library	Average	\$17.48	\$21.85	\$26.22	\$15.54	\$16.66	\$18.46	-	-	-
Asotin County Library	5,001 - 25,000									
Burlington Public Library	Anacortes Public Library	-	-	-	-	-	-	-	-	-
Burlington Public Library	Asotin County Library	-	-	-	-	-	-	-	-	-
Ellensburg Public Library		-	-	-	-	-	-	-	-	-
Grandview Library -	Camas Public Library	-	-	-	-	-	-	-	-	-
Jefferson County Rural Library District	Ellensburg Public Library	-	-	-	-	-	-	-	-	-
Kelso Public Library -		-	-	-	-	-	-	-	-	-
Kelso Public Library -	Jefferson County Rural Library District	-	-	-	-	-	-	-	-	
Ocean Shores Public Library -<		-	-	-	-	-	-	-	-	-
Orcas Island Library District -	Liberty Lake Municipal Library	-	-	-	-	-	-	-	-	-
Orcas Island Library District -	· · · · · · · · · · · · · · · · · · ·	-	-	-	-	-	-	-	-	-
Pend Oreille County Library District -	,	-	-	-	-	-	-	-	-	-
Port Townsend Public Library -		-	-	-	-	\$14.54	-	-	-	-
San Juan Island Library District -		-	-	-	-	-	-	-	-	-
Sedro-Woolley Public Library -	•	-	-	-	-	-	-	-	-	-
Walla Walla County Rural Library District -	<u> </u>	_	-	-	-	-	-	-	-	
Whitman County Library \$12.00 - \$24.69		-	-	-	-	-	-	-	-	-
		_	-	-	\$12.00	-	\$24.69	-	-	-
	Average	_		-	\$12.00	\$14.54	\$24.69			

		Secretary		Accou	nting Tech	nician	Acc	ounting Cl	erk
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Cathlamet Public Library	_	_	_	_	_	_	_	_	
Columbia County Rural Library District	_	_	-		-	-	-	-	
Davenport Public Library	_	_	_	_	_	-	_	-	
La Conner Regional Library	_	_	_			-	-	-	
Lopez Island Library District	_	-	-	-		-	-	-	
Ritzville Public Library	_	_	-	-	-	-	-	_	
Roslyn Public Library	-	-	-	-	-	-	-	-	
Upper Skagit Library District	-	-	-	-	-	-	-	-	
Average	_	_	_	_	_	_	_	_	
						'	'		
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	
Cle Elum (Carpenter Memorial) Library	-	-	-			-	-	-	
Harrington Public Library	-	-	-		-	-	-	-	
Kalama Public Library	-	-	-			-	-	-	
Kittitas Public Library	-	-	-		i	-	-	-	
Odessa Public Library	-	-	-	-	i	-	-	-	
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	
Reardan Memorial Library	-	-	-	-	-	-	-	-	
Roy City Library	-	-	-	-	-	-	-	-	
Sprague Public Library	-	-	-	-		-	-	-	
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	
Average	-	-	-	-	-	-	-	-	
Overall Averages	\$18.94	\$22.17	\$25.32	\$19.32	\$22.62	\$25.90	\$15.92	\$18.53	\$21.1

Very 250,000 Fort Vancouver Regional Library District S. S. S. S. S. S. S. S		Perso	nnel Speci	ialist	Pers	sonnel Ana	lyst	Com	outer Oper	ator
First Management Engines Library Size	Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
First Management Engines Library Size	Over 250 000									
King Deniry Library System \$25.25 \$27.78 \$30.30 \$30.94 \$34.02 \$37.12					¢10.77	¢22.77	¢2/ E/	¢17 E0	¢10.40	¢22.40
Kisapa Regional Library		¢2E 2E	¢27.70	¢20.20				\$16.58	\$19.69	\$23.40
North Central Regional Library		\$25.25	\$27.78	\$30.30	\$30.94	\$34.02	\$37.12	-	-	
Pierce County Library System		-	-	-	-	-	-	¢14 E0	¢17.02	¢20.7
Seattle Public Library S28.48 S31.40 S34.41 S36.42 S40.19 S42.42 Seattle Public Library S28.99 S29.85 S32.81 S26.77 S33.47 S36.80 S21.29 S26.61 S29.85 S20.85 S22.81 S26.77 S33.47 S36.80 S21.29 S26.61 S29.85 S20.85 S20.8	· · · · · · · · · · · · · · · · · · ·	-	-	-	¢20.40	¢22.02	¢20.27			
Sno-lisk Libraries \$23.89 \$29.85 \$26.17 \$33.47 \$38.80 \$21.29 \$26.61 \$29.55 \$20.40 \$20.40 \$21.50 \$22.60	• • • • • • • • • • • • • • • • • • • •	¢20.40	¢21.40	¢24.41				\$18.83	\$21.83	\$25.30
Spokene County Library District								¢21.20	¢24.41	¢20.2
Timberland Regional Library \$21.42 \$24.83 \$29.64			\$29.00				-			
Average			¢24.02		\$17.40	\$19.20	\$21.01	\$10.30	\$20.43	\$23.2.
100,001 - 250,000	· · · · · · · · · · · · · · · · · · ·				40/ 47	400.40	-	447.07	-	404.04
Everett Public Library	Average	\$24.76	\$28.47	\$31.84	\$26.47	\$30.43	\$34.13	\$17.97	\$21.12	\$24.39
Mid-Columbia Library System	100,001 - 250,000									
Spokane Public Library	Everett Public Library	-	-	-	-	-	-	\$25.66	\$28.28	\$31.1
Tacoma Public Library Whatcom County Library System	Mid-Columbia Library System	\$20.35	\$24.42	\$28.49	-	-	-	\$20.36	\$22.92	\$26.8
Whatcom County Library System - - - - - - - 520.76 \$25.43 \$30 \$30 \$40 \$20.85 \$24.42 \$28.49 - - 520.65 \$25.54 \$27. \$25.001 - 100,000 \$25.001 - 100,000 \$25.001 \$25.	Spokane Public Library	-	-		-	-	-	\$15.83	-	\$20.8
Yakima Valley Libraries S20.35 \$24.42 \$28.49 S20.65 \$25.54 \$27. 25,001 - 100,000 Bellingham Public Library S20.65 S27. S25.54 \$27. Bellingham Public Library S20.65 S28.48 S27. S28.68 S27. Month Olympic Library S20.65 S28.64 S20.65 S28.64	Tacoma Public Library	-	-	-	-	-	-	-	-	
Average	Whatcom County Library System	-	-	-	-	-	-	\$20.76	\$25.43	\$30.1
25,001 - 100,000 Bellingham Public Library	Yakima Valley Libraries	-	-	-	-	-	-	-	-	
Bellingham Public Library	Average	\$20.35	\$24.42	\$28.49	-	-	-	\$20.65	\$25.54	\$27.2
Bellingham Public Library	05 004 400 000									
Longview Public Library					1					
Mount Vernon City Library		-	-	-	-		-	-	-	
North Olympic Library System \$17.80	·	-	-	-	-	-	-	-	-	
Pullman (Neill) Public Library		-	-	-	-	-	-	-	-	
Puyallup Public Library		\$17.80	-	\$21.64	-	-	-	-	-	
Richland Public Library		-	-	-	-	-	-	-	-	
Stevens County Rural Library District \$15.69 \$16.66 \$18.22	•	-	-	-	-		-	-	-	
Walla Walla Public Library - </td <td></td> <td></td> <td></td> <td>-</td> <td></td> <td></td> <td></td> <td>-</td> <td>-</td> <td></td>				-				-	-	
Sedin		\$15.69	\$16.66	\$18.22			-	-	-	
5,001 - 25,000 Anacortes Public Library - <td>Walla Walla Public Library</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td></td>	Walla Walla Public Library	-	-	-	-	-	-	-	-	
Anacortes Public Library - <td>Average</td> <td>\$16.75</td> <td>\$16.66</td> <td>\$19.93</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td></td>	Average	\$16.75	\$16.66	\$19.93	-	-	-	-	-	
Anacortes Public Library - <td>5.001 - 25.000</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	5.001 - 25.000									
Asotin County Library		_	_	_	_	_	_	_	_	
Burlington Public Library	<u> </u>	_	_	_	_	_	_	_	_	
Camas Public Library -		_	_	_	_	_	_	_	_	
Ellensburg Public Library		_	_	_		_	_	_	_	
Grandview Library -	, and the second	_	_	_	_	_	_	_	_	
Jefferson County Rural Library District		_				_				
Kelso Public Library -	j	_								
Liberty Lake Municipal Library - <			_	_				_	_	
Ocean Shores Public 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 Rural Library District -			-	-	-	-	-	-	-	
Whitman County Library - - - - - \$18			-			-	-			
		-	-		-		-	\$12.00	-	¢10 0
	Average	-	-	-	-	-	-	\$12.00	-	\$18.9°

	Perso	nnel 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									
Cathlamet Public Library		-	_	_	_	_	_	_	
Columbia County Rural Library District	_	-	-	-		-	-	-	
Davenport Public Library		-	-	-		-	-	-	
La Conner Regional Library	_	-	-	-		-	-	-	
Lopez Island Library District	-	-	-	-	-	-	-	-	
Ritzville Public Library	_	_	_	-	-	-	-	_	
Roslyn Public Library	-	-	-	-	-	-	-	-	
Upper Skagit Library District	-	-	-	-	-	-	-	-	
Average	_	_	-	_	_	_		_	
S,000 & under W/O certified librarian Castle Rock Public Library	_	-	-	_	-	-	-	-	
5,000 & under w/o certified librarian									
Cle Elum (Carpenter Memorial) Library	-	-	-	-	•	-	-	-	
Harrington Public Library			_	_		_	_		
Kalama Public Library	_	_	_	-	_	_	_	_	
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	-	_	-	-	-	-	-	_	
Average	-	-	-	-	-	-	-	-	
Overall Averages	\$21.84	\$25.82	\$27.96	\$26.47	\$30.43	\$34.13	\$18.45	\$22.78	\$24.9

Public Libraries	Computer Information Professional			Network Administrator with Degree/Certification			Network Administrator without Degree/Certification		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District							\$20.20	\$24.01	\$28.55
<u> </u>	\$27.02	\$29.72	\$32.43	\$35.42	\$38.96	\$42.98	\$20.20	\$24.01	\$20.03
King County Library System	\$27.02	\$29.72	\$32.43	\$35.42	\$38.90	\$42.98	-	-	
Kitsap Regional Library	- c	+20.2F	¢24.40	+20.2F	f22.14	¢40.05	-	-	
North Central Regional Library	\$22.42	\$28.35	\$34.49	\$28.35	\$33.14	\$40.35	-	-	
Pierce County Library System	\$26.06	\$30.21	\$35.03	\$32.05	\$37.16	\$47.07	-	-	
Seattle Public Library	\$30.02	\$32.83	\$36.39	\$34.86	\$43.38	\$51.35	+20.20	¢25.47	¢20.04
Sno-Isle Libraries	\$47.40	\$59.23	\$65.16	\$33.64	\$42.05	\$46.25	\$28.38	\$35.47	\$39.02
Spokane County Library District	\$26.09	\$28.70	\$32.62	\$26.09	\$28.70	\$32.62	-	-	
Timberland Regional Library	-	-	-	\$26.34	\$30.53	\$36.46	-	-	
Average	\$29.84	\$34.84	\$39.35	\$30.96	\$36.27	\$42.44	\$24.29	\$29.74	\$33.79
100,001 - 250,000									
Everett Public Library	-	-	-	-	-	-	-	-	
Mid-Columbia Library System	_	_	_	\$26.02	\$29.28	\$34.25	_	_	
Spokane Public Library	\$22.41	\$26.36	\$30.33	\$23.55	\$27.70	\$31.86	_	_	
Tacoma Public Library	\$33.49	\$36.99	\$40.85	-	-		\$34.93	\$38.57	\$42.63
Whatcom County Library System	\$23.00	\$28.18	\$33.35	\$30.00	\$37.50	\$45.00	-	-	7
Yakima Valley Libraries	\$19.43	\$23.80	\$29.16	-	-	-	\$19.43	\$23.80	\$29.10
Average	\$24.58	\$28.83	\$33.42	\$26.52	\$31.49	\$37.04	\$27.18	\$31.19	\$35.90
					I				
25,001 - 100,000									
Bellingham Public Library	\$27.77	\$30.35	\$33.83	-	-	-	-	-	
Longview Public Library	-	-	-	-	-	-	-	-	
Mount Vernon City Library	-	-	-	-	-	-	-	-	
North Olympic Library System	\$20.61	-	\$25.05	\$23.86	-	\$29.00	-	-	
Pullman (Neill) Public Library	\$14.33	\$15.00	\$15.78	-	-	-	-	-	
Puyallup Public Library	-	-	-	-	-	-	-	-	
Richland Public Library	-	-	-	-	-	-	\$19.25	\$24.06	\$28.8
Stevens County Rural Library District	-	-	-	-	-	-	-	-	
Walla Walla Public Library	-	-	-	-	-	-	-	-	
Average	\$20.90	\$22.68	\$24.89	\$23.86	-	\$29.00	\$19.25	\$24.06	\$28.87
5.004 .05.000									
5,001 - 25,000									
Anacortes Public Library	-	-	-	-	-	-	-	-	
Asotin County Library	-	-	-	-	-	-	-	-	
Burlington Public Library	-	-	-	-	-	-	-	-	
Camas Public Library	-	-	-	-	-	-	-	-	
Ellensburg Public Library	-	-	-	-	-	-	-	-	
Grandview Library	-	-	-	-	-	-	-	-	
Jefferson County Rural Library District	-	-	-	-	-	-	-	-	
Kelso Public Library	-	-	-	-	-	-	-	-	
Liberty Lake Municipal Library	-	-	-	-	-	-	-	-	
Ocean Shores Public Library	-	-	-	-	-	-	-	-	
Orcas Island Library District	-	-	-	\$23.73	-	\$30.14	-		
Pend Oreille County Library District	-	-	-	-	-	-	-	-	
Port Townsend Public Library	-	-	-	-	-	-	-	-	
San Juan Island Library District	\$25.57	\$28.36	\$31.43	-	-	-	-	-	
Sedro-Woolley Public Library	-	-	-	-	-	-	-	-	
Walla Walla County Rural Library District	-	-	-	-	-	-	-	-	
Whitman County Library	_	_	_	_	_	_	_	_	
· · ·	¢25 57	\$20.27	¢21.42	¢22.72		\$20.14			
Average	\$25.57	\$28.36	\$31.43	\$23.73	-	\$30.14	-	-	

	Computer Information Professional		Network Administrator with Degree/Certification			Network Administrator without Degree/Certification			
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Cathlamet Public Library	_	-	_	_	_	_	_	_	
Columbia County Rural Library District	_	-	-		-	_	_	-	
Davenport Public Library		-	-	_	-	-	_	-	
La Conner Regional Library	_	-	-	-	-	_	\$19.42	\$20.60	\$23.17
Lopez Island Library District	-	-	-	-	-	-	-	-	
Ritzville Public Library	-	-	-	_	-	-	-	_	,
Roslyn Public Library	-	-	-	-	-	-	-	-	
Upper Skagit Library District	-	-	-	\$15.25	-	\$19.10	-	-	
Average	_	_	_	\$15.25		\$19.10	\$19.42	\$20.60	\$23.17
Castle Rock Public Library	-	-	-	-	-	-	-	-	
5,000 & under w/o certified librarian									
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-		-	-	-	-	
Kalama Public Library	-	-	-	-	-	-	-	-	
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	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
Overall Averages	\$26.12	\$30.62	\$33.99	\$27.63	\$34.84	\$37.42	\$23.60	\$27.75	\$31.90

		tion Developme Coordinator	nt	Training Coordinator			
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	
Over 250,000							
Fort Vancouver Regional Library District	\$26.50	\$32.00	\$37.50	\$25.87	\$31.24	\$36.60	
King County Library System	\$37.90	\$41.69	\$45.48	\$37.90	\$41.69	\$45.48	
Kitsap Regional Library	\$37.70	\$41.07	\$45.46	\$37.70	\$41.07	\$45.4C	
North Central Regional Library	-	-	-	-	-		
Pierce County Library System	\$40.60	\$47.07	\$54.57	\$23.16	\$26.84	\$31.12	
	\$37.75	\$41.56	\$45.79	\$36.42	\$40.19	\$44.24	
Seattle Public Library Sno-Isle Libraries	\$37.71	\$47.13	\$51.83	\$30.00	\$37.52	\$41.25	
Spokane County Library District	\$35.17	\$38.69	\$43.96	\$30.00	\$37.52	941.20	
				\$27.94	¢22.20	\$38.68	
Timberland Regional Library	\$37.55	\$43.53	\$51.98		\$32.39		
Average	\$36.17	\$41.67	\$47.30	\$30.22	\$34.98	\$39.56	
100,001 - 250,000							
Everett Public Library	-				-		
Mid-Columbia Library System	-	-	-	-	-		
Spokane Public Library	-	-	-	-	-		
Tacoma Public Library	\$34.93	\$38.57	\$42.63	\$26.89	\$29.69	\$32.79	
Whatcom County Library System	\$30.00	\$37.50	\$45.00	\$25.50	\$31.88	\$38.25	
Yakima Valley Libraries	\$18.50	\$21.91	\$27.72	-	-		
Average	\$27.81	\$32.66	\$38.45	\$26.20	\$30.79	\$35.52	
05.004.400.000		·					
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	-	-	-	-	-		
Richland Public Library	-	-	-	-	-		
Stevens County Rural Library District	-	-	-	\$16.35	\$17.88	\$18.98	
Walla Walla Public Library	-	-	-	-	-		
Average	-	-	-	\$16.35	\$17.88	\$18.98	
5,001 - 25,000							
Anacortes Public Library	_	_		_			
Asotin County Library	-	-	-	-	-		
Burlington Public Library	-	-	-	-	-		
Camas Public Library	-	-	-	-	-		
Ellensburg Public Library	-	-	=	-	-	•	
-	-	-	-	-	-		
Grandview Library Jefferson County Rural Library District	-	-	-	-	-	•	
	-	-	-	-	-		
Kelso Public Library	-	-	-	-	-	<u> </u>	
Liberty Lake Municipal Library	-	-	-	-	-		
Ocean Shores Public 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 Rural Library District	\$25.38	\$27.98	\$30.85	-	-		
Whitman County Library	-	-	-	-	-		
Average	\$25.38	\$27.98	\$30.85	-	-		

		tion Developm Coordinator	ent	Training Coordinator			
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	
5,000 & under w/ certified librarian							
Cathlamet Public Library	-	-	-	-	-		
Columbia County Rural Library District	-	-	-	-	-		
Davenport Public Library	-	-	-	-	-		
La Conner Regional Library	-	-	-	-	-		
Lopez Island Library District	-	-	-	-	-		
Ritzville Public Library	-	-	-	-	-		
Roslyn Public Library	-	-	-	-	-		
Upper Skagit Library District	-	-	-	-	-		
Average	_	_	_	_	-		
Castle Rock Public Library	-	-	-	-	-		
5,000 & under w/o certified librarian							
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-		
Harrington Public Library	-	-	-	-	-		
Kalama Public Library	-	-	-	-	-		
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	-	-	-	-	-		
Average	-	-	-	-	-		
Overall Averages	\$32.91	\$37.97	\$43.39	\$27.78	\$32.15	\$36.	