

2019 Salaries

Table 21

Public Libraries	Director MLS			Director Non-MLS			Assistant Director of Management Services		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District	\$64.90	-	-	-	-	-	\$42.08	\$52.61	\$63.13
King County Library System	\$100.96	\$100.96	\$100.96	-	-	-	-	-	-
Kitsap Regional Library	\$38.49	\$44.16	\$51.66	-	-	-	-	-	-
Mid-Columbia Libraries	\$51.95	\$64.94	\$77.93	-	-	-	-	-	-
North Central Regional Library	\$50.13	\$58.65	\$71.35	-	-	-	\$46.36	\$54.23	\$65.98
Pierce County Library System	-	-	\$74.30	-	-	-	\$47.82	\$57.09	\$70.23
Seattle Public Library	\$49.07	\$65.01	\$80.95	\$49.07	\$65.01	\$80.95	-	-	-
Sno-Isle Libraries	-	-	-	-	-	-	-	-	-
Spokane County Library District	\$53.84	\$59.23	\$67.30	-	-	-	-	-	-
Timberland Regional Library	-	-	\$66.59	-	-	-	-	-	-
Average	\$58.48	\$65.49	\$73.88	\$49.07	\$65.01	\$80.95	\$45.42	\$54.64	\$66.45
100,001 - 250,000									
Everett Public Library	\$61.14	\$68.78	\$79.66	-	-	-	-	-	-
Spokane Public Library	-	-	-	-	-	-	-	-	-
Tacoma Public Library	\$53.96	\$61.08	\$69.19	-	-	-	-	-	-
Whatcom County Library System	\$50.92	\$61.10	\$71.29	-	-	-	\$46.19	\$55.42	\$64.66
Yakima Valley Libraries	-	\$64.56	-	-	-	-	-	-	-
Average	\$55.34	\$63.88	\$73.38	-	-	-	\$46.19	\$55.42	\$64.66
25,001 - 100,000									
Bellingham Public Library	\$57.63	\$60.67	\$63.70	-	-	-	-	-	-
Central Skagit Library District	-	\$45.56	-	-	-	-	-	-	-
Longview Public Library	\$35.69	\$39.20	\$43.29	-	-	-	-	-	-
Mount Vernon City Library	\$43.84	\$45.28	\$48.77	-	-	-	-	-	-
North Olympic Library System	-	-	\$48.80	-	-	-	-	-	-
Pullman (Neill) Public Library	\$38.22	\$42.14	\$46.46	\$38.22	\$42.14	\$46.46	-	-	-
Puyallup Public Library	-	-	-	-	-	-	-	-	-
Richland Public Library	\$39.93	\$47.91	\$55.90	-	-	-	-	-	-
Stevens County Rural Library District	\$35.18	\$38.45	\$43.28	-	-	-	-	-	-
Walla Walla Public Library	\$44.16	\$48.95	\$53.73	-	-	-	-	-	-
Average	\$42.09	\$46.02	\$50.49	\$38.22	\$42.14	\$46.46	-	-	-
5,001 - 25,000									
Anacortes Public Library	-	-	-	-	-	-	-	-	-
Asotin County Library	-	\$39.16	-	-	-	-	-	\$31.95	-
Burlington Public Library	-	-	-	-	-	-	-	-	-
Camas Public Library	\$47.19	\$51.85	\$56.52	-	-	-	-	-	-
Ellensburg Public Library	-	-	\$48.74	-	-	-	-	-	-
Grandview Library	\$22.38	-	\$33.57	-	-	-	-	-	-
Jefferson County Rural Library District	-	-	\$45.31	-	-	-	\$28.62	-	\$34.17
Kelso Public Library	-	-	-	-	-	-	-	-	-
La Conner Regional Library	-	-	\$33.65	-	-	-	-	-	-
Liberty Lake Municipal Library	\$31.97	-	\$36.01	-	-	-	-	-	-
Ocean Shores Public Library	\$32.00	-	-	-	-	-	-	-	-
Orcas Island Library District	\$39.07	-	\$46.27	-	-	-	-	-	-
Pend Oreille County Library District	-	-	-	-	-	-	-	-	-
Port Townsend Public Library	\$37.88	\$42.28	\$46.83	-	-	-	-	-	-
San Juan Island Library District	\$37.42	\$42.25	\$46.82	-	-	-	-	-	-
Upper Skagit Library District	\$19.75	-	\$22.50	-	-	-	-	-	-
Walla Walla County Rural Library District	\$38.46	\$39.23	\$41.39	-	-	-	-	-	-
Whitman County Library	-	-	-	\$30.00	-	\$37.00	-	-	-
Average	\$34.01	\$42.95	\$41.60	\$30.00	-	\$37.00	\$28.62	\$31.95	\$34.17

2019 Salaries

Table 21

Public Libraries	Director MLS			Director Non-MLS			Assistant Director of Management Services		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Cathlamet Public Library	-	-	-	-	-	-	-	-	-
Columbia County Rural Library District	\$28.85	-	\$33.65	-	-	-	-	-	-
East Adams (Ritzville) Library District	\$19.00	-	-	-	-	-	-	-	-
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Average	\$23.93	-	\$33.65	-	-	-	-	-	-
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	\$13.55	\$13.55	\$13.55	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	\$19.26	\$19.26	\$19.26	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	\$17.00	-	-	-	-	-
Kittitas (Gilmour Memorial) Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	\$14.05	\$14.05	\$14.05	-	-	-
Average	-	-	-	\$15.97	\$15.62	\$15.62	-	-	-
Overall Averages	\$43.71	\$53.54	\$55.04	\$25.88	\$30.80	\$35.21	\$42.21	\$50.26	\$59.63

2019 Salaries

Table 21 (continued)

Public Libraries	Assistant Director of Public Services			Personnel Director			Main Branch Manager		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District	\$42.08	\$52.61	\$63.13	\$38.59	\$48.24	\$57.89	-	-	-
King County Library System	-	-	-	\$59.32	\$65.26	\$71.19	\$32.92	\$36.22	\$39.51
Kitsap Regional Library	-	-	-	\$38.49	\$44.16	\$51.66	-	-	-
Mid-Columbia Libraries	-	-	-	\$35.25	\$42.30	\$49.35	-	-	-
North Central Regional Library	\$46.36	\$54.23	\$65.98	\$36.63	\$42.85	\$52.14	-	-	-
Pierce County Library System	\$52.26	\$62.40	\$76.74	\$47.82	\$57.09	\$70.83	\$32.56	\$37.75	\$45.08
Seattle Public Library	\$46.72	\$51.48	\$56.75	\$49.07	\$65.01	\$80.95	\$44.21	\$48.69	\$53.63
Sno-Isle Libraries	-	-	-	\$60.49	\$77.44	\$85.90	-	-	-
Spokane County Library District	\$41.16	\$45.29	\$51.46	\$38.07	\$41.88	\$47.57	-	-	-
Timberland Regional Library	\$40.85	\$47.36	\$56.55	-	-	-	-	-	-
Average	\$44.91	\$52.23	\$61.77	\$44.86	\$53.80	\$63.05	\$36.56	\$40.89	\$46.07
100,001 - 250,000									
Everett Public Library	\$40.87	\$45.93	\$53.14	-	-	-	-	-	-
Spokane Public Library	-	-	-	-	-	-	-	-	-
Tacoma Public Library	-	-	-	-	-	-	\$33.37	\$42.37	\$46.84
Whatcom County Library System	\$48.49	\$58.19	\$67.89	\$41.89	\$50.27	\$58.65	-	-	-
Yakima Valley Libraries	\$45.00	\$56.16	\$67.60	\$32.00	\$39.22	\$48.07	\$32.00	\$39.22	\$48.07
Average	\$44.79	\$53.43	\$62.88	\$36.95	\$44.75	\$53.36	\$32.69	\$40.80	\$47.46
25,001 - 100,000									
Bellingham Public Library	-	-	-	-	-	-	\$38.17	\$41.70	\$45.57
Central Skagit Library District	-	-	-	-	-	-	-	-	-
Longview Public Library	-	-	-	-	-	-	-	-	-
Mount Vernon City Library	-	-	-	-	-	-	-	-	-
North Olympic Library System	\$32.80	-	\$39.87	-	-	-	-	-	-
Pullman (Neill) Public Library	-	-	-	-	-	-	-	-	-
Puyallup Public Library	-	-	-	-	-	-	-	-	-
Richland Public Library	-	-	-	-	-	-	-	-	-
Stevens County Rural Library District	-	-	-	-	-	-	-	-	-
Walla Walla Public Library	-	-	-	-	-	-	-	-	-
Average	\$32.80	-	\$39.87	-	-	-	\$38.17	\$41.70	\$45.57
5,001 - 25,000									
Anacortes Public Library	-	-	-	-	-	-	-	-	-
Asotin County Library	-	-	-	-	\$23.51	-	-	-	-
Burlington Public Library	-	-	-	-	-	-	-	-	-
Camas Public Library	\$35.42	\$38.92	\$42.43	-	-	-	-	-	-
Ellensburg Public Library	-	-	-	-	-	-	-	-	-
Grandview Library	-	-	-	-	-	-	\$15.64	-	\$23.81
Jefferson County Rural Library District	\$31.30	-	\$37.37	-	-	-	-	-	-
Kelso Public Library	-	-	-	-	-	-	-	-	\$35.92
La Conner Regional Library	-	-	-	-	-	-	-	-	-
Liberty Lake Municipal Library	-	-	-	-	-	-	-	-	-
Ocean Shores Public Library	-	-	-	-	-	-	-	-	-
Orcas Island Library District	-	-	-	-	-	-	-	-	-
Pend Oreille County Library District	-	-	-	-	-	-	\$20.80	-	\$23.45
Port Townsend Public Library	-	-	-	-	-	-	-	-	-
San Juan Island Library District	\$28.28	\$31.37	\$34.77	-	-	-	-	-	-
Upper Skagit Library District	-	-	-	-	-	-	-	-	-
Walla Walla County Rural Library District	-	-	-	-	-	-	\$18.36	-	\$19.28
Whitman County Library	-	-	-	-	-	-	\$12.00	-	\$20.00
Average	\$31.67	\$35.15	\$38.19	-	\$23.51	-	\$16.70	-	\$24.49

2019 Salaries

Table 21 (continued)

Public Libraries	Assistant Director of Public Services			Personnel Director			Main Branch Manager		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Cathlamet Public Library	-	-	-	-	-	-	-	-	-
Columbia County Rural Library District	-	-	-	-	-	-	-	-	-
East Adams (Ritzville) Library District	-	-	-	-	-	-	-	-	-
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kittitas (Gilmour Memorial) Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
Overall Averages	\$40.89	\$49.45	\$54.90	\$43.42	\$49.77	\$61.29	\$28.00	\$40.99	\$36.47

2019 Salaries

Table 21 (continued)

Public Libraries	Automated Systems Manager			Managing Librarian Small Branch			Managing Librarian Medium Branch		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District	\$27.99	\$35.00	\$41.99	-	-	-	\$27.99	\$35.00	\$41.99
King County Library System	\$43.04	\$47.35	\$51.65	-	-	-	-	-	-
Kitsap Regional Library	\$25.99	\$29.83	\$34.90	-	-	-	-	-	-
Mid-Columbia Libraries	-	-	-	-	-	-	-	-	-
North Central Regional Library	\$42.86	\$50.14	\$61.00	\$18.09	\$21.16	\$25.75	\$24.75	\$28.95	\$35.23
Pierce County Library System	\$31.05	\$37.75	\$45.08	-	-	-	\$30.14	\$34.94	\$41.73
Seattle Public Library	\$42.11	\$46.36	\$51.07	-	-	-	\$37.32	\$41.06	\$45.26
Sno-Isle Libraries	\$39.26	\$49.47	\$54.57	-	-	-	\$35.05	\$44.05	\$48.54
Spokane County Library District	\$30.34	\$34.14	\$39.94	-	-	-	-	-	-
Timberland Regional Library	-	-	-	\$23.30	\$27.01	\$32.25	\$27.01	\$31.31	\$37.39
Average	\$35.33	\$41.26	\$47.53	\$20.70	\$24.09	\$29.00	\$30.38	\$35.89	\$41.69
100,001 - 250,000									
Everett Public Library	-	-	-	-	-	-	-	-	-
Spokane Public Library	-	-	-	-	-	-	-	-	-
Tacoma Public Library	\$33.37	\$42.37	\$46.84	\$33.37	\$42.37	\$46.84	\$33.37	\$42.37	\$46.84
Whatcom County Library System	\$29.77	\$35.73	\$41.68	\$23.33	\$27.99	\$32.66	\$25.71	\$30.86	\$36.01
Yakima Valley Libraries	\$30.00	\$36.77	\$45.07	\$32.00	\$39.22	\$48.07	\$32.00	\$39.22	\$48.07
Average	\$31.05	\$38.29	\$44.53	\$29.57	\$36.53	\$42.52	\$30.36	\$37.48	\$43.64
25,001 - 100,000									
Bellingham Public Library	-	-	-	-	-	-	-	-	-
Central Skagit Library District	-	-	-	-	-	-	-	-	-
Longview Public Library	-	-	-	-	-	-	-	-	-
Mount Vernon City Library	-	-	-	-	-	-	-	-	-
North Olympic Library System	-	-	-	-	-	-	-	-	-
Pullman (Neill) Public Library	\$26.12	\$28.80	\$31.75	-	-	-	-	-	-
Puyallup Public Library	-	-	-	-	-	-	-	-	-
Richland Public Library	-	-	-	-	-	-	-	-	-
Stevens County Rural Library District	-	-	-	-	-	-	\$22.47	\$24.53	\$27.61
Walla Walla Public Library	-	-	-	-	-	-	-	-	-
Average	\$26.12	\$28.80	\$31.75	-	-	-	\$22.47	\$24.53	\$27.61
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	\$31.30	-	\$37.37	-	-	-	-	-	-
Kelso Public Library	-	-	-	-	-	-	-	-	-
La Conner Regional Library	-	-	-	-	-	-	-	-	-
Liberty Lake Municipal Library	-	-	-	-	-	-	-	-	-
Ocean Shores Public Library	-	-	-	-	-	-	-	-	-
Orcas Island Library District	-	-	-	-	-	-	-	-	-
Pend Oreille County Library District	-	-	-	\$14.00	-	\$16.45	-	-	-
Port Townsend Public Library	-	-	-	-	-	-	-	-	-
San Juan Island Library District	-	-	-	-	-	-	-	-	-
Upper Skagit Library District	-	-	-	-	-	-	-	-	-
Walla Walla County Rural Library District	-	-	-	-	-	-	-	-	-
Whitman County Library	-	-	-	\$11.00	-	\$15.00	-	-	-
Average	\$31.30	-	\$37.37	\$12.50	-	\$15.73	-	-	-

2019 Salaries

Table 21 (continued)

Public Libraries	Automated Systems Manager			Managing Librarian Small Branch			Managing Librarian Medium Branch		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Cathlamet Public Library	-	-	-	-	-	-	-	-	-
Columbia County Rural Library District	-	-	-	-	-	-	-	-	-
East Adams (Ritzville) Library District	-	-	-	-	-	-	-	-	-
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kittitas (Gilmour Memorial) Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
Overall Averages	\$33.32	\$39.48	\$44.84	\$22.16	\$31.55	\$31.00	\$29.58	\$35.23	\$40.87

2019 Salaries

Table 21 (continued)

Public Libraries	Managing Librarian Large Branch			Managing Librarian Very Large Branch			Department Manager		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District	\$29.84	\$37.31	\$44.76	-	-	-	\$31.90	\$39.88	\$47.85
King County Library System	-	-	-	-	-	-	\$46.05	\$50.65	\$55.26
Kitsap Regional Library	-	-	-	\$30.42	\$34.90	\$40.84	-	-	-
Mid-Columbia Libraries	\$26.01	\$29.27	\$34.24	\$28.41	\$31.98	\$37.40	\$27.99	\$33.58	\$39.18
North Central Regional Library	\$24.75	\$28.95	\$35.23	\$31.31	\$36.63	\$44.56	\$28.96	\$33.88	\$41.22
Pierce County Library System	\$31.05	\$36.00	\$42.98	\$38.88	\$46.43	\$57.09	-	-	-
Seattle Public Library	\$37.32	\$41.06	\$45.26	-	-	-	\$39.36	\$43.37	\$47.75
Sno-Isle Libraries	\$39.26	\$49.47	\$54.57	\$43.19	\$54.56	\$60.24	\$55.40	\$70.56	\$78.13
Spokane County Library District	\$24.55	\$27.60	\$32.29	\$30.34	\$34.14	\$39.94	\$30.34	\$34.14	\$39.94
Timberland Regional Library	\$30.40	\$35.24	\$42.08	-	-	-	-	-	-
Average	\$30.40	\$35.61	\$41.43	\$33.76	\$39.77	\$46.68	\$37.14	\$43.72	\$49.90
100,001 - 250,000									
Everett Public Library	\$38.15	\$42.87	\$49.60	-	-	-	\$38.15	\$42.87	\$49.60
Spokane Public Library	-	-	-	-	-	-	-	-	-
Tacoma Public Library	\$33.37	\$42.37	\$46.94	\$33.37	\$42.37	\$46.84	-	-	-
Whatcom County Library System	\$28.36	\$34.03	\$39.70	\$31.25	\$37.51	\$43.77	\$39.89	\$47.87	\$55.85
Yakima Valley Libraries	\$32.00	\$39.22	\$48.07	-	-	-	\$30.00	\$36.77	\$33.03
Average	\$32.97	\$39.62	\$46.08	\$32.31	\$39.94	\$45.31	\$36.01	\$42.50	\$46.16
25,001 - 100,000									
Bellingham Public Library	-	-	-	-	-	-	\$33.14	\$38.98	\$44.83
Central Skagit Library District	-	-	-	-	-	-	-	-	-
Longview Public Library	-	-	-	-	-	-	\$28.23	\$31.28	\$34.57
Mount Vernon City Library	-	-	-	-	-	-	-	-	-
North Olympic Library System	\$26.98	-	\$32.80	-	-	-	\$25.70	-	\$31.24
Pullman (Neill) Public Library	-	-	-	-	-	-	\$26.12	\$28.80	\$31.75
Puyallup Public Library	-	-	-	-	-	-	-	-	-
Richland Public Library	-	-	-	-	-	-	-	-	-
Stevens County Rural Library District	-	-	-	-	-	-	-	-	-
Walla Walla Public Library	-	-	-	-	-	-	\$32.56	\$36.09	\$39.61
Average	\$26.98	-	\$32.80	-	-	-	\$29.15	\$33.79	\$36.40
5,001 - 25,000									
Anacortes Public Library	-	-	-	-	-	-	-	-	-
Asotin County Library	-	-	-	-	-	-	\$16.73	-	\$18.08
Burlington Public Library	-	-	-	-	-	-	-	-	-
Camas Public Library	-	-	-	-	-	-	\$30.96	\$34.02	\$37.08
Ellensburg Public Library	-	-	-	-	-	-	-	-	-
Grandview Library	-	-	-	-	-	-	-	-	-
Jefferson County Rural Library District	-	-	-	-	-	-	\$26.60	-	\$31.76
Kelso Public Library	-	-	-	-	-	-	-	-	-
La Conner Regional Library	-	-	-	-	-	-	-	-	-
Liberty Lake Municipal Library	-	-	-	-	-	-	-	-	-
Ocean Shores Public Library	-	-	-	-	-	-	-	-	-
Orcas Island Library District	-	-	-	-	-	-	-	-	-
Pend Oreille County Library District	-	-	-	-	-	-	-	-	-
Port Townsend Public Library	-	-	-	-	-	-	\$28.57	\$31.09	\$33.63
San Juan Island Library District	-	-	-	-	-	-	\$25.62	\$28.39	\$31.47
Upper Skagit Library District	-	-	-	-	-	-	-	-	-
Walla Walla County Rural Library District	-	-	-	-	-	-	-	-	-
Whitman County Library	-	-	-	-	-	-	\$14.00	-	\$24.00
Average	-	-	-	-	-	-	\$23.75	\$31.17	\$29.34

2019 Salaries

Table 21 (continued)

Public Libraries	Managing Librarian Large Branch			Managing Librarian Very Large Branch			Department Manager		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Cathlamet Public Library	-	-	-	-	-	-	-	-	-
Columbia County Rural Library District	-	-	-	-	-	-	-	-	-
East Adams (Ritzville) Library District	-	-	-	-	-	-	-	-	-
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kittitas (Gilmour Memorial) Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
Overall Averages	\$30.93	\$36.95	\$42.19	\$33.40	\$39.82	\$46.34	\$31.25	\$38.95	\$40.28

2019 Salaries

Table 21 (continued)

Public Libraries	Librarian 1			Librarian 2			Library Associate Supervisory		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District	\$22.80	\$28.50	\$34.20	\$24.28	\$30.35	\$36.41	\$19.04	\$23.80	\$28.56
King County Library System	-	-	-	\$37.60	\$41.35	\$45.11	-	-	-
Kitsap Regional Library	\$22.23	\$25.51	\$29.83	-	-	-	-	-	-
Mid-Columbia Libraries	\$25.33	\$25.81	\$33.34	-	-	-	\$20.34	\$22.89	\$26.78
North Central Regional Library	-	-	-	-	-	-	-	-	-
Pierce County Library System	\$27.59	\$31.98	\$38.18	-	-	-	-	-	-
Seattle Public Library	\$32.95	\$36.27	\$39.95	\$32.95	\$36.27	\$39.95	\$31.76	\$35.03	\$38.60
Sno-Isle Libraries	-	-	-	\$31.30	\$39.22	\$43.19	-	-	-
Spokane County Library District	\$24.55	\$27.60	\$32.29	\$26.30	\$29.58	\$34.60	\$20.10	\$22.61	\$26.45
Timberland Regional Library	\$21.32	\$24.72	\$29.51	-	-	-	-	-	-
Average	\$25.25	\$28.63	\$33.90	\$30.49	\$35.35	\$39.85	\$22.81	\$26.08	\$30.10
100,001 - 250,000									
Everett Public Library	\$31.59	\$34.80	\$38.41	\$34.51	\$38.00	\$41.55	\$30.09	\$33.16	\$36.55
Spokane Public Library	-	-	-	-	-	-	-	-	-
Tacoma Public Library	\$29.01	\$32.17	\$35.59	-	-	-	\$29.55	\$32.62	\$36.03
Whatcom County Library System	\$25.71	\$30.86	\$36.01	\$25.71	\$30.86	\$36.01	\$23.33	\$27.99	\$32.66
Yakima Valley Libraries	\$20.25	\$24.18	\$28.87	\$23.55	\$28.12	\$33.58	\$17.62	\$21.59	\$26.45
Average	\$26.64	\$30.50	\$34.72	\$27.92	\$32.33	\$37.05	\$25.15	\$28.84	\$32.92
25,001 - 100,000									
Bellingham Public Library	\$28.39	\$33.40	\$38.41	\$29.74	\$34.99	\$40.24	-	-	-
Central Skagit Library District	-	-	-	-	-	-	-	-	-
Longview Public Library	-	-	-	-	-	-	-	-	-
Mount Vernon City Library	\$28.57	\$29.37	\$32.54	-	-	-	-	-	-
North Olympic Library System	\$21.35	-	\$25.96	\$22.42	-	\$27.25	\$19.37	-	\$23.54
Pullman (Neill) Public Library	-	-	-	-	-	-	\$24.63	\$27.15	\$29.94
Puyallup Public Library	-	-	-	-	-	-	-	-	-
Richland Public Library	\$27.03	\$32.43	\$37.84	-	-	-	\$29.80	\$35.76	\$41.71
Stevens County Rural Library District	-	-	-	-	-	-	-	-	-
Walla Walla Public Library	-	-	-	-	-	-	-	-	-
Average	\$26.34	\$31.73	\$33.69	\$26.08	\$34.99	\$33.75	\$24.60	\$31.46	\$31.73
5,001 - 25,000									
Anacortes Public Library	-	-	-	-	-	-	-	-	-
Asotin County Library	-	\$22.82	-	-	-	-	-	-	-
Burlington Public Library	-	-	-	-	-	-	-	-	-
Camas Public Library	-	-	-	-	-	-	\$23.24	\$25.54	\$27.84
Ellensburg Public Library	-	-	\$29.67	-	-	-	-	-	\$21.46
Grandview Library	-	-	-	-	-	-	-	-	-
Jefferson County Rural Library District	\$22.17	-	\$26.47	-	-	-	-	-	-
Kelso Public Library	-	-	-	-	-	-	-	\$25.97	-
La Conner Regional Library	-	-	-	-	-	-	-	-	-
Liberty Lake Municipal Library	\$20.13	-	\$22.67	-	-	-	-	-	-
Ocean Shores Public Library	-	-	-	-	-	-	-	-	-
Orcas Island Library District	-	-	-	-	-	-	-	-	-
Pend Oreille County Library District	-	-	-	-	-	-	-	-	-
Port Townsend Public Library	-	-	-	-	-	-	-	-	-
San Juan Island Library District	-	-	-	-	-	-	-	-	-
Upper Skagit Library District	-	-	-	-	-	-	-	-	-
Walla Walla County Rural Library District	\$18.36	-	\$18.73	-	-	-	-	-	-
Whitman County Library	-	-	-	-	-	-	-	-	-
Average	\$20.22	\$22.82	\$24.39	-	-	-	\$23.24	\$25.76	\$24.65

2019 Salaries

Table 21 (continued)

Public Libraries	Librarian 1			Librarian 2			Library Associate Supervisory		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Cathlamet Public Library	-	-	-	-	-	-	-	-	-
Columbia County Rural Library District	-	-	-	-	-	-	-	-	-
East Adams (Ritzville) Library District	-	-	-	-	-	-	-	-	-
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	\$13.00	\$13.00	\$13.00
Davenport Public Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kittitas (Gilmour Memorial) Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	\$13.00	\$13.00	\$13.00
Overall Averages	\$24.96	\$29.36	\$32.02	\$28.84	\$34.30	\$37.79	\$23.22	\$26.70	\$29.26

2019 Salaries

Table 21 (continued)

Public Libraries	Library Associate Senior			Library Associate			Library Assistant 1		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District	-	-	-	-	-	-	\$13.72	\$16.12	\$18.52
King County Library System	-	-	-	\$26.80	\$29.49	\$32.17	\$20.26	\$22.17	\$24.08
Kitsap Regional Library	-	-	-	\$16.23	\$18.62	\$21.80	\$12.82	\$14.71	\$17.22
Mid-Columbia Libraries	-	-	-	\$17.29	\$19.45	\$22.76	-	-	-
North Central Regional Library	-	-	-	-	-	-	\$12.21	\$14.28	\$17.38
Pierce County Library System	\$26.00	\$30.14	\$36.00	\$19.93	\$23.11	\$26.78	-	-	-
Seattle Public Library	\$27.47	\$30.20	\$33.32	\$21.74	\$23.97	\$26.43	\$19.34	\$21.32	\$23.46
Sno-Isle Libraries	-	-	-	-	-	-	\$17.58	\$21.98	\$24.18
Spokane County Library District	\$15.81	\$17.78	\$20.80	\$17.76	\$19.98	\$23.37	\$13.45	\$15.12	\$17.70
Timberland Regional Library	-	-	-	\$19.51	\$22.62	\$27.01	\$16.34	\$18.94	\$22.62
Average	\$23.09	\$26.04	\$30.04	\$19.89	\$22.46	\$25.76	\$15.72	\$18.08	\$20.65
100,001 - 250,000									
Everett Public Library	\$25.95	\$28.67	\$31.59	\$22.45	\$24.72	\$27.27	\$19.40	\$21.39	\$23.55
Spokane Public Library	-	-	-	-	-	-	-	-	-
Tacoma Public Library	\$24.07	\$26.67	\$29.50	\$20.88	\$23.10	\$25.48	\$17.84	\$19.65	\$21.71
Whatcom County Library System	-	-	-	\$16.58	\$19.89	\$23.21	-	-	-
Yakima Valley Libraries	-	-	-	-	-	-	\$11.50	\$13.33	\$16.40
Average	\$25.01	\$27.67	\$30.55	\$19.97	\$22.57	\$25.32	\$16.25	\$18.12	\$20.55
25,001 - 100,000									
Bellingham Public Library	\$20.77	\$23.39	\$25.30	\$19.59	\$22.04	\$23.86	\$13.70	\$15.46	\$16.71
Central Skagit Library District	-	-	-	\$15.00	-	-	-	-	-
Longview Public Library	\$23.83	\$26.40	\$29.18	-	-	-	\$20.51	\$22.72	\$26.30
Mount Vernon City Library	-	-	-	\$20.22	\$22.39	\$24.81	\$12.00	\$13.31	\$14.63
North Olympic Library System	\$15.18	-	\$18.45	\$14.45	-	\$17.57	-	-	-
Pullman (Neill) Public Library	\$21.89	\$24.13	\$26.60	\$20.63	\$22.74	\$25.07	-	-	-
Puyallup Public Library	-	-	-	-	-	-	-	-	-
Richland Public Library	-	-	-	-	-	-	\$18.29	\$21.95	\$25.61
Stevens County Rural Library District	-	-	-	-	-	-	\$14.31	\$15.65	\$17.63
Walla Walla Public Library	-	-	-	\$19.83	\$21.87	\$25.32	-	-	-
Average	\$20.42	\$24.64	\$24.88	\$18.29	\$22.26	\$23.33	\$15.76	\$17.82	\$20.18
5,001 - 25,000									
Anacortes Public Library	-	-	-	-	-	-	-	-	-
Asotin County Library	-	\$17.27	-	-	\$15.23	-	\$11.50	\$11.85	\$14.45
Burlington Public Library	-	-	-	-	-	-	-	-	-
Camas Public Library	-	-	-	\$21.12	\$23.21	\$25.30	\$18.29	\$20.11	\$21.92
Ellensburg Public Library	-	-	-	-	-	\$21.46	-	-	\$15.85
Grandview Library	-	-	\$12.65	-	-	-	-	-	\$11.50
Jefferson County Rural Library District	-	-	-	\$18.78	-	\$22.42	\$15.08	-	\$18.01
Kelso Public Library	-	-	-	-	-	-	\$15.17	\$18.02	\$19.72
La Conner Regional Library	\$16.25	\$17.24	\$19.39	-	-	-	\$12.91	\$13.70	\$15.40
Liberty Lake Municipal Library	-	-	-	\$17.00	-	\$19.15	\$12.44	-	\$14.00
Ocean Shores Public Library	-	-	-	-	-	-	-	-	-
Orcas Island Library District	\$24.39	-	\$34.37	\$20.22	-	\$25.48	\$17.59	-	\$21.22
Pend Oreille County Library District	-	-	-	-	-	-	\$12.00	-	\$14.85
Port Townsend Public Library	-	-	-	\$18.85	\$20.54	\$22.22	\$14.21	\$15.49	\$16.76
San Juan Island Library District	\$22.95	\$25.42	\$28.18	\$20.10	\$22.16	\$24.44	\$14.10	\$15.54	\$17.14
Upper Skagit Library District	-	-	-	\$14.00	-	\$20.10	\$11.50	-	\$16.10
Walla Walla County Rural Library District	\$23.88	-	\$24.36	\$17.13	-	\$17.47	\$12.78	-	\$13.04
Whitman County Library	-	-	-	-	-	-	\$10.50	-	\$12.83
Average	\$21.87	\$19.98	\$23.79	\$18.40	\$20.29	\$22.00	\$13.70	\$15.79	\$16.19

2019 Salaries

Table 21 (continued)

Public Libraries	Library Associate Senior			Library Associate			Library Assistant 1		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Cathlamet Public Library	-	-	-	-	-	-	-	-	-
Columbia County Rural Library District	-	-	-	\$16.00	\$17.50	\$19.00	\$14.00	\$15.00	\$16.00
East Adams (Ritzville) Library District	-	-	-	-	-	-	\$13.00	-	-
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	\$16.00	\$17.50	\$19.00	\$13.50	\$15.00	\$16.00
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	\$11.50	\$11.50	\$11.50
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	\$12.00	-	-
Kittitas (Gilmour Memorial) Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	\$12.50	\$12.50	\$12.50
Average	-	-	-	-	-	-	\$12.00	\$12.00	\$12.00
Overall Averages	\$22.19	\$24.30	\$26.41	\$18.88	\$21.72	\$23.60	\$14.54	\$16.87	\$17.96

2019 Salaries

Table 21 (continued)

Public Libraries	Library Assistant 2			Page			Superintendent of Maintenance		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District	\$15.48	\$18.58	\$21.67	\$9.90	\$10.89	\$11.88	\$38.59	\$48.24	\$57.89
King County Library System	-	-	-	\$13.49	\$14.85	\$16.19	-	-	-
Kitsap Regional Library	-	-	-	\$11.62	\$12.57	\$14.71	-	-	-
Mid-Columbia Libraries	\$15.07	\$16.46	\$19.83	\$12.00	\$12.32	\$12.93	-	-	-
North Central Regional Library	-	-	-	\$12.00	-	-	-	-	-
Pierce County Library System	\$19.93	\$23.11	\$26.78	\$12.42	\$13.57	\$15.28	\$38.88	\$46.43	\$57.09
Seattle Public Library	\$20.35	\$22.38	\$24.71	\$18.99	\$20.94	\$23.01	\$48.95	\$53.92	\$59.45
Sno-Isle Libraries	-	-	-	\$15.45	\$19.57	\$21.52	\$43.19	\$54.56	\$60.24
Spokane County Library District	\$15.81	\$17.78	\$20.80	\$12.00	\$12.00	\$12.00	\$26.30	\$29.58	\$34.60
Timberland Regional Library	\$14.10	\$16.34	\$22.62	\$12.16	\$12.52	\$12.90	\$36.30	\$42.08	\$50.24
Average	\$16.79	\$19.11	\$22.74	\$13.00	\$14.36	\$15.60	\$38.70	\$45.80	\$53.25
100,001 - 250,000									
Everett Public Library	\$21.39	\$23.55	\$25.95	\$11.14	\$12.27	\$13.54	-	-	-
Spokane Public Library	-	-	-	-	-	-	-	-	-
Tacoma Public Library	-	-	-	\$12.19	\$13.14	\$14.09	\$37.70	\$41.64	\$46.00
Whatcom County Library System	\$15.03	\$18.04	\$21.05	\$12.98	\$15.58	\$18.19	-	-	-
Yakima Valley Libraries	\$13.80	\$16.48	\$19.68	-	-	-	\$30.00	\$36.77	\$45.07
Average	\$16.74	\$19.36	\$22.23	\$12.10	\$13.66	\$15.27	\$33.85	\$39.21	\$45.54
25,001 - 100,000									
Bellingham Public Library	\$18.43	\$20.77	\$22.49	-	-	-	-	-	-
Central Skagit Library District	-	-	-	-	-	-	-	-	-
Longview Public Library	\$19.34	\$21.43	\$24.82	\$11.50	\$12.57	\$14.14	-	-	-
Mount Vernon City Library	\$13.07	\$14.49	\$15.92	\$12.00	\$12.29	\$12.57	-	-	-
North Olympic Library System	-	-	-	-	-	-	\$28.33	-	\$34.44
Pullman (Neill) Public Library	-	-	-	\$12.00	\$12.10	\$12.57	-	-	-
Puyallup Public Library	-	-	-	-	-	-	-	-	-
Richland Public Library	\$21.18	\$25.41	\$29.65	\$15.80	\$18.96	\$22.12	-	-	-
Stevens County Rural Library District	\$17.01	\$18.59	\$20.95	\$11.50	-	-	-	-	-
Walla Walla Public Library	-	-	-	\$12.00	\$12.95	\$13.89	-	-	-
Average	\$17.81	\$20.14	\$22.77	\$12.47	\$13.77	\$15.06	\$28.33	-	\$34.44
5,001 - 25,000									
Anacortes Public Library	-	-	-	-	-	-	-	-	-
Asotin County Library	-	-	-	-	-	-	-	-	-
Burlington Public Library	-	-	-	-	-	-	-	-	-
Camas Public Library	-	-	-	\$14.41	\$15.84	\$17.26	-	-	-
Ellensburg Public Library	-	-	-	-	-	-	-	-	-
Grandview Library	-	-	-	-	-	-	-	-	-
Jefferson County Rural Library District	\$17.22	-	\$20.56	\$12.00	-	\$12.50	-	-	-
Kelso Public Library	-	-	-	\$11.50	-	-	-	-	-
La Conner Regional Library	\$13.83	\$14.67	\$16.50	-	-	-	-	-	-
Liberty Lake Municipal Library	\$13.77	-	\$15.51	-	-	-	-	-	-
Ocean Shores Public Library	-	-	-	-	-	-	-	-	-
Orcas Island Library District	-	-	-	-	-	-	-	-	-
Pend Oreille County Library District	-	-	-	-	-	-	-	-	-
Port Townsend Public Library	-	-	-	\$12.10	\$13.37	\$14.63	-	-	-
San Juan Island Library District	-	-	-	\$12.00	-	-	-	-	-
Upper Skagit Library District	-	-	-	-	-	-	-	-	-
Walla Walla County Rural Library District	\$17.13	-	\$17.47	\$11.00	-	\$11.50	-	-	-
Whitman County Library	-	-	-	-	-	-	-	-	-
Average	\$15.49	\$14.67	\$17.51	\$12.17	\$14.61	\$13.97	-	-	-

2019 Salaries

Table 21 (continued)

Public Libraries	Library Assistant 2			Page			Superintendent of Maintenance		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Cathlamet Public Library	-	-	-	-	-	-	-	-	-
Columbia County Rural Library District	\$15.00	\$16.00	\$17.00	\$12.00	\$12.00	\$12.00	-	-	-
East Adams (Ritzville) Library District	-	-	-	\$11.50	-	-	-	-	-
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Average	\$15.00	\$16.00	\$17.00	\$11.75	\$12.00	\$12.00	-	-	-
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kittitas (Gilmour Memorial) Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	\$12.00	\$12.00	\$12.00	-	-	-
Average	-	-	-	\$12.00	\$12.00	\$12.00	-	-	-
Overall Averages	\$16.68	\$19.01	\$21.26	\$12.49	\$13.92	\$14.84	\$36.47	\$44.15	\$49.45

2019 Salaries

Table 21 (continued)

Public Libraries	Facilities Supervisor			Maintenance Worker			Custodian		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District	\$27.99	\$35.00	\$41.99	\$18.13	\$22.67	\$27.20	-	-	-
King County Library System	\$37.60	\$41.36	\$45.12	\$24.81	\$27.29	\$29.77	-	-	-
Kitsap Regional Library	-	-	-	\$16.23	\$18.62	\$21.80	\$13.87	\$15.92	\$18.62
Mid-Columbia Libraries	-	-	-	\$17.29	\$19.45	\$22.76	-	-	-
North Central Regional Library	\$28.96	\$33.88	\$41.22	-	-	-	-	-	-
Pierce County Library System	\$30.14	\$34.94	\$41.73	\$21.15	\$24.51	\$28.42	\$15.28	\$17.71	\$20.53
Seattle Public Library	\$35.00	\$38.57	\$42.56	\$25.47	\$28.11	\$30.91	\$20.28	\$22.30	\$24.53
Sno-Isle Libraries	-	-	-	\$27.89	\$34.87	\$38.35	-	-	-
Spokane County Library District	-	-	-	\$20.10	\$22.61	\$26.45	-	-	-
Timberland Regional Library	\$25.46	\$29.51	\$35.24	\$18.94	\$21.96	\$26.22	\$13.29	\$15.40	\$18.39
Average	\$30.86	\$35.54	\$41.31	\$21.11	\$24.45	\$27.99	\$15.68	\$17.83	\$20.52
100,001 - 250,000									
Everett Public Library	-	-	-	-	-	-	-	-	-
Spokane Public Library	-	-	-	-	-	-	-	-	-
Tacoma Public Library	-	-	-	\$22.64	\$24.96	\$27.56	\$18.43	\$20.46	\$22.49
Whatcom County Library System	\$29.77	\$35.73	\$41.68	-	-	-	\$15.03	\$18.04	\$21.05
Yakima Valley Libraries	\$21.00	\$25.08	\$29.94	\$14.25	\$17.02	\$20.32	-	-	-
Average	\$25.39	\$30.41	\$35.81	\$18.45	\$20.99	\$23.94	\$16.73	\$19.25	\$21.77
25,001 - 100,000									
Bellingham Public Library	-	-	-	-	-	-	-	-	-
Central Skagit Library District	-	-	-	-	-	-	-	-	-
Longview Public Library	-	-	-	-	-	-	-	-	-
Mount Vernon City Library	-	-	-	-	-	-	-	-	-
North Olympic Library System	-	-	-	\$11.89	-	\$14.45	-	-	-
Pullman (Neill) Public Library	-	-	-	-	-	-	-	-	-
Puyallup Public Library	-	-	-	-	-	-	-	-	-
Richland Public Library	-	-	-	-	-	-	-	-	-
Stevens County Rural Library District	-	-	-	-	-	-	-	-	-
Walla Walla Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	\$11.89	-	\$14.45	-	-	-
5,001 - 25,000									
Anacortes Public Library	-	-	-	-	-	-	-	-	-
Asotin County Library	-	\$15.70	-	-	-	-	-	\$11.50	-
Burlington Public Library	-	-	-	-	-	-	-	-	-
Camas Public Library	-	-	-	-	-	-	-	-	-
Ellensburg Public Library	-	-	\$21.46	-	-	-	-	-	-
Grandview Library	-	-	-	-	-	-	-	-	-
Jefferson County Rural Library District	-	-	-	-	-	-	-	-	-
Kelso Public Library	-	-	-	-	-	-	-	-	-
La Conner Regional 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	-	-	-	-	-	-	-	-	-
Upper Skagit Library District	-	-	-	-	-	-	-	-	-
Walla Walla County Rural Library District	-	-	-	-	-	-	-	-	-
Whitman County Library	-	-	-	-	-	-	-	-	-
Average	-	\$15.70	\$21.46	-	-	-	-	\$11.50	-

2019 Salaries

Table 21 (continued)

Public Libraries	Facilities Supervisor			Maintenance Worker			Custodian		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Cathlamet Public Library	-	-	-	-	-	-	-	-	-
Columbia County Rural Library District	-	-	-	-	-	-	-	-	-
East Adams (Ritzville) Library District	-	-	-	-	-	-	-	-	-
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	\$15.35	\$15.35	\$15.35
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kittitas (Gilmour Memorial) Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	\$15.35	\$15.35	\$15.35
Overall Averages	\$29.49	\$32.20	\$37.88	\$19.90	\$23.82	\$26.18	\$15.93	\$17.09	\$20.14

2019 Salaries

Table 21 (continued)

Public Libraries	Bookmobile Driver			Delivery Driver			Public Information Officer		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District	\$15.48	\$18.58	\$21.67	\$14.65	\$17.58	\$20.51	-	-	-
King County Library System	\$26.80	\$29.49	\$32.17	\$19.11	\$21.02	\$22.93	\$59.32	\$65.26	\$71.19
Kitsap Regional Library	-	-	-	\$12.82	\$14.71	\$17.22	-	-	-
Mid-Columbia Libraries	\$17.29	\$19.45	\$22.76	\$15.07	\$16.95	\$19.83	-	-	-
North Central Regional Library	\$18.09	\$21.16	\$25.75	\$16.72	\$19.56	\$23.80	\$24.75	\$28.95	\$35.23
Pierce County Library System	\$19.93	\$23.11	\$26.78	\$16.69	\$19.35	\$22.43	\$40.05	\$47.82	\$58.81
Seattle Public Library	\$22.52	\$24.77	\$27.27	\$20.70	\$22.76	\$25.11	\$35.19	\$38.82	\$42.80
Sno-Isle Libraries	\$24.84	\$30.97	\$34.04	\$17.58	\$21.98	\$24.18	\$58.73	\$74.98	\$83.11
Spokane County Library District	-	-	-	-	-	-	\$38.07	\$41.88	\$47.57
Timberland Regional Library	-	-	-	\$18.39	\$21.32	\$25.46	-	-	-
Average	\$20.71	\$23.93	\$27.21	\$16.86	\$19.47	\$22.39	\$42.69	\$49.62	\$56.45
100,001 - 250,000									
Everett Public Library	-	-	-	-	-	-	-	-	-
Spokane Public Library	-	-	-	-	-	-	-	-	-
Tacoma Public Library	-	-	-	-	-	-	\$36.17	\$39.94	\$44.14
Whatcom County Library System	\$18.28	\$21.94	\$25.59	\$15.79	\$18.95	\$22.10	\$39.89	\$47.87	\$55.86
Yakima Valley Libraries	-	-	-	\$14.25	\$17.02	\$20.32	-	-	-
Average	\$18.28	\$21.94	\$25.59	\$15.02	\$17.99	\$21.21	\$38.03	\$43.91	\$50.00
25,001 - 100,000									
Bellingham Public Library	-	-	-	\$18.43	\$20.77	\$22.49	\$33.29	\$36.71	\$40.47
Central Skagit Library District	\$15.00	-	-	-	-	-	-	-	-
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	-	-	-	\$12.33	\$13.47	\$15.17	-	-	-
Walla Walla Public Library	-	-	-	-	-	-	-	-	-
Average	\$15.00	-	-	\$15.38	\$17.12	\$18.83	\$33.29	\$36.71	\$40.47
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	\$16.58	-	\$19.80	-	-	-	-	-	-
Kelso Public Library	-	-	-	-	-	-	-	-	-
La Conner Regional 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	-	-	-	-	-	-	-	-	-
Upper Skagit Library District	-	-	-	-	-	-	-	-	-
Walla Walla County Rural Library District	-	-	-	\$12.78	-	\$13.04	-	-	-
Whitman County Library	-	-	-	-	-	-	-	-	-
Average	\$16.58	-	\$19.80	\$12.78	-	\$13.04	-	-	-

2019 Salaries

Table 21 (continued)

Public Libraries	Bookmobile Driver			Delivery Driver			Public Information Officer		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Cathlamet Public Library	-	-	-	-	-	-	-	-	-
Columbia County Rural Library District	-	-	-	-	-	-	-	-	-
East Adams (Ritzville) Library District	-	-	-	-	-	-	-	-	-
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kittitas (Gilmour Memorial) Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
Overall Averages	\$19.48	\$23.68	\$26.20	\$16.09	\$18.88	\$21.04	\$40.61	\$46.91	\$53.24

2019 Salaries

Table 21 (continued)

Public Libraries	Graphic Technician			Press Operator			Secretary Administrative		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District	\$15.48	\$18.58	\$21.67	-	-	-	\$22.80	\$28.50	\$34.20
King County Library System	\$21.88	\$24.06	\$26.25	\$30.68	\$33.76	\$36.83	\$26.81	\$29.50	\$32.17
Kitsap Regional Library	\$18.99	\$21.80	\$25.51	-	-	-	\$25.99	\$29.83	\$34.90
Mid-Columbia Libraries	\$17.29	\$19.45	\$22.76	-	-	-	-	-	-
North Central Regional Library	\$26.76	\$31.31	\$38.09	-	-	-	\$15.46	\$18.09	\$22.00
Pierce County Library System	\$24.51	\$28.42	\$33.93	\$18.24	\$21.15	\$24.51	\$27.27	\$31.62	\$37.75
Seattle Public Library	-	-	-	-	-	-	\$25.30	\$27.87	\$30.72
Sno-Isle Libraries	\$27.89	\$34.87	\$38.35	\$22.13	\$27.68	\$30.44	\$35.05	\$44.05	\$48.54
Spokane County Library District	\$22.96	\$25.83	\$30.22	-	-	-	\$15.81	\$17.78	\$20.80
Timberland Regional Library	\$18.94	\$21.96	\$26.22	-	-	-	-	-	-
Average	\$21.63	\$25.14	\$29.22	\$23.68	\$27.53	\$30.59	\$24.31	\$28.41	\$32.64
100,001 - 250,000									
Everett Public Library	-	-	-	-	-	-	\$29.47	\$33.12	\$38.34
Spokane Public Library	-	-	-	-	-	-	-	-	-
Tacoma Public Library	-	-	-	-	-	-	\$24.63	\$27.90	\$31.59
Whatcom County Library System	\$19.19	\$23.03	\$26.87	-	-	-	\$15.79	\$18.95	\$22.10
Yakima Valley Libraries	-	-	-	-	-	-	\$21.00	\$25.08	\$29.94
Average	\$19.19	\$23.03	\$26.87	-	-	-	\$22.72	\$26.26	\$30.49
25,001 - 100,000									
Bellingham Public Library	-	-	-	-	-	-	\$23.47	\$25.87	\$28.52
Central Skagit Library District	-	-	-	-	-	-	-	-	-
Longview Public Library	-	-	-	-	-	-	\$20.51	\$22.72	\$26.30
Mount Vernon City Library	-	-	-	-	-	-	-	-	-
North Olympic Library System	-	-	-	-	-	-	-	-	-
Pullman (Neill) Public Library	-	-	-	-	-	-	\$22.76	\$24.60	\$27.12
Puyallup Public Library	-	-	-	-	-	-	-	-	-
Richland Public Library	-	-	-	-	-	-	-	-	-
Stevens County Rural Library District	-	-	-	-	-	-	\$17.01	\$18.59	\$20.95
Walla Walla Public Library	-	-	-	-	-	-	\$22.54	\$24.46	\$26.37
Average	-	-	-	-	-	-	\$21.26	\$23.25	\$25.85
5,001 - 25,000									
Anacortes Public Library	-	-	-	-	-	-	-	-	-
Asotin County Library	-	-	-	-	-	-	-	-	-
Burlington Public Library	-	-	-	-	-	-	-	-	-
Camas Public Library	-	-	-	-	-	-	\$23.24	\$25.54	\$27.84
Ellensburg Public Library	-	-	-	-	-	-	-	-	-
Grandview Library	-	-	-	-	-	-	-	-	-
Jefferson County Rural Library District	-	-	-	-	-	-	-	-	-
Kelso Public Library	-	-	-	-	-	-	-	-	-
La Conner Regional Library	-	-	-	-	-	-	-	-	-
Liberty Lake Municipal Library	-	-	-	-	-	-	-	-	-
Ocean Shores Public Library	-	-	-	-	-	-	-	-	-
Orcas Island Library District	-	-	-	-	-	-	\$26.17	-	\$35.72
Pend Oreille County Library District	-	-	-	-	-	-	-	-	-
Port Townsend Public Library	-	-	-	-	-	-	-	-	-
San Juan Island Library District	-	-	-	-	-	-	-	-	-
Upper Skagit Library District	-	-	-	-	-	-	-	-	-
Walla Walla County Rural Library District	-	-	-	-	-	-	\$25.80	-	\$26.57
Whitman County Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	\$25.07	\$25.54	\$30.04

2019 Salaries

Table 21 (continued)

Public Libraries	Graphic Technician			Press Operator			Secretary Administrative		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Cathlamet Public Library	-	-	-	-	-	-	-	-	-
Columbia County Rural Library District	-	-	-	-	-	-	-	-	-
East Adams (Ritzville) Library District	-	-	-	-	-	-	-	-	-
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kittitas (Gilmour Memorial) Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
Overall Averages	\$21.39	\$24.93	\$28.99	\$23.68	\$27.53	\$30.59	\$23.34	\$26.34	\$30.12

2019 Salaries

Table 21 (continued)

Public Libraries	Secretary			Accounting Technician			Accounting Clerk		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District	\$17.03	\$20.44	\$23.85	\$20.69	\$24.81	\$31.03	-	-	-
King County Library System	\$26.81	\$29.50	\$32.17	\$32.84	\$36.12	\$39.40	\$20.45	\$22.50	\$24.55
Kitsap Regional Library	\$17.56	\$20.15	\$23.58	\$20.55	\$23.58	\$27.59	-	-	-
Mid-Columbia Libraries	\$20.57	\$24.69	\$28.80	\$21.46	\$24.15	\$28.25	\$20.34	\$22.89	\$26.78
North Central Regional Library	\$15.46	\$18.09	\$22.00	\$19.56	\$22.88	\$27.84	-	-	-
Pierce County Library System	\$23.11	\$26.78	\$31.98	\$23.11	\$26.78	\$31.98	\$18.24	\$21.15	\$24.51
Seattle Public Library	-	-	-	\$25.62	\$27.63	\$30.18	\$22.79	\$25.15	\$27.76
Sno-Isle Libraries	\$22.13	\$27.68	\$30.44	\$24.84	\$30.97	\$34.04	\$22.13	\$27.68	\$30.44
Spokane County Library District	\$15.81	\$17.78	\$20.80	\$22.96	\$25.83	\$30.22	\$15.81	\$17.78	\$20.80
Timberland Regional Library	\$19.51	\$22.62	\$27.01	\$19.51	\$22.62	\$27.01	-	-	-
Average	\$19.78	\$23.08	\$26.74	\$23.11	\$26.54	\$30.75	\$19.96	\$22.86	\$25.81
100,001 - 250,000									
Everett Public Library	-	-	-	-	-	-	-	-	-
Spokane Public Library	-	-	-	-	-	-	-	-	-
Tacoma Public Library	-	-	-	\$25.45	\$27.90	\$31.59	-	-	-
Whatcom County Library System	-	-	-	\$27.00	\$32.40	\$37.80	-	-	-
Yakima Valley Libraries	-	-	-	\$14.25	\$17.02	\$20.32	-	-	-
Average	-	-	-	\$22.23	\$25.77	\$29.90	-	-	-
25,001 - 100,000									
Bellingham Public Library	-	-	-	-	-	-	-	-	-
Central Skagit Library District	-	-	-	-	-	-	-	-	-
Longview Public Library	-	-	-	-	-	-	-	-	-
Mount Vernon City Library	-	-	-	-	-	-	-	-	-
North Olympic Library System	-	-	-	-	-	-	\$16.73	-	\$20.34
Pullman (Neill) Public Library	-	-	-	-	-	-	-	-	-
Puyallup Public Library	-	-	-	-	-	-	-	-	-
Richland Public Library	\$22.24	\$26.68	\$31.13	-	-	-	-	-	-
Stevens County Rural Library District	\$14.31	\$15.65	\$17.63	-	-	-	-	-	-
Walla Walla Public Library	-	-	-	-	-	-	-	-	-
Average	\$18.28	\$21.17	\$24.38	-	-	-	\$16.73	-	\$20.34
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	-	-	-	-	-	-	-	-	-
La Conner Regional 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	-	-	-	-	-	-	-	-	-
Upper Skagit Library District	-	-	-	-	-	-	-	-	-
Walla Walla County Rural Library District	-	-	-	-	-	-	-	-	-
Whitman County Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-

2019 Salaries

Table 21 (continued)

Public Libraries	Secretary			Accounting Technician			Accounting Clerk		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Cathlamet Public Library	-	-	-	-	-	-	-	-	-
Columbia County Rural Library District	-	-	-	-	-	-	-	-	-
East Adams (Ritzville) Library District	-	-	-	-	-	-	-	-	-
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kittitas (Gilmour Memorial) Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
Overall Averages	\$19.50	\$22.73	\$26.31	\$22.91	\$26.36	\$30.56	\$19.50	\$22.86	\$25.03

2019 Salaries

Table 21 (continued)

Public Libraries	Personnel Specialist			Personnel Analyst			Computer Operator		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000									
Fort Vancouver Regional Library District	-	-	-	\$20.69	\$24.81	\$31.03	\$19.70	\$23.63	\$29.55
King County Library System	\$28.68	\$31.55	\$34.41	-	-	-	-	-	-
Kitsap Regional Library	\$18.99	\$21.80	\$25.51	\$22.23	\$25.51	\$29.83	-	-	-
Mid-Columbia Libraries	\$23.99	\$28.79	\$33.59	-	-	-	\$22.24	\$25.03	\$29.27
North Central Regional Library	-	-	-	-	-	-	\$18.09	\$21.16	\$25.75
Pierce County Library System	\$19.71	\$22.85	\$26.47	\$30.69	\$35.59	\$42.49	\$22.43	\$26.00	\$30.14
Seattle Public Library	\$31.76	\$35.03	\$38.60	\$40.63	\$44.82	\$49.35	-	-	-
Sno-Isle Libraries	\$27.89	\$34.87	\$38.35	\$31.30	\$39.22	\$43.19	\$31.30	\$39.22	\$43.19
Spokane County Library District	-	-	-	-	-	-	\$15.81	\$17.78	\$20.80
Timberland Regional Library	\$23.30	\$27.01	\$32.25	-	-	-	\$23.30	\$27.01	\$32.25
Average	\$24.90	\$28.84	\$32.74	\$29.11	\$33.99	\$39.18	\$21.84	\$25.69	\$30.14
100,001 - 250,000									
Everett Public Library	-	-	-	-	-	-	-	-	-
Spokane Public Library	-	-	-	-	-	-	-	-	-
Tacoma Public Library	-	-	-	-	-	-	-	-	-
Whatcom County Library System	-	-	-	-	-	-	\$23.33	\$27.99	\$32.66
Yakima Valley Libraries	\$18.50	\$21.45	\$26.38	-	-	-	-	-	-
Average	\$18.50	\$21.45	\$26.38	-	-	-	\$23.33	\$27.99	\$32.66
25,001 - 100,000									
Bellingham Public Library	-	-	-	-	-	-	-	-	-
Central Skagit Library District	-	-	-	-	-	-	-	-	-
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	\$17.53	\$19.17	\$21.59	-	-	-	-	-	-
Walla Walla Public Library	-	-	-	-	-	-	-	-	-
Average	\$17.53	\$19.17	\$21.59	-	-	-	-	-	-
5,001 - 25,000									
Anacortes Public Library	-	-	-	-	-	-	-	-	-
Asotin County Library	-	-	-	-	-	-	-	-	-
Burlington Public Library	-	-	-	-	-	-	-	-	-
Camas Public Library	-	-	-	-	-	-	-	-	-
Ellensburg Public Library	-	-	\$19.42	-	-	-	-	-	-
Grandview Library	-	-	-	-	-	-	-	-	-
Jefferson County Rural Library District	-	-	-	-	-	-	-	-	-
Kelso Public Library	-	-	-	-	-	-	-	-	-
La Conner Regional 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	-	-	-	-	-	-	-	-	-
Upper Skagit Library District	-	-	-	-	-	-	-	-	-
Walla Walla County Rural Library District	-	-	-	-	-	-	-	-	-
Whitman County Library	-	-	-	-	-	-	\$13.00	-	\$36.00
Average	-	-	\$19.42	-	-	-	\$13.00	-	\$36.00

2019 Salaries

Table 21 (continued)

Public Libraries	Personnel Specialist			Personnel Analyst			Computer Operator		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Cathlamet Public Library	-	-	-	-	-	-	-	-	-
Columbia County Rural Library District	-	-	-	-	-	-	-	-	-
East Adams (Ritzville) Library District	-	-	-	-	-	-	-	-	-
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kittitas (Gilmour Memorial) Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
Overall Averages	\$23.37	\$26.95	\$29.66	\$29.11	\$33.99	\$39.18	\$21.02	\$25.98	\$31.07

2019 Salaries

Table 21 (continued)

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	-	-	-	-	-	-	\$22.80	\$28.50	\$34.20
King County Library System	\$30.68	\$33.75	\$36.82	\$43.04	\$47.34	\$51.65	-	-	-
Kitsap Regional Library	-	-	-	\$25.99	\$29.83	\$34.90	-	-	-
Mid-Columbia Libraries	-	-	-	\$28.41	\$31.98	\$37.40	-	-	-
North Central Regional Library	\$22.88	\$26.77	\$32.57	-	-	-	\$33.87	\$39.62	\$48.21
Pierce County Library System	\$30.14	\$34.94	\$41.73	\$38.18	\$45.60	\$54.45	-	-	-
Seattle Public Library	\$33.48	\$36.62	\$40.60	\$38.88	\$42.91	\$47.28	-	-	-
Sno-Isle Libraries	\$24.84	\$30.97	\$34.04	\$47.50	\$60.17	\$66.51	\$39.26	\$49.47	\$54.57
Spokane County Library District	\$22.96	\$25.83	\$30.22	\$26.30	\$29.58	\$34.60	-	-	-
Timberland Regional Library	\$28.65	\$33.22	\$39.66	\$28.65	\$33.22	\$39.66	-	-	-
Average	\$27.66	\$31.73	\$36.52	\$34.62	\$40.08	\$45.81	\$31.98	\$39.20	\$45.66
100,001 - 250,000									
Everett Public Library	-	-	-	-	-	-	-	-	-
Spokane Public Library	-	-	-	-	-	-	-	-	-
Tacoma Public Library	\$38.37	\$42.37	\$46.84	\$42.32	\$46.75	\$51.63	-	-	-
Whatcom County Library System	\$34.47	\$41.36	\$48.25	\$46.19	\$55.42	\$64.66	-	-	-
Yakima Valley Libraries	\$18.50	\$22.09	\$26.38	-	-	-	\$21.00	\$25.08	\$29.94
Average	\$30.45	\$35.27	\$40.49	\$44.26	\$51.09	\$58.15	\$21.00	\$25.08	\$29.94
25,001 - 100,000									
Bellingham Public Library	-	-	-	-	-	-	-	-	-
Central Skagit Library District	-	-	-	-	-	-	-	-	-
Longview Public Library	-	-	-	-	-	-	-	-	-
Mount Vernon City Library	-	-	-	-	-	-	-	-	-
North Olympic Library System	\$15.18	-	\$18.45	\$31.24	-	\$37.97	-	-	-
Pullman (Neill) Public Library	\$16.51	\$17.18	\$17.96	-	-	-	-	-	-
Puyallup Public Library	-	-	-	-	-	-	-	-	-
Richland Public Library	\$24.52	\$29.42	\$34.32	-	-	-	\$24.52	\$29.42	\$34.32
Stevens County Rural Library District	\$22.47	\$24.53	\$27.61	-	-	-	-	-	-
Walla Walla Public Library	-	-	-	-	-	-	-	-	-
Average	\$19.67	\$23.71	\$24.59	\$31.24	-	\$37.97	\$24.52	\$29.42	\$34.32
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	-	-	-	-	-	-	-	-	-
La Conner Regional Library	-	-	-	-	-	-	\$20.21	\$21.44	\$24.11
Liberty Lake Municipal Library	-	-	-	-	-	-	-	-	-
Ocean Shores Public Library	-	-	-	-	-	-	-	-	-
Orcas Island Library District	-	-	-	\$30.88	-	\$38.07	-	-	-
Pend Oreille County Library District	-	-	-	-	-	-	-	-	-
Port Townsend Public Library	-	-	-	-	-	-	-	-	-
San Juan Island Library District	\$28.28	\$31.37	\$34.77	-	-	-	-	-	-
Upper Skagit Library District	-	-	-	\$16.00	-	\$20.10	-	-	-
Walla Walla County Rural Library District	-	-	-	-	-	-	\$27.99	-	\$29.40
Whitman County Library	-	-	-	-	-	-	\$13.00	-	\$30.00
Average	\$28.28	\$31.37	\$34.77	\$23.44	-	\$29.09	\$20.40	\$21.44	\$27.84

2019 Salaries

Table 21 (continued)

Public Libraries	Computer Information Professional			Network Administrator with Degree/Certification			Network Administrator without Degree/Certification		
	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Cathlamet Public Library	-	-	-	-	-	-	-	-	-
Columbia County Rural Library District	-	-	-	-	-	-	-	-	-
East Adams (Ritzville) Library District	-	-	-	-	-	-	-	-	-
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
5,000 & under w/o certified librarian									
Castle Rock Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Kittitas (Gilmour Memorial) Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-
Overall Averages	\$26.13	\$30.74	\$34.01	\$34.12	\$42.28	\$44.53	\$25.33	\$32.26	\$35.59

2019 Salaries

Table 21 (continued)

Public Libraries	Collection Development Coordinator			Training Coordinator		
	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000						
Fort Vancouver Regional Library District	\$31.90	\$39.88	\$47.85	\$27.99	\$35.00	\$41.99
King County Library System	\$43.16	\$47.47	\$51.79	\$43.04	\$47.35	\$51.65
Kitsap Regional Library	-	-	-	\$28.12	\$32.26	\$37.76
Mid-Columbia Libraries	-	-	-	-	-	-
North Central Regional Library	\$28.96	\$33.88	\$41.22	\$26.76	\$31.31	\$38.09
Pierce County Library System	\$30.14	\$34.94	\$41.73	\$26.00	\$30.14	\$36.00
Seattle Public Library	\$39.36	\$43.37	\$47.75	-	-	-
Sno-Isle Libraries	\$51.30	\$65.16	\$72.08	\$43.19	\$54.56	\$60.24
Spokane County Library District	\$38.07	\$41.88	\$47.57	-	-	-
Timberland Regional Library	\$40.85	\$47.36	\$56.55	\$30.40	\$35.24	\$42.08
Average	\$37.97	\$44.24	\$50.82	\$32.21	\$37.98	\$43.97
100,001 - 250,000						
Everett Public Library	-	-	-	-	-	-
Spokane Public Library	-	-	-	-	-	-
Tacoma Public Library	\$38.37	\$42.37	\$46.84	\$29.55	\$32.62	\$36.03
Whatcom County Library System	\$39.89	\$47.87	\$55.86	\$28.36	\$34.03	\$39.70
Yakima Valley Libraries	\$18.50	\$22.09	\$26.38	-	-	-
Average	\$32.25	\$37.44	\$43.03	\$28.96	\$33.33	\$37.87
25,001 - 100,000						
Bellingham Public Library	\$33.14	\$38.98	\$44.83	-	-	-
Central Skagit Library District	-	-	-	-	-	-
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	-	-	-	-	-	-
Walla Walla Public Library	-	-	-	-	-	-
Average	\$33.14	\$38.98	\$44.83	-	-	-
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	-	-	-	-	-	-
La Conner Regional 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	-	-	-	-	-	-
Upper Skagit Library District	-	-	-	-	-	-
Walla Walla County Rural Library District	-	-	-	-	-	-
Whitman County Library	-	-	-	-	-	-
Average	-	-	-	-	-	-

2019 Salaries

Table 21 (continued)

Public Libraries	Collection Development Coordinator			Training Coordinator		
	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian						
Cathlamet Public Library	-	-	-	-	-	-
Columbia County Rural Library District	-	-	-	-	-	-
East Adams (Ritzville) Library District	-	-	-	-	-	-
Lopez Island Library District	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-
Average	-	-	-	-	-	-
5,000 & under w/o certified librarian						
Castle Rock Public Library	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-
Kittitas (Gilmour Memorial) Library	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-
Average	-	-	-	-	-	-
Overall Averages	\$36.14	\$42.10	\$48.37	\$31.49	\$36.95	\$42.62