Table 21

	Director MLS				Director Non-MLS			Asstistant Director of Management Services			
Public Libraries	Min. Med. Max.		Min.	Med.	Max.	Min.	Med.	Max.			

Over 250,000

Average	\$58.48	\$65.49	\$73.88	\$49.07	\$65.01	\$80.95	\$45.42	\$54.64	\$66.45
Timberland Regional Library	-	-	\$66.59	-	-	-	-	-	-
Spokane County Library District	\$53.84	\$59.23	\$67.30	-	-	-	-	-	-
Sno-Isle Libraries	-	-	-	-	-	-	-	-	-
Seattle Public Library	\$49.07	\$65.01	\$80.95	\$49.07	\$65.01	\$80.95	-	-	-
Pierce County Library System	-	-	\$74.30	-	-	-	\$47.82	\$57.09	\$70.23
North Central Regional Library	\$50.13	\$58.65	\$71.35	-	-	-	\$46.36	\$54.23	\$65.98
Mid-Columbia Libraries	\$51.95	\$64.94	\$77.93	-	-	-	-	-	-
Kitsap Regional Library	\$38.49	\$44.16	\$51.66	-	-	-	-	-	-
King County Library System	\$100.96	\$100.96	\$100.96	-	-	-	-	-	-
Fort Vancouver Regional Library District	\$64.90	-	-	-	-	-	\$42.08	\$52.61	\$63.13

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	-	-	-

Average	\$34.01	\$42.95	\$41.60	\$30.00	-	\$37.00	\$28.62	\$31.95	\$34.17
Whitman County Library	-	-	-	\$30.00	-	\$37.00	-	-	-
Walla Walla County Rural Library District	\$38.46	\$39.23	\$41.39	-	-	-		-	-
Upper Skagit Library District	\$19.75	-	\$22.50	-	-	-	-	-	-
San Juan Island Library District	\$37.42	\$42.25	\$46.82	-	-	-	-	-	-
Port Townsend Public Library	\$37.88	\$42.28	\$46.83	-	-	-	-	-	-
Pend Oreille County Library District	-	-	-	-	-	-	-	-	-
Orcas Island Library District	\$39.07	-	\$46.27	-	-	-	-	-	-
Ocean Shores Public Library	\$32.00	-	-	-	-	-	-	-	-
Liberty Lake Municipal Library	\$31.97	-	\$36.01	-	-	-	-	-	-
La Conner Regional Library	-	-	\$33.65	-	-	-	-	-	-
Kelso Public Library	-	-	-	-	-	-	-	-	-
Jefferson County Rural Library District	-	-	\$45.31	-	-	-	\$28.62	-	\$34.17
Grandview Library	\$22.38	-	\$33.57	-	-	-	-	-	-
Ellensburg Public Library	-	-	\$48.74	-	-	-	-	-	-
Camas Public Library	\$47.19	\$51.85	\$56.52	-	-	-	-	-	-
Burlington Public Library	-	-	-	-	-	-	-	-	-
Asotin County Library	-	\$39.16	-	-	-	-	-	\$31.95	-
Anacortes Public Library	-	-	-	-	-	-	-	-	-

Table 21

	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	\$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

Overall Averages	\$43.71	\$53.54	\$55.04	\$25.88	\$30.80	\$35.21	\$42.21	\$50.26	\$59.63
Average	-	-	-	\$15.97	\$15.62	\$15.62	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	\$14.05	\$14.05	\$14.05	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Kittitas (Gilmour Memorial) Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	\$17.00	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	\$19.26	\$19.26	\$19.26	-	-	-
Castle Rock Public Library	-	-	-	\$13.55	\$13.55	\$13.55	-	-	-

Table 21 (continued)

		stant Direc blic Servic		Pers	sonnel Dire	ctor	Main Branch Manager		
Public Libraries	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

Average	\$31.67	\$35.15	\$38.19	-	\$23.51	-	\$16.70	-	\$24.49
Whitman County Library	-	-	-	-	-	-	\$12.00	-	\$20.00
Walla Walla County Rural Library District	-	-	-	-	-	-	\$18.36	-	\$19.28
Upper Skagit Library District	-	-	-	-	-	-	-	-	-
San Juan Island Library District	\$28.28	\$31.37	\$34.77	-	-	-	-	-	-
Port Townsend Public Library	-	-	-	-	-	-	-	-	-
Pend Oreille County Library District	-	-	-	-	-	-	\$20.80	-	\$23.45
Orcas Island Library District	-	-	-	-	-	-	-	-	-
Ocean Shores Public Library	-	-	-	-	-	-	-	-	-
Liberty Lake Municipal Library	-	-	-	-	-	-	-	-	-
La Conner Regional Library	-	-	-	-	-	-	-	-	-
Kelso Public Library	-	-	-	-	-	-	-	-	\$35.92
Jefferson County Rural Library District	\$31.30	-	\$37.37	-	-	-	-	-	-
Grandview Library	-	-	-	-	-	-	\$15.64	-	\$23.81
Ellensburg Public Library	-	-	-	-	-	-	-	-	-
Camas Public Library	\$35.42	\$38.92	\$42.43	-	-	-	-	-	-
Burlington Public Library	-	-	-	-	-	-	-	-	-
Asotin County Library	-	-	-	-	\$23.51	-	-	-	-
Anacortes Public Library	-	-	-	-	-	-	-	-	-

	Assistant Director of Public Services			Personnel Director			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	-	-	-	-	-	-	-	-	
East Adams (Ritzville) Library District	-	-	-	-	-	-	-	-	
Lopez Island Library District	-	-	-	-	-	-	-	-	
Odessa Public Library	-	-	-	-	-	-	-	-	
Average	-	-	-	-	-	-	-	-	
5,000 & under w/o certified librarian									
Castle Pock Public Library	_			_	_	_	_		

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

Table 21 (continued)

		Manager		S	mall Branc	arian h	Managing Librarian Medium Branch			
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.	
ublic Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.		Med.	

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

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	-	-	-

	Auto	mated Syst Manager	ems		aging Libra nall Brancl		Managing Librarian Medium Branch		
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
5,000 & under w/ certified librarian									
Cathlamet Public Library									
5	-	-	-	-	-	-	-	-	
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	-	-	-	-	-	-	-	-	
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	-	-	-	-	-	-	-	-	

Table 21 (continued)

	Managing Librarian Large Branch				aging Libra ' Large Bra		Department Manager			
Public Libraries	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

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

Cathlamet Public LibraryColumbia County Rural Library DistrictEast Adams (Ritzville) Library DistrictLopez Island Library DistrictOdessa Public LibraryAverage5,000 & under w/o certified librarianCastle Rock Public LibraryCle Elum (Carpenter Memorial) LibraryDavenport Public LibraryKalama Public LibraryKittitas (Gilmour Memorial) LibraryPomeroy (Denny Ashby) LibraryReardan Memorial LibrarySprague Public LibrarySprague Public LibraryWaitsburg (Weller) Public LibraryWaitsburg (Weller) Public LibraryWilbur (Hesseltine) Public Library	Managing Librarian Large Branch				aging Libra Large Brai		Department Manager		
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 Sprague Public Library Waitsburg (Weller) Public Library Wilbur (Hesseltine) Public Library	Ме	d.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Cathlamet Public LibraryColumbia County Rural Library DistrictEast Adams (Ritzville) Library DistrictLopez Island Library DistrictOdessa Public LibraryAverage5,000 & under w/o certified librarianCastle Rock Public LibraryCle Elum (Carpenter Memorial) LibraryDavenport Public LibraryKalama Public LibraryKittitas (Gilmour Memorial) LibraryPomeroy (Denny Ashby) LibraryReardan Memorial LibrarySprague Public LibraryWaitsburg (Weller) Public LibraryWaitsburg (Weller) Public LibraryWilbur (Hesseltine) 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 Kalama Public Library Kittitas (Gilmour Memorial) Library Pomeroy (Denny Ashby) Library Reardan Memorial Library Sprague Public Library Waitsburg (Weller) Public Library Waitsburg (Weller) Public Library Waitsburg (Weller) Public Library									
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 Kalama Public Library Kittitas (Gilmour Memorial) Library Pomeroy (Denny Ashby) Library Reardan Memorial Library Roslyn Public Library Sprague Public Library Waitsburg (Weller) Public Library Waitsburg (Weller) Public Library Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	
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 Sprague Public Library Waitsburg (Weller) Public Library Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	
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 Sprague Public Library Waitsburg (Weller) Public Library Wilbur (Hesseltine) 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 Sprague Public Library Waitsburg (Weller) Public Library Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	
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 Kittias (Gilmour Memorial) Library Pomeroy (Denny Ashby) Library Reardan Memorial Library Sprague Public Library Waitsburg (Weller) Public Library Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	
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 Kittias (Gilmour Memorial) Library Pomeroy (Denny Ashby) Library Reardan Memorial Library Sprague Public Library Waitsburg (Weller) Public Library Wilbur (Hesseltine) Public 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	-	-	-	-	-	-	-	-	
Cle Elum (Carpenter Memorial) Library Davenport Public Library Harrington Public Library Kalama Public Library Kititas (Gilmour Memorial) Library Pomeroy (Denny Ashby) Library Reardan Memorial Library Roslyn Public Library Sprague Public Library Waitsburg (Weller) Public Library Wilbur (Hesseltine) 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	-	-	-	-	-	-	-	-	
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	-	-	-	-	-	-	-	-	
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	-	-	-	-	-	-	-	-	
Pomeroy (Denny Ashby) Library Reardan Memorial Library Roslyn Public Library Sprague Public Library Waitsburg (Weller) Public Library Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	
Reardan Memorial Library Roslyn Public Library Sprague Public Library Waitsburg (Weller) Public Library Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	
Roslyn Public Library Sprague Public Library Waitsburg (Weller) Public Library Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	
Sprague Public Library Waitsburg (Weller) Public Library Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	
Waitsburg (Weller) Public Library Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	
	-	-	-	-	-	-	-	-	
	-	-	-	-	-	-	-	-	
Average	-	-	-	-	-	-	-	-	
Overall Averages \$30.		6.95	\$42.19	\$33.40	\$39.82	\$46.34	\$31.25	\$38.95	\$40.2

	l	_ibrarian 1		I	Librarian 2			ary Associ upervisory	
Public Libraries	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									
25,001 - 100,000	1								
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

	I	Librarian 1			Librarian 2		Library Associate Supervisory		
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	-	-	-	-	-	-	-	-	
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	\$13.0
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	\$13.0

Whitman County Library

Average

Table 21 (continued)

Burlington Public Library <th></th> <th>Libr</th> <th>ary Associ Senior</th> <th>ate</th> <th>Libr</th> <th>ary Associ</th> <th>ate</th> <th>Libra</th> <th>ry Assista</th> <th>nt 1</th>		Libr	ary Associ Senior	ate	Libr	ary Associ	ate	Libra	ry Assista	nt 1
fort Xanouver Regional Linary District -	Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
fort Xanouver Regional Linary District -	0.000 250 000									
King Cannot J.Laray System - - S26.80 \$92.40 \$32.17 \$20.20 \$22.17 \$24.08 Kinga Regional Library - - \$18.62 \$12.82 \$12.41 \$17.29 Nath Contai Regional Library - - - - - - - 512.21 \$14.28 \$17.39 Nath Contai Regional Library Sprace Carny Library System \$22.00 \$33.22 \$22.17 \$22.27 \$12.21 \$14.28 \$17.30 Souther Under Library System \$27.47 \$30.20 \$37.76 \$20.43 \$17.96 \$22.17 \$22.40 \$22.40 \$22.47 \$22.40 \$22.40 \$22.47 \$22.40 \$22.40 \$22.47 \$22.40 \$22.41 \$22.40 \$22.41 \$22.40 \$22.41 \$22.40 \$22.41 \$22.40 \$22.41 \$22.40 \$22.41 \$22.40 \$22.41 \$22.40 \$22.40 \$22.40 \$22.41 \$22.40 \$22.40 \$22.40 \$22.40 \$22.40 \$22.40 \$22.40 \$22.40 \$22.40 \$22.40 \$22.40 \$22.40 \$22.40 \$22.40 \$22.40 </td <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>¢10.70</td> <td>¢1(10</td> <td>¢10 F0</td>								¢10.70	¢1(10	¢10 F0
Kisan Regional Library - <td>0 ,</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td></td> <td></td> <td></td>	0 ,	-	-	-	-	-	-			
Mid-Country Library System .		-	-	-						
North Central Regional Library Size 1 Size 1<	· · ·	-	-	-				\$12.82	\$14.71	\$17.22
Pierce Courty Library System 326.00 \$30.14 \$36.00 \$10.93 \$22.11 \$27.47 \$23.32 \$21.41 \$22.31 \$27.47 \$23.32 \$23.43 \$19.44 \$21.32 \$23.45 Smo-lale Libraries 1 1 52.05 \$11.76 \$11.98 \$21.34 \$11.71 \$11.84 \$11.72 \$22.307 \$26.43 \$19.44 \$11.84 \$11.72 \$22.307 \$16.34 \$11.84 \$11.72 \$22.307 \$16.34 \$11.84 \$11.72 \$22.46 \$22.76 \$11.84 \$11.84 \$11.72 \$22.46 \$22.76 \$15.72 \$18.08 \$22.065 100.001 250.000 250.00 \$22.66 \$22.10 \$22.46 \$22.11 \$21.94 \$21.99 \$22.35 250.010 101.01237 \$22.01 \$22.67 \$22.50 \$22.28 \$22.10 \$21.34 \$19.69 \$22.11 \$10.40 \$13.33 \$16.40 Average \$22.01 \$22.37 \$25.23 \$15.33 \$16.40 \$17.94 \$19.40		-	-	-	\$17.29	\$19.45	\$22.76	-	-	- ¢17.00
Seattle Dublic Library 527.47 S30.20 S33.32 S21.74 S23.07 S26.43 91.34 921.32 S23.18 Sno-Islic Libraries .<	· · ·	-	- ¢20.14	- ¢2(_00	- ¢10.02	- ¢00.11	- ¢24.70	\$12.21	\$14.28	\$17.38
Sno-Isia Libraries .	· · · ·							\$10.24	¢21.22	\$72.46
Spokane County Litrary District \$17.76 \$20.80 \$17.76 \$19.98 \$22.37 \$13.45 \$15.12 \$15.21 \$15.22 \$22.37 \$13.45 \$15.12 \$15.22 \$22.64 \$22.64 \$22.64 \$22.64 \$22.65 \$22.67 \$23.21 \$17.76 \$17.77 \$10.67 \$10.600 \$10.6	•	\$27.47	\$30.20	\$JJ.JZ	\$Z1.74	\$23.77	\$20.43			
Timbertand Regional Library ·< ·< ·< ·< ·< ·< ·< ·< ·< ·< ·< ·< ·< ·< ·< ·< ·< ·< ·< ·< ·< ·< ·< ·< ·< ·< ·< ·< ·<< ·< ·< ·<		- ¢15.01	- ¢17 70	- 0.00	- ¢17 76	¢10.09	- ¢ 22 27			
Average \$23.09 \$26.04 \$30.04 \$19.89 \$22.45 \$25.76 \$15.72 \$18.08 \$20.65 100.001 - 250.000 Everalt Public Library \$25.95 \$28.67 \$31.59 \$22.45 \$24.72 \$27.27 \$19.40 \$21.39 \$23.55 Spokane Public Library \$24.07 \$22.65 \$29.4.72 \$27.27 \$19.40 \$21.39 \$23.55 Spokane Public Library \$24.07 \$22.67 \$29.50 \$22.11 - <td>· · ·</td> <td>\$10.01</td> <td>φ17.70</td> <td>\$20.00</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	· · ·	\$10.01	φ17.70	\$20.00						
100,001 - 250,000 Everett Public Library \$25,95 \$28,67 \$31,59 \$22,45 \$22,72 \$19,40 \$21,39 \$23,55 Spokane Public Library \$24,07 \$26,67 \$29,50 \$20,88 \$23,10 \$25,48 \$17,84 \$19,65 \$21,71 Whatcom Coundy Library System .<		¢22.00	¢0/ 04	¢20.04						
Evenett Public Library \$25.95 \$28.67 \$31.59 \$22.45 \$27.27 \$19.40 \$21.39 \$23.55 Spokane Public Library - </td <td>Average</td> <td>\$23.09</td> <td>\$26.04</td> <td>\$30.04</td> <td>\$19.89</td> <td>\$22.46</td> <td>\$25.76</td> <td>\$15.72</td> <td>\$18.08</td> <td>\$20.65</td>	Average	\$23.09	\$26.04	\$30.04	\$19.89	\$22.46	\$25.76	\$15.72	\$18.08	\$20.65
Spokane Public Library Stat.07 S24.07 S26.67 S29.50 S20.88 S23.10 S25.48 S17.84 S19.66 S21.1 Yakima Valley Library System .	100,001 - 250,000									
Spokane Public Library Stat.07 S24.07 S26.67 S29.50 S20.88 S23.10 S25.48 S17.84 S19.66 S21.1 Yakima Valley Library System .	Everett Public Library	\$25.95	\$28.67	\$31.59	\$22.45	\$24.72	\$27.27	\$19.40	\$21.39	\$23.55
Whatcom County Library System .	Spokane Public Library	-	-	-	-	-	-	-	-	-
Yakima Valley Libraries S11.50 S13.33 S16.40 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 \$22.72 \$22.83 Month Verion City Library \$23.83 \$26.40 \$29.18 \$17.57	Tacoma Public Library	\$24.07	\$26.67	\$29.50	\$20.88	\$23.10	\$25.48	\$17.84	\$19.65	\$21.71
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 Skapit Library District - - \$22.09 \$22.48 \$15.00 - - \$22.57 \$26.30 Mount Verno City Library \$23.83 \$26.40 \$29.18 - - \$20.07 \$22.39 \$24.81 \$12.00 \$13.31 \$14.63 North Olympic Library System \$15.18 \$18.45 \$14.45 \$17.57 -	Whatcom County Library System	-	-	-	\$16.58	\$19.89	\$23.21	-	-	-
25,001 - 100,000 S20.77 \$23.39 \$25.30 \$19.59 \$22.04 \$23.86 \$13.70 \$15.46 \$16.71 Central Skagit Library District - - - \$15.00 -	· · · ·	-	-	-	-	-	-	\$11.50	\$13.33	\$16.40
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 - - \$20.51 \$22.72 \$26.30 Mount Vernon City Library \$23.83 \$26.40 \$29.18 - - \$20.51 \$22.72 \$26.30 Mount Vernon City Library \$15.18 - - \$20.22 \$22.39 \$24.81 \$12.00 \$13.31 \$14.63 Pullam (Neill) Public Library \$21.89 \$24.13 \$26.60 \$20.63 \$22.74 \$25.07 -	Average	\$25.01	\$27.67	\$30.55	\$19.97	\$22.57	\$25.32	\$16.25	\$18.12	\$20.55
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 - - \$20.51 \$22.72 \$26.30 Mount Vernon City Library \$23.83 \$26.40 \$29.18 - - \$20.51 \$22.72 \$26.30 Mount Vernon City Library \$15.18 - - \$20.22 \$22.39 \$24.81 \$12.00 \$13.31 \$14.63 Pullam (Neill) Public Library \$21.89 \$24.13 \$26.60 \$20.63 \$22.74 \$25.07 -										
Central Skagit Library District - \$15.00 - - \$22.72 \$22.72 \$22.72 \$22.72 \$22.72 \$22.72 \$22.72 \$22.72 \$22.72 \$22.72 \$22.72 \$22.72 \$22.72 \$22.72 \$22.73 \$24.81 \$11.00 \$11.81 \$11.81 \$11.45 - \$17.75 - <td></td>										
Longview Public Library \$23.83 \$26.40 \$29.18 - - \$20.51 \$22.72 \$26.30 Mount Vermon City Library - - \$20.22 \$22.39 \$24.81 \$12.00 \$13.31 \$14.63 North Olympic Library \$21.89 \$24.13 \$26.60 \$20.63 \$22.74 \$25.07 - <td></td> <td>\$20.77</td> <td>\$23.39</td> <td>\$25.30</td> <td></td> <td>\$22.04</td> <td>\$23.86</td> <td>\$13.70</td> <td>\$15.46</td> <td>\$16.71</td>		\$20.77	\$23.39	\$25.30		\$22.04	\$23.86	\$13.70	\$15.46	\$16.71
Mount Vermon City Library - - \$20.22 \$22.39 \$24.81 \$12.00 \$13.31 \$14.43 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 .	• •	-	-	-		-	-	-	-	-
North Olympic Library System \$15.18 S18.45 \$14.45 \$17.57 Pullman (Neill) Public Library \$21.89 \$24.13 \$26.60 \$20.63 \$22.74 \$25.07 Puyalup Public Library \$25.07 Richland Public Library \$18.29 \$21.95 \$25.61 Stevens County Rural Library District \$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 \$11.50 \$11.85 \$14.45 Burlington Public Library \$15.23 \$1 Camas Public Library \$17.27 \$15.23 \$11.50 \$11.85 \$14.45	- · · ·	\$23.83	\$26.40	\$29.18		-	-			
Pullman (Neill) Public Library \$21.89 \$24.13 \$26.60 \$20.63 \$22.74 \$25.07 . . Puyalup Public Library . <td>, ,</td> <td>-</td> <td>-</td> <td>-</td> <td></td> <td>\$22.39</td> <td></td> <td>\$12.00</td> <td>\$13.31</td> <td>\$14.63</td>	, ,	-	-	-		\$22.39		\$12.00	\$13.31	\$14.63
Puyallup Public Library .	* . * *		-			-		-	-	-
Richland Public Library . <td>•</td> <td>\$21.89</td> <td>\$24.13</td> <td>\$26.60</td> <td>\$20.63</td> <td>\$22.74</td> <td>\$25.07</td> <td>-</td> <td>-</td> <td>-</td>	•	\$21.89	\$24.13	\$26.60	\$20.63	\$22.74	\$25.07	-	-	-
Stevens County Rural Library District - - - - \$1131 \$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		-	-	-	-	-	-	¢10.20	¢21.0E	- ¢ 2E 4 1
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 Store Store<	•	-	-	-	-	-	-			
Average\$20.42\$24.64\$24.88\$18.29\$22.26\$23.33\$15.76\$17.82\$20.185,001 - 25,000Anacortes Public LibraryAsotin County Library.\$17.27\$15.23.\$11.50\$11.85\$14.45Burlington Public Library <t< td=""><td>· · · ·</td><td>-</td><td>-</td><td>-</td><td>- ¢10.02</td><td>- ¢01.07</td><td>¢05.00</td><td>\$14.31</td><td>\$15.05</td><td>\$17.03</td></t<>	· · · ·	-	-	-	- ¢10.02	- ¢01.07	¢05.00	\$14.31	\$15.05	\$17.03
Stronge Interview		- ¢20.42	- ¢04.(4	-				- #15 7/	-	- ¢00.10
Anacortes Public Library - - - - - - - - - - Asotin County Library \$\$17.27 - \$\$15.23 - \$\$11.50 \$\$11.85 \$\$14.45 Burlington Public Library -	Average	\$20.42	\$24.64	\$24.88	\$18.29	\$22.26	\$23.33	\$15.76	\$17.82	\$20.18
Asotin County Library.\$17.27.\$15.23.\$11.50\$11.85\$14.45Burlington Public Library<	5,001 - 25,000									
Burlington Public Library . <td>Anacortes Public Library</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td>	Anacortes 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 ··· ··· \$21.46 ··· \$11.50 Jefferson County Rural Library District ··· \$12.65 ··· ··· \$22.42 \$15.08 ··· \$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 ··· ··· \$11.50 \$11.40 Ocean Shores Public Library ··· ··· \$17.00 ··· \$11.40 \$14.00 Orcas Island Library District \$24.39 ··· \$34.37 \$20.22 \$25.48 \$17.59 ··· \$21.22	Asotin County Library	-	\$17.27	-	-	\$15.23	-	\$11.50	\$11.85	\$14.45
Ellensburg Public Library · · · · \$21.46 · \$15.85 Grandview Library · \$12.65 · · · \$11.50 Jefferson County Rural Library District · \$12.65 · · \$22.42 \$15.08 · \$11.50 Jefferson County Rural Library District · · \$18.78 · \$22.42 \$15.08 · \$18.01 Kelso Public Library · · · · \$16.25 \$17.24 \$19.39 · · \$11.50 \$11.50 Liberty Lake Municipal Library · · · \$117.00 · \$11.50 \$11.40 \$14.00 Ocean Shores Public Library · \$11.40 ·	Burlington Public Library	-	-	-	-	-	-	-	-	-
Grandview Library \$12.65 \$11.50 Jefferson County Rural Library District \$18.78 \$22.42 \$15.08 \$18.01 Kelso Public Library \$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 \$12.91 \$13.70 \$14.00 Occan Shores Public Library \$17.00 \$12.44 \$14.00 Orcas Island Library District \$24.39 \$334.37 \$20.22 \$25.48 \$17.59 \$21.22 Pend Oreille County Library District \$24.39 \$12.00 \$14.85 </td <td>Camas Public Library</td> <td>-</td> <td>-</td> <td>-</td> <td>\$21.12</td> <td>\$23.21</td> <td>\$25.30</td> <td>\$18.29</td> <td>\$20.11</td> <td>\$21.92</td>	Camas Public Library	-	-	-	\$21.12	\$23.21	\$25.30	\$18.29	\$20.11	\$21.92
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 \$17.00 \$19.15 \$12.44 - \$14.00 Ocean Shores Public Library - - \$17.00 \$19.15 \$12.44 - \$14.00 Orcas Island Library District \$24.39 - 534.37 \$20.22 - \$25.48 \$17.59 - \$21.22 Pend Oreille County Library District \$24.39 - \$34.37 \$20.22 \$25.48 \$17.59 \$21.22 Pend Oreille County Library District \$24.39 - \$18.85 \$20.54 \$22.22 \$14.21 \$14.85 Port Townsend Public Library - - - \$21.20 <t< td=""><td>Ellensburg Public Library</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>\$21.46</td><td>-</td><td>-</td><td>\$15.85</td></t<>	Ellensburg Public Library	-	-	-	-	-	\$21.46	-	-	\$15.85
Kelso Public Library ·	Grandview Library	-	-	\$12.65	-	-	-	-	-	\$11.50
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 - \$14.00 -	Jefferson County Rural Library District	-	-	-	\$18.78	-	\$22.42	\$15.08	-	\$18.01
Liberty Lake Municipal Library · · \$17.00 · \$19.15 \$12.44 · \$14.00 Ocean Shores Public Library · · · · · · · · · · \$14.00 Ocean Shores Public Library · <t< td=""><td>Kelso Public Library</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>\$15.17</td><td>\$18.02</td><td>\$19.72</td></t<>	Kelso Public Library	-	-	-	-	-	-	\$15.17	\$18.02	\$19.72
Ocean Shores Public Library -<	La Conner Regional Library	\$16.25	\$17.24	\$19.39	-	-	-	\$12.91	\$13.70	\$15.40
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	Liberty Lake Municipal Library	-	-	-	\$17.00	-	\$19.15	\$12.44	-	\$14.00
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	Ocean Shores Public Library	-	-	-	-	-	-	-	-	-
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	Orcas Island Library District	\$24.39	-	\$34.37	\$20.22	-	\$25.48	\$17.59	-	\$21.22
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	Pend Oreille County Library District	-	-	-	-	-	-	\$12.00	-	\$14.85
Upper Skagit Library District - - \$14.00 - \$20.10 \$11.50 - \$16.10	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
Walla Walla County Rural Library District \$23.88 - \$24.36 \$17.13 - \$17.47 \$12.78 - \$13.04	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

-

\$23.79

-

\$18.40

-

\$20.29

-

\$21.87

-

\$19.98

\$10.50

\$13.70

-

\$22.00

\$12.83

\$16.19

-

\$15.79

Table 21 (continued)

	Library Associate Senior			Lib	rary Assoc	iate	Library Assistant 1			
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	-	-	-	\$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

Table 21 (continued)

	Libra	ary Assista	nt 2		Page			erintenden aintenance	
Public Libraries	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	1 1								
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	-	-	-		¢10.01	¢17.20	-	-	-
Grandview Library	-	-	-	-	-	-	-	-	-
Jefferson County Rural Library District	\$17.22	-	\$20.56	\$12.00	-	\$12.50	-	-	-
Kelso Public Library		-	¢20.00	\$11.50	-	¢12.00	-	-	-
La Conner Regional Library	\$13.83	\$14.67	\$16.50	÷11.50	-	_	_		-
Liberty Lake Municipal Library	\$13.77	÷11.07	\$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	-	-	-	\$12.10	¢10.07	φ1 1 .03	_		_
Upper Skagit Library District	_	_	-	÷12.00	-	-	_	_	_
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	-	-	
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Table 21 (continued)

	Libr	ary Assista	ant 2		Page			erintender laintenanc	
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	\$15.00	\$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

Table 21 (continued)

	Facili	ties Superv	visor	Maint	enance Wo	orker		Custodian	
Public Libraries	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	\$18.6
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	\$20.5
Seattle Public Library	\$35.00	\$38.57	\$42.56	\$25.47	\$28.11	\$30.91	\$20.28	\$22.30	\$24.5
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	\$18.3
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	\$22.4
Whatcom County Library System	\$29.77	\$35.73	\$41.68	-	-	-	\$15.03	\$18.04	\$21.0

25,001 - 100,000

Average

Yakima Valley Libraries

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	-	-	-

\$29.94

\$35.81

\$14.25

\$18.45

\$17.02

\$20.99

\$20.32

\$23.94

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\$16.73

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\$19.25

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\$21.77

\$21.00

\$25.39

\$25.08

\$30.41

5,001 - 25,000		1							
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	-

	Facili	ties Superv	/isor	Maint	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	-	-	-	-	-	-	-	-	
East Adams (Ritzville) Library District	-	-	-	-	-	-	-	-	
Lopez Island Library District	-	-	-	-	-	-	-	-	
Odessa Public Library	-	-	-	-	-	-	-	-	
Average	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	¢10100
5,000 & under w/o certified librarian Castle Rock Public Library			-				\$15.35	\$15.35	\$15.35
	-	-	-	-	-	-	-	-	
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

	Bool	kmobile Dr	iver	De	elivery Drive	er	Public Ir	formation	Officer
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
0 050 000									
Over 250,000	445.40	\$10 F0	404 (7	** * * *	447.50	****			
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									
100,001 - 250,000		_							
Everett Public Library	-	-	-	-	-	-	-	-	-
Spokane Public Library	-	-	-	-	-	-	\$36.17	\$39.94	¢1111
Tacoma Public Library	\$18.28	- \$21.94	\$25.59	- \$15.79	- \$18.95	- \$22.10	\$39.89	\$47.87	\$44.14 \$55.86
Whatcom County Library System Yakima Valley Libraries	\$10.20	\$Z1.94	\$20.09	\$13.79	\$10.95	\$22.10	\$39.09	\$47.07	\$00.00
	¢10.00	\$21.94	\$25.59				¢20.02	¢ 4 2 0 1	¢50.00
Average	\$18.28	\$Z1.94	\$20.09	\$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
Average	\$10.00			10.00	<i></i>		¢00.27	¢00.71	 10 .17
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	-	-	-	-	-	
	\$10.30	-	ψ17.00	-	-	-	-	-	

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	-	-	-

	Book	mobile 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	-	-	-	-	-	-	-	-	
East Adams (Ritzville) Library District	-	-	-	-	-	-	-	-	
Lopez Island Library District	-	-	-	-	-	-	-	-	
Odessa Public Library	-	-	-	-	-	-	-	-	
Average	-	-	-	-	-	-	-	-	
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

Table 21 (continued)

Liberty Lake Municipal Library

Ocean Shores Public Library

Orcas Island Library District

Port Townsend Public Library

Upper Skagit Library District

Whitman County Library

Average

San Juan Island Library District

Pend Oreille County Library District

Walla Walla County Rural Library District

	Grap	hic Techni	cian	Pre	ess Operate	or		Secretary ministrativ	e
Public Libraries	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	\$34.2
King County Library System	\$21.88	\$24.06	\$26.25	\$30.68	\$33.76	\$36.83	\$26.81	\$29.50	\$32.1
Kitsap Regional Library	\$18.99	\$21.80	\$25.51	-	-	-	\$25.99	\$29.83	\$34.9
Mid-Columbia Libraries	\$17.29	\$19.45	\$22.76	-	-	-	-	-	
North Central Regional Library	\$26.76	\$31.31	\$38.09	-	-	-	\$15.46	\$18.09	\$22.0
Pierce County Library System	\$24.51	\$28.42	\$33.93	\$18.24	\$21.15	\$24.51	\$27.27	\$31.62	\$37.7
Seattle Public Library	-	-	-	-	-	-	\$25.30	\$27.87	\$30.7
Sno-Isle Libraries	\$27.89	\$34.87	\$38.35	\$22.13	\$27.68	\$30.44	\$35.05	\$44.05	\$48.5
Spokane County Library District	\$22.96	\$25.83	\$30.22	-	-	-	\$15.81	\$17.78	\$20.8
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	\$32.6
100,001 - 250,000									
	1						¢00.47	¢22.12	¢20.2
Everett Public Library	-	-	-	-	-	-	\$29.47	\$33.12	\$38.3
Spokane Public Library	-	-	-	-	-	-	-	-	#04 F
Tacoma Public Library	-	-	-	-	-	-	\$24.63	\$27.90	\$31.5
Whatcom County Library System	\$19.19	\$23.03	\$26.87	-	-	-	\$15.79	\$18.95	\$22.1
Yakima Valley Libraries	-	-	-	-	-	-	\$21.00	\$25.08	\$29.9
Average	\$19.19	\$23.03	\$26.87	-	-	-	\$22.72	\$26.26	\$30.4
25,001 - 100,000									
	1				-		¢ 22 47	¢05.07	¢00 E
Bellingham Public Library	-	-	-	-	-	-	\$23.47	\$25.87	\$28.5
Central Skagit Library District	-	-	-	-	-	-	- ¢20.51	-	¢0(0
Longview Public Library	-	-	-	-	-	-	\$20.51	\$22.72	\$26.3
Mount Vernon City Library	-	-		-	-	-	-	-	
North Olympic Library System	-	-	-	-	-	-	- ¢00.7(-	¢07.4
Pullman (Neill) Public Library	-	-	-	-	-	-	\$22.76	\$24.60	\$27.1
Puyallup Public Library	-	-	-	-	-	-	-	-	
Richland Public Library	-	-	-	-	-	-	-	-	*•••
Stevens County Rural Library District	-	-	-	-	-	-	\$17.01	\$18.59	\$20.9
Walla Walla Public Library	-	-	-	-	-	-	\$22.54	\$24.46	\$26.3
Average	-	-	-	-	-	-	\$21.26	\$23.25	\$25.8
5,001 - 25,000									
Anacortes Public Library	-	-	-	-	-	-	-	-	
Asotin County Library	-	-	-	-	-	-	-	-	
Burlington Public Library	-	-	-	-	-	-	-	-	
Camas Public Library	-	-	-	-	-	-	\$23.24	\$25.54	\$27.8
Ellensburg Public Library	-	-	-	-	-	-	-	-	
Grandview Library	-	-	-	-	-	-	-	-	
Jefferson County Rural Library District	-	-	-	-	-	-	-	-	
Kelso Public Library	_	-	-	_	_	-	_	_	
La Conner Regional Library	-	-	-		_				

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\$25.80

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\$26.17

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\$35.72

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\$26.57

\$30.04

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	Grap	hic Techni	cian	Pr	ess Operat	or	Ac	'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	-	-	-	-	-	-	-	-	
East Adams (Ritzville) Library District	-	-	-	-	-	-	-	-	
Lopez Island Library District	-	-	-	-	-	-	-	-	
Odessa Public Library	-	-	-	-	-	-	-	-	
Average	-	-	-	-	-	-	-	-	
Castle Rock Public Library	-	-	-	-	-	-	-	-	
5,000 & under w/o certified librarian									
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	\$30.1

Table 21 (continued)

Walla Walla County Rural Library District

Whitman County Library

Average

		Secretary		Accou	nting Tech	nician	Acc	ounting Cl	erk
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.	Min.	Med.	Max.
Quer 250 000									
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	\$24.5
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	\$26.7
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	\$24.5
Seattle Public Library	-	-	-	\$25.62	\$27.63	\$30.18	\$22.79	\$25.15	\$27.7
Sno-Isle Libraries	\$22.13	\$27.68	\$30.44	\$24.84	\$30.97	\$34.04	\$22.13	\$27.68	\$30.4
Spokane County Library District	\$15.81	\$17.78	\$20.80	\$22.96	\$25.83	\$30.22	\$15.81	\$17.78	\$20.8
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	\$25.8
400.004 050.000									
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									
25,001 - 100,000									
Bellingham Public Library	-	-	-	-	-	-	-	-	
Central Skagit Library District	-	-	-	-	-	-	-	-	
Longview Public Library	-	-	-	-	-	-	-	-	
Mount Vernon City Library	-	-	-	-	-	-	-	-	
North Olympic Library System	-	-	-	-	-	-	\$16.73	-	\$20.3
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
F 001 0F 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	-	-	-	-	-	-	-	-	
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	-	-	-	-	-	-	-	-	
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		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	-	-	-	-	-	-	-	-	
East Adams (Ritzville) Library District	-	-	-	-	-	-	-	-	
Lopez Island Library District	-	-	-	-	-	-	-	-	
Odessa Public Library	-	-	-	-	-	-	-	-	
Average	-	-	-	-	-	-	-	-	
Castle Rock Public Library Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	
5,000 & under w/o certified librarian									
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	-	-	-	-	-	-	-	-	

Table 21 (continued)

	Perso	onnel Spec	ialist	Pers	sonnel Ana	lyst	Com	puter Oper	ator
Public Libraries	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
	1								
100,001 - 250,000									
Everett Public Library	-	-	-	-	-	-	-	-	-
Spokane Public Library	-	-	-	-	-	-	-	-	-
Taaawa Duklia Lihaawa									

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	-	-	-	-	-	-

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

	Perso	onnel Spec	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	-	-	-	-	-	-	-	-	
East Adams (Ritzville) Library District	-	-	-	-	-	-	-	-	
Lopez Island Library District	-	-	-	-	-	-	-	-	
Odessa Public Library	-	-	-	-	-	-	-	-	
Average	-	-	-	-	-	-	-	-	
Castle Rock Public Library Cle Flum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	
5,000 & under w/o certified librarian									
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

Table 21 (continued)

	Computer Information			Network Administrator			Network Administrator		
	Professional			with Degree/Certification			without Degree/Certification		
Public Libraries	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

Average	\$28.28	\$31.37	\$34.77	\$23.44	-	\$29.09	\$20.40	\$21.44	\$27.84
Whitman County Library	-	-	-	-	-	-	\$13.00	-	\$30.00
Walla Walla County Rural Library District	-	-	-	-	-	-	\$27.99	-	\$29.40
Upper Skagit Library District	-	-	-	\$16.00	-	\$20.10	-	-	-
San Juan Island Library District	\$28.28	\$31.37	\$34.77	-	-	-	-	-	-
Port Townsend Public Library	-	-	-	-	-	-	-	-	-
Pend Oreille County Library District	-	-	-	-	-	-	-	-	-
Orcas Island Library District	-	-	-	\$30.88	-	\$38.07	-	-	-
Ocean Shores Public Library	-	-	-	-	-	-	-	-	-
Liberty Lake Municipal Library	-	-	-	-	-	-	-	-	-
La Conner Regional Library	-	-	-	-	-	-	\$20.21	\$21.44	\$24.11
Kelso Public Library	-	-	-	-	-	-	-	-	-
Jefferson County Rural Library District	-	-	-	-	-	-	-	-	-
Grandview Library	-	-	-	-	-	-	-	-	-
Ellensburg Public Library	-	-	-	-	-	-	-	-	-
Camas Public Library	-	-	-	-	-	-	-	-	-
Burlington Public Library	-	-	-	-	-	-	-	-	-
Asotin County Library	-	-	-	-	-	-	-	-	-
Anacortes Public Library	-	-	-	-	-	-	-	-	-

Table 21 (continued)

	Computer Information Professional				ork Adminis egree/Certi		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	-	-	-	-	-	-	-	-	-
East Adams (Ritzville) Library District	-	-	-	-	-	-	-	-	-
Lopez Island Library District	-	-	-	-	-	-	-	-	-
Odessa Public Library	-	-	-	-	-	-	-	-	-
Average	-	-	-	-	-	-	-	-	-

5,000 & under w/o certified librarian

Overall Averages	\$26.13	\$30.74	\$34.01	\$34.12	\$42.28	\$44.53	\$25.33	\$32.26	\$35.59
Average	-	-	-	-	-	-	-	-	-
Wilbur (Hesseltine) Public Library	-	-	-	-	-	-	-	-	-
Waitsburg (Weller) Public Library	-	-	-	-	-	-	-	-	-
Sprague Public Library	-	-	-	-	-	-	-	-	-
Roslyn Public Library	-	-	-	-	-	-	-	-	-
Reardan Memorial Library	-	-	-	-	-	-	-	-	-
Pomeroy (Denny Ashby) Library	-	-	-	-	-	-	-	-	-
Kittitas (Gilmour Memorial) Library	-	-	-	-	-	-	-	-	-
Kalama Public Library	-	-	-	-	-	-	-	-	-
Harrington Public Library	-	-	-	-	-	-	-	-	-
Davenport Public Library	-	-	-	-	-	-	-	-	-
Cle Elum (Carpenter Memorial) Library	-	-	-	-	-	-	-	-	-
Castle Rock Public Library	-	-	-	-	-	-	-	-	-

Table 21 (continued)

		tion Developme Coordinator	nt	Training Coordinator		
Public Libraries	Min.	Med.	Max.	Min.	Med.	Max.
Over 250,000	¢04.00	* 20.00	A 47.05	\$07.00	¢05.00	¢ 14.0
Fort Vancouver Regional Library District	\$31.90	\$39.88	\$47.85	\$27.99	\$35.00	\$41.9
King County Library System	\$43.16	\$47.47	\$51.79	\$43.04	\$47.35	\$51.6
Kitsap Regional Library	-	-	-	\$28.12	\$32.26	\$37.7
Mid-Columbia Libraries	-	-	-	-	-	****
North Central Regional Library	\$28.96	\$33.88	\$41.22	\$26.76	\$31.31	\$38.0
Pierce County Library System	\$30.14	\$34.94	\$41.73	\$26.00	\$30.14	\$36.0
Seattle Public Library	\$39.36	\$43.37	\$47.75	-	-	
Sno-Isle Libraries	\$51.30	\$65.16	\$72.08	\$43.19	\$54.56	\$60.2
Spokane County Library District	\$38.07	\$41.88	\$47.57	-	-	
Timberland Regional Library	\$40.85	\$47.36	\$56.55	\$30.40	\$35.24	\$42.0
Average	\$37.97	\$44.24	\$50.82	\$32.21	\$37.98	\$43.9
100,001 - 250,000						
Everett Public Library	-	-	-	-	-	
Spokane Public Library	-	-	-	-	-	
Tacoma Public Library	\$38.37	\$42.37	\$46.84	\$29.55	\$32.62	\$36.0
Whatcom County Library System	\$39.89	\$47.87	\$55.86	\$28.36	\$34.03	\$39.7
Yakima Valley Libraries	\$18.50	\$22.09	\$26.38	-	-	
Average	\$32.25	\$37.44	\$43.03	\$28.96	\$33.33	\$37.8
25,001 - 100,000		L				
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	-	-	-	-	-	
. , ,						

Average	\$33.14	\$38.98	\$44.83	-	-	-
Walla Walla Public Library	-	-	-	-	-	-
Stevens County Rural Library District	-	-	-	-	-	-
Richland Public Library	-	-	-	-	-	-
Puyallup Public Library	-	-	-	-	-	-
Pullman (Neill) Public Library	-	-	-	-	-	-

0,001 20,000						
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	-	-	-	-	-	-

	Colle	ection Developm Coordinator	nent			
Public Libraries	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	_	-	-	-	-	
Castle Rock Public Library	-	-	-	-	-	
5,000 & under w/o certified librarian						
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	\$42.6