

Appendix A  
Effective:

## MONTANA STATE LIBRARY PAY CHART

(Based on 08 Market Analysis)

MSL Category	Job Title	Band	Job Code	FLSA	Competitive Minimum	Mid-Point	Competitive Maximum	Hourly Rate Minimum	Hourly Rate Minimum	Hourly Rate Minimum
Management	Operations Manager - State Librarian	8	111218	E	86,062	111,914	137,766	41.376	53.805	66.234
Management	Administrative Services Manager - Central Services Manager	7	113117	E	58,997	75,540	92,083	28.364	36.317	44.271
Management	Education Library Sup - Director of Statewide Library Resources	7	250917	E	61,582	78,850	96,118	29.607	37.909	46.211
Management	Computer Info Sys Manager - Digital Library Director, CIO	7	113217	E	58,835	75,333	91,831	28.286	36.218	44.150
Professional	Computer Info Sys Manager	7	113217	E	58,835	75,333	91,831	28.286	36.218	44.150
Professional	Public Relations Specialist - Communications/Marketng Coordinator	6	273316	N	35,766	44,707	53,648	17.195	21.494	25.792
Professional	Project Facilitation Specialist - BTOP Project Director	6	131856	N	51,022	53,148	63,778	24.530	25.552	30.663
Professional	Compliance Specialist	6	131416	N	40,400	50,500	60,600	19.423	24.279	29.135
Professional	Librarian	7	254217	N & E	40,876	52,388	63,800	19.652	25.187	30.673
Professional	Librarian	6	254216	N	34,892	43,615	52,338	16.775	20.969	25.163
Professional	Librarian	5	254216	N	29,077	36,346	43,615	13.979	17.474	20.969
Professional	Network Systems Analysis	6	151816	N & E	41,282	51,602	61,922	19.847	24.809	29.770
Professional	Database Analyst	6	151616	E	47,200	59,000	70,800	22.692	28.365	34.038
Professional	Database Analyst	5	151615	N	39,334	49,167	59,000	18.911	23.638	28.365
Professional	Computer Supervisor	7	113217	E	52,405	67,100	81,795	25.195	32.260	39.325
Professional	Computer Programmer	7	151217	N	46,882	60,028	73,174	22.539	28.860	35.180
Professional	Computer Programmer	6	151216	N	40,018	50,023	60,028	19.239	24.050	28.860
Professional	Computer Application Engineer	6	151336	N	48,880	61,100	73,320	23.500	29.375	35.250
Professional	Computer System Analyst	6	151516	N	41,282	51,602	61,922	19.847	24.809	29.770
Professional	Training Development Specialist	6	131756	N	33,751	42,189	50,627	16.226	20.283	24.340
Admin & Program Support	Accounting Technician	3	433313	N	23,874	28,660	33,446	11.478	13.779	16.080
Admin & Program Support	Adminstant Assistant	4	436114	N	27,795	33,367	38,939	13.363	16.042	18.721
Admin & Program Support	Data Control Technician	4	151914	N	30,571	36,700	42,829	14.698	17.644	20.591
Admin & Program Support	Library Technician	3	254313	N	23,488	28,197	32,906	11.292	13.556	15.820
Admin & Program Support	Admininstrative Support Supervisor	4	431214	N	31,708	38,065	44,422	15.244	18.300	21.357
Admin & Program Support	Computer Support Technician	4	151414	N	31,467	37,776	44,085	15.128	18.162	21.195