

# Memo

**To:** Montana State Library Commission

**From:** Kris Schmitz, Central Services Manager  
Jennie Stapp, State Librarian

**Date:** November 14, 2013

**Re: Broadband Pay Plan Policy – Appendix A**

As required by the State Library Broadband Pay Plan policy, a yearly review is conducted to evaluate current salary information and the progress of the plan. Based on that review, one change is recommended.

The Commission is asked to take action on the approval of a new Appendix A – MSL Pay Chart.

Changes to Appendix A – MSL Pay Chart include:

- 1) '12 Market Analysis to replace the '08 Market Analysis
- 2) Two suggested exceptions; instead of using the market analysis, MSL recommends using the interagency pay equity report and ability to pay criteria to evaluate base pay for the Operational Manager Band 8 and the Data Control Technician Band 4.

Approval of the '12 market analysis will result in an increase in base salary for a few positions who will not meet the minimum pay rate of 80% of market. The cost of these increases will be more than offset by the recent reclassification of a position within Library Information Services into a lower pay band.

No other changes are recommended at this time to the State Library Broadband Pay Plan Policy.