

## MONTANA STATE LIBRARY PAY CHART

2018 Biennial Market Analysis

MSL Category	Job Title	Job Code	Band	FLSA	Competitive Minimum	Competitive Mid-Point	Competitive Maximum	Hourly Rate Minimum	Hourly Rate Mid-Point	Hourly Rate Maximum
Management	Operations Manager	111218	8	E	\$ 101,858	\$ 158,203	\$ 194,748	\$ 48.97	\$ 76.06	\$ 93.63
Management	Computer Information Sys Mgr	113217	7	E	\$ 86,222	\$ 110,400	\$ 134,578	\$ 41.45	\$ 53.08	\$ 64.70
Management	Administrative Services Mgr	113117	7	E	\$ 84,905	\$ 108,714	\$ 132,522	\$ 40.82	\$ 52.27	\$ 63.71
Professional	Librarian	254216	6	N	\$ 41,213	\$ 51,516	\$ 61,820	\$ 19.81	\$ 24.77	\$ 29.72
Professional	Network Systems Analyst	151816	6	N	\$ 60,720	\$ 75,900	\$ 91,080	\$ 29.19	\$ 36.49	\$ 43.79
Professional	Database Administrator	151616	6	N	\$ 57,124	\$ 71,405	\$ 85,687	\$ 27.46	\$ 34.33	\$ 41.20
Professional	Computer Systems Analyst	151516	6	N	\$ 57,200	\$ 71,500	\$ 85,800	\$ 27.50	\$ 34.38	\$ 41.25
Professional	Computer Programmer	151216	6	N	\$ 55,200	\$ 69,000	\$ 82,800	\$ 26.54	\$ 33.17	\$ 39.81
Professional	Management Analyst	131816	6	N	\$ 52,894	\$ 66,117	\$ 79,341	\$ 25.43	\$ 31.79	\$ 38.14
Professional	Training Development Spc	131756	6	N	\$ 44,880	\$ 56,100	\$ 67,320	\$ 21.58	\$ 26.97	\$ 32.37
Professional	Data Control Specialist	151915	5	N	\$ 51,355	\$ 64,194	\$ 77,033	\$ 24.69	\$ 30.86	\$ 37.04
Professional	Database Administrator	151615	5	N	\$ 44,668	\$ 55,836	\$ 67,003	\$ 21.48	\$ 26.84	\$ 32.21
Professional	Web Developer	151295	5	N	\$ 31,028	\$ 38,785	\$ 48,150	\$ 14.92	\$ 18.65	\$ 23.15
Admin & Program Support	Administrative Assistant	436114	4	N	\$ 40,591	\$ 48,729	\$ 56,867	\$ 19.51	\$ 23.43	\$ 27.34
Admin & Program Support	Administrative Support Sup	431214	4	N	\$ 44,101	\$ 52,942	\$ 61,784	\$ 21.20	\$ 25.45	\$ 29.70
Admin & Program Support	Computer User Support Technici	151414	4	N	\$ 30,846	\$ 37,030	\$ 43,214	\$ 14.83	\$ 17.80	\$ 20.78
Admin & Program Support	Accounting Technician	433313	3	N	\$ 32,279	\$ 38,750	\$ 45,221	\$ 15.52	\$ 18.63	\$ 21.74
Admin & Program Support	Administrative Assistant	436113	3	N	\$ 33,153	\$ 39,799	\$ 46,446	\$ 15.94	\$ 19.13	\$ 22.33
Admin & Program Support	Library Technician	254313	3	N	\$ 27,821	\$ 33,399	\$ 38,976	\$ 13.38	\$ 16.06	\$ 18.74