

## Appendix A

### MONTANA STATE LIBRARY PAY RANGES

Based on 2020 Biennial Market Analysis

Adopted June 9, 2021

Job Title	Job Code	Band	Competitive Minimum	Competitive Mid-Point	Competitive Maximum	Hourly Rate Minimum	Hourly Rate Mid-Point	Hourly Rate Maximum
Business Executive	A3101E	8	\$ 105,361	\$ 137,010	\$ 168,659	\$ 50.65	\$ 65.87	\$ 81.09
Program Executive	A9J02E	8	\$ 105,318	\$ 136,954	\$ 168,591	\$ 50.63	\$ 65.84	\$ 81.05
Human Resources Generalist 3	B17013	6	\$ 57,679	\$ 72,099	\$ 86,519	\$ 27.73	\$ 34.66	\$ 41.60
Trainer 1	B1F011	3	\$ 35,230	\$ 42,293	\$ 49,356	\$ 16.94	\$ 20.33	\$ 23.73
Trainer 2	B1F012	4	\$ 44,815	\$ 53,800	\$ 62,785	\$ 21.55	\$ 25.87	\$ 30.18
Program Supervisor	B1J01M	6	\$ 50,599	\$ 74,041	\$ 97,482	\$ 24.33	\$ 35.60	\$ 46.87
Grants Contracts Coordinator 2	B1J042	5	\$ 50,960	\$ 63,700	\$ 76,440	\$ 24.50	\$ 30.63	\$ 36.75
Business Analyst 3	B1J103	7	\$ 70,177	\$ 89,856	\$ 109,534	\$ 33.74	\$ 43.20	\$ 52.66
Accountant 2	B21012	5	\$ 47,107	\$ 58,884	\$ 70,661	\$ 22.65	\$ 28.31	\$ 33.97
IT Systems Analyst 1	C1C011	6	\$ 57,200	\$ 71,500	\$ 85,800	\$ 27.50	\$ 34.38	\$ 41.25
IT Systems Analyst Supv	C1C01M	7	\$ 62,920	\$ 91,949	\$ 120,977	\$ 30.25	\$ 44.21	\$ 58.16
Software Developer 3	C1D023	7	\$ 69,733	\$ 89,287	\$ 108,841	\$ 33.53	\$ 42.93	\$ 52.33
IT Systems Admin 1	C1E011	6	\$ 57,853	\$ 72,316	\$ 86,779	\$ 27.81	\$ 34.77	\$ 41.72
IT Systems Administrator Supv	C1E01M	7	\$ 63,638	\$ 91,092	\$ 118,546	\$ 30.60	\$ 43.79	\$ 56.99
Database Administrator 2	C1E022	6	\$ 60,476	\$ 75,595	\$ 90,714	\$ 29.08	\$ 36.34	\$ 43.61
Database Administrator 3	C1E023	7	\$ 72,483	\$ 92,807	\$ 113,132	\$ 34.85	\$ 44.62	\$ 54.39
IT Systems Support 1	C1F011	4	\$ 42,233	\$ 50,700	\$ 59,167	\$ 20.30	\$ 24.38	\$ 28.45
GIS Specialist 1	C1J031	6	\$ 53,160	\$ 66,450	\$ 79,740	\$ 25.56	\$ 31.95	\$ 38.34
GIS Specialist 2	C1J032	7	\$ 63,547	\$ 81,367	\$ 99,186	\$ 30.55	\$ 39.12	\$ 47.69
GIS Specialist 3	C1J033	7	\$ 77,812	\$ 99,631	\$ 121,451	\$ 37.41	\$ 47.90	\$ 58.39
GIS Specialist Supervisor	C1J03M	7	\$ 58,476	\$ 96,036	\$ 133,596	\$ 28.11	\$ 46.17	\$ 64.23
Computer, all other	C1J101	3	\$ 35,364	\$ 42,454	\$ 49,544	\$ 17.00	\$ 20.41	\$ 23.82
Research Analyst 3	C23013	6	\$ 62,630	\$ 78,288	\$ 93,945	\$ 30.11	\$ 37.64	\$ 45.17
Biologist 1	E12041	5	\$ 45,027	\$ 56,283	\$ 67,540	\$ 21.65	\$ 27.06	\$ 32.47
Biologist 2	E12042	6	\$ 53,280	\$ 66,600	\$ 79,920	\$ 25.62	\$ 32.02	\$ 38.42
Biologist 3	E12043	6	\$ 63,527	\$ 79,409	\$ 95,291	\$ 30.54	\$ 38.18	\$ 45.81
Biologist Supervisor	E1204M	6	\$ 49,530	\$ 77,175	\$ 104,820	\$ 23.81	\$ 37.10	\$ 50.39
Librarian 1	H42011	4	\$ 43,733	\$ 52,500	\$ 61,268	\$ 21.03	\$ 25.24	\$ 29.46
Librarian 2	H42012	6	\$ 52,843	\$ 66,054	\$ 79,265	\$ 25.41	\$ 31.76	\$ 38.11
Librarian Supervisor	H4201M	6	\$ 48,106	\$ 67,649	\$ 87,192	\$ 23.13	\$ 32.52	\$ 41.92
Library Assistant 1	H43011	2	\$ 24,081	\$ 28,908	\$ 33,736	\$ 11.58	\$ 13.90	\$ 16.22
Library Assistant 2	H43012	3	\$ 28,838	\$ 34,620	\$ 40,401	\$ 13.86	\$ 16.64	\$ 19.42
Media Arts Comm All Other	I39J01	3	\$ 35,429	\$ 42,532	\$ 49,635	\$ 17.03	\$ 20.45	\$ 23.86
Accounting Technician 1	Q33021	2	\$ 26,157	\$ 31,400	\$ 36,644	\$ 12.58	\$ 15.10	\$ 17.62
Administrative Assistant 3	Q61023	3	\$ 34,634	\$ 41,577	\$ 48,520	\$ 16.65	\$ 19.99	\$ 23.33
Data Processor 1	Q92011	2	\$ 23,016	\$ 27,630	\$ 32,244	\$ 11.07	\$ 13.28	\$ 15.50