

To: MPL Board of Library Trustees  
Subject: Wage advocacy request and information  
Date: February 28, 2024

The Library Board of Trustees have an advocacy opportunity to reach out to County Leadership and the County Commissioners to ask that they consider the following factors when allocating funds for FY25 wage increases.

In order to meet public expectations and provide innovative services, library workers must be paid 21<sup>st</sup> century salaries. MPL's strategic planning process revealed a need to have an expanded and nimble presence beyond downtown Missoula. MPL has developed a new priority to engage rural and underserved communities beyond our buildings while also maintaining high-quality service inside our libraries.

Based on market analysis gathered by County HR, the regional data shows that Librarians' average market wage is \$34.54, and Library Assistants are \$18.82. Details regarding MPL wages follow this narrative. It is notable that MPL wages are less than market wages and the majority of the positions listed below do not make a living wage for Missoula (\$20.34, <https://livingwage.mit.edu/counties/30063>).

The sophistication and popularity of the new downtown library has increased demand for services. There are approximately 60,000 library cardholders, the downtown library has up to 40,000 transactions per month, and in 2023, our door count was an estimated 314,000 visits. Library staff provide free notary services, notarizing up to 100 documents per month, and process passports, almost 600 in 2024 so far. MPL continues to serve Missoula County as a whole, offering services from our Frenchtown, Lolo, Potomac, Seeley Lake, and Swan Valley branches and online.

As part of our Core Services, Missoula Public Library was a founding library of and continues to be a leading advocate for the statewide consortium called MSC Partners Resource Sharing Group (Partners). MPL administrators and staff play key leadership roles in the management of this extensive sharing system. This system offers Missoula County even more materials and resources than MPL could offer alone and impacts the workload of staff.

Research related to employee morale and wellbeing suggests that schedules and wages are the most important factors related to improving staff wellness (U.S. Surgeon General, Workplace Well-being <https://www.hhs.gov/surgeongeneral/priorities/workplace-well-being/index.html>).

Higher salaries would positively impact the goals, objectives, and increased public demand of the library. Further:

- Libraries work because library workers make them work.
- Library support staff provides exceptional customer service to library patrons every day. A living wage will allow them to be more productive, engaged, and efficient in their work with the community. Public libraries serve everyone, and everyone deserves the best

Total years

experience

Wage

15 \$ 25.29

32 \$ 31.45

29 \$ 24.31

15 \$ 23.84

9.5 \$ 22.69

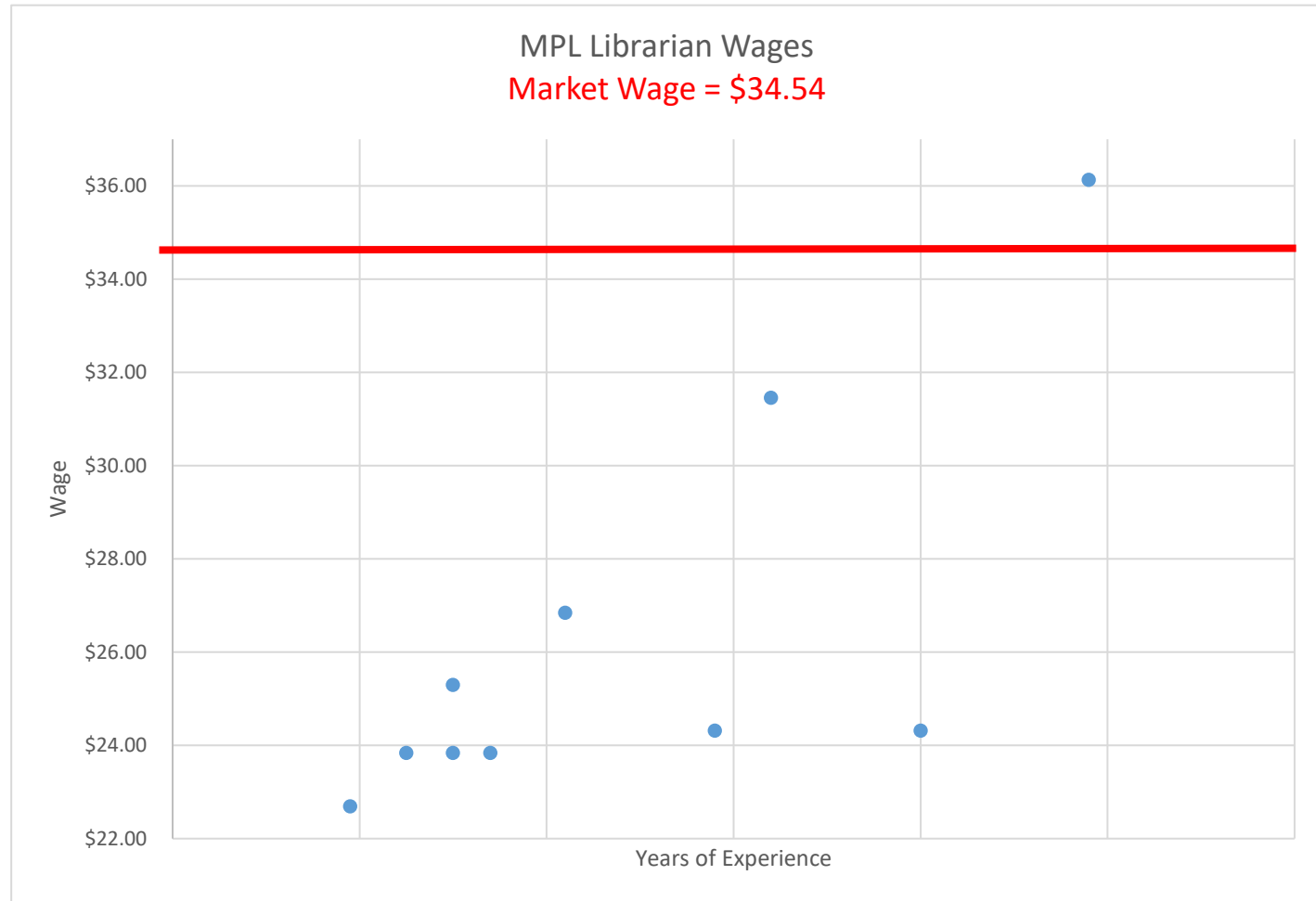
12.5 \$ 23.84

17 \$ 23.84

21 \$ 26.84

49 \$ 36.13

40 \$ 24.31



<b>Position Name</b>	<b>Wage</b>
Librarian	\$ 26.44
Librarian	\$ 33.30
Librarian	\$ 26.06
Librarian	\$ 24.79
Librarian	\$ 25.69
Librarian	\$ 25.19
Librarian	\$ 28.29
Librarian	\$ 37.48
Librarian	\$ 24.76
Library Assistant I	\$ 17.46
Library Assistant I	\$ 16.76
Library Assistant I	\$ 16.66
Library Assistant I	\$ 16.66
Library Assistant I	\$ 16.86
Library Assistant II	\$ 17.07
Library Assistant II	\$ 17.86
Library Assistant II	\$ 19.16
Library Assistant II	\$ 16.57
Library Assistant II	\$ 16.82
Library Assistant II	\$ 17.41
Library Assistant II	\$ 16.82
Library Assistant II	\$ 16.49
Library Assistant II	\$ 16.49
Library Assistant II	\$ 17.07
Library Assistant II	\$ 16.82
Library Assistant II	\$ 16.82
Library Assistant II	\$ 16.49
Library Assistant II	\$ 17.07
Library Assistant II	\$ 17.07
Library Assistant II	\$ 16.82
Library Assistant III	\$ 19.34
Library Assistant III	\$ 19.59
Library Assistant IV	\$ 21.08
Library Assistant IV	\$ 21.08

# Grade 1 - Library Assistant I

Education requirement: High School Diploma or GED

Responses: 0 of 5

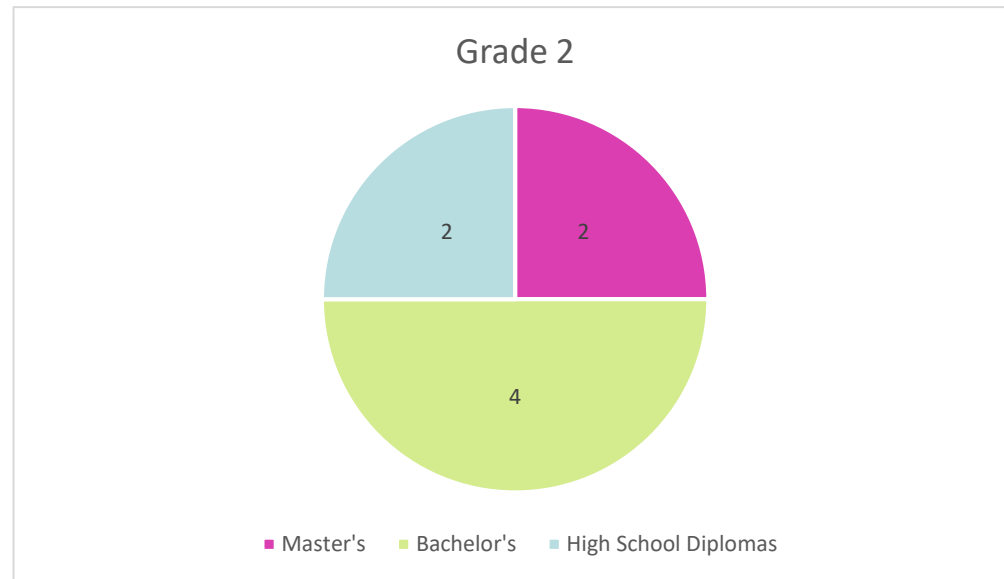
# Grade 2 - Library Assistant II

Education Requirement: High School Diploma or GED

Responses: 8 of 8

Master's	2
Bachelor's	4
High School Diplomas	2

**55** years combined library experience



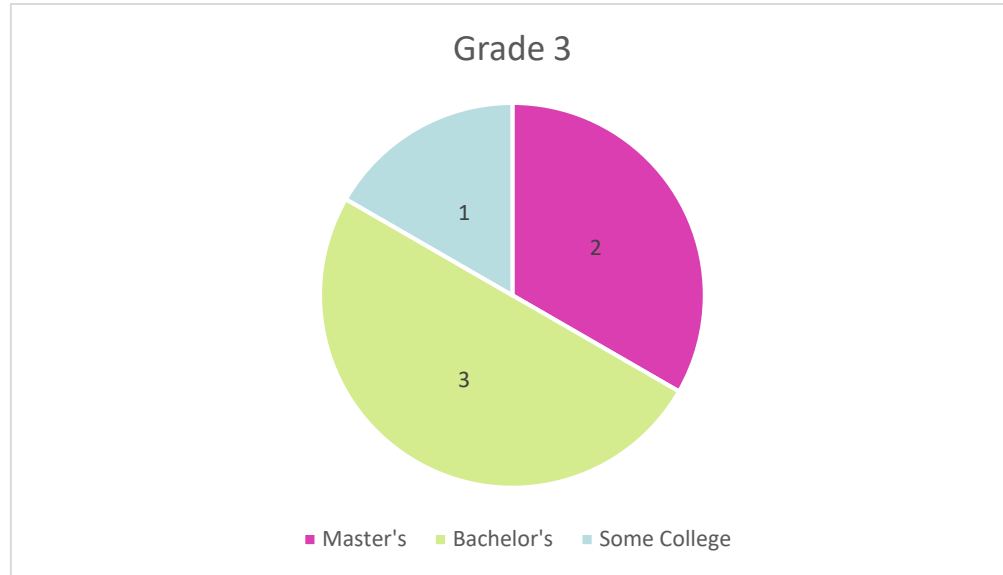
# Grade 3 - Library Assistant III, Admin, Facilities

Education Requirement: High School Diploma or GED

Responses: 4 of 6

Master's	2
Bachelor's	3
Some College	1

**45** years combined library experience



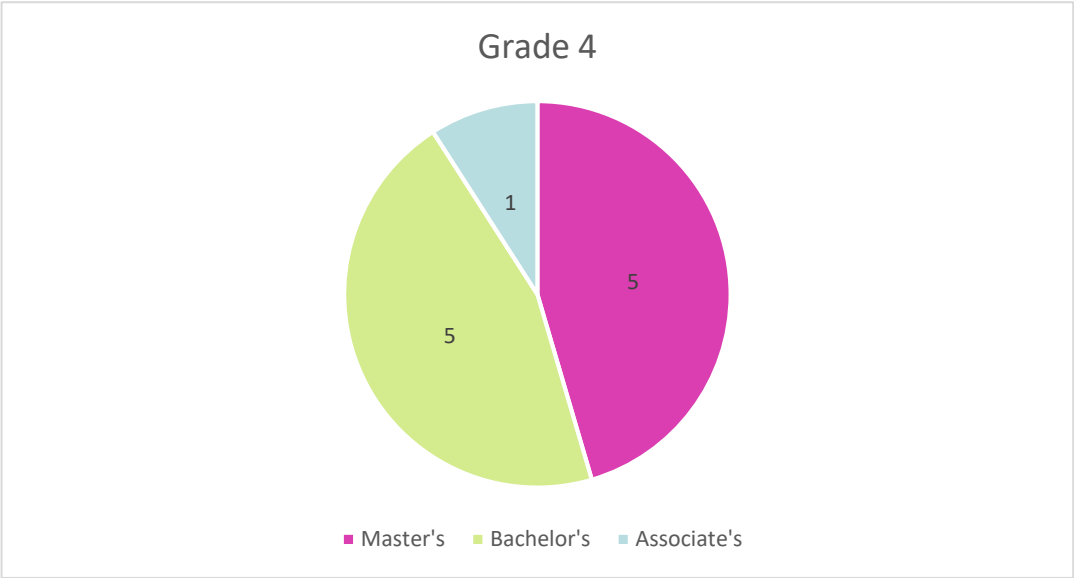
# Grade 4 - Library Assistant IV, Library Specialist, Library Tech II, Facilities

Education Requirement: High School Diploma or GED (one job title); Two Years College (all other job titles)

Responses: 11 of 13

Master's	5
Bachelor's	5
Associate's	1

**143.75** years combined library experience



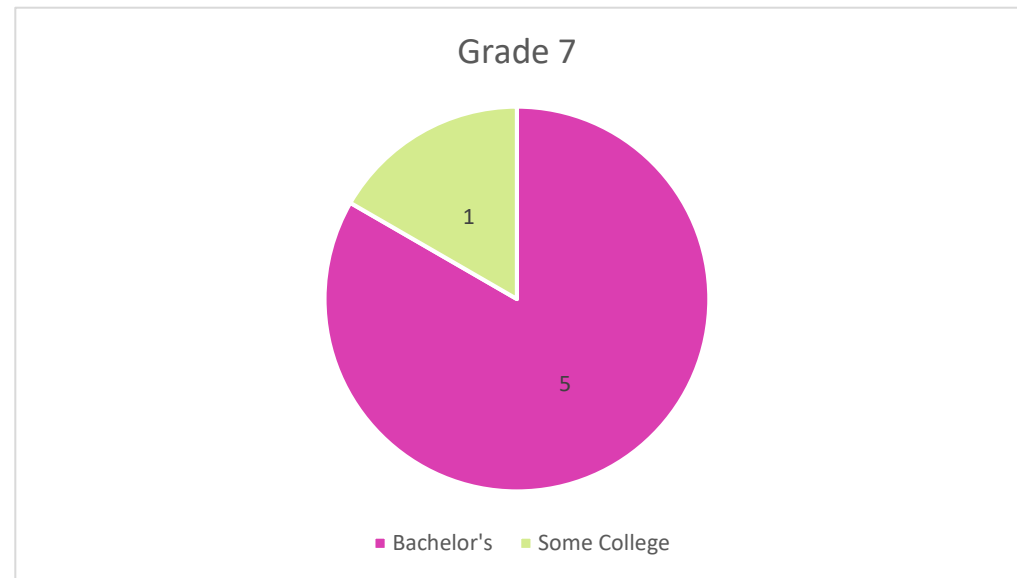
# Grade 7 - Various Specialists

Education Requirement: High School Diploma or GED (one job title); Two Years College (two job titles); Bachelor's (one job title)

Responses: 6 of 7

Bachelor's	5
Some College	1

**25.25** years combined library experience



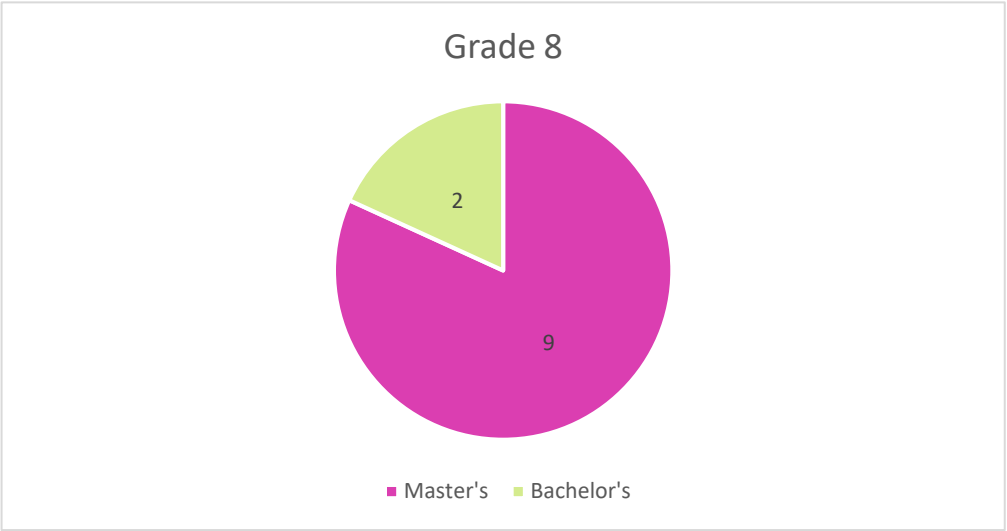


# Grade 8 - Librarians

Education requirement: Master's Degree

responses: 11 of 11

Master's	9
Bachelor's	2



**262.5** years combined library experience

The two librarians with Bachelor's degrees account for **78** years of experience

# Grade 9 - Network Administrator

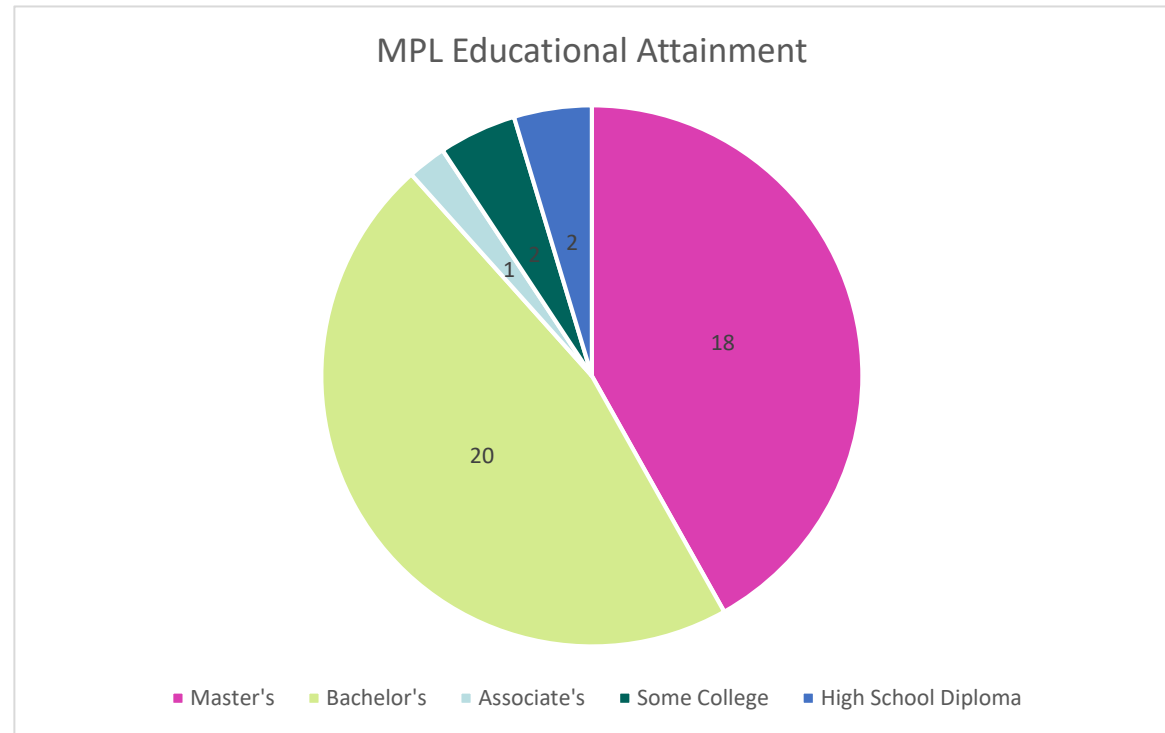
Education Requirement: Bachelor's

Responses: 1 of 1

1 Bachelor's degree

**2** years library experience

Master's	18
Bachelor's	20
Associate's	1
Some College	2
High School Diploma	2



**533.5** years combined library experience

Library	Unionized?	Librarian starting wage	Library Assistant II (equivalent) starting wage	Source of Wage Info	Cost of living - bestplaces.net
Missoula Public Library	yes	\$ 22.69	\$ 16.57	CBA: <a href="https://www.missoulacounty.us/home/showpublisheddocument/80461/638283148478670000">https://www.missoulacounty.us/home/showpublisheddocument/80461/638283148478670000</a>	12.8% higher than national average
Billings Public Library	yes	\$ 23.09	\$ 21.75	CBA: <a href="https://www.billingsmt.gov/DocumentCenter/View/46211/Teamsters-2021-to-2024-CLEAN-w-signatures">https://www.billingsmt.gov/DocumentCenter/View/46211/Teamsters-2021-to-2024-CLEAN-w-signatures</a>	5.4% lower than national average
Bozeman Public Library	yes	\$ 34.24	\$ 25.46	CBA: <a href="https://www.billingsmt.gov/DocumentCenter/View/46211/Teamsters-2021-to-2024-CLEAN-w-signatures">https://www.billingsmt.gov/DocumentCenter/View/46211/Teamsters-2021-to-2024-CLEAN-w-signatures</a>	25.7% higher than national average
Great Falls Public Library	yes	librarians not unionized (probably management)	not obvious from CBA	n/a but here's the CBA: <a href="https://greatfallsmt.net/sites/default/files/fileattachments/human_resources/page/39241/2023_mpfe_with_signature_page.pdf">https://greatfallsmt.net/sites/default/files/fileattachments/human_resources/page/39241/2023_mpfe_with_signature_page.pdf</a>	12.1% lower than national average
Lewis & Clark Public Library (Helena)	not sure	not found	not found		0.2% higher than national average
Butte Public Library	yes	librarians not unionized? (probably management)	\$ 14.80	CBA: <a href="https://co.silverbow.mt.us/DocumentCenter/View/16316/Clerks-2019-2021-with-MOUs?bidId=">https://co.silverbow.mt.us/DocumentCenter/View/16316/Clerks-2019-2021-with-MOUs?bidId=</a>	20.4% lower than national average
ImagineIF (Kalispell)	not likely	not found	not found		15.7% higher than national average