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Maryville Public Library Policy

Section C: PERSONNEL

Subject 600: Salary Schedule, Page 1 of 1

Last revised: 2024

2024-25 Salary Schedule Revision Proposal

STEPS	DIRECTOR	ASSISTANT DIRECTOR <i>Annual steps based on full-time hours completed and competency levels reached</i>	YOUTH SERVICES COORD. (B.S.) <i>Annual steps based on full-time hours completed and competency levels reached</i>	YOUTH SERVICES COORD. (M.S.)	<i>Part-time steps based on 20-30 hours worked per week + competency levels reached)*</i>	LIBRARY ASST I (front desk duties)
START		15.40 (32,032)	37,591		START	12.70
STEP 1		15.90 (33,072)	38,041		1,040 HRS	12.90
STEP 2			38,491		2,080 HRS	13.10
STEP 3			38,941		3,120 HRS	13.30
STEP 4			39,391		4,160 HRS	13.50
STEP 5			39,841		5,200 HRS	13.70
STEP 6			40,291		6,240 HRS	13.80
STEP 7			40,741		7,280 HRS	13.90
STEP 8					8,320 HRS	14.00
STEP 9			41,641	44,513 (21.25/hr.)	9,360 HRS	14.10
STEP 10			42,091	44,776	10,400 HRS	14.20
STEP 11				45,351		
STEP 12				45,926		
STEP 13				46,501		
STEP 14				47,076		
STEP 15	57,069 (27.44)			47,651		
STEP 16				48,226		
STEP 17				48,801		
STEP 18				49,480		
STEP 19				49,951		
STEP 20				50,422		

*Step Advancement is based on hours worked and annual performance evaluation results. If the budget allows, hourly employees consistently exceeding expectations in three or more areas may be promoted additional steps by the Director at any point in the year.

NOTES on this FY2025 Salary Schedule Revision Proposal:

From the current year's salary schedule, this schedule accommodates a 20-cents per hour increase for all PT employees from the original FY2025 salary schedule, and a 15-cents per hour increase for all FT staff.

Considerations:

- Estimated FY2025 budget impact of this increase would be around \$1,451. Currently, Maryville Public Library's budget already calls for a deficit of up to \$1,024. This pay increase would more than double that, however last year the Library underspent regular revenue. And this year, slightly higher regular Foundation revenue could also help offset this pay increase.
- This suggested pay increase is an attempt to keep all employee pay as competitive as possible in light of an upcoming increase to Missouri minimum wage to \$13.75 in January, and \$15.00 in January 2026.
- Since 2015, Missouri minimum wage has increased from \$7.65 to nearly 80%, averaging 8% per year.
- In the last 10 years, the average workload for front desk assistants has dropped significantly due to a circulation shift toward electronic resources, fewer public Internet users, and more tasks being automated through the Library's ILS system.
- Through Extra Duty Pay opportunities, part-time employees are offered the option to earn more on the job. This is another way administration can reward effort and invest in talent that aligns with the Library's annual goals and objectives. It also encourages employees to learn new skills and gain valuable work experience.