

Organization	Job Title	Count of Hourly Rate	Avg of Hourly Rate (\$)	Avg of Range Minimum (\$)	Avg of Range Maximum (\$)	Population
City of Gaylord	Library Director	1	23.34	22.18	28.65	2,340
City of Crosby	Library Director	1	32.69			2,386
City of Pequot Lakes	Library Director	1	30.31	25.98	33.77	2,503
City of Wabasha	Library Director	1	33.63	31.12	37.88	2,565
City of Pelican Rapids	Library Director	1	32.76	31.71	41.22	2,568
City of Moose Lake	Library Director	1	19.70	18.00	25.00	2,717
City of Dodge Center	Library Director	1	42.64	36.67	42.64	2,970
City of Chatfield	Library Director	1	40.96	31.72	40.96	3,034
City of Blue Earth	Library Director	1	38.95	32.46	42.19	3,194
City of Eveleth	Library Director	1	45.67	35.58	45.67	3,513
City of Perham	Library Director	1	41.51	30.31	39.16	3,659
City of Bayport	Library Director	1	56.16	39.49	55.93	3,852
City of Pine Island	Library Director	1	40.05	37.76	46.44	3,929
City of Zumbrota	Library Director	1	48.67	39.60	50.62	4,012
City of Pipestone	Library Director - Current Wage	1	29.52	27.01	36.07	4,040
City of St. Charles	Library Director	1	38.61	30.89	38.61	4,054
City of Cannon Falls	Library Director	1	48.97	39.72	54.05	4,126
City of Chisholm	Library Director	1	39.15			4,703
City of Windom	Library Director	1	33.35	31.77	39.71	4,809
Average Min / Max Ranges				31.88	41.09	

<u>Recommendation for Regular Full Time Position</u>		<u>New RATE</u>		<u>New Min Range</u>		<u>New Max Range</u>	
City of Pipestone	Library Director	1	\$ 35.58	\$ 29.78	\$ 39.77	PROPOSED RANGE 12	
Move Director to Step 9 range 12 (\$35.58) and add additional 1 step increase in January with favorable review to place employee at step 10							

Data supplied from 2026 wage study completed by Gallagher - Company contracted with the LMC to gather wage data from MN Cities & Counties

Organization	Job Title	Count of Hourly Rate	Avg of Hourly Rate (\$)	Avg of Range Minimum (\$)	Avg of Range Maximum (\$)	Population
City of Silver Bay	Librarian Experienced	1	26.11			1,800
City of Gaylord	Librarian Experienced	1	15.86	15.07	19.46	2,340
City of Pelican Rapids	Librarian Experienced	3	24.68	22.67	29.47	2,568
City of Chatfield	Assistant Library Director	1	32.79	28.57	36.9	3,034
City of Zumbrota	Assistant Library Director	1	31.38	31.38	40.11	4,012
<u>City of Pipestone</u>	<u>Outreach Librarian (current wage)</u>	<u>1</u>	<u>18.51</u>	<u>15.84</u>	<u>21.15</u>	<u>4,040</u>
City of Cannon Falls	Librarian Experienced	1	28.39	21.28	28.96	4,126
City of Newport	Librarian Experienced	1	29.19	23.49	29.19	4,448
Average Min & Max Wage Range				\$ 23.74	\$ 30.68	

Recommendation for Regular Full Time Position

				Min		Max	
City of Pipestone	Assistant Library Director	1	\$ 27.36	\$ 22.90	\$ 30.58	PROPOSED RANGE 7	

Change Job Title and Move Employee to Step 8 range 7 (\$26.75) and add additional 1 step increase in January with favorable review to place employee at step 9

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