

# FY2011

## MUNICIPAL SALARY & BENEFITS SURVEY

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**MONTANA**  
STATE UNIVERSITY

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# GROUP 1

[ CLASS 1 & 2 CITIES ]

Anaconda-Deer Lodge, Bozeman, Butte-Silver Bow, Great Falls, Havre, Kalispell, Miles City, Whitefish

## GROUP 1 ↘ BENEFITS ↘ MEDICAL INSURANCE

City / Town Name	Medical Insurance Provider(s)	Deductible Level(s)	
		Single	Family
Anaconda-Deer Lodge	MACO	Varies: \$500 to \$2000	Varies: \$500 to \$2000
Bozeman	MMIA	\$1500	\$3000
Butte-Silver Bow	Allegiance	\$450	\$900
Great Falls	Self-insured + contract with BCBSMT for 3 <sup>rd</sup> party claims admin.	\$500	\$1000
Havre	MMIA	\$500	\$1000
Helena	MMIA/Allegiance (3 <sup>rd</sup> Party Admin)	Varies: \$300 to \$2700	Varies: \$600 to \$5400
Kalispell	MMIA	Varies: \$1000 to \$2000	Varies: \$2000 to \$4000
Miles City	MMIA/Allegiance	\$500	\$1000
Whitefish	MMIA/Allegiance	\$500	\$1000

City / Town Name	Monthly City Contribution		Monthly Employee Contribution	
	Single	Family	Single	Family
Anaconda-Deer Lodge	\$536	\$536	Varies: \$0 to \$68	Varies: \$419 to \$954
Bozeman		\$729		\$61
Butte-Silver Bow	\$691	\$691	\$36	\$122
Great Falls	\$783	\$783	\$21	\$105
Havre	\$438.80	\$1022.25	\$29.20	\$264.75
Helena	\$520	\$0	Varies: \$0 to \$22	Varies: \$465 to \$722
Kalispell	\$505	\$1100.32	\$0	\$280.69
Miles City	\$452	\$0	\$0	100%
Whitefish	\$435.32	\$1124.22	\$21.38	\$54.68

## GROUP 1 ▾ BENEFITS ▾ DENTAL INSURANCE

City / Town Name	Dental Insurance Provider(s)	Deductible Level(s)	
		Single	Family
Anaconda-Deer Lodge	MACO		
Bozeman	Delta Dental	\$50	
Butte-Silver Bow	Allegiance	\$50	\$150
Great Falls	Included w/ medical.	\$25	\$50
Havre	MMIA	\$50	\$100
Helena	Self-funded. Allegiance benefit management plan. (3 <sup>rd</sup> Party Admin)	\$50	\$150
Kalispell	Delta	\$25	\$50
Miles City	MMIA/Allegiance	\$25	\$50
Whitefish	MMIA-Delta Dental	\$25	

City / Town Name	Monthly City Contribution		Monthly Employee Contribution	
	Single	Family	Single	Family
Anaconda-Deer Lodge				
Bozeman				
Butte-Silver Bow	Included w/ medical.		Included w/ medical.	
Great Falls	Included w/ medical.	Included w/ medical.	Included w/ medical.	Included w/ medical.
Havre	\$30.25	\$82	\$6.75	\$20
Helena	\$36.58	None	None	\$40.22
Kalispell	Included w/medical.	Included w/ medical.	Included w/ medical.	Included w/ medical.
Miles City	\$44			100%
Whitefish	Included w/ medical.	Included w/ medical.	Included w/ medical.	Included w/ medical.

## GROUP 1 ↘ BENEFITS ↘ VISION INSURANCE

City / Town Name	Vision Insurance Provider(s)	Deductible Level(s)	
		Single	Family
Anaconda-Deer Lodge	MACO		
Bozeman	VSP		\$50
Butte-Silver Bow	Allegiance	\$50	\$50
Great Falls	Set benefit of \$175/plan year; limit of \$75 towards frames every two years.	\$25	\$50
Havre	n/a		
Helena	Self-funded.	\$20 co-pay for exam; \$20 co-pay for hardware.	\$20 co-pay for exam; \$20 co-pay for hardware (each).
Kalispell	None.		
Miles City	MMIA/VSP	\$20	\$20
Whitefish	MMIA/VSP	n/a	n/a

City / Town Name	Monthly City Contribution		Monthly Employee Contribution	
	Single	Family	Single	Family
Anaconda-Deer Lodge				
Bozeman				
Butte-Silver Bow	Included w/ medical.	Included w/ medical.		
Great Falls	Included w/ medical.	Included w/ medical.	Included w/ medical.	Included w/ medical.
Havre				
Helena	\$6.82	None.	None.	\$14.64
Kalispell				
Miles City	100% : 8.7	0	0	100%
Whitefish	Premium is \$8.70. See medical.	Premium is \$22.90. See medical.	See medical.	See medical.

## GROUP 1 ↘ BENEFITS ↘ PRESCRIPTION BENEFITS

City / Town Name	Prescription Benefits Provider(s)	Monthly Benefit Level Amount	
		Single	Family
Anaconda-Deer Lodge	MACO/CareMark		
Bozeman	MMIA/Catalyst Rx		
Butte-Silver Bow	Cigna		
Great Falls	Prime Therapeutics	\$100 plan year deductible; co-pays of \$10 generic; \$20 formulary; \$40 non-formulary.	Same -- \$100 deductible is per dependent.
Havre	MMIA		
Helena	Catalyst Rx (Included in medical.)		
Kalispell	Catalyst Rx	n/a	n/a
Miles City	MMIA/Catalyst Rx	Co-pay varies: \$6 to \$24.	Co-pay varies: \$6 to \$24.
Whitefish	Catalyst Rx	n/a	n/a

## GROUP 1 ↘ BENEFITS ↘ LIFE INSURANCE

City / Town Name	Value	Monthly City Contribution	Monthly Employee Contribution
Anaconda-Deer Lodge	\$10,000	Included w/ medical.	Varies if employee wants more than \$10,000 provided to all.
Bozeman	\$10,000		
Butte-Silver Bow			
Great Falls	\$30,000	For non-union employees only. \$8.70	0
Havre	\$10,000	2.3	0
Helena	\$25,000	5	None unless purchased additional.
Kalispell	n/a	n/a	n/a
Miles City	\$15,000	100% : 3.45	0%
Whitefish	\$25,000 for employee, \$5000 for spouse, \$2500 for children.	\$5.75 for Employee only, \$1.75 for Dependent Life.	None.

City / Town Name	Comment(s)
Anaconda-Deer Lodge	
Bozeman	
Butte-Silver Bow	
Great Falls	We also have LTD for non-union employees @ .34% of salary.
Havre	
Helena	Additional may be purchased/cost based on amount/age.
Kalispell	n/a
Miles City	
Whitefish	With our MMIA coverage through Companion Life.

## GROUP 1 ↘ BENEFITS ↘ RETIREMENT BENEFITS

City / Town Name	Social Security Participation	Deferred Compensation Contribution
Anaconda-Deer Lodge	Yes.	County does not match employee contributions.
Bozeman	146/month ?	
Butte-Silver Bow	Yes.	No.
Great Falls	PERS, MPORS and FURS; Medicare only for FF's and PO's hired after 3/86.	0
Havre	Yes, except for policemen and firemen.	0
Helena	Yes, except for policemen and firemen.	Two plans available for employee contributions only.
Kalispell	Yes.	Yes.
Miles City	Yes, except for policemen and firemen.	0
Whitefish	Employer 6.2%, Employee 6.2%, except for participants in FURS and MPORS.	PERS - Employer 7.07%, Employee 6.9%; FURS - Employer 14.36%, Employee 10.70 %; MPORS - Employer 14.41%, Employee 9%.

City / Town Name	Comment(s)
Anaconda-Deer Lodge	
Bozeman	
Butte-Silver Bow	
Great Falls	Employees can choose to participate in deferred compensation.
Havre	
Helena	State of MT Retirement Systems for Regular Employees, Police & Fire.
Kalispell	Mandated PERS retirement for police, fire and other.
Miles City	
Whitefish	MEDI - Employer 1.45%, Employee 1.45%.



## GROUP 1 ↘ SICK LEAVE

City / Town Name	Rate of Accrual/Month	% Paid Back at Termination/Retirement	VEBA Participation
Anaconda-Deer Lodge	8 hours/month.	25%	No.
Bozeman	8 hours/month.		
Butte-Silver Bow	1 day/month.	25%	Yes.
Great Falls	8 hours/month; except FF's who earn 8.5.	25%	Yes.
Havre	8 hours/month.	25%	No.
Helena	8 hours/month : 3.7 hours/bi-weekly pp.	25%	No.
Kalispell	8 hours/month.	25%	No.
Miles City	8 hours/month.	25%	No.
Whitefish	Per state law, 3.69 hours/80 hours.	25%	No.

City / Town Name	Compensation Time Rate and Policy Governing Compensation Time
Anaconda-Deer Lodge	Hourly employees - 1 1/2 time accrual paid or taken. Salaried employees - 1 1/2 time accrual not paid must be taken. If comp time on books at employee separation, hours paid out. Cap on amount that can be accrued.
Bozeman	
Butte-Silver Bow	Comp Time Rate is equivalent to OT rate, max accruals of 120.
Great Falls	Varies by CBA : Police and Fire earn according to their CBA.
Havre	Non-exempt earn at 1.5, exempt earn at straight time. Non-exempt are paid balance at termination, but exempt are not paid the balance at termination.
Helena	Non-exempt employees if approved - 1.5 hrs earned for each hr worked up to 80 hrs - Exempt employees - hr for hr up to 80 hours with approval from supervisor.
Kalispell	Comp time can be earned at rate of 1 1/2 times for time over 40 hrs per week per union contracts. Those not in union can earn comp time at time and a half if they have 40 actual hours worked. Comp time earned at regular time if they don't have 40 actual hours worked.
Miles City	
Whitefish	Comp accrues at 1.5 times hours worked overtime. Does not apply to Exempted Personnel. Current Union Contracts allow annual buyout (Police 40 hrs max, Fire 40 hrs max, Public Works 24 hours max).

## GROUP 1 ↘ COMPENSATION

City / Town Name	Any positions in city have shift differential pay?	Holiday pay structure.
Anaconda-Deer Lodge	No.	Varies per union agreement. We have 8 different negotiating units.
Bozeman		
Butte-Silver Bow	Yes: Public Works, Police, Dispatch, Detention.	Federal Holidays.
Great Falls	Varies by contract: Police 35¢/hr for aft shift and 50¢/hr for night shift Fire is included in their base wages Crafts is 50¢ & 75¢ MPEA is 50¢ and 70¢: Yes: Police Officers: 35¢/hr for afternoon shift and 50¢/hr for night shift Crafts (Teamsters, Operators, Laborers, Carpenter, Machinists) 50¢/hr for aft. shifts and 75¢/hr for night shift; MPEA 50¢/hr for aft. shift and 70¢/hr for night.	Police have one extra personal holiday; all others have 10 in odd yrs and 11 in even yrs Fire negotiated to earn 8.5 hrs of comp regardless of whether or not they actually work the holiday. Most other CBA's require time and one half for working the holiday; some provide for a day off in lieu of the holiday: Fire negotiated to have 8.5 hours added into their comp balance whether or not they actually work the holiday; most of the other contracts provide for overtime if the ee is required to work the holiday; others provide for a day off.
Havre	Police officers are paid \$.85 per hour for work between 6 p.m. and 6 a.m.; public works employees are paid \$.40 per hour for work scheduled between 5 p.m. and 6 a.m. or scheduled Friday 5 p.m. through 6 a.m. Monday.	Police officers and public works employees are paid 2.5 times for working a holiday or they can take the holiday off; firemen accrue comp time at 8 hours per holiday.
Helena	Yes - Water Plant, Police, Dispatch, Streets - Each department varies.	Per State Law & Union Contracts.
Kalispell	Police .75 an hour for shift, 1.50 for grave. Dispatcher .50 for grave.	Federal holidays followed 8 hrs regular pay. Union employees: if they work over 32 hrs + 8 hrs holiday then they still get time and a half for time over the 40 hrs.
Miles City	Police & Dispatch have afternoon & night shift differential. W/WW plant have a weekend diff.	283A - double time 283B - double and 1/2 time : Double over-time if worked, paid straight time if not worked.

## GROUP 1 ↘ COMPENSATION (CONT.)

City / Town Name	Any positions in city have shift differential pay?	Holiday pay structure.
Whitefish	No. Public Works Contract included Short Shift Change: an additional \$1.00 per hour when required to return to work after a regular shift and before the beginning of the next regular shift. Police working between 10 pm and 6 am receive additional \$1.00 per hour for such hours worked.	Non emergency employees don't work but get paid for New Years Day, MLK Day, President's Day, Memorial Day, July 4th, Labor Day, 2nd Monday in October, Veteran's Day, Thanksgiving Day and following Friday, Christmas Day, State General Election Day (every other year), and Good Friday. If Holiday is on a Saturday, it is taken on Friday, if it falls on Sunday, it is taken on Monday. Emergency personnel required to work on holidays are granted a compensatory holiday in addition to the regular day's pay. Permanent Part-time employees' holiday benefits are prorated.

City / Town Name	Use pay matrices?	Include longevity?	What determines a step increase in pay matrices?
Anaconda-Deer Lodge	No.		
Bozeman	No.		
Butte-Silver Bow	Yes.	Yes.	Years of Service.
Great Falls	Yes.	Yes.	Length of time in the position.
Havre	Yes.	Yes.	One step increase every year on the pay period closest to their hire anniversary.
Helena	Yes.	No.	One step after the first 12 months of employment; further step increases are effective 7/1 of each of the following years until top step has been reached.
Kalispell	Yes.	Yes.	Police: each year they advance one step.
Miles City	Yes.	No.	Longevity : based on years of service and ranking.
Whitefish	Yes.	No.	Union Contracts. For non-union - with Council approval, employees benefit a one-step increase every new FY (the matrix includes COLA, if any)

## GROUP 1 ↘ COMPENSATION (CONT.)

City / Town Name	Clothing / Equipment allowance.		
	<i>Initial</i>	<i>Annual</i>	<i>Annual maintenance allowance</i>
Anaconda-Deer Lodge	Based on union agreement.		
Bozeman			
Butte-Silver Bow	\$480	\$480	\$35/month.
Great Falls	Police pay for their initial uniform; Fire's clothing allowed in base pay.		
Havre	Police-\$1000 clothing; \$800 bulletproof vest, Fire-\$500 clothing, Public Works-\$200.	Police-\$1000 clothing; \$800 bulletproof vest, Fire-\$500 clothing, Public Works-\$200; 2 mechanics \$350 tool allowance.	0
Helena	Varies by department - only a couple of departments have this.		
Kalispell		Police 600.00 annual, mechanics 500.00 annual, parking attendant 400.00 annual.	
Miles City	0	283A - \$150 per year 283B \$360 twice per year Fire \$45 per month : \$360-Police /\$125-Dispatch/ \$45 per mo Fire Dept./all others \$150.	
Whitefish	Police Contract: New Officers are outfitted; Fire - Uniforms and gear are provided. Public Works crews are provided with summer and winter work-shirts and caps, Coats, Vests, Summer and Winter Safety Boots, & all Weather and Safety Gear.	Police: Annual Uniform/Equipment Allowance: Animal Warden \$450/yr, Officers \$850/hr, Detective \$670/yr.	Police: Additional annual Cleaning Allowance: Officers & Detectives receive \$225/yr for uniform cleaning, alterations and repair.

## GROUP 1 ↘ COMPENSATION (CONT.)

City / Town Name	Provide temporary supervisor responsibility?	Comments.
Anaconda-Deer Lodge Bozeman	Yes.	Again, based on union agreements.
Butte-Silver Bow	Yes.	Receive Foreman or Sub Foreman Pay.
Great Falls	Yes.	Police and Fire routinely use Acting Pay; lead pay is provided for in the other CBA's. Non-union only receive acting pay if they are appointed by the City Manager on an interim basis: Police and Fire receive acting pay; Crafts and MPEA have lead pay provisions. Non-union can also be designed to serve in an acting capacity.
Havre	Yes.	Public Works contract \$2.00 per hour additional to regular rate.
Helena	Yes.	If supervisor will be gone for more than 30 days.
Kalispell	Yes.	\$1/hour more for temp. Foreman pay.
Miles City	No.	Police - difference between current and Sgt. wage 283A - foreman pay \$.70.
Whitefish	Yes.	Fire Dept: Captain's pay for acting shift captain.

City / Town Name	Provide out-of-class pay?	Comments.
Anaconda-Deer Lodge Bozeman	Yes.	Per union agreement.
Butte-Silver Bow	Yes.	Dependant on the duties and position.
Great Falls	Yes.	Depends on CBA : this varies by contract.
Havre	Yes.	Fire-working more than 5-24 hour shifts-paid at higher pay; Police (not in contract) if not qualified by length of time work requirements, but a higher ranking position is empty and needs filling, they work that position at that rate.
Helena	Yes.	Union positions only.

## GROUP 1 ↘ COMPENSATION (CONT.)

City / Town Name	Provide out-of-class pay?	Comments.
Kalispell	Yes.	If a street operator works in the signs and signals and if that position in signs and signals pays more then they would receive that rate of pay. If our Police Chief is gone on vacation, then our Asst. Police Chief would receive a pay increase for filling in while the Chief was gone.
Miles City	No.	Police Dept. receive Sgt. pay differential. Shop employees receive foreman pay differential.
Whitefish	Yes.	In Public Works it is Higher Classification Pay - Employees are compensated at a higher classification when performing work in that classification, when such work is scheduled for a period of not less than 5 consecutive work days, or at the City's discretion for lesser periods.

City / Town Name	Stand By / On Call Pay Policy
Anaconda-Deer Lodge	
Bozeman	
Butte-Silver Bow	
Great Falls	Depends on CBA. Example: Crafts: Standby Time. An employee "on standby" on a holiday or regular day off shall be entitled to be paid for four (4) hours standby time at his regular hourly rate for every twenty-four (24) hours he is on standby and four (4) hours for every fifteen (15) hours on standby during the regular work week, provided however, that if such employee is called to work during such period, he shall be paid a minimum of two (2) hours "call back" time plus the "standby time pay".
Havre	Public works-if they are assigned stand-by they are paid 6 hrs regular per 24 hrs.
Helena	Varies by Union contract or agreement with division.
Kalispell	Union-13.57 per day if carrying pager.
Miles City	Fire - double time for 1st hour, straight time for additional : 2 hour minimum call out for City crews. Fire Dept. is at time and 1/2 for first hour, straight time for remainder of call. Police Dept. is time and 1/2 for anything over 40 hours and double time for sixth day.

## GROUP 1 ↘ COMPENSATION (CONT.)

City / Town Name	Stand By / On Call Pay Policy
Whitefish	<p>Police Call-Out: Association members called out to work on assigned days off or on regular days outside assigned duty hours shall receive compensation for a minimum of 3 hours at overtime rates. When scheduled for court are not required to work patrol duties during call back time, and shall have at least two hours notice before court is cancelled or postponed. If called on emergency alert status - compensated by receiving full pay per hour for each hour or part of an hour on emergency alert status. Public Works: If employee is called back to work at a time other than regular shift, gets 2 hours worm minimum or paid a minimum of 2 hours pay. If called back between 10 pm and 5 am, minimum is 3 hours. Hold-Over - if employee is held over for 4 or more hours after a normal workday - gets a free mail or paid \$7.50 for a meal allowance. Standby time: Standby duty paid 40 dollars per day for Saturdays, Sundays and holidays and 20 dollars for Monday - Friday (other than holidays) PLUS Call back time as described above. Beeper Pay: If required to carry a beeper after working hours - gets paid \$25.00/week. When an employee is serving on standby-by duty - that person shall carry a beeper and respond accordingly. Employees On Call AND Carrying a Beeper, shall receive On Call Pay, but not Beeper Pay.</p>

City / Town Name	Rate of additional compensation for Professional Certification.		
	First Responder	EMT	Paramedic
Anaconda-Deer Lodge		\$102.50/month	Instructor: \$112.50
Bozeman			
Butte-Silver Bow		\$123/month.	
Great Falls		Included in FF pay.	4.5% of FF base pay after receiving paramedic certification; and additional 2.5% after completing proctoring requirements and is a practicing paramedic.
Havre	\$15/month.	Basic EMT \$82.50/mo; EMT-I85 \$133.90/mo; EMT-I99 \$150/mo	\$175/month.

## GROUP 1 ↘ COMPENSATION (CONT.)

City / Town Name	Rate of additional compensation for Professional Certification.		
	<i>First Responder</i>	<i>EMT</i>	<i>Paramedic</i>
Helena			
Kalispell		1.18 hr more for EMT-P, .59 more for EMT-B	
Miles City	\$20/month.	\$50.00 per month	\$75/month.
Whitefish			

City / Town Name	Rate of additional compensation for Professional Certification.		
	<i>Water/Waste Water</i>	<i>CDL</i>	<i>Other</i>
Anaconda-Deer Lodge			Detective - \$1500/year.
Bozeman			
Butte-Silver Bow			
Great Falls	Elevation to Water Plant Operator II after obtaining certification and necessary time in position.	No additional pay. Requirement for some positions	
Havre	0	0	
Helena			Fire-Hazmat team member \$25/month.
Kalispell			
Miles City	\$.45 (1 test passed) : .35 for certification.	0	Pesticide certificate - \$.35 : Foreperson - .70
Whitefish			



## GROUP 1 ↘ COMPENSATION (CONT.)

City / Town Name	Rate of additional compensation for Professional Certification.	
	<i>Other</i>	<i>Other</i>
Anaconda-Deer Lodge	School Resource Officer - \$1500/year.	
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre		
Helena	Fire Equip Tech \$400/month.	EMT Administrator - \$150/month.
Kalispell		
Miles City	Heavy Equipment Operator - .30	Pesticide, arborist certification - .35
Whitefish		

**GROUP 1 ↘ ADMINISTRATIVE ↘ CITY MANAGER / CEO / COO / CAO**

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge	\$61,034		1
Bozeman			
Butte-Silver Bow	\$88,798		1
Great Falls	\$111,665		Yes
Havre			
Helena	\$98,000		1
Kalispell	\$112,500		1
Miles City			
Whitefish	\$110,000		1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre		
Helena	\$98,000	\$98,000
Kalispell	\$125,000	\$95,000
Miles City		
Whitefish	Contract with city council.	

## GROUP 1 ↘ ADMINISTRATIVE ↘ FINANCE DIRECTOR

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow	\$72,285		
Great Falls	\$83,802		Yes.
Havre			
Helena	\$88,542.27	\$42.5684	1
Kalispell	\$79,060		1
Miles City			
Whitefish	Assistant City Manager/Finance Director	\$35.82	1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow	\$89,856	\$64,182
Great Falls		
Havre		
Helena	\$42.5684/hour	\$35.0211/hour
Kalispell	\$91,501	\$65,357
Miles City		
Whitefish	\$43.68/hour	\$33.75/hour

**GROUP 1 ↘ ADMINISTRATIVE ↘ FINANCE DIRECTOR / CLERK**

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow			
Great Falls			
Havre	\$4823/month		1
Helena			
Kalispell			
Miles City			
Whitefish			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre	\$4847/month	\$4174/month
Helena		
Kalispell		
Miles City		
Whitefish		

**GROUP 1 ↘ ADMINISTRATIVE ↘ HUMAN RESOURCES DIRECTOR**

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow	\$67,313		
Great Falls	\$71,440		Yes
Havre			
Helena	\$80,310.46	\$38.6108	1
Kalispell	\$72,812		1
Miles City	\$3291		1
Whitefish			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow	\$89,856	\$64,182
Great Falls		
Havre		
Helena	\$42.5684/hour	\$35.0211/hour
Kalispell	\$81,913	\$58,509
Miles City		
Whitefish		

## GROUP 1 ↘ ADMINISTRATIVE ↘ PROSECUTING ATTORNEY

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge	\$90,839.50		1
Bozeman			
Butte-Silver Bow			
Great Falls	Chief Prosecutor \$63,258; Assistant City Attorney \$55,000		Yes—both.
Havre			
Helena	\$58,327.98	\$28.0423	2
Kalispell	\$70,601		1
Miles City	\$2250		0.5
Whitefish	We contract for this service.		

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge	Elected county attorney	
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre		
Helena	\$34.0855/hour	\$28.0423/hour
Kalispell	\$81,913	\$58,509
Miles City		
Whitefish		

## GROUP 1 ↘ ADMINISTRATIVE ↘ CITY ATTORNEY

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge	\$55,972.80		1
Bozeman			
Butte-Silver Bow	\$100,349		
Great Falls	\$90,000		Yes
Havre			
Helena	\$95,350.32	\$45.8415	1
Kalispell	\$90,226		1
Miles City		\$150	0.2 : 0.1
Whitefish	Currently \$99,256.11. But he is retiring 06.30.10. Advertised for job vacancy as listed below.		1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range	Legal Services Contract Plan
Anaconda-Deer Lodge	Appointed Deputy County Attorney		
Bozeman			
Butte-Silver Bow			
Great Falls			
Havre			Prosecuting-\$3948.33/mo; City Attorney-\$4166.67/mo
Helena	\$45.8415/hour	\$37.7139/hour	
Kalispell	\$102,210	\$73,007	
Miles City			
Whitefish	\$95,000	\$70,000	Currently \$105.00/hr for Attorney and \$50.00/hr for Paralegal.

## GROUP 1 ↘ ADMINISTRATIVE ↘ ACCOUNTING SUPERVISOR

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow	\$44,584		
Great Falls	We have 1 person who serves as the Budget Officer and Assistant Fiscal Services Director as well as the Accounting Supervisor.		
Havre			
Helena	\$52747.55	\$25.3594	2
Kalispell			
Miles City			
Whitefish			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow	\$54,161	\$38,687
Great Falls		
Havre		
Helena	\$25.9779/hour	\$21.7322/hour
Kalispell		
Miles City		
Whitefish		



## GROUP 1 ↘ ADMINISTRATIVE ↘ ACCOUNTANT

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow	\$47,673		
Great Falls	We have 2 staff accountants. Their average salary is \$42,299		Yes—both.
Havre			
Helena			
Kalispell			
Miles City			
Whitefish			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow	\$58,233	\$41,587
Great Falls		
Havre		
Helena		
Kalispell		
Miles City		
Whitefish		

## GROUP 1 ↘ ADMINISTRATIVE ↘ UTILITY BILLING CLERK

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge		\$13.48	1.5
Bozeman			
Butte-Silver Bow		\$13.45	
Great Falls	4 in position - Average is \$26,656		Yes—all 4.
Havre	\$2467/month		1
Helena	\$36,106.58 (Average)	\$17.3589	3
Kalispell		\$14.51	1
Miles City		\$16.63	1
Whitefish	Utility Services Supervisor/Customer Service Clerk	\$21.54 / \$13.22	1 and 1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge	\$13.48	\$11.60
Bozeman		
Butte-Silver Bow		
Great Falls	\$29,897	\$24,574
Havre	\$2567/month	\$2210/month
Helena	\$20.294/hour	\$14.7568
Kalispell	\$15	\$13.39
Miles City	\$16.63	\$13.04
Whitefish	\$26.82 / \$16.44	\$20.71 / \$12.71

## GROUP 1 ↘ ADMINISTRATIVE ↘ DEPUTY CLERK / TREASURER

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge		\$12.54	2.5
Bozeman		\$13.95 deputy	
Butte-Silver Bow			
Great Falls			
Havre	\$4042/month		1
Helena			
Kalispell	\$50,595		1
Miles City		\$17.66	0.4
Whitefish	Assistant City Clerk	\$25.26	1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge	\$13.48/hour	\$11.60/hour
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre	\$4207/month	\$3622/month
Helena		
Kalispell	\$54,759	\$40,550
Miles City		
Whitefish	\$26.82/hour	\$20.71/hour

## GROUP 1 ↘ ADMINISTRATIVE ↘ CITY CLERK

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge	County Clerk & Recorder - \$33,123.17 plus \$2238.91 election stipend.		1
Bozeman			
Butte-Silver Bow			
Great Falls	\$42,880		Yes
Havre			
Helena	\$50,235.95	\$24.1519	1
Kalispell	\$56,285		1
Miles City	\$3483		1
Whitefish	Administrative Services Director/City Clerk	\$31.21	1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls	\$47,794	\$39,242
Havre		
Helena	\$26.6275/hour	\$21.9065/hour
Kalispell	\$64,648	\$47,888
Miles City		
Whitefish	\$32.56/hour	\$25.18/hour

## GROUP 1 ↘ ADMINISTRATIVE ↘ COURT CLERK

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge	Clerk of District Court - \$32,281.89		1
Bozeman			
Butte-Silver Bow			
Great Falls	6 in position - Average is \$25,953		Yes—all 6.
Havre	\$2,221/month		1
Helena	\$33,532.24 Average	\$16.1213 Average	3
Kalispell		\$13.80	2
Miles City		\$15.90	2
Whitefish	Administrative Lead Clerk/Court Clerk	\$21.54 / \$14.45	1 and 1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls	\$24,547	\$29,897
Havre	\$2567/month	\$2210/month
Helena	\$16.6564/hour	\$13.0429/hour
Kalispell	\$15/hour	\$13.39/hour
Miles City	\$16.63/hour	\$13.04/hour
Whitefish	\$26.82 / \$17.27/hour	\$20.71 / \$13.35/hour

## GROUP 1 ↘ ADMINISTRATIVE ↘ GENERAL CLERICAL

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			9.5
Bozeman			
Butte-Silver Bow		\$12	
Great Falls	Same range as court clerk and utility billing clerk.		
Havre	\$2,394.50/month Average.		6
Helena			
Kalispell		\$14.80	2
Miles City		\$15.50	1.5
Whitefish		\$13.75, \$16.25, \$17.95	3

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge	\$13.48/hour	\$11.60/hour
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre	\$2567/month	\$2210/month
Helena		
Kalispell	\$15/hour	\$13.39/hour
Miles City	\$16.63/hour	\$13.04/hour
Whitefish	\$19.05/hour	\$12.71/hour

**GROUP 1 ∟ PUBLIC WORKS ∟ PUBLIC WORKS DIRECTOR**

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow	\$68,566		
Great Falls	\$85,184		1
Havre	\$4612/month		1
Helena	\$95,350.32	\$45.8415	1
Kalispell	\$90,035		1
Miles City	\$4274/month		1
Whitefish		\$39.96	1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow	\$89,856	\$64,182
Great Falls		
Havre	\$4847/month	\$4174/month
Helena	\$45.8415/hour	\$37.7139/hour
Kalispell	\$96,707	\$69,077
Miles City		
Whitefish	\$41.58/hour	\$32.14/hour

**GROUP 1 ↘ PUBLIC WORKS ↘ DEPUTY PUBLIC WORKS DIRECTOR**

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge	Road & Shop Superintendent	\$19.62	1
Bozeman			
Butte-Silver Bow	\$57,206		
Great Falls			
Havre	\$3962/month		1
Helena	\$80,214.99	\$38.5649	1
Kalispell	\$68,508		1
Miles City		\$18.18	
Whitefish	Utilities Supervisor/Construction Maintenance Supervisor	\$34.53 / \$33.19	01/02/2014

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow	\$77,754	\$55,540
Great Falls		
Havre	\$4207/month	\$3622/month
Helena	\$38.5649/hour	\$31.7274/hour
Kalispell	\$81,913	\$58,509
Miles City		
Whitefish	\$35.92/hour	\$27.76/hour



## GROUP 1 ↘ PUBLIC WORKS ↘ CITY ENGINEER

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow			
Great Falls	\$70,801		Yes – 1
Havre			
Helena	\$74,487.50	\$35.8113/hour	1
Kalispell	Same as public works director.		
Miles City			
Whitefish	Senior Project Engineer	\$31.60	0.5

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre		
Helena	\$35.8113/hour	\$29.4620/hour
Kalispell		
Miles City		
Whitefish	\$34.20/hour	\$26.44/hour

## GROUP 1 ↘ PUBLIC WORKS ↘ WATER SUPERINTENDENT

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge		\$18.56	1
Bozeman			
Butte-Silver Bow		\$26.26	
Great Falls	Water and Wastewater Plant Supervisor \$57,716		Yes – 1
Havre	\$3865/month		1
Helena	\$69,168.53	\$33.2541	0.5
Kalispell	\$58,124	All we have is a public works superintendent.	1
Miles City	\$4274/month		1
Whitefish	Chief Water Plant Operator	\$28.13	1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre	\$4124/month	\$3551/month
Helena	\$33.2541/hour	\$27.3583/hour
Kalispell	\$68,327	\$50,613
Miles City		
Whitefish	\$28.13/hour	\$21.75/hour

**GROUP 1 ↘ PUBLIC WORKS ↘ ASST. WATER PLANT SUPERINTENDENT**

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow		\$22.04	
Great Falls			
Havre			0
Helena	\$50,266.11	\$24.1664	1
Kalispell			
Miles City	\$3396/month		
Whitefish		\$22.26 and \$24	2

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre	\$3780/month	\$3255/month
Helena	\$27.9756/hour	\$23.0156/hour
Kalispell		
Miles City		
Whitefish	\$25.50/hour	\$17.89/hour

## GROUP 1 ↘ PUBLIC WORKS ↘ SOLID WASTE MANAGER

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge	Landfill Specialist.	\$13.04	1
Bozeman			
Butte-Silver Bow		\$25.92	
Great Falls	\$47,586		1
Havre			
Helena	\$54,034.03	\$25.9779	1
Kalispell	We have a foreman position.		
Miles City			
Whitefish	Contracted. Below is PW Foreman/PW Leadman.	\$29.56 / \$28.13	2

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre		
Helena	\$25.9779/hour	\$21.3722/hour
Kalispell		
Miles City		
Whitefish	\$29.56/hour	\$21.75/hour

**GROUP 1 ↘ PUBLIC WORKS ↘ WASTE WATER TREATMENT PLANT SUPERINTENDENT**

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow		\$26.26	
Great Falls			
Havre	\$4103/month		1
Helena	\$69,168.54	\$33.2541	0.5
Kalispell	\$66,215	This position is called WWTP Water Resource Manager.	1
Miles City			
Whitefish	Chief Wastewater Plant Operator	\$28.13	1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre	\$4124/month	\$3551/month
Helena	\$33.2541/hour	\$27.3583/hour
Kalispell	\$76,324	\$56,537
Miles City		
Whitefish	\$28.13/hour	\$21.75/hour

**GROUP 1 ↘ PUBLIC WORKS ↘ ASST. WASTE WATER MGMT. PLANT SUPERINTENDENT**

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow		\$22.04	
Great Falls			
Havre	\$3632/month		1
Helena	\$55,418.27	\$26.6434	1
Kalispell	\$55,266	This position is called WWTP manager.	1
Miles City			
Whitefish		\$25.50	1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre	\$3780/month	\$3255/month
Helena	\$27.9756/hour	\$23.0156/hour
Kalispell	\$64,648	\$47,888
Miles City		
Whitefish	\$25.50/hour	\$19.72/hour

## GROUP 1 ↘ PUBLIC WORKS ↘ WASTEWATER TREATMENT PLANT OPERATOR

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge		\$14.17	0.75
Bozeman			
Butte-Silver Bow		\$26.26	
Great Falls			
Havre			
Helena	\$44,313.13 Average	\$21.30 Average	9
Kalispell		\$24.13	4
Miles City		\$16.75	6
Whitefish		\$22.26	1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre		
Helena	\$23.5346/hour	\$15.1257/hour
Kalispell	\$24.97/hour	\$18.73/hour
Miles City	\$17.45/hour	\$15.50/hour
Whitefish	\$23.16/hour	\$17.89/hour

## GROUP 1 ↘ PUBLIC WORKS ↘ PLANT TECH (OPERATOR)

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge		\$12.50	0.75
Bozeman			
Butte-Silver Bow		\$22.04	
Great Falls		Water Plant Operator II - all 6 at \$17.6965	Yes – all 6.
Havre		\$17.36 Average	
Helena			
Kalispell			
Miles City			
Whitefish			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls	\$17.6965/hour + \$2.10/hour in lieu of wages.	\$15.0421/hour + \$2.10/hour in lieu of wages.
Havre	\$19.33/hour	\$16.95/hour
Helena		
Kalispell		
Miles City		
Whitefish		



## GROUP 1 ↘ PUBLIC WORKS ↘ SOLID WASTE HANDLER

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge	Landfill Assistant	\$8.78	0.4
Bozeman			
Butte-Silver Bow		\$22.04	
Great Falls		Yes, all 13 - all at \$15.8742	
Havre			
Helena	\$35,279.09 (Tip Floor & Scale)	\$16.9611	3
Kalispell		\$17.14	6
Miles City			
Whitefish	Contract		

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls	\$15.8742/hour + \$2.30/hour pension in lieu of wages.	\$13.493/hour + \$2.30/hour pension in lieu of wages.
Havre		
Helena	\$18.3858/hour	\$15.0978/hour
Kalispell	\$17.69/hour	\$16.23/hour
Miles City		
Whitefish		

**GROUP 1 ↘ PUBLIC WORKS ↘ PLANT MAINTENANCE**

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow		\$22.04	
Great Falls			
Havre			0
Helena			
Kalispell			
Miles City			
Whitefish	Electrician	\$26.76	1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre	\$19.61/hour	\$17.25/hour
Helena		
Kalispell		
Miles City		
Whitefish	\$29.56/hour	\$22.84/hour

## GROUP 1 ↘ PUBLIC WORKS ↘ EQUIPMENT OPERATOR

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge		\$18	5
Bozeman			
Butte-Silver Bow		\$22.04	
Great Falls		11 - all at \$16.7606	
Havre		\$18.18 Average	6
Helena	\$41,098.89	\$19.5791	11
Kalispell		\$16.88	9
Miles City		\$15.90	5
Whitefish		\$15.46, \$17.38, \$17.76, \$19.96, \$20.77, \$21.31, \$22.89, \$23.82	8

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge	\$18.10/hour	\$17.47/hour
Bozeman		
Butte-Silver Bow		
Great Falls	\$16.7606 + \$2.10/hour pension in lieu of wages.	\$14.2465 + \$2.10/hour pension in lieu of wages.
Havre	\$19.33/hour	\$16.95/hour
Helena	\$20.8935/hour	\$17.5087/hour
Kalispell	\$17.69/hour	\$16.23/hour
Miles City	\$16.63/hour	\$15.50/hour
Whitefish	\$24.30/hour	\$15.46/hour

## GROUP 1 ↘ PUBLIC WORKS ↘ MECHANIC FOREMAN

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge		\$17.69	2
Bozeman			
Butte-Silver Bow		\$23.84	
Great Falls		\$19.5035	Yes – 1
Havre		\$17.70	1
Helena	\$43,266.91	\$20.8014	4
Kalispell		\$22	1
Miles City		\$16.63	1
Whitefish		\$25.50	1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls	\$19.5035 + \$1.60/hour pension in lieu of wages.	\$16.578/hour
Havre	\$19.70/hour	\$17.33/hour
Helena	\$20.8014/hour	\$17.1133/hour
Kalispell		
Miles City		
Whitefish	\$25.50/hour	\$19.72/hour

**GROUP 1 ↘ PUBLIC WORKS ↘ ASSISTANT MECHANIC**

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow		\$20.71	
Great Falls			
Havre		\$17.25	
Helena			1
Kalispell		\$19.90	
Miles City		\$15.50	2
Whitefish			1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre	\$19.33/hour	\$16.95/hour
Helena		
Kalispell	\$19.90/hour	\$18.95/hour
Miles City		
Whitefish		

## GROUP 1 ↘ PUBLIC WORKS ↘ CITY SERVICE WORKER

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow		\$14.35	
Great Falls	Includes Park & Rec Maintenance Workers, Arborists & Sr's,	\$16.5611	9
Havre		\$15.99 Average	8
Helena	\$47,130.19 (Util Mnt II-IV)	\$22.6587	9
Kalispell			
Miles City			
Whitefish	Construction Inspector/Project Manager	\$20.97 / \$25.26	2

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls	\$16.5611 + \$2/hour pension in lieu of wages.	\$13.4616 + \$2/hour pension in lieu of wages.
Havre	\$17.93/hour	\$15.50/hour
Helena	\$23.5346/hour	\$17.5411/hour
Kalispell		
Miles City		
Whitefish	\$26.82/hour	\$17.89

## GROUP 1 ↘ PUBLIC WORKS ↘ PAINTER

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow		\$18.89	
Great Falls		\$15.80	Yes – 1
Havre		\$18.13	
Helena			
Kalispell			
Miles City			
Whitefish			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls	\$15.80 + \$2/hour pension in lieu of wages.	\$15.80 + \$2/hour pension in lieu of wages.
Havre	\$18.64/hour	\$16.24/hour
Helena		
Kalispell		
Miles City		
Whitefish		

## GROUP 1 ↘ PUBLIC WORKS ↘ EQUIPMENT OPERATOR

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow		\$22.04	
Great Falls	↑ See above.		
Havre	↑ See above.		
Helena	\$43,251.54 (Utility or Streets)	\$21.04315	10
Kalispell	↑ See above.		
Miles City		\$15.90	3
Whitefish			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre		
Helena	\$20.8935/hour	\$18.9510/hour
Kalispell		
Miles City		
Whitefish	\$16.63/hour	\$15.50/hour



## GROUP 1 ↘ PUBLIC WORKS ↘ LABORER

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow		\$19.37	
Great Falls	Street Laborers & Utility Maintenance Worker I	\$15.8372	9
Havre			
Helena	\$41,804.67	\$20.0984	2
Kalispell		\$11.77	0
Miles City			
Whitefish			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls	\$15.8372 + \$2/hour pension in lieu of wages.	\$13.4616 + \$2/hour pension in lieu of wages.
Havre		
Helena	\$20.8935/hour	\$17.5087/hour
Kalispell		
Miles City		
Whitefish		

## GROUP 1 ↘ PUBLIC WORKS ↘ WATER METER READER

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow		\$14	
Great Falls		\$15.8372	Yes – all 4
Havre	\$3393/month		1
Helena	\$42,211.52	\$20.294	2
Kalispell		\$15.65	1
Miles City		\$16.63	1
Whitefish	Meter Reader/Meter Tech	\$16.09 / \$20.97	1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls	\$15.8372 + \$2/hour pension in lieu of wages.	\$13.4616 + \$2/hour pension in lieu of wages.
Havre	\$3496/month	\$3010/month
Helena	\$20.2940/hour	\$16.6959/hour
Kalispell	\$16.44/hour	\$15.65/hour
Miles City		
Whitefish	\$20 / \$23.16/hour	\$15.46 / \$17.89/hour

## GROUP 1 ↘ LAW ENFORCEMENT ↘ HEAD DISPATCHER

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge		\$12.99	4
Bozeman			
Butte-Silver Bow	\$55,168 (911 Manager)		
Great Falls	Emergency Services Supervisor - Average of 3 = \$37,361		3
Havre	\$2892/month		1
Helena	n/a		
Kalispell		\$18.47	1
Miles City	\$3400/month		1
Whitefish	No dispatchers. We have a police clerk.	\$14.72	1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls	\$45,983	\$30,655
Havre	\$3227/month	\$2778/month
Helena		
Kalispell		
Miles City		
Whitefish	\$19.05/hour	\$14.72/hour

## GROUP 1 ↘ LAW ENFORCEMENT ↘ DISPATCHERS

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge		\$12.03	4
Bozeman			
Butte-Silver Bow		\$16.59	
Great Falls	16 - Average = \$31,522		16
Havre	\$2244/month		2
Helena	\$38,938.51	\$18.7204	14
Kalispell		\$16.05	7
Miles City		\$15.91	5
Whitefish			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge	\$12.03/hour	\$10.93/hour - Probationary
Bozeman		
Butte-Silver Bow		
Great Falls	\$34,671	\$28,466
Havre	\$2567/month	\$2210/month
Helena	\$19.5657/hour	\$15.4778/hour
Kalispell	\$17.47/hour	\$15.60/hour
Miles City	\$17.18/hour	\$13.30/hour
Whitefish		

## GROUP 1 ↘ LAW ENFORCEMENT ↘ POLICE CHIEF

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge	Elected \$56,665.38		1
Bozeman			
Butte-Silver Bow	\$66,970 (Sheriff)		
Great Falls	\$85,288		1
Havre	\$4413/month		1
Helena	\$90,755.60	\$43.6325	1
Kalispell	\$79,269		1
Miles City	\$3901.50/month		1
Whitefish		\$40.76	1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre	\$4733/month	\$4075/month
Helena	\$43.6325/hour	\$35.8966/hour
Kalispell	\$91,501	\$65,357
Miles City		
Whitefish	\$41.58/hour	\$32.14/hour

**GROUP 1 ↘ LAW ENFORCEMENT ↘ ASSISTANT POLICE CHIEF**

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge	\$51,767.63		1
Bozeman			
Butte-Silver Bow	\$70,655 (Undersheriff)		
Great Falls			
Havre	\$3845/month		1
Helena	\$76,395.28	\$36.7285	1
Kalispell	\$71,623		1
Miles City			
Whitefish		\$32.23	1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre	\$4207/month	\$3622/month
Helena	\$38.5649/hour	\$31.7274/hour
Kalispell	\$81,913	\$58,509
Miles City		
Whitefish	\$34.20/hour	\$26.44/hour

## GROUP 1 ↘ LAW ENFORCEMENT ↘ POLICE CAPTAIN

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge	All police are in arbitration.	\$18.45 plus many other compensables.	3
Bozeman			
Butte-Silver Bow	\$63,754		
Great Falls	\$72,925		2
Havre			0
Helena	\$69,168.53	\$33.2541	1
Kalispell			
Miles City			
Whitefish	DETECTIVE	\$26.51 / \$30.41	2

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow	\$77,754	\$55,540
Great Falls		
Havre		\$3551/month
Helena	\$33.2541/hour	\$27.3583/hour
Kalispell		
Miles City		
Whitefish	\$31.02/hour	\$20.71/hour

**GROUP 1 ↘ LAW ENFORCEMENT ↘ LIEUTENANT**

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge		\$17.87	1
Bozeman			
Butte-Silver Bow		\$26.11	
Great Falls	\$66,847		5
Havre	\$3870.26/month		1
Helena	\$64,790.75	\$31.1494	3
Kalispell	\$65,878		2
Miles City			
Whitefish		\$26.48	1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre	\$4088.52/month	\$3520.34/month
Helena	\$31.6518/hour	\$26.04/hour
Kalispell	\$72,215	\$53,492
Miles City		
Whitefish	\$31.02/hour	\$23.98/hour



## GROUP 1 ↘ LAW ENFORCEMENT ↘ SERGEANT

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge		\$17.40	4
Bozeman			
Butte-Silver Bow		\$24.29	
Great Falls	Base salary = \$56,165		12
Havre	\$3439.49/month		4
Helena	\$60,771.25	\$29.217	8
Kalispell			6
Miles City		\$19.20	2
Whitefish		\$25.96	1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre	\$3881.50/month	\$3342.09/month
Helena	\$29.3919/hour	\$24.1808/hour
Kalispell	\$27.62 + \$3.01/hour for sergeant I or \$3.44/hour for sergeant II.	\$24.55 + \$3.01 for sergeant I or \$3.44 for sergeant II.
Miles City	\$19.49/hour	\$18.28/hour
Whitefish	\$31.02/hour	\$23.98/hour

## GROUP 1 ↘ LAW ENFORCEMENT ↘ SENIOR PATROLPERSON

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow			
Great Falls	Base salary = \$47,845		28
Havre	\$3318.76/month		1
Helena	\$55,225.52	\$26.5507	7
Kalispell			
Miles City		\$16.72	2
Whitefish		\$24.46	1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre	\$3666.87/month	\$3157.29/month
Helena	\$26.8897/hour	\$26.3624/hour
Kalispell		
Miles City	\$17.79/hour	\$16.74/hour
Whitefish	\$31.02/hour	\$23.98/hour

**GROUP 1 ↘ LAW ENFORCEMENT ↘ PATROLPERSON 1ST CLASS**

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow			
Great Falls			
Havre			0
Helena	\$50,603.38	\$24.3286	4
Kalispell			
Miles City			
Whitefish	1 <sup>st</sup> / 2 <sup>nd</sup>	\$20.92, \$21.34 / \$21.97, \$22.86	02/03/2014

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre	\$3561.84/month	\$3066.85
Helena	\$24.4484/hour	\$24.2087
Kalispell		
Miles City		
Whitefish	\$25.50 / \$26.82	\$19.72 / \$20.71

## GROUP 1 ↘ LAW ENFORCEMENT ↘ PATROLPERSON

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge		\$16.98	7
Bozeman			
Butte-Silver Bow			
Great Falls	Base = \$41,604		3
Havre	\$2906.50/month Average		5
Helena	\$49,009.45	\$23.0815	20
Kalispell			23
Miles City		\$16.62	3
Whitefish		\$20.11 (3), \$20.51	4

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre	\$3348.75/month	\$2897.79/month
Helena	\$23.969/hour	\$20.7053/hour
Kalispell	\$29.30/hour	\$21.76/hour
Miles City	\$17.90/hour	\$16.55/hour
Whitefish	\$25.50/hour	\$19.75/hour

## GROUP 1 ↘ LAW ENFORCEMENT ↘ PROBATIONARY POLICE OFFICER

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge		\$13.84	1
Bozeman			
Butte-Silver Bow		\$19.97	
Great Falls	Base = \$40,104		8
Havre	\$2621.26/month		5
Helena	\$41,016.14	\$19.7193	2
Kalispell		\$21.48	4
Miles City		\$14.63	3
Whitefish		\$18.78	1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre	\$2621.25/month	\$2621.25/month
Helena	\$19.7193/hour	\$19.7193/hour
Kalispell	\$21.48/hour	\$21.48/hour
Miles City		
Whitefish	\$24.30/hour	\$18.78/hour

**GROUP 1 ↘ LAW ENFORCEMENT ↘ ANIMAL CONTROL OFFICER**

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge		\$12.50	1
Bozeman			
Butte-Silver Bow		\$18.71	
Great Falls	Average of 4 = \$29,060		4
Havre	\$3293/month		1
Helena	\$38,309.86	\$18.4182	2
Kalispell			
Miles City		\$16.68	1
Whitefish		\$19.96	1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls	\$33,825	\$27,772
Havre	\$3496/month	\$3010/month
Helena	\$19.3161	\$15.8914
Kalispell		
Miles City		
Whitefish	\$22.04/hour	\$17.04/hour

## GROUP 1 ↘ LAW ENFORCEMENT ↘ POLICE SPECIALITY PAY

City / Town Name	Field Training Officer	Court Pay	Instructor
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow			
Great Falls	\$100 for 1 <sup>st</sup> phase, \$75 for 2 <sup>nd</sup> & 3 <sup>rd</sup> phase, \$50 for 4 <sup>th</sup> phase.	4 hours at straight pay; if on a day off the 4 hour min. is at time and one-half.	
Havre	Primary FTO \$600.00/year; secondary FTO \$300/year.	3 hrs @ 1.5 pay; on double back 3 hrs @ 2.5 pay	\$200/year
Helena	\$2/hour	OT if outside duty hours.	
Kalispell		If overtime then 2 hours x hourly rate	
Miles City			
Whitefish			

City / Town Name	Detective	Drug Task Officer	Intoxillizer
Anaconda-Deer Lodge	\$1500/year		
Bozeman			
Butte-Silver Bow			
Great Falls	\$25/month		
Havre	\$200/year	\$200/year	\$200/year
Helena			
Kalispell		\$0.43 for team pay per hour.	
Miles City		\$18.14	
Whitefish			

**GROUP 1 ↘ LAW ENFORCEMENT ↘ POLICE SPECIALITY PAY (CONT.)**

City / Town Name	Other	Other	Other
Anaconda-Deer Lodge	SRO - 1500/year	Longevity, Captain-\$25.00 / month / year of service, Lt.- \$22.50 / month / year, Sgt. - \$20 / month / year, Patrol. - \$17 / month / year.	Equipment Allowance - \$1300/year., no receipts required.
Bozeman			
Butte-Silver Bow			
Great Falls	HRU team \$30/month.		
Havre			
Helena			
Kalispell			
Miles City	SRO \$17.21		
Whitefish			



## GROUP 1 ↘ FIRE ↘ FIRE CHIEF

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge	\$51,042.83		1
Bozeman			
Butte-Silver Bow	\$73,765		
Great Falls	\$83,802		1
Havre	\$4527/month		1
Helena	\$90,755.60	\$43.6325	1
Kalispell	\$74,214		1
Miles City	\$3673.72		1
Whitefish		\$38.41	1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow	\$89,856	\$64,182
Great Falls		
Havre	\$4641/month	\$3996/month
Helena	\$43.6325/hour	\$35.8966/hour
Kalispell	\$91,501	\$65,357
Miles City		
Whitefish	\$41.58	\$32.14/hour

## GROUP 1 ↘ FIRE ↘ ASSISTANT FIRE CHIEF

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow			
Great Falls	\$68,745		1
Havre	\$4103/month		1
Helena	\$73,667.88	\$35.4173	2
Kalispell			Zero at this time.
Miles City	\$2526.00/month plus officer pay of \$205.00		1
Whitefish	FIRE MARSHAL	\$32.23	1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre	\$4207/month	\$3622/month
Helena	\$38.5649/hour	\$29.462/hour
Kalispell	\$81,913	\$58,509
Miles City		
Whitefish	\$34.20/hour	\$26.44/hour

## GROUP 1 ↘ FIRE ↘ CAPTAIN

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge	\$3173.78/month		3
Bozeman			
Butte-Silver Bow	\$56,977		
Great Falls	Base = \$51,564		17
Havre	\$3,409.67/month Average		4
Helena	\$58,707.38	\$24.1105	6
Kalispell		\$25.28	3
Miles City	\$2526.00/month plus officer pay \$190.00		3
Whitefish		\$22.12, \$25.49 (2)	3

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre	\$3734.22/month	\$3058.85/month
Helena	\$24.1105/hour	\$24.1105/hour
Kalispell	\$26.11/hour	\$24.87/hour
Miles City		
Whitefish	\$26.82/hour	\$19.72/hour

## GROUP 1 ↘ FIRE ↘ 1ST CLASS FIREFIGHTER

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge	\$3121.86/month		3
Bozeman			
Butte-Silver Bow			
Great Falls	Base = \$45,612		15
Havre	\$2690.28/month		1
Helena	\$50,092.11	\$20.5723	10
Kalispell			
Miles City	\$2526.00/month plus officer pay \$80.00		3
Whitefish			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre	\$3251.67/month	\$2663.57/month
Helena	\$20.5723/hour	\$20.5723/hour
Kalispell		
Miles City		
Whitefish		

## GROUP 1 ↘ FIRE ↘ FIREFIGHTER

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge	\$3071.74/month		3
Bozeman			
Butte-Silver Bow		\$20.89	
Great Falls	Base = \$39,660		7
Havre	\$2692.24/month		1
Helena	\$46,707.56	\$19.1823	4
Kalispell	Right now contract states 2756 hours per year.	\$20.92 Average	23
Miles City	\$2526.00/month plus officer pay \$30.00.		5
Whitefish		\$18.21 - \$20.91	12

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre	\$3193.79/month	\$2616.16/month
Helena	\$19.6581/hour	\$9.0237/hour
Kalispell	\$22.97/hour. This has EMT-P and LT pay added in	\$18.87/hour. This has EMT-P pay added in.
Miles City		
Whitefish	\$20.99/hour	\$16.23/hour

## GROUP 1 ↘ FIRE ↘ PROBATIONARY FIREFIGHTER

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow		\$15.58	
Great Falls	Base = \$37,680		0
Havre	\$2171.94/month		1
Helena		\$17.7546	0
Kalispell		\$14.50	2
Miles City	\$2476		1
Whitefish			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre	\$2651.49/month	\$2171.94/month
Helena	\$17.7546/hour	\$17.7546/hour
Kalispell	\$14.50 + \$0.59/hour for EMT B	\$14.50 + \$0.59/hour for EMT B
Miles City		
Whitefish		

## GROUP 1 ↘ FIRE ↘ DRIVER / OPERATOR

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow		\$18.71	
Great Falls			
Havre	\$2844.34/month		4
Helena			
Kalispell			
Miles City			
Whitefish			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre	\$3373.91/month	\$2763.70/month
Helena		
Kalispell		
Miles City		
Whitefish		

## GROUP 1 ↘ FIRE ↘ ENGINEERING

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow		\$22.04	
Great Falls	Engineer Base = \$46,800		11
Havre	\$3060.63/month		4
Helena	\$53,948.31	\$22.156	6
Kalispell			
Miles City			
Whitefish			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre	\$3549.68/month	\$2907.68/month
Helena	\$22.156/hour	\$22.156/hour
Kalispell		
Miles City		
Whitefish		



## GROUP 1 ↘ EMT

City / Town Name	First Responder	Pay by Skill Level
		<i>EMT-Basic</i>
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		\$152/month
Great Falls		Included in base pay.
Havre		\$82.40/month
Helena		
Kalispell		\$0.59/hour
Miles City	\$20	\$50
Whitefish	\$16.23 - \$20.99	\$16.23 - \$20.99

City / Town Name	Pay by Skill Level	
	<i>EMT-Intermediate</i>	<i>EMT-Paramedic</i>
Anaconda-Deer Lodge	All firefighters are also EMT with 5 endorsements and receive an additional \$102.50/month	
Bozeman		
Butte-Silver Bow		
Great Falls		4.5% of FF base upon certification; additional 2.5% upon completion of proctoring requirements - practicing paramedic
Havre	EMT-I85 \$133.90/month. EMT-I99 \$150.00/month.	\$175/month
Helena	+ \$45/month	
Kalispell		\$1.18/hour
Miles City	\$75	
Whitefish	Basic range/step with 4 endorsements = 4%	Basic range/step = 10%

**GROUP 1 ↘ P, R, L & HS ↘ PARKS & RECREATION DIRECTOR**

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge	\$37,177.13		1
Bozeman			
Butte-Silver Bow	\$61,445		
Great Falls	\$79,633		1
Havre	\$4052/month		1
Helena	\$76,486.18	\$36.7722	1
Kalispell	\$78,286		1
Miles City			
Whitefish		\$30.68	1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre	\$4367/month	\$3760/month
Helena	\$42.5684/hour	\$35.0211/hour
Kalispell	\$86,575	\$61,839
Miles City		
Whitefish	\$32.56/hour	\$25.18/hour

## GROUP 1 ↘ P, R, L & HS ↘ RECREATION SUPERVISOR

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow			
Great Falls			
Havre			
Helena	\$42,311.98	\$20.3423	1
Kalispell	\$55,080		2
Miles City			
Whitefish	FACILITIES MANAGER / RECREATION COORDINATOR	\$18.12 / \$16.43	2

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre		
Helena	\$24.7262/hour	\$20.3423/hour
Kalispell	\$68,327	\$50,613
Miles City		
Whitefish	\$20.00 / \$18.15	\$15.46 / \$14.02

**GROUP 1 ↘ P, R, L & HS ↘ GOLF COURSE MANAGER**

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow		\$25.96	
Great Falls	\$48,221 + bonus		1
Havre			
Helena	\$58,189.25	\$27.9756	2
Kalispell			
Miles City			
Whitefish			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre		
Helena	\$27.9756	\$23.0156
Kalispell		
Miles City		
Whitefish		

**GROUP 1 ↘ P, R, L & HS ↘ PARK MAINTENANCE SUPERVISOR**

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow			
Great Falls	\$47,856		1
Havre			
Helena	\$69,168.53	\$33.2541	1
Kalispell			
Miles City			
Whitefish		\$20.33	1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre		
Helena	\$33.2541/hour	\$27.3583/hour
Kalispell		
Miles City		
Whitefish	\$24.30/hour	\$18.78/hour

## GROUP 1 ↘ P, R, L & HS ↘ PARK FOREMAN

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge		\$12.61	1
Bozeman			
Butte-Silver Bow			
Great Falls		\$19.1035	1
Havre	\$3440/month		1
Helena	\$51,461.07	\$24.7409	1
Kalispell		\$16.76	1
Miles City		\$16.63 + \$0.70 for Foreman	1
Whitefish		\$19.61	1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls	\$19.1035 + \$2/hour pension in lieu of wages.	\$16.238 + \$2/hour pension in lieu of wages.
Havre	\$3634/month	\$3129/month
Helena	\$25.9779/hour	\$21.3722/hour
Kalispell	\$18.04/hour	\$16.76/hour
Miles City		
Whitefish	\$20/hour	\$15.46/hour

## GROUP 1 ↘ P, R, L & HS ↘ PARK MAINTENANCE WORKER

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge		\$11.77	0.75
Bozeman			
Butte-Silver Bow			
Great Falls		\$15.8372	5
Havre			
Helena			
Kalispell		\$16.87	4
Miles City		\$16.63	2
Whitefish		\$14.17	1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls	\$15.8372 + \$2/hour pension in lieu of wages.	\$13.4616 + \$2/hour pension in lieu of wages.
Havre		
Helena		
Kalispell	\$18.04/hour	\$16.76/hour
Miles City	\$16.63/hour	\$15.50/hour
Whitefish	\$17.27/hour	\$13.35/hour

## GROUP 1 ↘ P, R, L & HS ↘ PARK LABORER

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			Seasonal
Bozeman			
Butte-Silver Bow		\$19.37	
Great Falls	Seasonal Laborers	\$13.0912	Seasonal
Havre	\$2820/month		1
Helena	\$39,672.88	\$19.0735	8
Kalispell		\$10.83	1
Miles City			
Whitefish		\$14.03	1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge	\$11.36/hour	\$7.50/hour
Bozeman		
Butte-Silver Bow		
Great Falls	\$13.0912/hour	\$13.0912/hour
Havre	\$3227/month	\$2778/month
Helena	\$19.3033/hour	\$17.5087/hour
Kalispell	\$14.31/hour	\$8.66/hour
Miles City		
Whitefish	\$16.44/hour	\$12.10/hour



## GROUP 1 ↘ P, R, L & HS ↘ LIBRARY MANAGER

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge	\$40,546.55		1
Bozeman			
Butte-Silver Bow	\$62,617		
Great Falls	Position currently vacant with interim manager appointed.		
Havre	\$3345.58/month		1
Helena			
Kalispell			
Miles City	\$3501/month		1
Whitefish			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre	Library board controls.	
Helena		
Kalispell		
Miles City		
Whitefish		

**GROUP 1 ↘ P, R, L & HS ↘ LIBRARIAN**

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge		\$13.32	1
Bozeman			
Butte-Silver Bow			
Great Falls	1 Librarian at \$38,319; 2 Librarian Sr's at Average \$42,669		3
Havre	\$2561.76/month		1
Helena			
Kalispell			
Miles City		\$15.90	
Whitefish			4

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow	\$46,867	\$33,477
Great Falls	\$45,491	\$30,655
Havre	Library board controls.	
Helena		
Kalispell		
Miles City	\$16.63/hour	\$15.50/hour
Whitefish		

## GROUP 1 ↘ P, R, L & HS ↘ SWIMMING POOL SUPERVISOR

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			0.5
Bozeman			
Butte-Silver Bow			
Great Falls	\$39,227		1
Havre			
Helena			0.25
Kalispell		\$17.45	1 Seasonal Position
Miles City	\$1800/month		0.3
Whitefish			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge	\$10/hour	\$8.50/hour
Bozeman		
Butte-Silver Bow		
Great Falls	\$40,208	\$33,012
Havre		
Helena	\$14.11/hour	\$11.61/hour
Kalispell	\$49,021	\$36,312
Miles City		
Whitefish		

## GROUP 1 ↘ P, R, L & HS ↘ LIFE GUARD

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge		\$7.50/hour	2
Bozeman			
Butte-Silver Bow			
Great Falls		\$7.75 - \$9.25 : includes guards, head guards and pool managers.	All are part time and seasonal.
Havre			2.5
Helena			5.7
Kalispell		\$9.32	Varies per season and have not started season yet
Miles City		\$7.25	4
Whitefish		Budget for Seasonal Lifeguards for FY 10 was \$17,850	Seasonal employees, between 5 & 10, short seasonal hours

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre	\$10.25/hour	\$8/hour
Helena	\$10.49/hour	\$7.25/hour
Kalispell	\$11.98/hour	\$8.16/hour
Miles City		
Whitefish	\$13.42/hour	\$7.25/hour

## GROUP 1 ↘ P, R, L & HS ↘ SWIMMING INSTRUCTOR

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow			
Great Falls		\$7.75 - \$8.25	All are part-time and seasonal.
Havre			0.3
Helena			1.04
Kalispell		\$10.19	Varies per season... have not started season yet.
Miles City			
Whitefish			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre	\$8.75/hour	\$9.75/hour
Helena	\$11.31/hour	\$9.30/hour
Kalispell	\$10.64/hour	\$9.74/hour
Miles City		
Whitefish		

**GROUP 1 ↘ COMMUNITY DEVELOPMENT ↘ PLANNING DIRECTOR**

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge	\$48,672		1
Bozeman			
Butte-Silver Bow	\$73,713		
Great Falls	We have a combined Community Development and Planning Department. The Director is at \$83,000.		1
Havre			
Helena	\$88,542.27	\$42.5684	1
Kalispell	\$80,724		1
Miles City	\$3498/month		1
Whitefish		\$38.02	1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre		
Helena	\$42.5684/hour	\$35.0211/hour
Kalispell	\$91,501	\$65,357
Miles City		
Whitefish	\$43.68/hour	\$33.75/hour

**GROUP 1 ↘ COMMUNITY DEVELOPMENT ↘ PLANS EXAMINER**

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow			
Great Falls			
Havre			
Helena	\$46,792.58	\$22.4964	3
Kalispell		\$17.95	1
Miles City			
Whitefish	BUILDING OFFICIAL	\$30.41	1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre		
Helena	\$28.6751/hour	\$19.8461/hour
Kalispell	\$19.57/hour	\$17.95/hour
Miles City		
Whitefish	\$31.02/hour	\$23.98/hour

**GROUP 1 ↘ COMMUNITY DEVELOPMENT ↘ ADVANCE PLANNER**

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow			
Great Falls	Senior Planner - Average = \$51,398		2
Havre			
Helena	\$56,803.97	\$27.3096	1
Kalispell	\$53,560		1
Miles City			
Whitefish		\$27.55	1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre		
Helena	\$28.6751/hour	\$23.591/hour
Kalispell	\$64,648	\$47,888
Miles City		
Whitefish	\$31.02/hour	\$23.98/hour



**GROUP 1 ↘ COMMUNITY DEVELOPMENT ↘ ASSOCIATE PLANNER**

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge	\$37,825.48		1
Bozeman			
Butte-Silver Bow			
Great Falls	Planner - \$39,619		2
Havre			
Helena	\$43,681.75	\$25.9935	1.6
Kalispell	\$44,055		1
Miles City			
Whitefish			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre		
Helena	\$26.6275/hour	\$21.9065/hour
Kalispell	\$51,809	\$38,378
Miles City		
Whitefish		

**GROUP 1 ↘ COMMUNITY DEVELOPMENT ↘ ASSISTANT PLANNER**

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge	Planning Technician	\$15.67	0
Bozeman			
Butte-Silver Bow	\$50,198		
Great Falls			
Havre			
Helena	\$47,786.54	\$22.9743	1
Kalispell			
Miles City	\$2896/month		1
Whitefish			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre		
Helena	\$24.123/hour	\$19.8461/hour
Kalispell		
Miles City		
Whitefish		

**GROUP 1 ↘ COMMUNITY DEVELOPMENT ↘ BUILDING INSPECTOR**

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge	\$32,462.62		1
Bozeman			
Butte-Silver Bow	\$53,590		
Great Falls	\$39,745		2
Havre			
Helena	\$46,038.78	\$22.134	4
Kalispell		\$18.10	2
Miles City			
Whitefish		\$22.89	1

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre		
Helena	\$22.4007/hour	\$18.4291/hour
Kalispell	\$18.47/hour	\$16.94/hour
Miles City		
Whitefish	\$24.30/hour	\$18.78/hour

**GROUP 1 ↘ COMMUNITY DEVELOPMENT ↘ GENERAL FOREMAN**

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow			
Great Falls			
Havre	\$4124/month		1
Helena			
Kalispell			
Miles City			
Whitefish			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre	\$4124/month	\$3551/month
Helena		
Kalispell		
Miles City		
Whitefish		

**GROUP 1 ↘ COMMUNITY DEVELOPMENT ↘ CADD MANAGER**

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow			
Great Falls			
Havre			
Helena			
Kalispell	\$44,669	GIS Specialist	0.75
Miles City	\$2773/month		1
Whitefish			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre		
Helena		
Kalispell	\$51,809	\$38,378
Miles City		
Whitefish		

**GROUP 1 ↘ COMMUNITY DEVELOPMENT ↘ CADD TECH**

City / Town Name	Salary	Hourly	FTE
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow			
Great Falls			
Havre	\$3161/month		1
Helena			
Kalispell			
Miles City			
Whitefish		\$22.71	0.5

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls		
Havre	\$3634/month	\$3129/month
Helena		
Kalispell		
Miles City		
Whitefish	\$23.16/hour	\$17.89/hour

## GROUP 1 ↘ ELECTED OFFICIALS

City / Town Name	Mayor	
	<i>Monthly Compensation</i>	<i>FTE</i>
Anaconda-Deer Lodge		
Bozeman		
Butte-Silver Bow		
Great Falls	\$468	
Havre	\$1833.34	0.5
Helena	\$650	0.25
Kalispell	\$750 + 150 stipend	0.5
Miles City	\$1666	1
Whitefish	NONE	

City / Town Name	City Council
	<i>Monthly Compensation</i>
Anaconda-Deer Lodge	County Commissioners - \$500
Bozeman	
Butte-Silver Bow	\$402
Great Falls	\$312
Havre	\$200
Helena	\$500
Kalispell	\$416.67 + \$75.00 stipend
Miles City	\$240
Whitefish	NONE

## GROUP 1 ↘ OTHER POSITIONS

City / Town Name	Position Name	Salary	Hourly
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow			
Great Falls			
Havre			
Helena	Chief Building Inspector	\$61,244.35	\$34.0855
Kalispell			
Miles City			
Whitefish	Seasonal Parks and Recreation: Beach Concessions, Ice Rink, Programs, Park Maintenance	FY Budget \$149,610	

City / Town Name	FTE	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow			
Great Falls			
Havre			
Helena	1	\$34.0855	\$28.0423
Kalispell			
Miles City			
Whitefish	From 10 to 30 different people, part-time seasonal hours, two seasons - Winter and Summer.	\$13.42/hour	\$7.24/hour



**GROUP 1 ↘ OTHER POSITIONS (CONT.)**

City / Town Name	Position Name	Salary	Hourly
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow			
Great Falls			
Havre			
Helena	Community Facilities Director	\$88,542.27	\$42.5684
Kalispell			
Miles City			
Whitefish	CUSTODIAN		\$16.12

City / Town Name	FTE	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow			
Great Falls			
Havre			
Helena	1	\$42.5684/hour	\$35.0211
Kalispell			
Miles City			
Whitefish	1	\$16.44/hour	\$12.71/hour

## GROUP 1 ↘ OTHER POSITIONS (CONT.)

City / Town Name	Position Name	Salary	Hourly
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow			
Great Falls			
Havre			
Helena	Court Administrator/Director	\$55,385.20	\$26.6275
Kalispell			
Miles City			
Whitefish	PUBLIC WORKS ASSISTANT TO PUBLIC WORKS DIRECTOR		\$23.77

City / Town Name	FTE	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Anaconda-Deer Lodge			
Bozeman			
Butte-Silver Bow			
Great Falls			
Havre			
Helena	1	\$26.6275/hour	\$21.9065/hour
Kalispell			
Miles City			
Whitefish	1	\$29.56/hour	\$22.84/hour

# GROUP 2

[ CLASS 3 CITIES ]

Cut Bank, Dillon, Glasgow, Hardin, Laurel, Libby, Polson, Sidney, White Sulphur Springs

## GROUP 2 ∩ BENEFITS ∩ MEDICAL INSURANCE

City / Town Name	Medical Insurance Provider(s)	Deductible Level(s)	
		Single	Family
Cut Bank	Montana Municipal Interlocal Authority	1000	
Dillon	MMIA	500	1000
Glasgow	MMIA	500	1000
Hardin	MACoHCT	1000	2000
Laurel	MMIA		
Libby	MMIA		
Polson			
Sidney	Montana Municipal Interlocal Authority	500	1000
White Sulphur Springs	MACO		

City / Town Name	Monthly City Contribution		Monthly Employee Contribution	
	Single	Family	Single	Family
Cut Bank	\$452.00/employee	0	0	100%
Dillon	100%	80%	0	20%
Glasgow	468	468	0	between 468.00 & 819.00
Hardin	273.6	934.4	93.4	233.6
Laurel	700	1100	Depends on choice of plan	Depends on choice of plan
Libby	425.00 per month per employee		Depends of which plan they choose	
Polson				
Sidney	393.93	1071.36	64.99	178.56
White Sulphur Springs	455 per employee			

## GROUP 2 ∩ BENEFITS ∩ DENTAL INSURANCE

City / Town Name	Dental Insurance Provider(s)	Deductible Level(s)	
		Single	Family
Cut Bank	N/A		
Dillon			
Glasgow			
Hardin	MACoHCT	25	25.00 per individual
Laurel	Delta Dental		
Libby	Delta		
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Monthly City Contribution		Monthly Employee Contribution	
	Single	Family	Single	Family
Cut Bank				
Dillon				
Glasgow				
Hardin	0	0	30	92
Laurel				
Libby				
Polson				
Sidney				
White Sulphur Springs				

## GROUP 2 ▾ BENEFITS ▾ VISION INSURANCE

City / Town Name	Vision Insurance Provider(s)	Deductible Level(s)	
		Single	Family
Cut Bank	N/A		
Dillon			
Glasgow			
Hardin	MACoHCT	0	0
Laurel			
Libby	MMIA		
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Monthly City Contribution		Monthly Employee Contribution	
	Single	Family	Single	Family
Cut Bank				
Dillon				
Glasgow				
Hardin	0	0	9	20
Laurel				
Libby				
Polson				
Sidney				
White Sulphur Springs				

## GROUP 2 ∨ BENEFITS ∨ PRESCRIPTION BENEFITS

City / Town Name	Prescription Benefits Provider(s)	Monthly Benefit Level Amount(s)	
		<i>Single</i>	<i>Family</i>
Cut Bank	Montana Municipal Interlocal Authority		
Dillon	MMIA		
Glasgow			
Hardin	MACoHCT (Caremark)		
Laurel			
Libby	Most of our plans have prescription benefits		
Polson			
Sidney			
White Sulphur Springs			

## GROUP 2 ↘ BENEFITS ↘ LIFE INSURANCE

City / Town Name	Value	Monthly City Contribution	Monthly Employee Contribution
Cut Bank	10000	2.3	0
Dillon			
Glasgow			
Hardin	MACoHCT or Standard	included with health coverage	depends on additional amount selected by employee
Laurel			
Libby			
Polson			
Sidney	25000	5.75	
White Sulphur Springs	The Standard	depends on age of employee	

City / Town Name	Comment(s)
Cut Bank	
Dillon	
Glasgow	
Hardin	\$10,000 with health + addl available @ employee option
Laurel	
Libby	
Polson	
Sidney	
White Sulphur Springs	



## GROUP 2 ↘ BENEFITS ↘ RETIREMENT BENEFITS

City / Town Name	Social Security Participation	Deferred Compensation Contribution
Cut Bank		
Dillon	yes	PERS
Glasgow		
Hardin	yes	
Laurel		PERS
Libby		
Polson		
Sidney		
White Sulphur Springs	depends on pay of employee	

City / Town Name	Comment(s)
Cut Bank	
Dillon	
Glasgow	
Hardin	
Laurel	
Libby	
Polson	
Sidney	
White Sulphur Springs	

## GROUP 2 ↘ SICK LEAVE

City / Town Name	Rate of Accrual/Month	% Paid Back at Termination/Retirement	VEBA Participation
Cut Bank	3.69 hrs/bi-weekly pay period	25%	No
Dillon	1 day per month	100%	No
Glasgow	7.38 hours / month	01/05/2014	No
Hardin	1 day/month	25%	
Laurel			
Libby	8 hrs. per month	25%	
Polson			
Sidney	8 hours per month	25%	
White Sulphur Springs	8 hours per employee	25%	No

City / Town Name	Compensation Time Rate and Policy Governing Compensation Time
Cut Bank	4.62 hrs/bi-weekly pay period; Must work 6 months before vacation time may be used; 100% payout upon termination if 1 year of service has been completed
Dillon	following 40 hours of regular time, employee receives overtime or comp time at 1.5 times
Glasgow	No comp time accrual unless preapproved from the city council, special situations only
Hardin	Comp time accrues at 1.5 times if employee worked over 40 hours in the week. Must be used within the same pay period.
Laurel	
Libby	Can carry up to 30 hrs. of comp time into the next fiscal year. Comp time is accumulated at 1 & 1/2 like overtime.
Polson	
Sidney	Time and a half
White Sulphur Springs	comp time is allowed to accumulate 24 hrs after that it is considered overtime

## GROUP 2 ↘ COMPENSATION

City / Town Name	Any positions in city have shift differential pay?	Holiday pay structure.
Cut Bank	the Police Department has shift differential; Additional \$.50n per hour for hours worked between 12:00 am and 7:00 am	Double time and a half for all employees working holiday
Dillon		double time
Glasgow	no	Union Emploeyess - Double time and a half for a holiday. Police Officers - double time for a holiday. any other employee scheduled on a holiday gets time and a half.
Hardin	emergency call-outs are allowed a minimum of one hour with pay at 1.5 times regular rate.	follows state statute
Laurel	Yes.	Time and 1/2 per holiday day worked
Libby		
Polson		
Sidney	NO	Holidays are paid with the normal hours of the day
White Sulphur Springs		paid holidays. city crew if they work get double time and a half.

## GROUP 2 ↘ COMPENSATION (CONT.)

City / Town Name	Use pay matrices?	Include longevity?	What determines a step increase in pay matrices?
Cut Bank	No.	No.	
Dillon	No.	No.	
Glasgow	Yes.	Yes.	the matrices is only used for our police officers. Steps in the matrices are officer on probation, officer after 6 months probation, class 2 patrolman (1 year), class 1 patrolman (2 years).
Hardin	No.		
Laurel	Yes.	Yes.	
Libby	Yes.	Yes.	Per Union contract employees get a 1% step encrease per year.
Polson			
Sidney	No.		
White Sulphur Springs	No.	No.	

City / Town Name	Clothing / Equipment allowance.		
	<i>Initial</i>	<i>Annual</i>	<i>Annual maintenance allowance</i>
Cut Bank		\$225.00 for union members only	
Dillon		200	
Glasgow		200.00 per union employee	
Hardin			
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs		muck books, gloves	

## GROUP 2 ∩ COMPENSATION (CONT.)

City / Town Name	Provide temporary supervisor responsibility?	Comments.
Cut Bank	Yes.	Additional \$.60 per hour for leadman pay
Dillon	No.	
Glasgow	Yes.	only if the supervisor appoints another employee while he is away. If there is no appointment, then no supervisor pay.
Hardin		
Laurel	No.	
Libby	Yes.	We have only once done this when we lost our Police Chief and the Sergeant was paid Police Chief wages to take over the job until a Police Chief was hired.
Polson		
Sidney	No.	
White Sulphur Springs	No.	

City / Town Name	Provide out-of-class pay?	Comments.
Cut Bank	No.	
Dillon	No.	
Glasgow	Yes.	only the street employees will receive water rate pay if they help in the water department.
Hardin		
Laurel	No.	
Libby		
Polson		
Sidney	No.	
White Sulphur Springs	No.	

## GROUP 2 ↘ COMPENSATION (CONT.)

City / Town Name	Stand By / On Call Pay Policy
Cut Bank	On Call union employees receive \$30.00 per weekend/holiday day they are on call plus overtime for the hours they are called out for. Police Department employees receive \$2.00 per hour for on call between the hours of 3:00 am and 7:00 am
Dillon	certain workers who are on call over weekends receive an extra \$250 per month
Glasgow	\$60.00 standby pay for every 24 hrs on call. if called out to work in addition to standby pay, receive a minimum of 2 hours of overtime.
Hardin	
Laurel	We do not have on call policy at this time.
Libby	Per Union Agreement employees called out to word at a time outside their scheduled shift will be paid a min. of 2 hours at their applicable rate of pay.
Polson	
Sidney	
White Sulphur Springs	

City / Town Name	Rate of additional compensation for Professional Certification.		
	<i>First Responder</i>	<i>EMT</i>	<i>Paramedic</i>
Cut Bank			
Dillon			
Glasgow			
Hardin			
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs			

## GROUP 2 ↘ COMPENSATION (CONT.)

City / Town Name	Rate of additional compensation for Professional Certification.		
	<i>Water/Waste Water</i>	<i>CDL</i>	<i>Other</i>
Cut Bank	Additional \$.50/hour		
Dillon			
Glasgow			
Hardin			
Laurel		Condition of employment and/or advancement	
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Rate of additional compensation for Professional Certification.	
	<i>Other</i>	<i>Other</i>
Cut Bank		
Dillon		
Glasgow		
Hardin		
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		

**GROUP 2 ↘ ADMINISTRATIVE ↘ CITY MANAGER / CEO / COO / CAO**

City / Town Name	Salary	Hourly	FTE
Cut Bank			
Dillon	39504		1
Glasgow			
Hardin			
Laurel	\$72,500/year		
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		
Dillon		
Glasgow		
Hardin		
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		



**GROUP 2 ↘ ADMINISTRATIVE ↘ FINANCE DIRECTOR**

City / Town Name	Salary	Hourly	FTE
Cut Bank	18000		01/03/2014
Dillon			
Glasgow		18.5	1
Hardin			
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs	18000		01/03/2014

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		
Dillon		
Glasgow	25	17
Hardin		
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		

**GROUP 2 ↘ ADMINISTRATIVE ↘ PROSECUTING ATTORNEY**

City / Town Name	Salary	Hourly	FTE
Cut Bank			
Dillon			
Glasgow			
Hardin			
Laurel	Subcontracts through City Attorney's budget		
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		
Dillon		
Glasgow		
Hardin		
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		

## GROUP 2 ↘ ADMINISTRATIVE ↘ CITY ATTORNEY

City / Town Name	Salary	Hourly	FTE
Cut Bank			
Dillon	53918		
Glasgow			
Hardin	6000/month		1
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs	750 a month plus supplies and mileage		

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range	Legal Services Contract Plan
Cut Bank			
Dillon			
Glasgow			contract states maximum average 15 hours per week @ \$60.00 per hour. Average monthly bill \$3600.00
Hardin	80000	60000	
Laurel			City of Laurel has a two-year contract for legal services for \$95,000 per year.
Libby			\$3,500.00 per month plus expenses
Polson			
Sidney			
White Sulphur Springs			

## GROUP 2 ↘ ADMINISTRATIVE ↘ UTILITY BILLING CLERK

City / Town Name	Salary	Hourly	FTE
Cut Bank		13.15	Yes
Dillon	26691		1
Glasgow		13	
Hardin		16	1
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		10
Dillon		
Glasgow		9
Hardin	20	12
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		

**GROUP 2 ↘ ADMINISTRATIVE ↘ DEPUTY CLERK / TREASURER**

City / Town Name	Salary	Hourly	FTE
Cut Bank			
Dillon			
Glasgow		11	
Hardin			
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs		12.54	

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		
Dillon		
Glasgow		11
Hardin		
Laurel		
Libby	40122.66	29767.92
Polson		
Sidney		
White Sulphur Springs		8

## GROUP 2 ↘ ADMINISTRATIVE ↘ CITY CLERK

City / Town Name	Salary	Hourly	FTE
Cut Bank	\$41,925.00/year		Yes
Dillon	35000		1
Glasgow		16	
Hardin		10	1
Laurel	\$45,000/year		
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		\$30,000.00/year
Dillon		
Glasgow		16
Hardin	15	10
Laurel		
Libby	51732.62	38381.62
Polson		
Sidney		
White Sulphur Springs		

**GROUP 2 ↘ ADMINISTRATIVE ↘ COURT CLERK**

City / Town Name	Salary	Hourly	FTE
Cut Bank		10	Yes
Dillon	30108		1
Glasgow		13	
Hardin		12.98	1
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		10
Dillon		
Glasgow		12.5
Hardin	10	15
Laurel		
Libby	36224.22	26875.58
Polson		
Sidney		
White Sulphur Springs		

**GROUP 2 ↘ ADMINISTRATIVE ↘ GENERAL CLERICAL**

City / Town Name	Salary	Hourly	FTE
Cut Bank			
Dillon	24000		1
Glasgow		10	
Hardin			1.5
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs		fill in clerk 7.50	

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		
Dillon		
Glasgow		10
Hardin	9.5	12.5
Laurel		
Libby	32155.04	23856.56
Polson		
Sidney		
White Sulphur Springs		



**GROUP 2 ∩ PUBLIC WORKS ∩ PUBLIC WORKS DIRECTOR**

City / Town Name	Salary	Hourly	FTE
Cut Bank	\$53,032.35/year		Yes
Dillon			
Glasgow		28	
Hardin		35.05	1
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		35000
Dillon		
Glasgow	36	28
Hardin		25
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		

**GROUP 2 ∩ PUBLIC WORKS ∩ DEPUTY PUBLIC WORKS DIRECTOR**

City / Town Name	Salary	Hourly	FTE
Cut Bank			
Dillon			
Glasgow			
Hardin		23.95	1
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		
Dillon		
Glasgow		
Hardin	26	17
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		

**GROUP 2 ∩ PUBLIC WORKS ∩ WATER SUPERINTENDENT**

City / Town Name	Salary	Hourly	FTE
Cut Bank		19.46	Yes
Dillon	47580		1
Glasgow			
Hardin			
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs		11.5	

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		17.66
Dillon		
Glasgow		
Hardin		
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		10

**GROUP 2 ∩ PUBLIC WORKS ∩ WASTE WATER TREATMENT PLANT SUPERINTENDENT**

City / Town Name	Salary	Hourly	FTE
Cut Bank		\$18.19 - includes .50 for certification in waste water	Yes
Dillon			
Glasgow			
Hardin			
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs		10.5	

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		17.66
Dillon		
Glasgow		
Hardin		
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		10

**GROUP 2 ∩ PUBLIC WORKS ∩ WASTEWATER TREATMENT PLANT OPERATOR**

City / Town Name	Salary	Hourly	FTE
Cut Bank			
Dillon			
Glasgow		18	
Hardin		18	1
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		
Dillon		
Glasgow	19	13.5
Hardin	22	14
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		

## GROUP 2 ∩ PUBLIC WORKS ∩ PLANT TECH (OPERATOR)

City / Town Name	Salary	Hourly	FTE
Cut Bank			
Dillon			
Glasgow			
Hardin			2
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		
Dillon		
Glasgow		
Hardin	22	12
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		

**GROUP 2 ↘ PUBLIC WORKS ↘ SOLID WASTE HANDLER**

City / Town Name	Salary	Hourly	FTE
Cut Bank		15.03	Yes
Dillon			
Glasgow			
Hardin		15.15	1
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		15.03
Dillon		
Glasgow		
Hardin	20	12
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		

**GROUP 2 ↘ PUBLIC WORKS ↘ MECHANIC FOREMAN**

City / Town Name	Salary	Hourly	FTE
Cut Bank			
Dillon			
Glasgow		18.65	
Hardin			
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		
Dillon		
Glasgow	19	13.98
Hardin		
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		



**GROUP 2 ∩ PUBLIC WORKS ∩ CITY SERVICE WORKER**

City / Town Name	Salary	Hourly	FTE
Cut Bank		17.66	Yes
Dillon			
Glasgow		18.65	
Hardin			7
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank	17.66	15.03
Dillon		
Glasgow	19	13.98
Hardin	25	10
Laurel		
Libby	\$40,122.66-\$43,992.65	\$29,767.92-\$32,639.15
Polson		
Sidney		
White Sulphur Springs		

**GROUP 2 ↘ PUBLIC WORKS ↘ WATER METER READER**

City / Town Name	Salary	Hourly	FTE
Cut Bank			
Dillon			
Glasgow			
Hardin			
Laurel			
Libby	Same as City Service Workers		
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		
Dillon		
Glasgow		
Hardin		
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		

**GROUP 2 ↘ LAW ENFORCEMENT ↘ DISPATCHERS**

City / Town Name	Salary	Hourly	FTE
Cut Bank			
Dillon	30240		1
Glasgow			
Hardin			
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		
Dillon		
Glasgow		
Hardin		
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		

**GROUP 2 ↘ LAW ENFORCEMENT ↘ POLICE CHIEF**

City / Town Name	Salary	Hourly	FTE
Cut Bank	\$47,500.00/year		Yes
Dillon	50880		1
Glasgow		24.67	
Hardin	currently in the hiring process		
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank	50000	47500
Dillon		
Glasgow	30	20
Hardin		
Laurel		
Libby	Same as City Clerk-Treasurer	
Polson		
Sidney		
White Sulphur Springs		

**GROUP 2 ↘ LAW ENFORCEMENT ↘ ASSISTANT POLICE CHIEF**

City / Town Name	Salary	Hourly	FTE
Cut Bank			
Dillon	42064		1
Glasgow			
Hardin			
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		
Dillon		
Glasgow		
Hardin		
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		

**GROUP 2 ↘ LAW ENFORCEMENT ↘ POLICE CAPTAIN**

City / Town Name	Salary	Hourly	FTE
Cut Bank			
Dillon			
Glasgow		23.15	
Hardin			
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		
Dillon		
Glasgow	28	15
Hardin		
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		

**GROUP 2 ↘ LAW ENFORCEMENT ↘ SERGEANT**

City / Town Name	Salary	Hourly	FTE
Cut Bank		19	Yes
Dillon			
Glasgow			
Hardin			
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank	19	18.5
Dillon		
Glasgow		
Hardin		
Laurel		
Libby	47862.63	35510.38
Polson		
Sidney		
White Sulphur Springs		

**GROUP 2 ↘ LAW ENFORCEMENT ↘ PATROLPERSON 1ST CLASS**

City / Town Name	Salary	Hourly	FTE
Cut Bank			
Dillon			
Glasgow		18.62	
Hardin			
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		
Dillon		
Glasgow	18.62	18.62
Hardin		
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		



**GROUP 2 ↘ LAW ENFORCEMENT ↘ PATROLPERSON**

City / Town Name	Salary	Hourly	FTE
Cut Bank		18	Yes
Dillon			
Glasgow		18.11	
Hardin			
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		18
Dillon		
Glasgow	18.11	18.11
Hardin		
Laurel		
Libby	43992.65	32639.15
Polson		
Sidney		
White Sulphur Springs		

**GROUP 2 ↘ LAW ENFORCEMENT ↘ PROBATIONARY POLICE OFFICER**

City / Town Name	Salary	Hourly	FTE
Cut Bank		14.75	Yes
Dillon			
Glasgow		17.77	
Hardin			
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		14.75
Dillon		
Glasgow	17.77	17.63
Hardin		
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		

**GROUP 2 ↘ LAW ENFORCEMENT ↘ ANIMAL CONTROL OFFICER**

City / Town Name	Salary	Hourly	FTE
Cut Bank		10.5	Yes
Dillon			
Glasgow			
Hardin			0.5
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs	part of parks employee's job		

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		8
Dillon		
Glasgow		
Hardin	11.5	9
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		

**GROUP 2 ↘ LAW ENFORCEMENT ↘ POLICE SPECIALITY PAY**

City / Town Name	Other	Other	Other
Cut Bank	18.5		
Dillon			
Glasgow			
Hardin			
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs			

**GROUP 2 ↘ FIRE ↘ FIRE CHIEF**

City / Town Name	Salary	Hourly	FTE
Cut Bank	\$3,300.00/year		No
Dillon	4800		
Glasgow			
Hardin	200.00/month		
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		
Dillon		
Glasgow		
Hardin		
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		

**GROUP 2 ↘ FIRE ↘ ASSISTANT FIRE CHIEF**

City / Town Name	Salary	Hourly	FTE
Cut Bank	\$1,800.00/year		No
Dillon	33800		1, fire marshal
Glasgow			
Hardin	150.00/month		
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		
Dillon		
Glasgow		
Hardin		
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		

**GROUP 2 ↘ P, R, L & HS ↘ PARKS & RECREATION DIRECTOR**

City / Town Name	Salary	Hourly	FTE
Cut Bank		14.74	Yes
Dillon			
Glasgow			
Hardin			
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		13.74
Dillon		
Glasgow		
Hardin		
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		

**GROUP 2 ↘ P, R, L & HS ↘ RECREATION SUPERVISOR**

City / Town Name	Salary	Hourly	FTE
Cut Bank			
Dillon			
Glasgow		15	
Hardin			
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		
Dillon		
Glasgow		14
Hardin		
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		



**GROUP 2 ↘ P, R, L & HS ↘ PARK MAINTENANCE SUPERVISOR**

City / Town Name	Salary	Hourly	FTE
Cut Bank			
Dillon			
Glasgow			
Hardin			
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs		10	

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		
Dillon		
Glasgow		
Hardin		
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		10

**GROUP 2 ↘ P, R, L & HS ↘ PARK FOREMAN**

City / Town Name	Salary	Hourly	FTE
Cut Bank			
Dillon			
Glasgow		19.3	
Hardin			
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		
Dillon		
Glasgow		18.65
Hardin		
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		

**GROUP 2 ∩ P, R, L & HS ∩ PARK MAINTENANCE WORKER**

City / Town Name	Salary	Hourly	FTE
Cut Bank		15.49	Yes
Dillon			
Glasgow			
Hardin		included in city service worker	
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		15.03
Dillon		
Glasgow		
Hardin		
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		

**GROUP 2 ↘ P, R, L & HS ↘ PARK LABORER**

City / Town Name	Salary	Hourly	FTE
Cut Bank			
Dillon			
Glasgow		9.5	
Hardin			
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		
Dillon		
Glasgow	10	9
Hardin		
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		

**GROUP 2 ∩ P, R, L & HS ∩ LIBRARY MANAGER**

City / Town Name	Salary	Hourly	FTE
Cut Bank			
Dillon			
Glasgow		15	
Hardin			
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		
Dillon		
Glasgow		14
Hardin		
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		

**GROUP 2 ↘ P, R, L & HS ↘ LIBRARIAN**

City / Town Name	Salary	Hourly	FTE
Cut Bank			
Dillon	35784		1
Glasgow		8.5	
Hardin			
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		
Dillon		
Glasgow		7.25
Hardin		
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		

**GROUP 2 ↘ P, R, L & HS ↘ SWIMMING POOL SUPERVISOR**

City / Town Name	Salary	Hourly	FTE
Cut Bank			
Dillon			
Glasgow		10	
Hardin			
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		
Dillon		
Glasgow	10	7.25
Hardin		
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		

**GROUP 2 ↘ P, R, L & HS ↘ LIFE GUARD**

City / Town Name	Salary	Hourly	FTE
Cut Bank		7.5	No
Dillon			
Glasgow		9.5	
Hardin			
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank	8.5	7.5
Dillon		
Glasgow	10	7.25
Hardin		
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		



**GROUP 2 ↘ P, R, L & HS ↘ SWIMMING INSTRUCTOR**

City / Town Name	Salary	Hourly	FTE
Cut Bank		7.5	No
Dillon			
Glasgow			
Hardin			
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank	8.5	7.5
Dillon		
Glasgow		
Hardin		
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		

**GROUP 2 ↘ COMMUNITY DEVELOPMENT ↘ BUILDING INSPECTOR**

City / Town Name	Salary	Hourly	FTE
Cut Bank			
Dillon			
Glasgow			
Hardin		18.5	0.5
Laurel			
Libby			
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank		
Dillon		
Glasgow		
Hardin	22	14
Laurel		
Libby		
Polson		
Sidney		
White Sulphur Springs		

## GROUP 2 ↘ ELECTED OFFICIALS

<b>City / Town Name</b>	<b>Mayor</b>	<b>FTE</b>
	<i>Monthly Compensation</i>	
Cut Bank	\$9,600.00/year	No
Dillon	35520	1
Glasgow	962.89	
Hardin	850	
Laurel		
Libby	736.21	
Polson		
Sidney		
White Sulphur Springs	350	

<b>City / Town Name</b>	<b>City Council</b>
	<i>Monthly Compensation</i>
Cut Bank	\$3,798.96/year
Dillon	
Glasgow	373.84
Hardin	600/councilor 625/president
Laurel	
Libby	368.11
Polson	
Sidney	
White Sulphur Springs	50.00 per meeting up to 2 meetings paid per month

## GROUP 2 ↘ OTHER POSITIONS

City / Town Name	Position Name	Salary	Hourly
Cut Bank	Payroll Clerk		12
Dillon			
Glasgow			
Hardin			
Laurel			
Libby	City Administrator		
Polson			
Sidney			
White Sulphur Springs	city judge	700	

City / Town Name	FTE	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank	Yes		10
Dillon			
Glasgow			
Hardin			
Laurel			
Libby		55716.43	41337.03
Polson			
Sidney			
White Sulphur Springs			350

**GROUP 2 ↘ OTHER POSITIONS (CONT.)**

City / Town Name	Position Name	Salary	Hourly
Cut Bank			
Dillon			
Glasgow			
Hardin			
Laurel			
Libby	City Street, Parks, Cemetery and Water Dist. Supervisor		
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	FTE	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank			
Dillon			
Glasgow			
Hardin			
Laurel			
Libby		51732.62	38381.62
Polson			
Sidney			
White Sulphur Springs			

**GROUP 2 ↘ OTHER POSITIONS (CONT.)**

City / Town Name	Position Name	Salary	Hourly
Cut Bank			
Dillon			
Glasgow			
Hardin			
Laurel			
Libby	City Water Treatment & Waste Water Supervisor		
Polson			
Sidney			
White Sulphur Springs			

City / Town Name	FTE	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Cut Bank			
Dillon			
Glasgow			
Hardin			
Laurel			
Libby		Same as above	
Polson			
Sidney			
White Sulphur Springs			

# GROUP 3

[ TOWNS ]

Alberton, Belt, Browning, Circle, Clearmont, Columbus, Dutton, Ekalaka, Ennis, Eureka, Fort Peck, Fromberg, Grass Range, Hot Springs, Ismay, Jordan, Kevin, Lavina, Lima, Manhattan, Moore, Nashua, Outlook, Philipsburg, Plevna, Rexford, Ryegate, Sheridan, St Ignatius, Stanford, Stevensville, Superior, Terry, West Yellowstone, Whitehall, Wibaux, Winifred

## GROUP 3 ∩ BENEFITS ∩ MEDICAL INSURANCE

City / Town Name	Medical Insurance Provider(s)	Deductible Level(s)	
		Single	Family
Alberton	We do not provide insurance		
Belt	Montana Municipal Interlocal Authority Employee Benefits	500	
Browning	MMIA		
Circle	Montana Municipal Insurance Authority	1000	2000
Clearmont	WAM JPIC BC/BS of Wyoming	2000	
Columbus	BC/BS	1000	1000
Dutton	N/A		
Ekalaka			
Ennis	BC/BS	1000	2000
Eureka	MMIA	500	
Fort Peck	MMIA - Employee Benefits Program	500	1000
Fromberg	MMIA	500-5000	
Grass Range			
Hot Springs	MMIA Employee Health Benefit	2500	N/A
Ismay			
Jordan	none		
Kevin	none		
Lavina	n/a to all below		
Lima	MMIA	1000	1000
Manhattan			
Moore			
Nashua	Allegiance Benefit Plan Management, Inc. (MMIA)	\$1000.00 with out of pocket maximum of \$3000.00	N/A



## GROUP 3 ∩ BENEFITS ∩ MEDICAL INSURANCE (CONT.)

City / Town Name	Medical Insurance Provider(s)	Deductible Level(s)	
		Single	Family
Outlook			
Philipsburg	MaCho : MMIA	500	500
Plevna	n/a		
Rexford	n/a		
Ryegate			
Sheridan	MMIA-Bridger Plan	500	1000
	None--however Town reimburses each FTE up to \$300/mo. for insurance purchased by the employer for the employee.		
St Ignatius			
Stanford	MMIA	500	
Stevensville	Time Assurant (for now)	500	500
Superior			
Terry	MMIA	389	707
	Allegiance/Montana Municipal	500.00/2000.00	1000.00/4000.00
West Yellowstone	Interlocal Authority		
Whitehall	MMIA Employee Benefits Program	500	1000
Wibaux	MMIA	500	1000
Winifred			

City / Town Name	Monthly City Contribution		Monthly Employee Contribution	
	Single	Family	Single	Family
Alberton				
Belt	468		0	
Browning	150		283	
Circle	382.31	382.31	0	669.57
Clearmont				
Columbus	1141.5	1141.5		100

## GROUP 3 ∩ BENEFITS ∩ MEDICAL INSURANCE (CONT.)

City / Town Name	Monthly City Contribution		Monthly Employee Contribution	
	Single	Family	Single	Family
Dutton				
Ekalaka				
Ennis	561.67	1600.77		
Eureka	452	0		one person \$452 for his spouse
Fort Peck	50% of premium	50% of premium	50% of premium	50% of premium
Fromberg	468		anything over \$468	
Grass Range				
Hot Springs	316.4	N/A	144.3	N/A
Ismay				
Jordan				
Kevin				
Lavina				
Lima	100%	100%	0%	0%
Manhattan				
Moore				
Nashua	358	N/A	N/A	N/A
Outlook				
Philipsburg	459	459	83, 0	83: Cost
Plevna				
Rexford				
Ryegate				
Sheridan	400	400 : \$400.00 allowed per family, anything above is Employees responsibility.	53.7	393.20 ( employee + 1 dependent)

## GROUP 3 ↘ BENEFITS ↘ MEDICAL INSURANCE (CONT.)

City / Town Name	Monthly City Contribution		Monthly Employee Contribution	
	<i>Single</i>	<i>Family</i>	<i>Single</i>	<i>Family</i>
St Ignatius				
Stanford	363.65		88.35	
Stevensville	410	410	Varies per their age and dependents	Varies per their age and dependents
Superior				
Terry	389	389	0	318
West Yellowstone	339	932.25	113	310.75
Whitehall	320		84	
Wibaux	468		0	
Winifred				

## GROUP 3 ∩ BENEFITS ∩ DENTAL INSURANCE

City / Town Name	Dental Insurance Provider(s)	Deductible Level(s)	
		Single	Family
Alberton			
Belt	MMIAEB	25	
Browning			
Circle	MMIA	50	100
Clearmont			
Columbus	Denta Dental		
Dutton	N/A		
Ekalaka			
Ennis			
Eureka	N/A	N/A	
Fort Peck	None		
Fromberg	None		
Grass Range			
Hot Springs	Brokers Nat'l (through AFLAC)		
Ismay			
Jordan			
Kevin			
Lavina			
Lima	Delta		
Manhattan			
Moore			
Nashua	N/A		
Outlook			
Philipsburg	MaCho		
Plevna			
Rexford	n/a		
Ryegate			

## GROUP 3 ∩ BENEFITS ∩ DENTAL INSURANCE (CONT.)

City / Town Name	Dental Insurance Provider(s)	Deductible Level(s)	
		Single	Family
Sheridan	If chosen : MMIA- in the above amount of \$400.00		
St Ignatius			
Stanford	N/A		
Stevensville	Time Assurant (for now)	50	50
Superior			
Terry	MMIA		
West Yellowstone	Delta Dental through Mountain West Benefit Solutions	50	150
Whitehall			
Wibaux	MMIA	25	50
Winifred			

City / Town Name	Monthly City Contribution		Monthly Employee Contribution	
	Single	Family	Single	Family
Alberton				
Belt	468		0	
Browning	150		283	
Circle	382.31	382.31	0	669.57
Clearmont				
Columbus	1141.5	1141.5		100
Dutton				
Ekalaka				
Ennis	561.67	1600.77		
Eureka	452	0		one person \$452 for his spouse
Fort Peck	50% of premium	50% of premium	50% of premium	50% of premium

## GROUP 3 ∩ BENEFITS ∩ DENTAL INSURANCE (CONT.)

City / Town Name	Monthly City Contribution		Monthly Employee Contribution	
	Single	Family	Single	Family
Fromberg				
Grass Range				
Hot Springs	0	N/A	36.4	N/A
Ismay				
Jordan				
Kevin				
Lavina				
Lima	100%	100%	0	0
Manhattan				
Moore				
Nashua				
Outlook				
Philipsburg	0	0	30	30
Plevna				
Rexford				
Ryegate				
Sheridan				
St Ignatius				
Stanford				
Stevensville	410.00 for medical/dental/life	410.00 for medical/dental/life		
Superior			Varies per their age and dependents	Varies per their age and dependents
Terry				
West Yellowstone	20.69	56.07		
Whitehall			6.89	18.38
Wibaux	41	N/a		
Winifred			0	N/A

## GROUP 3 ∩ BENEFITS ∩ VISION INSURANCE

City / Town Name	Vision Insurance Provider(s)	Deductible Level(s)	
		Single	Family
Alberton			
Belt	MMIAEB	co-pay 20.00	
Browning			
Circle	MMIA	\$20 Co-payment	\$20 Co-payment
Clearmont			
Columbus	N/A		
Dutton	N/A		
Ekalaka			
Ennis			
Eureka	MMIA	\$20 co payment	
Fort Peck	None		
Fromberg	None		
Grass Range			
Hot Springs	MMIA EMP HEALTH BENEFIT		
Ismay			
Jordan			
Kevin			
Lavina			
Lima	VSP		
Manhattan			
Moore			
Nashua	N/A		
Outlook			
Philipsburg	MaCho		
Plevna			
Rexford	n/a		
Ryegate			
Sheridan	If chosen : in the above \$400.00		
St Ignatius			
Stanford	N/A		
Stevensville	none		

## GROUP 3 ▾ BENEFITS ▾ VISION INSURANCE (CONT.)

City / Town Name	Vision Insurance Provider(s)	Deductible Level(s)	
		Single	Family
Superior			
Terry	MMIA		
West Yellowstone	VSP through MMIA	n/a	n/a
Whitehall			
Wibaux	MMIA		
Winifred			
Superior			

City / Town Name	Monthly City Contribution		Monthly Employee Contribution	
	Single	Family	Single	Family
Alberton				
Belt	8.7		0	
Browning				
Circle	8.7	8.7	0	14.2
Clearmont				
Columbus				
Dutton				
Ekalaka				
Ennis				
Eureka	0		5.88	
Fort Peck				
Fromberg				
Grass Range				
Hot Springs	0	N/A	Included with monthly MMIA EHB contribution	
Ismay				
Jordan				



## GROUP 3 ↘ BENEFITS ↘ VISION INSURANCE (CONT.)

City / Town Name	Monthly City Contribution		Monthly Employee Contribution	
	<i>Single</i>	<i>Family</i>	<i>Single</i>	<i>Family</i>
Kevin				
Lavina				
Lima	100%	100%	0	0
Manhattan				
Moore				
Nashua				
Outlook				
Philipsburg			9	9
Plevna				
Rexford				
Ryegate				
Sheridan	in the above amount			
St Ignatius				
Stanford				
Stevensville				
Superior				
Terry				
West Yellowstone	5.25	13.76	1.75	4.58
Whitehall				
Wibaux	7		0	n/a
Winifred				

## GROUP 3 ▾ BENEFITS ▾ PRESCRIPTION BENEFITS

City / Town Name	Prescription Benefits Provider(s)	Monthly Benefit Level Amount	
		Single	Family
Alberton			
Belt	MMIA EB	included in medical	
Browning			
Circle	MMIA	0	0
Clearmont			
Columbus	BC/BS		
Dutton	N/A		
Ekalaka			
Ennis			
Eureka	MMIA	Waived, 70% \$6/\$12/\$22	
Fort Peck	None		
Fromberg	None		
Grass Range			
Hot Springs	MMIA EMP HEALTH BENEFITS		
Ismay			
Jordan			
Kevin			
Lavina			
Lima	Whoever MMIA uses		
Manhattan			
Moore			
Nashua	N/A		
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan	in the plan chosen nothing additional		

**GROUP 3 ↘ BENEFITS ↘ PRESCRIPTION BENEFITS (CONT.)**

City / Town Name	Prescription Benefits Provider(s)	Monthly Benefit Level Amount	
		<i>Single</i>	<i>Family</i>
St Ignatius			
Stanford			
Stevensville	Time Assurant		
Superior			
Terry			
West Yellowstone	Catalyst RX through MMIA	6.00 generic/12.00 formulary/22.00 non formulary	6.00 generic/12.00 formulary/22.00 non formulary
Whitehall			
Wibaux	MMIA	Co-pay per prescription	n/a
Winifred			

## GROUP 3 ∩ BENEFITS ∩ LIFE INSURANCE

City / Town Name	Value	Monthly City Contribution	Monthly Employee Contribution
Alberton			
Belt	50000	10	0
Browning			
Circle	10000	2.3	0
Clearmont			
Columbus	20K		
Dutton			
Ekalaka			
Ennis			
Eureka	0	0	
Fort Peck			
Fromberg	None		
Grass Range			
Hot Springs	10000	5.5 : 4.5	0
Ismay			
Jordan			
Kevin			
Lavina			
Lima	100000	24	0
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan	NA		
St Ignatius			
Stanford			

## GROUP 3 ↘ BENEFITS ↘ LIFE INSURANCE (CONT.)

City / Town Name	Value	Monthly City Contribution	Monthly Employee Contribution
Stevensville	25000		
Superior			
Terry			
West Yellowstone	20,000 employees/ 50,000 for cops	4.60/mo. - 11.50/mo. (100% of premium)	
Whitehall			
Wibaux	none		
Winifred	25000		

## GROUP 3 ∩ BENEFITS ∩ RETIREMENT BENEFITS

City / Town Name	Social Security Participation	Deferred Compensation Contribution
Alberton		
Belt	yes	Public Employees Retirement System
Browning		
Circle	Public Employees Retirement	Not offered
Clearmont		
Columbus	yes	
Dutton	4200	
Ekalaka		
Ennis	yes	PERS
Eureka	for all	PERS for all but one part time employ is deferred
Fort Peck	Yes	Employee's portion of Health Insurance premium is deferred
Fromberg	None	
Grass Range		
Hot Springs	.062 employer con't .062 employee w/h : SS & PERS	PERS Standard .0707 employer con't .060 employee w/h
Ismay		
Jordan		
Kevin		
Lavina	yes - 6.20	medicare - 1.45
Lima	yes	Is this PERS? If so, yes!
Manhattan		
Moore		
Nashua	PERS	N/A
Outlook		
Philipsburg	Yes	PERS-7.07%
Plevna		
Rexford		
Ryegate		

## GROUP 3 ↘ BENEFITS ↘ RETIREMENT BENEFITS (CONT.)

City / Town Name	Social Security Participation	Deferred Compensation Contribution
Sheridan	yes	employee participation only as designated. No employer contribution.
St Ignatius		
Stanford	Yes	no
Stevensville	yes	PERS
Superior		
Terry		
West Yellowstone	yes for all employees including cops	available but employees are now the only contributors up to 5% of employee's gross but no more than their contribution amount
Whitehall		
Wibaux	yes	PERS
Winifred		

## GROUP 3 ↘ SICK LEAVE

City / Town Name	Rate of Accrual/Month	% Paid Back at Termination/Retirement	VEBA Participation
Alberton	total hours divided by 21.67 = hours earned	1/4 of total hours at time of termination	No
Belt	8 hours	01/05/2014	No
Browning	4	33	
Circle	8 hours a month/ pro-rated if part time	25%	
Clearmont	8 hours/month	0	
Columbus	per MCA	1/4 per MCA	No
Dutton	8hrs	0.25	No
Ekalaka			
Ennis	8 hrs	25%	No
Eureka	8 hours per month	one-fourth or 25%	
Fort Peck	8 hours per month	01/05/2014	No
Fromberg			No
Grass Range			No
Hot Springs	.046/HR ~ 7.36 FOR 4 WEEKS OF 40HRS	25%	No
Ismay			No
Jordan	0.046125 per hour worked	.25%	No
Kevin	hours x .0462	25%	No
Lavina	n/a		No
Lima	full time 8 hours/ part time 4 hours	25%	No
Manhattan	8 hours for full time employee	01/01/1904	Yes
Moore			No
Nashua	0.046	0.25	No
Outlook			
Philipsburg	8 hours per month	.25 %	No
Plevna			
Rexford		25%	
Ryegate	0.04615	1/4 of accrued	No



## GROUP 3 ↘ SICK LEAVE (CONT.)

City / Town Name	Rate of Accrual/Month	% Paid Back at Termination/Retirement	VEBA Participation
Sheridan	8 hours/mo for fulltime; prorated for regular part-time	all if passed probationary period : 1/4 of accumulated if met passed probationary period	No
St Ignatius	8 hrs./mo.	25%	
Stanford	FTE 8 hours/FTPT prorated		No
Stevensville	one day per calendar month	25%	No
Superior			
Terry	8 hours/month	25%	
West Yellowstone	8 hours/month	.25%	No
Whitehall	7.4	25%	
Wibaux	8 hours per month	25	
Winifred			

City / Town Name	Compensation Time Rate and Policy Governing Compensation Time
Alberton	we do not have comp time
Belt	Do not have comp time
Browning	
Circle	For any hours worked over 40 hours in a week, the employees receives 1 1/2 hours of comp time.
Clearmont	
Columbus	1.5 per hour if approved by supervisor 40hr max
Dutton	
Ekalaka	
Ennis	
Eureka	
Fort Peck	Employees have the option of either paid overtime or accumulating comp time at the rate of one and one half hours comp time for each overtime hour worked, upon approval of the Town Council. 240 hour limit on accumulation and must be used within one year of being earned.
Fromberg	overtime rate can accrue during year cannot carryover more than 40 hours into next fiscal year.

## GROUP 3 ↘ SICK LEAVE (CONT.)

City / Town Name	Compensation Time Rate and Policy Governing Compensation Time
Grass Range	
Hot Springs	NO COMP TIME
Ismay	
Jordan	
Kevin	
Lavina	
Lima	Basically no comp time allowed for maintenance man - just 160 hours/month. Clerk gets comp time if over 40 hours in a week so as not to pay time and a half.
Manhattan	No Comp time
Moore	
Nashua	
Outlook	
Philipsburg	Do not have formal comp time
Plevna	
Rexford	
Ryegate	
Sheridan	Non-exempt employee can elect to accumulate compensatory time for use as time-off at a future date at a rate of 1 1/2 times the number of hours worked over the 40 hour work week. Non-exempt employees must receive authorization to work overtime or comp time hours in writing from their supervisor. Exempt employees do not receive comp time. : Non-exempt employees working over 40 hours per week will be paid overtime at 1 1/2 times their hourly rate. If the supervisor and the employee agrees, the non-exempt can elect to accumulate comp time for use as time-off at a future date at a rate of 1 1/2 times the number of hours worked over the 40 hour work week. No-exempt employees must receive authorization to work overtime or comp hours in writing from their supervisor, prior to working the additional hours. Any accrued comp will be paid to the employee on termination .
St Ignatius	See attached
Stanford	FTE = overtime hours = 1.5 of hours worked. Can accumulate up to 40 hrs on the books; than the hours are paid out at the 1.5 times rate.
Stevensville	Earned at time and a half
Superior	

## GROUP 3 ↘ SICK LEAVE (CONT.)

City / Town Name	Compensation Time Rate and Policy Governing Compensation Time
Terry West Yellowstone	time and a half paid over 40 hours of accumulated time rate equals time and a half for each hour accrued; should be used within 60 days of accruing and no more than 40 hours should be accrued. Operations manager must approve diversion from 40 hour accumulation. Should be used before termination, if not then must be cashed out when employee terminates employment with the town.
Whitehall	No comp time
Wibaux	If an employee works more than 40 hours per week, he or she earns 1.5 hours of comp time for every over time hour.
Winifred	

## GROUP 3 ↘ COMPENSATION

City / Town Name	Any positions in city have shift differential pay?	Holiday pay structure.
Alberton	No	Holiday is paid at the regular hours for the day of the holiday. If it falls on a regular scheduled day off the preceding day is used for the holiday.
Belt	no	hours worked on holidays are paid at double time rate
Browning Circle	No	We follow the State holiday schedule
Clearmont		
Columbus	no	
Dutton		Full-time employees receive holiday pay for days recognized by the State of Montana.
Ekalaka		
Ennis		
Eureka	No	Public Works employees get holiday pay for all holidays PLUS 1-1/2 pay for holiday hours worked
Fort Peck	No	By state law
Fromberg	None	reg time rate all fed holidays
Grass Range		
Hot Springs	NO	REGULAR HOURS WORKED X REGULAR HOURLY WAGE
Ismay		
Jordan		9 paid holidays per year.
Kevin		Paid according to whether part -time or full time part-time receives either 4 or 5 hours full time 8 hours
Lavina	no	n/a
Lima	No	State and Federal holidays observed; full time is paid 8 hours and part time paid 4 hours
Manhattan	NO	8 hours paid holiday for full-time employees. Prorated holiday pay for part-time employees.

## GROUP 3 ∩ COMPENSATION (CONT.)

City / Town Name	Any positions in city have shift differential pay?	Holiday pay structure.
Moore		
Nashua	no	
Outlook		
Philipsburg	No	All Federal Holidays Paid Time and 1/2 for work on those days
Plevna		
Rexford		
Ryegate		Federal Holidays
Sheridan		11 days are observed. Fulltime employee & regular part-time receive 8 hours of pay for the holiday. If it falls on a Sat. or Sun. it is observed on Fri. or Monday. : Fulltime employees receive a specific list of holidays. If it falls on a Sat. or Sun then it is observed on the Friday or Monday before/after the holiday. Paid a regular 8 hours.
St Ignatius	No. 12. Holidays recognized by SM except election day replaced by floating holiday.	See attached P. 17.
Stanford	No	Legal Holidays = 8 hours paid time
Stevensville	STEP DUI shift is paid at time and a half of their normal police duty hourly pay	Full time employees shall be granted 10 paid holidays and State General Election(Congressional, Gubernatorial or Presidential elections
Superior		
Terry	no	

## GROUP 3 ↘ COMPENSATION (CONT.)

City / Town Name	Any positions in city have shift differential pay?	Holiday pay structure.
West Yellowstone	All employees in the West Yellowstone public employees bargaining unit get shift differential pay of .50/hour between the hours of 9:00pm and 7:00am (.75 if it is overtime). Cops are in their own separate bargaining unit but have the same shift differential benefits and rates.	Full time employees get 8 hours of holiday pay. all employees have the ability to float and then use the holiday for up to 90 days after the holiday. If you work on a holiday which is always the case with a 24/7 department such as dispatch or police, you get paid time and a half for hours worked on the holiday AND 8 hours of holiday pay if you don't float it. Part time employees receive holiday pay on a prorated basis - based on the number of hours worked for the previous (two) pay periods (we just went to monthly payroll- so this might change to one payroll) not to include any holiday pay received in that prior pay period/s.
Whitehall		
Wibaux	no	Paid for state/federal holidays
Winifred		

City / Town Name	Use pay matrices?	Include longevity?	What determines a step increase in pay matrices?
Alberton	No		
Belt	Yes	Yes	each 5 full year of increments of employment
Browning			
Circle	No		
Clearmont	No	No	
Columbus	Yes	No	2% based on positive evaluation. Matrix developed by Ken Weaver and adopted in 1997
Dutton	No		

## GROUP 3 ∩ COMPENSATION (CONT.)

City / Town Name	Use pay matrices?	Include longevity?	What determines a step increase in pay matrices?
Ekalaka			
Ennis	No		
Eureka	Yes	Yes	
Fort Peck	Yes	Yes	The step increases are recommended by the employee's supervisor and subject to Town Council approval. COLA increases are considered every fiscal year, step increases every other fiscal year.
Fromberg	No	No	N/A
Grass Range	No		
Hot Springs	No	No	ONLY VACATION ACCRUAL INCREASES WITH LONGEVITY .058/HR UP TO 10 YRS; .069/HR 10+ - 15 YR; .081/HR 15+ -20 YRS; .092/HR 20+ - 60 YRS
Ismay	No		
Jordan	No	No	
Kevin	No		
Lavina	No	No	
Lima	No	No	
Manhattan	Yes	Yes	Title
Moore	No	No	
Nashua	No		
Outlook	No		
Philipsburg	No	No	
Plevna	No		
Rexford	No	No	
Ryegate	No		
Sheridan	No	No	
St Ignatius	No		
Stanford			

## GROUP 3 ↘ COMPENSATION (CONT.)

City / Town Name	Use pay matrices?	Include longevity?	What determines a step increase in pay matrices?
Stevensville	No	Yes	So far there has only been a cost of living raise and longevity raises put in place in the last two years we have been here.
Superior	No		
Terry	No		
West Yellowstone	No		We use a salary table for represented employees and represented employees start at \$1.00 less than minimum while on the 6 month probation. After successful probation you get bumped to minimum. After three years at minimum point in the salary range (apprentice) with successful evaluation you get bumped to the midpoint of your position's salary range (journeyman); after five years as journeyman and completing required certifications and a satisfactory evaluation you get bumped to the maximum point (master) in the salary range. The salary table is adjusted for COLA on an annual basis. After you reach Master level of your salary range you stay and are only receiving adjustments for COLA. The Police Bargainin unit is similar with a difference of six months (to the employees advantage) of when you jump to midpoint( journeyman) and maximum(master). Longevity (particularly for the purpose of placing represented employees into salary table)is determined by "service credit". employees will be given 1 year of service credit for every 2 years of actual service in a comparable position with a maximum amount of credit for service being 30 months at the journeyman level. If you have had employment with the town and have taken a position at a higher level, n# of months of prior service will be adjusted by applying a percentage based on the difference in salary between positions. This same longevity formula has only been applied to represented employees. Department Heads have been excluded from being rewarded for longevity and service with the town in other positions. Department Heads also do not receive COLA adjustments to their salary unless the salary survey is re-done.
Whitehall	No		
Wibaux	No		
Winifred	No		



## GROUP 3 ↘ COMPENSATION (CONT.)

City / Town Name	Clothing / Equipment allowance.		
	<i>Initial</i>	<i>Annual</i>	<i>Annual maintenance allowance</i>
Alberton	N/A		
Belt	we have no clothing allowance		we have no equipment allowance
Browning			
Circle			
Clearmont			
Columbus			only for Police
Dutton			
Ekalaka			
Ennis			
Eureka		\$200 for public works (\$300+ for police)	
Fort Peck	N/A	Maximum of \$300 per year - full time employees/\$250 per year part time employees.	Only as needed, as determined by the dept. head.
Fromberg	None	None	None
Grass Range			
Hot Springs	0	PD HAVE \$1000 CLOTHING & AMMO	
Ismay			
Jordan	none		
Kevin			
Lavina	n/a to all		
Lima	Maintenance man gets 2 pair of coveralls annually		
Manhattan	Title		\$300 for police and public works
Moore			
Nashua			
Outlook			

## GROUP 3 ↘ COMPENSATION (CONT.)

City / Town Name	Clothing / Equipment allowance.		
	<i>Initial</i>	<i>Annual</i>	<i>Annual maintenance allowance</i>
Philipsburg	0	0	0
Plevna			
Rexford	N/a		
Ryegate			
Sheridan	NA		
St Ignatius	Police \$200 every 6 mos. Public works		
Stanford			n/a (city purchases safety equipment for use of employees)
Stevensville		300.00 per police officer only	
Superior			
Terry			
West Yellowstone	500.00/ public services & Recreation employees only	300.00/public services & Recreation employees only	
Whitehall			
Wibaux	none		
Winifred			

City / Town Name	Provide out-of-class pay?	Comments.
Alberton	No	
Belt	No	
Browning		
Circle	No	
Clearmont		
Columbus	No	
Dutton	No	

## GROUP 3 ∩ COMPENSATION (CONT.)

City / Town Name	Provide out-of-class pay?	Comments.
Ekalaka		
Ennis	No	
Eureka	No	
Fort Peck	No	
Fromberg	No	
Grass Range	No	
Hot Springs	No	
Ismay		
Jordan	No	
Kevin	No	
Lavina	No	
Lima	No	
Manhattan	No	
Moore	No	
Nashua	No	
Outlook		
Philipsburg	No	
Plevna		
Rexford	No	
Ryegate	No	
Sheridan	No	Have none
St Ignatius	No	but also n/a
Stanford	No	
Stevensville	No	
Superior		
Terry	No	
West Yellowstone		Only if the employee has performed the supervisory duties for more than 30 days. Reimbursed to first day of supervisory status.
Whitehall	No	
Wibaux	No	
Winifred	No	

## GROUP 3 ∩ COMPENSATION (CONT.)

City / Town Name	Stand By / On Call Pay Policy
Alberton	
Belt	call out is paid in increments of 2 hours at a rate of pay time and a half regular rate of pay
Browning	
Circle	City services receives 2 hours pay for each day they are on call during the week. They then reduce their hours worked during the week for the hours that they will be on call.
Clearmont	
Columbus	Only for Police Department. Will have to talk to Chief for details.
Dutton	
Ekalaka	
Ennis	Public Works employees get \$1 per hr. of "On Call" time on weekends plus 1 hr. overtime per day on weekends for checking water and sewer facilities
Eureka	Our officers are to work 8 out of their 12 hour shift -- and of their 24 hour shift. Public Works get paid one hour pay for being on call --
Fort Peck	The Water Plant Operator is paid for one hour of overtime every Saturday and Sunday (& holidays) for being on call.
Fromberg	
Grass Range	
Hot Springs	HAVE A LIST OF WORKERS WHO CAN BE CALLED IF PUB WORKS NEEDS A LABORER: PAID FOR HOURS WORKED
Ismay	
Jordan	none
Kevin	Public works director has cell phone - is always "on Call" not needed very often.
Lavina	
Lima	If needed after hours or weekends, maintenance man is paid double time.
Manhattan	All employees who are on call get \$100 per month. If they have more than 70 hours per month on call, they are paid 10% of their hourly rate for each hour on call over the initial 70 hours.
Moore	
Nashua	
Outlook	
Philipsburg	Employees that have the weekend duty for the Town receive an additional \$25.00 per day

## GROUP 3 ∩ COMPENSATION (CONT.)

City / Town Name	Stand By / On Call Pay Policy
Plevna	
Rexford	
Ryegate	
Sheridan	
St Ignatius	
Stanford	
Stevensville	Comp time is accumulated after regular hours worked
Superior	
Terry	
West Yellowstone	We just had to settle with the Fire Department employees with regard to on-call. There is no provision for "on-call" in the Employee or Police bargaining unit agreements. There are provisions for call-outs (request to have employee work an unscheduled shift or hours) and call-backs(request to have employee return from previously approved paid leave to work) but no one is put on call. The Fire Department has become annexed by the county fire department and is no longer administered by the town.
Whitehall	If an employee is "Called Out" after normal working hours, they receive a minimum of 2 hours at time and a half regardless of hours worked in the week.
Wibaux	Employees are not paid for stand by, but if they are called out for 15 minutes they get paid for an hour
Winifred	

**GROUP 3 ↘ ADMINISTRATIVE ↘ CITY MANAGER / CEO / COO / CAO**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus	N/A		
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina	n/a		
Lima	don't have a city manager		
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg	49368.36		
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ↘ ADMINISTRATIVE ↘ CITY MANAGER / CEO / COO / CAO (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone	64111		yes
Whitehall			
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		
Manhattan		

**GROUP 3 ↘ ADMINISTRATIVE ↘ CITY MANAGER / CEO / COO / CAO (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone	86739	64111
Whitehall		
Wibaux		
Winifred		



**GROUP 3 ↘ ADMINISTRATIVE ↘ FINANCE DIRECTOR**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina	n/a		
Lima	don't have one		
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg	31881		
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ↘ ADMINISTRATIVE ↘ FINANCE DIRECTOR (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone	57154.44		yes
Whitehall			
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		
Manhattan		

**GROUP 3 ↘ ADMINISTRATIVE ↘ FINANCE DIRECTOR (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone	67760	50084
Whitehall		
Wibaux		
Winifred		

**GROUP 3 ↘ ADMINISTRATIVE ↘ FINANCE DIRECTOR / CLERK**

City / Town Name	Salary	Hourly	FTE
Alberton		13.33	
Belt		20.2	1
Browning			
Circle		13.15	
Clearmont			
Columbus		22.53	yes
Dutton			
Ekalaka			
Ennis		18.35	yes
Eureka		15.26	1
Fort Peck			
Fromberg			
Grass Range	\$500. month	12.5	
Hot Springs		10.97	
Ismay			
Jordan			
Kevin		15	
Lavina	n/a		
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan		17.38	1
St Ignatius			

**GROUP 3 ↘ ADMINISTRATIVE ↘ FINANCE DIRECTOR / CLERK (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry		11.76	30 hours per week
West Yellowstone			
Whitehall			
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt	23	10.5
Browning		
Circle	14	9.5
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		
Manhattan		

**GROUP 3 ↘ ADMINISTRATIVE ↘ FINANCE DIRECTOR / CLERK (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone		
Whitehall		
Wibaux		
Winifred		

**GROUP 3 ↘ ADMINISTRATIVE ↘ HUMAN RESOURCES DIRECTOR**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus	N/A		
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina	n/a		
Lima	don't have one		
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ↘ ADMINISTRATIVE ↘ HUMAN RESOURCES DIRECTOR (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone			
Whitehall			
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
<i>No Salary / Hourly Range data was reported.</i>		



## GROUP 3 ↘ ADMINISTRATIVE ↘ PROSECUTING ATTORNEY

City / Town Name	Salary	Hourly	FTE
Alberton		90	
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton	1500		
Ekalaka			
Ennis		160.00 (cap at 18,000.00)	no
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina	n/a		
Lima	don't have one		
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ↘ ADMINISTRATIVE ↘ PROSECUTING ATTORNEY (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville	20,000.00 per year		
Superior			
Terry			
West Yellowstone			
Whitehall			
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
<i>No Salary / Hourly Range data was reported.</i>		

## GROUP 3 ▾ ADMINISTRATIVE ▾ CITY ATTORNEY

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle	520		
Clearmont			
Columbus	2500.00P/MO		no
Dutton	As Needed	75	
Ekalaka			
Ennis			
Eureka			
Fort Peck		75	as needed, no retainer
Fromberg			
Grass Range			
Hot Springs	\$500/MONTH		
Ismay			
Jordan			
Kevin		Billed as needed	
Lavina	n/a		
Lima	have one - doesn't do anything so we don't pay		
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg	16200		
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ↘ ADMINISTRATIVE ↘ CITY ATTORNEY (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville		\$75.00 per hour	
Superior			
Terry	555.00/month		
West Yellowstone		110	no
Whitehall	\$1,500/month		
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
<i>No Salary / Hourly Range data was reported.</i>		

City / Town Name	Legal Services Contract Plan
Alberton	The Town contracts with the Mineral County Sheriff's dept for law enforcement. The contract is for 20 hrs a week.
Belt	Compensated hourly for any legal services provided current hourly rate of pay is : \$110.00 and paralegal services hourly rate of pay of \$ 60.00
Browning	
Circle	We contract with the Town Attorney for \$520.00 a month.
Clearmont	
Columbus	
Dutton	The Town has a prosecution contract with Teton County, which is negotiated approx every 5 years. The Town has an attorney on retainer, an we typically budget about \$1000/yr.
Ekalaka	
Ennis	
Eureka	-- WE PAY \$100 PER HOUR FOR LEGAL AND \$40 PER HOUR FOR PARALEGAL WORK ON CRIMINIAL CASES

## GROUP 3 ∩ ADMINISTRATIVE ∩ CITY ATTORNEY (CONT.)

City / Town Name	Legal Services Contract Plan
Fort Peck	
Fromberg	7600.00 per year paid quarterly
Grass Range	We contract with a private firm under contract renewable every year at budget time. Pay for services by the hour
Hot Springs	
Ismay	
Jordan	
Kevin	
Lavina	
Lima	
Manhattan	The Town uses a law firm that provides prosecution and Town issue assistance. One of the partners is officially the "Town Attorney". They bill on an hourly basis, itemized to the project or fund.
Moore	
Nashua	We contract with an attorney in Glasgow at \$75.00 per hour
Outlook	We use county attorney.
Philipsburg	Contract rate of \$1200/month
Plevna	
Rexford	
Ryegate	
Sheridan	Contracts and pay as we use the attorney. No retainer. 120.00/hour + administrative fee for staff
St Ignatius	\$450-/mo. \$450 for up to 8 hrs./mo. work. \$60-/hr. thereafter but since he hasn't attended a council meeting in years it hasn't gone over \$450/mo.
Stanford	Verbal agreement; per hour basis when needed \$140.00 per hour
Stevensville	
Superior	
Terry	
West Yellowstone	City Attorney bills us at \$110.00/hour and paralegal rate is \$55.00/hour
Whitehall	

**GROUP 3 ↘ ADMINISTRATIVE ↘ CITY ATTORNEY (CONT.)**

<b>City / Town Name</b>	<b>Legal Services Contract Plan</b>
Wibaux	We pay \$2000 a year to our city attorney for what would be ordinary advice and prosecution; additional for work on more involved projects or issues such as a water or sewer rate increase, loan application, etc.
Winifred	Winifred contracts for our Town Attorney. Our contract is good for two years and he bills out at \$90 per hour.

## GROUP 3 ↘ ADMINISTRATIVE ↘ UTILITY BILLING CLERK

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus		same as Dep Clerk	
Dutton		10.25	0.5
Ekalaka			
Ennis		14.18	yes
Eureka			
Fort Peck			
Fromberg			
Grass Range	Clerk does this		
Hot Springs	9.65		
Ismay			
Jordan			
Kevin			
Lavina	n/a		
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna	Town clerk and treasurer--one position.		
Rexford			
Ryegate			

**GROUP 3 ↘ ADMINISTRATIVE ↘ UTILITY BILLING CLERK (CONT.)**

City / Town Name	Salary	Hourly	FTE
Sheridan		in above	
St Ignatius	A single .5 FTE position titled Clerk-Treasurer-Clerk of Court. 1/2 time @ \$1329/mo plus \$150 health ins. reimburse		
Stanford			
Stevensville		12.58 for Deputy/Utility Clerk one person	
Superior			
Terry			
West Yellowstone			
Whitehall			
Wibaux			
Winifred	this job completed by the town clerk		

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
<i>No Salary / Hourly Range data was reported.</i>		



**GROUP 3 ∨ ADMINISTRATIVE ∨ DEPUTY CLERK / TREASURER**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus		18.03	yes
Dutton			
Ekalaka			
Ennis			
Eureka		11.86	1
Fort Peck		11.94	part time - very few hours (less than 50/year)
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina	n/a		
Lima			
Manhattan		14.5	
Moore			
Nashua			
Outlook			
Philipsburg	9753.54	9	0.25
Plevna			
Rexford			
Ryegate			
Sheridan		17.35	1
St Ignatius			

**GROUP 3 ↘ ADMINISTRATIVE ↘ DEPUTY CLERK / TREASURER (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford		18.81	FTPT
Stevensville		12.58 for Deputy/Utility Clerk one person	
Superior			
Terry			
West Yellowstone	28439.11	13.68	yes/ does utility clerk functions too
Whitehall		14.86	1
Wibaux		8.94/hr	0.15
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck	13.81	11.25
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		

**GROUP 3 ↘ ADMINISTRATIVE ↘ DEPUTY CLERK / TREASURER (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Lima		
Manhattan	23.93/hr	14.21/hr
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone	38476.45	28439.11
Whitehall		
Wibaux		
Winifred		

## GROUP 3 ↘ ADMINISTRATIVE ↘ CITY CLERK

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton	13		0.5
Ekalaka			
Ennis			
Eureka			
Fort Peck		\$18.96 - after 23 years	Full Time
Fromberg		10.00/hour PT Permanent	
Grass Range			
Hot Springs	10.97		
Ismay	\$600 for entire year		
Jordan			
Kevin			
Lavina		10.00 hour, works 8 hrs / week	
Lima		12.56	
Manhattan		24.61	
Moore			
Nashua		9	
Outlook			
Philipsburg	31732		1
Plevna	1131.95		
Rexford		8.5	
Ryegate			
Sheridan		in above	
St Ignatius			

## GROUP 3 ↘ ADMINISTRATIVE ↘ CITY CLERK (CONT.)

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville		14.68 for Town Clerk/Treasurer one person	
Superior			
Terry			
West Yellowstone	54366.21	26.14	yes
Whitehall		16.14	1
Wibaux		11.94/hr	1
Winifred		8	

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck	22.61	16.85
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		

**GROUP 3 ↘ ADMINISTRATIVE ↘ CITY CLERK (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Manhattan	26.32/hr	15.63/hr
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone	54366.21	40.183.72
Whitehall		
Wibaux	Depends on experience	Depends on experience
Winifred		

**GROUP 3 ↘ ADMINISTRATIVE ↘ COURT CLERK**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus		12.56	
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg	100.00/ month for 1 part time day per week		
Grass Range			
Hot Springs	10.97	10.97	
Ismay			
Jordan			
Kevin			
Lavina	n/a		
Lima			
Manhattan		12.6	
Moore			
Nashua			
Outlook			
Philipsburg	100/month		
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ↘ ADMINISTRATIVE ↘ COURT CLERK (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone	32368.9	15.57	yes
Whitehall			
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		
Manhattan	15.84/hr	11.75/hr



**GROUP 3 ↘ ADMINISTRATIVE ↘ COURT CLERK (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone	32368.9	23924.84
Whitehall		
Wibaux		
Winifred		

**GROUP 3 ∨ ADMINISTRATIVE ∨ GENERAL CLERICAL**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle		10.75	
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina	n/a		
Lima			
Manhattan		16.57	
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ↘ ADMINISTRATIVE ↘ GENERAL CLERICAL (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone			
Whitehall			
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle	11	7.5
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		
Manhattan	23.93/hr	14.21/hr

**GROUP 3 ↘ ADMINISTRATIVE ↘ GENERAL CLERICAL (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone		
Whitehall		
Wibaux		
Winifred		

## GROUP 3 ∩ PUBLIC WORKS ∩ PUBLIC WORKS DIRECTOR

City / Town Name	Salary	Hourly	FTE
Alberton		15.05	
Belt		16.42	yes
Browning			
Circle			
Clearmont			
Columbus		23.9	yes
Dutton	11		1
Ekalaka			
Ennis		17.8	yes
Eureka		19.43	1
Fort Peck		23.13	Full time
Fromberg		16.00 per hour Full Time	
Grass Range		\$12.50 Certified WWW operator oversees this work	
Hot Springs		10.28	
Ismay			
Jordan			
Kevin		14.62	
Lavina	n/a		
Lima			
Manhattan		28.2	
Moore			
Nashua		14.5	
Outlook			
Philipsburg	49368.36: 46537		1
Plevna			
Rexford			
Ryegate			
Sheridan		16.38	1

**GROUP 3 ∩ PUBLIC WORKS ∩ PUBLIC WORKS DIRECTOR (CONT.)**

City / Town Name	Salary	Hourly	FTE
St Ignatius	Position is also water/sewer operator \$2825/mo. + up to \$300/mo. health ins. reimbursement		
Stanford		14.31	1 (does everything)
Stevensville			
Superior			
Terry		14.96	40 hours per week
West Yellowstone	63333		yes (1)
Whitehall		16.3	1
Wibaux		16.84	1
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt	23	10.5
Browning		
Circle		
Clearmont		
Columbus	x	
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck	24.51	18.26
Fromberg		
Grass Range		
Hot Springs		

**GROUP 3 ∩ PUBLIC WORKS ∩ PUBLIC WORKS DIRECTOR (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Ismay		
Jordan		
Kevin		
Lavina		
Lima		
Manhattan	29.05/hr	17.51/hr
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone	71191	52619
Whitehall		
Wibaux	Depends on experience	Depends on experience
Winifred		

**GROUP 3 ∩ PUBLIC WORKS ∩ DEPUTY PUBLIC WORKS DIRECTOR**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt		10.43	no
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis		20.56	yes
Eureka			
Fort Peck			
Fromberg			
Grass Range		8.50 Operator does this and the water wastewater	
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina	n/a		
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan	Assistant Public works	11	regular partime : 1/2 regular part-time



**GROUP 3 ∩ PUBLIC WORKS ∩ DEPUTY PUBLIC WORKS DIRECTOR (CONT.)**

City / Town Name	Salary	Hourly	FTE
St Ignatius			
Stanford			
Stevensville			
Superior			
Terry		11.96	40 hours
West Yellowstone	48456.84	23.3	yes (1)
Whitehall			
Wibaux		13.44	1
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		10
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		

**GROUP 3 ∩ PUBLIC WORKS ∩ DEPUTY PUBLIC WORKS DIRECTOR (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Manhattan		
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan	usually works less than 40 hours. Eligible for benefits.	
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone	55725.37	41188.31
Whitehall		
Wibaux	Depends on experience	Depends on experience
Winifred		

**GROUP 3 ∩ PUBLIC WORKS ∩ WATER SUPERINTENDENT**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus		19.45	yes
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina	n/a		
Lima			
Manhattan			
Moore	\$600/ mo.		
Nashua			
Outlook			
Philipsburg			
Plevna	360.5		
Rexford		10.5	
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ↘ PUBLIC WORKS ↘ WATER SUPERINTENDENT (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone			
Whitehall			
Wibaux			
Winifred	this job completed by mayor as volunteer		

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
<i>No Salary / Hourly Range data was reported.</i>		

**GROUP 3 ∩ PUBLIC WORKS ∩ SOLID WASTE MANAGER**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina	\$150.00 month		
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna	(Garbage site manager)	8.09	
Rexford			
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ↘ PUBLIC WORKS ↘ SOLID WASTE MANAGER (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone			
Whitehall			
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
<i>No Salary / Hourly Range data was reported.</i>		

**GROUP 3 ∩ PUBLIC WORKS ∩ WASTE WATER TREATMENT PLANT SUPER**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus		same as water	
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina	same person as SWM : 150.00 month works up to 10hrs month		
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna	250		
Rexford		10.5	
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ↘ PUBLIC WORKS ↘ WASTE WATER TREATMENT PLANT SUPER (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone			
Whitehall			
Wibaux			
Winifred	Completed by Mayor as volunteer		

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
<i>No Salary / Hourly Range data was reported.</i>		



**GROUP 3 ∨ PUBLIC WORKS ∨ WASTEWATER TREATMENT PLANT OPERATOR**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina	same person as SWM		
Lima			
Manhattan		22.72	
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ↘ PUBLIC WORKS ↘ WASTEWATER TREATMENT PLANT OPERATOR (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone	39934.41	19.2	yes (1)
Whitehall			
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		
Manhattan		

**GROUP 3 ∨ PUBLIC WORKS ∨ WASTEWATER TREATMENT PLANT OPERATOR (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone	45612.57	
Whitehall		
Wibaux		
Winifred		

**GROUP 3 ↘ PUBLIC WORKS ↘ SOLID WASTE HANDLER**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus		8.25	0.25
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina	n/a		
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ↘ PUBLIC WORKS ↘ SOLID WASTE HANDLER (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone	39934.41	19.2	yes (1)
Whitehall			
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		
Manhattan		

**GROUP 3 ↘ PUBLIC WORKS ↘ SOLID WASTE HANDLER (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone	45612.57	34256.25
Whitehall		
Wibaux		
Winifred		

**GROUP 3 ∩ PUBLIC WORKS ∩ PLANT MAINTENANCE**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina	n/a		
Lima			
Manhattan			
Moore			
Nashua	\$400/month		
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ↘ PUBLIC WORKS ↘ PLANT MAINTENANCE (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone			
Whitehall			
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
<i>No Salary / Hourly Range data was reported.</i>		



**GROUP 3 ∩ PUBLIC WORKS ∩ EQUIPMENT OPERATOR**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs	10.28		
Ismay			
Jordan			
Kevin			
Lavina	n/a		
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ∩ PUBLIC WORKS ∩ EQUIPMENT OPERATOR (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone	37854.8	18.21	yes (2)
Whitehall			
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		
Manhattan		

**GROUP 3 ∨ PUBLIC WORKS ∨ EQUIPMENT OPERATOR (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone	43532.57	32176.25
Whitehall		
Wibaux		
Winifred		

**GROUP 3 ∩ PUBLIC WORKS ∩ MECHANIC FOREMAN**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina			
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ↘ PUBLIC WORKS ↘ MECHANIC FOREMAN (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone		currently vacant though on the staffing plan (1)	44620.88
Whitehall			
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		
Manhattan		

**GROUP 3 ∩ PUBLIC WORKS ∩ MECHANIC FOREMAN (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone		32980.65
Whitehall		
Wibaux		
Winifred		

## GROUP 3 ∩ PUBLIC WORKS ∩ CITY SERVICE WORKER

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle		15.25	
Clearmont			
Columbus		13.67	yes
Dutton			
Ekalaka			
Ennis		14.83	yes
Eureka			
Fort Peck			
Fromberg		10.00 per hour part time	
Grass Range			
Hot Springs		10.28	
Ismay			
Jordan			
Kevin			
Lavina	n/a		
Lima		\$12.97 main man that does water, streets, everything	
Manhattan		18.39	
Moore			
Nashua			
Outlook			
Philipsburg		15	3.5
Plevna			
Rexford			
Ryegate			
Sheridan			

**GROUP 3 ↘ PUBLIC WORKS ↘ CITY SERVICE WORKER (CONT.)**

City / Town Name	Salary	Hourly	FTE
St Ignatius	Certified water sewer relief operator (generally emergencies only or when public works director out of town) \$13.49/hr.		
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone	custodian?		yes (1) currently vacant
Whitehall			
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle	16	10.5
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		



**GROUP 3 ↘ PUBLIC WORKS ↘ CITY SERVICE WORKER (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		
Manhattan	25.52/hr	15.38/hr
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone	30809.18	22772
Whitehall		
Wibaux		
Winifred		

**GROUP 3 ∩ PUBLIC WORKS ∩ EQUIPMENT OPERATOR**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs		10.28	
Ismay			
Jordan			
Kevin			
Lavina			
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ↘ PUBLIC WORKS ↘ EQUIPMENT OPERATOR (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone			
Whitehall			
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
<i>No Salary / Hourly Range data was reported.</i>		

## GROUP 3 ∩ PUBLIC WORKS ∩ LABORER

City / Town Name	Salary	Hourly	FTE
Alborton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka	WATER/WASTEWATER CERT'D OPERATOR	13.95	1 -- AND DOES EVERYTHING PUBLIC WORKS
Fort Peck		14.9	Full time
Fromberg			
Grass Range			
Hot Springs	8.25	8.25	
Ismay			
Jordan			
Kevin			
Lavina	n/a		
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford		8.5	
Ryegate			
Sheridan			

**GROUP 3 ∩ PUBLIC WORKS ∩ LABORER (CONT.)**

City / Town Name	Salary	Hourly	FTE
St Ignatius	Temp. labor. generally emergencies only \$10.90/hr.		
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone			no PTE/Seasonal (2)
Whitehall		12.41	1
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck	17.09	14.04
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		

**GROUP 3 ∨ PUBLIC WORKS ∨ LABORER (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Lima		
Manhattan		
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone	30809.18	22772
Whitehall		
Wibaux		
Winifred		

## GROUP 3 ↘ PUBLIC WORKS ↘ WATER METER READER

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus	375		no
Dutton			
Ekalaka			
Ennis			
Eureka	WATER/WASTEWATER CERT'D OPERATOR	12.77	1 -- AND DOES EVERYTHING PUBLIC WORKS
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina	n/a		
Lima			
Manhattan		10.84	
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna	76.5		
Rexford			
Ryegate			
Sheridan			
St Ignatius	Included in pub works director job. Meters only read 24/year.		

**GROUP 3 ↘ PUBLIC WORKS ↘ WATER METER READER (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone			
Whitehall			
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
<i>No Salary / Hourly Range data was reported.</i>		



**GROUP 3 ↘ LAW ENFORCEMENT ↘ HEAD DISPATCHER**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina			
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ↘ LAW ENFORCEMENT ↘ HEAD DISPATCHER (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone	37873.8	18.21	yes (1)
Whitehall	No Dispatchers - we have a Police Clerk	14.72	1
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		

**GROUP 3 ↘ PUBLIC WORKS ↘ HEAD DISPATCHER (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Lima		
Manhattan		
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone	43532.57	32176.25
Whitehall	19.05	14.72
Wibaux		
Winifred		

**GROUP 3 ↘ LAW ENFORCEMENT ↘ DISPATCHER**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina			
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ↘ LAW ENFORCEMENT ↘ DISPATCHER (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone			yes (5)
Whitehall			
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		
Manhattan		

**GROUP 3 ∩ PUBLIC WORKS ∩ DISPATCHER (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone	36622.44	27068.76
Whitehall		
Wibaux		
Winifred		

**GROUP 3 ↘ LAW ENFORCEMENT ↘ POLICE CHIEF**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus		23.43	yes
Dutton			
Ekalaka			
Ennis		18.38	yes
Eureka			
Fort Peck			
Fromberg		13.50/per hour	
Grass Range			
Hot Springs		17	
Ismay			
Jordan			
Kevin			
Lavina			
Lima			
Manhattan		29.2	
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius	-Salaried -- \$2663/mo. + up to \$300 health ins. reimbursement.		

**GROUP 3 ↘ LAW ENFORCEMENT ↘ POLICE CHIEF (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone	61905		yes (1)
Whitehall		40.76	1
Wibaux	Interlocal agreement - \$7250/quarter		
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus	x	
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		



**GROUP 3 ↘ PUBLIC WORKS ↘ POLICE CHIEF (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Lima		
Manhattan	29.74/hr	23.19/hr
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone	71191	52619
Whitehall	41.58	32.14
Wibaux		
Winifred		

**GROUP 3 ↘ LAW ENFORCEMENT ↘ ASSISTANT POLICE CHIEF**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina			
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ↘ LAW ENFORCEMENT ↘ ASSISTANT POLICE CHIEF (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone			
Whitehall		32.23	1
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		
Manhattan		

**GROUP 3 ↘ PUBLIC WORKS ↘ ASSISTANT POLICE CHIEF (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone		
Whitehall	34.2	26.44
Wibaux		
Winifred		

**GROUP 3 ↘ LAW ENFORCEMENT ↘ POLICE CAPTAIN**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina			
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ↘ LAW ENFORCEMENT ↘ POLICE CAPTAIN (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone			
Whitehall	DETECTIVE	26.51,30.41	2
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		
Manhattan		

**GROUP 3 ∨ PUBLIC WORKS ∨ POLICE CAPTAIN (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone		
Whitehall	31.02	20.71
Wibaux		
Winifred		

**GROUP 3 ↘ LAW ENFORCEMENT ↘ LIEUTENANT**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina			
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			



**GROUP 3 ↘ LAW ENFORCEMENT ↘ LIEUTENANT (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone			
Whitehall		26.48	1
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		
Manhattan		

**GROUP 3 ↘ PUBLIC WORKS ↘ LIEUTENANT (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone		
Whitehall	31.02	23.98
Wibaux		
Winifred		

**GROUP 3 ↘ LAW ENFORCEMENT ↘ SERGEANT**

City / Town Name	Salary	Hourly	FTE
Alborton			
Belt			
Browning			
Circle			
Clearmont			
Columbus		19.23	yes
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina			
Lima	contract w/County - pay \$6800 annually		
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ↘ LAW ENFORCEMENT ↘ SERGEANT (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone	48462.96	22.19	yes (1)
Whitehall		25.96	1
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		
Manhattan		

**GROUP 3 ∨ PUBLIC WORKS ∨ SERGEANT (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone	55725.37	41188.31
Whitehall	31.02	23.98
Wibaux		
Winifred		

**GROUP 3 ↘ LAW ENFORCEMENT ↘ SENIOR PATROLPERSON**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka		19.15 BUT HAS BEEN HERE 30 YEARS	
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina			
Lima			
Manhattan		21.26	
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ↘ LAW ENFORCEMENT ↘ SENIOR PATROLPERSON (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone			
Whitehall		24.46	1
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		
Manhattan	25.69/hr	20.03/hr

**GROUP 3 ∨ PUBLIC WORKS ∨ SENIOR PATROLPERSON (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone		
Whitehall	31.02	23.98
Wibaux		
Winifred		



**GROUP 3 ↘ LAW ENFORCEMENT ↘ PATROLPERSON 1ST CLASS**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus		18.48	yes
Dutton			
Ekalaka			
Ennis			
Eureka		14.67	
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina			
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ↘ LAW ENFORCEMENT ↘ PATROLPERSON 1ST CLASS (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone			
Whitehall	1st/2nd	20.92, 21.34/21.97,22.86	02/03/2014
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		
Manhattan		

**GROUP 3 ∨ PUBLIC WORKS ∨ PATROLPERSON 1ST CLASS (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone		
Whitehall	25.50/26.82	19.72/20.71
Wibaux		
Winifred		

**GROUP 3 ↘ LAW ENFORCEMENT ↘ PATROLPERSON**

City / Town Name	Salary	Hourly	FTE
Alberton		16.64	
Belt			
Browning			
Circle			
Clearmont		11.40 (JUST STARTED)	
Columbus			yes
Dutton			
Ekalaka			
Ennis		13	
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay		19.66	
Jordan			
Kevin			
Lavina			
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg		16.64	
Plevna			
Rexford			
Ryegate			
Sheridan		11.40 (JUST STARTED)	

**GROUP 3 ↘ LAW ENFORCEMENT ↘ PATROLPERSON (CONT.)**

City / Town Name	Salary	Hourly	FTE
St Ignatius	On probation or not certified. \$12.85/hr. + up to \$300/mo. health ins. reimbursement // Regular & Certified. \$13.49/hr. + up to \$300/mo. health ins. reimbursement.		
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone		16.61	yes (4)
Whitehall		20.11 (3), 20.51	4
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		

**GROUP 3 ↘ PUBLIC WORKS ↘ PATROLPERSON (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		
Manhattan	24.47/hr	19.08/hr
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone	46879.81	34650.3
Whitehall	25.5	19.75
Wibaux		
Winifred		

**GROUP 3 ↘ LAW ENFORCEMENT ↘ PROBATIONARY POLICE OFFICER**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina			
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius	\$2410/mo. + up to \$300 health ins. reimbursement		

**GROUP 3 ↘ LAW ENFORCEMENT ↘ PROBATIONARY POLICE OFFICER (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone			
Whitehall		18.78	1
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		
Manhattan		



**GROUP 3 ∨ PUBLIC WORKS ∨ PROBATIONARY POLICE OFFICER (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone		
Whitehall	24.3	18.78
Wibaux		
Winifred		

**GROUP 3 ↘ LAW ENFORCEMENT ↘ ANIMAL CONTROL OFFICER**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus		14.71	yes
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina			
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ↘ LAW ENFORCEMENT ↘ ANIMAL CONTROL OFFICER (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone		yes - parking officer too (1) currently vacant	
Whitehall	19.96	1	
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		
Manhattan		

**GROUP 3 ↘ PUBLIC WORKS ↘ ANIMAL CONTROL OFFICER (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone	36622.44	27068.76
Whitehall	22.04	17.04
Wibaux		
Winifred		

**GROUP 3 ↘ LAW ENFORCEMENT ↘ POLICE SPECIALITY PAY**

City / Town Name	Drug Task Force	School Resource Officer
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		
Manhattan		
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		

**GROUP 3 ↘ LAW ENFORCEMENT ↘ POLICE SPECIALITY PAY (CONT.)**

City / Town Name	Drug Task Force	School Resource Officer
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone	38,247.44 - 51,746.54 (min to max salary range)	38,247.44 - 51,746.54 (min to max salary range)
Whitehall		
Wibaux		
Winifred		

**GROUP 3 ↘ FIRE ↘ FIRE CHIEF**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt	unpaid volunteer		
Browning			
Circle	112		
Clearmont			
Columbus		18.93	yes
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs	\$500 ANNUALLY FOR EXPENSES/TRAINING : VOLUNTEER \$500 ANNUALLY		
Ismay			
Jordan			
Kevin		volunteer	
Lavina			
Lima	all fire dept is volunteer		
Manhattan			
Moore	0		
Nashua	Volunteer		
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan	Volunteer	volunteer	

**GROUP 3 ↘ FIRE ↘ FIRE CHIEF (CONT.)**

City / Town Name	Salary	Hourly	FTE
St Ignatius			
Stanford		Volunteer	
Stevensville			
Superior			
Terry			
West Yellowstone			
Whitehall		38.41	1
Wibaux		0	
Winifred		volunteer	

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		



**GROUP 3 ↘ FIRE ↘ FIRE CHIEF (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Manhattan		
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone		
Whitehall	41.58	32.14
Wibaux		
Winifred		

**GROUP 3 ↘ FIRE ↘ ASSISTANT FIRE CHIEF**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina			
Lima			
Manhattan			
Moore			
Nashua	Volunteer		
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan	Volunteers	volunteer	
St Ignatius			

**GROUP 3 ↘ FIRE ↘ ASSISTANT FIRE CHIEF (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone			
Whitehall	FIRE MARSHAL	32.23	1
Wibaux		0	
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		

**GROUP 3 ↘ FIRE ↘ ASSISTANT FIRE CHIEF (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Manhattan		
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone		
Whitehall	34.2	26.44
Wibaux		
Winifred		

**GROUP 3 ↘ FIRE ↘ CAPTAIN**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina			
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ↘ FIRE ↘ CAPTAIN (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone			
Whitehall		22.12, 25.49 (2)	3
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		

**GROUP 3 ↘ FIRE ↘ CAPTAIN (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Manhattan		
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone		
Whitehall	26.82	19.72
Wibaux		
Winifred		

**GROUP 3 ↘ FIRE ↘ FIREFIGHTER**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin		volunteer	
Lavina			
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan	Volunteers	volunteer	
St Ignatius			



## GROUP 3 ↘ FIRE ↘ FIREFIGHTER (CONT.)

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone			
Whitehall		18.21 - 20.91	12
Wibaux			
Winifred		volunteer	

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		

**GROUP 3 ↘ FIRE ↘ FIREFIGHTER (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Manhattan		
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone		
Whitehall	20.99	16.23
Wibaux		
Winifred		

## GROUP 3 ↘ EMT

City / Town Name	First Responder	Pay by Skill Level <i>EMT-Basic</i>
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		
Manhattan		
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		

## GROUP 3 ↘ EMT (CONT.)

City / Town Name	First Responder	Pay by Skill Level	
		<i>EMT-Basic</i>	
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone			
Whitehall	16.23 - 20.99	16.23 - 20.99	
Wibaux	n/a		
Winifred	volunteer		

City / Town Name	Pay by Skill Level	
	<i>EMT-Intermediate</i>	<i>EMT-Paramedic</i>
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		

## GROUP 3 ↘ EMT (CONT.)

City / Town Name	Pay by Skill Level	
	<i>EMT-Intermediate</i>	<i>EMT-Paramedic</i>
Kevin		
Lavina		
Lima		
Manhattan		
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone		
Whitehall	Basic range/step with 4 endorsements = 4%	Basic range/step = 10%
Wibaux		
Winifred		

**GROUP 3 ∩ P, R, L & HS ∩ PARKS & RECREATION DIRECTOR**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina			
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ↘ P, R, L & HS ↘ PARKS & RECREATION DIRECTOR (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone	36940.8	17.76	yes (1)
Whitehall		30.68	1
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		

**GROUP 3 ↘ P, R, L & HS ↘ PARKS & RECREATION DIRECTOR (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Manhattan		
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone	42470.8	31191.46
Whitehall	32.56	25.18
Wibaux		
Winifred		



**GROUP 3 ∩ P, R, L & HS ∩ RECREATION SUPERVISOR**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina			
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ∩ P, R, L & HS ∩ RECREATION SUPERVISOR (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone			seasonal
Whitehall	FACILITIES MANAGER/RECREATION COORDINATOR	18.12/16.43	2
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		

**GROUP 3 ∩ P, R, L & HS ∩ RECREATION SUPERVISOR (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Lavina		
Lima		
Manhattan		
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone	31579.41	23341.3
Whitehall	20.00/18.15	15.46/14.02
Wibaux		
Winifred		

## GROUP 3 ↘ P, R, L & HS ↘ PARK MAINTENANCE SUPERVISOR

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range		\$8.50 Water operator does this job	
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina			
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ↘ P, R, L & HS ↘ PARK MAINTENANCE SUPERVISOR (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone			
Whitehall		20.33	1
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		

**GROUP 3 ↘ P, R, L & HS ↘ PARK MAINTENANCE SUPERVISOR (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Manhattan		
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone		
Whitehall	24.3	18.78
Wibaux		
Winifred		

**GROUP 3 ↘ P, R, L & HS ↘ PARK FOREMAN**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina			
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ↘ P, R, L & HS ↘ PARK FOREMAN (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone			
Whitehall		19.61	1
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		



**GROUP 3 ↘ P, R, L & HS ↘ PARK FOREMAN (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Manhattan		
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone		
Whitehall	20	15.46
Wibaux		
Winifred		

## GROUP 3 ↘ P, R, L & HS ↘ PARK MAINTENANCE WORKER

City / Town Name	Salary	Hourly	FTE
Alberton		7.5	
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton		minimum wage	1
Ekalaka			
Ennis			
Eureka			
Fort Peck		13.16	seasonal part time
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina			
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg		9	0.5
Plevna	38916		
Rexford			
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ∩ P, R, L & HS ∩ PARK MAINTENANCE WORKER (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone			
Whitehall		14.17	1
Wibaux		9.5	0.15
Winifred		7.25 seasonal	

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck	13.81	11.25
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		

**GROUP 3 ↘ P, R, L & HS ↘ PARK MAINTENANCE WORKER (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Manhattan		
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone		
Whitehall	17.27	13.35
Wibaux		
Winifred		

**GROUP 3 ↘ P, R, L & HS ↘ PARK LABORER**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt		8	no
Browning			
Circle			
Clearmont			
Columbus		10.77	no
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina			
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ↘ P, R, L & HS ↘ PARK LABORER (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone			
Whitehall	14.03	1	14.03
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt	12	7.5
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		

**GROUP 3 ↘ P, R, L & HS ↘ PARK LABORER (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Manhattan		
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius	Very part time, very seasonal \$10/hr.	
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone		
Whitehall	16.44	12.1
Wibaux		
Winifred		

**GROUP 3 ∩ P, R, L & HS ∩ LIBRARY MANAGER**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina			
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			



**GROUP 3 ↘ P, R, L & HS ↘ LIBRARY MANAGER (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone	35996.76		yes (1)
Whitehall			
Wibaux			
Winifred		7.25	

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		

**GROUP 3 ↘ P, R, L & HS ↘ LIBRARY MANAGER (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Manhattan		
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone	wages not set by salary table - library board sets independently	
Whitehall		
Wibaux		
Winifred		

## GROUP 3 ∩ P, R, L & HS ∩ LIBRARIAN

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis		12.76	yes
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs		8	
Ismay			
Jordan			
Kevin			
Lavina			
Lima			
Manhattan		11.72	
Moore	\$108/ week		
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan		10.74 : 10.75	1
St Ignatius			

**GROUP 3 ↘ P, R, L & HS ↘ LIBRARIAN (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone	29390.4	14.13	yes (1)
Whitehall			
Wibaux			
Winifred		7.25 and volunteers	

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		

**GROUP 3 ∩ P, R, L & HS ∩ LIBRARIAN (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Manhattan	14.02/hr	10.93/hr
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius	Very part time \$535/mo.	
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone	wages not set by salary table - library board sets independently	
Whitehall		
Wibaux		
Winifred		

## GROUP 3 ↘ P, R, L & HS ↘ SWIMMING POOL SUPERVISOR

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle		8.5	
Clearmont			
Columbus		10.72	no
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina			
Lima	swimming pool handled thru Lima Public School		
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan	Leased and managed by Park District	They decide hourly/benefits	
St Ignatius			

**GROUP 3 ↘ P, R, L & HS ↘ SWIMMING POOL SUPERVISOR (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford		9.25	PT- Season
Stevensville			
Superior			
Terry		10	seasonal
West Yellowstone			
Whitehall			
Wibaux		10.5	0.15
Winifred	700 per season		

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
<i>No Salary / Hourly Range data was reported.</i>		

**GROUP 3 ↘ P, R, L & HS ↘ LIFE GUARD**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle		7.25	
Clearmont			
Columbus		7.25	no
Dutton		minimum wage	2 or 3
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina			
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan		Park district manages	
St Ignatius			



## GROUP 3 ↘ P, R, L & HS ↘ LIFE GUARD (CONT.)

City / Town Name	Salary	Hourly	FTE
Stanford		*	PT - Seasonal
Stevensville			
Superior			
Terry		7.5	seasonal
West Yellowstone			
Whitehall		Budget for Seasonal Lifeguards for FY 10 was \$17,850	Seasonal employees, between 5 & 10, short seasonal hours
Wibaux			
Winifred		7.25	

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		

**GROUP 3 ↘ P, R, L & HS ↘ LIFE GUARD (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Manhattan		
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford	7.25	7.85
Stevensville		
Superior		
Terry		
West Yellowstone		
Whitehall	13.42	7.25
Wibaux	8.5	7.5
Winifred		

## GROUP 3 ↘ P, R, L & HS ↘ SWIMMING INSTRUCTOR

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle		7.25	
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina			
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan		Park district manages	
St Ignatius			

**GROUP 3 ↘ P, R, L & HS ↘ SWIMMING INSTRUCTOR (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone			
Whitehall			
Wibaux			
Winifred	same person as Pool supervisor in years past		

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
<i>No Salary / Hourly Range data was reported.</i>		

**GROUP 3 ∩ COMMUNITY DEVELOPMENT ∩ PLANNING DIRECTOR**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina			
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ↘ COMMUNITY DEVELOPMENT ↘ PLANNING DIRECTOR (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone			
Whitehall		38.02	1
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		

**GROUP 3 ↘ COMMUNITY DEVELOPMENT ↘ PLANNING DIRECTOR (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Manhattan		
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone		
Whitehall	43.68	33.75
Wibaux		
Winifred		

**GROUP 3 ↘ COMMUNITY DEVELOPMENT ↘ PLANS EXAMINER**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina			
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			



**GROUP 3 ↘ COMMUNITY DEVELOPMENT ↘ PLANS EXAMINER (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone			
Whitehall	BUILDING OFFICIAL	30.41	1
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		

**GROUP 3 ↘ COMMUNITY DEVELOPMENT ↘ PLANS EXAMINER (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Manhattan		
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone		
Whitehall	31.02	23.98
Wibaux		
Winifred		

**GROUP 3 ↘ COMMUNITY DEVELOPMENT ↘ ADVANCE PLANNER**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina			
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ↘ COMMUNITY DEVELOPMENT ↘ ADVANCE PLANNER (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone			
Whitehall		27.55	1
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		

**GROUP 3 ↘ COMMUNITY DEVELOPMENT ↘ ADVANCE PLANNER (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Manhattan		
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone		
Whitehall	31.02	23.98
Wibaux		
Winifred		

**GROUP 3 ∩ COMMUNITY DEVELOPMENT ∩ BUILDING INSPECTOR**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina			
Lima			
Manhattan	700		
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ↘ COMMUNITY DEVELOPMENT ↘ BUILDING INSPECTOR (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone			
Whitehall		22.89	1
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		

**GROUP 3 ∩ COMMUNITY DEVELOPMENT ∩ BUILDING INSPECTOR (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Manhattan		
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone		
Whitehall	24.3	18.78
Wibaux		
Winifred		



**GROUP 3 ↘ COMMUNITY DEVELOPMENT ↘ CADD TECH**

City / Town Name	Salary	Hourly	FTE
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina			
Lima			
Manhattan			
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			

**GROUP 3 ↘ COMMUNITY DEVELOPMENT ↘ CADD TECH (CONT.)**

City / Town Name	Salary	Hourly	FTE
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone			
Whitehall		22.71	0.5
Wibaux			
Winifred			

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs		
Ismay		
Jordan		
Kevin		
Lavina		
Lima		

**GROUP 3 ↘ COMMUNITY DEVELOPMENT ↘ CADD TECH (CONT.)**

City / Town Name	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Manhattan		
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone		
Whitehall	23.16	17.89
Wibaux		
Winifred		

## GROUP 3 ↘ ELECTED OFFICIALS

City / Town Name	Mayor Monthly Compensation	FTE
Alberton	\$67.08 plus \$20.00 per additional meeting	
Belt	400	no
Browning		
Circle	\$560 a quarter	
Clearmont		
Columbus	450	no
Dutton	250	
Ekalaka		
Ennis	800.00 month	no
Eureka	300	
Fort Peck	250	part time
Fromberg	25	
Grass Range	50	
Hot Springs	\$500 PLUS WC	WC
Ismay	8	
Jordan		
Kevin	20	
Lavina		
Lima	150	
Manhattan	730	
Moore	0	
Nashua	100	
Outlook	0	
Philipsburg	200.00 per month	
Plevna	75	
Rexford		
Ryegate		
Sheridan	370.00 + 30.00 per meeting	40 hours/month
St Ignatius	Very part time \$2500/yr.	

## GROUP 3 ↘ ELECTED OFFICIALS (CONT.)

City / Town Name	Mayor	
	<i>Monthly Compensation</i>	<i>FTE</i>
Stanford	\$100 per month	PT
Stevensville		
Superior		
Terry	450	
West Yellowstone	364.94/mo. + 1,000.00 annual mayor stipend	no
Whitehall	NONE	
Wibaux	\$90 per meeting	
Winifred	0	

City / Town Name	Deputy Mayor	
	<i>Monthly Compensation</i>	<i>FTE</i>
Alberton		
Belt		
Browning		
Circle		
Clearmont		
Columbus		
Dutton		
Ekalaka		
Ennis		
Eureka		
Fort Peck		
Fromberg		
Grass Range		
Hot Springs	COUNCIL PRESIDENT \$125	
Ismay		
Jordan		
Kevin		
Lavina		

## GROUP 3 ↘ ELECTED OFFICIALS (CONT.)

City / Town Name	Deputy Mayor	
	<i>Monthly Compensation</i>	<i>FTE</i>
Lima		
Manhattan		
Moore		
Nashua		
Outlook		
Philipsburg		
Plevna		
Rexford		
Ryegate		
Sheridan		
St Ignatius		
Stanford		
Stevensville		
Superior		
Terry		
West Yellowstone		
Whitehall	NON	
Wibaux		
Winifred	0	

City / Town Name	City Council
	<i>Monthly Compensation</i>
Alberton	\$20.00 per meeting
Belt	85
Browning	
Circle	\$28.00 a meeting
Clearmont	
Columbus	250

## GROUP 3 ↘ ELECTED OFFICIALS (CONT.)

City / Town Name	City Council <i>Monthly Compensation</i>
Dutton	
Ekalaka	
Ennis	Zoning Administrator
Eureka	JUDGE
Fort Peck	
Fromberg	
Grass Range	
Hot Springs	
Ismay	
Jordan	
Kevin	
Lavina	
Lima	
Manhattan	Library Aide
Moore	Clerk/Treasurer
Nashua	
Outlook	
Philipsburg	Judge
Plevna	
Rexford	
Ryegate	
Sheridan	
St Ignatius	Elected judge. Very part time. Count 4 hrs/mo. \$281/mo.
Stanford	
Stevensville	
Superior	
Terry	
West Yellowstone	Recreation counselor
Whitehall	Seasonal Parks and Rec: Beach Concessions, Ice Rink, Programs, Park Maintenance
Wibaux	City Judge
Winifred	City Hall House Keeper

## OTHER POSITIONS

City / Town Name	Position Name	Salary	Hourly
Alberton	Town Judge	\$351.36 per month	
Belt	City Judge	400. per month	
Browning Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis	Zoning Administator		10
Eureka	JUDGE	303/PAY PERIOD (2 EACH MONTH)	
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina			
Lima			
Manhattan	Library Aide		10.35
Moore	Clerk/Treasurer	\$1100/ mo.	
Nashua			
Outlook			
Philipsburg	Judge	3000	
Plevna			
Rexford			
Ryegate			



## OTHER POSITIONS (CONT.)

City / Town Name	Position Name	Salary	Hourly
Sheridan			
St Ignatius	Elected judge. Very part time. Count 4 hrs/mo. \$281/mo.		
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone	Recreation counselor		
Whitehall	Seasonal Parks and Rec: Beach Concessions, Ice Rink, Programs, Park Maintenance	FY Budget \$149,610	
Wibaux	City Judge	\$445/month	
Winifred	City Hall House Keeper		7.25 ave 2 hrs per week

City / Town Name	FTE	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton			
Belt	no		300.00 per month
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis	no		
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			

## OTHER POSITIONS (CONT.)

City / Town Name	FTE	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Jordan			
Kevin			
Lavina			
Lima			
Manhattan		12.50/hr	9.75/hr
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone	seasonal	30809.18	22772
Whitehall	From 10 to 30 different people, part-time seasonal hours, two seasons - Winter and Summer	13.42	7.25
Wibaux			
Winifred			

## OTHER POSITIONS (CONT.)

City / Town Name	Position Name	Salary	Hourly
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka	JANITOR		9.35
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina			
Lima			
Manhattan	Police Administrative Secretary		14.5
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			

## OTHER POSITIONS (CONT.)

City / Town Name	Position Name	Salary	Hourly
Sheridan			
St Ignatius			
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone	Social Services Coordinator	50808	
Whitehall	CUSTODIAN		16.12
Wibaux			
Winifred	Museum staff		7.25

City / Town Name	FTE	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			

## OTHER POSITIONS (CONT.)

City / Town Name	FTE	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Lavina			
Lima			
Manhattan		19.16/hr	14.22/hr
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone	yes (1)	64495	47670
Whitehall	1	16.44	12.71
Wibaux			
Winifred			

## OTHER POSITIONS (CONT.)

City / Town Name	Position Name	Salary	Hourly
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			
Lavina			
Lima			
Manhattan	City Judge	785	
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			

## OTHER POSITIONS (CONT.)

City / Town Name	Position Name	Salary	Hourly
Sheridan			
St Ignatius			
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone	social service assistant	12064	11.6
Whitehall	PUBLIC WORKS ASSISTANT TO PUBLIC WORKS DIRECTOR		23.77
Wibaux			
Winifred			

City / Town Name	FTE	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Alberton			
Belt			
Browning			
Circle			
Clearmont			
Columbus			
Dutton			
Ekalaka			
Ennis			
Eureka			
Fort Peck			
Fromberg			
Grass Range			
Hot Springs			
Ismay			
Jordan			
Kevin			

## OTHER POSITIONS (CONT.)

City / Town Name	FTE	Upper Salary / Hourly Range	Lower Salary / Hourly Range
Lavina			
Lima			
Manhattan	part time		
Moore			
Nashua			
Outlook			
Philipsburg			
Plevna			
Rexford			
Ryegate			
Sheridan			
St Ignatius			
Stanford			
Stevensville			
Superior			
Terry			
West Yellowstone	no 1/2 time	30809	22772
Whitehall	1	29.56	22.84
Wibaux			
Winifred			