

FY2007 COUNTY SALARY AND BENEFITS SURVEY

**Prepared by Local Government Center
Montana State University
June 2007**

**Steven Swinford, PhD
Department of Sociology and Anthropology
Jane Jelinski, Director
Local Government Center**



Table of Contents

Insurance and Retirement Carriers.....	4
Insurance Deductible Levels.....	6
Vision and Dental Coverage.....	8
Prescription Medication Coverage and Life Insurance.....	9
Vacation.....	10
Sick Leave and Compensatory Time.....	12
Longevity factor for Elected Officials and Clerk and Recorder Base.....	14
County Commissioner Salaries.....	15
Chief Executive.....	16
County Attorney.....	16
Auditor.....	17
Clerk and Recorder.....	17
Clerk of District Court.....	19
Coroner.....	20
Public Administrator.....	21
School Superintendent.....	22
Justice of the Peace.....	23
Sheriff.....	24
Treasurer.....	25
Surveyor.....	26
CAO or County Manager.....	26
Supervisor/Chief Deputy.....	26
Clerk.....	27
Secretary.....	28
County Deputy Attorney.....	29
Personnel Director.....	29
Budget and Finance - Director.....	29
Purchasing Agent.....	30
Accountant.....	30
Bookkeeper, Clerk.....	30
Information Technology - Supervisor.....	30
Programmer, System Analyst.....	31
Planning Director.....	31
Planner.....	31
Facilities Manager.....	32
Undersheriff.....	33
Deputy Sheriff.....	34
Chief Dispatcher.....	35
Dispatcher.....	36
Director Detention Facility.....	37
Corrections Officer/Jailer.....	37
Records Clerk.....	38
Court Administrator.....	38
Court Clerk.....	38
Victim/Witness Coordinator.....	39
Public Health Nurse.....	39
Environmental Health Sanitarian.....	40
Public Health Officer.....	40
Registered Nurse.....	41
Licensed Practical Nurse.....	41
Activities Coordinator.....	41
Kitchen- Cook.....	42
Kitchen - Assistants; Staff.....	42
Laundry.....	42
Road/Bridges Superintendent.....	43
Equipment Operator.....	44
Laborer (non-motorized equipment).....	45
Engineer.....	45
Mapping/GIS/CADD.....	45

Mechanic.....	46
Refuse Collector.....	46
Park Director/Supervisor.....	47
Recreation Staff.....	47
Fair Manager.....	47
Fair – Groundskeeper.....	48
Weed Control Officer.....	49
Weed Control Worker.....	50

Insurance and Retirement Carriers

County	Retirement Plan	Health Insurance	Administrator if self-insured
Anaconda-Deer Lodge		MACOHCT	
Beaverhead	PERS	Assurant Health	
Blaine	PERS	EBMS	
Carbon	PERS	MACOHCT	
Carter	PERS & SRS	EBMS	
Custer	PERS	MACOHCT	
Daniels		EMBS	
Dawson	PERS	BCBS	
Fallon	PERS & SRS	Self Insured	EBMS
Fergus	PERS & SRS	Self insured	EBMS
Flathead	PERS		Allegiance
Gallatin	PERS/Nationwide & Valic are 457 Supplemental plans, pd by employee	Allegiance	Allegiance
Garfield	PERS	EBMS	
Glacier	PERS	MACOHCT	
Golden Valley	PERS	EBMS	
Granite	PERS	MACOHCT	
Hill	PERS	EBMS	
Jefferson	PERS & SRS	EBMS	
Judith Basin	PERS	EBMS	
Lewis and Clark	PERS & SRS		Allegiance
Liberty	PERS & SRS	MJPT	
Madison	PERS		Boulder Administration
McCone	PERS	MACOHCT	
Meagher	PERS	MACOHCT	
Mineral	PERS & SRS	EBMS	
Missoula	PERS & SRS	Missoula County Employee Benefits Plan	
Park	PERS	MACOHCT	
Petroleum	PERS	MACOHCT	
Phillips	PERS & SRS	JPT	
Pondera	PERS/SRS/Valic and Nationwide	JPT	EBMS

County	Retirement Plan	Health Insurance	Administrator if self-insured
Powder River	PERS	MACOHCT	
Powell	PERS/Nationwide Retirement Solutions	EBMS	
Prairie	PERS	\$3300/year to qualified employees for a medical reimbursement	
Ravalli	PERS & SRS	JPT	EBMS
Roosevelt	PERS & SRS	JPT	
Rosebud	PERS & SRS		Allegiance
Sheridan	PERS		Robert Nikolaisen, Commission Chairman
Stillwater	PERS & SRS	Self Insured	EBMS
Teton	PERS	BCBS	
Toole	PERS	EBMS	
Treasure Valley	PERS	MACOHCT	
Wibaux	PERS	MACOHCT	
Yellowstone	PERS & SRS	BCBS(TPA)	Yellowstone County

Insurance Deductible Levels

County	Deductable level	Employee only (monthly)	Employee only (paid by county)	Family (monthly)	Family (paid by county)
Anaconda-Deer Lodge	500/1000/2000	430/380/269	394.00	1075/950/673	394.00
Beaverhead	1000	309-329	all	921-926	half dependent
Blaine	400/800 family	0.00	502.95	589.71	502.95
Carbon	500/1000, 1000/2000	433/489	433/489	1083/1223	550.00
Carter	1000	457.29	457.29	751.69	457.29
Custer	1000	451	451	863	451
Daniels	500/1000	735.00	735.00		
Dawson	500	437.00	437.00	785.00	785.00
Fallon	500	0.00	283.50	327.72	283.50
Fergus	1100/2200	665.97	613.97	1028.03	613.97
Flathead	300 person/ 900 family	15.80	508.88	110.02	508.88
Gallatin	300.00/employee or 600.00/family per yr	492.00	492.00	720.00 or 705.00	492.00
Garfield	500	462.84	462.84	1198.47	462.84
Glacier	1000 or 2000	488/439	495	1222/1098	495
Golden Valley	250/500/1000	555.61	532.25	1282.07	532.25
Granite	90/10	404.00	404.00		
Hill	500 person / 1000 family	840.00	840.00	840.00	840.00
Jefferson		495.08	495.08		
Judith Basin		504.32	504.32	935.36/Spouse, 811.89/Children	
Lewis and Clark	none, 50/50 benefit	400.00	400.00	720.00	400.00
Liberty	1000/1050	469.96	360.00	1023.50	360.00
Madison	1500	385.00	385.00	1054.00	385.00
McCone	1000, 80/20	330.00	500.00	825.00	500.00
Meagher		338.00	326.63	845.00	
Mineral	1000	500.00	500.00	1392.01	500.00
Missoula	500 ind/1500 family		fully paid		
Park	500/1000/1200/2000	195.00	495.00	1238.00	0.00
Petroleum	1000	357.00	400.00	678.00	400.00
Phillips	1000 ind/2000 family, 250 prescriptions	855.95	855.95	855.95	855.95

County	Deductable level	Employee only (monthly)	Employee only (paid by county)	Family (monthly)	Family (paid by county)
Pondera	1000	345.39	300 FT/ pro rated PT	927.28	300 FT/ pro rated PT
Powder River		440.00	440.00	845.00	440.00
Powell	250	440.91	440.91	1108.19	440.91
Prairie					
Ravalli	1000/2000 or 2000/4000			835.47/552.29	552.29
Roosevelt	500	470.56	470.56	1031.62	470.56
Rosebud	400 pp/800 Family	523.00	523.00	798.00	523.00
Sheridan	3000		256.90	406.00	
Stillwater	750/individual, 750/add'l member	482.44	482.44	1170.61	762.13
Teton		472.04	365.50	1310.01	365.50
Toole	1000/indiv; 2000/family	463.44	410.35	1010.23	
Treasure	2000		368.00	890.00	
Valley	500 indiv/1000 family	362	307.70 (85%)	905	307.70 (85%)
Wibaux	500		403		
Yellowstone	500 ind/1500 family	411.00	411.00	357.00	0.00

Vision and Dental Coverage

County	Vision (monthly)	Vision (paid by county)	Dental (monthly)	Dental (paid by county)
Anaconda-Deer Lodge	9.00 to 20.00		32.00 to 98.00	
Blaine			E-2192; S-466.03; CH-349.72; Fam-655.47	502.95
Carbon	10 Single, 22 Family	up to 550	32 Single, 98 Family	up to 550
Daniels	included		included	
Fergus	included		included	
Gallatin	included		included	
Glacier	9		32	
Golden Valley			included	
Granite	16.00			30.15
Hill	none		included	included
Jefferson	included in above		included in above	
Lewis and Clark	included		included	
Madison	10.00	0.00		
Missoula	included		included	
Park	9.00	9.00	32.00	32.00
Petroleum	9.00		32.00	
Powder River	0.00		32.00	0.00
Ravalli	included	included	included	included
Roosevelt	included in above		included in above	
Rosebud	included	included	none	none
Teton	included		28.30/individual	
Treasure	29.00		12.00	
Valley	9	7.65 (85%)	32	27.20 (85%)
Wibaux		9		32
Yellowstone			included	

Prescription Medication Coverage and Life Insurance

County	Prescriptions (monthly)	Prescriptions (paid by county)	Life Insurance (monthly)	Life Insurance (paid by county)
Beaverhead	included			included
Carbon	50 Deductible		10000.00	
Carter	included			
Daniels	80/20		20000.00	
Dawson	included in insurance	included in insurance	2.85-5.75	2.85
Fallon				2.90
Fergus	included		na	na
Gallatin	included		20000.00	
Garfield			2.90	2.90
Glacier	included		additional	
Golden Valley	included			
Hill	included	included	none	none
Jefferson	included in above		na	na
Judith Basin	included	included		
Lewis and Clark	included		included	
Liberty	included			
Madison			4.95	4.95
McCone	included		included	
Mineral			4.78	4.78
Missoula	150 year individual			
Park	included		included	
Petroleum			3.55	
Phillips	included		7.25 ind/8.48 fam	7.25 ind/8.48 fam
Pondera			9.80	9.80
Powder River	0	0.00	2.80	2.80
Powell			5.80	5.80
Prairie				
Ravalli	included	included	included 10K	included 10K
Roosevelt	included in above		2.8	2.8
Rosebud	included	included	included	included
Sheridan				2.90
Stillwater	included		included	included
Teton	included			
Toole				
Treasure	Included		Varies	
Valley	included in medical		2.8	2.8
Wibaux				
Yellowstone	included		Varies	

Vacation

County	Days allowed 1 to 10 years	Days allowed 11 to 15 years	Days allowed 16 to 20 years	Days allowed 20+ years
Anaconda-Deer Lodge	15	18	21	24
Beaverhead	15	18	21	24
Blaine	15	18	21	24
Carbon	15	18	21	25
Carter	15	18	21	24
Custer	15	18	21	24
Daniels	15	18	21	24
Dawson	15	18	21	24
Fallon	15	18	21	24
Fergus	15	18	21	24
Flathead	15	18	21	24
Gallatin	15	18	21	24
Garfield	15	18	21	24
Glacier	15	18	21	24
Golden Valley	15	18	21	24
Granite	15	18	18	24
Hill	15	18	21	24
Jefferson	15	18	21	24
Judith Basin	15	18	21	24
Lewis and Clark	15	18	21	24
Liberty	15	18	21	24
Madison	15	18	21	24
McCone	15	18	21	24
Meagher	15	18	21	24
Mineral	15	18	21	24
Missoula	15	18	21	24
Park	15	18	21	24
Petroleum	15	18	21	24
Phillips	15	18	21	24
Pondera	15	18	21	24
Powder River	15	18	21	24
Powell	15	18	21	24
Prairie	15	18	21	24
Ravalli	15	18	21	24
Roosevelt	15	18	21	24
Rosebud	15	18	21	24
Sheridan	15	18	21	24
Stillwater	15	18	21	24
Teton	15	18	21	24
Toole	15	18	21	24

County	Days allowed 1 to 10 years	Days allowed 11 to 15 years	Days allowed 16 to 20 years	Days allowed 20+ years
Treasure	15	18	21	24
Valley	15	18	21	24
Wibaux	15	18	21	24
Yellowstone	15	18	21	24

Sick Leave and Compensatory Time

County	Days allowed per year	Max accumulated comp time
Anaconda-Deer Lodge	12	120 hours
Beaverhead	96	2x annual
Blaine	12	40 Hours
Carbon	12	240 hrs, 480hrs/Sheriff Dept.
Carter	12	Sheriff's office has own policy, no accumulation in other offices
Custer	12	40 hours
Daniels	12	N/A
Dawson	12	240/480 (Public Safety)
Fallon	8 hours/month	
Fergus	12	40 hours
Flathead	no limit - accrue 1 day per month	no maximum for salaried. Employees must use within 8 pay periods. Non-exempt not eligible for comp time. Non sworn employees can accrue up to 20, sworn 480
Gallatin	8 hrs/mo	40 hours
Garfield	12	40 hours
Glacier	12	
Golden Valley	12	
Granite	12	40 hours
Hill	12	60 hrs, 240 hrs Sheriff's Dept/Union
Jefferson	12	60 hours
Judith Basin	12	Policy to be used following month
Lewis and Clark	12	exempt= 80 hours; nonexempt = 24 hours; sheriff = 60 hours; health and public works = 40 hours; laborers = 40 hours
Liberty	12	40 hours
Madison	12	
McCone	12	60 hours
Meagher		8 hours a month FT employee
Mineral	96	40 hours
Missoula	12 accrued	240 hours
Park	12	40 hours
Petroleum	12	40 hours
Phillips	12	
Pondera	12	no maximum, must be used w/in 60 days of acquisition, supervisor may extend date to use up to 180 days
Powder River	12.00	40 hours
Powell	12	no max
Prairie	12	40 hours

County	Days allowed per year	Max accumulated comp time
Ravalli	12	40 hours
Roosevelt	12	150 hours
Rosebud	12	40 hours
Sheridan	12	Typically required to use accrued comp time in same or succeeding month
Stillwater	12	40 hours
Teton	12	80 hours
Toole	12	240 hours
Treasure	12	none
Valley	12	0
Wibaux	12	no limit
Yellowstone	12	40 hours

Longevity factor for Elected Officials and Clerk and Recorder Base

County	Longevity factor rate	Clerk/Recorder base
Anaconda-Deer Lodge	Per bargaining unit or 18.50/month/year for Dept. Heads	29588.63
Beaverhead		33155.16
Carbon		41670.75
Carter	1% Sheriff; under sheriff and deputy sheriff only	30665.93
Custer	1% for each year	36081.43
Daniels	N/A	33400.64
Dawson	1% per year	41435.39
Fallon	1%, law enforcement per MCA	38797.00
Fergus		34212.99
Flathead	State statute for sheriffs. JP 1% for each year of service not to exceed 10%	55076.00
Gallatin	lump sum	53753.00
Garfield	1% base times years of service, only public safety	27852.03
Glacier	only for sheriff's dept	yes
Golden Valley	1%	21081.00
Granite	1%	31844.58
Hill	a.0075%	36788.81
Jefferson	1% base, max at 14 yrs except sheriff	41324.16
Judith Basin	2-5 yrs - 25.00/month; 6-10 years. 35.00/mo; 11-15, 45.00/mo; 16-20 55.00/mo; 21+ \$65/mo	31695.60
Liberty	1%	28928.00
Madison	1%	37086.00
McCone	100.00 per year of service	30633.69
Meagher		Deputy Recorder 90% of C&R Wage
Mineral	1%	26000.00
Missoula	1% per year	
Park	1%	42310.85
Petroleum	1%	23000.00
Phillips		31632.72
Pondera		35337.36
Powder River	1%/yr	31471.34
Powell	200.00/term	30778.03
Prairie	law enforcement - 1%	25447.00
Ravalli	1% a year, 12 yr max	45813.00
Roosevelt		37741.00
Rosebud		41788.32
Sheridan		34832.00
Stillwater	1% when authorized by salary commission	37889.27
Teton		33156.90
Toole		35130.33
Treasure		24146.81
Valley	NA	32577.49
Wibaux	1% per year	no-county treasurer
Yellowstone	Sheriff only - 1% of entry level per year of service	54439.87

County Commissioner Salaries

County	#1 (annual salary)	#1 (longevity)	#2 (annual salary)	#2 (longevity)	#3 (annual salary)	#3 (longevity)
Anaconda-Deer Lodge	6000.00		6000.00		6000.00	
Beaverhead	35151.96		35151.96		35151.96	
Blaine	39156.00		39156.00		39156.00	
Carbon	43670.75	1907.86	43670.75	1907.86	43670.75	1907.86
Carter	17271.16		17271.16		17271.16	
Custer	38081.43		38081.43		38081.43	
Daniels	9634.83		9634.83		9634.83	
Dawson	43435.39		43435.39		43435.39	
Fallon	40797.00		40797.00		40797.00	
Fergus	36515.52		36515.52		36515.52	
Flathead	57076.00		57076.00		57076.00	
Gallatin	55753.00	7805.00	55753.00	7805.00	55753.00	
Garfield	13926.01		13926.01		13926.01	
Glacier	37,688		37688		37688	
Golden Valley	10.52 per hour		10.52 per hour		10.52 per hour	
Granite	17463.65	465.82	17463.65	155.04	17463.65	
Hill	38788.81	4925.87	38788.81	584.01	38788.81	
Jefferson	41324.16	2826.48	41324.16	4066.2	41324.16	4066.2
Judith Basin	9384.24	87.48	9384.24	87.48	9296.76	
Liberty	28928.00	261.00	28928.00		28928.00	
Lewis and Clark	57865.60	7500.00	57865.60	3500.00	57865.60	1500.00
Madison	39086.00		39086.00		39086.00	
McCone	125.52 per meeting	100.00 per year of service	125.52 per meeting	100.00 per year of service	125.52 per meeting	100.00 per year of service
Meagher	12.93 hour 3x a month		12.93 hour 3x a month		12.93 hour 3x a month	
Mineral	16912.07	149.36	15874.91	149.36	15356.03	
Missoula	54184.00	4326.40	54184.00	3244.80	54184.00	15142.40
Park	43412.00	43412.00	43412.00			
Petroleum	90.00/day					
Phillips	33632.72		33632.72		33632.72	
Pondera	37337.40		37337.40		37337.40	
Powder River	31471.34	3320.34	31471.34	1101.48	31471.34	
Powell	16557.02		16557.02		16557.02	
Prairie	7272.00		7272.00		7272.00	
Ravalli	47813.00	1832.52	47813.00	3665.04	47813.00	
Roosevelt	39741		39741		39741	
Rosebud	41788.32		41788.32		41788.32	
Sheridan	36832.00		36832.00		36832.00	
Stillwater	39889.27	345.33	39889.27		39889.27	
Teton	31841.21		31841.21		31841.21	
Toole	37130.33		37130.33		37130.33	
Treasure	2419.44		2419.44		2419.44	
Valley	34577.49		34577.49		34577.49	
Wibaux	21469.19	1717.54	21469.19	858.77	21469.19	0
Yellowstone	68807.37	12367.50	67214.01	10774.14	74118.58	17678.70

Chief Executive

County	Annual Salary	Longevity
Anaconda-Deer Lodge	54522.00	
Lewis and Clark	89148.60	1200

County Attorney

County	Annual Salary	Longevity	County Share	Consolidated with
Anaconda-Deer Lodge	69537.00		35707.92	
Beaverhead			35651.20	
Blaine	70413.07		35496.44	
Carbon	76094.38		39322.50	
Carter	14147.16			Fallon County
Custer			40456.28	
Daniels	21597.02		21597.02	
Dawson	46967.70		24487.40	
Fallon	33800.00			
Fergus			38753.00	
Flathead	87667.00		44299.00	
Gallatin	39441.00	2532.00		
Garfield			21977.31	
Glacier			35620	
Golden Valley	34581.00		17290.50	Musselshell County
Granite	37895.11		19446.11	
Hill	73007.04	2301.60	36503.52	
Jefferson	79070.4	2372.11	48965.08	Public Administrator
Judith Basin	17989.62			
Liberty	18516.00	167.00		
Lewis and Clark	44659.25		42972.80	
Madison			40382.00	
McCone			22426.01	
Meagher			18.782.40	
Mineral			43469.42	
Missoula	90854.40	7321.60	43180.80	
Park			35030.00	
Petroleum			7095.84	Contracted
Phillips			23920.80	
Pondera				1/2 of FT, 22000.00
Powder River			20506.28	
Powell			38286.19	
Prairie	38689.00		19719.00	
Ravalli	39390.00		41907.00	
Roosevelt	84920.38		48621.03	
Rosebud	71565.50		35782.75	
Sheridan	46467.00		25193.00	Public Administrator
Stillwater	82264.86	4249.92	42866.93	Public Administrator
Teton			35578.56	
Toole			41244.17	
Treasure	37754.76		18877.38	
Valley	73049.00		37754.15	
Wibaux	20632.29	5777.04		
Yellowstone	94093.00		50266.05	

Auditor

County	Annual Salary	Longevity	Consolidated with
Fallon			Treasurer
Flathead	57076.00		Clerk and Recorder
Gallatin	53753.00	7525.00	
Granite	32927.30		
Hill	36788.81	2266.15	
Missoula	54184.00	2163.20	
Phillips	5003.52		
Valley			Clerk and Recorder
Yellowstone	69994.10	15554.22	

Clerk and Recorder

County	Annual Salary	Longevity	Consolidated with	Additional Compensation
Anaconda-Deer Lodge	29588.63	1332.00	Elections	2000.00
Beaverhead	33155.16			
Blaine	37156.00		Assessor	
Carbon	41670.75	1807.86		
Carter	31665.93			
Custer	36081.43		Elections	2000
Daniels	34600.64		Surveyor/Assessor	
Dawson	43435.39			
Fallon	38797.00		Supt. Of Schools	
Fergus	34212.99		Elections	1500
Flathead				
Gallatin	55688.00	7796.00	Surveyor/Elections	
Garfield	27852.03		Assessor/ Elections	2000.00
Glacier	35688.00		Elections	2000
Golden Valley	21081.00		Clerk of Court	3000.00
Granite	32927.30			
Hill	36788.81	8901.31		
Jefferson	41324.16	4132.41	Assessor	5000
Judith Basin	34695.60	540.00	Elections	2000.00
Liberty	28928.00			
Lewis and Clark	57865.60	7500	Treasurer	
Madison	37086.00		Elections	1328.00
McCone	30633.69	100.00 per year of service	Elections	2000.00
Meagher	26895.48			
Mineral	36946.46	298.72	Elections	2000.00
Missoula	54184.00	7030.40	Treasurer	10836.80
Park	44311.00	1197.12	Elections	
Petroleum	14277.54		Clerk of Dist. Court	14277.54
Phillips	31632.72			

County	Annual Salary	Longevity	Consolidated with	Additional Compensation
Pondera	35337.36		Elections	2000.00
Powder River	31471.34	8654.58		
Powell	30778.03			
Prairie	25447.00		Clerk of Dist. Court	3750.00
Ravalli	45813.00			
Roosevelt	39741			
Rosebud	41788.32			
Sheridan	38315.00		County Superintendent	
Stillwater	38242.54	353.27		
Teton	33156.90		Elections	2000.00
Toole	35130.33		Elections	2000.00
Treasure	24146.81		Clerk of Court	429.50
Valley	32577.49			2000
Wibaux	30670.28	6134.06	County Superintendent	6534.06
Yellowstone	70720.24	11836.38	Surveyor	5443.99

Clerk of District Court

County	Annual Salary	Longevity	Consolidated with	Additional Compensation
Anaconda-Deer Lodge	28837.12		18.50/mo/yr	
Beaverhead	33155.16			
Blaine	37156.00			
Carbon	41670.75	1703.11		
Carter	15832.97			Supt. Of Schools
Custer	36081.43			
Daniels	33400.64	3674.36		Supt. Of Schools
Dawson	41435.39			
Fallon	38797.00			
Fergus	34212.96			
Flathead	55076.00			
Gallatin	55688.00	7796.00	Public Administrator	1935.00 (in 55688.00)
Garfield	27852.03		Treasurer	
Glacier				35688
Hill	36788.81	5611.51		
Jefferson	41324.16	2066.2		
Judith Basin	31695.60	420.00	Supt. Of Schools	1000.00
Lewis and Clark	55868.80	7500.00		
Madison	37086.00			
McCone	30633.69			100.00 per year of service
Meagher	26895.48			
Mineral	31931.46	298.72		
Missoula	54184.00	2163.20		
Park	42311.00	1197.12		
Petroleum				Clerk and Recorder
Phillips				
Pondera	35337.36			
Powder River	31471.34	2124.30		
Powell	30778.03			
Prairie				Clerk and Recorder
Ravalli	45813.00	5497.56		
Roosevelt	40741			
Rosebud	39788.32			
Sheridan	34832.00			
Stillwater	40008.88	2119.61		
Teton	33156.90			
Toole	35130.33			
Treasure				Clerk and Recorder
Valley	32577.49			
Yellowstone	68135.17	13695.30		

Coroner

County	Annual Salary	Longevity	Consolidated with	Additional Compensation
Anaconda-Deer Lodge	3900.00			
Beaverhead	5802.00			
Blaine	4523.00			
Carbon			Sheriff	
Carter	1200.00		Sheriff	
Custer	2813		none	
Daniels			Sheriff	
Dawson	7023.84			
Fallon			Sheriff	
Fergus	7291 (.25 time)			
Flathead	65076.00		Sheriff	
Gallatin	34939.00	4891.00		
Garfield			Sheriff	
Glacier	8178		Sheriff	
Golden Valley	682.22	0.01	Sheriff	
Granite				
Hill			Sheriff	3678.88 (10% of C&R base)
Jefferson	0		Sheriff	
Judith Basin			Sheriff	800.00
Lewis and Clark	55868.80	7500		
Liberty			Sheriff	
Madison			Sheriff	
McCone			Sheriff	
Meagher	100.00 a run			
Mineral			Sheriff	
Missoula			Sheriff	
Park	18.70 hour per call	154.42		
Petroleum			(Contracted)	150.00/month
Phillips	3000.00			
Pondera			Sheriff	
Powder River	1890.93	43.96		
Powell	8409.60	800.00		
Prairie	2220.00			
Ravalli	4500.00			
Roosevelt	3000		Sheriff	
Rosebud	7004.38			
Sheridan	2632.00			
Stillwater	950.00		Sheriff	
Teton	2394.00		Sheriff	
Toole	8104.08			
Valley	2820.35		Sheriff	
Wibaux	1233.26			
Yellowstone	Not elected			

Public Administrator

County	Salary	Consolidated with
Fergus	not paid	
Gallatin		Clerk of District Court
Garfield		County Attorney
Jefferson		County Attorney
Liberty		Sheriff
Mineral		Sheriff
Pondera		Fee based
Prairie		Fee based
Roosevelt		Clerk and Recorder
Stillwater		County Attorney

School Superintendent

County	Annual Salary	Longevity	Consolidated with
Beaverhead	33550.44		
Blaine	37556.00		
Carbon	1/2 time, 21035.38	913.93	
Carter	15832.97		Clerk of Dist. Court
Custer	38081.43		none
Daniels			Clerk of Dist. Court
Dawson	41835.39		
Fallon			Clerk and Recorder
Fergus	34673.4		
Flathead	55476.00		
Gallatin	54153.00	7581.00	
Garfield	21189.03		
Glacier	18044 (half time)		
Golden Valley	1000.00		Treasurer
Granite	16663.45	466.02	
Hill	37188.81	6318.15	
Jefferson	41324.16	3305.93	MA degree addition - 2000
Judith Basin			Clerk of Dist. Court
Liberty	14664.00		
Lewis and Clark	57865.60	3500.00	
Madison			
McCone			Treasurer
Meagher	12.97 hour - 16 hours or less per month		
Mineral			Treasurer
Missoula	54184.00	11356.80	
Park	21155.00		EAR stipend, 1200
Petroleum			
Phillips	32032.72		
Pondera	17868.68		
Powder River	19122.81	1051.74	
Powell	31178.03	600.00	
Prairie			Treasurer
Ravalli			
Roosevelt			Clerk of Court - 3000
Rosebud	40188.32		
Sheridan			
Stillwater	19144.58		
Teton	30241.12		
Toole			Treasurer
Treasure			
Valley	4886.62		Clerk and Recorder 15% of base
Wibaux			
Yellowstone		5387.07	half time

Justice of the Peace

County	JP #1 (salary)	JP #1 (longevity)	JP #2 (salary)	JP #2 (longevity)
Anaconda-Deer Lodge	34323.15			
Beaverhead	33155.16			
Blaine	37156.00			
Carbon	41670.75	1807.86		
Carter	17271.16			
Custer	36081.43			
Daniels	12525.24			
Dawson	41435.39			
Fallon	14549.00	0.00		
Fergus	34212.96			
Flathead	65000.00	4550.00	65000.00	
Gallatin	53753.00	7525.00	53753.00	7525.00
Garfield	13926.01			
Glacier	24430			
Golden Valley	5903.00			
Granite	32927.30			
Hill	36788.81	1116.19		
Jefferson	41324.16	4132.41		
Judith Basin	31695.41	720.00		
Liberty	12150.00	110.00		
Lewis and Clark	55868.80	7500.00		
Madison	37086.00			
McCone	15316.85 (PT)		50.00 per year of service	
Meagher	16136.64			
Mineral	34756.61	298.72		
Missoula	54184.00	6489.60	54184.00	4326.40
Park	42311.00			
Petroleum	5250.48			
Phillips	23727.60			
Pondera	28711.60			
Powder River	23603.21			
Powell	30778.03	1400.00		
Prairie	13185.00			
Ravalli	45813.00	2290.65	45813.00	2748.78
Roosevelt	28305.75		22644.6	
Rosebud	39788.32			
Sheridan	13927.00			
Stillwater	44795.79	6906.52		
Teton	28846.50			
Toole	35130.33			
Treasure	16129.50			
Valley	19849.96		half time	
Wibaux	14466.21		2314.59	
Yellowstone	65745.13	11305.26	72118.58	17678.70

Sheriff

County	Annual Salary	Longevity	Consolidated with	Additional Compensation
Anaconda-Deer Lodge	50618.68			
Beaverhead	35154.21	7733.88		
Blaine	39156.00	3863.88		
Carbon	43670.75	1250.13		
Carter	36690.81	1%	Coroner	
Custer	38081.43	9770.64		
Daniels	35400.64	5239.32	Coroner	
Dawson	43435.39	1243.05		
Fallon	40797.00	6595.49	Coroner	2000.00
Fergus	35750.64	1%		
Flathead				
Gallatin	55753.00	7805.00/state longevity		15739.14
Garfield	29852.03	1% base times years of service	Coroner	
Glacier	43041.74	# of years	coroner	8178
Golden Valley	23081.00	0.01	Coroner	682.22
Granite	31927.30	3724.60		
Hill	42467.69	2207.35	Coroner	
Jefferson	41324.16	4545.65	coroner	6900
Judith Basin	33695.41	3486.56	Coroner	800.00
Liberty	30928.00	5336.72	Coroner/PA	
Lewis and Clark	57782.40	10400.84		
Madison	44468.00	3.00	Coroner	2130.00
McCone	32940.03	100.00 per year of service	Coroner	2886.62
Meagher	26895.48	4034.28	Hazard pay=2000, Coroner=3634.44, PerDiem=2376, Vehicle Lease = 6000	
Mineral	45025.81	298.72	PA, Coroner	5400.00
Missoula	54184.00	15142.24	Coroner	10836.80
Park	44584.00			
Petroleum	13946.40		DES Coordinator	13946.40
Phillips	37955.92			
Pondera	38468.04	5035.56	Coroner	1031.00
Powder River	33471.34	1171.44		
Powell	32778.03	5232.27		
Prairie	32585.00	1% per year	Assessor	
Ravalli	47813.00	2868.78	Coroner	4500.00
Roosevelt	42741			
Rosebud	41788.32	3183.07		
Sheridan	36832.00	1% per year		
Stillwater	47492.28	8553.01	Coroner	
Teton	35156.90		Coroner	2394.00
Toole	50380.44	351.30	Public Safety Director	
Treasure	26146.81	482.94	Coroner	
Valley	34577.49			
Wibaux	32670.28	2613.62		
Yellowstone	70594.24	14154.37	other pay	2000.00

Treasurer

County	Annual Salary	Longevity	Consolidated with	Additional Compensation
Anaconda-Deer Lodge	31000.00	18.50/mo/yr		
Beaverhead	33155.16			
Blaine	37156.00			
Carbon	41670.75	1807.86		
Carter	31665.93		Assessor	
Custer	36081.43		Assessor	
Daniels	33400.64			
Dawson	41435.39			
Fallon	38797.00		Assessor	
Fergus	34212.96		Assessor	0
Flathead	56076.00		Assessor	
Gallatin	55688.00	7796.00		
Garfield			Clerk of Court	
Glacier	35688			
Golden Valley	21081.00		Superintendent of Schools	1000.00
Granite	32927.30			
Hill	36788.81	3451.03		
Jefferson	41324.16	1239.72		
Judith Basin	31695.60	300.00		
Liberty	28928.00			
Lewis and Clark	57865.60	7500.00	Clerk and Recorder	
Madison	37086.00		Supt. Of Schools	1854.00
McCone	30633.69	100.00 per year of service	Super of Schools	6526.74
Meagher	26895.48			
Mineral	37605.48	298.72	Supt. Of Schools	2600.00
Missoula			Clerk and Recorder	
Park	42311.00			
Petroleum				
Phillips	31632.72			
Pondera	35337.36		Assessor	
Powder River	31471.34	2412.80		
Powell	30778.03	1400.00		
Prairie	26370.00		Supt. Of Schools	3750.00
Ravalli	45813.00	1832.52		
Roosevelt	37741		Assessor	
Rosebud	39788.32			
Sheridan	34832.00			
Stillwater	37889.00			
Teton	33156.90			
Toole	35130.33		Supt. Of Schools	3000.00
Treasure	24146.81		Supt. Of Schools	429.50
Valley	32577.49			
Wibaux	30670.28	8587.68		
Yellowstone	77562.57	17678.70	Assessor	5443.99

Surveyor

County	Salary	Consolidated with
Daniels		Clerk and Recorder
Gallatin		Clerk and Recorder
Phillips	1323.00	

CAO or County Manager

County	#FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Carter		Same as Clerk/Recorder		
Flathead	1.00	48.44		
Gallatin	1.00	43.27		
Granite	1.00	18.64		
Lewis and Clark	1.00	42.86	36.43	
Missoula	1.00	47.13		
Park	1.00	14.91		
Phillips	1.00	10.80		
Teton	1.00	28.84		

Supervisor/Chief Deputy

County	#FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Blaine	3.00	16.08	15.18	
Fallon	3.00	16.79	16.79	
Flathead	2.00	23.83	20.66	
Garfield	2.00	12.05		
Glacier	2.00	26.44	15.43	
Hill	1.00	20.61		Yes
Liberty	2.00	12.46		
Madison	3.00	14.47	10.50	
Meagher	2.00	11.66		
Missoula	6.00	39.78	21.05	
Park	4.00	12.67	10.80	
Phillips	1.00	13.69		
Powell	8.00	13.32	11.92	
Prairie	2.00	13.03	10.50	
Roosevelt	6.00	16.33	15.42	
Sheridan	4.00	14.23		
Stillwater	5.25	21.64	10.95	
Teton	1.00	13.00		Yes
Yellowstone	3.00	44.83	29.89	

Clerk

County	#FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Anaconda-Deer Lodge	14.00	12.83	10.52	
Blaine	1.00	12.24		
Carbon	5.00	14.48	11.12	
Carter	3.50	12.40	10.00	
Dawson	6.25	14.11	10.38	
Fallon	6.00	15.85	13.99	
Fergus	16.00	12.85	8.25	
Gallatin	33.00	15.10	11.18	
Glacier	7.00	14.57	10.5	
Granite	2.00	14.25	12.66	
Hill	20.00	19.19	8.92	
Jefferson	7.00	14.98	12.4	Yes
Judith Basin	2.00	11.07		
Lewis and Clark	6.60	13.97	11.87	Yes
Madison	10.00	16.05	11.56	
McCone	2.00	11.31	10.49	
Meagher		9.61	8.50	
Missoula	56.00	20.56	8.58	55 of 56
Park	15.00	12.40	9.00	
Phillips	6.00	10.30	9.97	
Pondera	4.00	11.96		
Powell	1.25	9.81	6.15	
Ravalli	9.00	18.91	8.81	
Roosevelt	5.00	13.53	8.2	
Sheridan	6.00	13.10	10.75	
Stillwater	4.50	11.77	8.45	
Teton	1.00	12.00		
Toole	8.00	15.87	9.48	
Yellowstone	27.00	14.75	9.83	Yes

Secretary

County	#FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Beaverhead	7.00	14.26	9.50	
Blaine	9.00	13.51		
Carbon	1.00	17.15	17.15	
Custer	2.00	13.92	12.05	
Dawson	0.25	9.36	9.36	
Fallon	1.00	11.37	14.37	
Fergus	1.00	10.35		
Gallatin	17.00	17.50	12.80	
Glacier	1.00	12.01		
Granite	2.00	10.82	10.20	
Hill	3.00	13.96	8.92	
Jefferson	6.00	14.33	12.28	Yes
Lewis and Clark	3.00	12.67	10.77	Yes
Madison	2.00	16.05		
McCone	2.00	10.90	9.20	
Meagher		11.60		
Missoula	40.00	17.95	9.28	33 of 40
Park	5.00	12.67	10.30	
Pondera	5.00	11.96		
Powell	5.00	12.26	6.15	
Prairie	2.00	11.50	9.64	
Ravalli	14.00	16.35	8.81	
Roosevelt	5.5	13.53	9.68	
Sheridan	4.00	14.26	12.17	
Stillwater	10.00	14.70	9.00	
Teton	3.00	15.50		Yes
Treasure	0.50	8.32		
Valley	1.00	12.35		
Wibaux	1.00	15.48		
Yellowstone	5.00	13.57	9.05	Yes

County Deputy Attorney

County	#FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Anaconda-Deer Lodge	1.00	24.04		
Beaverhead	1.00	29.16		
Blaine	1.00	22.57		
Carbon	1.00	32.82	32.82	
Custer	1.00	27.92		
Fergus	0.5	12.00		
Flathead	1.00	42.15		
Gallatin	8.00	29.81	22.84	
Glacier	1.00	19.47		
Hill	1.00	26.21	22.50	
Jefferson	1.00	25.5		
Lewis and Clark	4.00	30.45	22.38	
Missoula	11.00	36.42	20.75	
Park	1.00	22.60		
Phillips	1.00	21.35		
Ravalli	5.00	32.25	24.04	
Roosevelt	0.5	18.51		
Stillwater	1.00	26.85	26.85	
Valley	0.25	32.45		
Yellowstone	7.00	28.91	19.27	Yes

Personnel Director

County	#FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Flathead	1.00	25.53		
Gallatin	1.00	42.17	28.23	
Hill	1.00	11.33	8.92	
Jefferson	1.00	19.8		
Lewis and Clark	1.00	35.28	29.99	
Missoula	1.00	40.85		
Park	1.00	12.40		
Ravalli	1.00	25.19		
Toole	1.00	15.84	14.00	
Yellowstone	1.00	40.70	27.14	

Budget and Finance - Director

County	#FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Beaverhead	1.00	16.42		
Carbon	1.00	23.55	23.55	
Custer	1.00	15.43		
Fergus	1.00	13.97		
Flathead	1.00	24.86		
Gallatin	1.00	42.17	28.23	
Lewis and Clark	1.00	35.28	29.99	
Missoula	1.00	40.85		
Park	1.00	16.40		
Stillwater	1.00	19.32	19.32	
Yellowstone	1.00	44.83	29.89	

Purchasing Agent

County	#FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Lewis and Clark	1.00	16.97	14.42	
Missoula	1.00	19.69	12.99	Yes
Yellowstone	1.00	32.44	21.63	

Accountant

County	#FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Flathead	1.00	19.71		
Gallatin	1.00	26.55	18.59	
Missoula	3.00	23.65	14.88	
Park	1.00	14.42		
Ravalli	1.00	19.30		
Yellowstone	1.00	24.19	16.12	

Bookkeeper, Clerk

County	#FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Dawson	2.60	17.93	11.15	
Fergus	1.00	10.97		
Flathead	1.00	14.17		
Gallatin	2.00	15.10	11.18	
Lewis and Clark	2.00	13.97	11.87	Yes
Madison	2.00	16.05	14.45	
Park	1.00	9.00		
Powder River	3.00	11.99	9.12	
Ravalli	1.00	11.69		
Roosevelt	1.00	13.53	8.2	
Stillwater	2.00	13.97	10.95	
Teton	1.00	13.00		
Toole	1.00	13.40	10.36	
Treasure		9.75	8.32	
Yellowstone	6.00	17.11	11.40	Yes

Information Technology - Supervisor

County	#FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Flathead	1.00	28.03		
Gallatin	1.00	42.17	28.23	
Jefferson	1.0	24.31		
Lewis and Clark	1.00	37.03	31.47	
Missoula	1.00	40.85		
Ravalli	1.00	21.09		
Rosebud			48921.60 annual salary	
Sheridan	0.75	15.50		
Valley	0.5	15.15		
Yellowstone	1.00	40.70	27.14	

Programmer, System Analyst

County	#FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Flathead	2.00	25.68	24.22	
Lewis and Clark	1.00	25.08	21.32	
Missoula	2.00	25.81	14.88	
Ravalli	2.00	14.10	14.10	
Sheridan	0.50	12.00		
Yellowstone	1.00	28.91	19.27	

Planning Director

County	#FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Anaconda-Deer Lodge	1.00	16.71		
Beaverhead	1.00	17.80		
Blaine	1.00	15.18		
Dawson	1.00	15.66	15.66	
Fallon	1.00	16.75	14.83	
Fergus	1.00	13.00		
Flathead	1.00	34.68		
Gallatin	1.00	42.17	28.23	
Jefferson	1.00	18.63		
Lewis and Clark	1.00	33.57	28.54	
Madison	1.00	16.87		
McCone	1.00	45.00		
Missoula	1.00	40.85		
Park	1.00	18.93		
Phillips	1.00	250 a day		
Ravalli	1.00	24.86		

Planner

County	#FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Beaverhead	1.00	15.02		
Carbon	1.00	23.65	23.65	
Fergus	1.00	7.50 (assistant/sec)		
Flathead	4.00	19.91	18.80	
Gallatin	5.00	32.44	15.39	
Granite	1.00	16.99		
Jefferson	1.00	14.86		Yes
Lewis and Clark	4.00	23.88	20.29	
Madison	1.00	15.18		
Mineral	1.00	25.00		
Missoula	19.00	25.81	15.94	Yes
Park	2.00	17.79	17.79	
Powell	1.00	13.25	13.25	
Ravalli	7.00	19.84	13.04	
Sheridan	1.00	contract		
Valley	0.25	14.35		

Facilities Manager

County	#FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Anaconda-Deer Lodge	1.00	13.03		Yes
Beaverhead	2.00	14.18	13.14	
Fergus	1.00	11.00		
Gallatin	1.00	34.00	23.04	
Hill	1.00	14.46	13.12	
Jefferson	1.00	16.09		Yes
Madison	1.00	15.59		
McCone	1.00	12.00		
Missoula	1.00	40.85		
Park	1.00	12.21		
Pondera	1.00	16.98		
Powell	2.00	12.09	8.29	
Ravalli	1.00	14.56		
Roosevelt	1.00	14.77	14.36	
Sheridan	1.00	15.80		
Treasure		10.88	6.45	
Valley	0.5	15.15		
Yellowstone	1.00	26.55	17.70	

Undersheriff

County	# FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Anaconda-Deer Lodge	1.00	22.23		
Beaverhead	1.00	16.05		
Blaine	1.00	17.88		
Carbon	1.00	19.95	19.95	
Carter	1.00	15.97		
Custer	1.00	17.42		
Daniels	1.00	17.07		
Dawson	1.00	19.84	19.84	
Fallon	1.00	18.63	18.63	
Fergus	1.00	15.79	plus 1% longevity	Yes
Flathead	1.00	28.92		
Gallatin	1.00	26.46		Yes
Garfield	1.00	13.65		
Glacier	1.00	18.60		
Golden Valley	1.00		21926.95 annual salary	
Granite	1.00	17.36		
Hill	1.00	19.84		
Jefferson	1.00	20.80		
Judith Basin	1.00	15.97		
Liberty	1.00	14.07		
Lewis and Clark	1.00	26.40	26.40	
Madison	1.00	18.19		
McCone	1.00	15.23		
Meagher		13.24		
Mineral	1.00	19.24		
Missoula	1.00	28.96		
Park	1.00	20.36		
Phillips	1.00	16.46		
Pondera	1.00	17.57		
Powder River	1.00	95%		
Powell	1.00	19.61	19.61	
Prairie	1.00	13.08	13.08	
Ravalli	1.00	25.16		
Roosevelt	1.00	18.15		
Rosebud	1.00	19.60		
Sheridan	1.00	17.12		
Stillwater	1.00	20.56	20.56	
Teton	1.00	17.01		
Toole	1.00	20.74		
Treasure	1.00	11.94		
Valley	1.00	15.79		
Wibaux	1.00	15.22		
Yellowstone	1.00	95% sheriff base plus 1% per year		

Deputy Sheriff

County	# FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Anaconda-Deer Lodge	13.00	17.22	15.85	Yes
Beaverhead	4.00	15.21	14.70	
Blaine	8.00	16.94	16.00	
Carbon	6.00	18.90	17.85	
Carter	1.00	14.25		
Custer	3.00	16.51		
Daniels	1.00	14.20		
Dawson	4.00	21.99	19.00	yes
Fallon	1.00	17.65	17.65	
Fergus	5.00	16.23	13.76	Yes (1% longevity too)
Flathead	25.00	26.70	20.34	Yes
Gallatin	39.00	21.98/22.42 (2%ed)	19.84/20.23 (2%ed)	Yes
Garfield	1.50	12.92		
Glacier	9.00	16.55	14.57	
Granite	3.00	16.73	15.38	
Hill	10.00	20.61	14.17	Yes
Jefferson	9.00	23.11	17.7	
Judith Basin	2.00	15.13	14.72	
Liberty	2.00	13.33		
Lewis and Clark	28.00	23.89	20.56	yes
Madison	8.00	19.80	15.97	
McCone	2.00	14.69	13.72	
Meagher	12.51	10.83		
Mineral	6.00	15.27	13.89	Yes
Missoula	27.00	23.77	19.45	Yes
Park	11.00	18.30	17.00	
Phillips	5.00	16.48	13.75	
Pondera	6.50	16.64	15.91	
Powder River	1.00	90%		
Powell	8.00	15.91	13.39	Yes
Prairie	1.00	12.54	12.54	
Ravalli	27.00	26.19	17.01	Yes
Roosevelt	8.00	17.2	16.24	Yes
Rosebud	13.00	21.67	17.08	
Sheridan	2.00	15.04		
Stillwater	5.00	18.99	16.30	
Teton	7.00	15.59	14.37	
Toole	9.00	18.74	14.36	Yes
Valley	5.00	14.46	14.46	Yes
Wibaux	1.00	15.27	14.14	
Yellowstone	36.00	72% sheriff base plus 1% per year		Yes

Chief Dispatcher

County	# FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Anaconda-Deer Lodge	1.00	13.01		
Beaverhead	1.00	13.30		
Blaine	1.00	14.58		
Carbon	1.00	15.73	15.73	
Daniels	0.60	10.95		
Fallon	1.00	17.00	14.37	
Fergus	1.00	13.91	plus 1% longevity)	Yes
Gallatin	1.00	31.38		
Garfield	0.50	10.02		
Glacier	1.00	14.11		
Granite	1.00	11.40		
Hill	1.00	14.26	10.57	Yes
Jefferson	1.00	14.62		Yes
Liberty	1.00	11.69		
Madison	1.00	16.05		
Meagher		11.86		
Missoula	1.00	15.72		
Phillips	1.00	10.80		
Powder River	1.00	11.30	8.44	
Powell	1.00	11.50	11.50	Yes
Ravalli	1.00	18.28		
Rosebud	1.00	14.49		
Sheridan	1.00	14.55		
Stillwater	1.00	14.70	14.70	
Teton	1.00	12.45		
Toole	1.00	14.35	10.00	Yes
Valley	1.00	11.90		

Dispatcher

County	# FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Anaconda-Deer Lodge	6.00	12.13	10.20	
Beaverhead	3.00	12.98	11.96	
Blaine	5.00	14.08	13.51	
Carbon	3.00	15.17	12.16	
Daniels	4.00	10.46	8.47	
Fallon	5.00	13.87	11.92	
Fergus	6.00	10.32	10.02	Yes (plus 1% longevity)
Flathead	12.00	18.26	12.80	Yes
Gallatin	13.00	17.50	12.80	
Glacier	3.00	12.05	12.05	
Granite	4.00	10.20	8.22	
Hill	3.00	12.11	10.07	Yes
Jefferson	3.00	14.98	12.28	Yes
Judith Basin	1.00	11.00		
Liberty	3.00	11.03	10.31	
Madison	4.00	14.45	11.56	
McCone	6.00	9.59	7.73	
Meagher		9.92	7.00	
Mineral	6.00	11.09	8.70	Yes
Missoula	24.00	14.29	12.43	Yes
Phillips	2.00	10.80	10.55	
Pondera	3.20	14.37		
Powder River	5.31	11.00	8.14	
Powell	4.50	11.44	8.16	
Ravalli	14.00	14.35	10.05	Yes
Roosevelt	10.00	13.53	9.48	Yes
Rosebud	4.00	11.30	8.30	
Sheridan	4.00	13.30	10.25	
Stillwater	4.50	12.16	11.76	
Teton	2.00	11.05	10.90	
Toole	3.00	12.70	10.00	Yes
Valley	3.5	10.9	10.4	

Director Detention Facility

County	# FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
	1.00	13.78		
Blaine	1.00	14.08		
Dawson	4.00	23.08	18.23	
Fergus	1.00	11.57		Yes (plus 1% longevity)
Flathead	1.00	27.21		
Gallatin	1.00	23.59		Yes
Hill	1.00	17.63	10.57	Yes
Jefferson	1.00	17.77		
Lewis and Clark	1.00	25.01	25.01	
Madison	1.00	13.01		
Missoula	1.00	25.81		
Park	1.00	15.32		
Ravalli	2.00	18.76	18.28	
Roosevelt	1.00	14.77	14.36	
Rosebud	1.00	13.27		
Sheridan	1.00	13.10		
Yellowstone	1.00			

Corrections Officer/Jailer

County	# FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Anaconda-Deer Lodge	6.00	11.23	10.23	
Beaverhead	3.00	13.14	10.50	
Blaine	8.00	14.08	13.51	
Custer	6.00	12.37	11.87	
Dawson	40.00	17.26	10.41	Yes
Fallon	0.25	11.76	11.76	
Fergus	6.00	10.82	10.02	Yes (plus 1% longevity)
Flathead	23.00	16.44	13.66	Yes
Gallatin	19.00	16.92/17.26 (2%ed)	13.44/14.59 (2%ed)	yes
Glacier	1.00	11.5		
Hill	9.00	12.98	10.07	Yes
Jefferson	3.00	13.03	12.52	Yes
Lewis and Clark	19.00	17.82	13.48	Yes
Mineral	5.00	10.50	7.90	Yes
Missoula	72.00	15.11	13.81	Yes
Park	6.00	14.45	13.73	
Ravalli	27.00	17.12	9.00	Yes
Roosevelt	5.00	13.53	8.2	Yes
Rosebud	4.00	11.30	8.80	
Toole	2.00	10.20	10.00	Yes
Valley	4.00	11.4	10.1	
Yellowstone	49.00	17.11	11.40	Yes

Records Clerk

County	# FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Beaverhead	1.50	12.38	9.50	
Fergus	5.00	9.83	8.25	
Flathead	1.00	15.11	13.03	Yes
Gallatin	6.00	15.10	11.18	
Glacier	1.00	14.29		
Jefferson	1.00	13.29		Yes
Lewis and Clark	2.00	13.97	11.87	
Madison	1.00	16.05		
Phillips	1.00			
Ravalli	11.00	18.75	10.06	
Roosevelt	2.00	13.53	8.2	Yes
Rosebud	5.50	18.29	8.75	
Toole	1.00	15.06	10.00	
Yellowstone	7.00	14.75	9.83	Yes

Court Administrator

County	# FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Jefferson	1.00	16.15		Yes

Court Clerk

County	# FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Beaverhead	1.00	11.96	9.50	
Blaine	1.00	18.83		
Dawson	1.33	17.93	11.24	
Fallon	0.25	15.85	13.99	
Fergus	3.00	10.57	8.97	
Flathead	9.00	15.11	13.52	
Gallatin	10.00	17.50	12.80	
Glacier	1.00	12.72		
Jefferson	2.00	18.77	12.4	Yes
Judith Basin	1.00	8.85		
Lewis and Clark	7.00	14.65	12.45	
Madison	1.00	13.65		
Pondera	1.30	11.96	7.72	
Ravalli	9.00	18.91	8.81	
Rosebud	1.50	15.30	13.39	
Stillwater	1.00	16.73	16.73	
Valley	1.00	13.31		
Yellowstone	23.00	14.75	9.83	Yes

Victim/Witness Coordinator

County	# FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Anaconda-Deer Lodge	1.00	11.88		
Custer	1.00	14.17		
Dawson	1.00	15.32	15.32	
Fergus	1.00	14.5		
Gallatin	1.00	26.06	18.25	
Jefferson	1.00	15.77		
Lewis and Clark	1.00	16.97	14.42	
Park	1.00	14.73		
Powell	1.00	12.59	12.59	
Ravalli	1.00	14.62		
Stillwater	1.00	17.46	17.16	
Yellowstone	6.00	21.83	14.55	Yes

Public Health Nurse

County	# FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Anaconda-Deer Lodge	1.00	17.39		
Blaine	1.00	20.66	19.18	
Carter	0.25	13.93	6.15	
Custer	4.00	21.87	14.25	
Daniels	0.60	16.32		
Fallon	1.00	21.37	19.37	
Fergus	1.00	18.84		
Gallatin	6.5	27.36	15.68	
Garfield	0.75	15.49		
Glacier	1.00	23.45		
Hill	1.00	23.04	17.43	
Jefferson	1.00	19.67	17.75	Yes (not supervisor)
Liberty		*Contracted w/ hospital		
Lewis and Clark	9.63	23.88	20.29	Yes
Madison	1.00			
McCone	1.00	18.63		
Meagher		14.30		
Mineral	1.00	19.58		
Missoula	18.00	38.58	18.53	Yes
Park	5.00	19.91	15.00	
Phillips	1.00	18.11		
Pondera	0.75	20.21		
Powder River	1.00	19.90	16.40	
Powell	1.00	20.70	20.70	
Prairie	1.00	16.61	16.61	
Ravalli	4.00	23.77	18.06	
Roosevelt	3.00	18.28	15.8	
Rosebud	1.50	19.06	17.98	
Sheridan	1.50	17.05	10.13	
Teton	1.00	18.67		
Toole	1.00	20.93	16.65	
Treasure	1.00	17.00	15.00	
Valley	2.75	19.20	17.07	
Wibaux	1.00	17.25		

Environmental Health Sanitarian

County	# FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Anaconda-Deer Lodge	2.00	14.50	14.00	
Carter	Contract	1500.00/ month		
Custer	1.00	17.36		
Dawson	1.00	20.60	20.60	
Fergus	1.00	19.85		
Flathead	4.00	26.55	17.39	Yes
Gallatin	7.00	27.36	15.68	
Hill	1.00	18.65	15.70	
Jefferson	1.00	20.00		
Judith Basin				
Lewis and Clark	8.13	23.88	20.29	Yes
Madison	1.00	18.14		
Meagher		31.54	20.42	
Missoula	14.00	26.90	16.82	Yes
Park	1.00	19.56		
Pondera	0.50	shared with Teton		
Ravalli	3.00	19.40	16.48	
Sheridan	1.00	16.00	16.34	
Stillwater	2.00	22.93	18.18	
Teton	1.00	15.80		
Toole	1.00	16.62	13.03	
Treasure	P/T	125/mo		
Valley	1.00	18		

Public Health Officer

County	# FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Dawson	1.00	21.09	21.09	
Fallon	0.25	200.00/mo		
Flathead	1.00	39.51		
Gallatin	1.00	38.26		
Granite	1.00	16.46		
Jefferson	1.00	contract		
Lewis and Clark	1.00	35.28	29.99	
Madison	1.00	200.00 month		
Park	1.00	19.80		
Phillips	1.00	125 a month		
Prairie		900.00/yr		
Ravalli	1.00	1000 month		
Roosevelt	1.00	18.61	18.28	
Sheridan	1.00	1200 year		

Registered Nurse

County	# FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Anaconda-Deer Lodge	1.00	10.31		
Custer	4.00	21.87	17.83	
Dawson	4.50	15.30	14.75	
Fallon	1.00	19.37	17.37	
Fergus	2.00	14.85	14.75	
Flathead	7.00	27.31	17.89	
Gallatin	7.50	21.43	18.20	Yes
Hill	2.00	15.94	15.70	
Lewis and Clark	7.80	23.88	20.29	
McCone	9.00	22.50	20.25	
Pondera	0.10	18.06		
Powder River	4.25	21.29	18.18	
Sheridan	1.00	19.33		
Teton	1.00	26.77		
Toole	7.00	27.49	19.07	Yes

Licensed Practical Nurse

County	# FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Custer	1.00	14.25		
Fallon	1.00	16.37	14.87	
Flathead	1.00	23.68	15.51	
Gallatin	5.25	18.51	15.31	Yes
Hill	1.00	13.32	13.12	
Lewis and Clark	12.10	16.97	14.42	Yes
Madison	5.00	20.25	14.82	
McCone	1.00	9.20		
Missoula	4.00	18.80	12.00	Yes
Pondera	0.18	13.22		
Powder River	0.28	17.23	13.73	
Teton	1.00	22.66		
Toole	6.00	22.92	15.92	Yes
Yellowstone	7.00	19.88	13.25	Yes

Activities Coordinator

County	# FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Dawson	3.00	14.61	11.45	
Fallon	1.00	13.53	11.71	
Gallatin	1.00	21.78	15.39	
Lewis and Clark	1.00	16.15	13.73	
McCone	1.00	10.55		
Madison	2.00	13.87		
Powder River	1.00	12.49	9.74	
Ravalli	1.00	13.94		
Toole	1.00	10.00		
Wibaux		9.36		

Kitchen- Cook

County	# FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Gallatin	3.00	12.53	9.67	
Lewis and Clark	3.00	10.97	9.13	Yes
Madison	5.00	11.71	9.83	
Missoula	4.00	16.39	11.03	Yes
Sheridan	0.50	10.55		
Toole	5.00	17.30	9.54	Yes
Valley	1.00	11.5		

Kitchen - Assistants; Staff

County	# FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Gallatin	7 P/T	12.19	8.65	
Lewis and Clark	10.00	9.88	8.32	Yes
Madison	9.00	10.15	8.63	
Toole	4.00	10.02	8.16	Yes
Valley	0.5	7.00		

Laundry

County	# FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Gallatin	2.00	11.07	8.65	
Lewis and Clark	8.50	9.88	8.32	Yes
Madison	4.00	10.14	9.64	
Powder River	1.00	12.49	9.74	
Toole	3.00	13.95	10.49	Yes

Road/Bridges Superintendent

County	# FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Anaconda-Deer Lodge	1.00	17.91		Yes
Beaverhead	1.00	20.50		
Blaine	1.00	18.01		
Carbon	3.00	18.04	18.04	Yes
Carter	1.00	17.09		
Custer	1.00	20.07		
Daniels	1.00	16.73		
Dawson	1.00	17.81	17.81	
Fallon	1.00	25.69	23.55	
Fergus	1.00	17.05		
Gallatin	1.00	42.17	28.23	
Glacier	1.00	24.19		
Golden Valley	1.00	21911.64	annual salary	
Granite	2.00	16.66	15.39	
Hill	1.00	19.50	15.70	
Jefferson	1.00	23.83		
Judith Basin	1.00	17.15		
Liberty	1.00	Salaried		
Lewis and Clark	1.00	29.02	24.70	
McCone	1.00	20.36		
Madison	3.00	16.87		
Meagher		21.52		
Mineral	1.00	18.50		
Missoula	1.00	33.10	21.71	
Park	1.00	18.17		
Phillips	2.00	14.92		
Pondera	1.00	18.09		
Powder River	1.00	36750.65	annual salary	
Powell	3.00	14.45	14.45	
Prairie	1.00	14.85	14.85	
Ravalli	1.00	25.31		
Roosevelt	1.00	18.00		
Rosebud	1.00	18.12		
Sheridan	1.00	18.41		
Stillwater	4.00	20.67	18.64	
Teton	1.00	16.37		Yes
Toole	1.00	22.21	17.72	
Treasure	1.00	14.70		
Valley	1.5	19.55	18.3	
Wibaux	1.00	18.09		
Yellowstone	1.00	32.44	21.63	

Equipment Operator

County	# FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Anaconda-Deer Lodge	6.00	16.51	16.27	Yes
Beaverhead	8.00	16.73	15.53	
Blaine	16.00	15.25		Yes
Carbon	12.00	16.44	16.44	Yes
Carter	5.00	15.48	11.80	
Custer	8.00	15.31	11.87	Yes
Daniels	3.00	14.99	11.54	
Dawson	9.00	17.13	9.25	
Fallon	9.00	16.70	15.85	
Fergus	9.00	14.27	10.58	
Flathead	14.00	18.60 + longevity		Yes
Gallatin	22.00	18.36	13.77	Yes
Garfield	6.00	13.94		
Glacier	10.00	15.62	14.95	Yes
Golden Valley	2.00		20337.56 annual salary	
Granite	4.00	15.70	13.71	
Hill	17.00	14.29	12.96	Yes
Jefferson	7.00	20.1	14.71	Yes
Judith Basin	4.00	14.59	11.58	
Liberty	6.00	14.25	11.91	Yes
Lewis and Clark	14.00	18.72	15.91	Yes
McCone	7.00	17.67	11.70	
Madison	9.00	16.53	13.22	
Meagher		16.27	14.34	
Mineral	2.00	15.92	13.50	
Missoula	22.00	21.27	19.14	Yes
Park	8.00	17.36	15.00	
Petroleum	3.50	13.11	10.94	
Phillips	13.00	12.77		
Pondera	10.00	15.88		
Powder River	6.00	13.19	10.33	
Powell	6.00	14.17	13.32	
Prairie	4.00	12.03	10.50	
Ravalli	18.00	20.11	17.77	Yes
Roosevelt	12.00	17.07	13.28	Yes
Rosebud	8.00	16.87		
Sheridan	12.00	15.64	11.50	
Stillwater	13.50	15.42	14.57	Yes
Teton	11.00	15.27	13.30	Yes
Toole	11.00	15.72	12.00	
Treasure	1.00	11.46		
Valley	15.00	14.79	13.92	Yes
Wibaux	5.00	17.09	16.09	
Yellowstone	12.00	19.88	13.25	Yes

Laborer (non-motorized equipment)

County	# FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Dawson	2.25	16.57	8.00	
Fergus	1.00	8.00		
Judith Basin	3.00	9.55	9.25	
Ravalli	3.00	13.21	13.21	Yes
Rosebud	1.00	15.06		
Toole		12.75	9.28	
Yellowstone	10.00	19.88	13.25	Yes

Engineer

County	# FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Gallatin	1.00	27.36	19.12	
Missoula	1.00	31.56	20.75	
Yellowstone	1.00	28.92	19.27	

Mapping/GIS/CADD

County	# FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Beaverhead	1.00	19.38		
Dawson	0.50	10.18	10.18	
Fallon	1.00	13.53	11.71	
Gallatin	3.00	26.06	14.94	
Jefferson	1.00	12.28		Yes
Lewis and Clark	1.00	21.66	18.41	
McCone	1.00	8.50		
Missoula	5.00	24.12	12.16	4 of 5
Park	1.00	12.40		
Ravalli	2.00	20.33	14.25	
Stillwater	1.00	21.64	21.64	
Valley	0.5	11.10		
Yellowstone	2.00	17.11	11.40	

Mechanic

County	# FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Anaconda-Deer Lodge	1.00	16.18		Yes
Beaverhead	1.00	15.93		Yes
Blaine	2.00	15.95		Yes
Custer	1.00	14.17		Yes
Dawson	1.00	14.46	14.46	
Fallon	2.00	17.28	16.50	
Fergus	1.00	14.52		
Flathead	3.00	19.04		Yes
Gallatin	3.00	18.36	13.77	Yes
Glacier	1.00	15.1		Yes
Hill	1.00	17.91	14.65	
Jefferson	2.00	19.41	17.03	Yes (not supervisor)
Judith Basin	2.00	12.12	11.58	
Lewis and Clark	3.00	18.72	15.91	Yes
Mineral	1.00	13.50		
Missoula	4.00	21.73	21.53	Yes
Park	1.00	18.10		
Ravalli	3.00	19.76	17.97	Yes
Rosebud	1.00	17.12		
Sheridan	1.00	15.33		
Toole	1.00	17.59	13.84	
Valley	1.00	15.15		Yes
Yellowstone	3.00	21.83	14.55	Yes

Refuse Collector

County	# FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Beaverhead	3.00	17.80	16.26	
Daniels	2.00	13.31	11.54	
Fallon	2.00	18.20	13.87	
Flathead	11.00	17.64		Yes
Jefferson	5.00	17.95	12.28	Yes
Madison	5.00	16.53	13.22	
Park	14.00	17.89	9.00	
Phillips	1.00	12.77		
Powell	2.70	13.72	8.00	
Rosebud	2.50	17.47	14.39	
Sheridan	2.00	15.00	12.00	
Stillwater	11.00	9.90	9.90	Yes
Treasure	0.50	7.25		
Valley	3.00	15.92	13.95	
Wibaux		10.14		

Park Director/Supervisor

County	# FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Anaconda-Deer Lodge	1.00	15.97		
Beaverhead	1.00	10.36		
Fallon	0.50	16.00	15.00	
Flathead	1.00	31.04		
Hill	1.00	11.76	11.58	
McCone	2.00	8.27	8.27	

Recreation Staff

County	# FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Anaconda-Deer Lodge	1.00	11.26		
Fallon	0.50	15.95	15.95	
Hill	all PT	8.25	7.00	

Fair Manager

County	# FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Beaverhead	1.00	11.53		
Blaine	1.00	500.00/mo		
Carter		3000/yr		
Custer	1.00	16.12		
Fallon	0.75	14.87	12.37	
Fergus	1.00	14.42		
Flathead	1.00	26.51		
Gallatin	1.00	34.00	23.04	
Hill	all PT	14.24	13.12	
Jefferson	1.00	contract		
Lewis and Clark	1.00	20.62	17.53	
Missoula	1.00	26.53		
Park	1.00	14.00		
Ravalli	1.00	17.32		
Roosevelt	0.5	14.36		
Rosebud	1.00	13.39		
Yellowstone	1.00	32.44	21.63	

Fair – Groundskeeper

County	# FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Blaine	3.00	8.50	8.00	
Custer	1.00	11.13		
Daniels	0.25	6.03		
Fallon	0.33	12.00	12.00	
Fergus	1.00	9.25		
Gallatin	3.00	18.41	13.47	
Hill	all PT	6.50	6.50	
Lewis and Clark	1.00	13.97	11.87	
Meagher		10.64 (at courthouse)		
Missoula		15.38	10.34	
Park	1.00	7.62		
Prairie	0.40	8.38	8.38	
Ravalli	2.00	11.40	7.76	
Roosevelt	0.1	7.50	6.25	
Rosebud	1.00	8.57	7.75	
Sheridan	1.00	8.00		
Wibaux		7.37		

Weed Control Officer

County	# FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Anaconda-Deer Lodge	1.00	15.42		
Beaverhead	1.00	17.80		
Blaine	1.00	11.51		
Carbon	1.00	15.74	15.74	
Carter	0.67			
Custer	1.00	17.65		
Daniels	0.33	10.20		
Dawson	1.00	16.97	16.97	
Fallon	1.00	18.97	16.50	
Fergus	1.00	13.66		
Flathead	1.00	20.07		
Gallatin	1.00	34.00	23.04	
Hill	1.00	18.79	15.70	
Jefferson	1.00	14.86		
Liberty	1.00	Salaried		
McCone	1.00	11.94		
Madison	1.00	16.87		
Meagher		14.63		
Mineral	1.00	13.50		
Missoula	4.00	24.85	16.45	
Park	1.00	17.33		
Phillips	1.00	11.44		
Pondera	1.00	15.29		
Powder River	0.42	12.78	11.14	
Ravalli	1.00	16.06		
Roosevelt	1.00	14.77	14.36	
Rosebud	1.00	15.01		
Sheridan	1.00	15.25		
Stillwater	w/GIS			
Teton	1.00 w/ County Planner	15.05		
Treasure	1.00	10.50	6.50	
Valley	0.5	15.65		
Wibaux		12.83		
Yellowstone	1.00	26.55	17.70	

Weed Control Worker

County	# FTEs	Highest Hourly Wage	Lowest Hourly Wage	Union Member
Beaverhead	10.00	11.96	7.50	
Blaine	4.00	8.50	8.00	
Carter	seasonal	11.00	9.00	
Daniels	0.33	8.99		
Dawson	1.00	10.00	8.50	
Fallon	2.00 (Seasonal)	11.53	9.41	
Fergus	5.00	9.50	8.00	
Gallatin	1.00	36.55	18.59	
Garfield	1.00	10.00		
Hill	1.00	9.50	8.50	
Liberty		9.50	7.50	
Lewis and Clark	10.00	10.43	8.60	
McCone	2.00	8.00	7.20	
Pondera	0.60	8.50	7.00	
Powder River	0.37	11.14	9.49	
Powell	1.00	13.87	13.87	
Prairie	1.50	11.68	9.11	
Ravalli	4.00	10.97	8.88	
Roosevelt	0.1	13.53	8.20	
Rosebud	1.00	9.31		
Sheridan	2.00	9.25	8.25	
Valley	2.25	13.10	7.00	
Wibaux		8.40		
Yellowstone	1.00 (foreman)	19.88	13.25	