



2012
Miles City
Wage and Benefits Analysis
MSU Local Government Center

**2012 Wage and Benefits Study
MSU Local Government Center**



To: Mayor Grenz, Chief Colombik,
City of Miles City Wage and Benefits Analysis Committee

From: Betsy Webb, Associate Director, MSU Local Government Center

Re: 2012 City of Miles City Wage and Benefits Analysis

We are pleased to submit for review, the 2012 City of Miles City Wage and Benefits Analysis, commissioned by the City of Miles City Wage and Benefits Analysis Committee in January 2012.

Enclosed you will find an introduction to the wage and benefits analysis along with salary, benefits, and additional information for police, fire, public works, and other municipal titles.

Municipalities participating in this survey included Miles City, Anaconda, Havre, Belgrade, Livingston, Laurel, Whitefish, Lewistown, Sidney, Glendive, Columbia Falls, Hamilton, Kalispell (fire only), and Lockwood (fire only). Each municipality that shared their information and participated in the study will receive two complimentary copies of the 2012 Wage and Benefits Analysis.

An inherent challenge in this type of wage and benefits analysis occurs in the comparison of one municipality's job titles and job duties to similar titles and positions in other municipalities. While a significant effort has been made to align like positions, there is no guarantee that the comparisons are entirely aligned. The study's researcher has added extensive notes to the salary pages to explain how specific wages or benefits were determined. These notes should assist in explaining discrepancies and to assist the reader in understanding the data.

Information gathered from other municipalities included collective bargaining agreements, wage matrices, benefits summaries, job titles, and personal phone calls for clarification. Even with data from a variety of sources, assumptions had to be made to place jobs and titles in certain categories.

Along with differences in duties and level of responsibilities, regional effects of cost of living and other variables can also affect wages and benefits.

With the knowledge that a comparison wage and benefits survey is a best effort summary of the data received, the survey can be a useful tool when looking at compensation packages for municipal employees. We thank you for the opportunity to

perform this research for the City of Miles City. Special thanks to Deborah McAtee, Magpie Techwriting, for her diligent work on this project.

Best wishes as you embark on a new budgeting cycle and setting optimal wage and benefits packages for your staff.

Please feel free to direct any questions or comments to Betsy Webb, Associate Director, or Dan Clark, Director, MSU Local Government Center, at (406) 994-6694.

Municipalities Included

The following cities, with populations between 4300 and 9300, were included in this study. Two other fire departments, Kalispell and Lockwood, were also included.

City	Population	Taxable Valuation, \$	Total Funds Appropriation	Per Capita Appropriation	# FTE	Notes
Miles City	8400	6829	5,362,277	638	77	
Anaconda	9300	11,372	7,169,220	771	114	Combined with Deer Lodge County
Havre	9300	7828	4,840,909	494	93	
Belgrade	7400	9983	3,698,638	501	39	No fire dept.
Livingston	7000	10,514	5,278,548	749	92	
Laurel	6700	6794	4,281,759	637	63	
Whitefish	6300	20,103	4,515,539	710	101	
Lewistown	5900	5750	3,107,240	527	54	
Sidney	5200	3983	2,149,779	414	36	
Glendive	4935	4437	2,909,225	590	46	
Columbia Falls	4688	5851	2,806,389	599	36	
Hamilton	4348	9494	3,850,871	886	43	
Kalispell	19,000	37,982	11,557,353	580	190	Fire dept. only
Lockwood						Unincorporated area. Fire dept. only.

These numbers are from FY2010.

Sources of Salaries and Other Data

Wage and benefits sources for each city are listed below. The sources are generally collective bargaining agreements (CBA) for union positions, base salary schedules for supervisors, and current employee wages. Laurel provided “if hired today” numbers.

The study used CBA and base salary schedules when possible, but they were not always available; sometimes the matrices were available but too little information as provided to make use of them. Where there were multiple wages for a position, the entry-level wage was used.

City	Sources of Data
Miles City	Fire: CBA except current Chief Police: CBA except current Chief; base salaries approved 2/8/2012. Municipal: current employees except as noted
Anaconda	CBAs plus Base Salary Schedule for supervisors
Havre	Fire and Police: CBA plus Salary Schedule for supervisors and non-union Municipal: CBA and current employees
Belgrade	Police: Current employees Municipal: Matrices supplied by City
Livingston	Fire and Police: CBA except Police Chief Municipal: Mostly current employees. Some from Addendum A of Public Works CBA.
Laurel	Police: Current employees Municipal: CBA and “If hired today”
Whitefish	Fire: Current employees Police: CBA and current employees Municipal: Current employees
Lewistown	CBAs
Sidney	Police and Municipal: Current employees
Glendive	CBAs
Columbia Falls	Police: CBA, some current employees Municipal: Current employees
Hamilton	Police: CBA except current Chief and Lieutenant Municipal: CBA.
Kalispell	Salary Range Table
Lockwood	CBA

Current salaries will be higher than CBA or base salaries because they include longevity and stipends.

Positions listed for only one city are not included in the study.

For management positions, an annual salary is also shown.

In the Fire and Police charts, wages after 3, 5, and 10 years are shown as a way to express comparable numbers from the variety of longevity programs among cities. These wages were calculated from the longevity formula, if available, or by working up the steps of the pay matrix as directed. In some cases, current employee wages were used when the date of hire was available. Not all cities provided sufficient information to calculate these wages.

Survey City Averages do not include Miles City.

O*Net OnLine <http://www.onetonline.org/> offers some salary data for position categories. Where available, these figures are listed at the bottom of each position table as O*Net Montana Median.

In the Police Chief table, the Crime Index numbers come from <http://mbcc.mt.gov/CrimeReport/countytable.asp>, Note that the data is from 2004.

Salary Conversions

In converting annual salaries to hourly wages, 2080 hours/year was used. Monthly salaries were converted to hourly wages by dividing by 173.33 (=2080/12).

Fire departments generally work more than 2080 hours in a year; 2184 hours/year is most common. Monthly salaries in the Fire tables were converted to hourly wages using a conversion factor of 182. Some exceptions are noted in the Notes at the end of the Fire section.

Stipends

Stipends vary widely among municipalities, depending on how jobs are defined. For instance, fire inspections might merit a stipend or might be part of the job. In many cases, only one municipality offered a stipend for any category, such as Instructor or Pesticide Applicator. The most common stipends are included in this study.

Vacation and Sick Leave

All study cities use the state standard for Vacation and Sick Leave, as specified in MCA:

2-18-611. Annual vacation leave. (1) Each permanent full-time employee shall earn annual vacation leave credits from the first day of employment. Vacation leave credits earned must be credited at the end of each pay period. However, employees are not entitled to any vacation leave with pay until they have been continuously employed for a period of 6 calendar months.

2-18-612. Rate earned. (1) Vacation leave credits are earned at a yearly rate calculated in accordance with the following schedule, which applies to the total years of an employee's employment with any agency whether the employment is continuous or not:

Years of employment	Working days credit
1 day through 10 years	15
10 years through 15 years	18
15 years through 20 years	21
20 years or more	24

MCA 2-18-618: A permanent full-time employee earns sick leave credits from the first day of employment. For calculating sick leave credits, 2,080 hours (52 weeks x 40 hours) equals 1 year. Sick leave credits must be credited at the end of each pay period. Sick leave credits are earned at the rate of 12 working days for each year of service without restriction as to the number of working days that may be accumulated. Employees are not entitled to be paid sick leave until they have been continuously employed 90 days.

In Anaconda, Police officers also receive 2 days of personal leave per year; if the employee loses no time to an on-the-job injury, 2 additional days of personal leave are granted at the end of the year.

Lunch and Rest Breaks

All cities that specify meal and rest breaks use a lunch break of 30-60 minutes for an 8-hour shift, as close to the middle of the shift as possible; two 15-minute rest breaks are to be distributed one in each half of the shift. In Hamilton, police officers get two 20-minute breaks. Anaconda and Livingston include provisions that employees will have clean-up times at the end of the shift.

Retirement/Pension

Anaconda contributes to several pension funds for the various unions:

Machinists: \$2.85/hour to IAM National Pensions Fund, Benefit Plan

Operating Engineers: \$1.75/hour to Central Pension Fund of International Union of Operating Engineers

Road Department: \$2.50 to Western Conference of Teamsters Pension Trust

Other cities that refer to pensions contribute to PERS, either 6.9% or \$.72/hour.

Insurance Contributions

Insurance contributions take two forms:

- a fixed amount for all employees
- Varying amounts depending on the number of people on the policy.

The following cities contribute a fixed amount.

Medical Insurance	City	Paid by City, Monthly	Life
	Miles City	\$578+ \$250 for other insurance	
	Anaconda	\$576	Included ¹
	Belgrade ²	\$800	
	Livingston	Non-union: \$634 ³ Muni: \$600 Fire: \$661 ⁴	
	Lewistown	\$457	
	Glendive	\$369	
	Hamilton	\$474	Yes
	Survey City Average	\$556.73	

The following cities pay varied amounts.

Medical Insurance ⁵	Paid by City, Monthly, \$	Employee Only	Couple	Employee and Child(ren)	Family	Dental, Vision, Life
	Havre	543.35	943.60	794.60	1304.55	Dental, Life Included ⁶
	Laurel ⁷	700.00	1100.00	700.0	1100.00	
	Whitefish ⁸	477.65	870.15	844.30	1233.00	
	Sidney	441.93	876.95	768.35	1203.36	
	Columbia Falls ⁹	608.00			1090.00	
	Kalispell ¹⁰	608.00	964.91	863.05	1295.96	

Of the municipalities that specified their insurance policies, most carry MMIA policies.

¹ Required \$20,000 policy. Family can be added at employee's expense.

² Maximum amount city will pay.

³ Non-union employees receive this amount to buy group health insurance.

⁴ Flex plan

⁵ See also health insurance by department.

⁶ \$10,000 policy covering employee only

⁷ Maximum amounts city will pay. Municipal: City contributes \$600 per employee to a flex medical account in the 2011-2012 fiscal year.

⁸ FY2011

⁹ Includes \$416 for Flexible Benefit Plan.

¹⁰ FY2012

Miles City
2012 Wage and Benefits Analysis - Fire

Job Title	Fire Chief	Hourly Wage, \$	Annual Salary, \$	5 years, hourly	10 years
	Miles City	19.81 ¹¹	43,265.04		
	Anaconda	24.67	53,885.92	25.26	25.85
	Havre	22.96 ¹²	50,136.00	23.42	24.01
	Livingston	27.02	59,400.00		
	Laurel (VFD)		19,700.00 ¹³		
	Whitefish	39.69 ¹⁴	86,682.96		
	Lewistown	24.19	52,841.68	24.79	25.40
	Glendive	24.33	53,136.00		
	Columbia Falls (VFD)	24.49	55,660.00		
	Hamilton (VFD)		7200.00 ¹⁵		
	Kalispell	35.55 ¹⁶	77,641.20	36.72	37.89
	Lockwood	32.78	71,594.00		
	Survey City Average ¹⁷	28.54	62,331.36		
	O*Net Montana Median	25.37 ¹⁸			

¹¹ Base salary. Current chief makes \$23.79.

¹² Current Chief makes \$27.58/hour, hired 11/1984.

¹³ Annual stipend to oversee volunteers

¹⁴ Current Chief

¹⁵ Monthly stipend of \$600 to oversee volunteers

¹⁶ Acting Fire Chief. Annual salary range: \$65,400 - \$102,500.

¹⁷ Does not include Laurel or Hamilton

¹⁸ First Line Supervisors of Firefighting and Prevention Workers

Miles City
2012 Wage and Benefits Analysis - Fire

Job Title	Assistant Fire Chief, Hourly Wage, \$	Fire Marshal
Miles City	15.94 ¹⁹	
Anaconda		
Havre	20.81	
Livingston		
Whitefish		
Lewistown	19.33 ²⁰	21
Sidney		17.14
Kalispell	27.02 ²²	
Lockwood		
Survey City Average	22.39	

¹⁹ Battalion Chief

²⁰ Senior Captain

²¹ Add \$100 monthly to salary of fire fighter acting as Fire Marshal

²² Middle of range for Asst. Fire Chief: \$58,500 - \$82,000 = \$72,500. Position unfilled.

Miles City
2012 Wage and Benefits Analysis - Fire

Job Title	Fire Captain	Hourly Wage, \$	Annual Salary, \$	5 years	10 years
	Miles City	15.53	33,923.16	16.31	17.09
	Anaconda	18.04	39,396.48	18.63	19.22
	Havre	18.45	40,293.51	18.82	19.30
	Livingston	19.64	42,896.16	20.13	20.62
	Whitefish				26.34 ²³
	Lewistown	18.71	38,916.80 ²⁴	19.18	19.65
	Glendive				
	Kalispell	21.60	56,160.00	22.77	23.94
	Lockwood	20.01	45,318.84	20.27	20.54
	Survey City Average	19.41	42,391.44		
	O*Net Montana Median	25.37 ²⁵			

Job Title	Fire Lieutenant	Hourly Wage, \$	Annual Salary, \$	5 years	10 years
	Miles City	15.12	33,023.16	15.88	16.63
	Kalispell	19.80	51,480.00	20.97	22.14

²³ Current Captain with EMT, hired 1996.

²⁴ 2080 hours/year

²⁵ First Line Supervisors of Firefighting and Prevention Workers

Miles City
2012 Wage and Benefits Analysis - Fire

Job Title	Firefighter I, Hourly Wage, \$	Firefighter II	Firefighter III/Engineer
Miles City	14.19	14.32	14.46
Anaconda	17.75 ²⁶		
Havre	16.07 ²⁷	16.67 ²⁸	17.54
Livingston			
Whitefish			
Lewistown			
Glendive			
Kalispell	18.00	18.54	18.90
Lockwood	14.83	15.47	18.28
Survey City Average	16.66	16.89	18.24

²⁶ Firefighter First Class
²⁷ First Class Firefighter
²⁸ Driver Operator

Miles City
2012 Wage and Benefits Analysis - Fire

Job Title	Firefighter	Probation, \$	Hourly Wage	5 years	10 years
	Miles City	13.72	14.02	14.72	15.42
	Anaconda	16.01	17.48	18.07	18.66
	Havre	13.10	15.78	16.10	16.50
	Livingston	15.73	16.28	16.68	17.09
	Whitefish		18.50 ²⁹		19.64 ³⁰
	Lewistown		16.70	17.12	17.54
	Glendive	15.86	17.15	17.51	17.87
	Kalispell	16.20	18.00	18.54	
	Lockwood	13.57	14.83	15.09	15.36
	Survey City Average	15.08	15.86		
	O*Net Montana Median		20.90		

²⁹ Current firefighter with EMT

³⁰ Based on 2 Firefighters with Paramedic, hired 6/01 and 4/02. (Another FF w/Paramedic, hired 2/01, makes less). Backed out Paramedic cert at 10% base pay.

Miles City
2012 Wage and Benefits Analysis - Fire

Stipends - Fire	Clothing Stipend (annual) \$	Training Officer (monthly)
Miles City	540.00	145.00
Anaconda	470.00	576.00
Havre	500.00	25.00
Livingston	600.00	
Whitefish		
Lewistown	500.00	
Glendive		
Kalispell	City provides	
Lockwood	350.00	
Survey City Average	484.00	

Miles City
2012 Wage and Benefits Analysis - Fire

Training Stipends - Fire		EMT- Basic	EMT – I	Paramedic
Monthly, \$	Miles City	50.00	75.00	195.00
	Anaconda		115.00 ³¹	
	Havre	82.40	133.90	
	Livingston	40.00-80.00 ³²	155.00-195.00 ³³	250.00-290.00 ³⁴
	Whitefish		4% of base pay	10% of base pay
	Lewistown			
	Sidney			
	Kalispell	136.50		273.00
	Lockwood	100.00	200.00-250.00 ³⁵	300.00

³¹ EMT with 5 endorsements

³² \$40 plus \$10/endorsement to max of \$80 total

³³ \$155 plus \$10/endorsement to max of \$195 total

³⁴ \$250 plus \$10/endorsement to max of \$290 total

³⁵ EMT-185 = \$200/month; EMT-199 = \$250/month

Miles City
2012 Wage and Benefits Analysis - Fire

Longevity	Paid Monthly
Miles City	1% of base pay per year of service
Anaconda	\$21.50 per year of service
Havre	.5% of previous matrix step
Livingston	.5% of base pay per year of service
Laurel	[VFD]
Whitefish	Per matrix
Lewistown	.5% of base pay per year of service
Sidney	[VFD]
Glendive	\$12.50 per year of service
Columbia Falls	[VFD]
Hamilton	[VFD]
Kalispell	1.3% of Firefighter base pay per year of service
Lockwood	\$10 per year of service, 1-10 years; \$12 per year of service, 11-15 years; \$15 per year of service, 16+ years

Miles City
2012 Wage and Benefits Analysis - Fire

Notes	
Miles City	Part-paid firefighters receive \$7.35-\$9.75/hour.
Anaconda	
Havre	
Belgrade	Covered by an independent volunteer fire dept. No employees related to fire.
Livingston	
Laurel	Volunteer Fire Dept. Fire chief receives an annual stipend; firefighters receive \$8/hour while on duty.
Whitefish	Firefighters work 212 hours every 28 days.
Lewistown	Firefighters work 2080 hours/year.
Sidney	Independent volunteer fire dept. City has a Fire Marshal.
Glendive	
Columbia Falls	Volunteer Fire Dept. Fire Chief receives annual salary.
Hamilton	Volunteer Fire Dept. Fire Chief receives monthly stipend.
Kalispell	Kalispell's population is 19,000. Firefighters work 2600 hours/year.
Lockwood	Unincorporated community with Fire Dept. Firefighters average 43.56 hours/week or 2265 hours per year.

Miles City
2012 Wage and Benefits Analysis - Police

Job Title	Police Chief	Crime Index 2004	Wage, \$	Annual Salary, \$	5 years	10 years
	Miles City	464	27.17 ³⁶	56,513.64		
	Anaconda	268	28.76	59,821.64		
	Havre	612	24.58	51,120.00	25.07	25.71
	Belgrade	312	33.58 ³⁷	69,846.40		
	Livingston	217	28.03 ³⁸	58,306.20		
	Laurel	290	25.00 ³⁹	52,000.00		27.54 ⁴⁰
	Whitefish	346	42.12	87,609.60		
	Lewistown	153	25.40	52,841.68		
	Sidney	171	25.53 ⁴¹	53,102.40		
	Glendive	18	24.77	51,516.00	25.13	31.98
	Columbia Falls	189	27.95	58,136.00		27.95 ⁴²
	Hamilton	344	30.01	62,420.80		
	Survey City Average		28.70	59,696.00		
	O*Net Montana Median		31.58 ⁴³	65,700.00		

³⁶ As of 2/8/2012

³⁷ Current Chief, also gets 7% deferred comp for PERS

³⁸ Current Chief

³⁹ Starting wage if hired today

⁴⁰ Current Chief, hired 1982

⁴¹ Current Chief

⁴² Current Chief, hired 1990

⁴³ First-Line Supervisors of Police and Detectives

Miles City
2012 Wage and Benefits Analysis - Police

Job Title	Assistant Police Chief	Wage, \$	Annual Salary, \$
	Miles City		
	Anaconda	26.27	54,651.09
	Havre	21.85	45,444.00
	Belgrade		
	Livingston	25.11	52,218.36
	Laurel		
	Whitefish	33.30	69,264.00
	Lewistown	24.67	51,319.67
	Sidney	24.21	50,346.36
	Glendive	23.04	47,916.00
	Columbia Falls		
	Hamilton		
	Survey City Average	25.49	53,019.20

Miles City
2012 Wage and Benefits Analysis - Police

Job Title	Police Captain	Wage, \$	Annual Salary, \$
	Miles City	25.00 ⁴⁴	52,000.00
	Anaconda	20.17	41,953.60
	Lewistown	21.30	44,304.00
	Glendive	20.37	42,360.00
	Survey City Average	20.61	42,868.80

Job Title	Police Lieutenant	Wage, \$	Annual Salary, \$
	Miles City	23.50 ⁴⁵	48,880.00
	Anaconda	19.53	40,622.40
	Havre	21.23	44,164.02
	Whitefish	27.91	58,052.80
	Lewistown	19.49	40,539.20
	Hamilton	25.09	52,187.20
	Survey City Average	22.65	47,115.00

⁴⁴ As of 2/8/2012

⁴⁵ Detective Lieutenant, as of 2/8/2012

Miles City
2012 Wage and Benefits Analysis - Police

Job Title	Sergeant	Wage, \$	3 years	5 years	10 years
	Miles City	21.53 ⁴⁶	21.66	21.75	21.96
	Anaconda	19.01	19.38	19.63	20.25
	Havre	20.16	20.36	20.56	21.08
	Belgrade	26.50			
	Livingston	22.25			
	Laurel	22.00 ⁴⁷			
	Whitefish	24.29 ⁴⁸			
	Lewistown	18.33			
	Sidney				
	Glendive	18.40	18.62	18.76	19.12
	Columbia Falls	18.52 ⁴⁹	19.27	19.85	20.99
	Hamilton	20.63	21.25	21.60	22.78
	Survey City Average	21.01			

⁴⁶ As of 2/8/2012

⁴⁷ If hired today

⁴⁸ Current employees

⁴⁹ Bottom step Grade 12

Miles City
2012 Wage and Benefits Analysis - Police

Job Title	Master Patrol	Wage, \$	3 years	5 years	10 years
Miles City					
	Anaconda				
	Havre ⁵⁰	19.04	19.23	19.43	19.92
	Belgrade	24.14			
	Livingston	19.72 ⁵¹			
	Laurel ⁵²				
	Whitefish	25.30 ⁵³			
	Lewistown				
	Sidney				
	Glendive				
	Columbia Falls				
	Hamilton				
	Survey City Average	22.05			

⁵⁰ Senior Patrol, highest rank below Sergeant

⁵¹ Patrol Officer III

⁵² Requires 10 years as a police officer and 300 hours POST

⁵³ Officer I, current employee

Miles City
2012 Wage and Benefits Analysis - Police

Job Title	Senior Patrol	Wage, \$	3 years	5 years	10 years
Miles City					
Anaconda					
	Havre	18.50	18.68	18.87	19.35
Belgrade					
	Livingston	19.15 ⁵⁴			
	Laurel ⁵⁵	23.00	23.13	23.22	23.43
	Whitefish	21.97 ⁵⁶	22.26 ⁵⁷	23.39 ⁵⁸	
	Lewistown	17.78			
Sidney					
	Glendive	17.78	18.00	18.14	18.50
Columbia Falls					
Hamilton					
	Survey City Average	19.70			

⁵⁴ Patrol Officer II

⁵⁵ Requires 5 years as a police officer and 100 hours POST

⁵⁶ Officer II. Lowest Range/Step of three current Officer IIs.

⁵⁷ Rate of Officer II hired 10/1/08.

⁵⁸ Average of two Officer IIs hired 9/24/05 and 10/3/05.

Miles City
2012 Wage and Benefits Analysis - Police

Job Title	Patrol	Probation, \$	Wage	3 years	5 years	10 years
	Miles City⁵⁹	17.07	19.60	19.73	N/A ⁶⁰	
	Anaconda	15.19	18.54	18.86	19.07	19.61
	Havre	15.81	17.39	17.57	17.74	18.19
	Belgrade	19.03	22.58 ⁶¹			
	Livingston ⁶²	16.47	18.54			
	Laurel ⁶³	19.76	20.80	20.93	21.02	21.23
	Whitefish	19.02	20.78 ⁶⁴		21.62 ⁶⁵	
	Lewistown		17.29			
	Sidney	18.54 ⁶⁶	19.06 ⁶⁷			20.09 ⁶⁸
	Glendive	14.76	17.25	17.74	17.61	17.97
	Columbia Falls	16.39 ⁶⁹	17.05	17.74	18.26	19.31
	Hamilton	18.92	19.11	19.50	19.89	20.91
	Survey City Average	17.39	18.95			
	O*Net Montana Median		21.31 ⁷⁰			

⁵⁹ As of 2/8/2012

⁶⁰ Patrol converts to Senior Patrol after 3 years

⁶¹ First Class Patrol, Confirmed Patrol

⁶² Patrol Officer I

⁶³ Based on current employees. Some patrol make \$21.80/hour

⁶⁴ Officer III. Based on lowest Officer III rate.

⁶⁵ Based on three Officer IIIs hired 9/10/07 (2) and 12/31/07

⁶⁶ Three officers hired 6/24/11, 12/1/11 and 1/2/12. Starting wage listed as \$18/hour, with one-year probation.

⁶⁷ Average of four officers, hired 3/1/10, 2/23/11, 9/19/11, and 2/25/12

⁶⁸ Two officers, hired 3/12/01 and 6/1/07.

⁶⁹ Grade 11, Step 2. Current Officers are all Grade 11, various steps

⁷⁰ All levels of patrol officers

Miles City
2012 Wage and Benefits Analysis - Police

Job Title	Lead Dispatcher/911 Coordinator	Wage, \$	Annual Salary, \$
	Miles City	20.21 ⁷¹	42,036.80
	Anaconda	15.37 ⁷²	31,979.77
	Havre	16.76	34,860.80
	Belgrade		
	Livingston	16.19 ⁷³	33,675.20
	Laurel		
	Whitefish		
	Lewistown	16.32	33,945.60
	Sidney		
	Glendive	16.26	33,820.80
	Columbia Falls		
	Hamilton		
	Survey City Average	16.18	33,654.40

⁷¹ Base salary

⁷² 911 Supervisor

⁷³ Communications Officer II/Supervisor

Miles City
2012 Wage and Benefits Analysis - Police

Job Title	Dispatcher	Probation, \$	Wage	3 years	5 years
	Miles City	13.42	15.97	16.29	16.61
	Anaconda	11.94	13.14	14.52	14.74
	Havre	11.75	13.33	13.47	13.60
	Belgrade				
	Livingston	13.38	13.80 ⁷⁴	14.01	14.15
	Laurel	18.96	19.96 ⁷⁵	20.09	20.18
	Whitefish	15.18		20.36	21.39
	Lewistown		14.62 ⁷⁶		
	Sidney				
	Glendive	13.21	14.35	14.57	14.71
	Columbia Falls				
	Hamilton				
	Survey City Average	14.07	14.87		
	O*Net Montana Median		14.58		

⁷⁴ Communications Officer I

⁷⁵ Communication Officer II

⁷⁶ Dispatcher. Dispatcher II: \$15.46

Miles City
2012 Wage and Benefits Analysis - Police

Job Title	Animal Control Officer	Probation, \$	Wage
	Miles City	13.42	15.97
	Anaconda		14.78 ⁷⁷
	Havre		18.16
	Belgrade		
	Livingston		
	Laurel	19.14	20.15
	Whitefish		20.77
	Lewistown		
	Sidney		
	Glendive		
	Columbia Falls		
	Hamilton ⁷⁸		11.43
	Survey City Average		17.06
	O*Net Montana Median		13.63

⁷⁷ Animal Control Warden

⁷⁸ Also does Parking Enforcement

Miles City
2012 Wage and Benefits Analysis - Police

Job Title	Police Receptionist/Secretary	Wage, \$
	Miles City	15.97
	Anaconda	
	Havre	13.33
	Belgrade	
	Livingston	
	Laurel	
	Whitefish	15.31
	Lewistown	
	Sidney	16.48
	Glendive	
	Columbia Falls	13.82 ⁷⁹
	Hamilton	14.84
	Survey City Average	14.76

⁷⁹ Current employee, hired 8/2010

Miles City
2012 Wage and Benefits Analysis - Police

Clothing Stipends - Police		Police	Dispatcher	Animal Control
Annual, \$	Miles City	700	125	
	Anaconda	1300	750	
	Havre	1000		550
	Belgrade	600		
	Livingston	600	600	
	Laurel	699		349
	Whitefish	1075	475	675
	Lewistown	500	270	270
	Sidney			
	Glendive	599		
	Columbia Falls	900		
	Hamilton	1000		450
	Survey City Average	827.30	523.75	458.80

Miles City
2012 Wage and Benefits Analysis - Police

Training Stipends - Police		First Responder	EMT-B	EMT-I
Monthly, \$	Miles City	20	50	50
	Anaconda			
	Havre	15	82.40	133.90
	Belgrade			
	Livingston	50	80	80
	Laurel			
	Whitefish			
	Lewistown			
	Sidney			
	Glendive			
	Columbia Falls			
	Hamilton			

Miles City
2012 Wage and Benefits Analysis - Police

Training Stipends - Police		POST Intermediate	POST Advanced	Bachelor's, related
Monthly, \$	Miles City	25	50	50
	Anaconda			
	Havre			
	Belgrade			
	Livingston		25	15
	Laurel			
	Whitefish			
	Lewistown	50	75	
	Sidney			
	Glendive			
	Columbia Falls			
	Hamilton			

Miles City
2012 Wage and Benefits Analysis - Police

Other Stipends

Miles City	Drug Task Force: \$1/hour
Anaconda	Detective and School Resource Officer (SRO): \$125 monthly
Havre	Annually: Instructor, Detective, Drug Task Force: \$200 each. Per Hire: Primary Training Officer: \$600; Secondary Training Officer \$300.
Belgrade	Detective makes \$24.14/hour.
Livingston	Detective: \$200 monthly. SRO: \$100 monthly Training Officer: additional \$0.35/hour \$10/month for use of a personal cell phone while on duty
Laurel	
Whitefish	Training Officer: additional \$1/hour
Lewistown	
Sidney	
Glendive	
Columbia Falls	
Hamilton	Training Officer: 2% of hourly wage

Miles City
2012 Wage and Benefits Analysis - Police

Longevity	Paid Monthly
Miles City	\$7.50 per year of service
Anaconda	Per year of service: Captain \$26.50, Lieutenant \$24, Patrol \$18.50, Dispatch \$19.
Havre	.5% of previous matrix step
Belgrade	1% of base pay per year, monthly
Livingston	.5% of base pay per year of service
Laurel	Per schedule: 1 year = \$90, 3 years=\$271, 5 years=\$451.
Whitefish	
Lewistown	.5% of entry level base pay per year, monthly
Sidney	.5% of base pay + rank per year, monthly
Glendive	\$12.50 per year of service
Columbia Falls	Step increases in step and range matrix, CBA
Hamilton	Step increases in step and range matrix, CBA

Miles City
2012 Wage and Benefits Analysis - Police

Notes	
Miles City	
Anaconda	Has separate CBAs for Police and Dispatch
Havre	Not done negotiating the union contract yet. Numbers reflect budget.
Belgrade	Current employees are all at the same wage for a given position.
Livingston	
Laurel	Based on current employees.
Whitefish	
Lewistown	
Sidney	Based on current employees.
Glendive	
Columbia Falls	Most numbers based on current employees. Longevity based on increasing steps in the Step and Range matrix. The increases are not automatic but appear to be normal; they are assumed here.
Hamilton	

Crime Index: <http://mbcc.mt.gov/CrimeReport/countytable.asp>. Numbers are from 2004, the latest year for which data is available.

Miles City
2012 Wage and Benefits Analysis - Municipal

Job Title	City Judge ⁸⁰ Hourly, \$	Annual Salary	City Attorney ⁸¹ Hourly, \$	Annual Salary
Miles City			150.00 ⁸²	
Anaconda	19.50 ⁸³	40,563.43	46.11 ⁸⁴	95,899.26
Havre				
Belgrade				
Livingston	18.28	38,012.16	37.88	78,781.92
Laurel	15.00 ⁸⁵	31,200.00		
Whitefish	33.42	69,513.60	45.67	95,000.00
Lewistown			45.73 ⁸⁶	47,560.66
Sidney				
Glendive	18.50 ⁸⁷	16,236.00		
Columbia Falls	25.22	52,457.60		
Hamilton	21.59	44,907.20	28.85	59,467.20
Survey City Average	21.64	45,011.20	40.85	84,968.00
Montana Median	19.20 ⁸⁸		56.73 ⁸⁹	

⁸⁰ Judge is elected in Miles City and Havre. Judge is contracted from the county in Lewistown and Sidney.

⁸¹ City Attorney is contracted in Havre, Laurel, Sidney, Glendive, and Columbia Falls.

⁸² On municipal payroll, not full time

⁸³ Justice of the Peace

⁸⁴ County Attorney

⁸⁵ If hired today.

⁸⁶ Base salary, half time

⁸⁷ Roughly half time

⁸⁸ O*Net Montana Median

⁸⁹ Source: <http://www.indeed.com/salary?q1=City+Attorney&l1=Montana>

Miles City
2012 Wage and Benefits Analysis - Municipal

Job Title	Court Clerk	Deputy Court Clerk
Miles City	16.83	16.63
Anaconda	16.38	12.73
Havre	13.53	
Belgrade	14.56	
Livingston	11.97	
Laurel	16.44	15.24
Whitefish	22.26 ⁹⁰	
Lewistown		
Sidney		
Glendive	12.06 ⁹¹	
Columbia Falls	18.76 ⁹²	13.96 ⁹³
Hamilton	14.26	
Survey City Average	15.47	13.34
O*Net Montana Median	13.54	

⁹⁰ Court Admin/Lead Clerk

⁹¹ Judge's Secretary

⁹² Lead Court Clerk, hired 4/01.

⁹³ Average of two Court Clerks, hired 2/2010 and 6/2010.

Miles City
2012 Wage and Benefits Analysis - Municipal

Job Title	City Manager Hourly, \$	Annual Salary	Finance Director Hourly, \$	Annual Salary
Miles City				
Anaconda			19.45 ⁹⁴	40,454.00
Havre			29.24 ⁹⁵	60,819.20
Belgrade				
Livingston	38.45	79,969.32		37,682.28 ⁹⁶
Laurel			20.19 ⁹⁷	41,995.20
Whitefish	52.88	110,000.00	37.02 ⁹⁸	77,001.60
Lewistown	39.88	82,957.00 ⁹⁹	24.77	51,529.58
Sidney			16.00 ¹⁰⁰	33,279.96
Glendive	28.32	58,905.00	16.33 ¹⁰¹	33,960.00
Columbia Falls	38.94 ¹⁰²	80,995.20	26.75 ¹⁰³	55,640.00
Hamilton			25.73	53,524.12
Survey City Average	39.70	82,576.00	23.36	48,588.80
O*Net Montana Median			36.75 ¹⁰⁴	

⁹⁴ Treasurer/Financial Officer

⁹⁵ Current employee, hired 4/1985

⁹⁶ Part-time

⁹⁷ Clerk/Treasurer. If hired today.

⁹⁸ Asst. City Manager/Finance

⁹⁹ Also gets vehicle allowance of \$7800 annually

¹⁰⁰ City Treasurer

¹⁰¹ Admin Clerk/Finance Clerk

¹⁰² Current employee, hired 1998

¹⁰³ Chief of Finance, current employee hired 2009

¹⁰⁴ Treasurers and Controllers

Miles City
2012 Wage and Benefits Analysis - Municipal

Job Title	City Clerk	Deputy City Clerk	Cashier
Miles City	19.81 ¹⁰⁵	25.00 ¹⁰⁶	16.12
Anaconda	16.38 ¹⁰⁷		13.70 ¹⁰⁸
Havre		21.85	13.33 ¹⁰⁹
Belgrade			
Livingston			
Laurel		15.00 ¹¹⁰	14.00 ¹¹¹
Whitefish			
Lewistown		14.45 ¹¹²	
Sidney	15.75		
Glendive			16.33 ¹¹³
Columbia Falls	23.00 ¹¹⁴	16.69 ¹¹⁵	
Hamilton	19.46	14.26	
Survey City Average	18.65	16.45	14.32
O*Net Montana Median	13.54		

¹⁰⁵ Base salary

¹⁰⁶ High due to seniority; no benefits; less than half-time.

¹⁰⁷ Clerk and Recorder

¹⁰⁸ Accounts Payable, current employee

¹⁰⁹ Accounts Receivable/Payable

¹¹⁰ Deputy Clerk/Treasurer/Payroll. If hired today.

¹¹¹ A/P Clerk

¹¹² Assistant City Clerk

¹¹³ Admin Clerk/Finance Clerk

¹¹⁴ City Clerk/Treasurer. Current employee, hired 1/2012.

¹¹⁵ Current employees, hired 10/2002, 5/2006.

Miles City
2012 Wage and Benefits Analysis - Municipal

Job Title	Payroll/HR Officer	Bookkeeping/Clerk
Miles City	19.59 ¹¹⁶	13.43 ¹¹⁷
Anaconda		
Havre		
Belgrade		14.56
Livingston		18.30 ¹¹⁸
Laurel		
Whitefish		
Lewistown		14.45 ¹¹⁹
Sidney		
Glendive		
Columbia Falls		
Hamilton		14.26 ¹²⁰
Survey City Average		15.77
O*Net Montana Median	36.64 ¹²¹	

¹¹⁶ Base salary

¹¹⁷ Finance AP Clerk/Ambulance Billing Clerk

¹¹⁸ Payables/Payroll Clerk

¹¹⁹ Bookkeeper

¹²⁰ Accounting Clerk

¹²¹ HR Managers

Miles City
2012 Wage and Benefits Analysis - Municipal

Job Title	Parks & Rec Director Hourly, \$	Annual Salary	Planning & Community Services Hourly, \$	Annual Salary
Miles City	19.39	40,331.20	20.60 ¹²²	42,848.00
Anaconda	18.87	39,247.90	24.70 ¹²³	51,383.03
Havre	22.68	47,173.14		
Belgrade				
Livingston	21.65	45,038.64	24.90 ¹²⁴	51,781.80
Laurel			17.31 ¹²⁵	36,004.80
Whitefish	31.70 ¹²⁶	65,936.00	39.28 ¹²⁷	81,702.40
Lewistown		40,012.16 ¹²⁸		25,517.05 ¹²⁹
Sidney				
Glendive	19.66	40,896.00		
Columbia Falls				
Hamilton	25.79 ¹³⁰	53,651.00	28.46 ¹³¹	59,198.88
Survey City Average	22.80	47,424.00	24.49	50,939.20
O*Net Montana Median			23.66	

¹²² Base salary

¹²³ Planning Director/Public Works Coordinator

¹²⁴ Director Planning and Building

¹²⁵ If hired today.

¹²⁶ Director of Parks

¹²⁷ Planning/Building

¹²⁸ Part-time in school year

¹²⁹ Planning Director

¹³⁰ Parks and Cemetery

¹³¹ Planning/Special Projects Director

Miles City
2012 Wage and Benefits Analysis - Municipal

Job Title	Building Inspector	AutoCAD/GIS
Miles City		18.57
Anaconda	16.48	
Havre		18.87
Belgrade		
Livingston		
Laurel	14.00 ¹³²	
Whitefish	18.99 ¹³³	
Lewistown	15.28	
Sidney		
Glendive		
Columbia Falls		
Hamilton	18.68	
Survey City Average	16.69	
O*Net Montana Median	20.10	27.29 ¹³⁴

¹³² Building Inspector/Code Inspector. If hired today. Current inspector makes \$19.27.

¹³³ Current employee, one of two (other employee makes \$23.65/hour).

¹³⁴ Drafters, All Others

Miles City
2012 Wage and Benefits Analysis - Municipal

Job Title	Public Works Director Hourly, \$	Annual Salary	Public Works Superintendent Hourly, \$	Annual Salary
Miles City				
Anaconda				
Havre	25.17	52,361.82	21.85 ¹³⁵	45,443.58
Belgrade	24.33 ¹³⁶			
Livingston	31.19	64,879.56		
Laurel				
Whitefish	41.29	85,883.20	24.57 ¹³⁷	51,105.60
Lewistown	24.17	50,263.46	19.62 ¹³⁸	40,800.00
Sidney	24.01	49,940.76	22.50 ¹³⁹	46,800.00
Glendive	25.55	53,148.00	24.02 ¹⁴⁰	49,968.00
Columbia Falls	27.61	57,428.80		
Hamilton	29.66	61,685.00		
Survey City Average	28.11	58,468.80	22.51	46,820.80

¹³⁵ Deputy Public Works Director

¹³⁶ Public Works, Lead Worker

¹³⁷ Public Works Assistant

¹³⁸ PQ Supt of Operations

¹³⁹ Street Superintendent

¹⁴⁰ Assistant Director of Public Works

Miles City
2012 Wage and Benefits Analysis - Municipal

Job Title	Foreman	Equipment Operator ¹⁴¹	Secretary
Miles City	17.17	16.42 ¹⁴²	18.04 ¹⁴³
Anaconda	19.85 ¹⁴⁴		
Havre	21.41	17.72	13.67 ¹⁴⁵
Belgrade		19.06	
Livingston	21.40 ¹⁴⁶	17.50 ¹⁴⁷	
Laurel			14.00
Whitefish	27.17	15.46	16.80 ¹⁴⁸
Lewistown			11.40 ¹⁴⁹
Sidney			
Glendive	19.94		
Columbia Falls			
Hamilton	22.11		14.32
Survey City Average	20.89	17.43	14.04
O*Net Montana Median	26.89 ¹⁵⁰	19.82 ¹⁵¹	

¹⁴¹ Includes Heavy Equipment Operators

¹⁴² Class II HEO entry wage

¹⁴³ Secretary Engineering, current employee

¹⁴⁴ Working Foreman

¹⁴⁵ Secretary, Public Works. Current employee, hired 2004

¹⁴⁶ Maintenance II Foreman

¹⁴⁷ Utility I Backhoe

¹⁴⁸ Admin Assistant

¹⁴⁹ Office Clerk I

¹⁵⁰ First-Line Supervisors of Mechanics, Installers, and Repairers

¹⁵¹ Operating Engineers and Other Construction Equipment Operators

Miles City
2012 Wage and Benefits Analysis - Municipal

Job Title	Library Director	Librarian	Children's Librarian
Miles City	20.81 ¹⁵²		17.64
Anaconda	17.86	17.01	
Havre	20.04		12.33 ¹⁵³
Belgrade		12.50 ¹⁵⁴	
Livingston	18.57	10.24	12.95
Laurel	17.00 ¹⁵⁵	15.00 ¹⁵⁶	
Whitefish	18.68		
Lewistown	18.75	11.40 ¹⁵⁷	14.99 ¹⁵⁸
Sidney			
Glendive			
Columbia Falls			
Hamilton			
Survey City Average	18.48	13.23	13.42
O*Net Montana Median		20.83	

¹⁵² Base salary

¹⁵³ Current probationary employee is at \$11.10, which gives a non-probationary wage of \$12.33.

¹⁵⁴ Systems Administrator. All other librarians are part-time.

¹⁵⁵ If hired today

¹⁵⁶ Assistant Library Director

¹⁵⁷ Library II

¹⁵⁸ Youth Service Librarian

Miles City
2012 Wage and Benefits Analysis - Municipal

Job Title	Mechanic Foreman	Mechanic	Electrician	Laborer/Maintenance Worker
Miles City	17.17			16.93 ¹⁵⁹
Anaconda	19.85 ¹⁶⁰	18.07	18.89	12.42 ¹⁶¹
Havre	18.12	18.04 ¹⁶²		16.76 ¹⁶³
Belgrade				15.50
Livingston				16.91 ¹⁶⁴
Laurel	20.00 ¹⁶⁵	20.97		14.33
Whitefish	20.26	18.12	27.65	16.65
Lewistown		14.99		11.40 ¹⁶⁶
Sidney				
Glendive		17.64		
Columbia Falls				
Hamilton				15.66 ¹⁶⁷
Survey City Average	19.56	19.20	23.27	14.95
O*Net Montana Median	26.89 ¹⁶⁸	14.90 ¹⁶⁹	25.07	15.64 ¹⁷⁰

¹⁵⁹ Laborer; Multi-dept Laborer: \$18.29

¹⁶⁰ Working Foreman

¹⁶¹ Maintenance Worker; Laborer/Maint. Parks

¹⁶² Plant Maintenance

¹⁶³ Park Laborer

¹⁶⁴ Maintenance II

¹⁶⁵ Maintenance Shop Supervisor

¹⁶⁶ Street Worker I

¹⁶⁷ Parks/Cemetery Worker

¹⁶⁸ First-Line Supervisors of Mechanics, Installers, and Repairers

¹⁶⁹ Maintenance and Repair Workers, General

¹⁷⁰ Construction Laborers

Miles City
2012 Wage and Benefits Analysis - Municipal

Job Title	Director Utilities	Utility Billing Clerk	Landfill/Solid Waste Operator
Miles City	27.81 ¹⁷¹	18.72	
Anaconda		14.38	13.77
Havre		13.33 ¹⁷²	
Belgrade		14.00	
Livingston	21.40 ¹⁷³	14.78	16.73 ¹⁷⁴
Laurel		15.00 ¹⁷⁵	
Whitefish	35.68 ¹⁷⁶		
Lewistown			
Sidney		12.00 ¹⁷⁷	18.50
Glendive		16.63 ¹⁷⁸	13.84 ¹⁷⁹
Columbia Falls			
Hamilton		14.26	
Survey City Average	28.54	14.30	15.71

¹⁷¹ Director Utilities Distribution, base salary

¹⁷² Clerical

¹⁷³ Water & Sewer Foreman

¹⁷⁴ Maint II/Solid Waste

¹⁷⁵ If hired today

¹⁷⁶ Utilities Superintendent

¹⁷⁷ Water Cashier

¹⁷⁸ Water Clerk

¹⁷⁹ Landfill Scale Operator

Miles City
2012 Wage and Benefits Analysis - Municipal

Job Title	Wastewater Plant Supervisor	Customer Service/Meter Reader
Miles City	20.19 ¹⁸⁰	15.97
Anaconda	16.56	
Havre	21.41 ¹⁸¹	20.67 ¹⁸²
Belgrade		
Livingston	21.40	18.29 ¹⁸³
Laurel	22.76 ¹⁸⁴	
Whitefish	29.56 ¹⁸⁵	16.09
Lewistown		13.10
Sidney		
Glendive		16.29
Columbia Falls	20.01 ¹⁸⁶	
Hamilton	21.75	
Survey City Average	21.92	16.89
O*Net Montana Median	23.18 ¹⁸⁷	17.03

¹⁸⁰ Base salary

¹⁸¹ Base salary

¹⁸² Meter Reader. Current employee, hired 1985

¹⁸³ Utility II Service Worker

¹⁸⁴ W/W Chief Operator

¹⁸⁵ Operator II/Chief

¹⁸⁶ Hired 1995. Not labeled as Supervisor, but highest grade: G11-S16.

¹⁸⁷ Supervisors of Production and Operating Workers

Miles City
2012 Wage and Benefits Analysis - Municipal

Job Title	Wastewater Plant Operator – Certified/Operator II	Wastewater Plant Operator/Operator I	W/W Plant Operator - Probation
Miles City ¹⁸⁸	16.44	16.44	15.97
Anaconda	13.26		
Havre		17.72 ¹⁸⁹	15.95
Belgrade			
Livingston	18.32	16.91	
Laurel	21.40	20.68	19.65
Whitefish	25.50	23.47 ¹⁹⁰	
Lewistown		11.40 ¹⁹¹	
Sidney			
Glendive			
Columbia Falls		18.47	
Hamilton	15.66	14.32	
Survey City Average	18.83	17.57	17.80
O*Net Montana Median		15.78 ¹⁹²	

¹⁸⁸ CBA

¹⁸⁹ Plant Technician

¹⁹⁰ Op II W/WW

¹⁹¹ Wastewater Worker I

¹⁹² Wastewater Treatment Plant and System Operators

Miles City
2012 Wage and Benefits Analysis - Municipal

Job Title	Water Plant/System Supervisor	Water Plant Assistant Supervisor	Water Plant Operator
Miles City			16.44
Anaconda	19.50		18.89
Havre	21.41	20.12	17.80
Belgrade			
Livingston	19.34 ¹⁹³		16.91 ¹⁹⁴
Laurel	22.76 ¹⁹⁵		20.68 ¹⁹⁶
Whitefish	29.56 ¹⁹⁷		23.47 ¹⁹⁸
Lewistown			11.40
Sidney	24.94	22.63	
Glendive	18.39		16.93
Columbia Falls	19.30 ¹⁹⁹		16.20
Hamilton			14.32 ²⁰⁰
Survey City Average	21.90	21.38	17.40
O*Net Montana Median	23.18 ²⁰¹		15.78 ²⁰²

¹⁹³ Water Office Manager – no treatment plant

¹⁹⁴ Utility I/Water and Sewer

¹⁹⁵ Water Chief Operator

¹⁹⁶ Operator I

¹⁹⁷ Operator II/Chief

¹⁹⁸ Op II W/WW

¹⁹⁹ Not labeled as Supervisor, but highest grade: G11-S11.

²⁰⁰ Level 1; Level 2 = \$15.66

²⁰¹ Supervisors of Production and Operating Workers

²⁰² Wastewater Treatment Plant and System Operators

Miles City
2012 Wage and Benefits Analysis - Municipal

Stipends	Clothing, \$ Annual	Mechanic's Tools, Annual	Certifications, Monthly
Miles City	150.00 ²⁰³	\$.35/hour	\$.35/hour
Anaconda	200 ²⁰⁴	832	
Havre	200	350	
Belgrade			
Livingston	600		100-150 ²⁰⁵
Laurel	150		26
Whitefish	City provides	400	Step increase in matrix
Lewistown	225		
Sidney			
Glendive			
Columbia Falls	700		
Hamilton	City provides ²⁰⁶		Incorporated in wage matrix
Survey City Average	345.83	527.33	

²⁰³ Plus one pair of safety-toed boots annually, up to \$150.

²⁰⁴ For boots (Teamsters)

²⁰⁵ W/W Operator, Water Operator, CDL, Boiler Operator

²⁰⁶ Public Works and Parks Cemetery: safety-toed boots, coveralls, winter coat

Miles City
2012 Wage and Benefits Analysis - Municipal

Longevity	Paid Monthly (except as noted)
Miles City	\$7.50 per year of service for salaried employees \$.05/hour per year of service for hourly employees
Anaconda	\$14 per year of service (non-union), \$15 Teamsters
Havre	Per grade and step matrix
Belgrade	\$100 per year after 6 years, paid annually
Livingston	.5% of base pay per year of service
Laurel	\$7.50 per year of service
Whitefish	\$.10 per year, hourly (after maxing out step upgrades)
Lewistown	.5% of Recreation Specialist pay per year
Sidney	Per longevity table (4-6 years = \$100, 7-9 years=\$200, etc.)
Glendive	\$12.50 per year of service
Columbia Falls	Per step and grade matrix
Hamilton	Laborers CBA: At six years: \$400. Additional \$100/year up to \$1500. Paid annually. Police: step increases