	А	В	С	D	E	F	G	Н	1	J	К	L	М	Ν	0	Р	Q
1	CLASS	POP.	CITY/TOWN		YOR	COUNCIL		CITY M	ANAGER	ASST. M		FINANCE D	IRECTOR	CITY C		CITY TRE	
2				Starting	Тор	Starting	Тор	Starting	Тор	Starting	Тор	Starting	Тор	Starting	Тор	Starting	Тор
3	1st	103994	Billings	\$9,600		\$7,200		\$114,338	\$114,338	\$89,294	\$119,662	\$61,818	\$82,805	\$41,933	\$56,160		
4	1st	68202	Missoula	\$70,000	\$76,862		\$12,641	\$88,363	\$123,298			\$71,129	\$99,250	\$49,546	\$66,253		
5	1st	39442	Bozeman	\$17,280		\$11,520		\$96,446	\$130,485	\$75,343	\$101,935	\$68,257	\$92,348	\$41,655	\$56,357	\$47,129	\$63,763
6	1st	29351	Helena	\$7,800	plus \$150/mo	\$6,000	plus \$75/mo	\$98,000	\$450/mo/auto			\$72,844	\$88,542	\$45,566	\$55,385		
7	1st	21182	Kalispell	\$9,000		\$5,000		\$95,000	\$125,000			\$65,357	\$91,501	\$47,888	\$64,648	\$40,550	\$54,759
8	1st	9575	Havre	\$22,000	\$22,000	\$2,400								\$50,088	\$58,164		
9	2nd	8843	Anaconda-Deer Lodge			\$500/mo		\$61,035						\$33,123		\$34,703	
10	2nd	8281	Whitefish					\$110,000				\$70,200	\$90,854	\$52,374	\$67,724		
11	2nd	8102	Miles City	\$20,000		\$3,000								\$41,616		\$20,000	
12	2nd	7500	Livingston				\$4,200		\$78,088				\$36,763		\$36,234		
13	3rd	6605	Laurel	\$10,600	\$10,600	\$3,570	\$3,825	\$72,500	\$75,000								
14	2nd	5954	Lewistown	\$100/mo		\$100/mo		\$82,957				\$49,529					
15	3rd	5261	Columbia Falls	\$400/mo		\$200/mo		\$71,500				\$53,399					
16	3rd	4782	Sidney	\$1045/mo		\$90/mtg								\$26,790		\$30,098	
17	3rd	4585	Glendive	\$15,396	\$15,396	\$1,932	\$1,932					\$46,560	\$56,340	\$26,412	\$35,160	\$26,412	\$35,160
18	3rd	3487	Hardin	\$850/mo	+ -,	\$600/mo	\$625/mo					\$35,360	\$52,000	\$20,800	\$31,200	÷ -)	<i>••••</i> , •••
19	3rd	3105	Cut Bank	\$9,600		\$3,799	· · · ·					+ ,	· · · · · ·	÷ -,	<i>+- ,</i>		
20	3rd	2921	Glasgow	\$8,184		\$4,860											
21	3rd	2509	Wolf Point	\$250/mo		\$100/mo											
22	3rd	2501	Conrad	\$85/mo	\$961	\$8.00/mo	\$311						\$51,397				
23	3rd	2450	Red Lodge	\$400/mo	\$501	\$200/mo	<i>Q</i> OTT						<i>Q</i> OI , OOI				
24	TN	1959	Columbus	\$450/mo		\$250/mo											
25	3rd	1928	Three Forks	\$500/mo		\$60/mo	\$120/mo							\$31,013	\$47,130	\$31,013	\$47,130
26	3rd	1920	Roundup	\$330/mo		\$25/mtg	ψ120/III0							ψ51,015	φ+7,100	ψ51,015	ψ + η , 100
27	3rd	1857	Forsyth	\$700/mo		\$60/mtg	up to 4 mtgs										
28	3rd	1801	Malta	\$420/mo		\$225/mo	up to 4 migs										
20	3rd	1796	Big Timber	\$5,340		\$2,820											
30	3rd	1691	Choteau	\$3,340 \$7,200		\$2,820 \$1,800						\$40,000	\$40,000				
31	TN	1622	Manhattan	\$600/mo	\$730/mo	\$120/mo	\$120/mo					φ40,000	\$40,000				
32	TN		West Yellowstone	φου0/110	\$7.50/III0	\$120/III0	φ120/III0	\$65,393	\$88,474			\$51,086	\$69,115	\$40,906	\$55,343		
33		1511		¢1000/ma		\$300/mo		4 00,393	φ00,474			φ 31,000	φ09,115	\$40,900	<i>ф</i> 00,040		
34	3rd	1459	Fort Benton	\$1000/mo										¢07.040	¢04 700		
	3rd	1442	Boulder	\$625/qtr	¢0,400	\$225/qtr	¢4,000							\$27,040	\$34,736		
35	3rd	1423	Thompson Falls		\$8,400	\$004	\$1,800										
36 37	3rd	1274	Chinook	\$520/mo		\$201/mo											
	TN	1244	Plains	\$820/mo		\$175/qtr											
38 39	TN	1057	Ennis	\$800/mo		\$100-200/mo											
39	TN	1013	Eureka	\$300/mo		\$25/mtg	1 mtg/mo										
40	3rd	985	Troy		•												
41	3rd	951	White Sulphur Springs	A a a a b	\$350		50/mtg/2 only										
42	3rd	931	Harlowton	\$200/mo		\$800/yr											
43	TN	911	Philipsburg	\$200/mo		\$100/mo								\$31,881			
44	TN	873	Superior	\$100/mo		\$10/mtg											\$30,501
45	3rd	866	Poplar											\$33,280			
46	TN	863	Darby	\$50/mo		\$40/mo											

	А	В	С	D	E	F	G	Н		J	K	L	М	N	0	Р	Q
	CLASS	POP.	CITY/TOWN	MAY	′OR	COUNCIL	/IEMBER	CITY I	ANAGER	ASST. M		FINANCE	DIRECTOR	CITY	CLERK	CITY TRE	
2				Starting	Тор	Starting	Тор	Starting	Тор	Starting	Тор	Starting	Тор	Starting	Тор	Starting	Тор
47	TN	822	Pinesdale	\$155/yr		\$48/yr											
48	TN	813	St. Ignatius	\$2,500		\$1,000											
49	3rd	787	Harlem	\$400/mo		\$100/mo											
50	TN	773	Cascade														
51	TN	725	Bridger	\$50/mtg		\$25/mtg											
52 53	TN	704	Chester	\$150/mo		\$100/mo											
53	TN	666	Fairview	\$150/mo		\$75/mo											
54	TN	564	Hot Springs		\$500/mo	\$100/mo	\$125/mo							\$12,012	\$18,825		
55	TN	544	Terry	\$450/mo		\$150/mo											
56	TN	542	Circle	\$2,240		\$28/mtg											
57	TN	465	Wibaux	\$90/mtg		\$75/mtg											
58	TN	456	Broadus	\$40/mo		\$40/mo											
59	TN	370	Ekalaka	\$10.00/mtg		\$10.00/mtg											
60	TN	354	Dutton	\$300		\$150											
61	TN	347	Clyde Park	\$120/mo		\$30/mo											
62	TN	336	Jordan	\$275/mo		\$50/mo											
63	TN	327	Sunburst	\$25/mtg	plus \$25/mo	\$25/mtg											
64	TN	291	Nashua	\$100/mo		\$50/mo											
65	TN	280	Ryegate	\$50/mo		\$50/mo											
66	TN	243	Geraldine	\$150/mo													
67	TN	238	Brockton	\$0		\$0											
68	TN	228	Lima	\$150/mo		\$50/mo											
69	TN	220	Fort Peck	\$250/mo		\$150/mo											
70	TN	189	Saco	\$300/mo		\$40/mtg											
71	TN	174	Richey	\$160		\$45										\$9,946	
72	TN	151	Hingham	\$100		\$25											
73	TN	149	Rexford														
74	TN	146	Winifred														
75	TN	144	Virginia City														
76	TN	139	Westby														
77	TN	136	Melstone		A75 ()		\$ 05/										
78 79	TN	131	Plevna		\$75/mtg		\$65/mtg										
79 80	TN	86	Neihart	¢EO/ma-		¢05/											
80	TN	83	Bearcreek	\$50/mo		\$25/mo											
	TN	70	Flaxville	\$30/mtg		\$20/mtg											
82 83 84 85 86 87 88	TN	65	Outlook														
03		000775															
85		288775	Conque Estimates														
20	J	ury 2008 (Census Estimates														
97				Mboro roquirod		use obtained by		Irly waaa by	2000 hours 1	040 hours for hold	ftime or by #	hours worked p	or month times	10			
80					i, annuai wage v Column assume					040 hours for half	i unie, or by #	nours worked p	er monun umes) 12.			
00				Starting Salary	Column assume	s current salar											

	А	В	С	R	S	Т	U	V	W	Х	Y	Z	AA	AB	AC	AD	AE
	CLASS	POP.	CITY/TOWN	CLERK/TR	EASURER	DEPUTY	CLERK	CITY J	JDGE	CITY ATT	TORNEY	PERSONNEL	DIRECTOR	POLICE	CHIEF	FIRE C	
2				Starting	Тор	Starting	Тор	Starting	Тор	Starting	Тор	Starting	Тор	Starting	Тор	Starting	Тор
3	1st	103994	Billings			\$29,578	\$39,666	\$96,200	\$96,200	\$80,850	\$108,326	\$61,818	\$82,805	\$80,850	\$108,326	\$80,850	\$108,326
4	1st	68202	Missoula			\$34,511	\$46,149		\$80,412	\$71,129	\$99,250	\$66,166	\$92,325	\$71,129	\$99,250	\$71,129	\$99,250
5	1st	39442	Bozeman			\$28,060	\$37,964	\$79,108	\$90,974	\$68,257	\$92,348	\$68,257	\$92,348	\$71,713	\$97,023	\$71,713	\$97,023
6	1st	29351	Helena			\$31,461	\$38,242	\$61,281	\$74,488	\$78,445	\$95,350	\$72,844	\$88,542	\$74,655	\$90,756	\$74,655	\$90,756
7	1st	21182	Kalispell					\$73,070	\$73,070	\$73,007	\$102,210	\$58,509	\$81,913	\$65,357	\$91,501	\$65,357	\$91,501
8	1st	9575	Havre			\$43,464	\$50,484	\$35,020	\$35,020	\$97,380	Contract	+ ,	, - ,	\$48,900	\$56,796	\$47,952	\$55,692
9	2nd	8843	Anaconda-Deer Lodge			\$24,128	\$29,869	\$38,423	<i>\\</i> 00,0 <u></u> 20	\$90,839	0011100			\$56,665	<i>400,100</i>	\$51,043	<i>400,00</i>
10	2nd 2nd	8281	Whitefish			\$43,076	\$55,785	\$63,626		\$70,000	\$95,000			\$66,851	\$86,486	\$66,851	\$86,486
11	2nd 2nd					\$36,732		\$15,593		\$70,000 \$27,000	\$33,000 \$28,800	\$39,502		\$46,818	ψ00,400	\$44,084	ψ00,400
		8102	Miles City			φ30, <i>1</i> 32		\$15,595	COC 740	φ27,000		\$39,50Z	¢00 700	φ 4 0,010	#CC OO4	44,004	¢57.000
12	2nd	7500	Livingston	* ~~ 7~ ~	* 40 - - - - - -	\$ \$\$\$\$\$\$\$\$	\$24,059	* ~~~~~	\$36,712	* ~~ <i>"</i>	\$76,860		\$28,700	* ~~ / ~~	\$56,884	* =0.000	\$57,960
13	3rd	6605	Laurel	\$33,758	\$48,776	\$23,691	\$34,091	\$30,805	\$30,805	\$80/hr+exp	\$90000+exp			\$36,192	\$55,611	\$50,000	\$50,000
14	2nd	5954	Lewistown							\$45,714				\$49,815		\$50,790	
15	3rd	5261	Columbia Falls			\$27,622	\$38,584	\$39,946		\$54,000				\$55,332		\$50,000	
16	3rd	4782	Sidney											\$50,315		\$32,344	
17	3rd	4585	Glendive					\$18,384	\$18,384	Contract				\$47,484	\$49,260	\$43,164	\$50,808
18	3rd	3487	Hardin			\$24,960	\$41,600	\$13.00/hr	\$15.00/hr	\$60,000	\$80,000						\$2,400
19	3rd	3105	Cut Bank	\$30,000	\$41,925			\$15,537						\$36,000	\$50,000	\$3,300	\$3,300
20	3rd	2921	Glasgow	\$33,280		\$22,880		\$23,953						\$51,500			
21	3rd	2509	Wolf Point	\$31,304	\$47,944	\$22,464	\$39,104		\$20,446		\$25,584			\$31,304	\$47,944	\$1,500	
22	3rd	2501	Conrad	· · · · ·	÷)-	\$29,182	\$34,237	\$992/mo	78 months		+ -)			· · · · · ·	\$51,397	\$250/mo	20 months
23	3rd	2450	Red Lodge	\$42,661	\$55,328	\$32,822	\$37,731	\$21,168						\$49,234	\$53,830	\$22,144	20
24	TN	1959	Columbus	\$46,862	<i>\\</i> 00,020	\$37,502	φ07,701	\$4,572		\$30,000				\$48,734	<i>400,000</i>	\$18,574	
25	3rd	1939	Three Forks	ψ 1 0,002		\$31,013	\$47,130	\$8,400	¢10.200	\$3,000	\$3,000			\$38,334	\$65,944	\$300	\$400
26				¢27.200	¢24 700			φ0,400	\$10,200		φ3,000			φ30,334	400,944	φ300	φ400
20	3rd	1922	Roundup	\$27,390 \$24,674	\$34,709	\$24,632 \$27,496	\$31,251 \$31,255		¢2,000	\$550/mo	¢40,000						
	3rd	1857	Forsyth	\$34,674	\$39,042	\$27,186	\$31,325	#000 /	\$3,600	D	\$16,800				\$0,400		
28	3rd	1801	Malta	\$38,022	* =0.000	\$24,315	* 40,00,4	\$600/mo		Per Hour					\$2,400		
29	3rd	1796	Big Timber	\$39,461	\$52,068	\$33,221	\$43,834										
30	3rd	1691	Choteau	\$25,800	\$28,700												
31	TN	1622	Manhattan	\$32,510	\$54,746	\$14,778	\$24,887	\$700/mo	\$785/mo					\$48,235	\$61,859		
32	TN	1511	West Yellowstone			\$28,950	\$39,168							\$53,671	\$72,618		
33	3rd	1459	Fort Benton		\$37,413		\$35,123	10 hrs/wk	\$7,200	As needed	\$3,600				\$39,402	Plus calls	\$1,500
34	3rd	1442	Boulder						\$9,600		\$100/hr			\$16,120	\$16,640		
35	3rd	1423	Thompson Falls		\$37,149		\$24,274		\$6,900		\$18,800				\$49,216		\$2,400
36	3rd	1274	Chinook	\$31,200	\$46,862	\$18,720	\$32,261	\$700/mo		\$856/mo				\$33,280	\$46,842	\$215/mo	
37	TN	1244	Plains	\$30,950	\$36,546	\$14,082	\$14,966	\$8,340		\$16,200				\$42,245	\$44,824		
38	TN	1057	Ennis		\$38,168	\$22,880	\$29,494	\$845/mo							\$38,230		
39	TN	1013	Eureka		\$31,741		\$24,669		\$7,560								
40	3rd	985	Troy	\$30,264		\$26,104	+,	\$11,067	* · , -	\$19,500				\$35,360		\$1,200	
41	3rd	951	White Sulphur Springs	\$16,640		+=0,.01		\$350/mo	\$700/mo	\$750	\$1,000			+00,000		÷.,200	
42	3rd	931	Harlowton	\$31,930		\$6,781		\$300/mo	<i></i>	φ, σσ	ψ1,000						
43	TN	931		ψυ 1,900		\$9,754		ψ000/110		\$16,200							
43			Philipsburg			φ9,104	¢11 100		00 100	φ10,200							¢16 000
	TN	873	Superior			¢ 00.000	\$11,190	#0.000	\$8,136	ウィフ ァル							\$16,392
45	3rd	866	Poplar	AC1 010	A O 4 477	\$20,800		\$3,000	ACT (17	\$175/hr				\$35,006			
46	TN	863	Darby	\$21,840	\$31,470	\$13,932	\$17,616	\$17,544	\$25,142					\$29,120	\$41,912		

	А	В	С	R	S	Т	U	V	W	Х	Y	Z	AA	AB	AC	AD	AE
1 <mark>C</mark>		POP.	CITY/TOWN	CLERK/TRE		DEPUTY		CITY J		CITY ATT			L DIRECTOR	POLICE		FIRE C	
2				Starting	Тор	Starting	Тор	Starting	Тор	Starting	Тор	Starting	Тор	Starting	Тор	Starting	Тор
47	TN	822	Pinesdale	\$670	\$4,800									\$384		\$960	
48	TN	813	St. Ignatius		\$17,680			\$281/mo		\$450/mo				\$28,920	\$35,556		
49	3rd	787	Harlem	\$29,474		\$23,005		\$7,500		\$7,200							
50	TN	773	Cascade	\$18,720	\$24,960	\$10,712	\$14,560	\$3,600	\$4,200								
51	TN	725	Bridger	\$33,717	\$42,931	\$9,984	\$14,019		\$11,214		\$14,000					\$33,717	\$42,931
52	TN	704	Chester	\$24,960	\$38,938												
53	TN	666	Fairview	\$18,450		\$33,280		\$9,600						\$36,000			
54	TN	564	Hot Springs														
55	TN	544	Terry	\$18,346							\$6,660						
56	TN	542	Circle		\$27,352		\$10,560		\$720		\$6,240						\$1,344
57	TN	465	Wibaux	\$24,835				\$5,160		\$2,000				\$29,000			
58	TN	456	Broadus	\$16,640										\$26,000			
59	TN	370	Ekalaka	\$33,363													
60	TN	354	Dutton		\$27,040												
61	TN	347	Clyde Park	\$11,783									\$100/mtg				
62	TN	336	Jordan	\$9,984	\$13,853	\$6,448	\$7,197	\$600	\$1,200	\$2,400	\$2,400		, U				
63	TN	327	Sunburst	\$16,640	\$29,120	. ,	. ,		. ,	. ,							
64	TN	291	Nashua		\$9.00/hr			\$1,200		\$75/hr							
65	TN	280	Ryegate	\$14,400	\$21,120			÷ ,		•							
66	TN	243	Geraldine	\$350/mo	40 hrs/mo												
67	TN	238	Brockton	\$10,800	\$20,784					\$160/hr	as needed			\$28,080			
68	TN	228	Lima	\$13,062	<i> </i>			\$1,200		• • • • • • •				+,			
69	TN	220	Fort Peck	\$35,048	\$47,029	\$11.25/hr	\$13.81/hr	\$50/mo		\$75/hr							
70	TN	189	Saco	\$15.31/hr	+)	• •	• • • •	\$240/yr		\$2000/yr							
71	TN	174	Richey	•••••				<i>+</i> _ · · · <i>j</i> ·		+,j:							
72	TN	151	Hingham	\$4,800													
73	TN	149	Rexford	\$2,880	\$3,600												
74	TN	146	Winifred	\$8,320	+-,												
75	TN	144	Virginia City	\$20,800	\$23,296												
76	TN	139	Westby	\$20,800	\$37,898												
77	TN	136	Melstone	\$8,060	,												
78	TN	131	Plevna	,	\$13,583												
79	TN	86	Neihart		\$10.00/hr					\$85/hr							
80	TN	83	Bearcreek	\$4,788				\$50/mo		\$55/hr							
81	TN	70	Flaxville	,	\$4,620					+							
82	TN	65	Outlook	\$3,600	\$5,400												
83			Culloch	\$0,000	<i>\\\\\\\\\\\\\</i>												
84		288775															
85			Census Estimates														
86		, _000 (
87																	
84 85 86 87 88																	

	А	В	С	AF	AG	AH	AI	AJ	AK	AL	AM	AN	AO
	CLASS	POP.	CITY/TOWN	POLICE		PAID FIRE		VOLUNTEER F		PUBLIC WOR		CITY SERV	
2				Starting	Тор	Starting	Тор	Starting	Тор	Starting	Тор	Starting	Тор
3	1st	103994	Billings	\$41,870	\$57,845	\$26,719	\$51,141			\$80,850	\$108,326	\$61,818	\$82,805
4	1st	68202	Missoula	\$47,556	\$71,460	\$46,284	\$56,076			\$71,129	\$99,250		
5	1st	39442	Bozeman	\$43,943	\$64,893	\$44,006	\$65,784			\$71,713	\$97,023	\$53,322	\$72,142
6	1st	29351	Helena	\$41,016	\$55,931	\$43,231	\$50,092			\$78,445	\$95,350		
7	1st	21182	Kalispell	\$44,678	\$60,944	\$47,320	\$66,337			\$69,077	\$96,707	\$50,613	\$68,327
8	1st	9575	Havre	\$34,600	\$40,185	\$31,394	\$38,325			\$50,088	\$58,164		
9	2nd	8843	Anaconda-Deer Lodge	\$28,787	\$38,376	\$33,655	\$38,085						
10	2nd	8281	Whitefish	\$39,062	\$55,785	\$33,758	\$43,659			\$66,851	\$86,486		
11	2nd	8102	Miles City	\$30,430	\$39,936	\$30,320	\$32,780	\$7.25/hr		\$51,290		\$51,290	
12	2nd	7500	Livingston		\$33,093		\$39,222	\$45/mo	\$15-18/call				\$63,297
13	3rd	6605	Laurel	\$39,499	\$46,155			\$8.00/hr	\$8.00/hr	\$55,000	\$62,400		
14	2nd	5954	Lewistown	\$36,113	\$45,289	\$35,905	\$41,562			\$48,790			
15	3rd	5261	Columbia Falls	\$33,426	\$46,696					\$54,662			
16	3rd	4782	Sidney	\$32,000						\$50,315			
17	3rd	4585	Glendive	\$34,308	\$36,612	\$15.17/hr	\$16.40/hr	\$10.00/hr	\$13.25/hr	\$45,924	\$53,604		
18	3rd	3487	Hardin	· · · · · · · · · · · · · · · · · · ·	+ , -	•	•	• • • • •	•	÷ -)-	+ ,	\$52,000	
19	3rd	3105	Cut Bank	\$30,680	\$39,520							\$35,000	\$53,032
20	3rd	2921	Glasgow	\$36,670	\$40,331					\$58,240		+,	+,
21	3rd	2509	Wolf Point	\$24,232	\$40,872			\$10/call		\$34,840	\$51,480	\$29,536	\$46,176
22	3rd	2501	Conrad	\$30,888	\$33,384			¢ i o, oan		<i>\\\</i> 01,010	\$48,755	<i>\</i> 20,000	φ10,170
23	3rd	2450	Red Lodge	\$36,109	\$40,269					\$49,234	\$57,720		
24	TN	1959	Columbus	\$38,438	ψ ⁻¹⁰ ,200					\$49,712	<i>\\\</i> ,120		
25	3rd	1928	Three Forks	\$38,334	\$65,944			\$600	\$600	ψ-10,7 T2			
26	3rd	1922	Roundup	400,00 4	φ00,0 1 -			\$000	4000	\$41,074	\$52,022	\$32,842	\$41,668
27	3rd	1857	Forsyth							\$36,650	\$41,080	ψ02,042	φ-1,000
28	3rd	1801	Malta							\$39,770	ψ11,000		
29	3rd	1796	Big Timber							\$39,461	\$52,068		
30	3rd	1691	Choteau					\$900	\$900	\$40,000	\$40,000		
31	TN	1622	Manhattan	\$37,794	\$58,906			\$500	4000	\$36,421	\$60,424		
32	TN	1511	West Yellowstone	\$35,273	\$47,722					\$53,671	\$72,618		
33	3rd	1459	Fort Benton	\$26,328	\$34,158			\$15.00/call	\$25.00/call	φ00,07 T	ψ <i>1</i> 2,010		
34	3rd	1442	Boulder	\$22,880	\$30,253			\$10.00/call	φ20.00/call	\$39,146	\$42,266		
35	3rd	1423	Thompson Falls	\$29,601	\$42,909					φ00,140	\$48,048		
36	3rd	1420	Chinook	\$31,200	\$41,392			\$5.00/mtg			\$10,010		
37	TN	1244	Plains	\$36,587	\$40,414			φ0.00/mg					
38	TN	1057	Ennis	<i>400,001</i>	Ψ +0,+1+					\$36,608	\$42,765		
39	TN	1013	Eureka	\$23,712	\$39,832					\$21,341	\$40,414		
40	3rd	985	Troy	\$31,200	ψ 3 9,002					\$36,650	Ψ+0,+1 +	\$43,197	
40	3rd			φ 31,200						φ30,030		φ 4 3,1 <i>31</i>	
41	3rd	951	White Sulphur Springs						\$8.00/hr	\$32,240			
42	TN	931	Harlowton Philipsburg						φο.00/11	\$32,240 \$49,368			
43	TN	911	Philipsburg							ψ49,300	¢ 40 500		\$35,922
44		873	Superior	\$27,040	¢20,420					¢25 260	\$42,536		\$ 30,922
45 46	3rd	866	Poplar		\$29,120 \$20,686					\$35,360 \$37,040	¢20 459		
40	TN	863	Darby	\$24,960	\$39,686					\$27,040	\$39,458		

	А	В	С	AF	AG	AH	AI	AJ	AK	AL	AM	AN	AO
1		POP.	CITY/TOWN	POLICE O			EFIGHTERS	VOLUNTEER FI				CITY SERVI	
2	OLAGO			Starting	Тор	Starting	Тор	Starting	Тор	Starting	Тор	Starting	Тор
47	TN	822	Pinesdale	5	-1	5	- 1	\$768	- 1	5	- 1	5	- 1
48	TN	813	St. Ignatius	\$26,724	\$31,656						\$37,500		
49	3rd	787	Harlem	. ,	. ,					\$45,558	. ,		
50	TN	773	Cascade							. ,			
51	TN	725	Bridger	\$23,608	\$33,114					\$33,717	\$42,931		
52	TN	704	Chester							\$37,440	\$47,590		
53	TN	666	Fairview	\$30,000						\$31,200			
54	TN	564	Hot Springs										
55	TN	544	Terry								\$31,117		
56	TN	542	Circle										
57	TN	465	Wibaux							\$35,027			
58	TN	456	Broadus							\$26,000			
59	TN	370	Ekalaka										
60	TN	354	Dutton								\$22,880		
61	TN	347	Clyde Park									\$26,000	\$34,403
62	TN	336	Jordan							\$30,000	\$40,584		
63	TN	327	Sunburst									\$33,280	\$37,440
64	TN	291	Nashua					\$5/mo		\$14.50/hr			
65	TN	280	Ryegate									\$14,400	
66	TN	243	Geraldine									\$30,160	
67	TN	238	Brockton										
68	TN	228	Lima										
69	TN	220	Fort Peck							\$37,981	\$50,981		
70	TN	189	Saco									\$19.69/hr	
71	TN	174	Richey							\$25,872			
72	TN	151	Hingham										
73	TN	149	Rexford										
74	TN	146	Winifred							•	• · · · · · ·		
75	TN	144	Virginia City							\$15,600	\$18,200		
76	TN	139	Westby										
77	TN	136	Melstone										
78	TN	131	Plevna										
79	TN	86	Neihart							ФЕ 400			
80	TN	83	Bearcreek							\$5,400			
81	TN	70	Flaxville										
82 83	TN	65	Outlook										
83 84		000775											
04		288775	Name and Fatimates										
20		July 2008 C	Census Estimates										
00													
85 86 87 88													
00													

	А	В	С	AP	AQ	AR	AS	AT	AU	AV	AW	AX	AY	AZ	BA
1	CLASS	POP.	CITY/TOWN	SANITATIO		SEWER SUPE		WATER SUPE		STREET SUPE		CITY SERVICE		UTILITY PLANT	
2			D	Starting	Тор	Starting	Тор	Starting	Тор	Starting	Тор	Starting	Тор	Starting	Top
3	1st		Billings	\$61,818	\$82,805	\$61,818	\$82,805	\$61,818	\$82,805	\$61,818	\$82,805	\$27,789	\$37,232	\$34,570	\$46,342
4	1st	68202	Missoula	# 50,000	M7 0 4 40	\$53,261	\$71,221	\$53,261 \$52,200	\$71,221	\$53,261	\$71,221	MOC 404	¢ 40.000	¢00.404	¢ 40.000
5	1st	39442	Bozeman	\$53,322	\$72,142	\$53,322	\$72,142	\$53,322	\$72,142	\$53,322	\$72,142	\$36,131	\$48,862	\$36,131	\$48,862
6 7	1st	29351	Helena	\$56,905 \$50,012	\$69,169 \$69,227	\$56,905 \$56,507	\$69,169 \$76,224	\$56,905 \$56,507	\$69,169 \$76,224	\$50.040	@CO 207	¢ 22.750	¢00 705	\$34,727	\$48,952
8	1st	21182	Kalispell	\$50,613	\$68,327	\$56,537	\$76,324 \$40,488	\$56,537 \$42,642	\$76,324 \$40,488	\$50,613 \$42,612	\$68,327	\$33,758 \$22,240	\$36,795 \$27,204	ФОЕ ОЕС	¢40.000
	1st	9575	Havre Assessed Deep Leader	¢ 00 77 0		\$42,612 \$20,220	\$49,488	\$42,612 \$28,605	\$49,488	\$42,612	\$49,488	\$32,240	\$37,294	\$35,256	\$40,206
9 10	2nd	8843	Anaconda-Deer Lodge	\$33,770		\$30,326 \$57,740	Ф Т 4 Т 4 О	\$38,605		¢57 740	Ф Т 4 Т 4 О	¢ос 440	¢c4 404	¢07.044	¢50.540
11	2nd 2nd	8281 8102	Whitefish Miles City			\$57,740	\$74,713	\$40,800		\$57,740 \$39,270	\$74,713	\$35,443 \$27,123	\$61,484 \$34,590	\$37,211 \$27,123	\$58,510 \$36,296
12							¢ 40 500	\$40,800		φ39,270	¢ 40 500	φ27,123		φ27,123	φ30,290
13	2nd	7500	Livingston			¢51 000	\$42,583 \$51,000			¢40.000	\$42,583	¢26 696	\$33,294 \$42,228	¢20 720	¢46.901
14	3rd On d	6605	Laurel			\$51,000	\$51,000			\$49,000	\$49,000	\$26,686 \$22,228	\$42,328 \$21,282	\$38,730	\$46,821
14	2nd	5954	Lewistown			¢20,200	¢54.950					\$23,338	\$31,283	¢22.426	¢46.606
16	3rd 3rd	5261 4782	Columbia Falls			\$39,208	\$54,850	\$44,845		\$39,645		\$32,344		\$33,426 \$33,218	\$46,696
17			Sidney					φ44,040		ą39,045			\$15 50/br		¢17 50/br
18	3rd 3rd	4585 3487	Glendive Hardin									\$11.16/hr	\$15.58/hr	\$14.10/hr \$24,960	\$17.59/hr \$45,760
19	3rd	3467	Cut Bank			\$36,733	\$37,752	\$36,733	\$36,733	\$36,733	\$37,710	\$31,262	\$31,262	\$24,900 \$37,835	\$45,760 \$37,835
20	3rd	2921	Glasgow			φ30,733	ψ37,732	\$30,733 \$37,440	φ30,733	\$30,733 \$40,144	<i>\$37,710</i>	\$36,712	ψ31,202	ψ57,055	φ37,000
20	3rd	2509	Wolf Point					\$37,440 \$27,768	\$44,408	\$ 4 0,144		\$30,712 \$22,464	\$39,104	\$24,232	\$40,872
22	3rd	2509	Conrad					φ27,700	φ 44 ,400			\$22,404 \$26,000	\$39,104 \$34,819	\$27,872	\$40,872 \$34,923
23	3rd	2301	Red Lodge			\$42,661	\$52,582	\$42,661		\$42,661	\$47,133	\$20,000	φ 3 4,019	\$27,872 \$36,109	\$34,923 \$38,314
23	TN	1959	Columbus			φ 4 2,001	ψ02,002	\$40,456		\$36,525	φ 4 7,155			φ30,109	φ30,514
25	3rd	1939	Three Forks			\$31,013	\$47,130	\$40,430 \$31,013	\$47,130	\$30,523 \$31,013	\$47,130				
26	3rd	1928	Roundup			\$30,127	\$38,231	\$30,127	\$38,231	φ31,013	φ47,130	\$27,390	\$34,709		
27	3rd	1857	Forsyth			\$36,650	\$41,080	$\psi 00, 121$	ψ 0 0,201			\$20,238	\$34,653	\$20,238	\$34,653
28	3rd	1801	Malta	\$29,723		ψ00,000	φ+1,000					\$23,338	\$26,770	ψ20,200	φ04,000
29	3rd	1796	Big Timber	ψ29,120								\$29,061	\$43,834		
30	3rd	1691	Choteau									\$22,260	\$29,530		
31	TN	1622	Manhattan									<i>\\\</i> 22,200	φ20,000		\$47,258
32	TN	1511	West Yellowstone									\$33,573	\$45,423		φ-17,200
33	3rd	1459	Fort Benton				\$38,177				\$38,177	\$29,536	\$34,070		
34	3rd	1400	Boulder				<i>\\\</i> 00,111				<i>\\\</i> 00,177	Ψ20,000	φ04,070	\$22,880	\$28,725
35	3rd	1423	Thompson Falls									\$30,742	\$37,232	<i>QL</i> L ,000	¢20,120
36	3rd	1274	Chinook			\$31,200	\$45,344	\$31,200	\$40,539	\$31,200	\$46,862	\$27,040	\$37,357	\$29,120	\$37,898
37	TN		Plains			<i>\\</i>	<i>Q</i> 10,011	<i>\\</i>	<i>Q</i> 10,000	<i>\\</i>	¢.0,00±	<i>\\\\\</i>	<i>Q</i> 01,001	\$33,738	\$35,838
38	TN		Ennis									\$24,960	\$30,160	÷ 30,1 00	+- 2,000
39	TN	1013	Eureka									\$21,341	\$28,454		
40	3rd	985	Troy									\$29,120	<i>+_</i> 0, 0	\$55,078	Utility Mgr
41	3rd	951	White Sulphur Springs			\$20,800	\$21,840	\$20,800	\$22,880	\$20,800	\$20,800			, ,	
42	3rd		Harlowton			\$27,024	, , . , .	\$24,315	,,coc	\$17,035	,, _ _ _				
43	TN	911	Philipsburg			,		, _ · , c · c		,					
44	TN	873	Superior												
45	3rd		Poplar											\$22,880	\$26,000
46	TN		Darby									\$20,800	\$28,142	,, 	,
		000	Duby									<i>4</i> _0,000	Ψ Ξ 0,1 /Ζ		

	А	В	С	AP	AQ	AR	AS	AT	AU	AV	AW	AX	AY	AZ	BA
	CLASS	POP.	CITY/TOWN	SANITATIO					RINTENDENT	STREET SUPE		CITY SERVIC		UTILITY PLAN	
2				Starting	Тор	Starting	Тор	Starting	Тор	Starting	Тор	Starting	Тор	Starting	Тор
47	TN	822	Pinesdale						\$28,000	\$576					
48	TN	813	St. Ignatius					* • • • • •		* ***					
49	3rd	787	Harlem					\$35,818		\$29,120					
50	TN	773	Cascade											• · · · · · ·	
51	TN	725	Bridger											\$19,968	
52	TN	704	Chester									* • • • • • •		\$24,960	\$38,938
53	TN	666	Fairview									\$30,000			
54	TN	564	Hot Springs										#04.077		
55	TN	544	Terry									*• • • • • •	\$24,877		
56	TN	542	Circle									\$21,320			
57	TN	465	Wibaux									\$27,955			
58	TN	456	Broadus			\$40 555									
59 60	TN	370	Ekalaka			\$43,555									
61	TN	354	Dutton												
62	TN	347	Clyde Park												
63	TN TN	336 327	Jordan Sunburst									\$20,800	\$33,280		
64	TN	291	Nashua									φ20,000	\$33,200		
65	TN	291	Ryegate			\$600		\$600							
66	TN	243	Geraldine			φυυυ		φυυυ							
67	TN	238	Brockton					\$3,000	\$6,240						
68	TN	228	Lima					\$26,978	ψ0,2-10						
69	TN	220	Fort Peck					<i> </i>				\$29,203	\$35,547		
70	TN	189	Saco					\$19.69/hr				<i>+,</i>	+,		
71	TN	174	Richey					••••••							
72	TN	151	Hingham												
73	TN	149	Rexford			\$8,320	\$12,480	\$16,640	\$24,960			\$2,880	\$3,240		
74	TN	146	Winifred			. ,	. ,	. ,					. ,		
75	TN	144	Virginia City									\$13,000	\$16,900		
76	TN	139	Westby												
77	TN	136	Melstone			\$21,939									
78	TN	131	Plevna		\$1,683	3	\$3,000		\$4,326						
79	TN	86	Neihart										\$10,800		
80	TN	83	Bearcreek												
81	TN	70	Flaxville						\$7,800				\$2,100		
82	TN	65	Outlook												
83															
84		288775													
85		July 2008 (Census Estimates												
86															
87															
88															

	А	В	С	BB	BC	BD	BE	BF	BG	BH	BI	BJ	BK	BL	BM	BN	BO
1	CLASS	POP.	CITY/TOWN	CITY EN	GINEER	PARKS SUPER	INTENDENT	RECREATION	DIRECTOR	LIBRARY DIR	LIBRARIAN	GENERAL L	ABORER	TRUCK DRIV	ER, HEAVY	EQUIPMENT	OPERATOR
2				Starting	Тор	Starting	Тор	Starting	Тор	Starting	Тор	Starting	Тор	Starting	Тор	Starting	Тор
3	1st	103994	Billings	\$67,579	\$90,563	\$50,648	\$67,870	\$50,648	\$67,870	\$76,918	\$103,064	\$21,882	\$29,328	\$34,237	\$45,864	\$29,786	\$39,915
4	1st	68202	Missoula	\$66,166	\$92,325			\$53,261	\$71,221				\$40,165		\$40,165		\$40,165
5	1st	39442	Bozeman	\$61,838	\$83,663	\$58,858	\$79,631	\$48,307	\$65,357	\$58,858	\$79,631	\$36,131	\$48,862	\$36,131	\$48,862	\$36,131	\$48,862
6	1st	29351	Helena	\$61,281	\$74,488	\$56,905	\$69,169	\$72,844	\$88,542			\$31,403	\$34,622	\$36,418	\$43,458		
7	1st	21182	Kalispell			\$50,613	\$68,327	\$61,839	\$86,575			\$24,481	\$24,481	\$33,758	\$36,795	\$33,758	\$36,795
8	1st	9575	Havre			\$37,548	\$43,608	\$45,120	\$52,404	\$40,716	\$40,716					\$35,256	\$40,206
9	2nd	8843	Anaconda-Deer Lodge					\$37,177		\$40,546						\$36,338	\$37,648
10	2nd	8281	Whitefish	\$27,498	\$35,568	\$39,062	\$50,544	\$52,374	\$67,724			\$27,768	\$35,921				
11	2nd	8102	Miles City			\$36,046				\$42,023				.35/hr addl		\$27,123	\$34,590
12	2nd	7500	Livingston				\$43,085		\$31,117	. ,	\$40,810		\$33,644			. ,	\$34,816
13	3rd	6605	Laurel				÷ -,		+-)		¥ -,		+ <i>)</i> -				· · · · ·
14	2nd	5954	Lewistown					\$38,458		\$37,732		\$20,530					
15	3rd	5261	Columbia Falls			\$27,622	\$38,584	<i>400,100</i>		<i>\\</i> 01,102		<i>420,000</i>				\$33,426	\$46,696
16	3rd	4782	Sidney	\$50,315		\$33,842	<i>\</i> \\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\									<i>400, 120</i>	φ10,000
17	3rd	4585	Glendive	Q00,010		φ00,0-12		\$37,440	\$39,108								
18	3rd	3487	Hardin					ψ07,-+0	φ00,100			\$20,800	\$45,760				
19	3rd	3105	Cut Bank					\$28,579	\$30,659			\$24,586	\$36,733				
20									<i>ф</i> 30,059	¢21 200		φ24,560	φ30,733				
	3rd	2921	Glasgow					\$31,200	¢07.000	\$31,200		¢47.400	¢22.000				
21	3rd	2509	Wolf Point					\$20,696	\$37,336		¢00.040	\$17,160	\$33,800				
22	3rd	2501	Conrad								\$29,016					\$22 ,422	* 4 4 9 9 9
23	3rd	2450	Red Lodge								\$43,285	• · • • • •				\$36,109	\$44,928
24	TN	1959	Columbus	•	•					•	•	\$19,074				\$28,434	
25	3rd	1928	Three Forks	\$3,000	\$3,000					\$27,040	\$33,280						
26	3rd	1922	Roundup									\$24,632	\$31,251				
27	3rd	1857	Forsyth									\$18,200	\$22,069				
28	3rd	1801	Malta									\$24,315					
29	3rd	1796	Big Timber							\$24,073	\$31,764	\$29,061	\$38,345				
30	3rd	1691	Choteau														
31	TN	1622	Manhattan							\$10.93/hr	\$14.02/hr	\$31,990	\$53,082				
32	TN	1511	West Yellowstone					\$31,956	\$43,234							\$32,754	\$44,315
33	3rd	1459	Fort Benton														
34	3rd	1442	Boulder														
35	3rd	1423	Thompson Falls						\$5,808								
36	3rd	1274	Chinook														
37	TN	1244	Plains			\$22,485	\$24,898			\$33,613	\$33,613						
38	TN	1057	Ennis							\$20,800	\$26,541						
39	TN	1013	Eureka														
40	3rd	985	Troy	\$52,228	Lineman												
41	3rd	951	White Sulphur Springs	··· / ····		\$20,800	\$20,800										
42	3rd	931	Harlowton			,	,			\$18,720							
43	TN	911	Philipsburg							\$5,800		\$31,408					
44	TN	873	Superior							\$0,000		<i>401,100</i>					
45	3rd	866										\$18,720		\$22,880			
45	TN		Poplar Darby									ψ10,720		ψΖΖ,000			
40	IN	863	Darby														

	А	В	С	BB	BC	BD	BE	BF	BG	BH	BI	BJ	BK	BL	BM	BN	BO
	CLASS	POP.	CITY/TOWN		GINEER	PARKS SUPE		RECREATIO		LIBRARY DIR		GENERAL I			VER, HEAVY	EQUIPMENT	
2	.			Starting	Тор	Starting	Тор	Starting	Тор	Starting	Тор	Starting	Тор	Starting	Тор	Starting	Тор
47	TN	822	Pinesdale			\$192											
48	TN	813	St. Ignatius														
49	3rd	787	Harlem														
50	TN	773	Cascade														
51	TN	725	Bridger					\$19,032	\$24,336			\$19,968	\$28,038				
52	TN	704	Chester									\$20,800	\$24,960				
53	TN	666	Fairview														
54	TN	564	Hot Springs														
55	TN	544	Terry														
56	TN	542	Circle														
57	TN	465	Wibaux														
58	TN	456	Broadus									Seasonal	\$8.50/hr				
59	TN	370	Ekalaka							\$10,374							
60	TN	354	Dutton														
61	TN	347	Clyde Park														
62	TN	336	Jordan														
63	TN	327	Sunburst														
64	TN	291	Nashua														\$7.25/hr
65	TN	280	Ryegate														
66	TN	243	Geraldine														
67	TN	238	Brockton									\$7,540	\$9,360				
68	TN	228	Lima														
69	TN	220	Fort Peck									\$11.25/hr	\$13.81/hr				
70	TN	189	Saco														
71	TN	174	Richey														
72	TN	151	Hingham														
73	TN	149	Rexford							•							
74	TN	146	Winifred							\$5,655							
75	TN	144	Virginia City														
76	TN	139	Westby														
77	TN	136	Melstone			0	\$000 A0/										
78	TN	131	Plevna			Summer only	\$389.16/mo										
79 80	TN	86	Neihart														
	TN	83	Bearcreek														
81 82	TN TN		Flaxville														
82	IN	65	Outlook														
84		000775															
85		288775	enere Felimetee														
00		July 2008 C	ensus Estimates														
86 87																	
88																	
00																	

	Α	В	С	BP	BQ	BR	BS	BT	BU
1	CLASS	POP.	CITY/TOWN	GENERAL OF		EXECUTIVE		ADMIN. AS	
2				Starting	Тор	Starting	Тор	Starting	Тор
3	1st	103994	Billings	\$22,048	\$29,515	\$35,048	\$46,946	\$23,774	\$31,990
4	1st	<u>68202</u>	Missoula	\$22,362	\$29,903	\$29,864	\$39,934	\$39,883	\$53,331
5	1st	39442	Bozeman	\$19,843	\$23,363	\$26,707	\$31,421	\$20,862	\$28,454
6	1st	29351	Helena	\$25,192	\$30,621	\$45,566	\$55,385	\$28,503	\$44,349
7	1st	21182	Kalispell	\$27,851	\$31,200	\$34,356	\$46,381	\$32,506	\$43,884
8	1st	9575	Havre	\$26,520	\$30,804				
9	2nd	8843	Anaconda-Deer Lodge	\$24,128	\$29,869				
10	2nd	8281	Whitefish	\$30,617	\$39,624				
11	2nd	8102	Miles City	\$27,123	\$34,590	\$27,123	\$34,590		
12	2nd	7500	Livingston	. ,	\$27,627	. ,	. ,		
13	3rd	6605	Laurel	\$29,869	\$31,408	\$28,080	\$29,411		
14	2nd	5954	Lewistown	\$29,578	<i>+3</i> .,. 00	+20,000	+	\$26,811	
15	3rd	5261	Columbia Falls	Ψ <u>2</u> 0,070				<i>_</i> 0,011	
16	3rd	4782	Sidney	\$14.47/hr					
17	3rd	4585	Glendive	יווו/וד.ד.וי					
18	3rd	4565 3487	Hardin					\$19,760	\$26,000
19	3rd	3105	Cut Bank	\$20,800	\$27,352			ψ1 <i>3</i> ,700	φ20,000
20				φ20,000	ψ21,552				
20	3rd	2921	Glasgow	¢10.000	¢25 569	¢20,606	¢27.226		
21	3rd	2509	Wolf Point	\$18,928 \$22,707	\$35,568 \$26,544	\$20,696	\$37,336		
	3rd	2501	Conrad	\$22,797	\$26,541				
23	3rd	2450	Red Lodge	\$29,536	\$33,280				
24	TN	1959	Columbus	• · · · · · ·	• · · ·				
25	3rd	1928	Three Forks	\$10,920	\$14,560				
26	3rd	1922	Roundup						
27	3rd	1857	Forsyth						
28	3rd	1801	Malta	\$9,974					
29	3rd	1796	Big Timber						
30	3rd	1691	Choteau						
31	TN	1622	Manhattan					\$14,789	\$19,926
32	TN	1511	West Yellowstone						
33	3rd	1459	Fort Benton		\$20,280				
34	3rd	1442	Boulder	\$8,320	\$8,320				
35	3rd	1423	Thompson Falls						
36	3rd	1274	Chinook						
37	TN	1244	Plains	\$22,922	\$22,922				
38	TN	1057	Ennis						
39	TN	1013	Eureka						
40	3rd	985	Troy	\$9.85/hr					
41	3rd	951	White Sulphur Springs	\$6.50/hr	\$7.25/hr				
42	3rd	931	Harlowton						
43	TN	911	Philipsburg						
44	TN	873	Superior	\$8.15/hr					
45	3rd	873	Poplar	ψ0.10/11					
45									
40	TN	863	Darby						

2009-2010 Salary Survey

	А	В	С	BP	BQ	BR	BS	BT	BU
1	CLASS	POP.	CITY/TOWN	GENERAL OF			SECRETARY		SSISTANT
2				Starting	Тор	Starting	Тор	Starting	Тор
47	TN	822	Pinesdale						
48	TN	813	St. Ignatius						
49	3rd	787	Harlem						
50	TN	773	Cascade						
51	TN	725	Bridger						
52	TN	704	Chester	\$20,800	\$24,960				
53	TN	666	Fairview						
54	TN	564	Hot Springs						
55	TN	544	Terry						
56	TN	542	Circle						
57	TN	465	Wibaux	\$2,789					
58	TN	456	Broadus	As Needed	\$7.50/hr				
59	TN	370	Ekalaka						
60	TN	354	Dutton		\$8,320				
61	TN	347	Clyde Park						
62	TN	336	Jordan	\$3,100	\$3,200				
63	TN	327	Sunburst						
64	TN	291	Nashua						
65	TN	280	Ryegate						
66	TN	243	Geraldine						
67	TN	238	Brockton						
68	TN	228	Lima						
69	TN	220	Fort Peck						
70	TN	189	Saco						
71	TN	174	Richey						
72	TN	151	Hingham						
73	TN	149	Rexford						
74	TN	146	Winifred						
75	TN	144	Virginia City					\$12,480	\$14,560
76	TN	139	Westby						
77	TN	136	Melstone						
78	TN	131	Plevna						
79	TN	86	Neihart						
80	TN	83	Bearcreek						
81	TN	70	Flaxville						
82	TN	65	Outlook						
83									
84		288775							
85		July 2008 (Census Estimates						
86									
87									
88									