

2009-2010 Salary Survey

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1	CLASS	POP.	CITY/TOWN	MAYOR		COUNCILMEMBER		CITY MANAGER		ASST. MANAGER		FINANCE DIRECTOR		CITY CLERK		CITY TREASURER	
2				Starting	Top	Starting	Top	Starting	Top	Starting	Top	Starting	Top	Starting	Top	Starting	Top
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	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														
78	TN	131	Plevna		\$75/mtg		\$65/mtg										
79	TN	86	Neihart														
80	TN	83	Bearcreek	\$50/mo		\$25/mo											
81	TN	70	Flaxville	\$30/mtg		\$20/mtg											
82	TN	65	Outlook														
83																	
84	288775																
85	July 2008 Census Estimates																
86																	
87				Where required, annual wage was obtained by multiplying hourly wage by 2080 hours, 1040 hours for half time, or by # hours worked per month times 12.													
88				Starting Salary Column assumes current salary or the only information reported.													

2009-2010 Salary Survey

	A	B	C	R	S	T	U	V	W	X	Y	Z	AA	AB	AC	AD	AE
1	CLASS	POP.	CITY/TOWN	CLERK/TREASURER		DEPUTY CLERK		CITY JUDGE		CITY ATTORNEY		PERSONNEL DIRECTOR		POLICE CHIEF		FIRE CHIEF	
2				Starting	Top	Starting	Top	Starting	Top	Starting	Top	Starting	Top	Starting	Top	Starting	Top
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		\$90,839				\$56,665		\$51,043	
10	2nd	8281	Whitefish			\$43,076	\$55,785	\$63,626		\$70,000	\$95,000			\$66,851	\$86,486	\$66,851	\$86,486
11	2nd	8102	Miles City			\$36,732		\$15,593		\$27,000	\$28,800	\$39,502		\$46,818		\$44,084	
12	2nd	7500	Livingston				\$24,059		\$36,712		\$76,860		\$28,700		\$56,884		\$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	
24	TN	1959	Columbus	\$46,862		\$37,502		\$4,572		\$30,000				\$48,734		\$18,574	
25	3rd	1928	Three Forks			\$31,013	\$47,130	\$8,400	\$10,200	\$3,000	\$3,000			\$38,334	\$65,944	\$300	\$400
26	3rd	1922	Roundup	\$27,390	\$34,709	\$24,632	\$31,251			\$550/mo							
27	3rd	1857	Forsyth	\$34,674	\$39,042	\$27,186	\$31,325		\$3,600		\$16,800						
28	3rd	1801	Malta	\$38,022		\$24,315		\$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	\$26,083			\$350/mo	\$700/mo	\$750	\$1,000						
42	3rd	931	Harlowton	\$31,930		\$6,781		\$300/mo									
43	TN	911	Philipsburg			\$9,754				\$16,200							
44	TN	873	Superior				\$11,190		\$8,136								\$16,392
45	3rd	866	Poplar			\$20,800		\$3,000		\$175/hr				\$35,006			
46	TN	863	Darby	\$21,840	\$31,470	\$13,932	\$17,616	\$17,544	\$25,142					\$29,120	\$41,912		

2009-2010 Salary Survey

	A	B	C	AF	AG	AH	AI	AJ	AK	AL	AM	AN	AO
1	CLASS	POP.	CITY/TOWN	POLICE OFFICER		PAID FIREFIGHTERS		VOLUNTEER FIREFIGHTERS		PUBLIC WORKS DIRECTOR		CITY SERVICES SUPT	
2				Starting	Top	Starting	Top	Starting	Top	Starting	Top	Starting	Top
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						\$48,755		
23	3rd	2450	Red Lodge	\$36,109	\$40,269					\$49,234	\$57,720		
24	TN	1959	Columbus	\$38,438						\$49,712			
25	3rd	1928	Three Forks	\$38,334	\$65,944			\$600	\$600				
26	3rd	1922	Roundup							\$41,074	\$52,022	\$32,842	\$41,668
27	3rd	1857	Forsyth							\$36,650	\$41,080		
28	3rd	1801	Malta							\$39,770			
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					\$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				
34	3rd	1442	Boulder	\$22,880	\$30,253					\$39,146	\$42,266		
35	3rd	1423	Thompson Falls	\$29,601	\$42,909						\$48,048		
36	3rd	1274	Chinook	\$31,200	\$41,392			\$5.00/mtg					
37	TN	1244	Plains	\$36,587	\$40,414								
38	TN	1057	Ennis							\$36,608	\$42,765		
39	TN	1013	Eureka	\$23,712	\$39,832					\$21,341	\$40,414		
40	3rd	985	Troy	\$31,200						\$36,650		\$43,197	
41	3rd	951	White Sulphur Springs										
42	3rd	931	Harlowton						\$8.00/hr	\$32,240			
43	TN	911	Philipsburg							\$49,368			
44	TN	873	Superior								\$42,536		\$35,922
45	3rd	866	Poplar	\$27,040	\$29,120					\$35,360			
46	TN	863	Darby	\$24,960	\$39,686					\$27,040	\$39,458		

2009-2010 Salary Survey

	A	B	C	AP	AQ	AR	AS	AT	AU	AV	AW	AX	AY	AZ	BA
1	CLASS	POP.	CITY/TOWN	SANITATION SUPT		SEWER SUPERINTENDENT		WATER SUPERINTENDENT		STREET SUPERINTENDENT		CITY SERVICES WORKER		UTILITY PLANT OPERATOR	
2				Starting	Top	Starting	Top	Starting	Top	Starting	Top	Starting	Top	Starting	Top
3	1st	103994	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			\$53,261	\$71,221	\$53,261	\$71,221	\$53,261	\$71,221				
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	1st	29351	Helena	\$56,905	\$69,169	\$56,905	\$69,169	\$56,905	\$69,169					\$34,727	\$48,952
7	1st	21182	Kalispell	\$50,613	\$68,327	\$56,537	\$76,324	\$56,537	\$76,324	\$50,613	\$68,327	\$33,758	\$36,795		
8	1st	9575	Havre			\$42,612	\$49,488	\$42,612	\$49,488	\$42,612	\$49,488	\$32,240	\$37,294	\$35,256	\$40,206
9	2nd	8843	Anaconda-Deer Lodge	\$33,770		\$30,326		\$38,605							
10	2nd	8281	Whitefish			\$57,740	\$74,713		\$57,740	\$74,713	\$35,443	\$61,484	\$37,211	\$58,510	
11	2nd	8102	Miles City					\$40,800		\$39,270		\$27,123	\$34,590	\$27,123	\$36,296
12	2nd	7500	Livingston				\$42,583			\$42,583		\$33,294			
13	3rd	6605	Laurel			\$51,000	\$51,000			\$49,000	\$49,000	\$26,686	\$42,328	\$38,730	\$46,821
14	2nd	5954	Lewistown									\$23,338	\$31,283		
15	3rd	5261	Columbia Falls			\$39,208	\$54,850							\$33,426	\$46,696
16	3rd	4782	Sidney					\$44,845		\$39,645		\$32,344		\$33,218	
17	3rd	4585	Glendive									\$11.16/hr	\$15.58/hr	\$14.10/hr	\$17.59/hr
18	3rd	3487	Hardin											\$24,960	\$45,760
19	3rd	3105	Cut Bank			\$36,733	\$37,752	\$36,733	\$36,733	\$36,733	\$37,710	\$31,262	\$31,262	\$37,835	\$37,835
20	3rd	2921	Glasgow					\$37,440		\$40,144		\$36,712			
21	3rd	2509	Wolf Point					\$27,768	\$44,408			\$22,464	\$39,104	\$24,232	\$40,872
22	3rd	2501	Conrad									\$26,000	\$34,819	\$27,872	\$34,923
23	3rd	2450	Red Lodge			\$42,661	\$52,582	\$42,661		\$42,661	\$47,133			\$36,109	\$38,314
24	TN	1959	Columbus					\$40,456		\$36,525					
25	3rd	1928	Three Forks			\$31,013	\$47,130	\$31,013	\$47,130	\$31,013	\$47,130				
26	3rd	1922	Roundup			\$30,127	\$38,231	\$30,127	\$38,231			\$27,390	\$34,709		
27	3rd	1857	Forsyth			\$36,650	\$41,080					\$20,238	\$34,653	\$20,238	\$34,653
28	3rd	1801	Malta	\$29,723								\$23,338	\$26,770		
29	3rd	1796	Big Timber									\$29,061	\$43,834		
30	3rd	1691	Choteau									\$22,260	\$29,530		
31	TN	1622	Manhattan												\$47,258
32	TN	1511	West Yellowstone									\$33,573	\$45,423		
33	3rd	1459	Fort Benton				\$38,177				\$38,177	\$29,536	\$34,070		
34	3rd	1442	Boulder											\$22,880	\$28,725
35	3rd	1423	Thompson Falls									\$30,742	\$37,232		
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	1244	Plains											\$33,738	\$35,838
38	TN	1057	Ennis									\$24,960	\$30,160		
39	TN	1013	Eureka									\$21,341	\$28,454		
40	3rd	985	Troy									\$29,120		\$55,078	Utility Mgr
41	3rd	951	White Sulphur Springs			\$20,800	\$21,840	\$20,800	\$22,880	\$20,800	\$20,800				
42	3rd	931	Harlowton			\$27,024		\$24,315		\$17,035					
43	TN	911	Philipsburg												
44	TN	873	Superior												
45	3rd	866	Poplar											\$22,880	\$26,000
46	TN	863	Darby									\$20,800	\$28,142		

2009-2010 Salary Survey

	A	B	C	BP	BQ	BR	BS	BT	BU
1	CLASS	POP.	CITY/TOWN	GENERAL OFFICE CLERK		EXECUTIVE SECRETARY		ADMIN. ASSISTANT	
2				Starting	Top	Starting	Top	Starting	Top
3	1st	103994	Billings	\$22,048	\$29,515	\$35,048	\$46,946	\$23,774	\$31,990
4	1st	68202	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				\$26,811	
15	3rd	5261	Columbia Falls						
16	3rd	4782	Sidney	\$14.47/hr					
17	3rd	4585	Glendive						
18	3rd	3487	Hardin					\$19,760	\$26,000
19	3rd	3105	Cut Bank	\$20,800	\$27,352				
20	3rd	2921	Glasgow						
21	3rd	2509	Wolf Point	\$18,928	\$35,568	\$20,696	\$37,336		
22	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	866	Poplar						
46	TN	863	Darby						

2009-2010 Salary Survey

	A	B	C	BP	BQ	BR	BS	BT	BU
1	CLASS	POP.	CITY/TOWN	GENERAL OFFICE CLERK		EXECUTIVE SECRETARY		ADMIN. ASSISTANT	
2				Starting	Top	Starting	Top	Starting	Top
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									