

Granite County Compensation Board

The County Compensation Board was created by the 2001 Legislature to hold hearings annually for the purpose of reviewing the compensation paid to county officers. According to Sec. 7-4-2503(4)(a) There is a county compensation board consisting of: (i) the county commissioners; (ii) three of the county officials described in subsection (1) appointed by the board of county commissioners; (iii) the county attorney; (iv) two to four resident taxpayers appointed initially by the board of county commissioners to staggered terms of three years; (v)(A) subject to subsection (4)(a)(v)(B), one resident taxpayer appointed by each of the three county officials described in subsection (4)(a)(ii).

The County Compensation Board shall prepare a compensation schedule for the elected county officials, including the county attorney, for the succeeding fiscal year. The schedule must take in to consideration county variations, including population, the number of residents living in unincorporated areas, assessed valuation, motor vehicle registrations, building permits, and other factors considered necessary to reflect the variations in the workloads and responsibilities of county officials as well as the tax resources of the county. The County Compensation Board may consider the compensation paid to comparable officials in other Montana counties, other states, state government, federal government, and private enterprise.

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A recommended compensation schedule requires a majority vote of the county compensation board, and at least two county commissioners must be included in the majority. A recommended compensation schedule may not reduce the salary of a county officer that was in effect on May 1, 2001.

The Granite County Compensation Board is comprised of the Three Commissioners, The Granite County Attorney, The Clerk & Recorder, The Treasurer, and The Sheriff; as well as four citizen members appointed by the Commission.

Anna Bergerson, Cathy Smith and Jack Owens are the citizen members; currently there is one vacancy for the fourth citizen member.

Here is a list of some of the other Counties across Montana and what their Compensation Boards have recommended for fiscal year 2023. I looked into the comparable Counties, which are Counties that are of similar size and operation to Granite County and that we use frequently when looking at a variety of metrics. You will see that information under Comparable Counties.

There are some other Counties I was asked to look into by County employees and Elected Officials that I have also included under Montana Counties. If you would like you can also reach out to various Counties across Montana or ask me to look at a specific County if you would like more information on their Compensation Board's recommendation (if they have met for FY2023) and I will provide the information to everyone on the Board.

**The Counties that are meeting before our meeting, I will reach out to again prior to our meeting and provide you with their recommendation. Those Counties include Wheatland and Madison at this point. Mineral and Musselshell didn't have a date set and the others meet after we do.*

Comparable Counties:

Judith Basin: *Doesn't meet until June 18*

Liberty: *Tabled meeting and reconvene after taxable evaluations come in to ensure that raises are always affordable, then make the increase retroactive to July 1st.*

Mineral: *Doesn't meet until middle of June*

Musselshell: *Doesn't meet until middle of June*

Phillips: *Wasn't able to connect, will keep trying and provide information*

Sheridan: *Meeting on June 22nd*

Sweet Grass: *recommended 4.7% COLA plus a 1% Longevity increase (for employees & elected officials) for a total of 5.7%*

Wheatland: *Meeting on June 7 / 8 (No results as of yet) - special meeting on June 14*

Other Montana Counties:

Gallatin: *Recommended a 5% COLA and \$2400 bonus to all County employees*

Anaconda-Deer Lodge: *5% COLA*

- *They have recommended a COLA of 5% all employees (elected, union and non-union (didn't open up contracts with union just opened up MOU)).*

Flathead: *2.5% COLA- but provided 4% increase in February for a total of 6.5% - no health insurance increase to premiums.*

Daniels: *Meeting in the middle of June*

Madison: *Meeting on June 9th (Financial Officer is presenting what the impact will be at 4.7%). Dispatch did a 3% increase temporarily because of retention (emergency funding)*

↳ Call back on Monday

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I have also provided some additional information, the first is the Consumer Price Index, which MACo takes an average of and provides to Counties to consider when looking at COLA (cost of living) increases. Keep in mind this is always looking at the previous year, which for 2021 the annual average is 4.7%.

The second is a series of pages that outline the previous year FY2022 increases that were given across Montana Counties. This enables you to see where Granite County currently ranks. The highlighted Counties on the document are the "comparable Counties" that Granite County utilizes for various metrics due to similarity in size, population, and operation.

The third document is a projection of what the 4.7% increase would cost the County for the elected officials annually; which is an increase of about \$30K (annually).

This is all I have, however if there is any additional information you would like please let me know.

Thank you,

Billie Ann Kulaski

Assistant, Granite County Commission

Montana Code Annotated 2021

TITLE 7. LOCAL GOVERNMENT

CHAPTER 4. OFFICERS AND EMPLOYEES

Part 25. Compensation and Official Fees

Salary Schedule For Certain County Officers -- County Compensation Board

7-4-2503. Salary schedule for certain county officers -- county compensation board. (1) (a) The salary paid to the county treasurer, county clerk and recorder, clerk of the district court, county assessor, county superintendent of schools, county sheriff, county surveyor in counties where county surveyors receive salaries as provided in **7-4-2812**, justice of the peace, county coroner, and county auditor in all counties in which the office is authorized must be established by the county governing body based upon the recommendations of the county compensation board provided for in subsection (4).

(b) Except as provided in subsection (2), the annual salary established pursuant to subsection (1)(a) must be uniform for all county officers referred to in subsection (1)(a).

(2) (a) An elected county superintendent of schools must receive, in addition to the salary based upon subsection (1), the sum of \$400 a year, except that an elected county superintendent of schools who holds a master of arts degree or a master's degree in education, with an endorsement in school administration, from a unit of the Montana university system or an equivalent institution may, at the discretion of the county commissioners, receive, in addition to the salary based upon subsection (1), up to \$2,000 a year.

(b) The county sheriff must receive, in addition to the salary based upon subsection (1), the sum of \$2,000 a year. The additional salary provided in this subsection (2)(b) must be included as salary for the purposes of computing the compensation for undersheriffs and deputy sheriffs as provided in **7-4-2508**.

(c) In addition to the salary provided for in subsections (1) and (2)(b), the county sheriff may receive any additional salary as determined by the board of county commissioners. The additional salary provided in this subsection (2)(c) must be included as salary for the purposes of computing the compensation for undersheriffs and deputy sheriffs as provided in **7-4-2508**.

(d) The county sheriff must receive a longevity payment amounting to 1% of the salary determined under subsections (1) and (2)(b) for each year of service with the sheriff's office. The payment, nonpayment, increase, lack of increase, or decrease of the discretionary salary under subsection (2)(c) has no impact on the longevity payment. The additional salary amount provided for in this subsection may not be included in the salary for purposes of computing the compensation for undersheriffs and deputy sheriffs as provided in **7-4-2508**.

(e) If the clerk and recorder is also the county election administrator, the clerk and recorder may receive, in addition to the base salary provided in subsection (1)(a), up to \$2,000 a year. The additional salary provided for in this subsection (2)(e) may not be included as salary for the purposes of computing the compensation of any other county officers or employees.

(f) The county treasurer, clerk of district court, and justice of the peace may each receive, in addition to the base salary provided in subsection (1)(a), up to \$2,000 a year. The additional salary provided for in this subsection (2)(f) may not be included as salary for the purposes of computing the compensation of any other

county officers or employees.

(g) The county coroner may be a part-time position, and the salary may be set accordingly.

(h) The justice of the peace for a justice's court of record may receive, in addition to the base salary provided in subsection (1)(a), compensation up to an amount allowed by **3-10-207**.

(3) (a) Subject to subsection (3)(b), the salary for the county attorney must be set as provided in subsection (4).

(b) If the uniform base salary set for county officials pursuant to subsection (1) is increased, then the county attorney is entitled to at least the same increase unless the increase would cause the county attorney's salary to exceed the salary of a district court judge.

(c) (i) After completing 4 years of service as deputy county attorney, each deputy county attorney is entitled to an increase in salary of \$1,000 on the anniversary date of employment as deputy county attorney. After completing 5 years of service as deputy county attorney, each deputy county attorney is entitled to an additional increase in salary of \$1,500 on the anniversary date of employment. After completing 6 years of service as deputy county attorney and for each year of additional service up to completion of the 11th year of service, each deputy county attorney is entitled to an additional annual longevity salary increase of \$500 or a greater amount based on the schedule developed and recommended by the county compensation board as provided in subsection (4). Any additional annual longevity salary increase provided for in this section after the 11th year of service may not exceed the amount provided in the schedule developed and recommended by the county compensation board.

(ii) The years of service accumulated after the 11th year of service as a deputy county attorney prior to July 1, 2015, may not be included in the calculation of the longevity increases by the county compensation board under this section.

(iii) The years of service as a deputy county attorney accumulated prior to July 1, 1985, must be included in the calculation of the longevity increase.

(4) (a) There is a county compensation board consisting of:

(i) the county commissioners;

(ii) three of the county officials described in subsection (1) appointed by the board of county commissioners;

(iii) the county attorney;

(iv) two to four resident taxpayers appointed initially by the board of county commissioners to staggered terms of 3 years, with the initial appointments of one or two taxpayer members for a 2-year term and one or two taxpayer members for a 3-year term; and

(v) (A) subject to subsection (4)(a)(v)(B), one resident taxpayer appointed by each of the three county officials described in subsection (4)(a)(ii).

(B) The appointments in subsection (4)(a)(v)(A) are not mandatory.

(b) The county compensation board shall hold hearings annually for the purpose of reviewing the compensation paid to county officers. The county compensation board may consider the compensation paid to comparable officials in other Montana counties, other states, state government, federal government, and private enterprise.

(c) The county compensation board shall prepare a compensation schedule for the elected county officials, including the county attorney, for the succeeding fiscal year. The schedule must take into consideration county variations, including population, the number of residents living in unincorporated areas, assessed valuation,

motor vehicle registrations, building permits, and other factors considered necessary to reflect the variations in the workloads and responsibilities of county officials as well as the tax resources of the county.

(d) A recommended compensation schedule requires a majority vote of the county compensation board, and at least two county commissioners must be included in the majority. A recommended compensation schedule may not reduce the salary of a county officer that was in effect on May 1, 2001.

(e) The provisions of this subsection (4) do not apply to a county that has adopted a charter form of government or to a charter, consolidated city-county government.

History: Ap. p. Sec. 1, Ch. 150, L. 1945; amd. Sec. 1, Ch. 177, L. 1949; amd. Sec. 1, Ch. 118, L. 1951; amd. Sec. 1, Ch. 222, L. 1953; amd. Sec. 1, Ch. 22, L. 1957; amd. Sec. 1, Ch. 66, L. 1959; amd. Sec. 1, Ch. 195, L. 1961; amd. Sec. 1, Ch. 216, L. 1965; amd. Sec. 1, Ch. 231, L. 1967; amd. Sec. 1, Ch. 284, L. 1969; amd. Sec. 1, Ch. 265, L. 1971; amd. Sec. 10, Ch. 391, L. 1973; amd. Sec. 1, Ch. 474, L. 1973; amd. Sec. 1, Ch. 331, L. 1974; amd. Sec. 3, Ch. 102, L. 1975; amd. Sec. 1, Ch. 195, L. 1975; amd. Sec. 1, Ch. 493, L. 1977; Sec. 25-605, R.C.M. 1947; Ap. p. Sec. 4, Ch. 150, L. 1945; amd. Sec. 1, Ch. 91, L. 1947; amd. Sec. 1, Ch. 177, L. 1949; Sec. 25-608, R.C.M. 1947; R.C.M. 1947, 25-605, 25-608; amd. Sec. 1, Ch. 459, L. 1979; amd. Sec. 4, Ch. 669, L. 1979; amd. Sec. 1, Ch. 518, L. 1981; amd. Sec. 1, Ch. 562, L. 1985; amd. Sec. 3, Ch. 719, L. 1985; amd. Sec. 4, Ch. 12, Sp. L. June 1986; amd. Sec. 1, Ch. 257, L. 1989; amd. Sec. 1, Ch. 505, L. 1989; amd. Sec. 2, Ch. 527, L. 1991; amd. Sec. 2, Ch. 667, L. 1991; amd. Sec. 10, Ch. 10, L. 1993; amd. Sec. 1, Ch. 230, L. 1995; amd. Sec. 1, Ch. 233, L. 1995; amd. sec. 36, Ch. 308, L. 1995; amd. Sec. 1, Ch. 411, L. 1999; amd. Sec. 5, Ch. 7, L. 2001; amd. Sec. 3, Ch. 507, L. 2001; amd. Sec. 1, Ch. 487, L. 2003; amd. Sec. 3, Ch. 36, L. 2005; amd. Sec. 1, Ch. 182, L. 2005; amd. Sec. 1, Ch. 200, L. 2007; amd. Sec. 3, Ch. 230, L. 2007; amd. Sec. 1, Ch. 133, L. 2009; amd. Sec. 9, Ch. 291, L. 2009; amd. Sec. 1, Ch. 178, L. 2015; amd. Sec. 1, Ch. 218, L. 2015; amd. Sec. 1, Ch. 302, L. 2021.

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Avg	Sep	Oct	Nov	Dec	Annual Average	Percent Increase Avg-Avg	Dec-Dec	Differences
1985	105.500	106.000	106.400	106.900	107.300	107.600	107.800	108.000	108.300	108.700	109.000	109.300	107.600	3.6%	3.8%	0.2%
1986	109.600	109.300	108.800	108.600	108.900	109.500	109.500	109.700	110.200	110.300	110.400	110.500	109.600	1.9%	1.1%	-0.8%
1987	111.200	111.600	112.100	112.700	113.100	113.500	113.800	114.400	115.000	115.300	115.400	115.400	113.600	3.6%	4.4%	0.8%
1988	115.700	116.000	116.500	117.100	117.500	118.000	118.500	119.000	119.800	120.200	120.300	120.500	118.300	4.1%	4.4%	0.3%
1989	121.100	121.600	122.300	123.100	123.800	124.100	124.400	124.600	125.000	125.600	125.900	126.100	124.000	4.8%	4.6%	-0.2%
1990	127.400	128.000	128.700	128.900	129.200	129.900	130.400	131.600	132.700	133.500	133.800	133.800	130.700	5.4%	6.1%	0.7%
1991	134.600	134.800	135.000	135.200	135.600	136.000	136.200	136.600	137.200	137.400	137.800	137.900	136.200	4.2%	3.1%	-1.1%
1992	138.100	138.600	139.300	139.500	139.700	140.200	140.900	140.900	141.300	141.800	142.000	141.900	140.300	3.0%	2.9%	-0.1%
1993	142.600	143.100	143.600	144.000	144.200	144.400	144.400	145.100	145.700	145.800	145.800	145.800	144.500	3.0%	2.7%	-0.2%
1994	146.200	146.700	147.200	147.400	147.500	148.000	148.400	149.000	149.400	149.500	149.700	149.700	148.200	2.6%	2.7%	0.1%
1995	150.300	150.900	151.400	151.900	152.200	152.500	152.500	152.900	153.200	153.700	153.600	153.500	152.400	2.8%	2.5%	-0.3%
1996	154.400	154.900	155.700	156.300	156.600	156.700	157.000	157.300	157.800	158.300	158.600	158.600	156.900	3.0%	3.3%	0.4%
1997	159.100	159.600	160.000	160.200	160.100	160.300	160.500	160.800	161.200	161.600	161.500	161.300	160.500	2.3%	1.7%	-0.6%
1998	161.600	161.900	162.200	162.500	162.800	163.000	163.200	163.400	163.600	164.000	164.000	163.900	163.000	1.6%	1.6%	0.1%
1999	164.300	164.500	165.000	166.200	166.200	166.200	166.700	167.100	167.900	168.200	168.300	168.300	166.600	2.2%	2.7%	0.5%
2000	168.800	169.800	171.200	171.300	171.500	172.400	172.800	172.800	173.700	174.000	174.100	174.000	172.200	3.4%	3.4%	0.0%
2001	175.100	175.800	176.200	176.900	177.700	178.000	177.500	177.500	178.300	177.700	177.400	177.400	177.100	2.8%	1.6%	-1.3%
2002	177.100	177.800	178.800	179.800	179.800	179.900	180.100	180.700	181.000	181.300	181.300	181.300	179.900	1.6%	2.4%	0.8%
2003	181.700	183.100	184.200	183.800	183.500	183.700	183.900	184.600	185.200	185.000	184.500	184.300	184.000	2.3%	1.9%	-0.4%
2004	185.200	186.200	187.400	188.000	189.100	189.700	189.400	189.500	189.900	190.900	191.000	190.300	188.900	2.7%	3.3%	0.6%
2005	190.700	191.800	193.300	194.600	194.400	194.500	195.400	196.400	198.800	199.200	197.600	196.800	195.300	3.4%	3.4%	0.0%
2006	198.300	198.700	199.800	201.500	202.500	202.900	203.500	203.900	202.900	201.800	201.500	201.800	201.600	3.2%	2.5%	-0.7%
2007	202.416	203.499	205.352	206.686	207.949	208.352	208.299	207.917	208.490	208.936	210.177	210.036	207.342	2.8%	4.1%	1.2%
2008	211.080	211.693	213.528	214.823	216.632	218.815	219.964	219.086	218.783	216.573	212.425	210.228	215.303	3.8%	0.1%	-3.7%
2009	211.143	212.193	212.709	213.240	213.856	215.693	215.351	215.834	215.969	216.177	216.330	215.949	214.537	-0.4%	2.7%	3.1%
2010	216.687	216.741	217.631	218.009	218.178	217.965	218.011	218.312	218.439	218.711	218.803	219.179	218.056	1.6%	1.5%	-0.1%
2011	220.223	221.309	223.467	224.906	225.964	225.722	225.922	226.545	226.889	226.421	226.230	225.672	224.939	3.2%	3.0%	-0.2%
2012	226.665	227.663	229.392	230.085	229.815	229.478	229.104	230.379	231.407	231.317	230.221	229.601	229.594	2.1%	1.7%	-0.3%
2013	230.280	232.166	232.773	232.531	232.945	233.504	233.596	233.877	234.149	233.546	233.069	233.049	232.957	1.5%	1.5%	0.0%
2014	233.916	234.781	236.293	237.072	237.900	238.343	238.250	237.852	238.031	237.433	236.151	234.812	236.736	1.6%	0.8%	-0.9%
2015	233.707	234.722	236.119	236.599	237.805	238.638	238.654	238.316	237.945	237.838	237.336	236.525	237.017	0.1%	0.7%	0.6%
2016	236.916	237.111	238.132	239.261	240.229	241.018	240.628	240.849	241.428	241.729	241.353	241.432	240.007	1.3%	2.1%	0.8%
2017	242.839	243.603	243.801	244.524	244.733	244.955	244.786	245.519	246.819	246.663	246.669	246.524	245.120	2.1%	2.1%	0.0%
2018	247.867	248.991	249.554	250.546	251.588	251.989	252.006	252.146	252.439	252.885	252.038	251.233	251.107	2.4%	1.9%	-0.5%
2019	251.712	252.776	254.202	255.548	256.092	256.143	256.571	256.558	256.759	257.346	257.208	256.974	255.657	1.8%	2.3%	0.5%
2020	257.971	258.678	258.115	256.389	256.394	257.797	259.101	259.918	260.280	260.388	260.229	260.474	258.811	1.2%	1.4%	0.1%
2021	261.582	263.014	264.877	267.054	269.195	271.696	273.003	273.567	274.310	276.589	277.948	278.802	270.970	4.7%	7.0%	2.3%

2021 increase over prior year 1.4% 1.7% 2.6% 4.2% 5.0% 5.4% 5.4% 5.3% 5.4% 6.2% 6.8% 7.0% 4.7% 4.7% is the average CPI % increase

2021 increase over prior month 0.4% 0.5% 0.7% 0.8% 0.8% 0.9% 0.5% 0.2% 0.3% 0.8% 0.5% 0.3% 0.6%

FY 2022 Montana County Elected Official Salary Survey Results (56 out of 56 counties responded)

County	Uniform BASE elected official annual salary for 2021-2022	Uniform Increase for elected officials for 2021-2022 (% or flat amount)	Longevity for all elected officials? (excluding longevity determined by statute)	Clerk & Recorder add-on for Election Admin duties? (MCA 7-4-2503)	Treasurer add-on? (MCA 7-4-2503)	School Supt add-on? (MCA 7-4-2503)	Clerk of District Court add-on? (MCA 7-4-2503)	Justice of the Peace add-on? (MCA 7-4-2503)	Combined County Offices (MCA 7-4-2301)	Consolidated offices receive a salary above the BASE salary for the individual office as a result of consolidation? (list offices & percentages)	County Commissioners: Full-time, or part-time, or per diem positions? (if part-time, list percent)	Co. Attorney: Full-time or part-time position? (include total salary, not including longevity)
Anaconda-DL	\$54,566.00	3.80%	Yes, \$28.18/month	Yes, \$2,000	Yes, \$2,000	No	Yes, \$2,000	Yes, \$2,000	No combined offices	N/A	Per Diem, \$700/month	Full-time, \$118,625.52
Beaverhead	\$55,000.00	Yes, \$3,480.00	Yes, 1%	Yes, \$2,000	Yes, \$2,000	Yes, \$400	Yes, \$2,000	Yes, \$2,000	No combined offices	N/A	Full-time	Full-time, \$114,425.96
Big Horn	\$30.13	Yes 1.3%	Yes, 1% every 5 years	No	Yes, \$2,000	Yes, \$2,000.00/year w/master's degree, \$400.00/year w/out master's degree	Yes, \$2,000	Yes, \$2,000	None	None	Full-time	Full-time, \$120,390.40
Blaine	\$51,397.00	2.00%	Yes, based on year of employment	Yes, \$2,000	Yes, \$2,000	No	No	No	1. Clk & Rec/ Assessor/ Public Admin 2. Sheriff/Coroner	No	Full-time	Full-time, \$102,000
Broadwater	\$54,787.20	4.5% COLA	No	Yes, \$2,000	Yes, \$2,000	Yes, \$400	Yes, \$2,000	Yes, \$2,000	1. Treasurer/ School Supt 2. Sheriff/Coroner	No	Part-time, 80%	Full-time, \$118,154.80
Butte-SB	\$80,248.00	1.50%	No	Yes, \$2,000	No	No	No	No	No combined offices	N/A	Part-time, The Council of Commissioners are paid a flat amount of \$7,319 annually and \$1,200 for travel pay. There is not a % FTE.	Full-time, \$123,902
Carbon	\$69,874.19	3.00%	Yes	No, Separate Elections Administrator	No	Yes, \$400	No	No	1. Sheriff/Coroner 2. Treasurer/School Supt	No	Full-time	Full-time, \$127,546.82
Carter	\$58,179.60	2.00%	No	Yes, \$2,000	Yes, \$2,000	Yes	Yes, \$2,000	Yes, \$2,000	1. Clk & Rec/ Public Admin/ Surveyor 2. Clerk of Ct/ School Supt 3. Sheriff/Coroner 4. Treasurer/ Assessor	Yes, Sheriff receives % 6,000 for being combined with Coroner	Carter County Commissioners are Part Time and receive 70% the full time elected base salary, also \$2,000 extra	County Attorney is 1/2 time and received \$63,000
Cascade	\$65,225.96	2.00%	No	Yes, \$2,000	Yes, \$1,600	Yes, \$400	Yes, \$2,000	Yes, \$2,000	1. Clk & Rec/ Auditor/Surveyor 2. Sheriff/Coroner 3. Treasurer/ School Supt	Yes, All 3 mentioned receive +\$3,032	Full-time	Full-time, \$121,783.30
Chouteau	\$48,100.00	Flat \$4,373.00	Yes, 1%	Yes, \$2,000	Yes, \$2,000	Yes, \$400	Yes, \$2,000	Yes, \$2,000	1. Clk of Ct/ School Supt/ Surveyor 2. Sheriff/Coroner 3. Treasurer/ Assessor	1. Clk of Ct: \$1,000/Surveyor 2. Sheriff: \$3,000/Coroner (Sheriff also receives the addtl \$2,000)	Full	Part-time, \$79,635.00
Custer	\$62,248.96	2.20%	No	Yes, \$1,000	Yes, \$1,000	Yes, \$1,000	Yes, \$1,000	Yes, \$1,000	No Response	No response	Full-time	Full-time, \$119,111.74
Daniels	\$48,254.48	No Response	No	Yes, \$2,000	No	No Response	No	No	1. Clk of Ct/ School Supt 2. Clk & Rec/ Surveyor/ Assessor 3. Sheriff/Coroner	Yes, Clerk of Court receives \$400/year for being combined w/School Supt	Part-time, .14	Part-time, \$59,639.09

County	Uniform BASE elected official annual salary for 2021-2022	Uniform increase for elected officials for 2021-2022 (% or flat amount)	Longevity for all elected officials? (excluding longevity determined by statute)	Clerk & Recorder add-on for Election Admin duties? (MCA 7-4-2503)	Treasurer add-on? (MCA 7-4-2503)	School Supt add-on? (MCA 7-4-2503)	Clerk of District Court add-on? (MCA 7-4-2503)	Justice of the Peace add-on? (MCA 7-4-2503)	Combined County Offices (MCA 7-4-2301)	Consolidated offices receive a salary above the BASE salary for the individual office as a result of consolidation? (list offices & percentages)	County Commissioners: Full-time, part-time, or per diem positions? (if part-time, list percent)	Co. Attorney: Full-time or part-time position? (Include total salary, not including longevity)
Dawson	\$57,359.51	Yes, 1.20%	No	Yes, \$2,000	Yes, \$2,000	Yes, \$2,000	Yes, \$2,000	Yes, \$2,000	1. Co Attny/Public Admin 2. Clk & Rec/Assessor	No	Full-time	
Fallon	\$68,328.00	Yes, \$.43 per hour	Yes, (employees also) \$.25/hr-5 yrs; \$.75/hr-15 yrs; \$1/hr-20 yrs; \$1.50/hr-25 yrs \$2/hr-30 yrs	Yes, \$2,000	Yes, \$2,000	Combined w/Clerk and Recorder	Yes, \$2,000	Yes, \$748.80 or prorated based on 780 hours	1. Clk of Crt/ Public Admin 2. Clk & Rec/ School Supt 3. Sheriff/Coroner 4. Treasurer/ Assessor	Yes, Sheriff received \$4,000 per year	Full-time	Part-time, 30 hours per week. Fullon Co pay \$101,764.80; State reimburses \$45,480
Fergus	\$53,377.92	Yes 4%	Yes, \$208 per year up to 15 years	Yes, \$2,000	Yes, \$2,000	Yes, \$2,000	Yes, \$2,000	Yes, \$2,000	1. Sheriff/Coroner	Yes, Sheriff/Coroner: \$5,000	Full-time	Full-time, \$113,957.38
Flathead	\$74,429 on 7/1/21 and \$77,406 on 1/16/22	Yes, 2% on 7/1/21 and 4% on 1/16/22	No	Yes, \$2,000	Yes, \$2,000	Yes, \$2,000	Yes, \$2,000	No	1. Clk & Rec/ Auditor/Surveyor 2. Sheriff/Coroner 3. Treasurer/ Assessor/ Public Admin	Yes, Sheriff/Coroner: \$6,000	Full-time	Full-time \$111,472 on 7/1/21 and \$123,210 on 1/16/22
Gallatin	\$79,599.00	Yes, 7%	Yes	Yes, \$2,000	Yes, \$2,000	Yes, \$2,000	Yes, \$2,080	Yes, \$2,000	1. Clk & Rec/ Surveyor 2. Clk of Crt/ Public Admin 3. Sheriff/Coroner 4. Treasurer/ Assessor	No	Full-time	Full-time, \$120,357.00
Garfield	\$43,696.50	3%	No	Yes \$2000	Yes \$2000	Yes, \$400	Treasurer & Clerk of Court are combined	Yes \$2000	1. Clerk & Recorder/Assessor/Election 2. Sheriff/Coroner 3. Treasurer/Clerk of District Court	Sheriff, discretionary pay \$3,000	3/4 time	\$60,913.00
Glacier	\$46,641.40	no increase	No	Yes, \$2,000	Yes, \$2,000	Yes, \$400	Yes, \$2,000	Yes, \$2,000	1. Clk & Rec/ Public Admin/ School Supt	No	Full-time	Part-time, \$80,299.70
Golden Valley	\$36,835.22	5.00%	No	Yes, \$2,000	Yes, \$2,000	Yes, \$400	Yes, \$2,000	Yes	1. Clk & Rec/Clk of Crt 2. Sheriff/Coroner 3. Treasurer/ School Supt	Yes, Sheriff/Coroner: 12%, Clk & Rec/Clk of Crt: 14%, Treasurer/School Supt: 10%	Part-time, 2 days a month & they are on the boards of various entities	Full-time, \$42,884.52 (with Musshelle; total is \$100,450)
Granite	\$46,142.75	1.20%	Yes, \$461.43 X years of service. yrs of service	Yes, \$2,000	Yes, \$2,000	Yes, \$400	Yes, \$2,000	Yes, \$1,000	1. Clk & Rec/Surveyor/Assessor 2. Sheriff/Coroner 3. Treasurer/School Supt	Yes, Sheriff/Coroner: 14.38%	Part-time, 50%	Full-time, \$99,710.06
Hill	\$48,779.45	YES, WAS 3% cola	Yes, 1% for years of service, not longevity	Yes, \$2,000	Skipped question	Yes, \$2000	Yes, \$2,000	Yes, \$2,000	1. Sheriff/Coroner 2. Treasurer/ Assessor	Yes, Sheriff/Coroner-Coroners Pay is 15% of Clerk & Recorder Base added to Sheriff's Base 15% of base	Skipped Question	Skipped Question
Jefferson	\$65,068.25	Yes, 3%	Yes, 1%	Yes, \$2,000	Yes, \$2,000	Yes, \$400	Yes, \$2,000	Yes, \$2,000	1. Co Attny/ Public Admin 2. Clk & Rec/ Assessor/Surveyor 3. Sheriff/Coroner	Yes, answered on previous page's questions	Full-time	Full-time, \$124,591.62
Judith Basin	\$46,155.71	2.50%	Yes, \$100 per year	Yes, \$2,000	Yes, \$2,000	Yes, \$1,000	Yes, \$1,000	Yes, \$2,000	1. Clk of Crt/ School Supt 2. Sheriff/Coroner	Sheriff/Coroner \$2,408.81	40% (69.33 hours per month)	FT/\$116,352.25
Lake	\$62,901.73	Yes, 5%	Yes, 2%	No	Yes, \$2,000	No	Yes, \$2,000	Yes, \$2,000	1. Clk & Rec/ Auditor/Surveyor /Public Admin 2. Sheriff/Coroner 3. Treasurer/ Assessor	Yes, C&R/Aud/Sur/Pub Admin \$2000	Full-time	Full-time, \$129,014.48
Lewis & Clark	\$78,191.00	Yes, 2.2% effective 7/1/2021 and 3.5% effective 1/1/2022	Yes, \$2000 first year; \$3000 second year; Increases \$500 every year after that	Yes, \$2,000	Yes, \$2,000	Yes, \$400	Yes, \$2,000	Yes, \$2,000	1. Co Attny/ Public Admin 2. Clk & Rec/ Treasurer 3. Sheriff/Coroner	No	Full-time	Full-time, \$123,642

County	Uniform BASE elected official annual salary for 2021-2022	Uniform increase for elected officials for 2021-2022 (% or flat amount)	Longevity for all elected officials? (excluding longevity determined by statute)	Clerk & Recorder add-on for Election Admin duties? (MCA 7-4-2503)	Treasurer add-on? (MCA 7-4-2503)	School Supt add-on? (MCA 7-4-2503)	Clerk of District Court add-on? (MCA 7-4-2503)	Justice of the Peace add-on? (MCA 7-4-2503)	Combined County Offices (MCA 7-4-2301)	Consolidated offices receive a salary above the BASE salary for the individual office as a result of consolidation? (list offices & percentages)	County Commissioners: Full-time, part-time, or per diem positions? (if part-time, list percent)	Co. Attorney: Full-time or part-time positions? (include total salary, not including longevity)
Liberty	\$44,980.38	2.00%	No	Yes, \$2,000	Yes, \$2,000	Yes, \$300	Yes, \$2,000	Yes, \$2,000	1.Sheriff/Coroner /Public Admin 2. Treasurer/ Assessor	No	Full-time	3/4-time, \$80,591.13
Lincoln	\$58,560.88	1.80%	Yes, 1%	No	No	No	No	No	1. Clerk & Recorder/Auditor/Surveyor/Assessor	No	Full-time	Full-time, \$119,200.88
Madison	\$60,689.07	3.00%	Yes	Yes, \$2,000	Yes, \$2,000	No	Yes, \$2,000	Yes, \$2,000	1.Sheriff/Coroner 2. Treasurer/ School Supt	Yes, 5% of base	Full-time	Full-time, \$120,425.43
McCone	\$45,765.61	Yes, 1.2%	Yes, 1-5 yrs-\$100 with increments	Yes, \$2,000	Yes, \$2,000	Yes, \$4,015	Yes, \$2,000	Yes, \$1,000	1. Co Attny/ Public Admin 2. Clk & Rec/ Assessor 3.Sheriff/Coroner 4. Treasurer/ School Supt	Yes, 1. Treasurer/School Supt: \$400 2. Sheriff/Coroner: \$4300	Part-time, 50%	Part-time, \$62,993 (state portion)
Meagher	\$45,843.20	Yes \$1.00	Yes, \$100/yr of service	Yes, \$2,000	Yes, \$2,000	Yes, \$400	Yes, \$2,000	Yes, \$1,000	1. Clk & Rec/School Supt 2. Sheriff/Coroner 3. Treasurer/Assessor	No	Part-time, 3 days/month	Full-time, \$127,436.84
Mineral	\$46,601.08	65.00%	No	Yes, \$2,000	Yes, \$2,000	No	Yes, \$2,000	Yes, \$500	1.Sheriff/Coroner/Public Admin 2. Treasurer/School Supt 3.C & R/Assessor	Yes, Coroner: \$5,000.00	Part-time, 50%	Full-time, \$113,466.99
Missoula	\$77,022.40	Yes, 8.05%	Yes	No	Yes, \$2000.00	Yes, \$2000	Yes, \$2000	Yes, \$2000	1. Clk & Rec/ Treasurer 2.Sheriff/Coroner	Yes, C&R combine with Treasurer for 20% and same with Sheriff and Coroner	Full-time	Full-time, \$142,657.00
Musselshell	\$50,506.00	Yes, .50	No	Yes, \$2,000	Yes, \$1,600	Yes, \$400	Yes, \$2,000	Yes, \$2,000	1. Clk & Rec/ Surveyor 2.Sheriff/Coroner 3. Treasurer/ School Supt 4. Auditor/Assessor	No	Per Diem	Full-time, \$4920 (w/Golden Valley; total is \$100,450)
Park	\$59,604.06	Yes, \$0.25 plus 3%	Yes, \$535/yr; yr 5 for 8 yrs	Yes, \$2000.00	Yes, \$2000.00	Yes, \$2000.00	Yes, \$2000.00	Yes, \$2000.00	1. Clk & Rec/ Surveyor	No	Full-time	Full-time, \$107,615.55
Petroleum	Only the Commissioners and JP are elected.	No	Yes, \$500	Yes, \$2,000.00	Yes, \$2,000.00	Yes, \$300.00	\$1,000.00	No	1. Clk & Rec/ Clk of Crt 2. Treasurer/School Supt 3. Sheriff/Public Admin	No	Part-time, 50%	Full-time, \$32000
Phillips	\$43,659.62	Yes, 1.5%	No	Yes, \$2,000	Yes, \$1,000	Yes, \$400	No	No	1. Clk & Rec/ Auditor/Surveyor 2.Sheriff/Coroner 3. Treasurer/ Assessor/School Supt	No	Full-time	Part-time, \$69,954.66
Pondera	\$52,116.72	4.50%	No	Yes, \$2,000	No	No	No	No	1. Co Attny/ Public Admin 2.Sheriff/Coroner 3. Treasurer/ School Supt/Assessor	Yes, Treasurer/Assessor/School Supt: \$3,500	Full-time	Full-time, \$98,791.68
Powder River	\$44,678.29	Yes, 2%	Yes, 1%	Yes, \$2,000	Yes, \$2,000	Yes, \$400	Yes, \$2,000	No	1.Sheriff/Coroner 2. Treasurer/ Assessor	Yes, Sheriff/Coroner: 20%	Full-time	Part-time, \$56,211.84
Powell	\$48,060.00	\$2,500	Yes, \$400 for a complete term	Yes, \$2,000	Yes, \$2,000	Yes, \$400	Yes, \$2,000	Yes, \$2,000	1. Clk & Rec/ Assessor	No	Part-time, 75%	Full-time, \$101,624.43
Prairie	\$47,338.75	Yes, .75 per hr, per full, half and 3/4	No	Yes, \$2,000	No	Yes, \$2,000	Yes, \$2,000	No	1. Clk & Rec/ Clk of Crt 2.Sheriff/Assessor 3. Treasurer/ School Supt	No	Part-time, 9 days/month in office meet 3 times/month	3/4-time, \$91,231.28
Ravalli	\$65,613.99	Yes, \$2000	Yes, 1% per year + .5% capped at 10 years	Yes, \$2,000	Yes, \$2,000	No	Yes, \$2,000	Yes, \$2,000	Skipped question	Skipped question	Skipped question	Skipped question
Richland	\$71,712.03	2.25%	Yes, \$0.50/5 yrs (cap at 25 yrs pd twice/yr based on 2080 hrs)	Yes, \$2,000	Yes, \$2,000	Yes, \$400	Yes, \$2,000	Yes, \$2,000	1. Clk & Rec/ Surveyor 2. Treasurer/Assessor	No	Full-time	Full-time, \$128,937.88

County	Uniform BASE elected official annual salary for 2021-2022	Uniform Increase for elected officials for 2021-2022 (% or flat amount)	Longevity for all elected officials? (excluding longevity determined by statute)	Clerk & Recorder add-on for Election Admin duties? (MCA 7-4-2503)	Treasurer add-on? (MCA 7-4-2503)	School Supt add-on? (MCA 7-4-2503)	Clerk of District Court add-on? (MCA 7-4-2503)	Justice of the Peace add-on? (MCA 7-4-2503)	Combined County Offices (MCA 7-4-2301)	Consolidated offices receive a salary above the BASE salary for the Individual office as a result of consolidation? (list offices & percentages)	County Commis: Full-time, part-time, or per diem positions? (if part-time, list percent)	Co. Attorney: Full-time or part-time position? (include total salary, not including longevity)
Roosevelt	\$63,501.00	Yes, \$1700.00	No	Yes, \$2,000	Yes, \$2,000	Yes, \$2,000	No	No	1. Clk of Crt/ School Supt 2. Clk & Rec/ Public Admin 3. Sheriff/Coroner 4. Treasurer/ Assessor	Yes, 1. Clk of Crt/ School Supt: \$3,000 2. Sheriff/ Coroner: \$3,000	Full-time	Full-time, \$113,515.00
Rosebud	\$62,484.02	2.75%	No	Yes, \$2,000	Yes, \$2,000	Yes, \$400	Yes, \$2,000	Yes, \$2,000	1. Clk & Rec/ Assessor	No	Full-time	Full-time, \$118,791.27
Sanders	\$54,099.23	4.60%	Yes	Yes, \$2,000	Combined with C&R, extra 10,819.85	Yes, \$400	Yes, \$2,000	Yes, \$2,000	1. Clk & Rec/Auditor/Surveyor/Treasurer/School Supt	No	Full-time	\$107,279.58
Sheridan	\$51,722.00	1.20%	Yes, 0.5%	No	Yes, \$2500	No	No	No	1. Clk & Rec/ School Supt 2. County Atty/Pub Admin	Yes, Clk & Rec/School Supt: 10% of BASE	Full-time	Part-time, \$68,422
Stillwater	\$63,200.80	3%	Yes	Yes, \$2,000	Yes, \$2,000	Yes, \$400	Yes, \$2,000	Yes, \$2,000	1. Clerk & Recorder/Surveyor 2. Sheriff/Coroner 3. Cty Atty/Public Admin 4. Treasurer/Assessor	No	Full-time	Full-time, \$139,118.52
Sweet Grass	\$48,989.19	Yes, 1.2/% COLA, .8% additional Increase	Yes, 1% per year (started FY 22)	Yes, \$2,000	Yes, \$2,000	Yes, \$400	Yes, \$2,000	Yes, \$2,000	1. Sheriff/Coroner 2. Treasurer/Assessor	Yes, Sheriff/Coroner: additional \$4,000	Full-time	Full-time, \$122,845.22
Teton	\$51,618.45	5%	No	Yes, \$2,000	No	Yes, \$400	No	No	1. Clk & Rec/ Surveyor 2. Sheriff/Coroner	Yes, Clk & Rec/Surveyor: \$1,417 Sheriff: \$2,394	90%	Full-time, \$118,950.04
Toole	\$55,172.66	4%	Yes, 1% after 5 yrs	Yes, \$2,000	No	Yes, \$3,000	No	No	1. Treasurer/ School Supt	No	Full-time	Full-time, \$111,117.07
Treasure	\$37,867.96	3.50%	No	Yes, 2000	Yes, 2000	Yes, 2000	Yes, 2000	Yes, 1000	1. Clk & Rec/Clk of Crt 2. Sheriff/Coroner 3. Treasurer/School Supt /Assessor	No	Per Diem	Part-time, \$61,643.54
Valley	\$49,449.32	1.40%	No	Yes, \$2,000	Yes, \$2,000	Yes, \$7,314.99	Yes, \$2,000	Yes, \$1,200	1. Clk & Rec/School Supt/Assessor 2. Sheriff/Coroner	No	Part-time, They meet M-W, 10-4	Full-time, \$123,831.06
Wheatland	\$44,123.76	1.50%	yes	No	No	No	No	No	No	No	Part-time	Full-time, \$115,533.04
Wibaux	\$53,265.48	0.70%	Yes, 1%	Yes, \$2,000	No	Yes, \$400	No	No	1. Co Attny/ Public Admin 2. Clk & Rec/ School Supt	Yes, Clk & Rec/School Supt (no % listed)	Part-time, 50%	Part-time, \$51,566.04
Yellowstone	\$75,081.50	Yes, 3%	Yes, \$4,771.24	No	No	Yes, \$400	No	No	1. Clk & Rec/ Surveyor 2. Treasurer/ School Supt/ Assessor	Yes, Clerk & Recorder/Surveyor=receives additional 10% of base pay. Treasurer/Supt of Schools/ Assessor=receives an additional 10% of base pay for Assessor consolidation	Full-time	Full-time, \$142,613.00

SALARY

CALCULATIONS

FISCAL 2023

ELECTED OFFICIAL	22 BASE	COLA 4.7%	ADDITIONAL	LONGEVITY	MILEAGE	TOTAL
C& R/EA/ASSESSOR	46,142.75	2,168.71	4,415.57	1,449.34		54,176.38
TREASURER/SOS	46,142.75	2,168.71	4,815.57	9,179.18		62,306.21
C OF CRT	46,142.75	2,168.71	2,000.00	6,280.49		56,591.95
JUSTICE OF PEACE	23,071.38	1,084.35	1,000.00	2,657.13		27,812.86
CO ATTY	99,700.06	4,685.90		7,307.02		111,692.98
CHUCK/COMMISS	23,071.38	1,084.35	2,000.00	724.67	1,428.00	28,308.40
SCOTT/COMMISS	23,071.38	1,084.35	2,000.00	2,657.13	3,024.00	31,836.86
BLANCHE/COMMISS	23,071.38	1,084.35	2,000.00	241.56		26,397.29
SHERIFF	48,000.00	2,256.00	9,538.40	11,056.32		70,850.72
TOTAL	378,413.81	17,785.45	27,769.55	41,552.84	4,452.00	469,973.64
WORK COMP/7720						2911.96
WORK COMP/8743						3,073.25
RETIRE/PERS						35,801.33
RETIRE/SHERIFF						9,292.07
FICA/MEDI						35,952.98
TOTAL						87,031.59
					TOTAL S&B	557,005.24
					LESS SS	77,528.00
SALARY SHARE FOR CO ATTY FROM DEPT OF JUSTICE						479,477.24

Projection with a 4.7% COLA for elected officials, approximately a \$30K increase