

MONTANA CODE ANNOTATED

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).

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(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.

THE GOVERNMENT'S FUTURE

Carbon County's financial status remains solid. Fiscal Year 2021 Cash Reserves for levied Funds were set around 29.5% a half percent increase over the prior year. Reserves were set below the maximum level of 33% allowed by Montana State Law to fund capital Improvement Funds and to account for Oil and Gas and Federal Mineral Royalty payments that remain roughly half of their historic levels. This loss in revenue has reduced County cash reserves over the last several years. Cash reserves in operating accounts have also been kept at lower levels to build capital improvement fund balances; capital improvement accounts had a cash balance of roughly \$464,350 as of June 2020 a \$147,000 increase over the prior fiscal year.

Our county-wide taxable valuation for fiscal year 2021 increased by 7.7% and our rural taxable valuation for road purposes increased by 9.3%. The revenues from Payment In Lieu of Taxes (PILT) increased \$38,818. Federal Mineral Royalties and Oil & Gas Production decreased by \$46,563 and \$156,754 respectively from the previous year. Oil and Gas Revenues and Federal Mineral Royalties revenues are about \$690,000 lower than they were prior to 2015. These funds are very valuable to help offset the cost of Search and Rescue Operations, Ambulance Services, increase in public safety expenses, salaries/benefits, road and bridge maintenance, and other operating costs. There is always a demand for increased services, while we continue to provide maintenance and upkeep on our existing assets.

In preparation for budget year 2021-2022, we kept our mills at the maximum level allowed by state statute in order to cover the increasing costs of running a county government. We were able to make contributions to Capital Improvement Funds for: vehicle replacements for the Bridger District Commissioner, Sanitarian, Fire Warden/GIS Coordinator, DES Coordinator, Extension Agent, and Sheriff's Deputies; election equipment upgrades; Justice Court copier replacement; Road machinery and equipment; an expansion of the Bridger Road Shop; construction of a new sand shed for the Red Lodge Road Shop; Fairgrounds improvements; Airport improvements including runway repairs; Extension Office copier replacement; and Clerk and Recorder large format scanner/printer replacement. The County hopes to build capital fund balances so capital improvements can be funded over multiple years rather than relying on fund cash balances to finance projects. Budgeted transfers to Capital Improvement Funds totaled \$312,476 in the 2021-2022 budget. The County has completed a Capital Improvement Plan that should assist with future budgets, grant applications, and overall financial planning.

The 2021 Bond for construction of a Detention Facility and operating levy failed. At this time, Commissioners are focusing on State legislature changes to address inmate housing issue. They would like to focus on long range facilities planning to address space needs for all County Offices as the County continues to grow.

The County continues to evaluate our Radio and Dispatch Equipment. The County has settled its litigation with Industrial Communications regarding the defunct Simulcast Radio System and is evaluating how best to use settlement proceeds for the long term maintenance of our radio system and enhancements to address coverage issues.

As the state and cities continue to cut back on their funding, there is increased pressure for more financial support from the County to keep existing programs functioning and growing. The county cannot fill all of these wants and wishes. The County will prioritize wants and needs, comparing

the costs of services we provide with the benefits derived from those services. We are aware of the state government passing on increased demands to the county governments. Counties have to be fiscally responsible to county taxpayers and protect financial sources and ability to serve the citizens.

We continue to study bridges and replace as needed and as funding allows. A Treasure State Endowment Program (TSEP) grant will fund replacement of the Chance Road Bridge; grant match funds for this project will be supplied by the State Off-System Bridge program and the State of Montana expects construction in the 2023 construction season. We are also looking into funding opportunities to replace the north and south East Side Road Bridges which have been flagged as failing by the Montana Department of Transportation. Carbon County has applied for a Federal Lands Access Program (FLAP) Grant to replace these bridges and to make improvements to East Side Road.

The Pryor Mountain Wind Project (FKA Mud Springs et al. Wind Project) was purchased by PacifiCorp in May 2019. The County has entered into a Wind Impact Fee Agreement totaling 1% of the project's total cost. Pacificorp has finalized construction cost of the project and is expected to make a "true up payment" in the spring of 2022. Commissioners passed a Wind Impact Fee Use Plan March 12, 2020 that restricts expenditures of the principle amount of the fee (interest proceeds may be used for special projects as authorized by Commissioner Resolution).

After 20 years, the Commissioners opted to go out for Request for Proposals (RFP) for Public Health Services so the contract could be re-framed in light of the COVID-19 Pandemic. No responses to the RFP were received and Beartooth Billings Clinic, who had held the contract for 20 years, opted not to submit a response to the RFP. Commissioners opted to bring Public Health in house to have more streamlined operations and to have increased management control.

With the influx of funding from the American Rescue Plan Act (ARPA), Carbon County issues a call for grants to help non-profits address some of the fall-out from the COVID pandemic. Grants were awarded to all Carbon County Senior Centers, the Red Lodge Community Foundation for a housing study, the Joliet Community Center for building improvements, the Carbon County Library Board and area libraries, the Joliet Community Development Alliance for sidewalk construction to the Community Center, Clarks Fork Valley American Legion for restore their hall, Joliet EMS for a power loader system, and the Clerks Fork Fire Department for communications asset upgrades. Commissioners also allocated State Minimum Allocation Grant funding to the Town of Joliet and Roberts Water and Sewer District for water and sewer upgrades. County ARPA funding was also granted to the Belfry and Edgar Water and Sewer Districts for upgrades.

Consumer Price Index - All Urban Consumers
 Series Id: CUUR0000SA0
 Not Seasonally Adjusted

Area: U.S. city average
 Item: All items
 Base Period: 1982-84=100

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual Average	Percent Increase		Difference
														Avg-Avg	Dec-Dec	
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	176.700	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	180.900	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%
2022	281.148	283.716	287.504										284.123			
2021 Inc. 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 Inc. 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%			

MONTANA DEPARTMENT OF COMMERCE
Montana Office of Tourism and Business Development
 Big Sky Economic Development Trust Fund Program
 Primary Sector Workforce Training Grant Program
 WEEKLY WAGE SHEET - EFFECTIVE JANUARY 1, 2022
Montana Average Wage by County
2020 Annual Averages: All Industries

Area	Yearly Wage	Average Weekly Wages	Hourly Wage Rate
Beaverhead	\$ 40,300	\$775	\$19.38
Big Horn	\$ 47,684	\$917	\$22.93
Blaine	\$ 38,688	\$744	\$18.60
Broadwater	\$ 38,480	\$740	\$18.50
Carbon	\$ 37,908	\$729	\$18.23
Carter	\$ 38,428	\$739	\$18.48
Cascade	\$ 45,708	\$879	\$21.98
Chouteau	\$ 34,164	\$657	\$16.43
Custer	\$ 40,300	\$775	\$19.38
Daniels	\$ 41,860	\$805	\$20.13
Dawson	\$ 42,640	\$820	\$20.50
Deer Lodge	\$ 43,056	\$828	\$20.70
Fallon	\$ 53,560	\$1,030	\$25.75
Fergus	\$ 41,444	\$797	\$19.93
Flathead	\$ 45,864	\$882	\$22.05
Gallatin	\$ 51,376	\$988	\$24.70
Garfield	\$ 30,368	\$584	\$14.60
Glacier	\$ 47,476	\$913	\$22.83
Golden Valley	\$ 30,056	\$578	\$14.45
Granite	\$ 34,996	\$673	\$16.83
Hill	\$ 42,744	\$822	\$20.55
Jefferson	\$ 44,200	\$850	\$21.25
Judith Basin	\$ 38,168	\$734	\$18.35
Lake	\$ 39,624	\$762	\$19.05
Lewis and Clark	\$ 51,116	\$983	\$24.58
Liberty	\$ 35,620	\$685	\$17.13
Lincoln	\$ 38,636	\$743	\$18.58
McCone	\$ 43,628	\$839	\$20.98
Madison	\$ 54,600	\$1,050	\$26.25
Meagher	\$ 34,008	\$654	\$16.35
Mineral	\$ 33,748	\$649	\$16.23
Missoula	\$ 47,476	\$913	\$22.83
Musselshell	\$ 47,216	\$908	\$22.70
Park	\$ 40,924	\$787	\$19.68
Petroleum	\$ 34,060	\$655	\$16.38
Phillips	\$ 37,648	\$724	\$18.10
Pondera	\$ 37,232	\$716	\$17.90
Powder River	\$ 33,280	\$640	\$16.00
Powell	\$ 43,524	\$837	\$20.93
Prairie	\$ 42,536	\$818	\$20.45
Ravalli	\$ 40,924	\$787	\$19.68
Richland	\$ 53,508	\$1,029	\$25.73
Roosevelt	\$ 43,940	\$845	\$21.13
Rosebud	\$ 55,640	\$1,070	\$26.75
Sanders	\$ 35,776	\$688	\$17.20
Sheridan	\$ 41,184	\$792	\$19.80
Silver Bow	\$ 45,916	\$883	\$22.08
Stillwater	\$ 70,512	\$1,356	\$33.90
Sweet Grass	\$ 54,184	\$1,042	\$26.05
Teton	\$ 36,920	\$710	\$17.75
Toole	\$ 50,232	\$966	\$24.15
Treasure	\$ 37,024	\$712	\$17.80
Valley	\$ 42,796	\$823	\$20.58
Wheatland	\$ 37,024	\$712	\$17.80
Wibaux	\$ 34,632	\$666	\$16.65
Yellowstone	\$ 52,000	\$1,000	\$25.00
State	\$ 48,412	\$931	\$23.28

8.5% Increase

7.9% Increase

The average annual wage is calculated by dividing total wages paid by all covered employers as reported on Unemployment Insurance (UI) Contribution reports by the average monthly number of individuals employed as reported on such contribution reports.

The average weekly wage multiplied by 52, rounded to the nearest dollar, is the annual wage. This average weekly wage is produced by state statute to determine the maximum and minimum benefit amounts for unemployment insurance benefits. It is also used to determine the maximum benefit amount for workers' compensation benefits. The average weekly wage divided by 40, rounded to the nearest cent, is the average hourly wage.

Industry employment and wage data is collected through the Quarterly Census of Employment and Wages (QCEW) program. The primary source for the QCEW are the reports submitted by employers to the Montana Unemployment Insurance program. Total wages include gross wages and salaries, bonuses, profit sharing, commissions, severance pay, and limited tips.

Carbon County CPI & Raises

	Increase	CPI	Raise	Elected Base Salary
1993-94	6.0%	= 3.0%	+ 3.0%	
1994-95	6.0%	= 3.0%	+ 3.0%	
1995-96	4.0%	= 2.6%	+ 1.4%	
1996-97	3.0%	= 2.8%	+ 0.2%	
1997-98	5.0%	= 3.0%	+ 2.0%	
1998-99	5.0%	= 2.3%	+ 2.7%	
1999-00	5.0%	= 1.6%	+ 3.4%	
2000-01	4.1%	= 2.2%	+ 1.9%	
2001-02	6.4%	= 3.4%	+ 3.0%	33,781.92
2002-03	4.0%	= 2.8%	+ 1.2%	35,133.20
2003-04	2.0%	= 1.6%	+ 0.4%	35,835.86
2004-05	3.5%	= 2.3%	+ 1.2%	37,090.12
2005-06	5.0%	= 2.7%	+ 2.3%	38,944.62
2006-07	7.0%	= 3.4%	+ 3.6%	41,670.75
2007-08	7.0%	= 3.2%	+ 3.8%	44,587.70
2008-09	6.4%	= 2.8%	+ 3.6%	47,441.31
2009-10	3.8%	= 3.8%	+ 0.0%	49,244.08
2010-11	2.0%	= 2.0%	+ 0.0%	50,228.96
2011-12	2.0%	= 1.6%	+ 0.4%	51,233.54
2012-13	5.0%	= 3.2%	+ 1.8%	53,795.22
2013-14	4.3%	= 2.1%	+ 2.2%	56,108.41
2014-15	5.75%	= 1.5%	+ 4.25%	59,334.64
2015-16	4.5%	= 1.6%	+ 2.9%	62,004.70
2016-17	1.0%	= 0.1%	+ 0.9%	62,624.75
2017-18	2.0%	= 1.3%	+ 0.7%	63,877.25
2018-19	3.25%	= 2.1%	+ 1.15%	65,953.26
2019-20	1.50%	= 2.4%	- 0.90%	66,942.56
2020-21	1.3%	= 1.8%	- 0.5%	67,812.81
2021-22	3.0%	= 1.2%	+ 1.8%	69,847.19
Average	4.1%	2.3%	1.9%	