

CARBON COUNTY COMMISSIONERS AGENDA

DATE: MAY 22, 2025 (Thursday)

8:30 a.m. PLEDGE OF ALLEGIANCE

8:35 a.m. PUBLIC COMMENT PERIOD – On matters within the Commissioners' jurisdiction

9:00 a.m. BID OPENING – MACHINERY AND AUTOMOTIVE FUELS

**HIRING AUTHORIZATION – CRISIS COALITION COORDINATOR &
COMMUNITY PREVENTION CLERK (Perminant and Temp)**

9:30 a.m. CITY OF RED LODGE

10:00 a.m. PUBLIC HEARING – COMPENSATION BOARD

COUNTY ATTORNEY

10:30 a.m. CONSENT AGENDA

11:00 a.m. AIRPORT BOARD MEETING

BID OPENING -AIRPORT ASPHALT PAVING

1:00 p.m. PRELIMINARY BUDGET – MSU EXTENSION

**1:30 p.m. RESOLUTION TO ADOPT ELECTED OFFICIAL WAGES FOR THE 2025-2026
FISCAL YEAR**

CARBON COUNTY ROAD & BRIDGE DEPARTMENT

PROPOSAL FOR

2025 MACHINERY AND AUTOMOTIVE FUELS DELIVERY

PROPOSAL OF

(NAME)

(ADDRESS)

to furnish and deliver all materials and equipment and to perform all necessary work in accordance with the Standard and Special Provisions contained herein, and as on file in the offices of the Carbon County Road & Bridge Department.

To the Board of County Commissioners for Carbon County, Montana -

Pursuant to the Request for Proposals of the Board of County Commissioners inviting competitive proposals for the delivery of the services herein specified and in conformity with the Standard and Special Provisions pertaining thereto, and as on file in the offices of the Carbon County Road & Bridge Department;

(I) (We) hereby certify that (I) (We) are the only person interested in this proposal as principle; that this proposal is made and submitted without fraud or collusion with any person, firm or corporation whatsoever; and that a thorough examination has been made of the contract form, together with the standard and special provisions pertaining to the materials referenced herein.

(I) (We) further propose to execute the form of contract within ten (10) days after receiving a written Notice of Award, should such notice be offered.

(I) (We) agree to adhere to Title 18 of the Montana Code Annotated.

SPECIAL PROVISIONS – MACHINERY AND AUTOMOTIVE FUELS DELIVERY

PROJECT DESCRIPTION

The Carbon County Road & Bridge Department (COUNTY) proposes to employ a private contractor (CONTRACTOR) to deliver machinery and automotive fuels at five (5) fuel locations within Carbon County.

PROJECT LOCATION

The FUEL locations are generally described as:

Bridger Road Shop, _____ Cemetery Road, Bridger, MT 59041

Joliet Road Shop, 202 State Street, Joliet, MT 59014

Joliet Weed Shop, _____ Monahan Road, Joliet, MT 59014

Red Lodge Road Shop, 1225 South White Ave., Red Lodge, MT 59068

Luther Road Outpost, 1543 Hwy 78, Luther, MT 59068

QUANTITIES

Fuel delivery will be to Road Shops located in Bridger 30 %, Joliet 39%, Red Lodge 26%, and Luther 5%. Fuel volumes for the contract, July 1, 2025 – June 30, 2027, is estimated to be approximately 156,000 gallons: 3,460 Super Unleaded; 8,200 Gas with Ethanol; 3,700 Dyed #1; 84,500 Dyed #2; 44,060 Diesel; 11,944 Winter Master Dyed; 2,000 Winter Master Clear. Volumes are provided as an estimate, and volumes are not guaranteed for the contract term.

DELIVERY

The successful bidder will be required to provide documentation of rack price the end of each month.

UNIT PRICES

The CONTRACTOR shall include the dealer's cost of handling and distribution, over and above the "rack price", without taxes added. Any applicable dividends shall be incorporated into this figure.

PAYMENT

CONTRACTOR shall submit invoices for payment to the Carbon County Clerk and Recorder, PO Box 887, Red Lodge, MT 59068. Invoices received by the 25th of the month will be paid by the 10th of the following month.

TIME FOR COMPLETION

Carbon County shall have the right to deduct as liquidated damages from any money or moneys due or coming due to the Vendor/Contractor an amount equal to \$200 per day for each and every calendar day fuel is not be available at the designated locations.

ENVIRONMENTAL COMPLIANCE

The CONTRACTOR shall be alone responsible for ensuring that the site remains free of all introduced contaminants, and that all spills shall be reported to, and mitigated pursuant to, Montana Department of Environmental Quality standards.

REGULATORY COMPLIANCE AND INDEMNIFICATION

The CONTRACTOR agrees that CONTRACTOR is solely liable for any violations occurring during CONTRACTOR's operations. Should the Montana Department of Environmental Quality bring any action against Carbon County for violations relating to or pertaining to CONTRACTOR's operations, CONTRACTOR agrees to defend and indemnify Carbon County for any such action, including any appeals related thereto. This defense and indemnification obligation specifically includes payment of fines or judgments against Carbon County, as well as costs and attorneys' fees incurred by Carbon County, all at the CONTRACTORS sole expense.

STANDARD PROVISIONS

CONTACT

Questions relative to these specifications, the bidding, and/or award process may be directed to the Carbon County Commissioners at **(406) 446 - 1595**.

LICENSE AND INSURANCE

The VENDOR shall maintain and provide, upon request, to the COUNTY copy of

Public Liability Insurance in the amount of (not less than) \$1,000,000.00.

Workers Compensation Insurance.

The CONTRACTOR shall include any and all costs associated with maintaining such insurance in the unit price(s) offered under this proposal.

PERFORMANCE GUARANTEE – The VENDOR shall furnish bonds covering the faithful performance of the Contract and payment of all obligations arising thereunder in the amount of 100% of the contract sum. Bonds may be secured through the VENDOR's usual sources.

BIDDING INSTRUCTIONS

The BIDDER shall state their proposal clearly, in ink, on the attached form(s) including Unit Prices, Total Price and any other pertinent information. **Any exception to the Contract Specifications shall be noted in the proposal.** The proposal must be sealed and submitted in accordance with these instructions.

The PROPOSAL must be signed, in ink, in the space provided. If submitted by an individual owner it shall be signed by said individual. If submitted by a corporation it shall be signed by either the President or the Vice President and either the Secretary or Treasurer, and those signatures shall be those of two different individuals. If submitted by an association it shall be signed by all the owners of all the equipment or material for which proposals are submitted. If submitted by a partnership it shall be signed by all members of the venture.

CARBON COUNTY EXPRESSLY RESERVES THE RIGHT TO REJECT ANY OR ALL PROPOSALS OR PARTS OF PROPOSALS AND TO WAIVE INFORMALITIES THEREIN, AND TO AWARD IN THE BEST INTERESTS OF CARBON COUNTY.

A proposal containing **any alteration or erasure will be rejected** unless the alteration of erasure is corrected as follows: the alteration or erasure shall be crossed out and the correction printed in in or typewritten adjacent to the original entry **and initialed by (all of) the persons signing the proposal.**

PROPOSALS MADE IN PENCIL WILL BE REJECTED.

The completed proposal must be submitted in sealed envelope and delivered to

**CARBON COUNTY BOARD OF COUNTY COMMISSIONERS
17 WEST 11TH STREET
POST OFFICE BOX 887
RED LODGE, MONTANA 59068**

PROPOSALS MUST BE RECEIVED BEFORE

9:00 A.M. MST, THURSDAY, MAY 22, 2025

THE ENVELOPE MUST BE CLEARLY MARKED

**PROPOSAL FOR 2025 MACHINERY AND AUTOMOTIVE FUELS
DELIVERY**

PROPOSALS WILL BE OPENED AND READ ALOUD AT

9:00 A.M. MST, THURSDAY, MAY 22, 2025

AT

**CARBON COUNTY BOARD OF COMMISSIONERS' OFFICE
17 WEST 11TH STREET
RED LODGE, MONTANA 59068**

MACHINERY AND AUTOMOTIVE FUELS DELIVERY PROPOSAL FORM

PROPOSAL OF _____
(NAME)

(ADDRESS)

herein proposes to complete the performance of **2025 Machinery and Automotive Fuels Delivery**, in accordance with the attached specifications dated _____ 2025, as on file in the offices of the Carbon County Road & Bridge Department, as bid below -

<u>LOCATION</u>	<u>UNIT PRICE</u>
Bridger Road Shop	
Joliet Road Shop	
Red Lodge Road Shop	
Luther Tank	

COMPLETED PROPOSAL SHALL BE SEALED IN AN ENVELOPE & CLEARLY MARKED
PROPOSAL FOR 2025 MACHINERY AND AUTOMOTIVE FUELS DELIVERY

SUBMITTED PROPOSAL SHALL INCLUDE PAGES 1 - 8. IF ANY PAGES ARE MISSING, THE PROPOSAL WILL NOT BE READ AND CONSIDERED.

PROPOSAL FOR 2025 MACHINERY AND AUTOMOTIVE FUELS DELIVERY

A. Receipt of Addenda

The undersigned hereby acknowledges the receipt of:

Addendum # _____ dated _____

Addendum # _____ dated _____

Addendum # _____ dated _____

Signed _____

B. Execution of Proposal

This proposal dated the _____ day of _____, 2025.

Signed _____, as an individual.

Postal Address _____

Signed _____, as an individual doing business under the name and style of _____

Postal Address _____

Signed _____,

For _____, a partnership.

Name _____, Business Address _____

Name _____, Business Address _____

Name _____, Business Address _____

Signed _____, for _____

a corporation, incorporated under the laws of the State of _____

Name of President _____

Name of Vice President _____

Name of Secretary _____

Name of Treasurer _____

Business Address _____

Future workforce needs

These Forms are to be completed if your preliminary budget includes a request for additional staff

Internal factors			External factors			Future skills analysis
Projected growth	Anticipated changes to processes	Annual employee turnover rate	Anticipated changes to technology	Economic trends	Department-related factors	New skills and competencies required
The estimated increase in workload over the next 5 years	Changes in business processes that would impact future workforce needs	Turnover rate (annual) = #Terminates (annual) / # Employees at the beginning of the annual period	The expected changes / additions to the organization's current tech to support its growth	Economic trends (e.g., unemployment, recession or GDP growth)	Factors unique / specific to the Department which will impact workforce	Skills and competencies lacking in the workforce that the organization needs to support its goals
3-4 FTE	Public Health Grows	2/5	Computers / laptops		Continuous Changes	Disease Investigation. RNs, Gen. Office Staff - Receptionist

Not sure if will get people before change of Fiscal Year or after

1. List the organization's main strategy and the goals set to support it.
2. Fill in the organization's future workforce needs based on the information in the Workforce Analysis tab.
3. List the gaps in the workforce (unfilled positions, or new positions to be created, skills gaps, etc.).
4. List the key elements of the organization's workforce strategy.
5. Detail the actions the organization must take to achieve its goals, meet future workforce needs and fill workforce gaps.

Organizational strategy & goals		Future workforce needs		Workforce gaps		Workforce strategy		Actions to take	
Organization's overarching strategy and the goals that must be set to support it (e.g., long- and short-term business objectives, KPIs, etc.)		Predicted workforce needs in the future (based on factors like skills gaps, projected growth and expected changes)		Gaps in the workforce in terms of skills and competencies, and vacant, new and redundant positions		Strategy to develop and strengthen the workforce via recruiting, training and development, and succession planning		Required actions in different areas (e.g., timeline and budget) to meet organizational goals, and the person / people responsible for each action	
Short-term business objectives	Hire Staff x 2	Projected business growth		Skills gaps		Recruitment plans		Initiative	
Long-term business objectives	Hire Staff x 4	New skills and competencies required		Unfilled positions		Training and development initiatives		Responsibility	
Key Performance Indicators		Anticipated changes in technology		New positions		Succession planning		Timeline	
		Anticipated changes in processes		Redundant positions				Budget	
								Success	
								Metrics	

RECEIVED
 APR 25 2025
 BY: PRH - Finance

Hiring Authorization Form

Department: Public Health

Reason for Vacancy: Position yet to be hired

Position Name: TEMPORARY POSITION for Crisis Coalition Coordinator & Community Prevention Clerk

Job Description: ☐ New Date Approved _____

☒ Existing with Changes Date Approved: _____

☐ Existing no Changes

Hours Per Week: 40 Hours/Week - Temp up to 1 year

Regular Schedule: Monday – Friday 8:00 AM to 5:00 PM with a 1 hour lunch

Interview Committee: Erin Cross

Tami Hoines

Kate Asbury

APPROVAL:

Human Resources Date

Commissioner Date

Department Head Date

Commissioner Date

Commissioner Date

Hiring Authorization Form

Department: Public Health

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Regular Schedule: Monday – Friday 8:00 AM to 5:00 PM with a 1 hour lunch

Interview Committee: Erin Cross

Tami Hoines

Kate Asbury

APPROVAL:

_____	_____	_____	_____
Human Resources	Date	Department Head	Date

_____	_____
Commissioner	Date

_____	_____
Commissioner	Date

_____	_____
Commissioner	Date

CARBON COUNTY MONTANA

JOB DESCRIPTION



POSITION: Crisis Coalition Coordinator and Community Prevention Clerk

DEPARTMENT: Public Health

REPORTS TO: Public Health Director

- ☒ Full-Time (40 hours) ☐ Part-Time Benefit Eligible (30-39 hours) ☐ Part-Time (≤29 hours)
☐ Permanent ☐ Seasonal ☐ Temporary ☒ Grant-Funded ☐ Short-Term
☐ Exempt ☒ Non-Exempt
-

PURPOSE OF THE JOB: The Crisis Coalition Coordinator/Community Prevention Clerk will provide clerical and scheduling support to the Public Health Department. This position will work closely with the Community Care Coordinator/Community Prevention Clerk in various projects and support the development and implementation of a community built behavioral health crisis system.

The Crisis Coalition Coordinator/Community Prevention Clerk will facilitate collaboration and communication between independent outside entities by being a main point of contact for the Carbon County Crisis Coalition and will provide technical support and guidance to the subcommittees and various work groups associated with the Crisis Coalition, monitoring project progress and ensuring projects are being completed on time. This position will assist in the implementation of mental health and crisis systems, assist in the coordination across different agencies to promote mental and behavioral health, as well as client assistance with crisis prevention, intervention, treatment, and recovery.

This position supports DPHHS's initiative to decrease inappropriate jail admissions, hospital emergency services admissions, decrease client relapse in crisis situations and assist community members who are in a crisis situation ensuring they have someone to call, someone to respond and somewhere to go.

SCHEDULE: Monday-Friday, 8:00am-5:00pm (1 hour lunch),

ESSENTIAL FUNCTIONS:

Performs related duties as requested or directed by the Public Health Director;

Provides clerical and scheduling support for the Public Health Department;

Schedule, prepare materials, and lead Crisis Coalition meetings and/or trainings;

Serve as the main point of contact to all Crisis Coalition members, related steering and workgroup subcommittees, and other collaborating entities;

Assist in coordinating a community based mental and behavioral health system;

CARBON COUNTY MONTANA

JOB DESCRIPTION



Assist in coordinating a substance use community driven initiative;

Collaborate with other agencies, non-profits, and individuals to lead and provide staff support to successful working group efforts;

Help establish and model clear expectations and desired outcomes with partners/team members through the development and operations of workgroups;

Ensure regular communication occurs between the coalition, community members and stakeholders regarding the efforts and progress on projects;

Continuously champion goals and maintain relationships with partners, stakeholders and community members to advance the success of the coalition;

Research, seeking out innovations in the industry to assure that the programs, policies, and projects that are pursued by the coalition are best practice;

Responsible for coordinating interdepartmental and outside agency collaboration between Public Health, Law Enforcement, Mental Health Services, EMS and many other entities as needed;

OTHER DUTIES AND RESPONSIBILITIES:

Create meeting agendas and take, edit, compile and disseminate meeting minutes;

Research, create, format and finalize documents and/or presentations;

Copy, scan and fax documentation and maintain record of transmission and/or receipt;

Develop and nurture professional relationships with coworkers, department leadership, County Staff and others;

Maintain sensitive information and standards of confidentiality, with strict adherence to HIPAA and PII;

Attend trainings necessary to position and/or the Public Health Department as requested and approved by the Public Director;

Collect and analyze data to determine and monitor effectiveness of behavioral health crisis systems.

Provide client data reports as requested by the Public Health Director;

CARBON COUNTY MONTANA

JOB DESCRIPTION



In the event of an emergency this position will fulfill all duties assigned by the Public Health Director, Administrative Assistant, PHEP Contractor and/or Incident Commander. You will be asked to perform those duties that are assigned to you during an emergency as appropriate;

Other duties as assigned.

KNOWLEDGE AND SKILLS:

Knowledge of Coalition structure and efficient meeting operations;

Knowledge of community resources and organizations within Carbon County;

Understanding of community organizing, project management, strategic planning, communications and organizational/systems dynamics;

Knowledge of the operation of personal computers with word processing, spreadsheet, and database applications, knowledge and/or willingness to learn the scheduling systems and documentation requirements for Public Health Department;

Strong skill set in organization, time management, problem-solving, and strategic planning and scheduling;

Ability to maintain high standards of accuracy, confidentiality and integrity;

Able to communicate effectively orally and in writing;

Must be self-motivated and able to work independently, self-starter.

EDUCATION AND EXPERIENCE:

One year or more working in mental or behavioral health setting with a focus on program management, community coalitions or leadership role preferred;

Preferred Bachelor's degree from an accredited college or university in psychology, sociology, or behavioral or human services field. Relevant experience may be substituted for education.

Valid Montana Operator's License.

FISCAL RESPONSIBILITY:

None

EXTENT OF PUBLIC CONTACT:

CARBON COUNTY MONTANA

JOB DESCRIPTION



Extensive, constant contact with a variety of people, including the public, other staff, contractors, volunteers, visitors, etc.

WORKING CONDITIONS AND ENVIRONMENT:

Physical Activity:

Repetitive Motion: ☐ Never ☐ Occasionally ☒ Frequently ☐ Continually

(repeating movements of arms, hands and wrists)

Talking: ☐ Never ☒ Occasionally ☐ Frequently ☒ Continually

(express or exchange ideas verbally)

Hearing: ☐ Never ☒ Occasionally ☐ Frequently ☒ Continually

(perceive sound by ear)

Seeing: ☐ Never ☒ Occasionally ☐ Frequently ☒ Continually

(obtain impressions through the eye)

Activity Level:

☐ Sedentary

(occasionally lift/carry up to 10 pounds or push/pull small objects; sits most of the time; infrequent to occasional walking/standing)

☐ Light

(frequently lift/carry/push/pull up to 10 pounds and/or occasionally lift/carry/push/pull up to 20 pounds; frequent walking/standing or sitting most of the time while using arms/legs to push/pull)

☒ Medium

(occasionally lift/carry/push/pull 20-50 pounds and/or frequently lift/carry/push/pull 10-20 pounds and/or continuously lift/carry/push/pull 10-20 pounds; occasional to frequent walking/standing)

☐ Heavy

(occasionally lift/carry/push/pull 50-100 pounds and/or frequently lift/carry/push/pull 20-50 pounds and/or continuous lift/carry/push/pull 10-20 pounds; occasional to frequent walking/standing)

☐ Very Heavy

(occasionally lift/carry/push/pull 100+ pounds and/or frequently lift/carry/push/pull 50+ pounds and/or continuous lift/carry/push/pull of 20+ pounds; occasional to frequent walking/standing)

This job description in no way states or implies that these are the only duties to be performed by this employee. The employee will be required to follow any other instructions and to perform any other duties upon the request of the supervisor or other governing entity.

Employee Signature

Supervisor Signature

Date

Date

CARBON COUNTY MONTANA

JOB DESCRIPTION



FOR OFFICE USE ONLY

JOB DESCRIPTION: ☒ APPROVED ☐ DENIED

SALARY SCHEDULE: ☐ ADMIN ☒ CLERK ☐ DISPATCH ☐ NURSE ☐ ROAD ☐ SHERIFF

Presiding Officer Signature

05/06/2025
Date

COMMENTS:

THE GOVERNMENT'S FUTURE

Carbon County's financial status remains solid. Fiscal Year 2024 Cash Reserves for levied Funds were set around 27% consistent with cash reserves the prior year. Reserves were set below the maximum level of 33% allowed by Montana State Law, to fund Capital Improvement Funds and to keep up with increasing costs. With the receipt of FEMA reimbursements from the 2022 catastrophic flooding, the total cash balance increased \$2,885,334 over the prior year. As noted above, Cash reserves in operating accounts have been kept at lower levels to build capital improvement fund balances; capital improvement accounts had a cash balance of roughly \$1,951,205 as of June 2024, a \$554,926 increase over the prior fiscal year.

Our county-wide taxable valuation for fiscal year 2024 increased by 1.5% and our rural taxable valuation for road purposes increased by 1.1%. The revenues from Payment In Lieu of Taxes (PILT) increased \$113,078. Federal Mineral Royalties decreased by \$12,133 and Oil & Gas Production decreased by \$177,200 from the previous year. Oil and Gas revenues remain roughly seventy five percent (75%) below their historic levels, about \$300,000 lower than they were in the early 2000s. These funds are very valuable to help offset the cost of Search and Rescue Operations, Ambulance Services, increases 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 2024-2025, we kept our mills at the maximum level allowed by state statute to cover the increasing costs of running a county government. We were able to make contributions to Capital Improvement Funds for the future purchase of: vehicle replacements for the Joliet District Commissioner, Bridger and Joliet Road Foreman, Extension Agent, and Sheriff's Deputies; election equipment upgrades; Justice Court, Superintendent of Schools, and District Court copy machine replacements; Road Department machinery and equipment; an expansion of the Bridger Road Shop; funds for the future chip seal and striping of the Boyd Cooney Road, Fairgrounds bleacher upgrades; Airport improvements including runway repairs; Clerk and Recorder large format scanner/printer replacement; and facilities construction. The County continues to build capital fund balances so capital expenditures are better planned and can be funded over multiple years rather than relying on fund cash balances to finance projects. Budgeted transfers to Capital Improvement Funds totaled \$296,360 in the 2023-2024 budget. The County has completed a Capital Improvement Plan that should assist with future budgets, grant applications, and overall financial planning.

The County continues to evaluate our Radio and Dispatch Equipment. The County plans to use LATCF funding to purchase equipment to join the State Radio Trunking system and will eventually retire our local Simulcast System. In exchange for the equipment purchase and enhancements to the State System, the State has agreed to take over maintenance of the equipment in Carbon County Towers.

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 fulfill all of these wants and wishes. The County will prioritize public 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 county governments. Counties have to be fiscally responsible to county taxpayers by protecting financial sources and our ability to serve

the citizens of Carbon County.

We continue to study bridges and replace as needed and as funding allows. The County has started to explore the use of prefabricated bridges to expedite bridge replacements at a reasonable price. In the 2024-2025 Budget year we will replace bridges over Hunt Creek and cottonwood creek with these prefabricated structures at a fraction of the cost of a traditionally constructed bridge.

With the influx of funding from the American Rescue Plan Act (ARPA) and Local Agency and Tribal Consistency (LATCF) Funds, Carbon County was able to purchase the old Cedar Wood Villa Building and city block. Commissioners considered remodel of the building, but it was determined that the square footage and age of the building make a remodel inefficient and the Commissioners are looking at demolishing the building and pursuing new construction for a consolidated facility. The cost of upkeeping multiple old buildings continues to be a challenge. Commissioners are looking to accommodate the long-term facilities needs of the County as the project develops.

With the exception of the Edgar Sewer Lagoon all projects from the catastrophic flood event in June 2022 have been completed. . Carbon County also experienced a smaller flooding event in the spring of 2023. Significant changes in the topography and hydrology following the Robertson Draw fire have contributed to damage to County roads and culverts with each water event. Carbon County is working with State and Federal partners to determine what long-term solutions may be available to address the continued erosion issues.

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	
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	140.500	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	144.800	145.100	145.700	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	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	289.109	292.296	296.311	296.276	296.171	296.808	298.012	297.711	296.797	292.655	8.0%	6.5%	-1.5%
2023	299.170	300.840	301.836	303.363	304.127	305.109	305.691	307.026	307.789	307.671	307.051	306.746	304.702	4.1%	3.4%	-0.8%
2024	308.400	310.300	312.300	313.500	314.069	314.175	314.540	314.796	315.301	315.664	315.493	315.605	313.679	2.9%	2.9%	-0.1%
2024 Inc. over prior year	3.1%	3.1%	3.5%	3.3%	3.3%	3.0%	2.9%	2.5%	2.4%	2.6%	2.7%	2.9%	2.9% average CIP % increase Jan-Dec			
2024 inc over prior month	0.54%	0.62%	0.64%	0.38%	0.18%	0.03%	0.12%	0.08%	0.16%	0.12%	-0.05%	0.04%				

State Average Weekly Wage

State FY	Average Weekly Wage	Percent Increase	CPI Increase
1972	\$118.36	not available	3.2%
1973	\$124.64	5.3%	6.2%
1974	\$129.91	4.2%	11.0%
1975	\$136.68	5.2%	9.1%
1976	\$146.84	7.4%	5.8%
1977	\$163.67	11.5%	6.5%
1978	\$173.82	6.2%	7.6%
1979	\$187.68	8.0%	11.3%
1980	\$198.32	5.7%	13.5%
1981	\$219.12	10.5%	10.3%
1982	\$241.32	10.1%	6.2%
1983	\$262.62	8.8%	3.2%
1984	\$277.22	5.6%	4.3%
1985	\$286.32	3.3%	3.6%
1986	\$292.55	2.2%	1.9%
1987	\$298.58	2.1%	3.6%
1988	\$301.69	1.0%	4.1%
1989	\$308.37	2.2%	4.8%
1990	\$317.52	3.0%	5.4%
1991	\$323.20	1.8%	4.2%
1992	\$335.52	3.8%	3.0%
1993	\$349.07	4.0%	3.0%
1994	\$362.28	3.8%	2.6%
1995	\$372.64	2.9%	2.8%
1996	\$380.32	2.1%	3.0%
1997	\$384.14	1.0%	2.3%
1998	\$395.66	3.0%	1.6%
1999	\$410.63	3.8%	2.2%
2000	\$424.88	3.5%	3.4%
2001	\$438.62	3.2%	2.8%
2002	\$454.06	3.5%	1.6%
2003	\$472.50	4.1%	2.3%
2004	\$486.99	3.1%	2.7%
2005	\$503.88	3.5%	3.4%
2006	\$520.88	3.4%	3.2%
2007	\$545.46	4.7%	2.8%
2008	\$573.31	5.1%	3.8%
2009	\$604.35	5.4%	-0.4%
2010	\$625.53	3.5%	1.6%
2011	\$633.17	1.2%	3.2%
2012	\$649.12	2.5%	2.1%

2013	\$671.78	3.5%	1.5%
2014	\$697.87	3.9%	1.6%
2015	\$708.37	1.5%	0.1%
2016	\$733.47	3.5%	1.3%
2017	\$755.76	3.0%	2.1%
2018	\$768.11	1.6%	2.4%
2019	\$793.39	3.3%	1.8%
2020	\$819.19	3.3%	1.2%
2021	\$848.75	3.6%	4.7%

49 YEAR AVERAGE	4.1%	3.9%
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10 YEAR TOTAL	29.8%	22.0%
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10 YEAR AVERAGE	3.0%	1.9%
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Consumer Price Index - All Urban Consumers

Original Data Value

Series Id: CUUR0000SA0
 Not Seasonally Adjusted
 Area: U.S. city average
 Item: All items
 Base Period: 1982-84=100
 Years: 1913 to 2019

[illegible]

1956	26.8	26.8	26.8	26.9	27.0	27.2	27.4	27.3
1957	27.6	27.7	27.8	27.9	28.0	28.1	28.3	28.3
1958	28.6	28.6	28.8	28.9	28.9	28.9	29.0	28.9
1959	29.0	28.9	28.9	29.0	29.0	29.1	29.2	29.2
1960	29.3	29.4	29.4	29.5	29.5	29.6	29.6	29.6
1961	29.8	29.8	29.8	29.8	29.8	29.8	30.0	29.9
1962	30.0	30.1	30.1	30.2	30.2	30.2	30.3	30.3
1963	30.4	30.4	30.5	30.5	30.5	30.6	30.7	30.7
1964	30.9	30.9	30.9	30.9	30.9	31.0	31.1	31.0
1965	31.2	31.2	31.3	31.4	31.4	31.6	31.6	31.6
1966	31.8	32.0	32.1	32.3	32.3	32.4	32.5	32.7
1967	32.9	32.9	33.0	33.1	33.2	33.3	33.4	33.5
1968	34.1	34.2	34.3	34.4	34.5	34.7	34.9	35.0
1969	35.6	35.8	36.1	36.3	36.4	36.6	36.8	37.0
1970	37.8	38.0	38.2	38.5	38.6	38.8	39.0	39.0
1971	39.8	39.9	40.0	40.1	40.3	40.6	40.7	40.8
1972	41.1	41.3	41.4	41.5	41.6	41.7	41.9	42.0
1973	42.6	42.9	43.3	43.6	43.9	44.2	44.3	45.1
1974	46.6	47.2	47.8	48.0	48.6	49.0	49.4	50.0
1975	52.1	52.5	52.7	52.9	53.2	53.6	54.2	54.3
1976	55.6	55.8	55.9	56.1	56.5	56.8	57.1	57.4
1977	58.5	59.1	59.5	60.0	60.3	60.7	61.0	61.2
1978	62.5	62.9	63.4	63.9	64.5	65.2	65.7	66.0
1979	68.3	69.1	69.8	70.6	71.5	72.3	73.1	73.8
1980	77.8	78.9	80.1	81.0	81.8	82.7	82.7	83.3
1981	87.0	87.9	88.5	89.1	89.8	90.6	91.6	92.3
1982	94.3	94.6	94.5	94.9	95.8	97.0	97.5	97.7
1983	97.8	97.9	97.9	98.6	99.2	99.5	99.9	100.2
1984	101.9	102.4	102.6	103.1	103.4	103.7	104.1	104.5
1985	105.5	106.0	106.4	106.9	107.3	107.6	107.8	108.0
1986	109.6	109.3	108.8	108.6	108.9	109.5	109.5	109.7
1987	111.2	111.6	112.1	112.7	113.1	113.5	113.8	114.4
1988	115.7	116.0	116.5	117.1	117.5	118.0	118.5	119.0
1989	121.1	121.6	122.3	123.1	123.8	124.1	124.4	124.6
1990	127.4	128.0	128.7	128.9	129.2	129.9	130.4	131.6
1991	134.6	134.8	135.0	135.2	135.6	136.0	136.2	136.6
1992	138.1	138.6	139.3	139.5	139.7	140.2	140.5	140.9
1993	142.6	143.1	143.6	144.0	144.2	144.4	144.4	144.8
1994	146.2	146.7	147.2	147.4	147.5	148.0	148.4	149.0
1995	150.3	150.9	151.4	151.9	152.2	152.5	152.5	152.9
1996	154.4	154.9	155.7	156.3	156.6	156.7	157.0	157.3
1997	159.1	159.6	160.0	160.2	160.1	160.3	160.5	160.8
1998	161.6	161.9	162.2	162.5	162.8	163.0	163.2	163.4
1999	164.3	164.5	165.0	166.2	166.2	166.2	166.7	167.1
2000	168.8	169.8	171.2	171.3	171.5	172.4	172.8	172.8
2001	175.1	175.8	176.2	176.9	177.7	178.0	177.5	177.5
2002	177.1	177.8	178.8	179.8	179.8	179.9	180.1	180.7
2003	181.7	183.1	184.2	183.8	183.5	183.7	183.9	184.6
2004	185.2	186.2	187.4	188.0	189.1	189.7	189.4	189.5
2005	190.7	191.8	193.3	194.6	194.4	194.5	195.4	196.4
2006	198.3	198.7	199.8	201.5	202.5	202.9	203.5	203.9
2007	202.416	203.499	205.352	206.686	207.949	208.352	208.299	207.917
2008	211.080	211.693	213.528	214.823	216.632	218.815	219.964	219.086
2009	211.143	212.193	212.709	213.240	213.856	215.693	215.351	215.834
2010	216.687	216.741	217.631	218.009	218.178	217.965	218.011	218.312

2011	220.223	221.309	223.467	224.906	225.964	225.722	225.922	226.545
2012	226.665	227.663	229.392	230.085	229.815	229.478	229.104	230.379
2013	230.280	232.166	232.773	232.531	232.945	233.504	233.596	233.877
2014	233.916	234.781	236.293	237.072	237.900	238.343	238.250	237.852
2015	233.707	234.722	236.119	236.599	237.805	238.638	238.654	238.316
2016	236.916	237.111	238.132	239.261	240.229	241.018	240.628	240.849
2017	242.839	243.603	243.801	244.524	244.733	244.955	244.786	245.519
2018	247.867	248.991	249.554	250.546	251.588	251.989	252.006	252.146
2019	251.712	252.776	254.202	255.548	256.092	256.143	256.571	256.558
2020	257.971	258.678	258.115	256.389	256.394	257.797	259.101	259.918
2021	261.582	263.014	264.877	267.054	269.195	271.696	273.003	273.567

Sep	Oct	Nov	Dec	Annual	Percent Change	
					Dec-Dec	Avg-Avg
10.0	10.0	10.1	10.0	9.9		
10.2	10.1	10.2	10.1	10.0	1.0%	1.0%
10.1	10.2	10.3	10.3	10.1	2.0%	1.0%
11.1	11.3	11.5	11.6	10.9	12.6%	7.9%
13.3	13.5	13.5	13.7	12.8	18.1%	17.4%
15.7	16.0	16.3	16.5	15.1	20.4%	18.0%
17.8	18.1	18.5	18.9	17.3	14.5%	14.6%
20.0	19.9	19.8	19.4	20.0	2.6%	15.6%
17.5	17.5	17.4	17.3	17.9	-10.8%	-10.5%
16.6	16.7	16.8	16.9	16.8	-2.3%	-6.1%
17.2	17.3	17.3	17.3	17.1	2.4%	1.8%
17.1	17.2	17.2	17.3	17.1	0.0%	0.0%
17.7	17.7	18.0	17.9	17.5	3.5%	2.3%
17.5	17.6	17.7	17.7	17.7	-1.1%	1.1%
17.3	17.4	17.3	17.3	17.4	-2.3%	-1.7%
17.3	17.2	17.2	17.1	17.1	-1.2%	-1.7%
17.3	17.3	17.3	17.2	17.1	0.6%	0.0%
16.6	16.5	16.4	16.1	16.7	-6.4%	-2.3%
15.0	14.9	14.7	14.6	15.2	-9.3%	-9.0%
13.4	13.3	13.2	13.1	13.7	-10.3%	-9.9%
13.2	13.2	13.2	13.2	13.0	0.8%	-5.1%
13.6	13.5	13.5	13.4	13.4	1.5%	3.1%
13.7	13.7	13.8	13.8	13.7	3.0%	2.2%
14.0	14.0	14.0	14.0	13.9	1.4%	1.5%
14.6	14.6	14.5	14.4	14.4	2.9%	3.6%
14.1	14.0	14.0	14.0	14.1	-2.8%	-2.1%
14.1	14.0	14.0	14.0	13.9	0.0%	-1.4%
14.0	14.0	14.0	14.1	14.0	0.7%	0.7%
15.1	15.3	15.4	15.5	14.7	9.9%	5.0%
16.5	16.7	16.8	16.9	16.3	9.0%	10.9%
17.4	17.4	17.4	17.4	17.3	3.0%	6.1%
17.7	17.7	17.7	17.8	17.6	2.3%	1.7%
18.1	18.1	18.1	18.2	18.0	2.2%	2.3%
20.4	20.8	21.3	21.5	19.5	18.1%	8.3%
23.0	23.0	23.1	23.4	22.3	8.8%	14.4%
24.5	24.4	24.2	24.1	24.1	3.0%	8.1%
23.9	23.7	23.8	23.6	23.8	-2.1%	-1.2%
24.4	24.6	24.7	25.0	24.1	5.9%	1.3%
26.1	26.2	26.4	26.5	26.0	6.0%	7.9%
26.7	26.7	26.7	26.7	26.5	0.8%	1.9%
26.9	27.0	26.9	26.9	26.7	0.7%	0.8%
26.8	26.8	26.8	26.7	26.9	-0.7%	0.7%
26.9	26.9	26.9	26.8	26.8	0.4%	-0.4%

27.4	27.5	27.5	27.6	27.2	3.0%	1.5%
28.3	28.3	28.4	28.4	28.1	2.9%	3.3%
28.9	28.9	29.0	28.9	28.9	1.8%	2.8%
29.3	29.4	29.4	29.4	29.1	1.7%	0.7%
29.6	29.8	29.8	29.8	29.6	1.4%	1.7%
30.0	30.0	30.0	30.0	29.9	0.7%	1.0%
30.4	30.4	30.4	30.4	30.2	1.3%	1.0%
30.7	30.8	30.8	30.9	30.6	1.6%	1.3%
31.1	31.1	31.2	31.2	31.0	1.0%	1.3%
31.6	31.7	31.7	31.8	31.5	1.9%	1.6%
32.7	32.9	32.9	32.9	32.4	3.5%	2.9%
33.6	33.7	33.8	33.9	33.4	3.0%	3.1%
35.1	35.3	35.4	35.5	34.8	4.7%	4.2%
37.1	37.3	37.5	37.7	36.7	6.2%	5.5%
39.2	39.4	39.6	39.8	38.8	5.6%	5.7%
40.8	40.9	40.9	41.1	40.5	3.3%	4.4%
42.1	42.3	42.4	42.5	41.8	3.4%	3.2%
45.2	45.6	45.9	46.2	44.4	8.7%	6.2%
50.6	51.1	51.5	51.9	49.3	12.3%	11.0%
54.6	54.9	55.3	55.5	53.8	6.9%	9.1%
57.6	57.9	58.0	58.2	56.9	4.9%	5.8%
61.4	61.6	61.9	62.1	60.6	6.7%	6.5%
66.5	67.1	67.4	67.7	65.2	9.0%	7.6%
74.6	75.2	75.9	76.7	72.6	13.3%	11.3%
84.0	84.8	85.5	86.3	82.4	12.5%	13.5%
93.2	93.4	93.7	94.0	90.9	8.9%	10.3%
97.9	98.2	98.0	97.6	96.5	3.8%	6.2%
100.7	101.0	101.2	101.3	99.6	3.8%	3.2%
105.0	105.3	105.3	105.3	103.9	3.9%	4.3%
108.3	108.7	109.0	109.3	107.6	3.8%	3.6%
110.2	110.3	110.4	110.5	109.6	1.1%	1.9%
115.0	115.3	115.4	115.4	113.6	4.4%	3.6%
119.8	120.2	120.3	120.5	118.3	4.4%	4.1%
125.0	125.6	125.9	126.1	124.0	4.6%	4.8%
132.7	133.5	133.8	133.8	130.7	6.1%	5.4%
137.2	137.4	137.8	137.9	136.2	3.1%	4.2%
141.3	141.8	142.0	141.9	140.3	2.9%	3.0%
145.1	145.7	145.8	145.8	144.5	2.7%	3.0%
149.4	149.5	149.7	149.7	148.2	2.7%	2.6%
153.2	153.7	153.6	153.5	152.4	2.5%	2.8%
157.8	158.3	158.6	158.6	156.9	3.3%	3.0%
161.2	161.6	161.5	161.3	160.5	1.7%	2.3%
163.6	164.0	164.0	163.9	163.0	1.6%	1.6%
167.9	168.2	168.3	168.3	166.6	2.7%	2.2%
173.7	174.0	174.1	174.0	172.2	3.4%	3.4%
178.3	177.7	177.4	176.7	177.1	1.6%	2.8%
181.0	181.3	181.3	180.9	179.9	2.4%	1.6%
185.2	185.0	184.5	184.3	184.0	1.9%	2.3%
189.9	190.9	191.0	190.3	188.9	3.3%	2.7%
198.8	199.2	197.6	196.8	195.3	3.4%	3.4%
202.9	201.8	201.5	201.8	201.6	2.5%	3.2%
208.490	208.936	210.177	210.036	207.342	4.1%	2.8%
218.783	216.573	212.425	210.228	215.303	0.1%	3.8%
215.969	216.177	216.330	215.949	214.537	2.7%	-0.4%
218.439	218.711	218.803	219.179	218.056	1.5%	1.6%

226.889	226.421	226.230	225.672	224.939	3.0%	3.2%
231.407	231.317	230.221	229.601	229.594	1.7%	2.1%
234.149	233.546	233.069	233.049	232.957	1.5%	1.5%
238.031	237.433	236.151	234.812	236.736	0.8%	1.6%
237.945	237.838	237.336	236.525	237.017	0.7%	0.1%
241.428	241.729	241.353	241.432	240.0072	2.1%	1.3%
246.819	246.663	246.669	246.524	245.120	2.1%	2.1%
252.439	252.885	252.038	251.233	251.1068	1.9%	2.4%
256.759	257.346	257.208	256.974	255.657	2.3%	1.8%
260.28	260.388	260.229	260.474	258.8112	1.4%	1.2%
274.31	276.589	277.948	278.802	270.9698	7.0%	4.7%



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County Employment and Wages in Montana– Second Quarter 2024

Employment rose 0.8 percent in Montana’s only large county, Yellowstone, from June 2023 to June 2024, the U.S. Bureau of Labor Statistics reported today. (Large counties are the 369 U.S. counties or county equivalents with annual average employment levels of 75,000 or more in 2023.) Assistant Commissioner for Regional Operations Michael Hirniak noted that the rate of employment growth in Yellowstone County ranked 151st among the 355 largest counties with published data. (See [table 1.](#))

National employment increased 0.8 percent over the year, with 259 of the 355 largest U.S. counties with published data reporting gains. Kings, NY, had the largest over-the-year increase in employment, with a gain of 4.0 percent. Elkhart, IN, had the largest over-the-year percentage decrease in employment (-3.0 percent).

Employment in Yellowstone County stood at 89,000 in June 2024, accounting for 16.8 percent of total employment in Montana. Within Yellowstone County’s private industry, health care and social assistance accounted for the largest employment. Nationwide, the 369 largest counties comprised 73.1 percent of total covered employment in the United States.

Employment and wage levels (but not over-the-year changes) are also available for the 55 counties in Montana with employment below 75,000. Wage levels in all 55 smaller counties were below the national average of \$1,390 in the second quarter of 2024. (See [table 2.](#))

Large county wage changes

The average weekly wage in Yellowstone County increased 3.0 percent from the second quarter of 2023 to the second quarter of 2024, ranking 276th among the largest U.S. counties.

Nationwide, wages increased by 4.4 percent over the year. Among the 351 largest counties in the United States with published data, 348 had over-the-year wage increases. Hamilton, IN, had the largest percentage wage increase (+33.4 percent). Essex, MA, had the largest over-the-year percentage decrease (-2.1 percent).

Large county average weekly wages

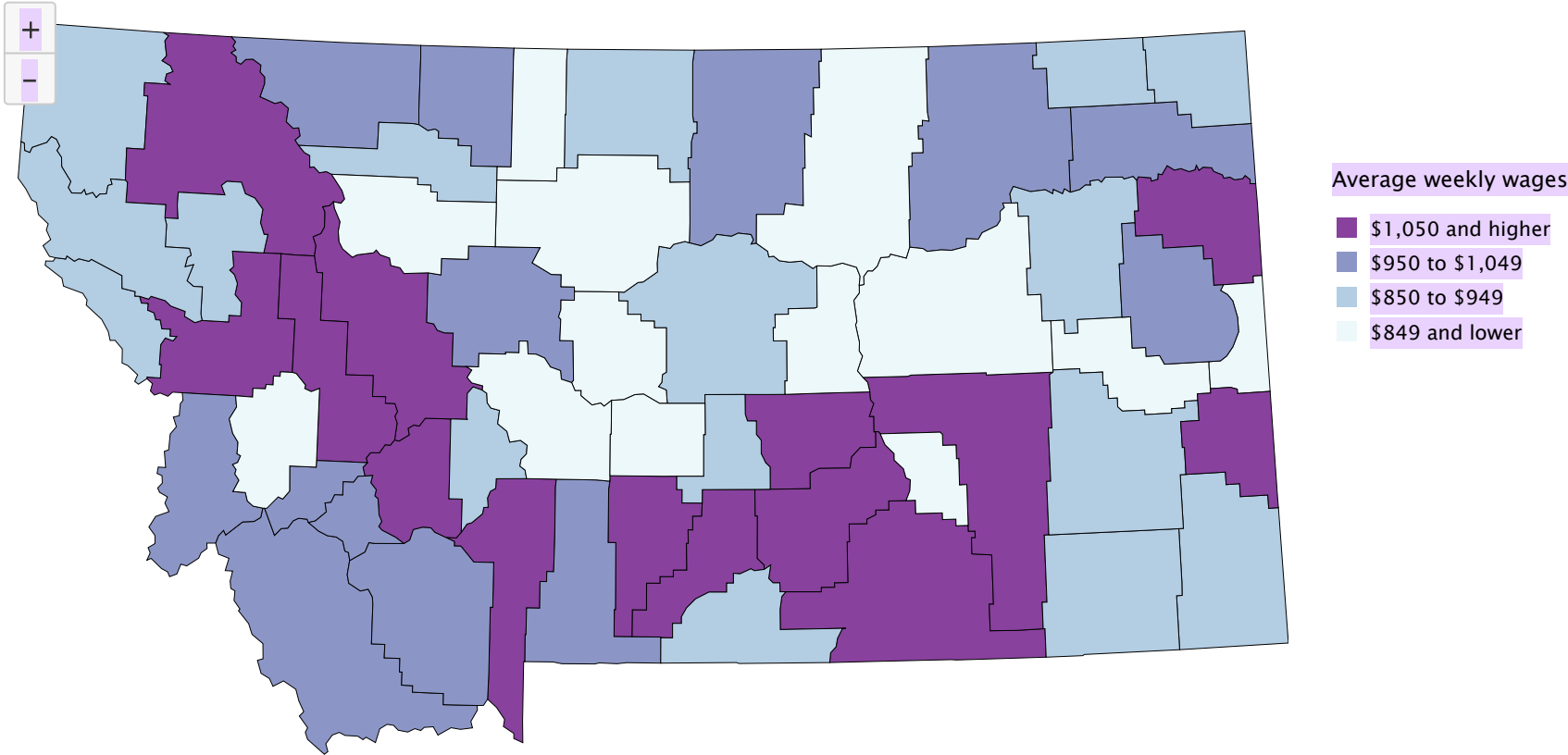
The average weekly wage in Yellowstone County was \$1,176 in the second quarter of 2024, ranking 222nd in the nation. Among the 360 largest U.S. counties with published data, 87 reported average weekly wages above the U.S. average in the second quarter of 2024. Santa Clara, CA, had the highest average weekly wage (\$3,632). Average weekly wages were below the national average in the remaining 273 counties. Hidalgo, TX, had the lowest average weekly wage (\$820).

Smaller county average weekly wages

All 55 smaller counties in Montana—those with employment below 75,000— reported an average weekly wage below the national average. Stillwater County (\$1,343) reported the highest average weekly wage. Garfield County (\$708) and Petroleum County (\$712) had the lowest average weekly wages in the state.

When all 56 counties in Montana were considered, 13 reported average weekly wages of less than \$850, 16 registered wages from \$850 to \$949, 13 had wages from \$950 to \$1,049, and 14 had average weekly wages of \$1,050 or higher. (See [map 1.](#))

Map 1. Average weekly wages by county in Montana, second quarter 2024
(U.S. average = \$1,390)



Hover, tap on mobile devices, or use tab and arrow keys to see area data.

Source: U.S. Bureau of Labor Statistics.



Additional statistics and other information

QCEW data for states have been included in this release in [table 3](#). For additional information about quarterly employment and wages data, please read the [Technical Note for the County Employment and Wages News Release](#) or visit [the Quarterly Census of Employment and Wages website](#).

[Employment and Wages Annual Averages Online](#) features comprehensive information by detailed industry on establishments, employment, and wages for the nation and all states. This publication is typically published in September of the following year of the reference period or shortly after the QCEW first quarter full data update.

Information in this release will be made available to individuals with sensory impairments upon request. Voice phone: (202) 691-5200; Telecommunications Relay Service: 7-1-1.

The County Employment and Wages release for the third quarter 2024 is scheduled to be released on Wednesday, February 19, 2025.
The County Employment and Wages full data update for the third quarter 2024 is scheduled to be released on Wednesday, March 5, 2025.

Table 1. Covered establishments, employment, and wages in the United States and the largest county in Montana, second quarter 2024

Area	Establishments, second quarter (thousands)	Employment			Average weekly wage (1)			
		June 2024 (thousands)	Percent change, June 2023–24 (2)	National ranking by percent change (3)	Second quarter 2024 (\$)	National ranking by level (3)	Percent change, second quarter 2023–24 (2)	National ranking by percent change (3)
United States (4)	12,238.2	155,710.2	0.8	--	1,390	--	4.4	--
Montana	63.3	528.8	1.5	--	1,113	46	3.8	37
Yellowstone	7.7	89.0	0.8	151	1,176	222	3.0	276

(1) Average weekly wages were calculated using unrounded data.

(2) Percent changes were computed from employment and pay data adjusted for noneconomic county reclassifications.

(3) Ranking does not include data for Puerto Rico or the Virgin Islands.

(4) Totals for the United States do not include data for Puerto Rico or the Virgin Islands.

Note: Data are preliminary. Covered employment and wages includes workers covered by Unemployment Insurance (UI) and Unemployment Compensation for Federal Employees (UCFE) programs.

Table 2. Covered establishments, employment, and wages in the United States and all counties in Montana, second quarter 2024

Area	Establishments	Employment June 2024	Average weekly wage (\$) (1)
United States (2)	12,238,175	155,710,239	1,390
Montana	63,259	528,815	1,113
Beaverhead	584	4,213	950
Big Horn	270	3,946	1,069
Blaine	203	1,293	951
Broadwater	258	1,531	874
Carbon	637	3,211	931
Carter	56	329	865

(1) Average weekly wages were calculated using unrounded data.

(2) Totals for the United States do not include data for Puerto Rico or the Virgin Islands.

Note: Data are preliminary. Covered employment and wages includes workers covered by Unemployment Insurance (UI) and Unemployment Compensation for Federal Employees (UCFE) programs.

Area	Establishments	Employment June 2024	Average weekly wage (\$) (1)
Cascade	3,170	37,616	1,019
Chouteau	232	1,328	827
Custer	555	5,632	936
Daniels	100	625	933
Dawson	402	3,453	986
Deer Lodge	346	3,469	1,007
Fallon	181	1,363	1,120
Fergus	573	4,808	928
Flathead	6,883	52,617	1,071
Gallatin	9,658	74,844	1,191
Garfield	72	309	708
Glacier	341	4,642	999
Golden Valley	52	230	922
Granite	187	1,048	826
Hill	598	6,877	941
Jefferson	490	2,840	1,054
Judith Basin	114	568	826
Lake	1,285	10,196	917
Lewis and Clark	3,710	40,945	1,151
Liberty	96	558	758
Lincoln	949	6,528	909
McCone	78	575	948
Madison	610	3,407	1,032
Meagher	138	655	805
Mineral	205	1,309	866
Missoula	6,814	67,918	1,106
Musselshell	197	1,402	1,109
Park	1,281	8,091	952
Petroleum	25	109	712
Phillips	184	1,166	829
Pondera	233	1,579	861
Powder River	106	607	944
Powell	248	2,608	1,065
Prairie	59	485	827
Ravalli	2,369	14,129	982
Richland	645	5,382	1,172
Roosevelt	272	3,432	955
Rosebud	260	3,837	1,311
Sanders	569	3,357	883
Sheridan	222	1,324	930
Silver Bow	1,467	16,801	1,043
Stillwater	396	3,431	1,343
Sweet Grass	271	1,751	1,231
Teton	328	1,878	836
Toole	238	1,823	1,021
Treasure	34	212	790
Valley	354	3,055	958
Wheatland	105	669	821
Wibaux	43	261	760
Yellowstone	7,732	89,017	1,176

(1) Average weekly wages were calculated using unrounded data.
(2) Totals for the United States do not include data for Puerto Rico or the Virgin Islands.
Note: Data are preliminary. Covered employment and wages includes workers covered by Unemployment Insurance (UI) and Unemployment Compensation for Federal Employees (UCFE) programs.

Table 3. Covered establishments, employment, and wages by state, second quarter 2024

State	Establishments, second quarter (thousands)	Employment		Average weekly wage (1)			
		June 2024 (thousands)	Percent change, June 2023–24	Second quarter 2024 (\$)	National ranking by level	Percent change, second quarter 2023–24	National ranking by percent change
United States (2)	12,238.2	155,710.2	0.8	1,390	--	4.4	--
Alabama	162.9	2,111.1	1.2	1,150	36	3.9	35
Alaska	25.4	345.9	0.8	1,345	15	4.5	17
Arizona	221.3	3,137.3	1.1	1,324	18	4.6	16
Arkansas	101.7	1,299.9	1.0	1,074	49	4.1	30
California	1,878.6	18,193.5	0.4	1,697	4	4.4	20
Colorado	268.9	2,909.4	-0.2	1,487	8	4.2	25
Connecticut	151.4	1,702.2	0.4	1,569	6	3.8	37
Delaware	43.8	481.0	0.9	1,322	19	5.4	6
District of Columbia	52.3	764.0	0.1	2,283	1	4.2	25
Florida	903.5	9,700.1	1.4	1,278	21	3.6	43
Georgia	392.2	4,867.7	1.2	1,297	20	4.2	25
Hawaii	59.6	640.9	0.8	1,273	22	5.8	3
Idaho	101.0	867.3	1.2	1,096	48	5.6	4
Illinois	410.2	6,115.5	0.0	1,401	12	3.4	44
Indiana	192.5	3,187.3	0.4	1,171	33	6.4	2
Iowa	111.3	1,588.0	0.2	1,118	45	3.3	45
Kansas	100.9	1,435.8	0.5	1,124	43	4.0	31
Kentucky	157.1	1,995.9	1.0	1,146	38	4.3	23
Louisiana	155.9	1,904.3	0.6	1,144	40	4.7	12
Maine	65.7	666.1	1.1	1,167	35	4.2	25
Maryland	210.5	2,778.5	1.5	1,454	9	3.8	37
Massachusetts	287.6	3,708.1	0.2	1,758	3	5.0	8
Michigan	345.1	4,480.5	0.4	1,266	23	3.9	35
Minnesota	212.2	2,985.5	0.5	1,359	14	3.3	45
Mississippi	89.8	1,163.8	0.1	960	51	4.0	31
Missouri	245.3	2,927.1	0.6	1,186	32	3.1	48
Montana	63.3	528.8	1.5	1,113	46	3.8	37
Nebraska	77.1	1,030.9	0.7	1,122	44	2.7	51
Nevada	108.6	1,548.9	1.6	1,243	28	4.5	17
New Hampshire	66.7	699.6	0.5	1,443	10	4.0	31
New Jersey	338.5	4,361.1	0.9	1,516	7	3.3	45
New Mexico	68.4	871.9	1.2	1,150	36	4.4	20
New York	712.7	9,762.4	1.3	1,687	5	4.0	31
North Carolina	379.6	4,902.0	0.9	1,256	25	4.8	9
North Dakota	36.5	437.4	1.5	1,221	30	3.1	48
Ohio	341.2	5,558.1	0.4	1,214	31	4.7	12
Oklahoma	129.3	1,684.7	0.8	1,101	47	4.7	12
Oregon	196.1	2,019.2	-0.1	1,338	16	4.8	9
Pennsylvania	393.6	6,067.5	0.8	1,325	17	3.8	37
Rhode Island	48.8	504.7	1.1	1,257	24	2.9	50
South Carolina	188.4	2,290.1	1.8	1,134	41	5.1	7
South Dakota	40.2	470.3	0.7	1,074	49	3.8	37
Tennessee	234.9	3,287.4	1.3	1,248	27	4.2	25
Texas	840.9	13,905.7	1.2	1,381	13	4.5	17
Utah	138.2	1,715.2	0.8	1,249	26	5.6	4
Vermont	32.8	310.8	0.0	1,227	29	4.3	23
Virginia	319.9	4,140.8	1.4	1,436	11	4.8	9
Washington	234.7	3,674.3	1.0	1,776	2	7.4	1
West Virginia	61.7	700.1	0.6	1,127	42	4.7	12
(1) Average weekly wages were calculated using unrounded data.							
(2) Totals for the United States do not include data for Puerto Rico or the Virgin Islands.							
(3) Data not included in the national ranking.							
Note: Data are preliminary. Covered employment and wages includes workers covered by Unemployment Insurance (UI) and Unemployment Compensation for Federal Employees (UCFE) programs.							

State	Establishments, second quarter (thousands)	Employment		Average weekly wage ⁽¹⁾			
		June 2024 (thousands)	Percent change, June 2023–24	Second quarter 2024 (\$)	National ranking by level	Percent change, second quarter 2023–24	National ranking by percent change
Wisconsin	208.5	2,990.8	0.4	1,168	34	3.7	42
Wyoming	31.0	290.9	0.5	1,145	39	4.4	20
Puerto Rico	54.5	944.0	1.3	651	(3)	4.7	(3)
Virgin Islands	3.9	36.4	-0.1	1,010	(3)	1.5	(3)
(1) Average weekly wages were calculated using unrounded data. (2) Totals for the United States do not include data for Puerto Rico or the Virgin Islands. (3) Data not included in the national ranking.							
Note: Data are preliminary. Covered employment and wages includes workers covered by Unemployment Insurance (UI) and Unemployment Compensation for Federal Employees (UCFE) programs.							

Last Modified Date: Thursday, December 12, 2024

U.S. BUREAU OF LABOR STATISTICS Mountain-Plains Information Office Two Pershing Square Building Suite 1190 2300 Main Street Kansas City, MO 64108

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Carbon County CPI & Raises

Year	Atul Inc.	.	CPI	.2	Raise	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
2022-23	5.7%	=	4.7%	+	1.0%	73,828.48
2023-24	3.0%	=	8.0%	-	5.0%	76,043.33
2024-25	6.0%	=	4.1%	+	1.9%	80,605.93

Avg 5 yrs	3.8%	4.0%
Avg 10 yrs	3.1%	2.7%

Ttl 5 yrs	19.0%	19.8%
Ttl 10 yrs	31.3%	27.3%

2021-22	1.20%	3.00%	=	1.2%	+	1.0%												
2022-23	4.70%	5.70%	=	4.7%	+	1.0%												
2023-24	8.00%	3.00%	=	8.0%	-	5.0%												
2024-25																		
AVERAGE	2.24%	4.1%									990.93	102.14%						

% Diff from Inflation Incl. Long
103%
102%
104%
105%
108%
109%
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112%
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114%
109%

108%

CARBON COUNTY AIRPORT BOARD

AGENDA

11:00 AM, Thursday, May 22, 2025

- 1. Call to Order**
- 2. Minutes of Last Meeting**
- 3. Public Comment**
- 4. Airport Managers Reports**
 - A. Bridger**
 - B. Red Lodge**
 - 1. FRED update**
- 5. Joint Board business**
 - A. Preliminary Budgets**
- 6. Old Business**
 - A. KRED asphalt bid/award**
 - B. City of Red Lodge/County ILA update**
- 7. New Business**
 - A. KRED**
 - 1. Request early termination of FAA Master Plan grant approval of KRED Capital Improvement Plan**
 - B. 6S1**
- 8. Schedule next meeting**
- 9. Adjourn**

04/25/25
15:27:24

CARBON COUNTY
Expenditure Budget by Fund/Org Split Report -- MultiYear Actuals
For the Year: 2025 - 2026

Page: 1 of 4
Report ID: B240A2

2290 COUNTY EXTENSION FUND							Current	%	Prelim.	Budget	Final	% Old
			Actuals				Budget	Exp.	Budget	Changes	Budget	Budget
Org	Account	Object	21-22	22-23	23-24	24-25	24-25	24-25	25-26	25-26	25-26	25-26

249 COUNTY EXTENSION SERVICE												
450410 ADMINISTRATION												
111	SALARIES & WAGES - PERM		38,924	41,329	44,002	35,427	56,000	63%				0 0%
	Hatten OT Code to Fair											
112	SALARIES & WAGES - TEMP.						0	0%				0 0%
120	OVERTIME					2,522	0	***%				0 0%
131	VACATION						0	0%				0 0%
132	SICK LEAVE						0	0%				0 0%
141	UNEMPLOYMENT INSURANCE		136	145	110	92	200	46%				0 0%
142	WORKERS' COMPENSATION		116	104	92	72	180	40%				0 0%
143	HEALTH INSURANCE		157	144	576	275	550	50%				0 0%
144	F.I.C.A.		2,978	3,162	3,366	2,903	4,290	68%				0 0%
145	P.E.R.S.		3,415	3,707	3,991	3,442	5,100	67%				0 0%
148	STATE PAYROLL TAX						0	0%				0 0%
200	SUPPLIES						0	0%				0 0%
210	OFFICE SUPPLIES		4,597	9,134	3,338	3,140	5,000	63%	5,000		5,000	100%
	2 COMPUTERS											
220	OPERATING SUPPLIES				1,218	1,243	3,050	41%	3,050		3,050	100%
	STOVE											
228	EDUCATIONAL SUPPLIES						0	0%			0	0%
231	GAS, OIL, DIESEL, GREASE		847	1,084	368	822	2,250	37%	2,250		2,250	100%
	County Car											
232	MOTOR VEHICLE PARTS		5,048			400	1,000	40%	2,000		2,000	200%
233	MACHINERY & EQUIP PARTS						0	0%			0	0%
239	TIRES, TUBES ETC.					1,332	1,000	133%	1,000		1,000	100%
250	SUPPLIES FOR RESALE						0	0%			0	0%
300	PURCHASED SERVICES						0	0%			0	0%
311	POSTAGE, BOX RENT ETC.		735	732	919	500	1,000	50%	1,300		1,300	130%
312	FREIGHT AND SHIPPING		10	286	33		300	0%	300		300	100%
320	PRINTING, BINDING ETC.						0	0%			0	0%
330	PUBLIC, SUBSCR, DUES, FEE		384		440	645	600	108%	650		650	108%
332	SOFTWARE SUBSCRIPTIONS						0	0%			0	0%
345	TELEPHONE		1,563	1,804	1,731	490	1,700	29%	1,700		1,700	100%
355	DATA PROCESSING SERVICES						0	0%			0	0%
357	OTHER PROFESSIONAL SERV		38,230	45,305	63,210	65,425	83,000	79%	87,000		87,000	105%
	\$37,000 + leave balance x 2											
361	REPAIR & MAINT MOTOR VEH		20	179		240	1,500	16%	1,500		1,500	100%
	County Car											
363	REPAIR-MAINT OFFICE EQUIP		255	1,034	1,501	1,278	1,800	71%	1,800		1,800	100%
370	TRAVEL, MEALS, ETC		1,267	941	1,307	2,043	2,000	102%	2,100		2,100	105%
390	OTHER PURCHASED SERVICES						0	0%			0	0%
940	CAPITAL OUTLAY						0	0%			0	0%
944	TRANSPORTATION EQUIPMENT						0	0%			0	0%
947	OFFICE MACHINERY & EQUIP.						0	0%			0	0%
	Account:		98,682	109,090	126,202	122,291	170,520	72%	109,650	0	109,650	64%

15:27:24

Expenditure Budget by Fund/Org Split Report -- MultiYear Actuals
For the Year: 2025 - 2026

Report ID: B240A2

Org	Account	Object	Actuals				Current	%	Prelim.	Budget	Final	%	Old
			21-22	22-23	23-24	24-25	Budget	Exp.	Budget	Changes	Budget	Budget	

450420	WEED FREE SEED HAY SERVICES												
	111	SALARIES & WAGES - PERM					0	0%				0	0%
	131	VACATION					0	0%				0	0%
	132	SICK LEAVE					0	0%				0	0%
	141	UNEMPLOYMENT INSURANCE					0	0%				0	0%
	142	WORKERS' COMPENSATION					0	0%				0	0%
	144	F.I.C.A.					0	0%				0	0%
	145	P.E.R.S.					0	0%				0	0%
	148	STATE PAYROLL TAX					0	0%				0	0%
	210	OFFICE SUPPLIES					0	0%				0	0%
	220	OPERATING SUPPLIES					0	0%				0	0%
	330	PUBLIC, SUBSCR, DUES, FEE					0	0%				0	0%
	357	OTHER PROFESSIONAL SERV					0	0%				0	0%
	390	OTHER PURCHASED SERVICES					0	0%				0	0%
		Account:					0	***%		0	0	0	0%

450430	HOME ECONOMICS AGENT												
	111	SALARIES & WAGES - PERM					0	0%				0	0%
	141	UNEMPLOYMENT INSURANCE					0	0%				0	0%
	142	WORKERS' COMPENSATION					0	0%				0	0%
	300	PURCHASED SERVICES					0	0%				0	0%
	357	OTHER PROFESSIONAL SERV					0	0%				0	0%
	370	TRAVEL, MEALS, ETC					0	0%				0	0%
		Account:					0	***%		0	0	0	0%

450440	FARM PESTICIDE SERVICES												
	210	OFFICE SUPPLIES		225		400	0%		400			400	100%
	320	PRINTING, BINDING ETC.				0	0%					0	0%
	330	PUBLIC, SUBSCR, DUES, FEE				0	0%					0	0%
	530	RENT				0	0%					0	0%
		Account:		225		400	0%		400	0		400	100%

450450	EDUCATIONAL SERVICES / CLASSES												
	210	OFFICE SUPPLIES				9	0	***%				0	0%
	228	EDUCATIONAL SUPPLIES			103	432	600	72%	1,000			1,000	167%
	250	SUPPLIES FOR RESALE	1,084	1,511	1,821	2,737	2,000	137%	2,000			2,000	100%
	312	FREIGHT AND SHIPPING	58	10		56	30	187%	75			75	250%
	330	PUBLIC, SUBSCR, DUES, FEE	594	471	192	249	500	50%	500			500	100%
	531	BUILDING & OFFICE RENT		325	75	250	500	50%	500			500	100%
		Account:	1,736	2,317	2,191	3,733	3,630	103%	4,075	0		4,075	112%

521000	INTERFUND TRANSFERS OUT												
	820	TRANSFERS TO OTHER FUNDS	6,000	6,000	4,200		2,350	0%				0	0%
		2027-2028 Vehicle											
		Account:	6,000	6,000	4,200		2,350	0%	0	0		0	

04/25/25
15:27:24

CARBON COUNTY
Expenditure Budget by Fund/Org Split Report -- MultiYear Actuals
For the Year: 2025 - 2026

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2290 COUNTY EXTENSION FUND

					Current	%	Prelim.	Budget	Final	% Old
Actuals					Budget	Exp.	Budget	Changes	Budget	Budget
Org	Account	Object	21-22	22-23	23-24	24-25	24-25	25-26	25-26	25-26

Fund:			106,418	117,632	132,593	126,024	176,900	71%	114,125	0 114,125 64%

04/25/25
15:27:24

CARBON COUNTY
Expenditure Budget by Fund/Org Split Report -- MultiYear Actuals
For the Year: 2025 - 2026

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4008 EXTENSION CAPITAL

							Current	%	Prelim.	Budget	Final	% Old
----- Actuals -----							Budget	Exp.	Budget	Changes	Budget	Budget
Org	Account	Object	21-22	22-23	23-24	24-25	24-25	24-25	25-26	25-26	25-26	25-26

249 COUNTY EXTENSION SERVICE												
450410 ADMINISTRATION												
363	REPAIR-MAINT	OFFICE EQUIP					0	0%				0 0%
944	TRANSPORTATION	EQUIPMENT					19,483	0%	19483			0 0%
		VEHICLE REPLACEMENT 2027-2028										
		\$13482.90 CASH										
		\$6,000 REV										
947	OFFICE MACHINERY & EQUIP.		8,717				0	0%				0 0%
	Account:		8,717				19,483	0%	0	0		0 0%
	Orgn:		8,717				19,483	0%	0	0		0 0%
	Fund:		8,717				19,483	0%	0	0		0 0%

RESOLUTION 2025-XX
ESTABLISH ELECTED OFFICIALS' SALARIES FOR THE 2024-2025 BUDGET YEAR

WHEREAS, Per MCA 7-4-2504, the governing body of each county shall, by resolution, adjust the salaries of elected officials, and

WHEREAS, the Carbon County Compensation Board at their duly noticed public hearings held May 15, 2025 and May 22, 2025 voted to approve a cost-of-living increase of 000% for a total salary increase of 0000%, and

WHEREAS, the Carbon County Compensation Board included the County Attorney's salary in the discussion of elected officials' salaries, and

WHEREAS, the Carbon County Commissioners discussed the salary increase recommended by the Compensation Board, and thanked the citizen representatives of the Compensation Board for recognizing their commitment and thanked all Carbon County employees for their dedication, and

NOW THEREFORE BE IT RESOLVED, that the Board of County Commissioners of Carbon County, Montana set salaries of Elected Officials of Carbon County for the 2025-2026 budget year, including the County Attorney, at 100% of base salary with an increase of 0000%.

NOW THEREFORE BE IT ALSO RESOLVED, the County Attorney base salary for Carbon County to be set at \$0000000, which is a 0000% increase over the 2024-2025 budget year.

Dated this 22nd day of May, 2025.

Carbon County Commissioners

Scott C. Miller
Commissioner Dist. #1

Scott Blain
Commissioner Dist. #2

Bill E. Bullock
Commissioner Dist. #3

ATTEST:

Macque L. Bohleen, Clerk and Recorder

