

# RESOLUTION NO. 3868

## A RESOLUTION ESTABLISHING WAGES AND SALARIES FOR CITY EMPLOYEES FOR FISCAL YEAR 2015-2016

*WHEREAS*, § 7-4-4201 MCA requires the City Council to determine by resolution or ordinance the compensation of city employees,

*NOW THEREFORE BE IT RESOLVED* by the City Council of Miles City, Montana, as follows:

That the following wages and salaries paid to city employees for the fiscal year 2015-2016 shall be as follows:

POSITION	AMOUNT	FREQUENCY
<b>Elected and Appointed</b>		
City Council:	\$250.00	per month
City Court Judge:	\$1,666.67	per month
Mayor:	\$1,666.67	per month
Treasurer:	\$1,666.67	per month
City Attorney:	\$150.00	per hour
Deputy City Attorney:	\$3,000.00	per month
Airport Manager:	\$4,166.67	per month
Historic Preservation Officer:	\$2,788.34	per month
<b>Administrative/Finance</b>		
City Clerk:	\$3,389.80	per month
Deputy City Clerk/Human Resource Officer:	\$3,210.14	per month
Accounting/Payroll Clerk:	\$2,830.53	per month
<b>Public Services</b>		
Director of Public Utilities:	\$5,312.67	per month
Director of Public Works:	\$5,236.40	per month
Planner In Training / Grants Administrator:	\$3,033.88	per month
Flood Administrator/Engineering Tech:	\$3,288.56	per month
Water/Wastewater Plant Supervisor:	\$4,005.73	per month
<b>Fire Department</b>		
Chief:	\$5,125.42	per month
Probationary Part-paid Firefighters	\$9.00	per hour

Part-paid fire fighters who have achieved the Basic Fire Fighter Certification will be paid a base wage of \$9.00 per hour, during their six-month probationary period. Upon

successful completion of their probationary period, the base rate is increased to \$10.00 per hour. Beginning with the initial hiring, part-paid fire fighters are entitled to the following increases to their base pay: \$2.00 per hour for E.M.T., \$1.00 per hour for Fire Fighter 1 certification (upon completion), \$1.50 per hour for Fire Fighter II certification (and after 2 years of service), \$2.00 per hour for Fire Fighter III certification (and after 3 years of service.) The probationary designation means less than six months of service.

**Police Department**

Chief:	\$5,175.33	per month
Captain:	\$4,756.27	per month

**Swimming Pool**

Lifeguards (Probationary):	\$9.00	per hour
Lifeguards 1-2 years:	\$9.31	per hour

Lifeguards receive an additional \$.20 per hour for WSI certification.

**Library**

Director	\$3,607.74	per month
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All hourly wages shall be adjusted to comply with changes to Montana State minimum wage law and regulations.

**LONGEVITY/STIPENDS**

Longevity pay is calculated at the rate of \$.05 per hour (or \$7.50 per month for salaried employees) for each year of service after the employee's applicable date for new longevity. Nonunion employees retain their present level received as longevity as of June 30, 1993. For each additional year of service after this date, salaried employees shall receive an additional amount of \$7.50 per month and hourly employees shall receive an additional \$.05 per hour. The fire chief and assistant fire chief, if they are certified fire fighters, shall receive as longevity 1% of their base pay per month for each year of service, in accordance with state law.

Elected officials, lifeguards, reserve officers and part-paid fire fighters do not receive longevity pay.

Any employee who achieves an E.M.T. certification shall be paid an additional \$50 per month.

**EMPLOYEE HEALTH INSURANCE**

A maximum of \$643.90 shall be paid by the employer for medical insurance. (See union contracts for specifics on health insurance for employees who are members of collective bargaining units.)


**COLLECTIVE BARGAINING UNITS**

**AFSCME 283A: City Shop, Treatment Facilities, Library and Clerical.** Wages and Benefits for members of this union shall be paid in accordance with their bargaining agreement dated July 1, 2010, through June 30, 2012, and specifically in accordance with Addendum A of that contract dated July 1, 2010, through June 30, 2012, as extended by the Letter of Agreement approved by Resolution No. 3510.

**AFSCME 283B: Police Officers, Dispatchers, Animal Control and Clerical.** Wages and Benefits for members of this union shall be paid in accordance with their bargaining agreement dated July 1, 2010, through June 30, 2012, and specifically in accordance with Addendum A of that contract dated July 1, 2010, through June 30, 2012, as extended by the Letter of Agreement approved by Resolution No. 3510.

**INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 600:  
Firefighters/Ambulance Personnel.** Wages and Benefits for members of this union shall be paid in accordance with their bargaining agreement dated July 1, 2012, through June 30, 2015-2018.

**SAID RESOLUTION FINALLY PASSED AND ADOPTED BY A DULY  
CONSTITUTED QUORUM OF THE CITY COUNCIL OF THE CITY OF MILES CITY,  
MONTANA, AT A DULY CALLED MEETING THIS 24<sup>th</sup> DAY OF NOVEMBER, 2015.**



C.A. Grenz, Mayor

ATTEST:



Lorrie Pearce, City Clerk

