

RESOLUTION NO. 4373

A RESOLUTION ESTABLISHING WAGES AND SALARIES FOR CITY EMPLOYEES FOR FISCAL YEAR 2020-2021

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 2020-2021 shall be as follows:

| POSITION | AMOUNT | FREQUENCY |
|---|------------|-----------|
| Elected and Appointed | | |
| City Council: | \$333.34 | per month |
| City Court Judge: | \$1,833.99 | per month |
| Mayor: | \$1,833.99 | per month |
| Treasurer: | \$1,833.99 | per month |
| City Attorney: | \$150.00 | per hour |
| Deputy City Attorney: | \$3,000.00 | per month |
| Administrative/Finance | | |
| City Clerk: | \$3,983.70 | per month |
| Human Resource Officer: | \$3,619.86 | per month |
| Deputy City Clerk: | \$17.38 | per hour |
| Public Services | | |
| Director of Public Utilities: | \$5,671.44 | per month |
| Director of Public Works: | \$5,675.24 | per month |
| Planner-in-Training/Grants Administrator/ Urban Renewal/Historic Preservation: | \$3,395.54 | per month |
| Flood Administrator/Engineering Tech: | \$3,672.16 | per month |
| Water/Wastewater Plant Supervisor: | \$4,709.10 | per month |
| Fire Department | | |
| Chief: | \$7,252.42 | 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/Dispatch

| | | |
|--|------------|-----------|
| Chief: | \$5,827.80 | per month |
| Captain: | \$5,046.40 | per month |
| Lieutenant/Detective: | \$4,570.42 | per month |
| Communications Dispatch Supervisor/E911 Coordinator: | \$3,641.70 | per month |
| Animal Caretaker – PT | \$8.65 | per hour |

Swimming Pool

| | | |
|------------------------------------|------------|-----------|
| Pool Manager: | \$2,535.90 | per month |
| Lifeguards (1 st year): | \$10.00 | per hour |
| Lifeguards (2 nd year): | \$10.31 | per hour |
| Lifeguards (3 rd year): | \$10.65 | per hour |
| Lifeguards (4 th year): | \$11.60 | per hour |

Lifeguards receive an additional \$.50 per hour when acting as Head Lifeguard.

Library

| | | |
|-----------|------------|-----------|
| Director: | \$3,915.64 | per month |
|-----------|------------|-----------|

Airport

| | | |
|--|------------|-----------|
| Airport Manager: | \$4,613.34 | per month |
| Equipment Operator/Maintenance/Customer Service: | \$17.85 | per hour |
| Airport Fueler – PT | \$17.70 | per hour |

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, if a certified fire fighter, shall receive as longevity 1% of their base pay per month for each year of service, in accordance with state law.

Elected officials, lifeguards, 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 \$854.70 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, 2020, through June 30, 2022. Seasonal members of this union will be paid as approved by Resolution No. 3909.

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, 2020, through June 30, 2021. Animal Control/Code Enforcement Officer will be paid as approved by Resolution No. 3906.

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, 2020, through June 30, 2020.

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 22nd DAY OF SEPTEMBER, 2020.


John L. Hollowell, Mayor

ATTEST:


Lorrie Pearce, City Clerk