

RESOLUTION NO. 4450

A RESOLUTION ESTABLISHING WAGES AND SALARIES FOR CITY EMPLOYEES FOR FISCAL YEAR 2021-2022

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 2021-2022 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

Non-Union wages are based on the 2021/2022 Non-Union Wage Matrix currently resolved through Miles City Personnel Policy. Attached as Exhibit "A".

All hourly wages shall be adjusted to comply with changes to Montana State minimum wage law and regulations.

LONGEVITY/

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.

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.)

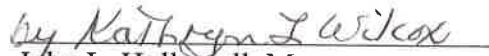
COLLECTIVE BARGAINING UNITS

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, 2021, through June 30, 2022. 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, 2021, through June 30, 2023.

**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 25th DAY OF JANUARY, 2022.**


John L. Hollowell, Mayor

ATTEST:


Mary Rowe, City Clerk

% of Prior Step	Probationary Wage	1.0%	0.5%	0.5%	1.0%	1.0%	2.0%	2.0%	2.0%	2.5%	2.5%	2.5%	3.0%	4.0%
		7th Month	1	2	3	4	5	6	7	8	9	10	15	20
<i>Director/Professional Classification</i>														
Director	\$ 4,447.22	\$ 4,492.14	\$ 4,537.51	\$ 4,580.32	\$ 4,583.23	\$ 4,629.53	\$ 4,676.29	\$ 4,723.82	\$ 4,771.21	\$ 4,818.54	\$ 4,865.81	\$ 4,913.09	\$ 4,960.31	\$ 5,007.52
Building Manager	\$ 24.56	\$ 24.83	\$ 24.95	\$ 25.07	\$ 25.33	\$ 25.58	\$ 25.83	\$ 26.09	\$ 26.34	\$ 26.59	\$ 26.84	\$ 27.09	\$ 27.34	\$ 27.59
City Clerk	\$ 3,918.90	\$ 3,958.48	\$ 3,998.27	\$ 3,998.27	\$ 4,038.25	\$ 4,078.63	\$ 4,119.20	\$ 4,243.41	\$ 4,328.28	\$ 4,438.48	\$ 4,547.40	\$ 4,661.08	\$ 4,800.91	\$ 4,992.95
Dispatch Supervisor	\$ 3,594.09	\$ 3,630.40	\$ 3,648.54	\$ 3,666.97	\$ 3,685.40	\$ 3,722.25	\$ 3,796.70	\$ 3,872.53	\$ 3,950.09	\$ 4,048.84	\$ 4,150.06	\$ 4,253.81	\$ 4,381.43	\$ 4,581.43
Fire Chief / EMT	\$ 5,115.17	\$ 5,165.84	\$ 5,219.03	\$ 5,245.26	\$ 5,271.62	\$ 5,324.87	\$ 5,376.65	\$ 5,448.42	\$ 5,500.43	\$ 5,574.72	\$ 5,661.25	\$ 5,761.54	\$ 5,876.89	\$ 6,007.99
Human Resources Officer	\$ 3,483.85	\$ 3,519.04	\$ 3,554.58	\$ 3,572.45	\$ 3,590.40	\$ 3,628.67	\$ 3,668.30	\$ 3,736.56	\$ 3,811.30	\$ 3,906.58	\$ 4,004.24	\$ 4,104.35	\$ 4,227.48	\$ 4,393.56
Library Director	\$ 3,410.84	\$ 3,445.41	\$ 3,480.10	\$ 3,497.59	\$ 3,515.16	\$ 3,550.67	\$ 3,586.53	\$ 3,659.73	\$ 3,734.42	\$ 3,810.63	\$ 3,908.34	\$ 4,008.55	\$ 4,128.81	\$ 4,293.96
Police Chief	\$ 5,460.25	\$ 5,515.41	\$ 5,571.12	\$ 5,599.11	\$ 5,627.25	\$ 5,684.09	\$ 5,741.50	\$ 5,808.68	\$ 5,878.24	\$ 5,946.99	\$ 6,010.26	\$ 6,078.68	\$ 6,147.09	\$ 6,229.99
Public Utilities Director	\$ 4,988.69	\$ 4,933.02	\$ 4,982.85	\$ 5,007.89	\$ 5,033.06	\$ 5,083.89	\$ 5,135.25	\$ 5,240.05	\$ 5,346.99	\$ 5,456.11	\$ 5,596.01	\$ 5,739.50	\$ 5,911.68	\$ 6,148.15
Public Works Director	\$ 4,987.84	\$ 5,038.32	\$ 5,089.21	\$ 5,114.79	\$ 5,140.49	\$ 5,192.41	\$ 5,244.86	\$ 5,301.90	\$ 5,361.12	\$ 5,422.57	\$ 5,485.46	\$ 5,552.01	\$ 5,623.87	\$ 5,729.39
Director - Hourly	\$ 16.29	\$ 16.46	\$ 16.54	\$ 16.62	\$ 16.79	\$ 16.96	\$ 17.29	\$ 17.64	\$ 17.99	\$ 18.44	\$ 18.90	\$ 19.38	\$ 19.96	\$ 20.76
<i>Administrative/Technical Classification</i>														
Airport Equip Op/Maintenance/Cust	\$ 17.18	\$ 17.35	\$ 17.53	\$ 17.62	\$ 17.70	\$ 17.88	\$ 18.06	\$ 18.43	\$ 18.79	\$ 19.26	\$ 19.75	\$ 20.24	\$ 20.85	\$ 21.68
Animal Care/Attender (Minimum Wage)	\$ 8.86	\$ 8.94	\$ 8.99	\$ 9.03	\$ 9.12	\$ 9.21	\$ 9.40	\$ 9.59	\$ 9.78	\$ 10.02	\$ 10.27	\$ 10.53	\$ 10.85	\$ 11.28
City Planner-Training	\$ 2,882.70	\$ 2,911.82	\$ 2,941.23	\$ 2,956.01	\$ 2,970.86	\$ 3,000.87	\$ 3,031.19	\$ 3,093.05	\$ 3,154.91	\$ 3,233.78	\$ 3,314.62	\$ 3,397.49	\$ 3,499.41	\$ 3,639.39
City Planner I														
City Planner II	\$ 3,227.79	\$ 3,227.79	\$ 3,260.40	\$ 3,276.78	\$ 3,293.25	\$ 3,326.51	\$ 3,360.11	\$ 3,424.69	\$ 3,497.26	\$ 3,584.69	\$ 3,674.31	\$ 3,766.17	\$ 3,879.15	\$ 4,034.32
Deputy City Clerk - Hourly	\$ 17.20	\$ 17.38	\$ 17.50	\$ 17.64	\$ 17.82	\$ 17.99	\$ 18.35	\$ 18.72	\$ 19.10	\$ 19.57	\$ 20.06	\$ 20.56	\$ 21.18	\$ 22.03
Utility/Public Works Assistant	\$ 3,183.71	\$ 3,217.88	\$ 3,250.39	\$ 3,286.72	\$ 3,283.14	\$ 3,316.30	\$ 3,349.80	\$ 3,418.16	\$ 3,487.82	\$ 3,559.10	\$ 3,650.36	\$ 3,743.96	\$ 3,866.28	\$ 4,010.53
General Office Clerk - Hourly	\$ 11.49	\$ 11.60	\$ 11.66	\$ 11.72	\$ 11.84	\$ 11.96	\$ 12.20	\$ 12.44	\$ 12.69	\$ 13.01	\$ 13.33	\$ 13.66	\$ 14.07	\$ 14.64
Police Lieutenant/Detective	\$ 4,510.56	\$ 4,556.12	\$ 4,602.14	\$ 4,625.27	\$ 4,627.52	\$ 4,678.23	\$ 4,718.23	\$ 4,808.85	\$ 4,908.85	\$ 5,007.03	\$ 5,132.20	\$ 5,280.51	\$ 5,392.02	\$ 5,553.78
Police Captain	\$ 4,665.95	\$ 4,916.12	\$ 4,965.78	\$ 4,990.73	\$ 5,015.81	\$ 5,066.48	\$ 5,167.81	\$ 5,271.16	\$ 5,376.59	\$ 5,511.00	\$ 5,648.78	\$ 5,789.99	\$ 5,963.69	\$ 6,202.24
Water/Wastewater Plant Supervisor	\$ 4,055.02	\$ 4,095.98	\$ 4,137.35	\$ 4,158.14	\$ 4,179.04	\$ 4,221.25	\$ 4,263.89	\$ 4,306.91	\$ 4,439.70	\$ 4,530.31	\$ 4,646.47	\$ 4,765.61	\$ 4,908.58	\$ 5,104.92
<i>Swimming Pool Classification</i>														
Monthly	\$ 2,293.66	\$ 2,262.28	\$ 2,285.14	\$ 2,295.62	\$ 2,306.16	\$ 2,331.47	\$ 2,355.02	\$ 2,403.09	\$ 2,452.13	\$ 2,502.17	\$ 2,556.33	\$ 2,630.49	\$ 2,709.40	\$ 2,817.78
Lifeguard - Hourly	\$ 10.00	\$ 10.31	\$ 10.65	\$ 11.60										
Head Lifeguard or Acting Add -	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50										
<i>Part Paid Firefighters Classification</i>														
Part Paid Firefighter	\$ 10.12	\$ 12.14												
Monthly Stipend - Completion of one EMT Certification - Add Upon Certificate	\$ 150.00	\$ 150.00	\$ 3.00	\$ 3.00										
AEWT Certification	\$ 4.00	\$ 4.00												
Paramedic	\$ 5.00	\$ 5.00												
Critical Care Paramedic	\$ 6.00	\$ 6.00												
Firefighter I - Add Upon Certification	\$ 2.00	\$ 2.00												
Firefighter II - Add Upon Certification	\$ 3.00	\$ 3.00												
Driver/Operator	\$ 4.00	\$ 4.00												
<i>Electrical Officials</i>														
Monthly Wage	\$ 1,833.99													
Mayor	\$ 1,833.99													
City Court Judge	\$ 1,833.99													
Treasurer	\$ 1,833.99													
Councilperson	\$ 333.34													
<i>Appointed Positions</i>														
Wage	\$ 150.00													
City Attorney	\$ 150.00													
Deputy City Attorney	\$ 3,000.00													
<i>Current Wage</i>														
<i>Step Increase</i>														