

EXHIBIT

DATE

6
1-11-2011

HB

OFFICE OF THE STATE PUBLIC DEFENDER
Attorney Salary Survey - July 2010
MT Counties, Cities and Pay Band 7 State Attorneys excluding OPD

Location or State Position No.	Yearly Salaries
Billings Deputy City Attorney	\$ 68,120.00
Billings Deputy City Attorney	78,852.00
Billings Deputy City Attorney	82,804.00
Cascade - County - Civil	59,134.40
Cascade - County - Civil	72,571.20
Cascade - County Attorney	46,633.60
Cascade - County Attorney	53,144.00
Cascade - County Attorney	53,144.00
Cascade - County Attorney	63,128.00
Cascade - County Attorney	63,128.00
Cascade - County Attorney	65,145.60
Cascade - County Attorney	71,136.00
Cascade - County Attorney	82,908.80
Dawson Deputy County Attorney	55,842.49
Deputy County Attorney Anaconda	53,820.00
Flathead Civil Atty	58,286.80
Flathead Civil Atty	58,796.30
Flathead Criminal Atty	53,000.00
Flathead Criminal Atty	51,358.00
Flathead Criminal Atty	51,358.00
Flathead Criminal Atty	53,000.00
Flathead Criminal Atty	57,876.14
Flathead Criminal Atty	64,697.00
Gallatin DEPUTY ATTORNEY	71,493.00
Gallatin DEPUTY ATTORNEY	71,493.00
Gallatin DEPUTY ATTORNEY	47,001.00
Gallatin DEPUTY ATTORNEY	50,509.00
Gallatin DEPUTY ATTORNEY	53,495.00
Gallatin DEPUTY ATTORNEY	54,998.00
Gallatin DEPUTY ATTORNEY (CIVIL)	53,495.00
Gallatin DEPUTY ATTORNEY (CIVIL)	59,007.00
Hamilton Deputy County Attorney -Youth	61,630.40
Hamilton Deputy County Attorney-Civil	49,212.80
Hamilton Deputy County Attorney-Civil	50,606.40
Hamilton Deputy County Attorney-Civil	65,972.63
Hamilton Deputy County Attorney-Felony Criminal	74,539.02
Hamilton Deputy County Attorney-Justice Court	61,981.11
Hill Deputy County Attorney	52,000.00

OFFICE OF THE STATE PUBLIC DEFENDER

Attorney Salary Survey - July 2010

MT Counties, Cities and Pay Band 7 State Attorneys excluding OPD

Location or State Position No.	Yearly Salaries
Lewis and Clark DEPUTY ATTORNEY Civil	58,822.40
Lewis and Clark DEPUTY ATTORNEY Criminal	55,556.80
Lewis and Clark DEPUTY ATTORNEY Criminal	55,556.80
Lewis and Clark DEPUTY ATTORNEY Criminal	63,731.20
Lewis and Clark DEPUTY ATTORNEY II Criminal	62,088.00
Lewis and Clark DEPUTY ATTORNEY II Criminal	75,483.20
Lewis and Clark DEPUTY ATTORNEY II Criminal	75,483.20
Lewis and Clark SENIOR COUNTY ATTORNEY Civil	91,977.60
Missoula Civil Attorney	46,280.00
Missoula Civil Attorney	47,736.00
Missoula Criminal Senior Criminal Atty	64,188.80
Missoula Senior Civil Deputy	65,291.20
Missoula Senior Civil Deputy	75,316.80
Missoula Senior Civil Deputy	85,072.00
Missoula Senior Criminal Atty	53,268.80
Missoula Senior Criminal Atty	53,622.40
Missoula Senior Criminal Atty	54,620.80
Missoula Senior Criminal Atty	65,312.00
Missoula Senior Criminal Atty	65,790.40
Missoula Senior Criminal Atty	71,718.40
Missoula Senior Criminal Atty	71,718.40
Silverbow - Deputy County Attorney	54,247.00
Silverbow - Deputy County Attorney	69,241.00
Silverbow - Deputy County Attorney	69,241.00
Silverbow - Deputy County Attorney	69,241.00
Yellowstone	48,000.00
Yellowstone	48,000.00
Yellowstone	55,000.00
Yellowstone	57,500.00
Yellowstone	57,500.00
Yellowstone	58,500.00
Yellowstone	58,500.00
Yellowstone	61,250.00
Yellowstone	64,000.00
Yellowstone	64,500.00
Yellowstone	66,500.00
Yellowstone	69,000.00
Yellowstone	69,000.00
Yellowstone	71,750.00
Yellowstone	71,750.00
Yellowstone	71,750.00

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MT Counties, Cities and Pay Band 7 State Attorneys excluding OPD

Location or State Position No.	Yearly Salaries
Yellowstone	71,750.00
Yellowstone	71,750.00
31134002	58,697.60
34100009	62,400.00
34100052	64,896.00
34100090	56,825.60
34100305	72,092.80
34100308	64,896.00
34100404	64,896.00
35100022	67,267.20
41101006	65,083.20
41101009	65,083.20
41101016	65,083.20
41101048	68,952.00
41102024	65,083.20
41103010	65,083.20
41103202	65,083.20
41103204	65,083.20
41103205	65,083.20
41103213	65,083.20
41125303	65,083.20
41166005	68,952.00
41166012	65,083.20
41166017	65,083.20
41166141	68,952.00
42100037	65,041.60
42100038	60,923.20
42100040	52,062.40
52119806	66,206.40
52119808	66,206.40
52119813	66,206.40
52119817	66,206.40
52133802	83,948.80
53100080	69,014.40
53100304	69,430.40
53100422	69,430.40
53100496	82,825.60
53104401	60,694.40
57600023	72,092.80
57600025	66,102.40
57600046	69,472.00

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Location or State Position No.	Yearly Salaries
57600054	69,326.40
57642105	66,102.40
57650321	66,560.00
57650690	69,472.00
57655251	75,608.00
58101017	64,396.80
58101803	64,064.00
58101805	64,064.00
58101806	64,064.00
58105214	64,064.00
61103626	78,228.80
61103633	69,992.00
61166243	72,009.60
61166246	56,659.20
61166252	61,796.80
61403818	56,243.20
64104006	65,416.00
64111004	67,766.40
64111007	62,400.00
65105104	70,033.60
65160065	50,024.00
66203103	66,372.80
66203112	66,372.80
66203115	66,372.80
66203116	66,372.80
66203117	66,372.80
66203128	66,372.80
66266503	66,372.80
66266504	66,372.80
66266904	77,584.00
66266905	66,372.80
66266911	79,622.40
66266924	63,752.00
66266985	66,372.80
66266991	66,372.80
69100121	64,147.20
69100924	69,014.40
69101000	69,867.20
69104006	69,222.40
69104020	69,867.20
69104021	69,867.20

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Location or State Position No.	Yearly Salaries
69104035	69,867.20
69104419	64,147.20
69105020	54,475.20
69105021	69,222.40
69105022	64,376.00
69105023	63,211.20
69105203	54,475.20
69105242	54,475.20
69130259	64,147.20
69151181	68,328.00
69151513	68,328.00
69192401	69,867.20
Total all yearly salaries	\$ 11,392,280.49
Average Salary	\$ 64,728.87

ADDENDUM A
July 1, 2009 – June 30, 2011 Pay Plan
Office of the State Public Defender and
AFSCME Council 9

This addendum represents the parties' complete agreement concerning the placement, adjustment and progression of bargaining unit employees' pay under the broadband pay plan prescribed under Section 2-18-303, MCA.

Section 1 – Statement of broadband pay plan goal. The goal of the Office of State Public Defender (OPD) is to provide competitive pay ranges based on their experience, their job responsibilities, and the office's ability to pay. The following pay plan provisions represent an initial step toward that goal by 1) providing for statutory across-the-board pay raises (Section 2). The parties recognize that the pay plan in this agreement does not accomplish these goals due to current funding.

Section 2 – Legislative Pay Increase. Pursuit to 2-18-303 MCA 2009. Full time employees whose annual base pay is \$45,000 (\$21.635 per hour) or below will receive a one time lump sum payment of \$450.00 for the first full pay period after July 1, 2009. All part time employees who are regularly scheduled to work 20 hours or more per week and whose base pay is \$21.635 per hour or less will receive a one time lump side payment of \$225.00 for the first full pay period after July 1, 2009.

Section 3 – Pay Rates. The pay rates for public defenders are outlined in Schedule A.

Schedule A – Pay Rates Through June 30, 2011			
Status of Law License under the State Bar of Montana	Relevant Legal Experience	Pay Band	Annual Base Salary
No licensure.	None	6	\$40,000
Licensed and in good standing.	Less than 2 years	6	\$43,392
Licensed and in good standing.	Between 2 and 3 years	7	\$47,010
Licensed and in good standing.	Between 3 and 4 years	7	\$50,927
Licensed and in good standing.	Between 4 and 5 years	7	\$54,844
Licensed and in good standing.	Five years or more	7	\$58,762

Subsection 1 – New hires who are not licensed to practice law in the State of Montana. Any employee who is not licensed to practice law in the State of Montana will be paid at the lowest pay rate contained in Schedule A regardless of their previous relevant experience. Once they obtain licensure, they will be paid at the pay rate that corresponds to their relevant experience, up to five years.