

**INFORMATION PACKET:**  
**COUNTY ATTORNEY SALARIES**  
**BASED ON DISTRICT JUDGE SALARIES**

compiled for the  
Law and Justice Interim Committee

March 23, 2006

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- Discussion E-Mail (from Fred VanValkenburg)
  - Proposed "sample bill" (from Fred VanValkenburg)
  - Percentages of District Judge Salary Spreadsheets (Dept. of Justice)

**Fasbender, Larry**

From: Fred VanValkenburg [fvanvalk@co.missoula.mt.us]  
Sent: Monday, February 27, 2006 2:33 PM  
To: Blattie, Harold  
Cc: Fasbender, Larry; Bucy, Pamela; Jim Smith; Kathy McGowan <mcgowankm@qwest.net  
Subject: Ppposed Amendments to County Attorney Salary Statute



MCAA -  
Salary Statute.d

Harold,

Here - FOR OUR DISCUSSION PURPOSES ONLY - is a proposed amendment to the statute which sets the basic county attorney salary. Essentially, it sets a full-time county attorney's minimum salary at 75% of a district judge's salary. County compensation boards may still adjust salaries upward from that amount. I would suggest that a minimum part-time county attorney's salary be set in statute at an amount which equals the same percentage of a full-time county attorney's salary as the percentage of full-time work the county attorney provides. Although, historically that was established based on the county's tax classification, it appears that the matter is now one which is essentially negotiable with county commissioners since the county compensation boards were created.

*70%  
# 65,865*

District Judges currently receive \$94,093. 75% of that amount is \$70,570. According to information available to me, there are currently 32 full-time county attorneys in the state. Of those, only 8 currently make less than \$70,570. Of those 8, 4 currently make more than \$68,000 (Lincoln, Rosebud, Sweet Grass and Valley) and only the other 4 (Blaine, Deer Lodge, Jefferson and Teton) make less than \$68,000. We currently have three levels of part-time work: 60% where counties (Choteau, Dawson, Fallon, Glacier, Phillips and Sheridan) would have to pay at least \$42,342 - of which only Glacier and Sheridan do not currently pay that much; 50% where counties (Broadwater, Carter, Daniels, Garfield, Golden Valley, Granite, Judith Basin, Liberty, McCone, Meagher, Musselshell, Pondera, Powder River, Prairie, Treasure, Wheatland and Wibaux) would have to pay at least \$35,285 - of which only Judith Basin, Liberty, and Meagher do not currently pay that much; and 20% (Petroleum County) where the salary would have to be at least \$14,114 but is currently \$13,121. If a part-time county attorney converts to full-time (e.g. Glacier), the minimum salary will become \$70,570 or whatever 75% of a district judge's salary equals at that time. Based on our discussion with Larry Fasbender, I assume DOJ will come up with a formula that will add state money to a future entitlement distribution if a county converts to a full-time county attorney.

*Not if they don't  
Comment before  
2007*

I have attached a WORD version of the proposed changes with strike throughs. After amendment, the applicable portion of the statute would read as follows:

7-4-2503. Salary schedule for certain county officers -- county compensation board. ....

- (3) (a) In each county with a population in excess of 30,000, the county attorney must be a full-time official under 7-4-2704, and the salary is 75% of the salary a district judge is entitled to receive under 3-5-211(1), subject to adjustment as provided in subsection (4) (a).
- (b) In those counties where the office of the county attorney has been established as a full-time position pursuant to 7-4-2706, the salary of the county attorney is the same as that established for full-time county attorneys in subsection (3) (a) subject to adjustment as

**7-4-2503. Salary schedule for certain county officers -- county compensation board.**

(1) (a) The salary paid to the county treasurer, county clerk and recorder, clerk of the district court, county assessor, county superintendent of schools, county sheriff, county surveyor in counties where county surveyors receive salaries as provided in 7-4-2812, justice of the peace, and county auditor in all counties where the office is authorized must be established by the county governing body based upon the recommendations of the county compensation board provided for in subsection (4).

(b) The annual salary established pursuant to subsection (1)(a) must be uniform for all county officers referred to in subsection (1)(a).

(2) (a) An elected county superintendent of schools must receive, in addition to the salary based upon subsection (1), the sum of \$400 a year, except that an elected county superintendent of schools who holds a master of arts degree or a master's degree in education, with an endorsement in school administration, from a unit of the Montana university system or an equivalent institution may, at the discretion of the county commissioners, receive, in addition to the salary based upon subsection (1), up to \$2,000 a year.

(b) The county sheriff must receive, in addition to the salary based upon subsection (1), the sum of \$2,000 a year.

(c) The county sheriff must receive a longevity payment amounting to 1% of the salary determined under subsection (1) for each year of service with the sheriff's office, but years of service during any year in which the salary was set at the level of the salary of the prior fiscal year may not be included in any calculation of longevity increases. The additional salary amount provided for in this subsection may not be included in the salary for purposes of computing the compensation for undersheriffs and deputy sheriffs as provided in 7-4-2508.

(d) If the clerk and recorder is also the county election administrator, the clerk and recorder may receive, in addition to the base salary provided in subsection (1)(a), up to \$2,000 a year. The additional salary provided for in this subsection (2)(d) may not be included as salary for the purposes of computing the compensation of any other county officers or employees.

(3) (a) In each county with a population in excess of 30,000, the county attorney must be a full-time official under 7-4-2704, and the salary is ~~\$50,000 a year, subject to adjustment as provided in subsection (3)(c). In counties with a population less than 30,000, the county attorney who is a part-time official is entitled to receive an annual base salary equal to the salary received for the fiscal year ending June 30, 2001. 75% OF THE SALARY A DISTRICT JUDGE IS ENTITLED TO RECEIVE UNDER 3-5-211(1), SUBJECT TO ADJUSTMENT AS PROVIDED IN SUBSECTION (4)(A).~~

(b) In those counties where the office of the county attorney has been established as a full-time position pursuant to 7-4-2706, the salary of the county attorney is the same as that established for full-time county attorneys in subsection (3)(a) SUBJECT TO ADJUSTMENT AS PROVIDED IN SUBSECTION (4)(A).

(c) IN COUNTIES WITH A POPULATION LESS THAN 30,000, THE COUNTY ATTORNEY WHO IS A PART-TIME OFFICIAL IS ENTITLED TO RECEIVE AN ANNUAL SALARY WHICH IS THE SAME AS THAT ESTABLISHED FOR FULL-TIME COUNTY ATTORNEYS IN SUBSECTION (3)(A) REDUCED TO THE PERCENTAGE OF FULL-TIME WORK SUCH COUNTY

ATTORNEY PROVIDES. SUCH SALARY IS SUBJECT TO ADJUSTMENT AS PROVIDED IN SUBSECTION (4)(A).

(d) Each county attorney is entitled to an increase in salary based upon the schedule developed and approved by the county compensation board as provided in subsection (4).

(e) (i) After completing 4 years of service as deputy county attorney, each deputy county attorney is entitled to an increase in salary of \$1,000 on the anniversary date of employment as deputy county attorney. After completing 5 years of service as deputy county attorney, each deputy county attorney is entitled to an additional increase in salary of \$1,500 on the anniversary date of employment. After completing 6 years of service as deputy county attorney and for each year of additional service up to completion of the 11th year of service, each deputy county attorney is entitled to an additional annual increase in salary of \$500.

(ii) The years of service as a deputy county attorney accumulated prior to July 1, 1985, must be included in the calculation of the longevity increase.

(4) (a) There is a county compensation board consisting of the county commissioners, three of the county officials described in subsection (1) appointed by the board of county commissioners, the county attorney, and two to four resident taxpayers appointed initially by the board of county commissioners to staggered terms of 3 years, with the initial appointments of one or two taxpayer members for a 2-year term and one or two taxpayer members for a 3-year term. The county compensation board shall hold hearings annually for the purpose of reviewing the compensation paid to county officers. The county compensation board may consider the compensation paid to comparable officials in other Montana counties, other states, state government, federal government, and private enterprise.

(b) The county compensation board shall prepare a compensation schedule for the elected county officials, including the county attorney, for the succeeding fiscal year. The schedule must take into consideration county variations, including population, the number of residents living in unincorporated areas, assessed valuation, motor vehicle registrations, building permits, and other factors considered necessary to reflect the variations in the workloads and responsibilities of county officials as well as the tax resources of the county.

(c) A recommended compensation schedule requires a majority vote of the county compensation board, and at least two county commissioners must be included in the majority. A recommended compensation schedule may not reduce the salary of a county officer that was in effect on May 1, 2001.

(d) The provisions of this subsection (4) do not apply to a county that has adopted a charter form of government or to a charter, consolidated city-county government.

County Attorney Salary - Based on % of District Court Judge Salary  
Fiscal Year 2008/2009

Pos. No.	COUNTY	Hrs/PP	Hrs %	FY 2006	FY 2007	Benefits 15.98%		FY 2007	Higher of Current Salary or 70% of District Court Judge Salary			
				County Attorney Gross Salary State Actual	County Attorney Gross Salary 2.5% over FY06	FICA 7.65%	PERS 6.9%	WC 1.43%	State Projected Costs	Current Gross Salary or 70%	Benefits at 15.98%	Proposed Health Ins Contribution
19180	Beaverhead	40	0.50	34,295.40	35,152.79	5,617.42	40,770.20	35,153	5,617	3,600	44,370	
19220	Big Horn	40	0.50	37,700.00	38,642.50	6,175.07	44,817.57	38,643	6,175	3,600	48,418	
19240	Blaine	40	0.50	34,065.00	34,916.63	5,579.68	40,496.30	34,917	5,580	3,600	44,096	
19430	Broadwater	20	0.25	19,473.00	19,959.83	3,189.58	23,149.41	19,960	3,190	1,800	24,949	
19100	Carbon	40	0.50	35,875.00	36,771.88	5,876.15	42,648.02	36,772	5,876	3,600	46,248	
19420	Carter	20	0.25	18,100.00	18,552.50	2,964.69	21,517.19	18,553	2,965	1,800	23,317	
19020	Cascade	40	0.50	38,270.00	39,226.75	6,268.43	45,495.18	39,227	6,268	3,600	49,095	
19190	Chouteau	24	0.30	22,126.00	22,679.15	3,624.13	26,303.28	22,679	3,624	2,160	28,463	
19140	Custer	40	0.50	36,277.00	37,183.93	5,941.99	43,125.92	37,184	5,942	3,600	46,726	
19370	Daniels	20	0.25	21,194.00	21,723.85	3,471.47	25,195.32	21,724	3,471	1,800	26,995	
19160	Dawson	24	0.30	21,932.00	22,480.30	3,592.35	26,072.65	22,480	3,592	2,160	28,233	
19300	Deer Lodge	40	0.50	33,920.00	34,768.00	5,555.93	40,323.93	34,768	5,556	3,600	43,924	
19390	Fallon	30	0.375	32,500.00	33,312.50	5,323.34	38,635.84	33,313	5,323	2,700	41,336	
19080	Fergus	40	0.50	35,938.00	36,836.45	5,886.46	42,722.91	36,836	5,886	3,600	46,323	
19070	Flathead	40	0.50	42,310.00	43,367.75	6,930.17	50,297.92	43,368	6,930	3,600	53,898	
19060	Gallatin	40	0.50	43,470.00	44,556.75	7,120.17	51,676.92	44,557	7,120	3,600	55,277	
19500	Garfield	20	0.25	18,073.00	18,524.83	2,960.27	21,485.09	18,525	2,960	1,800	23,285	
19380	Glacier	24	0.30	20,123.00	20,626.08	3,296.05	23,922.12	20,626	3,296	2,160	26,082	
19230	Golden Valley	20	0.25	17,290.50	17,722.76	2,832.10	20,554.86	17,723	2,832	1,800	22,355	
19460	Granite	20	0.25	18,449.00	18,910.23	3,021.85	21,932.08	18,910	3,022	1,800	23,732	
19120	Hill	40	0.50	36,045.00	36,946.13	5,903.99	42,850.12	36,946	5,904	3,600	46,450	
19510	Jefferson	40	0.50	32,071.00	32,872.78	5,253.07	38,125.84	32,933	5,263	3,600	41,795	
19360	Judith Basin	20	0.25	17,152.00	17,580.80	2,809.41	20,390.21	17,581	2,809	1,800	22,190	
19150	Lake	40	0.50	37,607.00	38,547.18	6,159.84	44,707.01	38,547	6,160	3,600	48,307	
19050	Lewis & Clark	40	0.50	43,570.00	44,659.25	7,136.55	51,795.80	44,659	7,137	3,600	55,396	
19480	Liberty	20	0.25	17,120.00	17,548.00	2,804.17	20,352.17	17,548	2,804	1,800	22,152	
19560	Lincoln	40	0.50	34,484.00	35,346.10	5,648.31	40,994.41	35,346	5,648	3,600	44,594	
19250	Madison	40	0.50	36,400.00	37,310.00	5,962.14	43,272.14	37,310	5,962	3,600	46,872	
19410	McCone	20	0.25	20,319.00	20,826.98	3,328.15	24,155.13	20,827	3,328	1,800	25,955	
19470	Meagher	20	0.25	17,631.00	18,071.78	2,887.87	20,959.64	18,072	2,888	1,800	22,760	
19540	Mineral	40	0.50	39,044.00	40,020.10	6,395.21	46,415.31	40,020	6,395	3,600	50,015	
19040	Missoula	40	0.50	46,520.00	47,683.00	7,619.74	55,302.74	47,683	7,620	3,600	58,903	
19235	Musselshell	20	0.25	16,918.50	17,341.46	2,771.17	20,112.63	17,341	2,771	1,800	21,913	
19490	Park	40	0.50	27,500.00	28,187.50	4,504.36	32,691.86	28,188	4,505	3,600	36,293	
19550	Petroleum	8	0.10	6,561.00	6,725.03	1,074.66	7,799.68	6,725	1,075	720	8,520	
19110	Phillips	24	0.30	21,478.00	22,014.95	3,517.99	25,532.94	22,015	3,518	2,160	27,693	
19260	Pondera	20	0.25	20,500.00	21,012.50	3,357.80	24,370.30	21,013	3,358	1,800	26,170	
19090	Powder River	20	0.25	19,832.00	20,327.80	3,248.38	23,576.18	20,328	3,248	1,800	25,376	
19280	Powell	40	0.50	36,233.00	37,138.83	5,934.78	43,073.61	37,139	5,935	3,600	46,674	
19450	Prairie	20	0.25	18,505.00	18,967.63	3,031.03	21,998.65	18,968	3,031	1,800	23,799	
19130	Ravalli	40	0.50	38,430.00	39,390.75	6,294.64	45,685.39	39,391	6,295	3,600	49,285	
19270	Richland	40	0.50	37,507.20	38,444.88	6,143.49	44,588.37	38,445	6,143	3,600	48,188	
19170	Roosevelt	40	0.50	35,414.00	36,299.35	5,800.64	42,099.99	36,299	5,801	3,600	45,700	
19290	Rosebud	40	0.50	34,910.00	35,782.75	5,718.08	41,500.83	35,783	5,718	3,600	45,101	
19350	Sanders	40	0.50	36,361.00	37,270.03	5,955.75	43,225.77	37,270	5,956	3,600	46,826	
19340	Sheridan	24	0.30	20,755.00	21,273.88	3,399.57	24,673.44	21,274	3,400	2,160	26,833	
19010	SilverBow	40	0.50	42,163.00	43,217.08	6,906.09	50,123.16	43,217	6,906	3,600	53,723	
19320	Stillwater	40	0.50	38,437.00	39,397.93	6,295.79	45,693.71	39,398	6,296	3,600	49,294	
19400	Sweet Grass	40	0.50	34,678.00	35,544.95	5,680.08	41,225.03	35,545	5,680	3,600	44,825	
19310	Teton	40	0.50	31,398.00	32,182.95	5,142.84	37,325.79	32,183	5,143	3,600	41,795	
19210	Toole	40	0.50	37,376.00	38,310.40	6,122.00	44,432.40	38,310	6,122	3,600	48,032	
19330	Treasure	20	0.25	18,456.00	18,917.40	3,023.00	21,940.40	18,917	3,023	1,800	23,740	
19200	Valley	40	0.50	34,434.00	35,294.85	5,640.12	40,934.97	35,295	5,640	3,600	44,535	
19440	Wheatland	20	0.25	25,386.00	26,020.65	4,158.10	30,178.75	26,021	4,158	1,800	31,979	
19520	Wibaux	20	0.25	21,475.00	22,011.88	3,517.50	25,529.37	22,012	3,517	1,800	27,329	
19030	Yellowstone	40	0.50	42,758.00	43,826.95	7,003.55	50,830.50	43,827	7,004	3,600	54,430	
<b>Totals</b>		<b>1,778.0</b>		<b>1,656,809.60</b>	<b>1,698,229.84</b>	<b>271,377.13</b>	<b>1,969,606.97</b>	<b>1,703,784</b>	<b>272,265</b>	<b>160,020</b>	<b>2,136,069</b>	

FY 2007 State Approp:	1,961,244
Over/Under FY 2007 approp:	174,825
% Increase over FY 2007	8.9140%

Assumptions:

District Court Judges Salary is assumed at \$94,093 (70% - \$65,865)  
Proposed health insurance contribution based on \$300 per month X 12 months X % Hrs worked  
Benefits: FICA 7.65%, PERS 6.9%, WC 1.43% - Total 15.98%  
Highlighted gross salary = increase to floor at 70%

Hours	%	% Hours at 70%
40	50%	32,933
30	37.5%	24,699
24	30%	19,760
20	25%	16,466
8	10%	6,587

County Attorney Salary - Based on % of District Court Judge Salary  
Fiscal Year 2008/2009

Pos. No.	COUNTY	Hrs/PP	Hrs %	FY 2006	FY 2007	Benefits 15.98%		FY 2007	Higher of Current Salary or 75% of District Court Judge Salary			
				County Attorney Gross Salary State Actual	County Attorney Gross Salary 2.5% over FY06	FICA 7.65%	PERS 6.9% WC 1.43%	State Projected Costs	Current Gross Salary or 75%	Benefits at 15.98%	Proposed Health Ins Contribution	Total Salary Inc/Benefits & Health Insurance
19180	Beaverhead	40	0.50	34,295.40	35,152.79	5,617.42		40,770.20	35,285	5,639	3,600	44,523
19220	Big Horn	40	0.50	37,700.00	38,642.50	6,175.07		44,817.57	38,643	6,175	3,600	48,418
19240	Blaine	40	0.50	34,065.00	34,916.63	5,579.68		40,496.30	35,285	5,639	3,600	44,523
19430	Broadwater	20	0.25	19,473.00	19,959.83	3,189.58		23,149.41	19,960	3,190	1,800	24,949
19100	Carbon	40	0.50	35,875.00	36,771.88	5,876.15		42,648.02	36,772	5,876	3,600	46,248
19420	Carter	20	0.25	18,100.00	18,552.50	2,964.69		21,517.19	18,553	2,965	1,800	23,317
19020	Cascade	40	0.50	38,270.00	39,226.75	6,268.43		45,495.18	39,227	6,268	3,600	49,095
19190	Chouteau	24	0.30	22,126.00	22,679.15	3,624.13		26,303.28	22,679	3,624	2,160	28,463
19140	Custer	40	0.50	36,277.00	37,183.93	5,941.99		43,125.92	37,184	5,942	3,600	46,726
19370	Daniels	20	0.25	21,194.00	21,723.85	3,471.47		25,195.32	21,724	3,471	1,800	26,995
19160	Dawson	24	0.30	21,932.00	22,480.30	3,592.35		26,072.65	22,480	3,592	2,160	28,233
19300	Deer Lodge	40	0.50	33,920.00	34,768.00	5,555.93		40,323.93	35,285	5,639	3,600	44,523
19390	Fallon	30	0.375	32,500.00	33,312.50	5,323.34		38,635.84	33,313	5,323	2,700	41,336
19080	Fergus	40	0.50	35,938.00	36,836.45	5,886.46		42,722.91	36,836	5,886	3,600	46,323
19070	Flathead	40	0.50	42,310.00	43,367.75	6,930.17		50,297.92	43,368	6,930	3,600	53,898
19060	Gallatin	40	0.50	43,470.00	44,556.75	7,120.17		51,676.92	44,557	7,120	3,600	55,277
19500	Garfield	20	0.25	18,073.00	18,524.83	2,960.27		21,485.09	18,525	2,960	1,800	23,285
19380	Glacier	24	0.30	20,123.00	20,626.08	3,296.05		23,922.12	21,171	3,383	2,160	26,714
19230	Golden Valley	20	0.25	17,290.50	17,722.76	2,832.10		20,554.86	17,642	2,819	1,800	22,261
19460	Granite	20	0.25	18,449.00	18,910.23	3,021.85		21,932.08	18,910	3,022	1,800	23,732
19120	Hill	40	0.50	36,045.00	36,946.13	5,903.99		42,850.12	36,946	5,904	3,600	46,450
19510	Jefferson	40	0.50	32,071.00	32,872.78	5,253.07		38,125.84	35,285	5,639	3,600	44,523
19360	Judith Basin	20	0.25	17,152.00	17,580.80	2,809.41		20,390.21	17,642	2,819	1,800	22,262
19150	Lake	40	0.50	37,607.00	38,547.18	6,159.84		44,707.01	38,547	6,160	3,600	48,307
19050	Lewis & Clark	40	0.50	43,570.00	44,659.25	7,136.55		51,795.80	44,659	7,137	3,600	55,396
19480	Liberty	20	0.25	17,120.00	17,548.00	2,804.17		20,352.17	17,642	2,819	1,800	22,262
19560	Lincoln	40	0.50	34,484.00	35,346.10	5,648.31		40,994.41	35,346	5,648	3,600	44,594
19250	Madison	40	0.50	36,400.00	37,310.00	5,962.14		43,272.14	37,310	5,962	3,600	46,872
19410	McCone	20	0.25	20,319.00	20,826.98	3,328.15		24,155.13	20,827	3,328	1,800	25,955
19470	Meagher	20	0.25	17,631.00	18,071.78	2,887.87		20,959.64	18,072	2,888	1,800	22,760
19540	Mineral	40	0.50	39,044.00	40,020.10	6,395.21		46,415.31	40,020	6,395	3,600	50,015
19040	Missoula	40	0.50	46,520.00	47,683.00	7,619.74		55,302.74	47,683	7,620	3,600	58,903
19235	Musselshell	20	0.25	16,918.50	17,341.46	2,771.17		20,112.63	17,642	2,819	1,800	22,262
19490	Park	40	0.50	27,500.00	28,187.50	4,504.36		32,691.86	35,285	5,639	3,600	44,523
19550	Petroleum	8	0.10	6,561.00	6,725.03	1,074.66		7,799.68	7,057	1,128	720	8,905
19110	Phillips	24	0.30	21,478.00	22,014.95	3,517.99		25,532.94	22,015	3,518	2,160	27,693
19260	Pondera	20	0.25	20,500.00	21,012.50	3,357.80		24,370.30	21,013	3,358	1,800	26,170
19090	Powder River	20	0.25	19,832.00	20,327.80	3,248.38		23,576.18	20,328	3,248	1,800	25,376
19280	Powell	40	0.50	36,233.00	37,138.83	5,934.78		43,073.61	37,139	5,935	3,600	46,674
19450	Prairie	20	0.25	18,505.00	18,967.63	3,031.03		21,998.65	18,968	3,031	1,800	23,799
19130	Ravalli	40	0.50	38,430.00	39,390.75	6,294.64		45,685.39	39,391	6,295	3,600	49,285
19270	Richland	40	0.50	37,507.20	38,444.88	6,143.49		44,588.37	38,445	6,143	3,600	48,188
19170	Roosevelt	40	0.50	35,414.00	36,299.35	5,800.64		42,099.99	36,299	5,801	3,600	45,700
19290	Rosebud	40	0.50	34,910.00	35,782.75	5,718.08		41,500.83	35,783	5,718	3,600	45,101
19350	Sanders	40	0.50	36,361.00	37,270.03	5,955.75		43,225.77	37,270	5,956	3,600	46,826
19340	Sheridan	24	0.30	20,755.00	21,273.88	3,399.57		24,673.44	21,274	3,400	2,160	26,833
19010	SilverBow	40	0.50	42,163.00	43,217.08	6,906.09		50,123.16	43,217	6,906	3,600	53,723
19320	Stillwater	40	0.50	38,437.00	39,397.93	6,295.79		45,693.71	39,398	6,296	3,600	49,294
19400	Sweet Grass	40	0.50	34,678.00	35,544.95	5,680.08		41,225.03	35,545	5,680	3,600	44,825
19310	Teton	40	0.50	31,398.00	32,182.95	5,142.84		37,325.79	35,285	5,639	3,600	44,523
19210	Toole	40	0.50	37,376.00	38,310.40	6,122.00		44,432.40	38,310	6,122	3,600	48,032
19330	Treasure	20	0.25	18,456.00	18,917.40	3,023.00		21,940.40	18,917	3,023	1,800	23,740
19200	Valley	40	0.50	34,434.00	35,294.85	5,640.12		40,934.97	35,295	5,640	3,600	44,535
19440	Wheatland	20	0.25	25,386.00	26,020.65	4,158.10		30,178.75	26,021	4,158	1,800	31,979
19520	Wibaux	20	0.25	21,475.00	22,011.88	3,517.50		25,529.37	22,012	3,517	1,800	27,329
19030	Yellowstone	40	0.50	42,758.00	43,826.95	7,003.55		50,830.50	43,827	7,004	3,600	54,430
<b>Totals</b>		<b>1,778.0</b>		<b>1,656,809.60</b>	<b>1,698,229.84</b>	<b>271,377.13</b>		<b>1,969,606.97</b>	<b>1,713,112</b>	<b>273,755</b>	<b>160,020</b>	<b>2,146,887</b>

FY 2007 State Approp:	1,961,244
Over/Under FY 2007 approp:	185,643
% Increase over FY 2007	9.4656%

Assumptions:

District Court Judges Salary is assumed at \$94,093 (75% - \$70,570)  
Proposed health insurance contribution based on \$300 per month X 12 months X % Hrs worked  
Benefits: FICA 7.65%, PERS 6.9%, WC 1.43% - Total 15.98%  
Highlighted gross salary = increase to floor at 75%

Hours	%	% Hours at 75%
40	50%	35,285
30	37.5%	26,464
24	30%	21,171
20	25%	17,642
8	10%	7,057

County Attorney Salary - Based on % of District Court Judge Salary  
Fiscal Year 2008/2009

Pos. No.	COUNTY	Hrs/PP	Hrs %	FY 2006	FY 2007	Benefits 15.98%	FY 2007	Higher of Current Salary or 80% of District Court Judge Salary			
				County Attorney Gross Salary State Actual	County Attorney Gross Salary 2.5% over FY06	FICA 7.65% PERS 6.9% WC 1.43%	State Projected Costs	Current Gross Salary or 80%	Benefits at 15.98%	Proposed Health Ins Contribution	Total Salary Inc/Benefits & Health Insurance
19180	Beaverhead	40	0.50	34,295.40	35,152.79	5,617.42	40,770.20	37,637	6,014	3,600	47,252
19220	Big Horn	40	0.50	37,700.00	38,642.50	6,175.07	44,817.57	38,643	6,175	3,600	48,418
19240	Blaine	40	0.50	34,065.00	34,916.63	5,579.68	40,496.30	37,637	6,014	3,600	47,252
19430	Broadwater	20	0.25	19,473.00	19,959.83	3,189.58	23,149.41	19,960	3,190	1,800	24,949
19100	Carbon	40	0.50	35,875.00	36,771.88	5,876.15	42,648.02	37,637	6,014	3,600	47,252
19420	Carter	20	0.25	18,100.00	18,552.50	2,964.69	21,517.19	18,819	3,007	1,800	23,626
19020	Cascade	40	0.50	38,270.00	39,226.75	6,268.43	45,495.18	39,227	6,268	3,600	49,095
19190	Chouteau	24	0.30	22,126.00	22,679.15	3,624.13	26,303.28	22,679	3,624	2,160	28,463
19140	Custer	40	0.50	36,277.00	37,183.93	5,941.99	43,125.92	37,637	6,014	3,600	47,252
19370	Daniels	20	0.25	21,194.00	21,723.85	3,471.47	25,195.32	21,724	3,471	1,800	26,995
19160	Dawson	24	0.30	21,932.00	22,480.30	3,592.35	26,072.65	22,582	3,609	2,160	28,351
19300	Deer Lodge	40	0.50	33,920.00	34,768.00	5,555.93	40,323.93	37,637	6,014	3,600	47,252
19390	Fallon	30	0.375	32,500.00	33,312.50	5,323.34	38,635.84	33,313	5,323	2,700	41,336
19080	Fergus	40	0.50	35,938.00	36,836.45	5,886.46	42,722.91	37,637	6,014	3,600	47,252
19070	Flathead	40	0.50	42,310.00	43,367.75	6,930.17	50,297.92	43,368	6,930	3,600	53,898
19060	Gallatin	40	0.50	43,470.00	44,556.75	7,120.17	51,676.92	44,557	7,120	3,600	55,277
19500	Garfield	20	0.25	18,073.00	18,524.83	2,960.27	21,485.09	18,819	3,007	1,800	23,626
19380	Glacier	24	0.30	20,123.00	20,626.08	3,296.05	23,922.12	22,582	3,609	2,160	28,351
19230	Golden Valley	20	0.25	17,290.50	17,722.76	2,832.10	20,554.86	18,819	3,007	1,800	23,626
19460	Granite	20	0.25	18,449.00	18,910.23	3,021.85	21,932.08	18,910	3,022	1,800	23,732
19120	Hill	40	0.50	36,045.00	36,946.13	5,903.99	42,850.12	37,637	6,014	3,600	47,252
19510	Jefferson	40	0.50	32,071.00	32,872.78	5,253.07	38,125.84	37,637	6,014	3,600	47,252
19360	Judith Basin	20	0.25	17,152.00	17,580.80	2,809.41	20,390.21	18,819	3,007	1,800	23,626
19150	Lake	40	0.50	37,607.00	38,547.18	6,159.84	44,707.01	38,547	6,160	3,600	48,307
19050	Lewis & Clark	40	0.50	43,570.00	44,659.25	7,136.55	51,795.80	44,659	7,137	3,600	55,396
19480	Liberty	20	0.25	17,120.00	17,548.00	2,804.17	20,352.17	18,819	3,007	1,800	23,626
19560	Lincoln	40	0.50	34,484.00	35,346.10	5,648.31	40,994.41	37,637	6,014	3,600	47,252
19250	Madison	40	0.50	36,400.00	37,310.00	5,962.14	43,272.14	37,637	6,014	3,600	47,252
19410	McCone	20	0.25	20,319.00	20,826.98	3,328.15	24,155.13	20,827	3,328	1,800	25,955
19470	Meagher	20	0.25	17,631.00	18,071.78	2,887.87	20,959.64	18,819	3,007	1,800	23,626
19540	Mineral	40	0.50	39,044.00	40,020.10	6,395.21	46,415.31	40,020	6,395	3,600	50,015
19040	Missoula	40	0.50	46,520.00	47,683.00	7,619.74	55,302.74	47,683	7,620	3,600	58,903
19235	Musselshell	20	0.25	16,918.50	17,341.46	2,771.17	20,112.63	18,819	3,007	1,800	23,626
19490	Park	40	0.50	27,500.00	28,187.50	4,504.36	32,691.86	37,637	6,014	3,600	47,252
19550	Petroleum	8	0.10	6,561.00	6,725.03	1,074.66	7,799.68	7,527	1,203	720	9,450
19110	Phillips	24	0.30	21,478.00	22,014.95	3,517.99	25,532.94	22,582	3,609	2,160	28,351
19260	Pondera	20	0.25	20,500.00	21,012.50	3,357.80	24,370.30	21,013	3,358	1,800	26,170
19090	Powder River	20	0.25	19,832.00	20,327.80	3,248.38	23,576.18	20,328	3,248	1,800	25,376
19280	Powell	40	0.50	36,233.00	37,138.83	5,934.78	43,073.61	37,637	6,014	3,600	47,252
19450	Prairie	20	0.25	18,505.00	18,967.63	3,031.03	21,998.65	18,968	3,031	1,800	23,799
19130	Ravalli	40	0.50	38,430.00	39,390.75	6,294.64	45,685.39	39,391	6,295	3,600	49,285
19270	Richland	40	0.50	37,507.20	38,444.88	6,143.49	44,588.37	38,445	6,143	3,600	48,188
19170	Roosevelt	40	0.50	35,414.00	36,299.35	5,800.64	42,099.99	37,637	6,014	3,600	47,252
19290	Rosebud	40	0.50	34,910.00	35,782.75	5,718.08	41,500.83	37,637	6,014	3,600	47,252
19350	Sanders	40	0.50	36,361.00	37,270.03	5,955.75	43,225.77	37,637	6,014	3,600	47,252
19340	Sheridan	24	0.30	20,755.00	21,273.88	3,399.57	24,673.44	22,582	3,609	2,160	28,351
19010	SilverBow	40	0.50	42,163.00	43,217.08	6,906.09	50,123.16	43,217	6,906	3,600	53,723
19320	Stillwater	40	0.50	38,437.00	39,397.93	6,295.79	45,693.71	39,398	6,296	3,600	49,294
19400	Sweet Grass	40	0.50	34,678.00	35,544.95	5,680.08	41,225.03	37,637	6,014	3,600	47,252
19310	Teton	40	0.50	31,398.00	32,182.95	5,142.84	37,325.79	37,637	6,014	3,600	47,252
19210	Toole	40	0.50	37,376.00	38,310.40	6,122.00	44,432.40	38,310	6,122	3,600	48,032
19330	Treasure	20	0.25	18,456.00	18,917.40	3,023.00	21,940.40	18,917	3,023	1,800	23,740
19200	Valley	40	0.50	34,434.00	35,294.85	5,640.12	40,934.97	37,637	6,014	3,600	47,252
19440	Wheatland	20	0.25	25,386.00	26,020.65	4,158.10	30,178.75	26,021	4,158	1,800	31,979
19520	Wibaux	20	0.25	21,475.00	22,011.88	3,517.50	25,529.37	22,012	3,517	1,800	27,329
19030	Yellowstone	40	0.50	42,758.00	43,826.95	7,003.55	50,830.50	43,827	7,004	3,600	54,430
<b>Totals</b>		<b>1,778.0</b>		<b>1,656,809.60</b>	<b>1,698,229.84</b>	<b>271,377.13</b>	<b>1,969,606.97</b>	<b>1,751,018</b>	<b>279,813</b>	<b>160,020</b>	<b>2,190,851</b>

FY 2007 State Approp:	<b>1,961,244</b>
Over/Under FY 2007 approp:	<b>229,607</b>
% Increase over FY 2007	<b>11.7072%</b>

Assumptions:

District Court Judges Salary is assumed at \$94,093 (80% - \$75,275)  
Proposed health insurance contribution based on \$300 per month X 12 months X % Hrs worked  
Benefits: FICA 7.65%, PERS 6.9%, WC 1.43% - Total 15.98%  
Highlighted gross salary = increase to floor at 80%

Hours	%	% Hours at 80%
40	50%	37,637
30	37.5%	28,228
24	30%	22,582
20	25%	18,819
8	10%	7,527

County Attorney Salary - Based on % of District Court Judge Salary

Fiscal Year 2008/2009

Pos. No.	COUNTY	Hrs/PP	Hrs %	FY 2006	FY 2007	Benefits 15.98%		FY 2007	Higher of Current Salary or 85% of District Court Judge Salary			
				County Attorney Gross Salary State Actual	County Attorney Gross Salary 2.5% over FY06	FICA 7.65%	PERS 6.9% WC 1.43%	State Projected Costs	Current Gross Salary or 85%	Benefits at 15.98%	Proposed Health Ins Contribution	Total Salary Inc/Benefits & Health Insurance
19180	Beaverhead	40	0.50	34,295.40	35,152.79	5,617.42		40,770.20	39,990	6,390	3,600	49,980
19220	Big Horn	40	0.50	37,700.00	38,642.50	6,175.07		44,817.57	39,990	6,390	3,600	49,980
19240	Blaine	40	0.50	34,065.00	34,916.63	5,579.68		40,496.30	39,990	6,390	3,600	49,980
19430	Broadwater	20	0.25	19,473.00	19,959.83	3,189.58		23,149.41	19,995	3,195	1,800	24,990
19100	Carbon	40	0.50	35,875.00	36,771.88	5,876.15		42,648.02	39,990	6,390	3,600	49,980
19420	Carter	20	0.25	18,100.00	18,552.50	2,964.69		21,517.19	19,995	3,195	1,800	24,990
19020	Cascade	40	0.50	38,270.00	39,226.75	6,268.43		45,495.18	39,990	6,390	3,600	49,980
19190	Chouteau	24	0.30	22,126.00	22,679.15	3,624.13		26,303.28	23,994	3,834	2,160	29,988
19140	Custer	40	0.50	36,277.00	37,183.93	5,941.99		43,125.92	39,990	6,390	3,600	49,980
19370	Daniels	20	0.25	21,194.00	21,723.85	3,471.47		25,195.32	21,724	3,471	1,800	26,995
19160	Dawson	24	0.30	21,932.00	22,480.30	3,592.35		26,072.65	23,994	3,834	2,160	29,988
19300	Deer Lodge	40	0.50	33,920.00	34,768.00	5,555.93		40,323.93	39,990	6,390	3,600	49,980
19390	Fallon	30	0.375	32,500.00	33,312.50	5,323.34		38,635.84	33,313	5,323	2,700	41,336
19080	Fergus	40	0.50	35,938.00	36,836.45	5,886.46		42,722.91	39,990	6,390	3,600	49,980
19070	Flathead	40	0.50	42,310.00	43,367.75	6,930.17		50,297.92	43,368	6,930	3,600	53,898
19060	Gallatin	40	0.50	43,470.00	44,556.75	7,120.17		51,676.92	44,557	7,120	3,600	55,277
19500	Garfield	20	0.25	18,073.00	18,524.83	2,960.27		21,485.09	19,995	3,195	1,800	24,990
19380	Glacier	24	0.30	20,123.00	20,626.08	3,296.05		23,922.12	23,994	3,834	2,160	29,988
19230	Golden Valley	20	0.25	17,290.50	17,722.76	2,832.10		20,554.86	19,995	3,195	1,800	24,990
19460	Granite	20	0.25	18,449.00	18,910.23	3,021.85		21,932.08	19,995	3,195	1,800	24,990
19120	Hill	40	0.50	36,045.00	36,946.13	5,903.99		42,850.12	39,990	6,390	3,600	49,980
19510	Jefferson	40	0.50	32,071.00	32,872.78	5,253.07		38,125.84	39,990	6,390	3,600	49,980
19360	Judith Basin	20	0.25	17,152.00	17,580.80	2,809.41		20,390.21	19,995	3,195	1,800	24,990
19150	Lake	40	0.50	37,607.00	38,547.18	6,159.84		44,707.01	39,990	6,390	3,600	49,980
19050	Lewis & Clark	40	0.50	43,570.00	44,659.25	7,136.55		51,795.80	44,659	7,137	3,600	55,396
19480	Liberty	20	0.25	17,120.00	17,548.00	2,804.17		20,352.17	19,995	3,195	1,800	24,990
19560	Lincoln	40	0.50	34,484.00	35,346.10	5,648.31		40,994.41	39,990	6,390	3,600	49,980
19250	Madison	40	0.50	36,400.00	37,310.00	5,962.14		43,272.14	39,990	6,390	3,600	49,980
19410	McCone	20	0.25	20,319.00	20,826.98	3,328.15		24,155.13	20,827	3,328	1,800	25,955
19470	Meagher	20	0.25	17,631.00	18,071.78	2,887.87		20,959.64	19,995	3,195	1,800	24,990
19540	Mineral	40	0.50	39,044.00	40,020.10	6,395.21		46,415.31	40,020	6,395	3,600	50,015
19040	Missoula	40	0.50	46,520.00	47,683.00	7,619.74		55,302.74	47,683	7,620	3,600	58,903
19235	Musselshell	20	0.25	16,918.50	17,341.46	2,771.17		20,112.63	19,995	3,195	1,800	24,990
19490	Park	40	0.50	27,500.00	28,187.50	4,504.36		32,691.86	39,990	6,390	3,600	49,980
19550	Petroleum	8	0.10	6,561.00	6,725.03	1,074.66		7,799.68	7,998	1,278	720	9,996
19110	Phillips	24	0.30	21,478.00	22,014.95	3,517.99		25,532.94	23,994	3,834	2,160	29,988
19260	Pondera	20	0.25	20,500.00	21,012.50	3,357.80		24,370.30	21,013	3,358	1,800	26,170
19090	Powder River	20	0.25	19,832.00	20,327.80	3,248.38		23,576.18	20,328	3,248	1,800	25,376
19280	Powell	40	0.50	36,233.00	37,138.83	5,934.78		43,073.61	39,990	6,390	3,600	49,980
19450	Prairie	20	0.25	18,505.00	18,967.63	3,031.03		21,998.65	19,995	3,195	1,800	24,990
19130	Ravalli	40	0.50	38,430.00	39,390.75	6,294.64		45,685.39	39,990	6,390	3,600	49,980
19270	Richland	40	0.50	37,507.20	38,444.88	6,143.49		44,588.37	39,990	6,390	3,600	49,980
19170	Roosevelt	40	0.50	35,414.00	36,299.35	5,800.64		42,099.99	39,990	6,390	3,600	49,980
19290	Rosebud	40	0.50	34,910.00	35,782.75	5,718.08		41,500.83	39,990	6,390	3,600	49,980
19350	Sanders	40	0.50	36,361.00	37,270.03	5,955.75		43,225.77	39,990	6,390	3,600	49,980
19340	Sheridan	24	0.30	20,755.00	21,273.88	3,399.57		24,673.44	23,994	3,834	2,160	29,988
19010	SilverBow	40	0.50	42,163.00	43,217.08	6,906.09		50,123.16	43,217	6,906	3,600	53,723
19320	Stillwater	40	0.50	38,437.00	39,397.93	6,295.79		45,693.71	39,990	6,390	3,600	49,980
19400	Sweet Grass	40	0.50	34,678.00	35,544.95	5,680.08		41,225.03	39,990	6,390	3,600	49,980
19310	Teton	40	0.50	31,398.00	32,182.95	5,142.84		37,325.79	39,990	6,390	3,600	49,980
19210	Toole	40	0.50	37,376.00	38,310.40	6,122.00		44,432.40	39,990	6,390	3,600	49,980
19330	Treasure	20	0.25	18,456.00	18,917.40	3,023.00		21,940.40	19,995	3,195	1,800	24,990
19200	Valley	40	0.50	34,434.00	35,294.85	5,640.12		40,934.97	39,990	6,390	3,600	49,980
19440	Wheatland	20	0.25	25,386.00	26,020.65	4,158.10		30,178.75	26,021	4,158	1,800	31,979
19520	Wibaux	20	0.25	21,475.00	22,011.88	3,517.50		25,529.37	22,012	3,517	1,800	27,329
19030	Yellowstone	40	0.50	42,758.00	43,826.95	7,003.55		50,830.50	43,827	7,004	3,600	54,430
<b>Totals</b>		<b>1,778.0</b>		<b>1,656,809.60</b>	<b>1,698,229.84</b>	<b>271,377.13</b>		<b>1,969,606.97</b>	<b>1,820,214</b>	<b>290,870</b>	<b>160,020</b>	<b>2,271,104</b>

FY 2007 State Approp:	<b>1,961,244</b>
Over/Under FY 2007 approp:	<b>309,860</b>
% Increase over FY 2007	<b>15.7992%</b>

Assumptions:

District Court Judges Salary is assumed at \$94,093 (85% - \$79,979)  
 Proposed health insurance contribution based on \$300 per month X 12 months X % Hrs worked  
 Benefits: FICA 7.65%, PERS 6.9%, WC 1.43% - Total 15.98%  
 Highlighted gross salary = increase to floor at 85%

Hours	%	% Hours at 85%
40	50%	39,990
30	37.5%	29,992
24	30%	23,994
20	25%	19,995
8	10%	7,998