

**LC 71:**  
**Components and Alternatives on County Attorney Salaries**

prepared by Sheri Heffelfinger, Legislative Services Division  
for the Law and Justice Interim Committee  
May 11, 2006

Component #1: Minimum salary

- A. Current Law: \$50,000 a year
- B. LC 71 draft (as of May 6, 2006): 75% of District Judge salary
- C. (Other?)

Component #2: How state and county share determined

State Share

- A. Current Law: State Share = 50% of reported salary, SUBJECT TO APPROPRIATION
- B. LC 71 = entitlement share  
(Statute amended to provide a one-time "hard coded" amount to entitlement share payment (*very complex formula for calculations and application of growth factor...issue relates to how growth factor is applied 50% based on population*) Amount added = current salary + bump to true 50% of current salary + bump to at least 75% of District Judge salary + \$3,600 for health insurance)
- C. Statutory appropriation (calculable amount) from general fund to a state agency, state agency distributes to counties as statutorily determined  
Formula -- example: 75% of District Judge salary + health insurance factor (paid annually, monthly, whatever)
- D. State payroll: county sends a payment to state to offset its share

County Share

- A. Current Law: county compensation boards, 50% of what state appropriated???
- B. LC 71 = county 100% responsible for salaries, but county receives consideration in calculation of the entitlement share
- C. Statutory appropriation sent to county, county:
  - (1) compensation board determines salary, subject to minimum
  - (2) set statutorily in section 7-4-2503, MCA
- D. County payment sent to state, county determines amt. or statutorily set formula

**Heffelfinger, Sheri**

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**From:** Blattie, Harold  
**Sent:** Monday, May 08, 2006 7:24 AM  
**To:** Heffelfinger, Sheri  
**Subject:** County Attorney Salary

Sheri,

I have attached a paper discussing the key points of my alternate proposal along with a modified version of the draft bill I gave you earlier. The modification just shows the various alternatives. I will call you later to discuss how best to present.

Harold

LC 71

Alternative  
Proposal

From Harold Blattie, MACo

This paper discusses an alternative to LC 0071 for establishing and paying the salaries of county attorneys. Key provisions of this proposal are:

Current law requires that the salary of the county attorney be paid 50% by the county, and 50% by the state. This proposal removes the EQUAL requirement, but would establish that the county attorney salary is simply a SHARED responsibility with specific methods for both the state and the county to set their respective share.

The current \$50,000 minimum salary is removed because the salary is established by formula.

As does LC 0071, this proposal removes county attorney salary reporting requirements to the Department of Justice because both entities are responsible for the determination and payment of their respective share.

Establishes how each entity's share is determined.

State Share:

State's share is tied to the salary of a District Court Judge. The state's share would be 50% of 75% of a district court judge, or other percentage, as the legislature may determine to be appropriate.

Allows the legislature to establish the state's share of county attorneys salaries through the normal budget and appropriation process.

County Share:

County's share is tied to the base salary for other county elected officials.

Rate is the same, or at a specific percentage or percentage range, as would be established annually by county compensation boards.

\*Policy decision - Should longevity be included in statute, or left to each county to determine?

## Establish shared responsibility for health insurance costs – OPTIONS

Option “A” -County attorney’s health insurance coverage is provided by county:

### Sub-Options:

State reimburses county for 50% of the actual annual premium paid by the county, following the end of a county’s fiscal year. *NOTE: This would perpetuate the perceived problem of counties “appropriating” state funds.*

State reimburses counties at a rate equal to 50% of the amount provided by the legislature for other state employees.

\*Policy decision – HB 2 appropriation or statutory appropriation?

Option “B” -County attorney’s health insurance coverage is provided by state:

County reimburses the state at a rate equal to 50% of the amount provided by the legislature for other state employees.

1 A BILL FOR AN ACT ENTITLED: "AMENDING THE PAYMENT OF COUNTY  
2 ATTORNEYS SALARIES; AMENDING SECTIONS 7-4-2502, 7-4-2503, 17-7-112  
3 AND 17-7-502, MCA; PROVIDING FOR A REIMBURSEMENT OF 50% OF THE  
4 EMPLOYEE BENEFITS FOR HEALTH INSURANCE FOR COUNTY ATTORNEYS;  
5 AND PROVIDING AN EFFECTIVE DATE."

6

7 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA

8

9 **Section 1.** Section 7-4-2502 MCA is amended to read:

10 **7-4-2502. Payment of salaries of county officials and assistants.** (1) The salaries of the  
11 county officers and their assistants may be paid monthly, twice monthly, or every 2  
12 weeks out of the general fund of the county and upon the order of the board of county  
13 commissioners.

14 (2) (a) The salary of the county attorney is a state-county shared responsibility  
15 and is payable: (a) one-half from the general fund of the county and, if the county has  
16 supplied the information to the department of justice for inclusion in its budget, the other  
17 one-half the state's share from the state treasury upon the warrant of the state treasurer at  
18 a rate equal to 50% of 75% [or other rate as determined] of the salary a District Court  
19 Judge is entitled to receive under 3-5-211(1). If the county has not supplied information  
20 concerning any scheduled or proposed increase in salary for the county attorney to the  
21 department of justice for inclusion in material submitted to the budget director under  
22 Title 17, chapter 7, part 1, the county is responsible for any increased salary. The state's  
23 share of the county attorney's salary is payable every 2 weeks. If the position is less than  
24 a full-time position, the state's share shall be reduced accordingly. (b) the county's share  
25 is payable in accordance with 7-4-2503.

26 (b) The county commissioners of each county shall, within 30 days after the  
27 election or appointment to fill a vacancy for any cause in the office of county attorney,  
28 certify the election or appointment to the department of justice. The department shall  
29 notify the state treasurer of the salary of the county attorney. The state treasurer shall  
30 draw warrants for the county attorney salaries in the same manner as for state officers. In

1 case of a vacancy, the county commissioners shall immediately notify the department of  
2 justice, and the department shall compute the salary due on the basis of the notification.

3 (3) The board may, under limitations and restrictions prescribed by law, fix the  
4 compensation of all county officers not otherwise fixed by law and provide for the  
5 payment of the compensation and may, for all or the remainder of each fiscal year, in  
6 conjunction with setting salaries for other officers as provided in 7-4-2504, set their  
7 salaries at the prior fiscal year level.

8  
9 **Section 2.** Section 7-4-2503 MCA is amended to read:

10 **7-4-2503. Salary schedule for certain county officers -- county compensation board.**

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

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

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

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

28 (c) The county sheriff must receive a longevity payment amounting to 1% of the  
29 salary determined under subsection (1) for each year of service with the sheriff's office,  
30 but years of service during any year in which the salary was set at the level of the salary  
31 of the prior fiscal year may not be included in any calculation of longevity increases. The

1 additional salary amount provided for in this subsection may not be included in the salary  
2 for purposes of computing the compensation for undersheriffs and deputy sheriffs as  
3 provided in 7-4-2508.

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

9 (3) (a) In each county with a population in excess of 30,000, the county attorney  
10 must be a full-time official under 7-4-2704, and the county's share of the county  
11 attorney's salary is the same as the base salary [or a percentage or range of the clerk's  
12 base salary, as determined] established in subsection (1), ~~\$50,000 a year~~, subject to  
13 adjustment as provided in subsection (3)(c). In counties with a population less than  
14 30,000, the county attorney who is a part-time official is entitled to receive an annual  
15 base salary equal to the salary received for the fiscal year ending June 30, 2001.

16 (b) In those counties where the office of the county attorney has been established  
17 as a full-time position pursuant to 7-4-2706, the salary of the county attorney is the same  
18 as that established for full-time county attorneys in subsection (3)(a).

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

22 (d) (i) After completing 4 years of service as deputy county attorney, each deputy  
23 county attorney is entitled to an increase in salary of \$1,000 on the anniversary date of  
24 employment as deputy county attorney. After completing 5 years of service as deputy  
25 county attorney, each deputy county attorney is entitled to an additional increase in salary  
26 of \$1,500 on the anniversary date of employment. After completing 6 years of service as  
27 deputy county attorney and for each year of additional service up to completion of the  
28 11th year of service, each deputy county attorney is entitled to an additional annual  
29 increase in salary of \$500.

30 (ii) The years of service as a deputy county attorney accumulated prior to July 1,  
31 1985, must be included in the calculation of the longevity increase.

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

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

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

22 (d) The provisions of this subsection (4) do not apply to a county that has adopted  
23 a charter form of government or to a charter, consolidated city-county government.  
24  
25

26 **Section 3.** Section 17-7-112 MCA is amended to read:

27 **17-7-112. Submission deadlines -- budgeting schedule.** The following is the schedule  
28 for the preparation of a state budget for submission to the legislature convening in the  
29 following year:

30 (1) By August 1, forms necessary for preparation of budget estimates must be  
31 distributed pursuant to 17-7-111(2).

1 (2) (a) By September 1, each agency shall submit the information required under  
2 17-7-111 to the budget director. The department of justice shall submit information  
3 received from counties concerning the state's share of county attorney salaries.

4 ~~(b) As provided in 7-4-2502(2)(a), the department of justice is not obligated to~~  
5 ~~provide more than one half of the salary of a county attorney based on the amount~~  
6 ~~included in the department's budget and appropriated for that purpose.~~

7 (3) By September 1, the budget director shall submit each state agency's budget  
8 request required under 17-7-111(3) to the legislative fiscal analyst. The transfer of budget  
9 information must be done on a schedule mutually agreed to by the budget director and the  
10 legislative fiscal analyst in a manner that facilitates an even transfer of budget  
11 information that allows each office to maintain a reasonable staff workflow.

12 (4) By October 10, the budget director shall furnish the legislative fiscal analyst  
13 with a preliminary budget reflecting the base budget in a format agreed upon by both the  
14 office of budget and program planning and the legislative fiscal analyst.

15 (5) By October 30, a budget request must be prepared by the budget director and  
16 submitted to the legislative fiscal analyst on behalf of any agency that did not present the  
17 information required by this section. The budget request must be based upon the budget  
18 director's studies of the operations, plans, and needs of the institution, university unit, or  
19 agency.

20 (6) By November 1, the budget director shall furnish the legislative fiscal analyst  
21 with a present law base for each agency and a copy of the documents that reflect the  
22 anticipated receipts and other means of financing the base budget and present law base  
23 for each fiscal year of the ensuing biennium. The material must be in a format agreed  
24 upon by both the office of budget and program planning and the legislative fiscal analyst.

25 (7) By November 12, the budget director shall furnish the legislative fiscal  
26 analyst with the documents, in a format agreed upon by both the office of budget and  
27 program planning and the legislative fiscal analyst, that reflect expenditures to the second  
28 level, as provided in 17-1-102(3), by funding source and detailed by accounting entity.

29 (8) By November 15, the proposed pay plan schedule and the information  
30 technology summary required by 17-7-111(4), a preliminary budget that meets the  
31 statutory requirements for submission of the budget to the legislature, and a summary of

1 the preliminary budget designed for distribution to members and members-elect of the  
2 legislature must be submitted to the legislative fiscal analyst.

3 (9) By December 15, the budget director shall submit a preliminary budget to the  
4 governor and to the governor-elect, if there is one, as provided in 17-7-121, and shall  
5 furnish the legislative fiscal analyst with all amendments to the preliminary budget.

6 (10) By January 7, recommended changes proposed by a governor-elect must be  
7 transmitted to the legislative fiscal analyst and the legislature as provided in 17-7-121.

8  
9 **OPTION "A"**

10 **NEW SECTION** Section 4. Reimbursement of cost of health insurance. <sup>Change</sup> Prior to July  
11 15<sup>th</sup> each year the state shall reimburse each county for 50% of the actual costs for the  
12 employer-paid employee benefits for health insurance for the prior fiscal year. The  
13 reimbursement is a statutory appropriation pursuant to 17-7-502.

14  
15 **Section 5.** Section 17-7-502 MCA is amended to read:

16 **17-7-502. Statutory appropriations -- definition -- requisites for validity.** (1) A  
17 statutory appropriation is an appropriation made by permanent law that authorizes  
18 spending by a state agency without the need for a biennial legislative appropriation or  
19 budget amendment.

20 (2) Except as provided in subsection (4), to be effective, a statutory appropriation  
21 must comply with both of the following provisions:

22 (a) The law containing the statutory authority must be listed in subsection (3).

23 (b) The law or portion of the law making a statutory appropriation must  
24 specifically state that a statutory appropriation is made as provided in this section.

25 (3) The following laws are the only laws containing statutory appropriations: 2-  
26 15-151; 2-17-105; 5-11-407; 5-13-403; 10-2-603; 10-3-203; 10-3-310; 10-3-312; 10-3-  
27 314; 10-4-301; 15-1-111; 15-1-113; 15-1-121; 15-23-706; 15-31-906; 15-35-108; 15-36-  
28 332; 15-37-117; 15-38-202; 15-65-121; [Section 4;] 15-70-101; 15-70-369; 15-70-601;  
29 16-11-509; 17-3-106; 17-3-212; 17-3-222; 17-3-241; 17-6-101; 17-7-304; 18-11-112; 19-  
30 3-319; 19-6-404; 19-6-410; 19-9-702; 19-13-604; 19-17-301; 19-18-512; 19-19-305; 19-  
31 19-506; 19-20-604; 20-8-107; 20-9-534; 20-9-622; 20-26-1503; 22-3-1004; 23-4-105;

1 23-4-202; 23-4-204; 23-4-302; 23-4-304; 23-5-306; 23-5-409; 23-5-612; 23-7-301; 23-7-  
2 402; 37-43-204; 37-51-501; 39-71-503; 41-5-2011; 42-2-105; 44-1-504; 44-12-206; 44-  
3 13-102; 50-4-623; 53-1-109; 53-6-703; 53-24-108; 53-24-206; 60-11-115; 61-3-415; 69-  
4 3-870; 75-1-1101; 75-5-1108; 75-6-214; 75-11-313; 77-2-362; 80-2-222; 80-4-416; 80-5-  
5 510; 80-11-518; 82-11-161; 87-1-513; 90-1-115; 90-1-205; 90-3-1003; and 90-9-306.

6 (4) There is a statutory appropriation to pay the principal, interest, premiums, and  
7 costs of issuing, paying, and securing all bonds, notes, or other obligations, as due, that  
8 have been authorized and issued pursuant to the laws of Montana. Agencies that have  
9 entered into agreements authorized by the laws of Montana to pay the state treasurer, for  
10 deposit in accordance with 17-2-101 through 17-2-107, as determined by the state  
11 treasurer, an amount sufficient to pay the principal and interest as due on the bonds or  
12 notes have statutory appropriation authority for the payments. *(In subsection (3):*  
13 *pursuant to Ch. 422, L. 1997, the inclusion of 15-1-111 terminates on July 1, 2008, which*  
14 *is the date that section is repealed; pursuant to sec. 10, Ch. 360, L. 1999, the inclusion of*  
15 *19-20-604 terminates when the amortization period for the teachers' retirement system's*  
16 *unfunded liability is 10 years or less; pursuant to sec. 4, Ch. 497, L. 1999, the inclusion*  
17 *of 15-38-202 terminates July 1, 2014; pursuant to sec. 10(2), Ch. 10, Sp. L. May 2000,*  
18 *and secs. 3 and 6, Ch. 481, L. 2003, the inclusion of 15-35-108 terminates June 30, 2010;*  
19 *pursuant to sec. 13(1), Ch. 223, L. 2005, the inclusion of 2-15-151 terminates December*  
20 *31, 2006, and the inclusion of 90-1-115 becomes effective December 31, 2006; pursuant*  
21 *to sec. 7, Ch. 314, L. 2005, the inclusion of 23-4-105, 23-4-202, 23-4-204, 23-4-302, and*  
22 *23-4-304 becomes effective July 1, 2007; and pursuant to sec. 17, Ch. 593, L. 2005, the*  
23 *inclusion of 15-31-906 terminates January 1, 2010.)*

24  
25 **NEW SECTION. Section 6. Effective Date** [This act] is effective July 1, 2007.

26  
27 -END-  
28

1 **OPTION "A" – Alternative with no statutory appropriation:**

2 **NEW SECTION Section 4. Reimbursement of cost of health insurance.** Prior to July  
3 15<sup>th</sup> each year the state shall reimburse each county for 50% of the actual costs for the  
4 employer-paid employee benefits for health insurance for the prior fiscal year.

6 **NEW SECTION. Section 5. Effective Date** [This act] is effective July 1, 2007.

8 -END-

11 **OPTION "A" –Sub-Option**

12 **NEW SECTION Section 4. Reimbursement of cost of health insurance.** Prior to June  
13 30<sup>th</sup> each year the state shall reimburse counties an amount equal to 50% of the rate  
14 established in 2-18-703 for state contributions for employee health insurance.

16 **NEW SECTION. Section 5. Effective Date** [This act] is effective July 1, 2007.

18 -END-

21 **OPTION "B"**

*county*

22 **NEW SECTON Section 4. Reimbursement of health insurance.** Prior to June 30<sup>th</sup> each  
23 year the county shall reimburse the state an amount equal to 50% of the rate established  
24 in 2-18-703 for state contributions for employee health insurance.

26 **NEW SECTION. Section 5. Effective Date** [This act] is effective July 1, 2007.

28 -END-

*Jim wants county attorneys to be  
county employees -*

**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: Proposed 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	Cartler	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	4,504	3,600	36,292
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
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>		1,778.0		<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

DEPARTMENT OF JUSTICE

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>		1,778.0		<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:	1,961,244
Over/Under FY 2007 approp:	229,607
% Increase over FY 2007	11.7072%

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

DEPARTMENT OF JUSTICE

85%

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	Judith 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:	1,961,244
Over/Under FY 2007 approp:	309,860
% Increase over FY 2007	15.7992%

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