

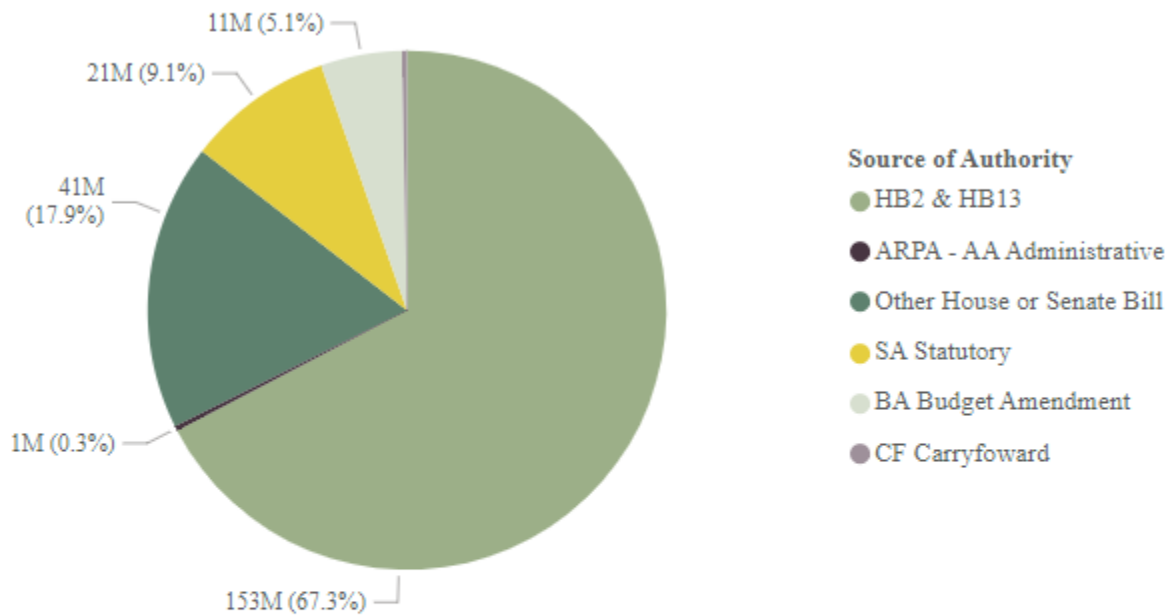
# DEPARTMENT OF JUSTICE

## FYE 2024 Financial Report

### Total Appropriation Authority

The total appropriation authority for the Department of Justice (DOJ) is shown in the pie chart below. HB 2 and HB 13 provide 67.3% of the total authority for this agency. All types of appropriation authority for this agency are described below, including total budget and the percent expended by source of authority.

**Total Modified Budget by Source of Authority**



Source of Authority	Modified Budget	Expended Budget	% Expended
HB2 & HB13	152,582,295	140,902,841	92.3%
BA Budget Amendment	11,471,869	3,836,195	33.4%
CF Carryforward	693,261	439,017	63.3%
Other House or Senate Bill	40,540,072	11,726,484	28.9%
SA Statutory	20,671,086	17,957,256	86.9%
ARPA	641,754	347,409	54.1%
<b>Total</b>	<b>226,600,336</b>	<b>175,209,202</b>	<b>77.3%</b>

### Budget Amendments

Through FYE 2024, the Department of Justice (DOJ) expended \$3.8 million or 33.4% of the \$11.5 million in budget amendment (BA) authority. The majority of this unexpended budget amendment authority will carry over to future fiscal years until the federal authorization expires. Most remaining authority within the DOJ

expires within the next two calendar years. The largest source of unexpended BA authority comes in the form of federal authority to support the Byrne State Crisis Intervention Program with less than \$100,000 of the \$1.4 million appropriation being expended. This authority expires in 2026. In total, state special revenues comprise 6.3% of BA authority while federal special revenues support the remaining 93.7% of authority. BA funding principally supports the following activities in the DOJ budget:

- State special revenue authority has been 57.9% expended and is mainly used to support 7.00 modified positions to aid with the 40.0% increase in fingerprint submissions, 70.0% increase in dispositions, and increases in requests to process criminal history records within the criminal records and identification services system (CRISS). The funding for the modified positions comes from the criminal records information systems state special revenue account, and 17-7-402(1)(xi), MCA, allows this amendment
- Federal special revenue authority has been 32.4% expended and is primarily used for:
  - Montana Sexual Assault Kit Initiative (SAKI) program
  - Providing responses to crimes against women, children, and the elderly
  - Providing grants to victims of crime
  - Addressing criminal activities related to the manufacture and distribution of methamphetamine, opioids, and prescription drugs
  - Addressing internet crimes against children
  - Increasing DNA analysis, capacity enhancement, and backlog reduction

## **Carryforward**

Through FY 2024, the DOJ expended just under \$440,000 of the \$693,000 in total carryforward (CF) authority. Continued appropriations total \$426,000 from FY 2022 and \$267,000 from FY 2023, which were derived from 30.0% of the qualifying unexpended balances from those specific fiscal years. As outlined in statute, authority is available to be spent for the next two fiscal years. Carryforward authority in FY 2024 is comprised mostly of state special revenue at 59.9% and federal special revenue at 30.4%. All FY 2022 carryforward authority has been expended, and the department has until the end of FY 2025 to expend carryforward authority from FY 2023.

## **Other Bills**

Through FY 2024, the DOJ expended approximately \$11.7 million, or 28.9%, of the \$40.5 million provided to the department through a series of non-HB 2 legislation in the 2025 biennium. Authority is mainly comprised of capital development funds with smaller portions coming from state special revenue and the general fund. The detail of the authority in these bills and related expenditures in FY 2024 include:

- \$39.5 million in state special revenue authority from HB 10 for the new CARS system designed to replace MERLIN. FY 2024 expenditures total \$11.3 million
- \$400,000 in state special revenue authority from SB 294 which establishes an "End of Watch" trust fund for law enforcement officers and their families if the officer is killed or catastrophically injured in the line of duty. This bill also creates a state special revenue account to receive transfers of interest earned by the trust to provide a monthly income loss payment for up to five years to qualified recipients. No authority was expended in FY 2024
- \$300,000 in state special revenue authority to the Board of Crime Control from HB 362 which generally revised laws around crisis intervention team (CIT) training and established the requirement of a statewide coordinator to oversee the program. Approximately \$6,300 was expended

- \$150,000 in general fund authority from SB 229 which changed the annual reimbursement of witness expenses to be based on actual costs and moves the responsibility of covering these expenses from the counties to the Department of Justice. The department expended almost \$32,000
- \$105,081 primarily in general fund authority from HB 163 to the department for 1.00 FTE to oversee the operations of the Missing Indigenous Persons Task Force, which was extended for the 2025 biennium and to provide matching Looping in Native Communities (LINC) grants to tribal agencies. The Department has expended \$47,000 through FYE 2024
- \$30,500 in state special revenue authority from HB 18 for the department to establish a grant program to fund training opportunities for community-based missing persons response teams. No expenditures were recorded
- \$10,000 in general fund authority from HB 904 for the department to implement commercial driver's license rulemaking and record checks. Approximately \$8,700 was expended

### **COVID-19 ARPA Authority**

Through the end of FY 2024, the DOJ had expended a little over \$347,000 or 54.1% of the approximately \$642,000 in appropriations and allocations of COVID-19 ARPA funding. Authority and expenditures are as follows:

- \$550,600 in authority to the Division of Criminal Investigation to address the increase in violent crime in the Yellowstone County area. Expenditures for the specified time-period total \$285,000. Remaining authority can be expended until the end of calendar year 2026
- \$91,200 in authority to the Division of Criminal Investigation primarily used for an elder justice prosecutor to focus on the exploitation of vulnerable adults. Expenditures totaling \$62,700 were made by FYE 2024

### **Statutory Appropriations**

The DOJ expended statutory appropriation (SA) authority of just over \$18.0 million, or 86.9%, of the total \$20.7 million in authority through the end of FY 2024. The primary budget and spending within the department's statutory accounts include the following:

- \$11.7 million for two statutory appropriations, distributions, and grants from 9-1-1 fees which were both fully expended
- \$4.1 million for the state's share of the costs of county attorneys, as required in 7-4-2502, MCA. This appropriation was 98.8% expended at \$4.0 million
- \$2.3 million for the 911 Next Gen project which saw a little over \$55,000 in expenditures. This program went through an RFP for a consultant. This RFP wasn't completed until midway through the fiscal year and is the reason for the lower expenditures in FY 2024. There is currently a RFP in the process to establish the NextGen 911 system statewide
- \$1.9 million for the distribution of fees and taxes on various forms of gambling (card tables, live bingo and keno, and video machines) to local governments, as required in 23-5-306, 409, and 612, MCA. The appropriation is funded with state special revenues derived from the gambling fees and taxes. The department expended nearly \$1.8 million of this authority

## Non-Budgeted Proprietary Funding

Not shown in the total authority figure on Page 1, the department had \$1.8 million of non-budgeted proprietary funding in FY 2024 for a single proprietary program, Agency Legal Services (ALS). Through FYE, ALS had expended just over \$1.4 million, or approximately 77.0%, of this authority. ALS attorneys and investigators bill clients for their services, case-related costs, and incidental costs.

## HB 2 BUDGET MODIFICATIONS

The following chart shows the HB 2 budget as passed by the legislature, including the pay plan, and the HB 2 modified budget during the month of June in FY 2024. Net modifications to the budget include operating plan changes from one expenditure account to another, program transfers, reorganizations, and agency transfers of authority. The **positive modifications** and **negative modifications** are shown by program, expenditure account, and fund type.

Agency Name	HB 2 Budget	Modified Budget	Net Modifications
<b>Department of Justice</b>	<b>152,582,295</b>	<b>152,582,295</b>	<b>0</b>
01 LEGAL SERVICES DIVISION	11,020,999	10,747,999	-273,000
03 MONTANA HIGHWAY PATROL	50,822,695	50,822,695	0
04 INA - INFORMATION TECHNOLOGY SYSTEM	0	0	0
05 DIV OF CRIMINAL INVESTIGATION	17,713,236	17,713,236	0
07 GAMBLING CONTROL DIVISION	4,543,441	3,870,780	-672,661
08 FORENSIC SERVICES DIVISION	8,352,410	8,602,410	250,000
09 MOTOR VEHICLE DIVISION	23,859,773	24,447,773	588,000
10 CENTRAL SERVICES DIVISION	15,348,906	15,212,906	-136,000
19 POST COUNCIL	612,546	612,546	0
20 MT LAW ENFORCEMENT ACADEMY	2,408,657	2,652,318	243,661
21 BOARD OF CRIME CONTROL	17,899,633	17,899,633	0
<b>Total</b>	<b>152,582,295</b>	<b>152,582,295</b>	<b>0</b>

Expenditure Type	HB 2 Budget	Modified Budget	Net Modifications
61000 Personal Services	79,716,729	80,626,110	909,381
62000 Operating Expenses	45,454,680	42,036,262	-3,418,418
63000 Equipment & Intangible Assets	6,342,244	8,638,930	2,296,686
65000 Local Assistance	25,001	25,001	0
66000 Grants	12,291,895	12,277,859	-14,036
67000 Benefits & Claims	840,269	853,095	12,826
68000 Transfers-out	3,183,136	3,157,945	-25,191
69000 Debt Service	4,728,341	4,967,093	238,752
<b>Total</b>	<b>152,582,295</b>	<b>152,582,295</b>	<b>0</b>

Fund Type	HB 2 Budget	Modified Budget	Net Modifications
01 General	52,036,300	52,036,300	0
02 State/Other Spec Rev	83,532,357	83,532,357	0
03 Fed/Other Spec Rev	14,956,780	14,956,780	0
06 Enterprise	2,049,893	2,049,893	0
06 Internal Service	6,965	6,965	0
<b>Total</b>	<b>152,582,295</b>	<b>152,582,295</b>	<b>0</b>

The figures above highlight modifications to the HB 2 budget that have occurred in June of FY 2024. During this timeframe, modifications were made which move authority between accounting levels and agency programs to

clean up expenditures and move some functionality among areas of the agency. The largest of these transfers are as follows:

- A series of three transfers which moved a total of \$517,000 in personal service authority and \$156,000 in operating expense authority from the Gambling Control Division (GCD) to other divisions. Large vacancies have occurred in the GCD in FY 2024 leading to unexpended personal services and all transferred authority was moved to operating expenses or equipment authority.
  - The Montana Law Enforcement Academy received \$197,000 in operating expense authority and \$41,000 in equipment authority
  - The Motor Vehicle Division received \$588,000 in operating expense authority. Additional authority over the amount transferred from the GCD was transferred from the Central Services Division
- A transfer of \$250,000 in operating expense authority from the Legal Service Division to the Forensic Sciences Division equipment budget for equipment purchases in the State Crime Lab

Additional modifications were done at FYE that moved authority around within different expenditure accounts in a specific division. The most notable of the modifications are the following:

- Within the MVD, two changes were done which moved \$2.1 million in operating expense authority and \$30,000 in equipment authority
  - Approximately \$2.0 million was transferred to personal services
  - Another \$182,000 was transferred to debt services to accurately record lease expenses
- Within the Montana Highway Patrol, \$550,000 in personal service authority and \$500,000 in operating expense authority were moved to equipment expenditures for FY 2024 expenditures

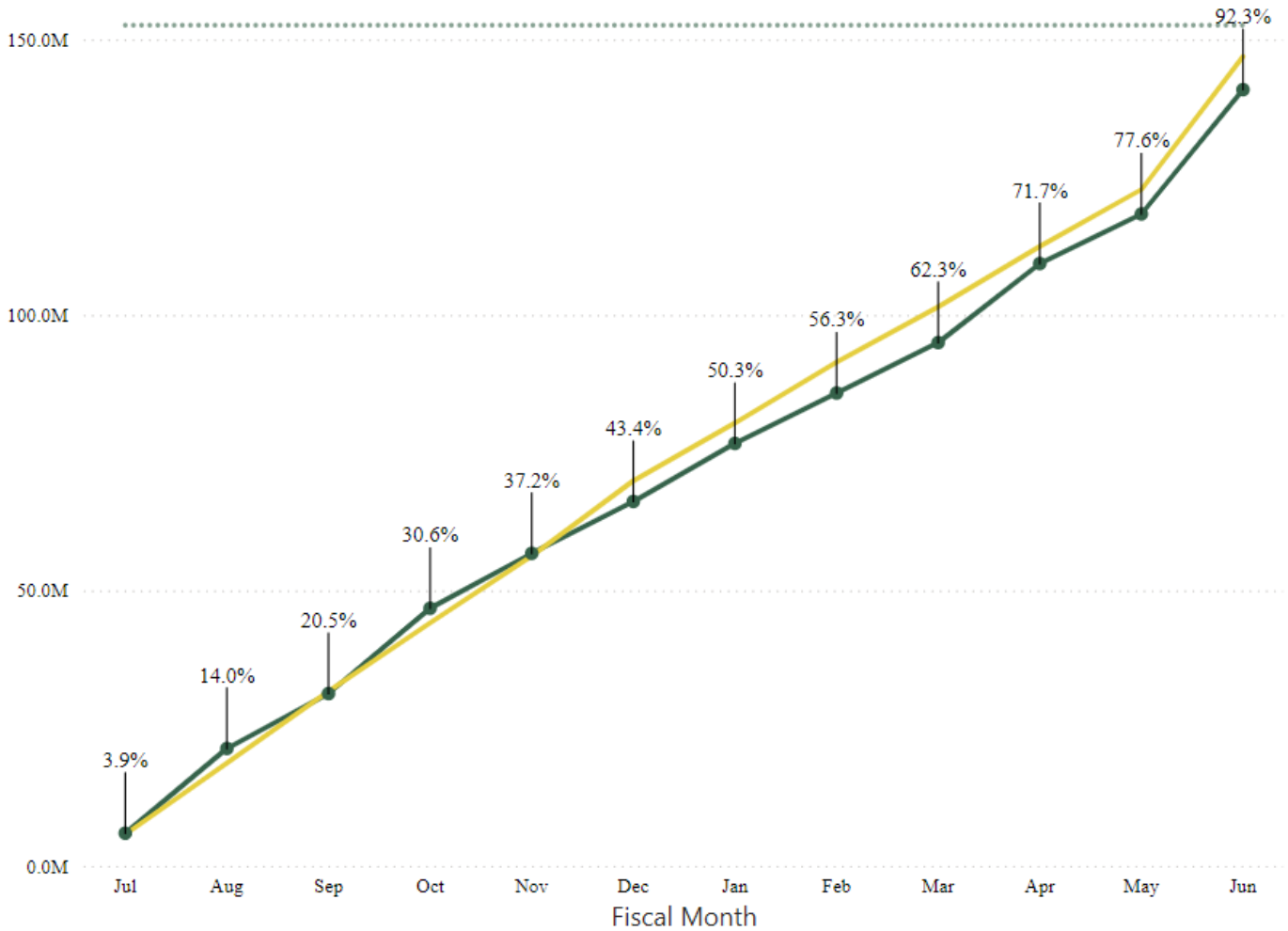
Other smaller modifications were done to tie out account balances and align expenditures with proper accounts.

## **HB 2 APPROPRIATION AUTHORITY**

The following chart shows the appropriated budget for the agency compared to expenditures through June 30, 2024.

## Monthly Expenditures Compared to Historical Average

● FY 2024 Budget ● Cumulative Monthly FY 2024 Expenditures ● Cumulative Historical Monthly Average Expended



Program Name	Modified Budget	Expended Budget	% Expended
⊕ 01 LEGAL SERVICES DIVISION	10,747,999	10,005,712	93.1%
⊕ 03 MONTANA HIGHWAY PATROL	50,822,695	50,084,765	98.5%
⊕ 04 INA - INFORMATION TECHNOLOGY SYSTEM	0	0	
⊕ 05 DIV OF CRIMINAL INVESTIGATION	17,713,236	17,264,964	97.5%
⊕ 07 GAMBLING CONTROL DIVISION	3,870,780	3,688,458	95.3%
⊕ 08 FORENSIC SERVICES DIVISION	8,602,410	8,595,449	99.9%
⊕ 09 MOTOR VEHICLE DIVISION	24,447,773	22,389,384	91.6%
⊕ 10 CENTRAL SERVICES DIVISION	15,212,906	14,164,674	93.1%
⊕ 19 POST COUNCIL	612,546	566,493	92.5%
⊕ 20 MT LAW ENFORCEMENT ACADEMY	2,652,318	2,652,272	100.0%
⊕ 21 BOARD OF CRIME CONTROL	17,899,633	11,490,671	64.2%
<b>Total</b>	<b>152,582,295</b>	<b>140,902,841</b>	<b>92.3%</b>

Expenditure Type	Modified Budget	Expended Budget	% Expended
⊕ Personal Services	80,626,110	81,146,497	100.6%
⊕ Operating Expenses	42,036,262	36,206,098	86.1%
⊕ Equipment & Intangible Assets	8,638,930	8,207,275	95.0%
⊕ Local Assistance	25,001	25,691	102.8%
⊕ Grants	12,277,859	8,806,288	71.7%
⊕ Benefits & Claims	853,095	741,668	86.9%
⊕ Transfers-out	3,157,945	1,010,760	32.0%
⊕ Debt Service	4,967,093	4,758,565	95.8%
<b>Total</b>	<b>152,582,295</b>	<b>140,902,841</b>	<b>92.3%</b>

Fund Type	Modified Budget	Expended Budget	% Expended
⊕ 01 General	52,036,300	50,023,736	96.1%
⊕ 02 State/Other Spec Rev	83,532,357	80,510,651	96.4%
⊕ 03 Fed/Other Spec Rev	14,956,780	8,474,433	56.7%
⊕ 06 Enterprise	2,049,893	1,894,021	92.4%
⊕ 06 Internal Service	6,965		
<b>Total</b>	<b>152,582,295</b>	<b>140,902,841</b>	<b>92.3%</b>

The Department of Justice expended 92.3% of its \$152.6 million HB 2 modified budget in FY 2024. Overall, this is slightly lower than the average of the previous five fiscal years of 96.3%.

Personal services and operating expenses are the bulk of HB 2 appropriations in FY 2024 at 52.8% and 27.5% respectively. Corresponding expenditures through FY 2024 were more weighted towards personal services at 57.6% and operating expenses accounted for an additional 25.7%. Total personal services for FY 2024 were over expended by approximately \$520,000 or 1.6%. Operating expenses were only expended at 86.1%.

The budget for the Board of Crime Control (BOCC) budget was 64.2% expended. Due to the large amount of federal funding in the program, this relates to the process for, and timing of, administering grants, which tends to lag behind typical expenditures. The majority of authority for transfers and grants sits within the BOCC, reflecting low expenditures within these account categories as a result. This can be seen in expenditures of 71.7% for grant authority and 32.0% for transfer authority through FYE.

Operating expenses reflect the largest unexpended account category in FY 2024, and the largest unexpended balances can be found primarily within four separate divisions.

Operating expenses within the Montana Highway Patrol and Motor Vehicle Divisions are currently expended at 71.5% and 57.9% respectively and are, in part, due to a number of line-item appropriations related to maintenance costs for the MERLIN system and camera systems that were not fully expended. These appropriations total \$3.25 million with \$500,000 in expenses and are described in more detail within the line-item table below. The following table outlines the FY 2024 operating expense budget and expenditures for these four divisions:

Figure: DOJ FY 2024 Operating Expenses

Program	FY 2024 Budget	FY 2024 Expenses	Remaining Authority
03 Montana Highway Patrol	\$11,101,830	\$9,858,810	\$1,243,020
08 Forensic Services Division	1,854,624	1,332,902	521,722
09 Motor Vehicle Division	11,832,060	9,200,601	2,631,459
21 Board of Crime Control	1,150,816	473,457	677,359
<b>Total</b>	<b>\$25,939,330</b>	<b>\$20,865,770</b>	<b>\$5,073,561</b>

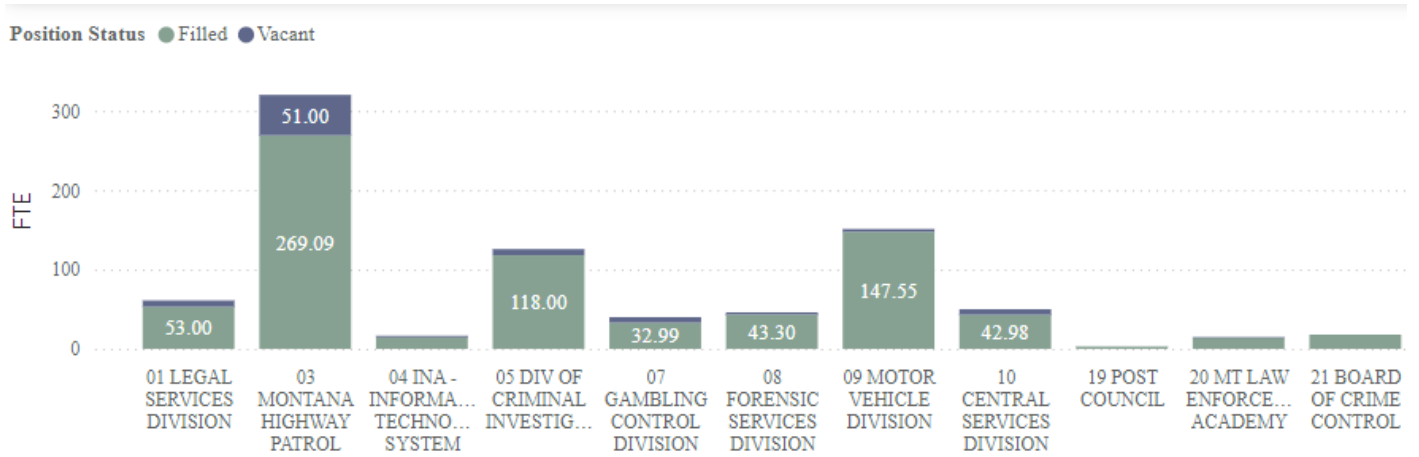
The 2023 Legislature approved a series of line-item appropriations to the DOJ for the 2025 biennium. The following table outlines these appropriations by program including the appropriation amount, current expenditures from the appropriation, and any restrictions/contingencies associated with the appropriation. Appropriations listed as biennial can be spent in either year of the current biennium.

Program	Line Item	Line Item Designations	FY 2024 Amount	FY 2024 Expenditures
<b>01 Legal Services Division</b>	<b>Litigation Funding</b>	<b>RST/Biennial/OTO</b>	<b>\$1,000,000</b>	<b>\$436,714</b>
The 2023 Legislature provided \$1,000,000 in FY 2024 for constitutional challenges to state laws				
	<b>NRDP Contingency</b>	<b>RST/Biennial/OTO</b>	<b>\$500,000</b>	<b>\$387,665</b>
The 2023 Legislature provided one-time-only general fund for the Natural Resource Damage Program				
	<b>SAO Prosecution Enhancement</b>	<b>RST/OTO</b>	<b>\$117,140</b>	<b>\$76,571</b>
The funding for the new position of the State Attorney's Office Prosecution Enhancement is restricted to ensure that the Department of Justice meets its statutory responsibilities under 41-3-210 and to prosecute child sexual abuse cases				
<b>03 Montana Highway Patrol</b>	<b>Equipment</b>	<b>RST/Biennial/OTO</b>	<b>\$400,000</b>	<b>\$400,000</b>
The 2023 Legislature provided one-time-only biennial funding for equipment, including patrol vehicles. This appropriation is restricted for its designated use.				
	<b>MHP Camera System</b>	<b>Biennial</b>	<b>\$700,000</b>	<b>-</b>
The 2023 Legislature provided funding for a new in-car video system				
<b>05 Division of Criminal Investigation</b>	<b>Human Trafficking Agent and Victim's Advocate</b>	<b>RST</b>	<b>\$317,678</b>	<b>\$160,164</b>
The 2023 Legislature provided general fund authority for the addition of one crime investigator and one victims' advocate in the Human Trafficking Unit				
	<b>DCI Enhancements to Combat Crime</b>	<b>RST</b>	<b>\$224,917</b>	<b>\$224,916</b>
The DCI Enhancements to Combat Crime provides two new positions. One is a computer crime investigator, and one is an elder justice criminal investigator				
<b>09 Motor Vehicle Division</b>	<b>FAST Maintenance Costs</b>	<b>RST</b>	<b>\$2,550,000</b>	<b>\$500,000</b>
The FAST annual maintenance costs are funded with \$1.55 million from the Motor Vehicle Division Administration account provided in 61-3-112 and \$1.0 million from the Motor Vehicle Information Technology System account provided in 61-3-550				
<b>10 Central Services Division</b>	<b>Firewalls</b>	<b>RST/Biennial/OTO</b>	<b>\$90,000</b>	<b>\$90,000</b>
The 2023 Legislature provided one-time-only general fund authority to provide firewalls that protect DOJ servers from cyber threats. This appropriation is restricted for its designated use				
	<b>Server Replacement</b>	<b>RST/Biennial/OTO</b>	<b>\$2,000,000</b>	<b>\$1,188,514</b>
The 2023 Legislature provided general fund authority to replace and upgrade servers, which were at the end of their useful life				
<b>21 Board of Crime Control</b>	<b>Authority for Victim Services</b>	<b>OTO</b>	<b>\$2,000,000</b>	<b>\$1,809,462</b>
The 2023 Legislature provided one-time-only general fund authority to provide state support for services to victims				

## Personal Services

The following chart shows the filled and vacant FTE (Full Time Equivalents) within the agency at the end of FY 2024. Personal service appropriations in HB 2 for FY 2024 totaled \$80.6 million and were 101.6% expended.





For FY 2024, the DOJ was budgeted for 846.15 FTE within HB 2. Of the total FTE, DOJ had 90.05 vacant FTE as of FYE, reflecting a vacancy rate of 10.6%. Compared to the data for the June IBC meeting, this is an increase of 11.40 vacant FTE.

The Montana Highway Patrol (MHP) continues experiencing the highest number of vacancies in FY 2024 with the division accounting for 51.00 FTE, or approximately 56.6%, of total agency vacancies. Within the MHP vacancies, 35.00 FTE corresponded to Highway Patrol officer and sergeant positions, and 12.00 FTE were for positions in the dispatch center where recruitment and retention continue to be difficult. Other areas currently experiencing vacancies include:

- Crime Investigators – 5.00 FTE
- Assistant Attorney General positions – 4.00 FTE

The department experienced turnover within 131 total positions in FY 2024. Of these positions, 88 left state employment, 22 retired, and the remaining 21 positions transferred to other agencies in state government.

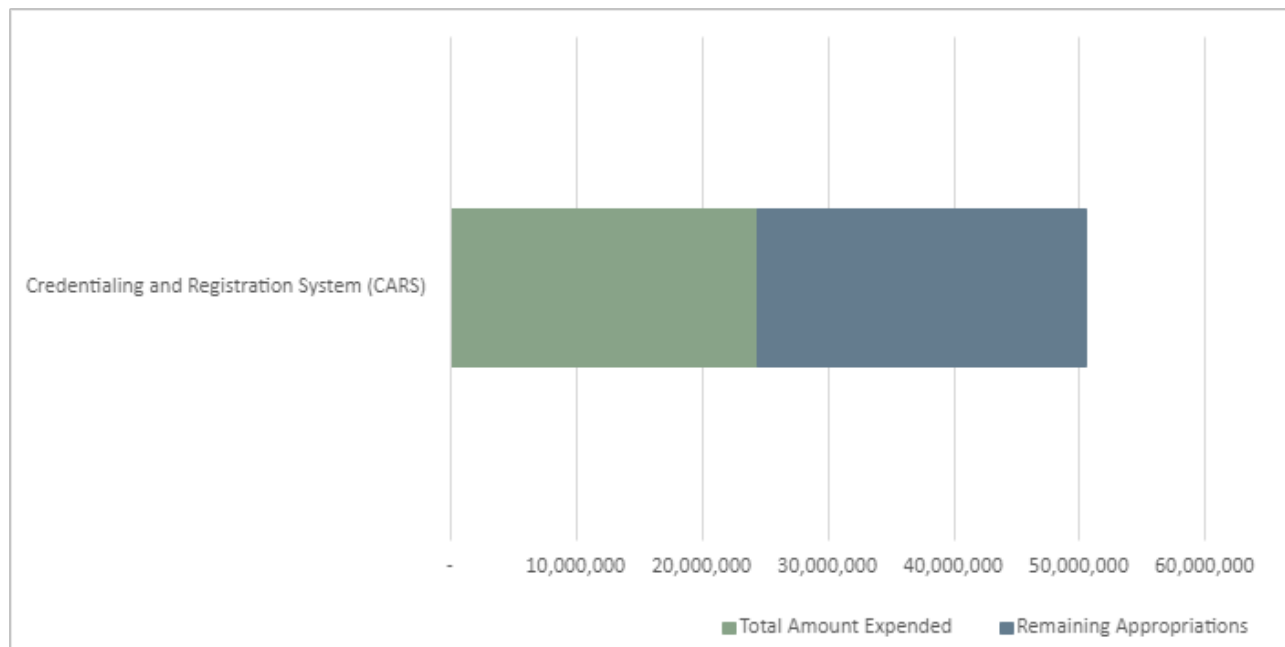
The chart below shows the hourly utilization percentage for the Department of Justice between July 1 and February 12 for each fiscal year when compared to the available hours for the same period. The DOJ has utilized 98.5% of budgeted hours available for the specified time period which is practically identical to the average of the five previous fiscal years of 98.7%.



Additionally, the appendix below includes a chart showing the vacant FTE in each division, the number of months each position has been vacant, and the midpoint hourly pay rate. The data used to create the vacant positions report below was pulled at a slightly different time than the data used in the above charts, which is why the number of vacant positions differs by 0.30 FTE. As seen in that table, of the 90.05 FTE that were vacant at FYE, the majority have been vacant for a period of 12 months or under (since the beginning of FY 2024). Additionally, 6.00 FTE had been sitting vacant for a period of one year or more.

## OTHER ISSUES

### Information Technology Project Expenditures



The DOJ is proceeding with a major information technology (IT) project related to the Credentiaing and Registration System (CARS) which replaces the MERLIN IT system. The following information relates to the project:

- Currently established authority for the project totals \$50.5 million which includes appropriations from HB 10 of the 2023 session totaling approximately \$40.0 million
- Expenditures through the end of FY 2024 related to the project were \$24.4 million
- The annual maintenance costs included in HB 2 for the 2025 biennium are nearly \$2.6 million, but expenditures of only \$500,000 were realized in FY 2024
- The project has a revised estimated completion date of March 2025

## APPENDIX

Position Description	FTE	Median Months Vacant	Market Midpoint (Hourly)
<b>41100 Department of Justice</b>	<b>89.75</b>	<b>4.62</b>	<b>19.88</b>
<b>01 LEGAL SERVICES DIVISION</b>	<b>8.00</b>	<b>6.26</b>	<b>46.74</b>
Assistant Attorney General	4.00	9.93	55.14
Lawyer Supervisor	1.00	0.07	54.83
Personal Staff - EO/Prof	2.00	7.02	
Public Relations Supervisor	1.00	4.66	38.65
<b>03 MONTANA HIGHWAY PATROL</b>	<b>51.00</b>	<b>4.66</b>	
Communications Technologist	1.00	4.10	30.11
Custodian 1	1.00	0.98	15.01
Emergency Dispatcher 1	12.00	2.62	21.31
Highway Patrol Captain	2.00	1.67	
Highway Patrol Officer 1	30.00	5.62	
Highway Patrol Sergeant	5.00	2.39	
<b>04 INA - INFORMATION TECHNOLOGY SYSTEMS</b>	<b>2.00</b>	<b>2.33</b>	<b>38.88</b>
IT Systems Analyst 2	1.00	0.07	41.13
Web Developer/SharePoint Spec	1.00	4.59	36.64
<b>05 DIV OF CRIMINAL INVESTIGATION</b>	<b>7.75</b>	<b>4.46</b>	<b>36.55</b>
Administrative Assistant	0.50	12.00	21.48
Assistant RAC	1.00	1.34	39.66
Crime Investigator	5.00	12.00	36.55
Fire Inspector	1.00	4.46	29.58
Intern	0.25	0.13	
<b>07 GAMBLING CONTROL DIVISION</b>	<b>7.00</b>	<b>12.92</b>	<b>38.76</b>
Compliance Investigator	2.00	17.97	35.23
Compliance Investigator 1	1.00	0.89	35.23
Compliance Investigator Superv	1.00	12.92	38.76
Law Enforcement Manager	1.00	36.89	47.37
Lawyer	1.00	7.87	55.14
Software Developer 3	1.00	25.77	45.80
<b>08 FORENSIC SERVICES DIVISION</b>	<b>2.50</b>	<b>1.38</b>	<b>19.88</b>
Evidence Technician 1	0.50	2.52	19.88
Fingerprint & Evidence Tech	2.00	0.84	19.88
<b>09 MOTOR VEHICLE DIVISION</b>	<b>3.50</b>	<b>2.25</b>	<b>17.87</b>
Lawyer 2	1.00	6.89	55.14
License Permit Technician 2	2.50	1.44	17.87
<b>10 CENTRAL SERVICES DIVISION</b>	<b>7.00</b>	<b>3.05</b>	<b>46.88</b>
Accountant	1.00	2.30	29.57
Accountant 1	1.00	4.92	23.11
Business Manager	1.00	5.05	62.81
Chief Financial Officer	1.00	0.07	56.34
Grants Contracts Coordinator 2	1.00	30.59	31.98
IT Manager	1.00	3.05	55.24
IT Systems Administrator 2	1.00	1.84	46.88
<b>20 MT LAW ENFORCEMENT ACADEMY</b>	<b>1.00</b>	<b>5.11</b>	<b>20.30</b>