# FY 2014 Salary Survey Results

(55 out of 56 counties responded)

<table>
<thead>
<tr>
<th>County Name (alphabetically)</th>
<th>What is the uniform Clerk &amp; Recorder BASE elected official’s salary for 2014?</th>
<th>What is the uniform increase for elected officials for 2014? (%)</th>
<th>flat rate, or other</th>
<th>Does your county grant longevity for all elected officials? (exclude longevity determined by statute)</th>
<th>If yes, provide flat rate or % of increase</th>
<th>Does your county give the Clerk &amp; Recorder an add-on for Election Administration duties? If yes, what amount?</th>
<th>Does your county give the Treasurer an add-on? If yes, what amount?</th>
<th>Does your county give the Superintendent of Schools an add-on? If yes, what amount?</th>
<th>Do your County Commissioners hold full-time or part-time positions? If part-time, what %?</th>
<th>Is your County Attorney a full-time or part-time position?</th>
<th>What is your County Attorney’s total salary for 2014?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anaconda-Deer Lodge</td>
<td>$45,900.00</td>
<td>2%, except for Commissioners (no increase)</td>
<td>no</td>
<td>yes, $2,000</td>
<td>yes, $2,000</td>
<td>no</td>
<td>part-time, receive $700 per month</td>
<td>full-time</td>
<td>$99,773.60</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Beaverhead</td>
<td>$40,144.81</td>
<td>4.10%</td>
<td>yes, 1% for each year</td>
<td>yes, $2,000</td>
<td>no</td>
<td>no</td>
<td>full-time</td>
<td>full-time</td>
<td>$91,830.18</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Big Horn</td>
<td>$50,125.00</td>
<td>$1.00/hour</td>
<td>yes, an additional 1% every 5 years</td>
<td>no</td>
<td>no</td>
<td>no</td>
<td>full-time</td>
<td>full-time</td>
<td>$101,446.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Blaine</td>
<td>$45,374.77</td>
<td>$1,635.84</td>
<td>yes</td>
<td>yes, $2,000</td>
<td>no</td>
<td>yes, $400</td>
<td>full-time</td>
<td>full-time</td>
<td>$82,431.77</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Broadwater</td>
<td>$38,334.40</td>
<td>$0.45</td>
<td>no</td>
<td>yes, $2,000</td>
<td>yes, $2,000</td>
<td>yes, $400</td>
<td>part-time, 65%</td>
<td>full-time</td>
<td>county funded $50,897.60 state funded $49,982.40</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Butte-Silver Bow</td>
<td>$69,998.92</td>
<td>unknown</td>
<td>no</td>
<td>yes, $2,000</td>
<td>no</td>
<td>no</td>
<td>part-time, unknown</td>
<td>full-time</td>
<td>$107,847.43</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Carbon</td>
<td>$56,108.41</td>
<td>4.30%</td>
<td>yes, 1%</td>
<td>no</td>
<td>no</td>
<td>yes, $400</td>
<td>full-time</td>
<td>full-time</td>
<td>$102,458.71 base; 106,918.09 including longevity</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Carter</td>
<td>$44,230.64</td>
<td>5.40%</td>
<td>no (only sheriff)</td>
<td>no</td>
<td>no</td>
<td>no</td>
<td>part-time, less than 1/2 time</td>
<td>part-time</td>
<td>shared with Fallon County</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cascade</td>
<td>$57,856.22</td>
<td>2.10%</td>
<td>no</td>
<td>no</td>
<td>no</td>
<td>no</td>
<td>full-time</td>
<td>full-time</td>
<td>$105,893.06</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chouteau</td>
<td>$39,667.60</td>
<td>1.06%</td>
<td>yes, 1%</td>
<td>yes, $2,000</td>
<td>yes, $2,000</td>
<td>yes, $400</td>
<td>full-time</td>
<td>part-time</td>
<td>$69,835.50</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Custer</td>
<td>$45,244.80</td>
<td>$2,000</td>
<td>no</td>
<td>no</td>
<td>no</td>
<td>yes, $400</td>
<td>full-time</td>
<td>full-time</td>
<td>$95,867.52</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Daniels</td>
<td>$39,518.50</td>
<td>2.10%</td>
<td>yes, $2,000</td>
<td>no</td>
<td>no</td>
<td>no</td>
<td>part-time, 14%</td>
<td>part-time</td>
<td>$50,704.14</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dawson</td>
<td>$51,376.25</td>
<td>3.10%</td>
<td>no</td>
<td>yes</td>
<td>yes</td>
<td>yes</td>
<td>full-time</td>
<td>full-time</td>
<td>$99,495.72</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fallon</td>
<td>$58,905.60</td>
<td>$1.00/hour</td>
<td>yes, $0.25 - $2.00/hour extra depending on years of service (as of last year)</td>
<td>No, because I won’t accept anything that my Deputy is not allowed to have</td>
<td>yes</td>
<td>Contract position</td>
<td>full-time</td>
<td>part-time</td>
<td>49,218 + state portion of $36,315.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fergus</td>
<td>$42,598.40</td>
<td>0%</td>
<td>no</td>
<td>no</td>
<td>no</td>
<td>no</td>
<td>full-time</td>
<td>full-time</td>
<td>$92,435.20</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Flathead</td>
<td>$63,593.00</td>
<td>3%</td>
<td>no</td>
<td>yes, $2,000</td>
<td>yes, $2,000</td>
<td>yes, $400</td>
<td>full-time</td>
<td>full-time</td>
<td>$101,224.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gallatin</td>
<td>$63,866.40</td>
<td>$1.00/hour</td>
<td>no</td>
<td>yes, $2,000</td>
<td>yes, $1,000</td>
<td>yes, $500</td>
<td>full-time</td>
<td>full-time</td>
<td>$96,003.24</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Garfield</td>
<td>$34,318.92</td>
<td>1.50%</td>
<td>no</td>
<td>yes, $1,000</td>
<td>no</td>
<td>yes, $400</td>
<td>part-time, 4 days/month</td>
<td>full-time</td>
<td>$49,906.21</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Glacier</td>
<td>$42,803.02</td>
<td>3%</td>
<td>no</td>
<td>yes, $2,000</td>
<td>yes, $2,000</td>
<td>yes, $400</td>
<td>part-time, 6-8 meetings/month</td>
<td>part-time</td>
<td>$91,830.70</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Golden Valley</td>
<td>$26,775.65</td>
<td>2%</td>
<td>no</td>
<td>yes, $2,000</td>
<td>yes, $2,000</td>
<td>yes, $1,060</td>
<td>part-time, 2 days/month</td>
<td>part-time</td>
<td>$45,123.84</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Granite</td>
<td>$38,256.81</td>
<td>2.10%</td>
<td>yes, base * 1% * years of service</td>
<td>yes, $2,000</td>
<td>no</td>
<td>n/a</td>
<td>part-time, 50%</td>
<td>full-time</td>
<td>$91,745.28 (with longevity) $89,126.49 (without longevity)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hill</td>
<td>$41,434.63</td>
<td>0%</td>
<td>yes, 1%</td>
<td>no</td>
<td>no</td>
<td>yes, $200 (part time employee)</td>
<td>full-time</td>
<td>full-time</td>
<td>$97,312.79</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jefferson</td>
<td>$54,513.89</td>
<td>3%</td>
<td>yes, 1%</td>
<td>yes, $2,000</td>
<td>no</td>
<td>yes$2,000</td>
<td>full-time</td>
<td>full-time</td>
<td>$114,737.60</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Judith Basin</td>
<td>$37,918.70</td>
<td>2.5%, F53Compensation Board awarded all the E.O. in JB County the add-on of $2000 per year. They didn’t limit it to the Clerk &amp; Recorder/E.A., Treasurer, Sheriff, and Commissioners (they felt if one received all should receive)</td>
<td>yes, $100/year in office</td>
<td>yes, $2,000/year</td>
<td>yes, $2,000/year</td>
<td>Combined office with Clerk of Court/receives additional flat $1000 Supt of School &amp; $1000 add-on for Clerk of Court</td>
<td>part-time, 35% Base/full $2000 add-on and longevity also</td>
<td>part-time</td>
<td>Base $51,029.58 plus $2000 plus longevity</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lake</td>
<td>$48,075.46</td>
<td>2%</td>
<td>yes, 2%</td>
<td>no</td>
<td>yes, $2,000</td>
<td>no</td>
<td>full-time</td>
<td>full-time</td>
<td>$91,630.18</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lewis &amp; Clark</td>
<td>$68,543.00</td>
<td>2%</td>
<td>yes</td>
<td>yes</td>
<td>yes, $2,000</td>
<td>yes, $2,000</td>
<td>full-time</td>
<td>full-time</td>
<td>$112,020.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Liberty</td>
<td>$37,338.70</td>
<td>2.50%</td>
<td>yes, $261/year after 5 yrs of service</td>
<td>yes, $2,000</td>
<td>yes, $2,000</td>
<td>yes, $200</td>
<td>1 or 2 days/week but get paid full-time</td>
<td>part-time</td>
<td>$49,053.77</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lincoln</td>
<td>$43,074.44</td>
<td>0%</td>
<td>yes, $1.00 for the year (to give sheriff’s deputies longevity)</td>
<td>no</td>
<td>no</td>
<td>no</td>
<td>full-time</td>
<td>full-time</td>
<td>$99,622.68</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

[Montana Association of Counties](www.mtc locals.org)
<table>
<thead>
<tr>
<th>County Name (alphabetically)</th>
<th>What is the uniform Clerk &amp; Recorder BASE elected official's salary for 2014?</th>
<th>What is the uniform increase for elected officials for 2014? (% flat rate, or other)</th>
<th>Does your county grant longevity for all elected officials? (exclude longevity determined by statute) if yes, provide flat rate or % of increase</th>
<th>Does your county give the Clerk &amp; Recorder an add-on for Election Administration duties? if yes, provide flat rate or % of increase</th>
<th>Does your county give the Treasurer an add-on? If yes, what amount?</th>
<th>Does your county give the Superintendent of Schools an add-on? If yes, what amount?</th>
<th>Do your County Commissioners hold full-time or part-time positions? If part-time, what %?</th>
<th>Is your County Attorney a full-time or part-time position?</th>
<th>What is your County Attorney's total salary for 2014?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Madison</td>
<td>$48,641.00</td>
<td>3%</td>
<td>yes, $0.25 for every 5 years</td>
<td>yes, $2,000</td>
<td>yes, $2,000</td>
<td>yes, $400 comb. allowance +20% additional allowance</td>
<td>full-time</td>
<td>full-time</td>
<td>county funded: $52,962 state funded: $49,980 ($102,942 total)</td>
</tr>
<tr>
<td>McCone</td>
<td>$38,239.08</td>
<td>5%</td>
<td>yes, $100/year of service</td>
<td>yes, $2,000</td>
<td>no</td>
<td>yes, $400</td>
<td>part-time, 50%</td>
<td>part-time</td>
<td>$54,883.70</td>
</tr>
<tr>
<td>Meagher</td>
<td>$37,124.00</td>
<td>2.1%, $0.39</td>
<td>no</td>
<td>yes, $2,000</td>
<td>yes, $2,000</td>
<td>no</td>
<td>part-time, 3 days per month</td>
<td>part-time</td>
<td>$51,427.44</td>
</tr>
<tr>
<td>Mineral</td>
<td>$39,462.32</td>
<td>0%</td>
<td>no, not this fiscal year (1% when received)</td>
<td>yes, $2,000</td>
<td>yes, $2,000</td>
<td>yes, $400</td>
<td>part-time, 50%</td>
<td>full-time</td>
<td>$98,712.18</td>
</tr>
<tr>
<td>Missoula</td>
<td>$62,046.40</td>
<td>1.50%</td>
<td>yes, 1% of base rate * years</td>
<td>yes, $2,000</td>
<td>Our Clerk and Recorder is also the Treasurer</td>
<td>yes, $2,000</td>
<td>full-time</td>
<td>full-time</td>
<td>$103,126.40 base salary + longevity</td>
</tr>
<tr>
<td>Musselshell</td>
<td>$45,025.33</td>
<td>2.1%, $0.25 raise</td>
<td>no</td>
<td>yes, $2,000</td>
<td>no</td>
<td>yes, $400</td>
<td>part-time, less than half-time: 5 or 6 days/month + county board meetings</td>
<td>part-time</td>
<td>$46,934.73</td>
</tr>
<tr>
<td>Park</td>
<td>$48,920.18</td>
<td>unsure</td>
<td>yes</td>
<td>yes, $2,000</td>
<td>yes, $2,000</td>
<td>yes, $1,200</td>
<td>full-time</td>
<td>full-time</td>
<td>$94,526.18</td>
</tr>
<tr>
<td>Petroleum</td>
<td>$28,500.00</td>
<td>n/a</td>
<td>yes, 1%</td>
<td>yes, $2,000</td>
<td>yes, $2,000</td>
<td>no</td>
<td>part-time, 1 day</td>
<td>full-time</td>
<td>$30,643.00</td>
</tr>
<tr>
<td>Phillips</td>
<td>$39,761.12</td>
<td>$5.20</td>
<td>no</td>
<td>yes, $2,000</td>
<td>no</td>
<td>yes, $400</td>
<td>full-time</td>
<td>part-time</td>
<td>$59,974.44</td>
</tr>
<tr>
<td>Pondera</td>
<td>$42,023.68</td>
<td>2.15%</td>
<td>yes, $2,000</td>
<td>no</td>
<td>no</td>
<td>no</td>
<td>full-time</td>
<td>full-time</td>
<td>$85,359.00</td>
</tr>
<tr>
<td>Powder River</td>
<td>$38,498.35</td>
<td>3.10%</td>
<td>yes, 1%/year</td>
<td>no</td>
<td>no</td>
<td>no</td>
<td>full-time</td>
<td>full-time</td>
<td>$49,951.63</td>
</tr>
<tr>
<td>Powell</td>
<td>$35,529.38</td>
<td>2%</td>
<td>yes, $200/term served</td>
<td>yes, $2,000</td>
<td>yes, $2,000</td>
<td>no</td>
<td>part-time, 75%</td>
<td>full-time</td>
<td>$87,833.64 (includes $200 longevity)</td>
</tr>
<tr>
<td>Prairie</td>
<td>$33,778.24</td>
<td>3.33%</td>
<td>no</td>
<td>no</td>
<td>no</td>
<td>no</td>
<td>part-time, 3 days/month</td>
<td>part-time</td>
<td>$74,474.40</td>
</tr>
<tr>
<td>Ravalli</td>
<td>$50,545.00</td>
<td>1.50%</td>
<td>yes, 1% capped at 12 years of service</td>
<td>yes, $2,000</td>
<td>no</td>
<td>yes, $400</td>
<td>full-time</td>
<td>full-time</td>
<td>$97,864.00</td>
</tr>
<tr>
<td>Richland</td>
<td>$60,620.56</td>
<td>6.50%</td>
<td>yes, $0.50 for every 5 years of service; cap is $2.50</td>
<td>yes, $2,000</td>
<td>yes, $2,000</td>
<td>yes, $400</td>
<td>full-time</td>
<td>full-time</td>
<td>$109,400.02</td>
</tr>
<tr>
<td>Roosevelt</td>
<td>$49,500.00</td>
<td>$2,000</td>
<td>no</td>
<td>yes, $2,000</td>
<td>yes, $2,000</td>
<td>yes, $3,000 (combined with Clerk of Court)</td>
<td>full-time</td>
<td>full-time</td>
<td>$99,553.60</td>
</tr>
<tr>
<td>Rosebud</td>
<td>$51,613.64</td>
<td>$3,000</td>
<td>no</td>
<td>yes, $2,000</td>
<td>yes, $2,000</td>
<td>yes, $400</td>
<td>full-time</td>
<td>full-time</td>
<td>$98,563.57</td>
</tr>
<tr>
<td>Sanders</td>
<td>$43,095.71</td>
<td>0%</td>
<td>yes, $90 after 1 year, $100 after 5, $110 after 10, $120 after 120, $130 after 20</td>
<td>yes, $2,000</td>
<td>yes, $2,000</td>
<td>no</td>
<td>full-time</td>
<td>full-time</td>
<td>$87,717.90</td>
</tr>
<tr>
<td>Sheridan</td>
<td>$46,505.00</td>
<td>3%</td>
<td>yes, 0.5% annual</td>
<td>no</td>
<td>no</td>
<td>n/a, office combined with clerk &amp; recorder</td>
<td>full-time</td>
<td>part-time</td>
<td>$66,180.90</td>
</tr>
<tr>
<td>Stillwater</td>
<td>$44,282.22</td>
<td>2.10%</td>
<td>yes, 1%</td>
<td>no</td>
<td>no</td>
<td>yes, $400</td>
<td>full-time</td>
<td>full-time</td>
<td>$107,302.23</td>
</tr>
<tr>
<td>Sweet Grass</td>
<td>$40,726.40</td>
<td>2.10%</td>
<td>no</td>
<td>yes, $2,000</td>
<td>yes, $2,000</td>
<td>yes, $240.00 (0.6 time employee)</td>
<td>full-time</td>
<td>full-time</td>
<td>$99,960.00</td>
</tr>
<tr>
<td>Teton</td>
<td>$42,344.14</td>
<td>3.20%</td>
<td>no</td>
<td>yes, $2,000</td>
<td>no</td>
<td>yes, $400</td>
<td>part-time, 90%</td>
<td>full-time</td>
<td>$96,968.83</td>
</tr>
<tr>
<td>Toole</td>
<td>$45,063.47</td>
<td>$0.63/hour</td>
<td>yes, 1% after 5 years</td>
<td>yes, $2,000</td>
<td>no</td>
<td>no</td>
<td>full-time</td>
<td>full-time</td>
<td>$95,170.00</td>
</tr>
<tr>
<td>Treasure</td>
<td>$30,343.56</td>
<td>3.74%</td>
<td>no</td>
<td>yes, $2,000</td>
<td>yes, $2,000</td>
<td>yes, $3,000</td>
<td>part-time, 10%</td>
<td>full-time</td>
<td>$49,879.01</td>
</tr>
<tr>
<td>Valley</td>
<td>$41,656.31</td>
<td>5%</td>
<td>no</td>
<td>yes, $2,000</td>
<td>yes, $2,000</td>
<td>no</td>
<td>full-time</td>
<td>full-time</td>
<td>$105,611.94</td>
</tr>
<tr>
<td>Wheatland</td>
<td>$42,345.48</td>
<td>yes, $1,000/year</td>
<td>no</td>
<td>no</td>
<td>Part-time, 50%</td>
<td>$46,053.54</td>
<td>part-time</td>
<td>$46,053.54</td>
<td></td>
</tr>
<tr>
<td>Yellowstone</td>
<td>$63,165.59</td>
<td>3%</td>
<td>yes, $4,114.43/year up to $20,572.06</td>
<td>no</td>
<td>no</td>
<td>no</td>
<td>full-time</td>
<td>full-time</td>
<td>$117,600.00</td>
</tr>
</tbody>
</table>