

Yellowstone County



COMMISSIONERS
(406) 256-2701
(406) 256-2777 (FAX)

P.O. Box 35000
Billings, MT 59107-5000
bocc@yellowstonecountymt.gov

TO: Elected Officials, Department Heads, and Non-union Employees
FROM: Board of County Commissioners
RE: FY 2023 Salary Increase for Non-union Employees
DATE: June 21, 2022

The Board of County Commissioners has approved the following compensation package for non-union employees hired on or before June 30, 2022. This compensation plan includes a base wage adjustment, movement toward midpoint and longevity recognition.

NON-UNION EMPLOYEE BASE WAGE ADJUSTMENT FOR FY 2023

- For employees whose FY22 base salary is below 90% of the FY23 salary schedule's midpoint for your grade, you will be moved to 90% of FY23 salary midpoint with a minimum increase not less than 4.5%
- For employees whose FY22 base salary is between 90% and 100% of the FY23 salary schedule's midpoint for your grade, your base compensation will increase 4.5% on July 1, 2022.
- For employees whose FY22 base salary is over 100% of the FY23 salary schedule's midpoint for your grade, your base compensation will increase 4.0% on July 1, 2022, not to exceed the maximum of the grade. Employees whose base pay exceeds the maximum of their FY23 pay grade after receiving the raise above will receive a lump sum payment for the amount over maximum in January 2023. Employees must be employed through December 31, 2022, to be eligible for the lump sum payment.
- To promote salary progression toward midpoint, employees that have a FY23 base pay (after raise) that is below midpoint of their FY23 pay grade **and** have four or more years of county service as of 7/01/22 will receive an additional 0.15% times the FY22 base for each year of **continuous** service not to exceed six years and not to exceed midpoint of the range.
 - A. Below midpoint with four (4) years equates to an additional 0.6%
 - B. Below midpoint with five (5) years equates to an additional 0.75%
 - C. Below midpoint with six or more (6+) years equates to an additional 0.9%
- Note: FY22 Base Salary is as of 6/30/22 and includes FY22 Base Salary and any FY22 progression toward midpoint.

NON-UNION LONGEVITY FOR FY 2023:

- Non-union employees will be eligible for the longevity program starting on the non-union employee's fifth (5th) anniversary date (four years and 366 days). To be eligible for longevity, non-union employees must be continuously employed and reach their annual anniversary date. It is not prorated.
- Longevity pay will be separate from base salary and paid in a lump sum on the 10th of the next month following your anniversary date unless your date is the first day of that month. Longevity will be computed as follows for your FY23 payment for fulltime employees:
 - Number of year's continuous longevity multiplied times \$100.00 per year.
- Part-time employees will receive longevity @ \$100.00 per continuous year times their budgeted full-time equivalent status.
- Non-union employees eligible for other longevity plans are not eligible for the \$100 per year longevity.

The Fiscal Year 2023 Pay Grade Structure Schedule is attached. Please circulate this memo and the FY23 Salary Schedule to all non-union employees.

Thank you for your commitment to public service and Yellowstone County.

Copy: H.R./payroll

Yellowstone County FY 23 Salary Schedule

4.00% July 1, 2022 through June 30, 2023

Annual

Hourly

Grade	Minimum 85%	Midpoint 100%	Maximum 120%	Minimum 85%	Midpoint 100%	Maximum 120%
C	\$ 31,760.48	\$ 37,365.27	\$ 44,838.31	\$15.27	\$17.96	\$21.56
D	\$ 36,190.82	\$ 42,577.43	\$ 51,092.93	\$17.40	\$20.47	\$24.56
E	\$ 42,056.83	\$ 49,478.62	\$ 59,374.35	\$20.22	\$23.79	\$28.55
F	\$ 46,174.21	\$ 54,322.60	\$ 65,187.12	\$22.20	\$26.12	\$31.34
G	\$ 51,166.49	\$ 60,195.87	\$ 72,235.04	\$24.60	\$28.94	\$34.73
H	\$ 56,158.76	\$ 66,069.13	\$ 79,282.96	\$27.00	\$31.76	\$38.12
I	\$ 61,151.04	\$ 71,942.40	\$ 86,330.87	\$29.40	\$34.59	\$41.51
J	\$ 68,638.87	\$ 80,751.61	\$ 96,901.94	\$33.00	\$38.82	\$46.59
K	\$ 76,125.55	\$ 89,559.48	\$ 107,471.37	\$36.60	\$43.06	\$51.67
L	\$ 86,110.10	\$ 101,306.00	\$ 121,567.21	\$41.40	\$48.70	\$58.45
M	\$ 94,845.14	\$ 111,582.52	\$ 133,899.02	\$45.60	\$53.65	\$64.37