

## **RESOLUTION**

### **NO. 24-90**

**WHEREAS**, MCA 7-4-2503 provides for a County Compensation Board to be established by the Board of County Commissioners; and

**WHEREAS**, the County Compensation Board was established by the Board of County Commissioners and such board did hold public hearings regarding the elected official compensation proposal for fiscal year 2024-2025; and

**WHEREAS**, the Board of County Commissioners are required to fix the salaries of the elected officials annually as required by MCA 7-4-2504; and

**WHEREAS**, the County Compensation Board and the Board of County Commissioners heard testimony both for and against such proposal; and

**WHEREAS**, the proposal brought forth before the Board of County Commissioners is deemed to be equitable and in compliance with MCA 7-4-2503; and

**NOW, THEREFORE, BE IT RESOLVED** that the Board of County Commissioners of Yellowstone County, Montana pursuant to MCA 7-4-2504 establish the compensation for the elected officials in accordance with attachments (A), (B), (C), and (D) to this resolution effective July 1, 2024.

**IT IS FURTHER RESOLVED**, that pursuant to the provisions of Section 3-10-208 MCA whereby in the resolution providing for salary, the Board of County Commissioners shall designate office hours of each Justice of the Peace of Yellowstone County, Montana, to be from 9:00 o'clock a.m. until 12:00 noon and 1:00 o'clock p.m. until 5:00 o'clock p.m. every working day, Monday through Friday.

All such provisions of this Resolution shall be controlled and limited by Montana state law. Should any provisions of this resolution conflict with Montana state law, the applicable law shall control.

**PASSED AND ADOPTED** by the Board of County Commissioners of Yellowstone County, Montana this 11<sup>th</sup> day of June 2024.

BOARD OF COUNTY COMMISSIONERS  
YELLOWSTONE COUNTY, MONTANA

John Ostlund, Chair

(SEAL)

Mark Morse, Member

Donald W. Jones, Member

ATTEST:

Jeff Martin  
Clerk and Recorder

**ATTACHMENT A**  
**RECOMMENDATION FROM ELECTED OFFICIAL**  
**COUNTY COMPENSATION BOARD**

In accordance with MCA 7-4-2503, the Yellowstone County Compensation Board has examined the compensation levels for County officials and recommends the implementation of the following FY 2024-2025 salary plan for Yellowstone County elected officials:

a) Base Salary, exclusive of additional compensation, will be increased 4.00% over the FY24 level Base Salary, as shown in Attachment B.

b) Total compensation for the Justice of the Peace positions will be adjusted as provided by MCA 7-4-2503(2) (g). Those positions will have a total compensation of 90.00% of the FY25 compensation level of a district court judge. The Justice of the Peace position will receive no longevity. The difference in the amount of compensation provided as a Base Salary for elected officials and this 90.00% level shall be considered “Other Compensation” as shown in Attachment C.

c) The County Attorney’s total compensation will be equal to the FY25 compensation level of a district court judge. The County Attorney will receive no longevity. The County Attorney’s salary is reflected in Attachment C.

d) The longevity will be determined as shown in Attachment D, exclusive of the sheriff who will receive statutory longevity as determined by MCA 7-4-2503(2)(c).

Compensation as determined by the above criteria will be earned and paid in equal semi-monthly installments. Elected officials vacating the office before completion of a semi-monthly pay cycle will receive a prorated portion of their compensation. An elected or appointed official taking office after the first day of a semi-monthly pay cycle will receive a prorated portion of their semi-monthly compensation.

MCA 7-4-2503 requires the Compensation Board to hold public hearings, and MCA 7-4-2504 requires the Board of County Commissioners to fix the salaries for elected officials by resolution annually.

**ATTACHMENT B - ELECTED OFFICIALS COMPENSATION SCHEDULE FOR FY25**  
**SHERIFF ON STATUTORY LONGEVITY METHOD**  
**4% Increase to Base Salary and longevity value**

POSITION	COMPENSATION FOR FY24				COMPENSATION FOR FY25				\$ Increase	% Incr
	BASE SALARY @ 6/30/2024	OTHER PAY FY24	LONGEVITY FY24	TOTAL Compensation @ 6/30/2024	BASE SALARY @ 7/01/2024	OTHER PAY FY25	LONGEVITY @ 7/01/2024	TOTAL Compensation @ 7/01/2024		
CLERK OF DISTRICT COURT - HALPIN	81,989.00		27,200.00	109,189.00	85,268.56		28,288.00	113,556.56	4,367.56	4.00%
CLERK & RECORDER / SURVEYOR / AUDITOR - MARTIN	81,989.00	16,397.80 NOTE (2)	27,200.00	125,586.80	85,268.56	17,053.71 NOTE (2)	28,288.00	130,610.27	5,023.47	4.00%
COMMISSIONERS - JONES	81,989.00	2,000.00 NOTE (3)	27,200.00	111,189.00	85,268.56	2,000.00 NOTE (3)	28,288.00	115,556.56	4,367.56	3.93%
COMMISSIONERS - MORSE	81,989.00	2,000.00 NOTE (3)	6,800.00 NOTE (7)	90,789.00	85,268.56		7,072.00 NOTE (7)	94,340.56	3,551.56	3.91%
COMMISSIONERS - OSTLUND	81,989.00	2,000.00 NOTE (3)	27,200.00	111,189.00	85,268.56	2,000.00 NOTE (3)	28,288.00	115,556.56	4,367.56	3.93%
SHERIFF - LINDER	81,989.00	4,000.00 NOTE (3)	27,876.26 NOTES (1,5)	113,865.26	85,268.56	4,000.00 NOTE (3)	28,991.31 NOTES (1,5)	118,259.87	4,394.61	3.86%
TREASURER / ASSESS / SUPT. OF SCH- PAULSON-SHAFER	81,989.00	8,598.90 NOTE (4)	NOTE (6)	90,587.90	85,268.56	8,926.86 NOTE (4)	NOTE (6)	94,195.42	3,607.52	3.98%
<b>TOTALS</b>	<b>573,923.00</b>	<b>34,996.70</b>	<b>143,476.26</b>	<b>752,395.96</b>	<b>596,879.92</b>	<b>35,980.57</b>	<b>149,215.31</b>	<b>782,075.80</b>	<b>29,679.84</b>	<b>3.94%</b>
				752,395.96				782,075.80	29,679.84	

BASE SALARY - FY24

FY25 PERCENT INCREASE TO BASE SALARY

BASE SALARY - FY25

CURRENT LONGEVITY MAXIMUM

ANNUAL LONGEVITY INCREMENT (4 YR MAX)

\$	81,989.00
	4.00%
\$	85,268.56
\$	28,288.00
\$	7,072.00

After longevity increments thru 6/30/25

797,072.48

5.94%

LONGEVITY BASED ON YEARS OF SERVICE WITHIN OFFICE EITHER ELECTED OR APPOINTED.

NOTE (1): The sheriff will receive statutory longevity equal to 1% of base pay for each year of service (MCA 7-4-2503(2)(d)).

NOTE (2): Combined offices of Clerk & Recorder and Surveyor, receives additional 10% of base pay per Resolution 03-64. Combined offices of Clerk & Recorder/Surveyor and Auditor receives additional 10% of base pay per Resolution 22-04, effective 1/1/23.

NOTE (3): Commissioners (MCA 7-4-2107) receive statutory pay in addition to base salary of \$2,000 a year; Sheriff (MCA 7-4-2503 (2)(b) receive statutory pay in addition to base salary in sum of \$4,000 a year

NOTE (4): Combined offices of Treasurer and Supt of Schools + \$400 per 7-4-2503(2)(a). Receive additional 10% of base pay per Resolution 03-65. Office combined with Supt. of Schools effective 1/1/11.

NOTE (5): Sheriff Linder receives an additional year for longevity in October 2024 bringing total compensation to \$119,112.56 (4.61% increase on a June 30 to June 30 basis).

NOTE (6): Treasurer Paulson-Shafer has an August 1 anniversary date for longevity increase of \$7,072.00 to be added to total compensation \$94,195.42 to total \$101,267.42 (11.79% increase on a June 30 to June 30 basis).

NOTE (7): Commissioner Morse has a January 1 anniversary date for longevity increase of \$7,072.00 to be added to total compensation \$94,340.56 to total \$101,412.56 (11.7% increase on a June 30 to June 30 basis).

**ATTACHMENT C - ELECTED OFFICIALS-CO ATTY AND JUSTICE OF PEACE POSITIONS FOR FY25**  
**4% Increase to Base Salary and 90% of District Court Salary**

POSITION	COMPENSATION FOR FY24				COMPENSATION FOR FY25				\$ Increase	% Incr
	BASE	OTHER PAY	LONGEVITY	TOTAL	BASE	OTHER PAY	LONGEVITY	TOTAL		
	SALARY			Compensation	SALARY			Compensation		
	@ 6/30/24	@ 6/30/24	@ 6/30/24	@ 6/30/24	@ 7/01/24	@ 7/01/24	@ 7/01/24	@ 7/01/24		
ATTORNEY - TWITO	148,872.00		NOTE (1)	148,872.00	148,872.00		NOTE (1)	148,872.00	-	0.00%
JUSTICE OF THE PEACE - CARTER	81,989.00	37,108.60	NOTE (2)	119,097.60	85,268.56	48,716.24	NOTE (2)	133,984.80	14,887.20	12.50%
JUSTICE OF THE PEACE -WALKER	81,989.00	37,108.60	NOTE (2)	119,097.60	85,268.56	48,716.24	NOTE (2)	133,984.80	14,887.20	12.50%
TOTALS	312,850.00	74,217.20	-	387,067.20	319,409.12	97,432.48	-	416,841.60	29,774.40	7.69%

BASE SALARY - FY24-JP Only

FY24 PERCENT INCREASE TO BASE SALARY -JP Only

BASE SALARY - FY25-JP Only

FY25 % of Dist Court Salary-JP Only

\$	81,989.00
	4.00%
\$	85,268.56
	90.00%

NOTE (3)

NOTE (1): As of FY10, salary set at 100% of District Court judge salary. No longevity component. - State reimburses a portion of County Attorney salary and benefits.

NOTE (2): Salary set at a % of District Court judge salary. No longevity component. Per County Atty, must keep elected official base as component, with remaining total compensation difference being "Other Pay", not longevity related.

NOTE (3): FY17 % to District Court raised from 75% to 76.25%. FY19 % to District Court raised from 76.25% to 77.5%. FY21 and FY22 % to District Court was not raised. FY23 % to District Court raised from 77.5% to 80.0%. FY24 was not raised.

FY25 was raised from 80% to 90%.

New base salary verified at the following link - 5/6/24

<https://hr.mt.gov/HR-Portal/Pay-Plans>

## **ATTACHMENT D**

### **LONGEVITY COMPUTATION FOR ELECTED OFFICIALS FOR FY25**

These provisions apply to elected officials other than County Attorney, Justices of the Peace and Sheriff.

- 1) Longevity means continuous service in office as either elected or appointed official.
- 2) Maximum longevity value is \$28,288.
- 3) The maximum longevity value will be divided by 4 years for determining the annual longevity value.
- 4) Longevity will increment 1 year on the anniversary of the month the official took office for those elected officials who have not attained maximum longevity.