

2023 CD WAGE AND BENEFIT - DATA BY YEARS OF SERVICE

Years	Hourly Wag	Hours	Health Benefit	PERS	Social Security	Other Benefits
< 1	\$ 15.00	15	Y	Y	N	N
< 1	\$ 15.00	30	Y	Y	N	N
< 1	\$ 17.00	40	Y	N	N	N
< 1	\$ 18.00	18	N	Y	Y	N
< 1	\$ 18.00	22	N	Y	Y	N
< 1	\$ 18.74	12	Y	Y	Y	N
< 1	\$ 19.00	28	Unknown	Unknown	Unknown	N
< 1	\$ 20.00	30	Y	Y	N	N
< 1	\$ 21.00	40	Y	Y	N	Y-MPERA Option
< 1	\$ 22.00	40	Y	N	N	N
< 1	\$ 25.00	20	Y	N	N	Y-Deferred Comp
< 1	\$ 25.00	20	Y	Y	N	N
1	\$ 18.00	40	Y	N	Y	N
1	\$ 19.00	20	N	N	Y	N
1	\$ 20.00	20	Y	Unknown	Unknown	N
1	\$ 20.00	32	Y	N	N	N
1	\$ 20.00	40	Y	Unknown	Unknown	N
1	\$ 20.47	30	Y	Y	N	N
1	\$ 21.00	40	N	N	Y	N
1	\$ 21.99	20	N	-	-	-
1	\$ 22.06	30	Y	Y	Y	N
1	\$ 24.00	25	Y	Y	N	N
1	\$ 25.96	40	Y	Y	N	Y-Cell
1	\$ 31.02	40	Y	Y	Y	N
1.5	\$ 16.00	20	N	Y	N	Y-HAS
1.5	\$ 16.50	20	Y	Y	N	Y-Phone/Internet
1.5	\$ 20.00	25	Y	Y	N	Y-Phone/Internet
1.5	\$ 20.00	35	Y	N	N	Y-IRA
1.67	\$ 19.00	30	N	N	N	N
1.75	\$ 18.00	20	Y	Y	N	N
1.75	\$ 20.00	19.5	N	N	N	Y-Phone/Internet
2	\$ 16.00	12	N	N	N	N
2	\$ 16.00	32	Y	Y	N	N
2.33	\$ 18.00	35	N	N	N	N
2.5	\$ 17.50	27	Y	Unknown	Unknown	Unknown
2.5	\$ 25.00	18	Y	Y	N	Y-Cell
2.5	\$ 25.22	40	Y	Y	N	Y-Phone/Internet
2.5	\$ 25.22	40	N	N	N	Y-Phone/Internet
3	\$ 20.00	22	N	N	Y	N
3	\$ 20.63	20	Y	N	N	N (Salary \$825 pay period)
3	\$ 23.00	18	Y	Y	N	Y-Phone/Internet
3	\$ 28.00	20	N	N	Y	N

3	\$ 31.02	40	Y	Y	N	N
3	\$ 34.67	40	Y	Y	Y	N
3.5	\$ 22.00	10	Y	Y	N	N
4	\$ 20.00	30	Y	Y	N	N
4	\$ 24.00	24	Y	N	N	Y-IRA
4	\$ 24.00	32	N	N	N	N
4	\$ 26.43	40	Y	Y	N	N
4.5	\$ 28.73	40	Y	Y	N	Y-Phone/Internet
5	\$ 20.00	20	Y	N	Y	Y-Phone/Internet
6	\$ 18.00	32	Y	N	Y	N
6	\$ 30.00	32	Y	N	N	Y-Deferred Comp, Cell
6.5	\$ 19.32	15	Y	Y	N	N
6.5	\$ 20.00	50	Y	N	Y	N
7	\$ 27.00	35	Y	N	N	Y-IRA
10	\$ 17.62	24	Y	N	N	N
10	\$ 22.50	16	N	Y	Y	N
10	\$ 29.50	40	Y	Y	Y	N
11	\$ 21.00	20	N	N	Y	N
15	\$ 20.50	24	Y	Y	N	N
17	\$ 26.94	40	Y	N	N	N
23	\$ 25.00	20	Y	Y	Y	N
24	\$ 22.57	24	Y-County	Y	Y	Y-IRA
24	\$ 31.09	40	Y	Y	N	Y-MPERA Option
25	\$ 19.00	35	Y	N	N	N
25	\$ 31.25	40	Y	Y	Y	N
27	\$ 20.00	10	N	Y	N	-
28	\$ 31.39	40	Y	Y	Y	N
29.5	\$ 21.00	20	N	N	Y	N
33	\$ 24.50	40	N	N	N	Y-Phone/Internet
34	\$ 23.31	20	Y	Y	Y	Y-Phone/Internet
34	\$ 39.33	40	Y	N	N	Y-IRA, Auto Insure, Phone/Internet

2025 - WAGE DATA SORTED BY AREA

Area	Years in Position	Hourly Wage	Weekly Hours
1	0-5	\$22.00	20
1	0-5	\$21.00	40
1	0-5	\$23.00	40
1	0-5	\$25.50	18
1	0-5	\$22.50	21
1	0-5	\$22.00	20
1	6 - 9	\$24.96	40
2	0-5	\$23.03	20
2	0-5	\$20.00	40
2	0-5	\$20.00	30
2	0-5	\$19.00	28
2	0-5	\$22.75	24
2	0-5	\$30.00	15
2	10+	\$21.00	10
2	10+	\$20.00	40
3	0-5	\$21.00	40
3	0-5	\$23.38	30
3	0-5	\$16.00	20
3	6-9	\$25.00	20
3	10+	\$25.00	16
4	0-5	\$25.00	30
4	0-5	\$24.00	40
4	0-5	\$22.50	28
4	0-5	\$19.00	40
4	6-9	\$26.00	40
4	10+	\$28.06	40
4	10+	\$43.72	40
Area	Years in Position	Hourly Wage	Weekly Hours
5	0-5	\$21.00	40
5	0-5	\$20.00	12
5	0-5	\$25.00	15
5	0-5	\$21.75	20
5	0-5	\$28.22	40
5	0-5	\$18.50	30
5	0-5	\$20.00	30
5	0-5	\$33.19	40
5	10+	\$34.47	40
5	10+	\$33.06	40

6	0 - 5	\$20.00	30
6	0-5	\$31.72	40
6	0-5	\$33.75	40
6	0-5	\$28.00	20
6	6 - 9	\$28.00	30
6	10+	\$24.50	40
6	10+	\$33.14	40
6	10+	\$22.42	26
6	10+	\$24.50	40

2025 - HEALTH BENEFIT DATA BY AREA			
AREA	Full time (F) or Part time (P)	Monthly District Paid Stipend	Permissive Levied or Plans to
1	Part Time	\$0.00	No
1	Full Time	\$75/month	Yes
1	Full Time	\$80.90/month	Yes
1	Full Time	\$100/month	No
1	Part Time	\$200/month	No
1	Part Time	\$600/month	Yes
1	Part Time	None	Yes
2	Part Time	None	No
2	Full Time	\$200/month	No
2	Part Time	unknown	No
2	Part Time	None	No
2	Part Time	None	No
2	Part Time	\$262.50	No
2	Full Time	None	Yes
2	Part Time	None	Yes
3	Part Time	525/month	Yes
3	Part Time	540/month	No
3	Part Time	500/month	Yes
3	Part Time	None	No
3	Full Time	None	No
4	Part Time	None	No
4	Full Time	None	No
4	Full Time	None	No
4	Full Time	\$500/month	No
4	Part Time	\$10/month	Yes
4	Full Time	None	No
4	Full Time	\$503.74/month	No
5	Full Time	528.50/month	No
5	Full Time	None	No
5	Part Time	None	No
5	Full Time	month total for all e	No
5	Part Time	None	No
5	Part Time	\$300/month	No
5	Full Time	Unknown	Yes
5	Part Time	None	Yes
5	Part Time	None	No
5	Full Time	\$850/month	Yes
6	Part Time	\$10/month	Yes
6	Part Time	\$50/month	Yes
6	Full Time	\$420/month	No
6	Full Time	None	No
6	Full Time	\$700/month	Yes
6	Full Time	\$675/month	No
6	Part Time	\$500/month	No
6	Full Time	None	No
6	Part Time	\$1,500/month	Yes

2025 CD WAGE AND BENEFIT - DATA BY YEARS OF SERVICE

Years	Hourly Wage	Hours	Health Benefit	Retirement Benefits	Other Benefits
0.25	\$ 19.00	40	No	No	Telework/Remote
0.7	\$ 22.00	20	No	No	No
0.75	\$ 21.00	40	Yes	IRA Contribution	Telework/Remote Other: Allowed to work remote on occasion. Otherwise, staff has to be in person, at the office.
1	\$ 18.50	30	No	MPERA	No
1	\$ 30.00	15	No	No	Phone/Internet Telework/Remote
1	\$ 22.50	21	Yes	No	Telework/Remote
1	\$ 22.75	24	No	No	Telework/Remote
1.2	\$ 20.00	30	Yes	PERS retirement.	No
1.5	\$ 24.00	40	No	No	No
1.5	\$ 21.75	20	Yes	No	Telework/Remote
1.75	\$ 28.22	40	Yes	PERS	Phone/Internet Telework/Remote Other: Work from home allowed occasionally but not part of the regular schedule
1.9	\$ 23.03	20	No	No	Phone/Internet Other: In the office
1.9	\$ 28.00	20	Yes	MPERA 457(b) De	Phone/Internet Telework/Remote Other: Cell phone stipend for Watershed Coordinator. Remote work approved for 1 day / week for WC. In person work required.
2	\$ 21.00	40	Yes	No	No
2	\$ 19.00	28	Yes	IRA- they just ap	Other
2	\$ 22.00	20	No	No	No
2.3	\$ 21.00	40	No	No	No
2.5	\$ 20.00	40	Yes	No	No
2.5	\$ 33.75	40	Yes	Madison CD offer	Other: \$60/ month phone stipend.
2.75	\$ 23.00	40	Yes	MPERA Retirement	No
3	\$ 20.00	30	Yes	No	No
3	\$ 25.00	15	No	No	Other: PERS
3	\$ 23.38	30	Yes	No	Telework/Remote
3	\$ 16.00	20	Yes	Pers	No
3.5	\$ 20.00	12	No	No	Phone/Internet Telework/Remote Other: They pay for a cell phone for when I'm working remotely. We pay for WIFI in the USDA office so I can come in when I need to and not have to get a Lincpass or request WIFI login from the USDA Network

3.5	\$ 20.00	30	No	No	Phone/Internet Telework/Remote
3.5	\$ 22.50	28	Yes	No	No
4	\$ 25.00	30	No	No	Phone/Internet Telework/Remote
4.5	\$ 33.19	40	Yes	PERS	Other: Vacation 15 days, and sick time.
4.5	\$ 25.50	18	Yes	\$200/month mpe	Phone/Internet Telework/Remote
5.1	\$ 31.72	40	Yes	All full time + 310 Employer contrib	Phone/Internet Other: Monthly cell phone allowance
6	\$ 28.00	30	Yes	up to 3% match in	Telework/Remote
6	\$ 25.00	20	Yes	No	Telework/Remote
6	\$ 26.00	40	No	No	No
8	\$ 24.96	40	Yes	No	No
2.8	\$ 25.00	16	No	No	No
13.5	\$ 22.42	26	Yes	PERS	Other: No other benefits
17	\$ 28.06	40	Yes	No	No
18.2	\$ 33.06	40	Yes	MPER/ERIC	No
25.75	\$ 20.00	40	Yes	No	No
25.75	\$ 33.14	40	Yes	PERS-Option for e Option for emplo	Phone/Internet Telework/Remote
30	\$ 34.47	40	Yes	Montana Public E Flathead CD cont	No
30	\$ 21.00	10	No	PERS	No
33	\$ 24.50	40	No	No	Phone/Internet Telework/Remote
33	\$ 24.50	40	No	No	Phone/Internet Telework/Remote
34	\$ 43.72	40	Yes	SEP - 9.07% of sal	Phone/Internet Telework/Remote Other: vehicle stipend,,, Remote work is 8-16 hrs/week

2025-2012 WAGE SURVEY SUMMARY

	REPORTED	REPORTED	REPORTED	REPORTED	REPORTED	REPORTED
	2025	2023	2021	2019	2016	2012
CDs reporting	46	55	55	31	53	?
Employees represented	72	73	76	42	74	50
Average wage	\$24.71	\$ 21.75	\$ 19.42	\$ 17.94	\$ 17.75	\$ 15.64
Average Years Longevity	8.35	7.03	8.35	8.79	10.77	10.15
CDs Offering Health Insurance or Other Health	28	36	38	20	33	?
Employees w/ Group Benefits	XX	53	51	27	57	22
CDs Levying or Planning to Levy Permissive	20	21	26	11	15	0
Employees with PERS	16	38	39	14	31	24
Employees with Social Security	XX	73	76	34	57	39
Employees with Deferred Comp	2	2	5	5	8	
Employees with IRA	2	5	7			
Employees with Life Insurance	XX	0	1	1	4	
Employees with H.S.A.	XX	1	1			
Employees with Retirement Benefits	19					
Employees with Phone/Internet	13	13	10			
Telework	18					
Employees with Vehicle/Travel Stipend		0	2			
Average wage by area						
Area 1	\$22.99	\$ 21.29	\$18.50	\$ 17.53	\$17.32	\$12.10
Area 2	\$21.97	\$ 20.22	\$17.56	\$ 16.41	\$15.64	\$12.73
Area 3	\$22.08	\$ 20.39	\$17.11	\$ 15.92	\$16.78	\$14.37
Area 4	\$26.90	\$ 21.98	\$18.73	\$ 18.15	\$19.20	\$19.29
Area 5	\$25.52	\$ 23.60	\$22.72	\$ 22.51	\$19.82	\$19.46
Area 6	\$27.34	\$ 23.07	\$20.17	\$ 20.51	\$17.68	\$16.33
Average years by area						
Area 1	3	2.3	2.60	3.5	2.8	7.9
Area 2	9.5	11.45	12	10.25	8.7	5.35
Area 3	5.6	7.36	10.81	5.25	12.9	10.4
Area 4	9.6	7.96	10.18	9.72	13.6	11.9
Area 5	7.5	5.14	8.73	10.2	11.5	14.89
Area 6	12.7	7.98	7.03	19.1	10.1	9.9

XX=Data not collected

Full Time	21
Part Time	25
More than 1 employee	14
1 employee	32
Admins. replied	46
Other employees	26
Health Benefits-No	18
Health Benefits-Yes	28
Permissive Yes or Planning	20
No Permissive	26
Retirement Yes	19
Retirement No	27
Telework	18

2023 - WAGE DATA SORTED BY AREA

Area	Years in Position	Hourly Wage	Weekly Hours
1	0 - 5	\$17.00	40
1	0 - 5	\$20.00	22
1	0 - 5	\$20.63	20
1	0 - 5	\$22.00	10
1	0 - 5	\$22.00	40
1	0 - 5	\$23.00	18
1	0 - 5	\$24.00	25
1	0 - 5	\$25.00	20
1	6 - 9	\$18.00	32
2	0 - 5	\$19.00	28
2	0 - 5	\$19.00	30
2	0 - 5	\$20.00	32
2	0 - 5	\$21.99	20
2	10+	\$19.00	35
2	10+	\$20.00	10
2	10+	\$22.57	24
3	0 - 5	\$16.00	20
3	0 - 5	\$16.00	32
3	0 - 5	\$16.50	20
3	0 - 5	\$18.00	20
3	0 - 5	\$18.00	22
3	0 - 5	\$20.00	20
3	0 - 5	\$20.00	25
3	0 - 5	\$21.00	40
3	0 - 5	\$22.06	30
3	10+	\$17.62	24
3	10+	\$22.50	16
3	10+	\$23.31	20
3	10+	\$25.00	20
3	10+	\$29.50	40+
4	0 - 5	\$15.00	30
4	0 - 5	\$17.50	27
4	0 - 5	\$18.00	35
4	0 - 5	\$18.00	40
4	0 - 5	\$20.00	40
4	0 - 5	\$24.00	32
4	6 - 9	\$20.00	50+
4	10+	\$21.00	20+
4	10+	\$26.94	40

4	10+	\$39.33	40
Area	Years in Position	Hourly Wage	Weekly Hours
5	0 - 5	\$16.00	12
5	0 - 5	\$15.00	15
5	0 - 5	\$18.00	18
5	0 - 5	\$18.74	12
5	0 - 5	\$20.00	19.5
5	0 - 5	\$20.00	20
5	0 - 5	\$20.00	30
5	0 - 5	\$20.00	35
5	0 - 5	\$26.43	40
5	0-5	\$30.00	20.47
5	0-5	\$31.02	40
5	0-5	\$31.02	40
5	0-5	\$34.67	40
5	10+	\$31.25	40
5	10+	\$31.39	40
6	0 - 5	\$19.00	20
6	0 - 5	\$20.00	30
6	0 - 5	\$21.00	40
6	0 - 5	\$24.00	35
6	0 - 5	\$25.00	18
6	0 - 5	\$25.00	20
6	0 - 5	\$25.22	40
6	0 - 5	\$25.22	40
6	0 - 5	\$25.96	40
6	0 - 5	\$28.00	20
6	0 - 5	\$28.73	40
6	6 - 9	\$19.32	15
6	6 - 9	\$27.00	35
6	6 - 9	\$30.00	32
6	10+	\$20.50	24
6	10 +	\$21.00	20
6	10 +	\$24.50	40
6	10 +	\$31.09	40