

**RESOLUTION NO. 1794**

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COLUMBIA FALLS, MONTANA, FIXING THE LIMITS OF THE SALARY AND COMPENSATION OF CERTAIN CITY OFFICIALS AND EMPLOYEES PURSUANT TO TITLE 7, CHAPTER 4, PART 42, M.C.A., FOR THE FISCAL YEAR 2019/2020 AND REPEALING ALL OTHER ORDINANCES AND RESOLUTIONS IN CONFLICT HEREWITH.

WHEREAS, the City of Columbia Falls, Montana has established the salaries, compensation and benefits for certain city officials and employees for the fiscal year 2019-2020, and now wishes to adopt said salaries, compensation, and benefits in this form.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF COLUMBIA FALLS, MONTANA AS FOLLOWS:

Section One: The salaries and compensation of the named city officials and employees for the fiscal year beginning July 1, 2019 are hereby established as set out on Exhibit "A", attached hereto and which, by this reference, is made a part hereof.

Section Two: This Resolution shall be in full force and effect as regularly provided by law. All salaries and compensation provided for herein will be paid effective July 1, 2019.

Section Three: All prior salary and compensation ordinances and resolutions or parts of ordinances or resolutions pertaining to the salaries, compensation and benefits for said officials and employees in conflict herewith are hereby repealed.

PASSED AND ADOPTED BY THE CITY COUNCIL OF COLUMBIA FALLS, MONTANA THIS 1st DAY OF JULY, 2019, THE COUNCIL VOTING AS FOLLOWS:

AYES: Karper, Lovering, Robinson, Shepard, Fisher and Barnhart

NOES: None

ABSENT: Piper

\_\_\_\_\_  
City Clerk

APPROVED BY THE MAYOR OF COLUMBIA FALLS, MONTANA THIS 1st DAY OF JULY, 2019.

\_\_\_\_\_  
Mayor

ATTEST:

\_\_\_\_\_  
City Clerk

Exhibit "A"

**2019-2020 SALARY/BENEFITS**

<b>EXEMPT EMPLOYEES :</b>	<b>WAGE</b>
City Manager	Per contract (to be negotiated)
Chief of Police	\$76,287/annum
Public Works Director	\$71,400/annum
Fire Chief	\$73,361/annum
Finance Director	\$70,522/annum
City Clerk	\$29.54 per hour
City Judge (part-time/.8FTE)	\$54,774/annum

All non-union hourly employees shall be paid on the Wage Schedule, attached as Exhibit "B", excluding Seasonal pool workers whose wages are set according to attached "Exhibit "C."

All employees on health insurance will receive:

**Full-time:** \$608.00 per month toward Health Insurance if Single premium, \$1,134 per month toward Health Insurance if Employee and Children, \$1,208 per month toward Health Insurance if Employee and Spouse or \$1,665 per month toward Health Insurance if Family premium.

**Part-time:** \$ per month toward Health Insurance pro-rated upon the number of hours budgeted in the fiscal year.

Employees not taking health insurance will receive:

**Full-time:** \$416.00 per month toward Deferred Comp.

**Part-time:** \$ per month toward Deferred Comp pro-rated upon the number of hours budgeted in the fiscal year.

**ELECTED OFFICIALS**

Mayor	Elected	\$400.00/month
Council (6)	Elected	\$200.00/month

Exhibit C

2020 Pool Season  
(June, July and August 2020)

Pool Manager \$19.19/hour (DOE/returning)

Assistant Pool Manager \$14.54/hour (DOE/returning)

Lifeguard and Instructor \$8.50/hr - \$10/hr DOE/Cert. New Hire  
\$9.50 - \$12.00/hr Returning DOE/Cert.

Lifeguard \$8.50/hr  
or Cashier \$8.80 - \$11.00/hr Returning

(Note: Wages will be automatically updated if the State Minimum wage is increased during the 2020 FY; effective - 1/1/19 - \$8.50; and established to be competitive with other summer employment opportunities)

Current year	Non-Union Hourly Employees														EXHIBIT B - Resolution 1794																								
Grade	Entry	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14																								
8	15.74	16.06	16.38	16.71	17.04	17.38	17.73	18.08	18.44	18.81	19.19	19.57	19.96	20.36	20.77																								
9	16.92	17.26	17.61	17.96	18.32	18.68	19.06	19.44	19.83	20.23	20.63	21.04	21.46	21.89	22.33																								
10	18.70	19.07	19.45	19.84	20.24	20.64	21.05	21.48	21.91	22.34	22.79	23.25	23.71	24.19	24.67																								
11	20.47	20.88	21.30	21.72	22.16	22.60	23.05	23.51	23.98	24.46	24.95	25.45	25.96	26.48	27.01																								
12	22.24	22.69	23.14	23.60	24.07	24.56	25.05	25.55	26.06	26.58	27.11	27.65	28.21	28.77	29.35																								
13	24.01	24.49	24.98	25.48	25.99	26.51	27.04	27.58	28.14	28.70	29.27	29.86	30.46	31.06	31.69																								
Grade	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30																							
8	21.19	21.61	22.04	22.48	22.93	23.39	23.86	24.34	24.82	25.32	25.83	26.34	26.87	27.41	27.96	28.51																							
9	22.78	23.23	23.70	24.17	24.65	25.15	25.65	26.16	26.69	27.22	27.76	28.32	28.89	29.46	30.05	30.65																							
10	25.16	25.67	26.18	26.70	27.24	27.78	28.34	28.90	29.48	30.07	30.67	31.29	31.91	32.55	33.20	33.87																							
11	27.55	28.10	28.66	29.23	29.82	30.42	31.02	31.64	32.28	32.92	33.58	34.25	34.94	35.64	36.35	37.08																							
12	29.93	30.53	31.14	31.77	32.40	33.05	33.71	34.38	35.07	35.77	36.49	37.22	37.96	38.72	39.50	40.29																							
13	32.32	32.97	33.62	34.30	34.98	35.68	36.40	37.12	37.87	38.62	39.40	40.18	40.99	41.81	42.64	43.50																							