

**FROMBERG TOWN COUNCIL SPECIAL MEETING AGENDA
SPECIAL MEETING TIME IS 6:00 PM AT
TOWN HALL**

Friday, October 24, 2025

PLEDGE OF ALLEGIANCE

PUBLIC COMMENT ON AGENDA ITEM ONLY: Limit to 3 minutes per resident

TOPIC OF DISCUSSION:

Discussion on updating Resolution #534 for wage scale of Public Works Director (full time) and Public Works Employee (part or full time), to be more competitive in the marketplace for qualified water and sewer operator.

- Current Public Works employees gave resignation letters, last day 10/31/25.

ADJOURN:

RESOLUTION #534

A RESOLUTION TO RE-ESTABLISH THE BASE WAGE PAY SCALE FOR THE EMPLOYEES OF THE TOWN OF FROMBERG.

WHEREAS, the Town council shall determine by ordinance or resolution the salaries and compensation of elected and appointed city officers and all city employees.

WHEREAS, from time to time, applicants for employment may be considered that have various degrees of experience, training, education, and other qualifications which would require a more flexible ability to establish salaries and or wages.

WHEREAS, in order to attract the vest applicants for town jobs, the Town Council must have the flexibility to offer differing salaries and or wages based upon experience.

NOW THEREFORE, BE IT RESOLVED by the Town Council of the Town of Fromberg, Montana;

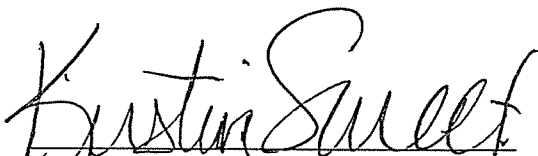
1. Salary/Wage Scale

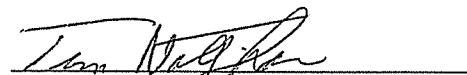
Position	Hourly Wages		
Public Works Director (full time)	\$18.00	to	\$23.00
Public Works Employee (part time or full time)	\$17.00	to	\$22.00
Clerk / Treasurer (full time)	\$18.00	to	\$23.00
Clerk / Treasurer (part time)	\$17.00	to	\$22.00
General Labor (short term, temporary, seasonal)	\$15.00	to	\$18.00

2. At budget time, the Town Council shall have the sole discretion to increase salaries/wages.

DULY passed and adopted at the Regular Meeting of the Fromberg Town council this 22nd day of July 2024. This Resolution shall become effective immediately upon passage.

ATTEST:


Kirstin Sweet, Town Clerk / Treasurer


Tim Nottingham, Mayor

Public Works Director	25-26 Budget	\$ 25.00	\$ 30.00	\$ 35.00
-----------------------	--------------	----------	----------	----------

Reg Hours	2088 hours per year	\$ 52,200.00	\$ 62,640.00	\$ 73,080.00
Vacation	120 hours per year	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00
Sick	96 hours per year	\$ 2,400.00	\$ 2,880.00	\$ 3,360.00
Social Security	Rate .062	\$ 3,236.40	\$ 3,883.68	\$ 4,530.96
Medicae	Rate .0145	\$ 756.90	\$ 908.28	\$ 1,059.66
Unemployment	Rate .0075	\$ 391.50	\$ 469.80	\$ 548.10
Workers Comp	Rate .0566	\$ 3,260.16	\$ 3,878.23	\$ 4,496.30
Family Health		\$ 32,472.00	\$ 32,472.00	\$ 32,472.00
Dental		\$ 1,104.00	\$ 1,104.00	\$ 1,104.00
Vision		\$ 266.40	\$ 266.40	\$ 266.40
Life Insurance \$50,000		\$ 162.00	\$ 162.00	\$ 162.00
Total	\$ 109,139.00	\$ 99,249.36	\$ 111,664.39	\$ 124,079.42

Health Emp. Only		\$ 11,808.00	\$ 11,808.00	\$ 11,808.00
Dental		\$ 102.00	\$ 102.00	\$ 102.00
Vision		\$ 396.00	\$ 396.00	\$ 396.00
Life Insurance \$50,000		\$ 162.00	\$ 162.00	\$ 162.00

Total	\$ 109,139.00	\$ 77,712.96	\$ 90,127.99	\$ 102,543.02
-------	---------------	--------------	--------------	---------------

Health Emp & Spouse		\$ 23,616.00	\$ 23,616.00	\$ 23,616.00
Dental		\$ 792.00	\$ 792.00	\$ 792.00
Vision		\$ 165.60	\$ 165.60	\$ 165.60
Life Insurance \$50,000		\$ 162.00	\$ 162.00	\$ 162.00

Total	\$ 109,139.00	\$ 89,980.56	\$ 102,395.59	\$ 114,810.62
-------	---------------	--------------	---------------	---------------

Health Employee&Child(ren)		\$ 20,664.00	\$ 20,664.00	\$ 20,664.00
Dental		\$ 696.00	\$ 696.00	\$ 696.00
Vision		\$ 168.00	\$ 168.00	\$ 168.00
Life Insurance \$ 50,000		\$ 162.00	\$ 162.00	\$ 162.00

Total	\$ 109,139.00	\$ 86,934.96	\$ 99,349.99	\$ 111,765.02
-------	---------------	--------------	--------------	---------------

2024 Town Wages

Town	PW Director	PW Max	Assistant	Asst. Max	Health	Vision	Dental	Family	Pers	
Joliet	\$75,000/yr	\$ 36.00	\$ 31.25		Y	Y	Y			3rd person \$28.00 PW &
Laurel	\$81,520/yr	\$ 39.00								IT & Code Enforcement
Bridger	\$ 20.11		\$ 18.88		Y	?	?	Y	Y	General Labor \$13.28
Big Sandy	\$ 27.45	\$ 30.00	\$ 15.00							\$57,319.50/year/2088 hrs yr
Jordan	\$ 20.26	\$ 23.00								\$42,323.39-\$47,685.75
Cascade	\$ 30.35		\$ 18.03							
Chester	\$ 25.50	\$ 31.00	\$ 17.00	\$ 25.00						
Chinook	\$ 16.00	\$ 30.28	\$ 13.00	\$ 26.50						
Choteau	\$ 22.60	\$ 31.34	\$ 16.00	\$ 21.75						
Columbus	\$ 35.00		\$ 19.50							
Culbertson	\$ 36.05		\$ 23.00							
Cut Bank	\$ 23.13	\$ 31.54	\$ 14.00							
Deer Lodge	\$ 37.58		\$ 20.40							
Dutton	\$ 27.05		\$ 11.00	\$ 27.05						
Ekalaka	\$ 25.00		\$ 20.00							
Ennis	\$ 31.92		\$ 22.00	\$27.93	Y	Y	Y	Y		\$1.00 for each sewer/water
Boulder	\$ 33.00				Y	Y	Y	Y		\$1.00 for each sewer/water
Winnett	\$ 17.50		\$ 21.00			Y	Y		Y	\$1.00 for weed spraying
										\$1.00 6 mo positive review
Big Timber	\$ 21.18	\$ 34.60			Y					
Eureka	\$ 20.07	\$ 25.96	\$ 17.22	\$ 22.28						
Fairfield	\$ 22.01		\$ 16.00	\$ 20.01						
Fairview	\$ 20.00		\$ 18.00	\$ 20.00						
Forsyth	\$ 28.62		\$ 19.58							
Fort Peck	\$ 26.42		\$ 18.86							
Froid	\$ 27.00									
Geraldine	\$ 20.00		\$ 12.00							

[illegible]

Derrek Shepherd <dshepherd@mmia.net>

10/21/2025 12:55 PM

RE: Health Insurance vs higher wage

To Fromberg - Michelle Auch <clerk@fromberg-mt.com>

My answers are below.

Derrek Shepherd | Human Resource Consultant

Montana Municipal Interlocal Authority

406-495-7017 | 800-635-3089 ext. 127 | Fax: 406-449-7440

PO Box 6669, Helena, MT 59604

Confidentiality Notice: This e-mail and its attachments (if any) may contain privileged information, confidential information, proprietary information, or other information protected from disclosure by law. Any use, dissemination, disclosure or reproduction of this e-mail other than by the intended recipient as authorized by the sender is strictly prohibited. If you have received this e-mail in error, please delete this e-mail and its attachments (if any) and notify the sender via a reply e-mail, or by telephone at (800) 635-3089. It is not the intention of the sender to waive any privileges, confidentiality rights, proprietary rights or other rights relative to the information contained within this e-mail or any of its attachments.

From: Town Clerk <clerk@fromberg-mt.com>

Sent: Tuesday, October 21, 2025 12:52 PM

To: Derrek Shepherd <dshepherd@mmia.net>

Subject: RE: Health Insurance vs higher wage

Thank you! I have a few follow-up questions below.

Michele Auch

Town Clerk / Treasurer

www.fromberg-mt.com

406-668-7383

On 10/21/2025 12:11 PM MDT Derrek Shepherd <dshepherd@mmia.net> wrote:

[Good afternoon, Michele,](#)

I think I understand your question, but if I get it wrong, just let me know.

There are options for providing health insurance. At MMIA, we provide a monthly amount to the employees and they can use that amount to select whatever options they want. In our situation, in order to encourage employees to use our health services, they must use at least half of the amount MMIA provides and then they can take the rest of the money in a taxable cash benefit. For us, we reduce the amount they can keep by 9% to cover payroll taxes. If the monthly amount provided by MMIA does not cover the plan that they select, is this then deducted directly from their paycheck to cover the additional amount for benefits? Yes

So, to answer your question, yes, the Town can provide a certain amount and let employees use it anyway they want. Employers can allow employees to keep as much of the employer-paid portion as they want to allow, but taxes are going to apply. My only caution is that if employees opt out of the medical coverage, they need to have coverage elsewhere or they can incur penalties for being uninsured. **Good information to have regarding uninsured!**

Follow-up: Can an accepted employment offer by the Town, which includes spouse & family coverage be changed, if the Town adopts new terms to current benefit package? Caution should be taken when changing any terms or conditions of employment because that can appear as an adverse employment action and create liability for the Town. It is best to work with the employee to try to reach agreement so that the employee does not feel as though they have had a benefit removed or an adverse action taken against them.

If you are going to change your plan, be sure to communicate that with your healthcare provider. I do not know if changes are limited to a certain time of the year. If your benefits are through MMIA, then Nikki Willoughby is a good resource. Her email is nwilloughby@mmia.net

If I did not answer your question, just let me know.

Derrek Shepherd | Human Resource Consultant

Montana Municipal Interlocal Authority

406-495-7017 | 800-635-3089 ext. 127 | Fax: 406-449-7440

PO Box 6669, Helena, MT 59604

Confidentiality Notice: This e-mail and its attachments (if any) may contain privileged information, confidential information, proprietary information, or other information protected from disclosure by law. Any use, dissemination, disclosure or reproduction of this e-mail other than by the intended recipient as authorized by the sender is strictly prohibited. If you have received this e-mail in error, please delete this e-mail and its attachments (if any) and notify the sender via a reply e-mail, or by telephone at (800) 635-3089. It is not the intention of the sender to waive any privileges, confidentiality rights, proprietary rights or other rights relative to the information contained within this e-mail or any of its attachments.

From: Town Clerk <clerk@fromberg-mt.com>

Sent: Tuesday, October 21, 2025 11:14 AM

To: Derrek Shepherd <dshepherd@mmia.net>

Subject: Health Insurance vs higher wage

This email comes from an external sender.
Do not open unexpected links or attachments.

Hi Derrek,

Sorry I didn't get a chance to say hello at the convention last week!

We currently are losing both of our recent Public Works hires on Oct 31st, they are young bucks and the responsibility of running the Town is more than they want at this point in their lives, very understandable.

Currently the Town offers Health Insurance for the family, Vision, Dental and \$50,000 Life Insurance.

One question that came up was why couldn't their wage go up if they were covered under parents insurances and not incurring the costs for the Town?

Since my offer included all benefits on hire, could the Town change their benefits offering, and affect my benefits and/or would they have to increase my wages to cover the difference so would still have coverage for my spouse?

We are working on having a special meeting on Friday, to come up with a plan to increase our Public Works wages to hopefully increase our chances of finding someone more qualified for the position. Fingers crossed.

Thank you,

Michele Auch

Town Clerk / Treasurer

www.fromberg-mt.com

406-668-7383

MMIA:ecacbcab-a4bd-42fa-a598-e2e92efe506c:MMIA

"City Clerk" (cityclerk@cityofbouldermt.com via mmctfoa Mailing List) <mmctfoa@sympa.montana.edu>

10/20/2025 10:11 AM

RE: Public Works Wages and Benefits

To mmctfoa@sympa.montana.edu

Our Public Works Director makes \$33.00 an hour and the whole family receives benefits for no cost to the employee. He has worked for us for 15 years.

“Rose”

Rosemary Perna

City Clerk/Treasurer/Court Clerk

City of Boulder

PO Box 68

Boulder, MT 59632

Phone: 406-225-3381

Fax: 406-225-9498



CONFIDENTIALITY NOTICE: This email contains confidential information and is intended only for the individual named. If you are not the intended recipient, you should not read, disseminate, distribute, or copy this email. Please notify the sender immediately if you received this email by mistake and delete this email from your system.

From: Town Clerk <mmctfoa@sympa.montana.edu>

Sent: Monday, October 20, 2025 10:09 AM

To: mmctfoa@listserv.montana.edu

Subject: Public Works Wages and Benefits

Good Morning,

"Ginger Guinn" (gingerg@ennismontana.org via mmctfoa Mailing List) <mmctfoa@sympa.montana.edu>

10/20/2025 10:26 AM

Re: Public Works Wages and Benefits

To mmctfoa@sympa.montana.edu

Our Public Works Director makes 31.92 hr. Benefits are full health insurance for the family at no expense to the employee plus PERS, vacation and sick time. The next employee in line makes 27.93 hr. with the same benefits. An employee with no water or sewer certification(s) start at 22.00 hr. and gets the same benefits as the others. (If the 3rd employee should get water &/or sewer certification they will get a 1.00 an hour increase for each.)

On Mon, Oct 20, 2025 at 10:09 AM Town Clerk <mmctfoa@sympa.montana.edu> wrote:

Good Morning,

The Town of Fromberg is in a pickle! Both public works employees gave notice officially this morning. The Mayor and Council requested that I reached out for what other town/city wage scales are for public works director that hold both water/sewer licenses and what benefits are paid for by the Town.

It was nice to see and meet new clerks at this weeks conference in Billings.

Thank you,
Michele Auch
Town Clerk / Treasurer
www.fromberg-mt.com
406-668-7383

--

Ginger Guinn
Clerk/Treasurer, Town of Ennis
328 W. Main Street
Ennis, MT. 59729
Ph: 406 682-4287 Option 1
Fax: 406 682-5011

"citybtmt@itstriangle.com" (via mmctfoa Mailing List) <mmctfoa@sympa.montana.edu>

10/20/2025 10:31 AM

RE: Public Works Wages and Benefits

To mmctfoa@sympa.montana.edu

Our wage scale was revised in 2021 and the Public Works Director ranges from \$21.18-\$37.25. Our current Public Works Director makes \$34.60 an hour. He has been with the city since 2001 and has been the Public Works Director for 8 years. All of our full-time employees receive Health Insurance paid for by the city.



Hope Mosness

City Clerk/Treasurer

citybtmt@itstriangle.com

406-932-5611

PO Box 416

Big Timber, MT 59011

From: Town Clerk (clerk@fromberg-mt.com via mmctfoa Mailing List) <mmctfoa@sympa.montana.edu>

Sent: Monday, October 20, 2025 10:09 AM

To: mmctfoa@listserv.montana.edu

Subject: Public Works Wages and Benefits

Good Morning,

The Town of Fromberg is in a pickle! Both public works employees gave notice officially this morning. The Mayor and Council requested that I reached out for what other town/city wage scales are for public works director that hold both water/sewer licenses and what benefits are paid for by the Town.

It was nice to see and meet new clerks at this weeks conference in Billings.

Thank you,

Michele Auch

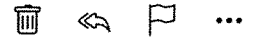
Town Clerk / Treasurer

www.fromberg-mt.com

406-668-7383

RE: Public Works Wages and Benefits

"\"Town of Winnett\" (twinnett@midrivers.com via mmctfoa Mailin... <mmctfoa@sympa.montana.edu> 11:53 AM
RE: Public Works Wages and Benefits
To mmctfoa@sympa.montana.edu, mmctfoa@listserv.montana.edu Reply To
mmctfoa@sympa.montana.edu



That's tough having both at once. Winnett is similar in size to Fromberg. DPW starts at \$17.50/hour with a \$1.00 increase when they get their water/wastewater license, \$1/hour increase for weed spraying license; and \$1/hour increase with a positive 6 month review (at council discretion). We have PERS, holiday/sick/vacation and provide dental and vision insurance at no cost to the employee but we do not have medical insurance.

From: Town Clerk (clerk@fromberg-mt.com via mmctfoa Mailing List) <mmctfoa@sympa.montana.edu>
Sent: Monday, October 20, 2025 10:09 AM
To: mmctfoa@listserv.montana.edu
Subject: Public Works Wages and Benefits

Good Morning,

The Town of Fromberg is in a pickle! Both public works employees gave notice officially this morning. The Mayor and Council requested that I reached out for what other town/city wage scales are for public works director that hold both water/sewer licenses and what benefits are paid for by the Town.

It was nice to see and meet new clerks at this weeks conference in Billings.

Thank you,

Michele Auch

Town Clerk / Treasurer

www.fromberg-mt.com

Re: Public Works

To Town Clerk <clerk@fromberg-mt.com>

Sorry! I didn't get you all the info. I meant to and then got sidetracked. We do not pay for family medical benefits just for the employee. We offer retirement but we aren't on PERS unfortunately because 100% of the employees have to agree to it and we have one hold out. We go through Ameriprise and the Town matches 3%.

On Mon, Oct 20, 2025 at 1:16 PM Town Clerk <clerk@fromberg-mt.com> wrote:

WOW, 50 years!!! Just a follow up. Does the town pay for family benefits as well? Any retirement?

Michele Auch
Town Clerk / Treasurer
www.fromberg-mt.com
406-668-7383

On 10/20/2025 1:12 PM MDT Town of Joliet <townofjoliet@gmail.com> wrote:

Hi Michelle,

Below is the information you requested.

Public Works Director is salary at \$75,000/year. He has been with Joliet for almost 50 years. We have two assistants and both are hourly. The one with the most seniority makes \$31.25/hr. Our other assistant makes \$28.00/hr. However, he is also I.T. and Code Enforcement. We have a part time helper that makes \$18.00/hr. The Town covers all employee benefits including vision and dental. They are also provided with a cell phone.

I hope this helps. Let me know if you need anything further.
Amber

On Mon, Oct 20, 2025 at 1:02 PM Town Clerk <clerk@fromberg-mt.com> wrote:

Hi Amber,

Would you be able to share what your public works director makes per hour/salary and assistant and what benefits the Town covers. We are losing both of our public works employees in two weeks and a scrambling to come up with a plan and new pay scale.

Thank you,
Michele Auch
Town Clerk / Treasurer
www.fromberg-mt.com
406-668-7383

--

Amber Foechterle
Town Clerk/Treasurer
Town Hall: 406-962-3567
Mobile: 406-780-2030

Wages and Benefits

To Town Clerk <clerk@fromberg-mt.com>

Attached is our wage resolution. We didn't use a range like Fromberg but we do allow the successful applicant to negotiate a higher wage based on experience.

We do pay the majority of the employee's health insurance. They are required to pay a small co-pay which changes based on who they are covering on their plan. The highest copay we have is \$125/month for full family coverage on any plan they choose. - *Kirstin didn't think this would save the town enough over the current benefits offered to attract someone.*

We do have Public Employee Retirement (PERS) and that is done according to how MPERA has it set up. For this fiscal year, the employee contributes 7.9% of their income and the Town contributes 9.07% of the employee's income.

Kirstin Sweet
Town Clerk / Treasurer
Town of Bridger
406-662-3677
www.bridger-mt.com

-
- Resolution #287 Base Pay Schedule.pdf (461 KB)

RESOLUTION #287

A RESOLUTION TO RE-ESTABLISH THE BASE WAGE PAY SCALE AND ANNUAL RAISE SCHEDULE FOR THE EMPLOYEES OF THE TOWN OF BRIDGER.

WHEREAS, from and after the date listed below the pay given to the Town of Bridger Employees will be as follows:

Department Heads

- Base Starting Wage: **\$20.11**
- Yearly anniversary wage increases are as follows:
 - 1st year: 5% (current wage plus 5%)
 - 2nd year: 5% (current wage plus 5%)
 - 3rd year: 3% (current wage plus 3%)
 - 4th year: 3% (current wage plus 3%)
 - 5th year: 3% (current wage plus 3%)
- Any further wage increases after the 5th anniversary year shall be at the discretion of the Town Council.

Assistant Department Heads (full-time)

- Base Starting Wage: **\$18.88**
- Yearly anniversary wage increases are as follows:
 - 1st year: 5% (current wage plus 5%)
 - 2nd year: 5% (current wage plus 5%)
 - 3rd year: 3% (current wage plus 3%)
 - 4th year: 3% (current wage plus 3%)
 - 5th year: 3% (current wage plus 3%)
- Any further wage increases after the 5th anniversary year shall be at the discretion of the Town Council.

General Labor

- Base Starting Wage: **\$13.28**
- Yearly anniversary wage increases are as follows:
 - 1st year: 5% (current wage plus 5%)
 - 2nd year: 5% (current wage plus 5%)
 - 3rd year: 3% (current wage plus 3%)
 - 4th year: 3% (current wage plus 3%)
 - 5th year: 3% (current wage plus 3%)
 - 6th year: 3% (current wage plus 3%)
 - 7th year: 3% (current wage plus 3%)
- Any further wage increases after the 7th anniversary year shall be at the discretion of the Town Council.

Patrol Officers

- Base Starting Wage: **\$18.88**
- Yearly anniversary wage increases are as follows:
 - 1st year: 5% (current wage plus 5%)
 - 2nd year: 5% (current wage plus 5%)
 - 3rd year: 3% (current wage plus 3%)
 - 4th year: 3% (current wage plus 3%)
 - 5th year: 3% (current wage plus 3%)
 - 6th year: 3% (current wage plus 3%)
 - 7th year: 3% (current wage plus 3%)
- Any further wage increases after the 7th anniversary year shall be at the discretion of the Town Council.

Temporary Summer Help

- Base Starting Wage: **\$12.45**
- Yearly anniversary wage increases are as follows:
 - 1st year: 5% (current wage plus 5%)
 - 2nd year: 5% (current wage plus 5%)
 - 3rd year: 3% (current wage plus 3%)
 - 4th year: 3% (current wage plus 3%)
 - 5th year: 3% (current wage plus 3%)
- Any further wage increases after the 5th anniversary year shall be at the discretion of the Town Council.

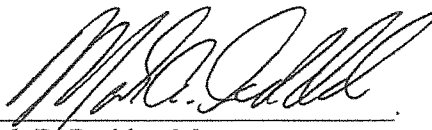
Swimming Pool

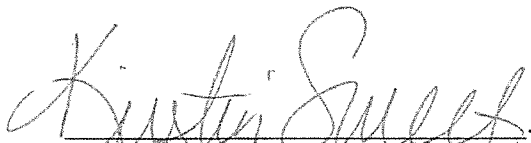
- Supervisors
 - Base Starting Wage: **\$12.98**
 - Yearly anniversary wage increases are as follows:
 - 1st year: 5% (current wage plus 5%)
 - 2nd year: 5% (current wage plus 5%)
 - 3rd year: 3% (current wage plus 3%)
 - 4th year: 3% (current wage plus 3%)
 - 5th year: 3% (current wage plus 3%)
 - Any further wage increases after the 5th anniversary year shall be at the discretion of the Town Council.
- Lifeguards
 - Base Starting Wage: **\$12.45**
 - Yearly anniversary wage increases are as follows:
 - 1st year: 5% (current wage plus 5%)
 - 2nd year: 5% (current wage plus 5%)
 - 3rd year: 3% (current wage plus 3%)
 - 4th year: 3% (current wage plus 3%)
 - 5th year: 3% (current wage plus 3%)
 - Any further wage increases after the 5th anniversary year shall be at the discretion of the Town Council.

NOW THEREFORE, BE IT RESOLVED that this Town Council has fixed and adopted the Base Wage Pay Scale and Annual Raise Schedule for Bridger Town Employees.

DULY passed and adopted at the Regular Meeting of the Bridger Town Council on this 17th day of April 2025. This Resolution shall become effective immediately upon passage.

ATTEST:


Mark DeRudder, Mayor


Kirstin Sweet, Town Clerk / Treasurer

RESOLUTION NO. 248

A RESOLUTION TO INCREASE THE CAPPED EMPLOYEE WAGES FOR FISCAL YEAR 2022-2023

WHEREAS, the Town Council of the Town of Bridger, Montana, has decided that certain employees who, under Resolution #244 are subject to discretion of the Town Council for any pay increase, should have an increase in pay;

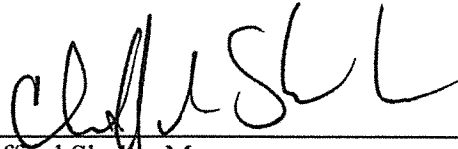
WHEREAS, Michael Buechler, Laura Gary, Diane Goldsberry, Diane Keller, Melva Lightburn, Randy Novakovich, Codi Peters, Kirstin Sweet and Krystal Zentner are all considered "capped" under Resolution #244;

WHEREAS, the Town of Bridger desires to authorize a wage increase of 4 % of current pay rate;

WHEREAS, the Town of Bridger desires to make this pay increase effective July 1, 2022.

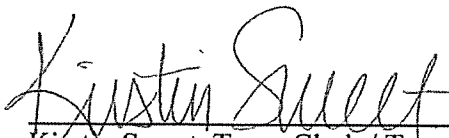
NOW THEREFORE BE IT RESOLVED, by the Town Council of the Town of Bridger, Montana that above listed employees will have the pay increase listed above added to their current wage starting July 1, 2021.

DULY passed and adopted at the Regular Meeting of the Bridger Town Council this 9th day of August 2022. This Resolution shall become effective immediately upon passage.



Clifford Shultz, Mayor

ATTEST:



Kirstin Sweet, Town Clerk / Treasurer

Derrek Shepherd <dshepherd@mmia.net>

8/21/2025 1:20 PM

RE: Pay Raises

To Fromberg - Michael Ventling <clerk@fromberg-mt.com>

[Good afternoon, Michele,](#)

I do not do a lot concerning city/town wages because those are determined by city councils and the mayors. In general, though, I try not to box anyone into a square and I try to leave options available, similar to what you suggested in allowing the council to approve pay adjustments above COLA. In that way, we also allow pay adjustments below COLA if that is in the best interest of our member-owners. There were a couple of years recently where COLA was very high and we were concerned about a negative COLA coming to correct some of that, so we did not give the whole COLA. You might want to offer something like that in case there are budget issues or something unexpected happens that make it impossible for the Town to give COLA.

Otherwise, offering a range for new hires and incentives for certifications is a very good idea.

If there is anything specific that I can help with, just let me know.

Derrek Shepherd | Human Resource Consultant

Montana Municipal Interlocal Authority

406-495-7017 | 800-635-3089 ext. 127 | Fax: 406-449-7440

PO Box 6669, Helena, MT 59604

Confidentiality Notice: This e-mail and its attachments (if any) may contain privileged information, confidential information, proprietary information, or other information protected from disclosure by law. Any use, dissemination, disclosure or reproduction of this e-mail other than by the intended recipient as authorized by the sender is strictly prohibited. If you have received this e-mail in error, please delete this e-mail and its attachments (if any) and notify the sender via a reply e-mail, or by telephone at (800) 635-3089. It is not the intention of the sender to waive any privileges, confidentiality rights, proprietary rights or other rights relative to the information contained within this e-mail or any of its attachments.

From: Town Clerk <clerk@fromberg-mt.com>

Sent: Thursday, August 21, 2025 12:13 PM

To: Derrek Shepherd <dshepherd@mmia.net>

Subject: Pay Raises

This email comes from an external sender.
Do not open unexpected links or attachments.

Hi Derrek,

I hope this email finds you well!

I'm reaching out to get your input on employee raises as I've been tasked with drafting a Resolution regarding wages. I recently spoke with Kirstin Sweet from Bridger, and she shared that their annual raises are tied to COLA (Cost of Living Adjustment), with the council having the ability to vote on increasing the percentage. They also offer raises for employees who earn certifications in water and sewer, as well as for completing the clerk certification.

Coming from a private sector background, I know there are differences when it comes to municipal practices, and I want to make sure we're approaching this in the most effective and appropriate way. I'd really appreciate any input or recommendations you might have on best practices for municipal wage structures.

I am attaching the most recent Resolution regarding wages.

Thanks in advance for your time and guidance.

Michele Auch
Town Clerk / Treasurer
www.fromberg-mt.com
406-668-7383

MMIA:ecacbcab-a4bd-42fa-a598-e2e92efe506c:MMIA

"finance" (finance@cityofhamilton.net via mmctfoa Mailing List) <mmctfoa@sympa.montana.edu>

6/18/2025 8:47 AM

Re: Employee Raises

To mmctfoa@sympa.montana.edu

Kari,

Raises really are separate from adjustments to wages or salaries, when we speak of providing a COLA increase and longevity, both of which all our employees get each year. A raise is an increase based upon some level of merit or achievement, or there can be promotions. But people will say you get a raise with COLA, depends on one's point of view.

Using the Bureau of Labor's index the COLA was 2.9%, this is the COLA used by the counties MACo, and is the COLA as computed by the UM Business School. Other indexes are available as well that you can also use. But you should be consistent with that index and not flip flop to get the highest one. COLA isn't something that Councils have to approve, it also depends on if you can afford it.

That said, the COLA we are using will be 2.9% and we get a 1% longevity increase on our anniversary date. Police officers have a collective bargaining agreement in which their longevity differs after so many years of service.

Talk about a slap in the face of donating a pay increase to the volunteer fire department. That is essentially saying no increase.

Now, I will say that raises aren't just something that is done automatically each year, and not everybody gets a raise and maybe no does at all. Our payroll is now set to be at a comparable level of other similar sized cities at a prevailing market, no, we can't quite pay what Missoula might pay but we feel we've done well for employees.

Here is the link to MACo's website stating the 2.9% and then they have a worksheet they do up that you can open up. <https://www.mtcounties.org/resources-data/consumer-price-index/> Also, I sent this out earlier, but attached is what you would see if you went searching for in on the US Bureau of Labor's website for the end of December 2024, on the very last page, you will see 2.9%. MACo also has a explanation behind the annual cost of living adjustment.

Craig

From: Kari Williams <mmctfoa@sympa.montana.edu>

Sent: Wednesday, June 18, 2025 7:49 AM

To: mmctfoa@sympa.montana.edu <mmctfoa@sympa.montana.edu>

Subject: Employee Raises

Good Morning All,

How does everyone handle employee raises? Do you receive a cost of living increase each year, or a certain percentage, or a dollar amount? At our budget meeting last night, one of

our council members brought up donating employee raises to our volunteer fire department. Discussion was held, and some council members are thinking that employees should not receive a raise every year. Please share how your cities handle raises.

Thank you,

Kari Williams
City of Townsend Clerk/Treasurer
406-266-3911
kari@townsendmontana.net

-
- [historical-cpi-u-202412.pdf](#) (30 KB)

"cturner@threeforksmontana.us" (via mmctfoa Mailing List) <mmctfoa@sympa.montana.edu>

6/18/2025 10:04 AM

RE: Employee Raises

To mmctfoa@sympa.montana.edu

An employee MUST be at their shift and do the duties in the job description or else they get written up and then finally let go.

A volunteer MAY show up or not depending on their schedule, which may mean they aren't off probation for a longer time than other volunteers.

The two are not one in the same. If your Council wishes to omit employee raises this year, be it COLA or performance based – that should be one discussion and decision by your budget committee and Council. If they wish to provide something extra to their volunteers – that should be another discussion and decision.

Three Forks typically does a COLA, which is referred to as a "raise" but it is a cost of living adjustment to keep up with inflation. Our Council has made a larger adjustment in the past, which I would consider a raise but they supported it by saying "government employees do not typically get the same increases the private sector does, that they wanted to retain the same employees who are knowledgeable in the positions, and included a larger adjustment since all the inflation jumped so high." That was about 4 years ago mid- or end-COVID times.

Some cities have a pay matrix and everyone gets a step increase just for the last year of service. Some cities don't. So it's something each city/town should discuss and set policy or handle annually during the budget process.

Crystal Turner

City Clerk/Deputy Treasurer

City of Three Forks

From: Susie Kirker (cityofpoplar@nemont.net via mmctfoa Mailing List) <mmctfoa@sympa.montana.edu>

<Susie Kirker (cityofpoplar@nemont.net via mmctfoa Mailing List) <mmctfoa@sympa.montana.edu>>

Sent: Wednesday, June 18, 2025 7:57 AM

To: mmctfoa@sympa.montana.edu

Subject: Re: Employee Raises

Hello,

We have a chart and all employees get 1.5% annually unless we bring it up to the counsel for a higher raise.

Susie Kirker

City Clerk/ Treasurer

406-768-3483

On 06/18/2025 7:49 AM MDT Kari Williams <mmctfoa@sympa.montana.edu> wrote:

Good Morning All,

How does everyone handle employee raises? Do you receive a cost of living increase each year, or a certain percentage, or a dollar amount? At our budget meeting last night, one of our council members brought up donating employee raises to our volunteer fire department. Discussion was held, and some council members are thinking that employees should not receive a raise every year. Please share how your cities handle raises.

Thank you,

Kari Williams
City of Townsend Clerk/Treasurer
406-266-3911
kari@townsendmontana.net

"\"Town of Winnett\" (twinnett@midrivers.com via mmctfoa Mailing List) <mmctfoa@sympa.montana.edu>
6/24/2025 10:29 AM

RE: Employee Raises

To mmctfoa@sympa.montana.edu

We do a COLA increase each year – I look up the state rate and typically recommend that... going off the top of my head I think it was 2.5% for this year, our council voted for 3.5%

From: Kari Williams (Kari@townsendmontana.net via mmctfoa Mailing List) <mmctfoa@sympa.montana.edu>
Sent: Wednesday, June 18, 2025 7:49 AM
To: mmctfoa@sympa.montana.edu
Subject: Employee Raises

Good Morning All,

How does everyone handle employee raises? Do you receive a cost of living increase each year, or a certain percentage, or a dollar amount? At our budget meeting last night, one of our council members brought up donating employee raises to our volunteer fire department. Discussion was held, and some council members are thinking that employees should not receive a raise every year. Please share how your cities handle raises.

Thank you,

Kari Williams
City of Townsend Clerk/Treasurer
406-266-3911
kari@townsendmontana.net



Employee Benefits - Standard Plan Summaries

Effective 7/1/25 - This Document is a summary of coverage only. The MMIA Employee Benefits Program Plan Documents are available at www.mmiaeb.net and must be referenced for details of all coverages.

	Bridger	Madison	High Deductible (HSA-Qualified)
Deductible (Individual/Family) (January 1 - December 31)	\$500 / \$1,000	\$1,000 / \$2,000	\$3,300 / \$6,400
Benefit Percentage (what the plan pays if the Deductible is waived or after the Deductible is met)			
• All Montana Providers and Non-Montana Cigna Providers	80%	70%	80%
• Non-Montana, Non-Cigna Providers	60%	50%	60%
Annual Out-of-Pocket Maximum (the most you will pay for covered services in a plan year) Individual/Family	\$2,000 / \$4,000	\$4,000 / \$8,000	\$6,400 / \$12,800
Medical Services			

Preventive care as recommended by the US Preventive Services Task Force, CDC, and Health Resources & Services Administration at www.healthcare.gov

100% Plan-paid

Accidental Injury Benefit	100% up to \$300, then standard benefits apply	
Diabetic Education		Deductible applies
Hospice Care	100% Plan-paid	
Professional Provider Services		
Alternative Medicine Benefit - up to \$500		
Chiropractic Benefit - up to \$400, plus \$100 x-ray benefit	Deductible waived (Plan pays Benefit %)	Deductible applies
Home Health Care		
Newborn Initial Care		
Nutritional Counseling - up to 10 visits per year		
Facility Provider Services		
Emergency Room Care		Deductible applies
Obesity Surgery - one per lifetime, up to \$30,000		

Prescription Drug Benefit		
Generic	\$4 Retail (30 day) / \$8 Mail Order (90 day)	
Brand Formulary	\$20 Retail (30 day) / \$40 Mail Order (90 day)	Deductible applies
Brand Non-Formulary	\$50 Retail (30 day) / \$100 Mail Order (90 day)	

Total Cost per Month	Bridger	Madison	HDHP
Employee Only (P00)	\$ 984	\$ 892	\$ 725
Employee & Spouse (F00)	\$ 1,968	\$ 1,784	\$ 1,450
Employee & Child(ren) (P99)	\$ 1,722	\$ 1,561	\$ 1,269
Employee, Spouse & Child(ren) (F99)	\$ 2,706	\$ 2,453	\$ 1,994
Retirees or spouses of retirees aged 65+ are not eligible for medical coverage.			

984.00

1353.00



Employee Benefits - Dental and Vision Plan Summaries

Effective 7/1/25 - This Document is a summary of coverage only. The MMIA Employee Benefits Program Plan Documents are available at www.mmiaeb.net and must be referenced for details of all coverages.

Dental Plans

Benefit Period (January 1 - December 31)

	Basic Dental Plan	Orthodontic Enhancement
Deductible (Individual/Family)	\$25 / \$50	
Calendar Year Maximum Benefit (the most the Plan will pay for covered services in a plan year)	\$2,000 / Individual	
Dental Services		\$2,000 Lifetime Benefit/Individual
Diagnostic & Preventive (cleanings and screenings)	- Plan pays 100% - Deductible waived - Does not apply to Calendar Year Maximum Benefit	Plan pays 50% after Deductible
Basic Restorations	Plan pays 80% after Deductible	
Major Restorations and Implants	Plan pays 50% after Deductible	
Dental Plan Cost	Basic Dental Plan	*With Ortho Enhancement
Employee Only (P00)	\$33	\$34
Employee & Spouse (F00)	\$66	\$68
Employee & Child(ren) (P99)	\$58	\$66
Employee, Spouse & Child(ren) (F99)	\$92	\$104

Vision Plan

Benefit Period (July 1 - June 30)

Benefits Every 12 Months	In Network	Out of Network
Well Vision Exam	\$20 Copay (No more than \$39 copay for retinal screening as an enhancement to an exam)	Up to \$50
Frames	\$165 allowance at Costco, Walmart, and retail 20% saving after allowance	Up to \$70
Lenses (included with exam copay)	- Single vision, lined bifocal, and trifocal lenses - Polycarbonate for children - Standard progressive: \$0 copay - Premium progressive: \$80-\$90 copay - Custom progressive: \$120-\$160 copay	- Single vision - Up to \$50 - Lined bifocal - Up to \$75 - Lined trifocal - up to \$100
Lens Enhancements		
Contacts (instead of glasses)	\$150 allowance for contact lenses - Up to \$60 for contact lens exam (fitting and evaluation)	Up to \$105
Laser Vision Correction Discount	Average 15% off regular price or 5% off promotional price; discounts only available from contracted facilities	

Vision Plan Cost

Employee Only (P00)	\$8.60	✓
Employee & Spouse (F00)	\$13.80	✓
Employee & Child(ren) (P99)	\$14.00	✓
Employee, Spouse & Child(ren) (F99)	\$22.20	✓



BASIC GROUP LIFE AND AD&D

The MMIA is pleased to offer very competitive rates for a group term life insurance product for our membership. Mutual of Omaha Life Insurance Company has rates specifically for members of the MMIA Employee Benefit program that may generate savings for your city/town.

Basic Life and AD&D Plan Description

Eligibility: Each active full-time employee working the minimum hours required per your city or town, and no less than 20 hours, is eligible to participate in the MMIA Life Insurance program.

Participation: 100% of eligible employees.

Employer Contribution: 100% of premium cost.

Benefit Amount and Cost: The cost per \$1,000 Basic Life and AD&D is \$0.27. Listed in the table below are varying levels of insurance coverage and the applicable monthly cost per employee.

Life and AD&D Benefit	Monthly Cost per Employee
\$10,000	\$2.70
\$15,000	\$4.05
\$20,000	\$5.40
\$25,000	\$6.75
\$50,000	\$13.50
\$100,000	\$27.00

Each employee within the group or bargaining unit must have the same benefit level.

Benefit Descriptions:

Guarantee Issue:	\$100,000
AD&D	Included
Waiver of Premium	Included
Conversion of Benefits	Available
Travel Assistance	Included

Age Reduction: The principal sum of the life insurance coverage will be reduced by 50% at age 70.