

ADDENDUM A – POSITION RANGES
City of Bozeman MPEA Pay Range by Position Beginning July 1, 2017

In accordance with Addendum B, paragraphs 1A and 1B, the following shall determine the range the City may use in advertising open positions and the compensation the City may offer to newly hired, transferred, and promoted employees.

Actual Position Title	Pay Band	Market					Market 100%
		Entry 85%	88%	91%	94%	97%	
ACCOUNTS PAYABLE CLERK	48	\$2,849.06	\$2,949.61	\$3,050.17	\$3,150.72	\$3,251.28	\$3,351.83
ADMINISTRATIVE ASSISTANT I	39	\$2,281.33	\$2,361.85	\$2,442.36	\$2,522.88	\$2,603.40	\$2,683.92
ADMINISTRATIVE ASSISTANT II	48	\$2,849.06	\$2,949.61	\$3,050.17	\$3,150.72	\$3,251.28	\$3,351.83
ANIMAL CONTROL OFFICER	51	\$3,068.08	\$3,176.36	\$3,284.65	\$3,392.93	\$3,501.22	\$3,609.50
ASSISTANT CONTROLLER	64	\$4,229.39	\$4,378.66	\$4,527.93	\$4,677.21	\$4,826.48	\$4,975.75
ASSISTANT TREASURER	51	\$3,068.08	\$3,176.36	\$3,284.65	\$3,392.93	\$3,501.22	\$3,609.50
BILLING CLERK II/III	43	\$2,518.13	\$2,607.00	\$2,695.88	\$2,784.75	\$2,873.63	\$2,962.50
BILLING CLERK III	48	\$2,849.06	\$2,949.61	\$3,050.17	\$3,150.72	\$3,251.28	\$3,351.83
BUILDING INSPECTOR I	56	\$3,471.26	\$3,593.77	\$3,716.29	\$3,838.80	\$3,961.32	\$4,083.83
BUILDING INSPECTOR II	61	\$3,927.43	\$4,066.04	\$4,204.66	\$4,343.27	\$4,481.89	\$4,620.50
BUILDING INSPECTOR III	63	\$4,126.25	\$4,271.89	\$4,417.52	\$4,563.15	\$4,708.78	\$4,854.42
CODE COMPLIANCE OFFICER	56	\$3,471.26	\$3,593.77	\$3,716.29	\$3,838.80	\$3,961.32	\$4,083.83
CODE COMPLIANCE/BLDG INSP III	63	\$4,126.25	\$4,271.89	\$4,417.52	\$4,563.15	\$4,708.78	\$4,854.42
COURT CLERK	49	\$2,920.25	\$3,023.31	\$3,126.38	\$3,229.45	\$3,332.52	\$3,435.58
DATABASE/WEB DEVELOPER	64	\$4,229.39	\$4,378.66	\$4,527.93	\$4,677.21	\$4,826.48	\$4,975.75
ECONOMIC DEVELOPMENT SPECIAL	64	\$4,229.39	\$4,378.66	\$4,527.93	\$4,677.21	\$4,826.48	\$4,975.75
ENERGY CONSERVATION TECHNICIAN	61	\$3,927.43	\$4,066.04	\$4,204.66	\$4,343.27	\$4,481.89	\$4,620.50
EVIDENCE TECHNICIAN	53	\$3,223.41	\$3,337.18	\$3,450.95	\$3,564.72	\$3,678.48	\$3,792.25
FINANCE SERVICES CLERK	42	\$2,456.71	\$2,543.42	\$2,630.13	\$2,716.84	\$2,803.54	\$2,890.25
GIS ANALYST	64	\$4,229.39	\$4,378.66	\$4,527.93	\$4,677.21	\$4,826.48	\$4,975.75
GIS SPECIALIST H2O/WASTEWATER	64	\$4,229.39	\$4,378.66	\$4,527.93	\$4,677.21	\$4,826.48	\$4,975.75
GIS TECHNICIAN	56	\$3,471.26	\$3,593.77	\$3,716.29	\$3,838.80	\$3,961.32	\$4,083.83
GIS/CAD SPECIALIST-DRAFTSMAN	56	\$3,471.26	\$3,593.77	\$3,716.29	\$3,838.80	\$3,961.32	\$4,083.83
HELP DESK	56	\$3,471.26	\$3,593.77	\$3,716.29	\$3,838.80	\$3,961.32	\$4,083.83
LIBRARIAN I	53	\$3,223.41	\$3,337.18	\$3,450.95	\$3,564.72	\$3,678.48	\$3,792.25
LIBRARY AIDE I	33	\$1,967.18	\$2,036.61	\$2,106.04	\$2,175.47	\$2,244.90	\$2,314.33
LIBRARY AIDE II	39	\$2,281.33	\$2,361.85	\$2,442.36	\$2,522.88	\$2,603.40	\$2,683.92
LIBRARY ASSISTANT	48	\$2,849.06	\$2,949.61	\$3,050.17	\$3,150.72	\$3,251.28	\$3,351.83
LIFEGUARD INSTRUCTOR III	39	\$2,281.33	\$2,361.85	\$2,442.36	\$2,522.88	\$2,603.40	\$2,683.92
NEIGHBORHOOD COORDINATOR	56	\$3,471.26	\$3,593.77	\$3,716.29	\$3,838.80	\$3,961.32	\$4,083.83
PARKING ENFORCEMENT OFFICER	48	\$2,849.06	\$2,949.61	\$3,050.17	\$3,150.72	\$3,251.28	\$3,351.83
PARKING ENFORCEMENT OFFICER II	49	\$2,920.25	\$3,023.31	\$3,126.38	\$3,229.45	\$3,332.52	\$3,435.58
PLANNER I	61	\$3,927.43	\$4,066.04	\$4,204.66	\$4,343.27	\$4,481.89	\$4,620.50
PLANNER II	64	\$4,229.39	\$4,378.66	\$4,527.93	\$4,677.21	\$4,826.48	\$4,975.75
PLANNING TECHNICIAN	52	\$3,144.79	\$3,255.78	\$3,366.77	\$3,477.77	\$3,588.76	\$3,699.75
POLICE CRASH INVESTIGATOR I	53	\$3,223.41	\$3,337.18	\$3,450.95	\$3,564.72	\$3,678.48	\$3,792.25
POLICE INFORMATION MANAGER	53	\$3,223.41	\$3,337.18	\$3,450.95	\$3,564.72	\$3,678.48	\$3,792.25
POLICE INFORMATION SPECIALIST	48	\$2,849.06	\$2,949.61	\$3,050.17	\$3,150.72	\$3,251.28	\$3,351.83
PROJECT PERMIT COORDINATOR	51	\$3,068.08	\$3,176.36	\$3,284.65	\$3,392.93	\$3,501.22	\$3,609.50
PROJECT PERMIT TECHNICIAN	49	\$2,920.25	\$3,023.31	\$3,126.38	\$3,229.45	\$3,332.52	\$3,435.58

PUBLIC WORKS TECHNICIAN	52	\$3,144.79	\$3,255.78	\$3,366.77	\$3,477.77	\$3,588.76	\$3,699.75
SENIOR PLANS EXAMINER	65	\$4,335.14	\$4,488.15	\$4,641.15	\$4,794.16	\$4,947.16	\$5,100.17
STORMWATER PROGRAM TECHNICIAN	52	\$3,144.79	\$3,255.78	\$3,366.77	\$3,477.77	\$3,588.76	\$3,699.75
WASTEWATER INSTRUMENT CONTROLS	67	\$4,554.65	\$4,715.41	\$4,876.16	\$5,036.91	\$5,197.66	\$5,358.42
WATER CONSERVATION TECHNICIAN	56	\$3,471.26	\$3,593.77	\$3,716.29	\$3,838.80	\$3,961.32	\$4,083.83

⁽¹⁾ Management retains the ability to place new, transferred, and promoted employees at a salary somewhere between "Market Entry" and

"Market" based on education, training, experience, related skills, and market competitiveness.

^(B) As of July 1, 2011 Building Inspectors' and Plan Examiners' certification pay is included in their compensation.

ADDENDUM B – PAY PLAN RULES

1. Position pay rates

- A. Addendum A of this Agreement shows the agreed upon pay rates, effective July 1, 2017 for each covered position. Full time employees will be paid on a monthly basis. Wages paid under this contract will be carried out to 4 decimal places.
- B. New, promoted, and transferred employees will be placed at an entry level rate somewhere between Market Entry and Market. Management retains the ability to place new employees at a salary rate higher than Market Entry, based on education, training, experience, related skills and market competitiveness. Pay will be adjusted each July 1 after an employee has been in their position for at least six (6) months.

2. Pay adjustments

- A. On July 1, 2017, the wage agreement between MPEA and the City will be implemented according to the target Comp Ratio. Target Comp Ratios are:
 - 1. 85% of Market (Market Entry)
 - 2. 88% of Market
 - 3. 91% of Market
 - 4. 94% of Market
 - 5. 97% of Market
 - 6. 100% of Market (Market)

For someone hired at minimum, it will take five full years to reach Market

B. Effective July 1, 2017:

- 1. Members will begin moving to their new comp ratio (according the pay matrix in Addendum A), with a maximum pay increase of 3%.
- 2. Members who are currently at or above Market Pay for their position

will receive a 2% pay increase.

C. Effective January 1, 2018:

1. Members will continue moving to their new comp ratio (according the pay matrix in Addendum A), with a maximum pay increase of 3.25%.
2. Members who are at the proper comp ratio will not get a pay increase.

D. Effective July 1, 2018:

1. Members will continue moving to the next appropriate -comp ratio (according the pay matrix in Addendum A), with a maximum pay increase of 3%.
2. Members whose current pay is over the market pay for their position will receive a 1.5% increase;

E. Effective January 1, 2019:

1. Members will continue moving to their new comp ratio (according to the pay matrix in Addendum A).
2. Members who are at the proper comp ratio will not get a pay increase.

In Witness Whereof, the parties hereto have set their hands
The ____ day of August, 2017

FOR: CITY OF BOZEMAN

FOR: MONTANA PUBLIC EMPLOYEES ASSOCIATION

City Manager

Executive Director

City Clerk

Negotiations Committee Chairperson