

Anaconda-Deer Lodge County
Commission Work Session
6:00 p.m. Tuesday, May 12, 2015
Courthouse Courtroom

Present: Commission Chair Hart, Commissioner Mulvey, Commissioner Lux-Burt, Commissioner Vermeire, Commissioner Smith, CEO Ternes Daniels, and County Attorney Krakowka

Others Present: Julie Hoffman, Clerk of Commission

Commission Chair Hart called the meeting to order at 6:02 p.m. and explained the Commission Rules of Procedure.

Commission Chair Hart announced there will be a Special Meeting immediately following the Work Session to approve two items.

Presentation – 2015 Montana Law Enforcement Compensation Survey for Anaconda-Deer Lodge County

CEO Ternes Daniels informed the Commission this survey is a result of a request made by law enforcement during collective bargaining negotiations approximately two years ago. Initially, Montana Local Government staff was approached to conduct the study. However, they did not have the staff to do it. CEO Ternes Daniels stated Ms. Cornish was contacted and agreed to conduct the study. Ms. Daniels informed the Commission the study results have been turned over to the law enforcement collective bargaining group.

Janet Cornish from Community Development Services of Montana informed the Commission she used data that exists through the U.S. Census, American Community Survey, Bureau of Labor Statistics, MT Census and Economic Information Center, MT Department of Revenue, and MT Association of Counties. In addition, she used data from communities in Montana that were similar to Anaconda-Deer Lodge County with respect to median household income (MHI), mill values, and poverty rates. Sixteen (16) selected communities included: Beaverhead County, City of Dillon, Blaine County, Broadwater County, City of Columbia Falls, Custer County, Miles City, Dawson County, Fergus County, City of Lewiston, Granite County, Phillips County, Powell County, City of Deer Lodge, Sweet Grass County, and Teton County. However, two (2) counties did not respond, Custer County and Broadwater County. With CEO Ternes Daniels' assistance, Ms. Cornish prepared the survey questionnaire. Next, Ms. Cornish contacted communities across the state, conducted the survey and followed up with the community if answers were incomplete or missing. Ms. Cornish then compiled the results. *(Please see attached documents for survey compensation results).*

Ms. Cornish clarified the following information for the Commission: She stated that Median Household Income is not the average but the middle point and provides a more accurate figure. She stated the mill value is the amount cities or counties have available for budgeting. In addition, she stated the mean hourly wage does not include the Chief Law Enforcement Officer or the Deputy Chief's wage; it only includes those officers represented under a collective bargaining agreement and is based on full-time employment.

Detective Ryan Eamon, 2005 W. Park: Det. Eamon thanked the Commission and Ms. Cornish for conducting the study. Det. Eamon asked to meet with CEO Ternes Daniels, Ms. Cornish and the Commission to further discuss the survey results. Commission Chair Hart informed Det. Eamon if the Commission is present at a meeting it is considered a public meeting and encouraged Det. Eamon to proceed with his questions.

Det. Eamon inquired as to whether each position was compared separately (Sergeant to Sergeant, Lieutenant to Lieutenant). Ms. Cornish stated she was unable to do this because certain communities only had a Sheriff, Undersheriff and Deputies, while some had only Captains and Sergeants. Ms. Cornish added it was difficult to compare a consolidated city/county police department to a city police department or a sheriff's department. Ms. Cornish only used data from those officers who were represented under a collective bargaining agreement and who were full-time. Det. Eamon asked for clarification regarding how the communities were selected for the survey. Det. Eamon pointed out that Hill County has a similar poverty rate as ADLC. However, Ms. Cornish stated that Hill County's mill value is much higher than ADLC's, which is why it was not chosen for the survey. Det. Eamon asked Ms. Cornish for her thoughts on whether she believed the outcome of the survey would have been different if the mean of both the city and county full-time law enforcement positions were taken together. Ms. Cornish indicated although it would slightly raise the mean wage, it would have less meaning because it would not be a true value. Det. Eamon asked Ms. Cornish to clarify whether each community is required to provide False Arrest insurance to its law enforcement personnel. Ms. Cornish stated False Arrest insurance is not a requirement and some communities are covered through liability insurance. Lastly, Det. Eamon asked how long the survey took to complete and if ADLC Law Enforcement could be provided with a copy of the raw data. Ms. Cornish stated it took approximately five (5) weeks from start to finish to complete the survey. She stated the raw data is a lot of "chicken scratch" but she can provide the email correspondence from the various communities to CEO Ternes Daniels.

Rose Nyman, 121 E. 3rd: Ms. Nyman stated she did not notice anything about a weapons allowance in the survey. CEO Ternes Daniels stated this is included in the clothing allowance for ADLC law enforcement personnel.

Ms. Nyman stated about a year ago that ADLC was #1 in the state per capita for domestic violence and added that poverty is also a form of violence. She stated that it is comforting that our officers have our backs. She added they are prompt and professional and stated it is hard to put a value on the officers.

Ms. Nyman informed the Commission that May 15th is Fallen Officer's Day. She asked Commission Chair Hart if she could read aloud the names of four (4) officers from ADLC who have lost their lives in the line of duty. These include:

1. Patrick Dougherty: 3-6-1905, died of internal injuries breaking up a street fight
2. Albert Oldhaber (Deputy Sheriff): 6-6-1939, died of a gunshot wound at Sladich Bar
3. Edwin "Ed" Stuart (Assistant Chief of Police): 6-6-1939, died of a gunshot wound at Sladich Bar
4. Lieutenant Timothy "Sox" Sullivan: 2-10-1985, died of a gunshot wound responding to a domestic violence call

Presentation – Head Start Program Update

Mark Heinart, Head Start Program Specialist from the Regional Office in Denver, Colorado informed the Commission he is here for his annual site visit. He stated the purpose of the visit is to meet with the Head Start management team, Head Start Policy Council, visit all of the classrooms, and meet with the Commission to ensure Head Start is in compliance and following federal regulations. Mr. Heinart informed the Commission Anaconda-Deer Lodge County Head Start is doing well and he did not find any issues with the program. He went on to state it is enjoyable and always great to do a site visit at the end of the school year in order to see the interaction between the teachers and the children. He thanked the Commission for its support. He informed the Commission the Head Start grant opportunity was put up for competition this year. He stated no results have come back yet. He added the County will receive a Notice of Award if it receives the grant and it will start July 1, 2015.

Commission Chair Hart informed Mr. Heinart that Gail Mickey keeps the Commission updated and supplies the Commission with monthly monitoring reports and budget information. He praised the Head Start program and stated two of his children were in the program and stated Head Start is a very important program for our community.

Commissioner Lux-Burt informed Mr. Heinart she has three grandsons and 1 granddaughter who were in Head Start. She stated it is a good program and she is very thankful it was there for them and they benefited from it. She stated the Commission gets reports from Ms. Mickey and she goes over them very closely. In addition, she stated the Commission signs all payroll and invoice checks. She informed Mr. Heinart that Ms. Mickey and her staff are very good at keeping the Commission informed.

CEO Ternes Daniels thanked Mr. Heinart for coming. She stated Anaconda-Deer Lodge County has a longstanding relationship with Head Start. She stated Head Start has been in place in the community since 1972. She stated Anaconda-Deer Lodge County does not take an administrative fee from Head Start grant monies. She stated Anaconda-Deer Lodge County looks forward to continuing to be the grantee for the Head Start Program as it benefits and provides for numerous families in the community.

Rose Nyman, 121 E. 3rd: Ms. Nyman stated that one of the most dedicated volunteers for the Community Garden is a Head Start student. She stated this youngster has been dedicated and faithful and is great at following directions.

Discussion – Anaconda Local Development Corporation Recommendation for Contractor for Downtown Master Plan

Jim Davison, ALDC Executive Director informed the Commission, the County received funds through the Community Development Block Grant program to implement the Downtown Master Plan. The purpose of the plan is to better the economic, historic and cultural vitality of the community. Mr. Davison stated the plan will also develop guidance for the Central Business District/TIF District. Mr. Davison informed the Commission a call for Request for Qualifications for Consultants to Develop a Downtown Master Plan went out in late March. As a result, three applicants responded (CTA, Land Solutions and Sanderson and Stewart). Scores were based on experience with Downtown Master Plans, Main Street Programs, rehabilitation of downtowns and historic structures, bringing affordable housing to downtown areas, estimating costs and prioritizing projects, and expanding tourism. Based on these criteria, Sanderson and Stewart scored the highest. Mr. Davison respectfully requested that the Commission place this item on the agenda for approval and he recommended Sanderson and Stewart be approved to assist with preparing Anaconda's Downtown Master Plan.

Lauren Warrington - Sanderson and Stewart, 106 E. Babcock, Bozeman, MT – Ms. Warrington stated her firm is very excited to work with Anaconda-Deer Lodge County and its Downtown Master Plan. She informed the Commission that Sanderson and Stewart will be teaming with an architect, an economist and historic preservation to prepare the Downtown Master Plan.

CEO Ternes Daniels stated she is excited about the project. She thanked Anaconda Local Development Corporation for gathering the money to put the study together. She informed the Commission the project cost roughly \$33,000.00. Three grants were awarded to assist with the cost.

Commissioner Lux-Burt stated she is glad to see this moving forward. She stated many groups have been working to bring changes and development to the downtown area.

Item placed on the agenda.

Discussion – 2015 Waterline Easement Agreements for four (4) private properties (1908 Ogden Street; 311 Cottonwood Street; 310 Poplar Street; School District 10 – Mitchell Stadium)

Sarah Jones, Copper Environmental informed the Commission these easement agreements need to be executed for the current waterline project. Ms. Jones stated 3 of the existing water mains are being replaced in the same location as part of the project. One of the locations is a new waterline location created by relocating the existing water main so it resides primarily in the public right of way. She informed the Commission research was performed by First American Title and Tom Moodry to determine if easements exist at the four locations but no easements were found. Ms. Jones informed the Commission that Paul Puccinelli and Copper Environmental contacted each property owner to discuss the process of creating a formal easement and they have all agreed to do so. Ms. Jones indicated County Attorney Krakowka has reviewed the agreement. The project is slated to start May 18, 2015.

Item placed on the agenda.

Discussion – Agreement between Anaconda-Deer Lodge County and Poore, Roth & Robinson, P.C.

CEO Ternes Daniels informed the Commission the Teamsters have filed an unfair labor practice charge with the Montana Board of Personnel Appeals against Anaconda-Deer Lodge County. She stated the Agreement provides for Cynthia Walker to represent the County in this matter. She stated that Ms. Walker represented the County in the Modesty Creek issue and stated Ms. Walker has extensive experience in labor relations law.

County Attorney Krakowka informed the Commission he spoke with Don Klepper and CEO Ternes Daniels regarding this matter and Mr. Klepper recommended utilizing the services of a specialized attorney.

Item placed on the agenda.

Discussion – Resolution No. 15-16, a Resolution Authorizing Application and Commitment of Matching Funds for a Community Development Block Grant to create a portable TIG welding lab for Highlands College of Montana Tech Remote Campus located at Anaconda Job Corps Center, which will create opportunities for low and moderate income youth to be trained in Aerospace TIG Welding

CEO Ternes Daniels stated Jim Davison went over the CDBG application in detail at last week's public hearing. She stated this is one of the two items on this evening's Special Meeting Agenda.

Commission Chair Hart stated this is a very good opportunity for the youth at the Job Corps and also for the places that will benefit from those receiving this education.

Commissioner Lux-Burt stated she hopes this may evolve into a program that extends to high school students at the Vocational Center through the high school.

Discussion – Call for Bids for the Construction of the Stumptown Road Bridge and Willow Glen Road Bridge

CEO Ternes Daniels informed the Commission this will begin the process to go out for bids for construction on the Stumptown Road Bridge, Willow Glen Road Bridge, as well as materials for the Willow Glen Road Bridge.

County Attorney Krakowka stated it is nice to see the Stumptown Road Bridge getting fixed.

Commissioner Lux-Burt stated she is glad to see both projects moving forward, especially the Stumptown Bridge in light of all the damage it has sustained.

Item placed on the agenda.

Discussion – Request for Final Plat Approval of the Brown Minor Subdivision

Doug Clark, Planning Director informed the Commission the Browns have completed the three conditions required for Final approval and submitted the Final Plat Application. He stated Staff recommends final approval.

Item placed on the agenda.

Discussion – Request by Fred Bjorkland to make improvements to a driveway encroachment and portions of Fire Lane in the Georgetown Lake area

Doug Clark, Planning Director informed the Commission this request was initially made last fall. He stated Mr. Bjorkland is requesting to make improvements to the drive approach for his residence which is located on the hairpin curve on Fire Lane located just above the Georgetown Lake Volunteer Fire Department. Mr. Bjorkland has also requested to make some modifications to Fire Lane, which is a County Road. Mr. Clark informed the Commission the modifications to Fire Lane would actually benefit the County as it would lessen the grade of the road making it easier not only for fire trucks to turn around, but also for snow removal equipment to turn around. Mr. Clark informed the Commission that Mr. Bjorkland is proposing to complete this work on his own and is aware he will need to obtain a GUS permit and hire a contractor that meets the requirements of the GUS permit. In addition, Mr. Bjorkland will have to follow the County's IC requirements as well in order to adhere to Superfund regulations. Mr. Clark informed the Commission the Planning Board *did not* make a recommendation on this request because any issue dealing with roads falls under the Commission and can be handled administratively *if* the Commission sees fit.

CEO Ternes Daniels stated Mr. Clark did a great job explaining Mr. Bjorkland's request. She stated that Wayne Wendt, Road Foreman believes it will benefit the County to widen the road. She stated this request can be handled administratively. However, it is important information for the Commission to be aware of and this is why it is on tonight's agenda.

Commissioner Lux-Burt thanked Doug Clark for bringing the information forward. She stated she appreciated knowing about it ahead of time in case she receives any phone calls. She stated it sounds like a win-win because it is a steep/sharp curve. She stated she is fine having the request handled administratively.

Discussion – U.S. Department of Transportation Federal Aviation Administration Agreement for Transfer of Entitlements between Big Horn County Airport, Hardin, Montana to Bowman Field, Anaconda, Montana

CEO Ternes Daniels informed the Commission Big Horn County Airport in Hardin needs funds to construct a snow removal equipment building. She stated Anaconda-Deer Lodge County has borrowed money in the past from various colleagues to assist with projects at Bowman Field. She stated the FAA earmarks \$150,000 each year to each general aviation airport. She explained that in years an Airport Sponsor does not need funds for a project, the FAA encourages transferring funds to another Sponsor who does need them. CEO Ternes Daniels informed the Commission Bowman Field has done this several times over the past ten (10) years.

County Attorney Krakowka stated this is a standard procedure. He added he has seen several of these agreements in the time he has been here. He stated he does not see an issue with this agreement.

Item placed on the agenda.

Discussion – Task Order No. 16-07-5-01-012-0, Maternal and Child Health Block Grant Program

CEO Ternes Daniels informed the Commission this Task Order is for FY 2016 in the amount of \$9,350.00. It begins July 1, 2015 and ends June 30, 2016. The grant will help cover the cost for Maternal and Child Health Services and Fetal, Infant, Child, and Maternal Mortality Review.

Item placed on the agenda.

Discussion – Appointment/Reappointment to the Anaconda-Deer Lodge County DUI Task Force for a Licensed Addiction Counselor Representative, 3-year term (Keith Lopez, LAC has applied for reappointment; Dan Haffey, LAC submitted a letter of interest requesting appointment)

CEO Ternes Daniels informed the Commission Mr. Lopez' term expired on May 1, 2015. He has requested reappointment.

County Attorney Krakowka stated he has been on the DUI Task Force for the last two years and several months. Mr. Krakowka stated Mr. Lopez is a fantastic addition to the board. He stated he has not had the opportunity to work with Mr. Haffey. Mr. Krakowka stated his office and the Court utilize Mr. Lopez' professional recommendations. He stated he appreciates all of the work Mr. Lopez has put into the DUI Task Force.

Chief Tim Barkell – Chief Barkell stated he backs up what the County Attorney said regarding Mr. Lopez. He stated Keith does a great job. Chief Barkell stated the DUI Task Force received a big lump sum and Keith helped with that. He stated Keith has always been good to work with and would suggest reappointing him.

Commissioner Mulvey stated Keith is excellent. She stated she has been on the DUI Task Force since becoming a Commissioner. She stated she also knows Dan Haffey and he is excellent as well.

Item placed on the agenda.

Discussion – Appointment/Reappointment to the Anaconda-Deer Lodge County Tree Board, 3-year term; 1 vacancy (Judy Little has applied for reappointment)

CEO Ternes Daniels informed the Commission Ms. Little submitted a request to serve another term on the Tree Board. She thanked the Tree Board and the Tree Committee for the work they do. She stated she was a skeptic – she thinks the trees planted at the Commons will be absolutely beautiful.

Commissioner Lux-Burt stated she knows Judy from the Garden Club and she is very involved and cares about the community. She has no doubt she will do a good job.

Item placed on the agenda.

Discussion – Appointment/Reappointment to the Anaconda-Deer Lodge County TIFID No. 2 Board – Mill Creek for an Economic Development Representative, 4-year term; 1 vacancy (Jim Davison has applied for reappointment)

Commissioner Lux-Burt stated if Mr. Davison is willing to serve on yet another committee – go for it!

Item placed on the agenda.

Discussion – Special Event Permit – Pedal the Pintlers

CEO Ternes Daniels informed the Commission this event will be held on June 20, 2015 from 8:00 a.m. to 2:00 p.m. She stated Wayne Wendt did have some concerns regarding construction at Moose Creek. CEO Ternes Daniels stated she called the Highway Department and was told the construction is being done away from the road and will not take place on the weekend.

Commissioner Lux-Burt stated it sounds like a fun event. She stated she was a bit concerned regarding the construction and thanked CEO Ternes Daniels for checking with the Highway Department.

Commissioner Chair Hart noted the insurance was in order.

Item placed on the agenda.

Discussion – Special Event Permit – Pintler Suicide Awareness Prevention 2015 Remembrance Walk

CEO Ternes Daniels informed the Commission this year's event will take place on August 1, 2015 from 12:00 p.m. to 2:00 p.m. and will begin at Kennedy Common. She stated suicide is an issue across Montana, especially in our community. She stated Governor Bullock signed a bill into law intended to improve suicide prevention efforts in the schools.

County Attorney Krakowka stated suicide is a substantial problem facing our community. He stated Montana has the highest suicide rate in the U.S. and Anaconda has the highest rate in Montana. He stated suicide is something people need to be aware of, pay attention to, and know the signs of in order to assist in preventing it.

Commission Chair Hart noted the insurance was in order.

Item placed on the agenda.

Discussion – Special Event Permit – Society for Creative Anachronism

CEO Ternes Daniels informed the Commission this event will take place on August 29, 2015 from 8:00 a.m. to 7:00 p.m. in Kennedy Common. She stated the event is open to the public to observe. However, the public may **not** participate in the event.

Commission Chair Hart noted the insurance was in order.

Item placed on the agenda.

Discussion – Arbor Proclamation 2015 to be celebrated in May in Anaconda

CEO Ternes Daniels informed the Commission the County does this proclamation every year. She stated the community recognizes the month of May as “Arbor Month.” She stated this is the second item on tonight’s Special Meeting Agenda.

Commission Chair Hart read the Arbor Proclamation aloud.

MISCELLANEOUS

Commission Chair Hart

Commission Chair Hart stated a young person was injured at the Super Slide over the weekend. It appears the bars that secure the area at the top of the slide had been broken out and the youngster fell out and injured his ankle. He stated law enforcement and the ambulance responded. The slide is closed until repairs can be made.

CEO Ternes Daniels stated a resolution was put in place at the time the slide was constructed. She stated the last time the slide was repaired it cost approximately \$400.00. She stated the slide does not meet standards and people have sustained injuries and the County has paid out claims as a result. CEO Ternes Daniels informed the Commission she will get as much information together as possible and present it at a meeting in the very near future.

CEO Ternes Daniels

a) DUI Task Force Plan

Asst. Chief Bill Sather informed the Commission this year’s plan does not have many changes. He stated the County received an additional \$18,000.00 from revenue which is generated by fees DUI offenders must pay in order to recover their driver’s license. He stated the fee is \$200. \$100 goes to the state and \$100 goes to the county *if* the county has a DUI Task Force. If a county does not have a DUI Task Force, the \$100 goes into a pot and the money gets divided between the counties that have DUI Task Forces.

Item placed on the agenda

b) Vigilante Electric Co-Op Member Application and Agreement

CEO Ternes Daniels informed the Commission this agreement is for the tower in the Big Hole. She respectfully requested it be placed on the May 19th Commission Meeting agenda.

Item placed on the agenda.

c) Annual Financial Report Update

CEO Ternes Daniels informed the Commission the County was fined \$1597.50 for submitting the 2013 AFR late. She stated County Attorney Krakowka and Clerk and Recorder, Joey Blodnick met and had a phone call with the Montana Department of Administration. She stated this was an unfortunate situation. She informed the Commission that the 2014 AFR has been submitted. She stated the 2013 AFR was submitted and accepted. She added there have been issues with this in the past and the

auditor has caught and fixed these mistakes. She also stated the Commission may see more issues come before them that are many, many years old.

d) Tax Appeal Board Resignation

CEO Ternes Daniels informed the Commission that Nann Brosseau submitted her resignation from the Tax Appeal Board effective immediately. She stated Ms. Brosseau will be moving to Washington. She requested the Commission place this on the May 19th agenda in order to advertise the opening as soon as possible because this is a reappraisal year and may be a busy year for the board.

Item placed on the agenda.

County Attorney Krakowka

County Attorney Krakowka informed the Commission he went on a field trip this morning to assess the damage being caused by the beavers. After speaking with Michelle Sievers, he suggests the County try to mitigate the problem with the beavers. He stated perhaps the County may want to wrap the trees in chicken wire and contact Joe Kambic, Game Warden to remedy the issue with the beavers.

Commission Chair Hart asked if beaver dams were causing problems. He stated he is concerned that if one breaks loose, timber could get caught on the bridge on Cedar Street.

Mr. Krakowka stated he saw one small beaver dam this morning.

CEO Ternes Daniels stated the County has a piece of equipment that can remove the dams. County Attorney Krakowka does not see an issue using the equipment. However, he suggested checking with Joe Kambic prior to doing so to make sure the County does not need a permit to use the equipment for this purpose.

PUBLIC COMMENT

Carl Nyman – Superfund Coordinator: Mr. Nyman informed the Commission he wanted to clarify some information regarding expenditures at the golf course. He stated Mr. Sestrich quoted figures with regard to office equipment, furniture and computers claiming the golf course spent thousands of dollars on these items. Mr. Nyman informed the Commission these items were actually assets the golf course owns. Mr. Nyman went on to explain the dynamic pricing matrix for daily green fees. He stated the public can purchase an unlimited golf pass for \$825.00. Anaconda residents received 10% off this price and if it is purchased before January 31st, buyers receive an additional 10% off.

Commission Chair Hart asked Mr. Nyman if it is possible to extend the purchase date past January 31st to give people a chance to recover from the holiday spending season. Mr. Nyman stated most people tend to wait until the last week of January to purchase passes. However, he stated it was a fair question to bring forth to the Authority Board. Mr. Nyman stated it would depend on what the revenue looks like at the end of the summer and whether the golf course can get through the off season on those revenues.

CEO Ternes Daniels informed the Commission the Planning Board Meeting was cancelled on Monday night. The Planning Board was to discuss the East Yards Subdivision. The Commission was to hold a Public Hearing on this matter at the May 19, 2015 meeting. CEO Ternes Daniels requested the Commission cancel the Public Hearing on May 19th and reschedule it for June 9, 2015.

ADLC PUBLIC MEETING CALENDAR

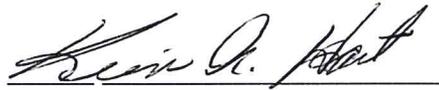
Commission Chair Hart read the ADLC Public Meeting Calendar.

Meeting adjourned:

The meeting adjourned at 8:01 p.m.



Julie Hoffman
Clerk of the Commission



Kevin A. Hart
Commission Chair

Community Development Montana

Memo

To: Connie Daniels, Chief Executive, Anaconda-Deer Lodge County
 From: Janet Cornish, Community Development Services of Montana *JC*
 Re: Law Enforcement Compensation Study
 Date: May 4th, 2015

During the week of April 13th, 2015, a law enforcement compensation survey of Montana communities was conducted. Sixteen communities (cities and counties) were selected based on the similarities in their demographic and financial profiles to Anaconda-Deer Lodge County. Each of these communities was contacted and asked to provide answers to a set of questions sent electronically. The communities which were contacted are listed in Table 1.

Table 1. Communities Selected and Contacted for Survey of Law Enforcement Compensation					
County/City	2010 Population	Population (2013 Estimate)	Poverty Rate	Median HH Income	FY 2015 Mill Value
Anaconda-Deer Lodge County	9,298	9,329	20.5%	\$38,958	\$18,271*
State of Montana			15.2%	\$46,230	
United States			15.4%	\$53,046	
Beaverhead County	9,246	9,341	15.1%	\$41,614	\$18,485
City of Dillon	4,134	4,219	23.4%	\$39,934	\$4,846
Blaine County	6,491	6,604	28.8%	\$37,151	\$12,639
Broadwater County	5,612	5,692	10.5%	\$45,932	\$13,158
City of Columbia Falls	4,688	4,796	19.8%	\$43,690	\$6,696
Custer County	11,699	11,951	13.3%	\$43,524	\$16,568
Miles City	8,410	8,646	14.6%	\$39,412	\$7,108
Dawson County	8,966	9,445	16.0%	\$50,405	\$20,228
Fergus County	11,586	11,501	13.8%	\$38,344	\$25,766
City of Lewistown	5,901	5,902	8.9%	\$34,312	\$5,814
Granite County	3,079	3,138	15.1%	\$45,236	\$10,750
Phillips County	4,253	4,179	14.0%	\$42,632	\$16,759
Powell County	7,027	6,993	15.3%	\$40,802	\$14,525
City of Deer Lodge	3,111	3,088	16.3%	\$40,387	\$2,568
Sweet Grass County	3,651	3,689	14.0%	\$45,938	\$17,451
Teton County	6,073	6,065	15.1%	\$43,327	\$17,451

Sources: US Census, 1009-2013 American Community Survey, Montana Department of Revenue, Montana Association of Counties

*Includes mill value associated with the TIFID at the Gates Generating Station (\$5,840)

Each respondent was asked to answer, as applicable, the following questions:

Anaconda-Deer Lodge County
Comparative Study of Salary and Benefits Received by Law Enforcement Personnel in Montana
Communities

1. How many law enforcement personnel – uniform and investigatory – does your (county/city) employ and in what positions? (e.g. patrolmen, supervisors, investigators, detectives, etc.)
2. How many of your personnel are full time (2080 hours per year) and how many are part time?
3. What is the compensation package for each full-time position?
 - a. Hourly wage
 - b. Annual base salary
 - c. Overtime provisions (including compensation for holidays worked)
 - d. Seniority/Longevity Bonuses
 - e. Leave provisions (vacation, sick days, personal, military, maternity, etc.)
 - f. Insurance
 - i. Health Insurance (medical, dental, vision)
 1. Health Savings Account Contributions
 2. Long Term Care
 3. Wellness Services
 - ii. Life Insurance
 - iii. Industrial Accident Insurance
 - iv. False Arrest Insurance
 - g. Clothing Allowance/Uniform Provisions
 - h. Reimbursements for the loss or damage of personal property as a result of employment
 - i. Education and Training
4. What benefits are provided for less than full-time employees?
5. Are your law enforcement employees represented by a collective bargaining entity? If so, are your Chief Law Enforcement Officer and Assistant Chief Law Enforcement Officer included?

Of 16 communities contacted, 14 provided answers, which are summarized in Table 2, below. Custer and Broadwater Counties did not respond and Teton County provided only limited answers.

Community Development Montana

Table 2. Montana Law Enforcement Survey Results – April 2015

Jurisdiction	Number of Employees	Annual Pay - for 2080 Hours	Overtime/ Longevity	Leave (per month) Full-Time	Insurance/Clothing Allowance	Collective Bargaining
Anaconda-Deer Lodge County	19 Full-Time 1 Chief 1 Assistant Chief 3 Captains 1 Lieutenant 3 Sergeants 9 Patrolmen 1 Prob. Patrolman	Chief - \$63,483 Asst C-\$57,996 Capt.-\$44,678 Lt. - \$43,285 Sgt- \$42,141 Patrolmen - \$41,101 Prob. Patrolman-\$33,821	Time and a half/ Capt. - \$27.50 per month/yr Lt. - \$25.00 per month/yr Sgt.- \$22.50 per month/yr Patrolmen – \$19.50 per month/yr	Vacation: 10 hours for first 10 years 12 hours for years 11-15 14 hours for years 16-20 16 hours after 20 years Sick: 8 hours Military/FMLA	County pays \$580 per month per employee for health insurance. Life insurance , Workers Compensation and False Arrest insurance are provided. Wellness program provided. \$1,300/yr clothing allowance; \$425 line of credit for uniforms for prob. Officers No part-time employees	Anaconda Police Protective Association represents captains, lieutenants, sergeants and patrolmen
Beaverhead County	7 Full-Time 1 Sheriff 1 US 1 Sergeant 4 Deputies 3 Reserves	Sheriff - \$42,787 US -\$40,648 Sergeant - \$38,508 Deputies - \$34,230	Time and a half/ 1% x years of service after first year	Vacation: 10 hours for first 10 years 12 hours for years 11-15 14 hours for years 16-20 16 hours after 20 years Sick: 8 hours Military Leave/FMLA	Medical paid by the County; Vision, Dental and Life, optional at the employee's expense Wellness program MACo/JPIA pay industrial accident insurance No False Arrest Insurance Clothing is directly furnished by the Department No part-time Employees	Collective bargaining unit represents the sergeant and deputies only
City of Dillon	8 Full-Time 1 Chief of Police 1 Assistant Chief 6 Officers 1 Reserve Officer	Chief of Police - \$56,475 Assistant Chief of Police - \$48,644 Officer (average) – \$43,261 Reserve Officer - \$15.01/hour	Step and Grade System, based on evaluations	Vacation: 10 hours for first 10 years 12 hours for years 11-15 14 hours for years 16-20 16 hours after 20 years Sick: 8 hours Military Leave/FMLA	Health insurance – City provides: Employee - \$466.65 Couple - \$930.65 Family - \$1278.90 Employee/dependent - \$814.90 Worker's Compensation insurance False Arrest Insurance provided \$650 annual uniform and	MPEA – Dillon Police Unit (Chief not included)

Table 2. Montana Law Enforcement Survey Results – April 2015

Jurisdiction	Number of Employees	Annual Pay - for 2080 Hours	Overtime/ Longevity	Leave (per month) Full-Time	Insurance/Clothing Allowance	Collective Bargaining
					clothing allowance; \$750 when first hired No benefits for part-time employees	
Blaine Co.	8 Full-Time 1 Sheriff 1 US 6 Deputies	Sheriff - \$48,282 US- \$45,868 Deputies - \$41,040	Time and a half/ 1% x years of service after first year	Vacation: 10 hours for first 10 years 12 hours for years 11-15 14 hours for years 16-20 16 hours after 20 years Sick: 8 hours Military Leave/FMLA	Medical insurance provided Dental and HSAs, optional at the employee's expense Wellness program Life insurance provided Workers' Comp – provided by MACo No False Arrest Insurance Clothing and Uniforms provided by County No part-time Employees	None
City of Columbia Falls	10 Full-Time 1 Police Chief 2 Sergeants 1 Detective 5 Officers	Police Chief - \$62,993 Sergeant (average)- \$47,830 Detective – \$46,717 Officer – (average) - \$40,747	Time and a half; must work more than 86 hours in bi-weekly period to earn holiday pay at 2.5 times reg. rate of pay/Longevity Bonuses subject to annual eval.	Vacation: 10 hours for first 10 years 12 hours for years 11-15 14 hours for years 16-20 16 hours after 20 years Sick: 8 hours Military Leave/FMLA	Medical, Dental and Vision – City provides \$608/month, for employee, or \$1,134 for employee/spouse or employee/children or \$1,390/month for family; if employee has other coverage, through spouse for example, the City contributes up to \$416/month to deferred comp/Nationwide plan HSA-Optional at employee's expense Life – Optional at employee's expense Wellness through MMIA Insurance – Work comp through MMIA, AFLAC can be paid by employee False Arrest Insurance – through MMIA Clothing Allowance/Uniform Provisions - \$900 per officer No part-time employees, but City provides for pro-rated benefits	Collective Bargaining Agreement through Montana Public Employees Association; Chief not included

Table 2. Montana Law Enforcement Survey Results – April 2015

Jurisdiction	Number of Employees	Annual Pay - for 2080 Hours	Overtime/ Longevity	Leave (per month) Full-Time	Insurance/Clothing Allowance	Collective Bargaining
Dawson County	7 Full-Time 1 Sheriff 1 US 4 Shift Deputies 1 Civil Officer	Sheriff - \$54,350 US - \$51,633 Deputy (average) - \$48,922 Civil Officer - \$42,266	Time and a half provided after 40 hours including holiday, sick and comp time; vacation counts as hours worked/1% x years of service after first year	Vacation: 10 hours for first 10 years 12 hours for years 11-15 14 hours for years 16-20 16 hours after 20 years Sick: 8 hours Military Leave/FMLA	Medical insurance for employee only Family, dental and vision at employee's expense No other insurance Clothing allowance is \$1200/yr; no allowance for Civil Officer No benefits for part-time employees	Teamsters' Union, Local 190, Administration not included
Fergus County	9 Full-Time 1 Sheriff 1 US 1 Lieutenant 1 Sergeant 5 Deputies	Sheriff - \$47,447 US - \$45,075 All Others - \$37,898	Time and a half for call out and any hours over 49 in an eight day period, double pay for holiday call/1% x years of service after first year		County employees are offered medical insurance through MACo and several options for dental and vision at employee expense. County provides all uniforms for employees, but no cash allowance No other insurance offered Compensation for loss of glass and watch Sick and Vacation leave pro-rated for part-time employees	Employees are covered by the Teamsters' Union. Sheriff and US are not included.
City of Lewistown	13 Full-Time 1 Chef 1 Assistant Chief 1- Captain 1 Sr. Sergeant 2 Sergeants 7 Patrol Officer/Sr. Patrol Officer	Chief - \$60,900 Assistant Chief - \$54,000 Captain - \$47,341 Sr. Sergeant - \$43,306 Sergeant - \$40,747 Sr. Patrol Officer - \$39,499 Patrol Officer - \$38,418	Time and a half/Longevity premium of .5% of entry level base pay per month per year of service	Vacation: 10 hours for first 10 years 12 hours for years 11-15 14 hours for years 16-20 16 hours after 20 years Sick: 8 hours Military Leave/FMLA	City provides a health plan for each employee who works an average of 30 hours or more per week, paying 95% of an employee's premium up to \$500/month. If the employee chooses a City sponsored High Deductible Health Plan (HDHP), the City will contribute up to 95% of the \$500/month to be used for premium and/or to be placed into a qualifying Health Savings Account (HSA). City pays an additional \$200 per month toward	Captain, Sergeants, Patrolmen, Code enforcement Officer, and Communication Officers are represented by the Montana State Council No. 9 of the American Federation of State, County & Municipal Employees, AFL-CIO. Chief

Table 2. Montana Law Enforcement Survey Results – April 2015

Jurisdiction	Number of Employees	Annual Pay - for 2080 Hours	Overtime/ Longevity	Leave (per month) Full-Time	Insurance/Clothing Allowance	Collective Bargaining
					the employee's spouse, children, or family health plan if the employee chooses the City sponsored coverage. Life insurance optional at employee's expense/available through FLEX provider Workman's Comp provided through MMIA Standard Liability Protection through MMIA City provides bullet proof vests and \$600/yr for uniform expenses Part-time employees under 30 hours do not receive health insurance; other benefits are pro-rated	of Police and Assistant Chief are not in a bargaining unit.
Granite Co.	7 Full-Time 1 Sheriff 1 US 3 Deputies 1 Short-Term Deputy 1 Part-Time Deputy	Sheriff - \$40,830 US - \$38,789 Deputy - \$36,747	Time and a half/ 1% x years of service after first year	Vacation: 10 hours for first 10 years 12 hours for years 11-15 14 hours for years 16-20 16 hours after 20 years Sick: 8 hours Military Leave/FMLA	Medical/Dental - \$960/month provided by County Life - \$20,000 Industrial Accident No Wellness Program No False Arrest Insurance No Reimbursements for personal property loss Clothing Allowance - \$350/yr Vacation and Sick Time is accrued for part-time employees	AFSCME Local No. 711, does not include Sheriff or US
Miles City	16 Full-Time 1 Chief 2 Captains 4 Sergeants 9 Patrolmen	Chief - \$63,516 Captain - \$57,072 Sergeants- \$47,840 Confirmed Patrolman - \$43,264 Probationary Patrolman - \$38,896	Time and a half/\$7.50 per month for each year of service	Vacation: 10 hours for first 10 years 12 hours for years 11-15 14 hours for years 16-20 16 hours after 20 years Sick: 8 hours Military Leave/FMLA	Full Medical Coverage Dental/Vision/Family Plan - \$100 per month at employee's expense Wellness Program No life insurance No False Arrest insurance \$700 year clothing allowance No part-time employees	Sergeants and Patrolmen are represented by a collective bargaining unit

Table 2. Montana Law Enforcement Survey Results – April 2015

Jurisdiction	Number of Employees	Annual Pay - for 2080 Hours	Overtime/ Longevity	Leave (per month) Full-Time	Insurance/Clothing Allowance	Collective Bargaining
		Animal Patrol - \$41,538				
Phillips County	7 Full-Time 1 Sheriff 1 US 5 Deputies	Sheriff - \$43,911 US - \$41,715 Deputies (average) - \$39,520	Time and a half/ 1% x years of service after first year	Vacation: 10 hours for first 10 years 12 hours for years 11-15 14 hours for years 16-20 16 hours after 20 years Sick: 8 hours Military Leave/FMLA	County provides medical insurance only Wellness program provided Workman's Compensation Insurance \$300/yr uniform allowance No reimbursement for the Vacation accrual for above 28 hors/month	None
Powell County	3 Full-Time 1 Sheriff 1 US 1 Deputy 1 Part-Time Relief Deputy	Sheriff - \$45,698 (based on hourly); base salary is \$45,701 US- \$44,574 Deputy - \$38,917 Relief Deputy - \$15.34/hr	Time and a half/per §7-5-2510 MCA	Vacation: 10 hours for first 10 years 12 hours for years 11-15 14 hours for years 16-20 16 hours after 20 years Sick: 8 hours Military Leave/FMLA	County pays for single health coverage; Additional Medical, Dental, Vision and HSAs are available at employee's expense Wellness included with health plan \$20,000 life policy included with health coverage County has workers' comp insurance and various accident and disability plans with AFLAC at employee's expense \$700 annual clothing allowance paid in July of each year	Powell County Sheriff's Employees Association, not including Sheriff and US
City of Deer Lodge	6 Full-Time 1 Police Chief 1 Assistant Chief 4 Deputies (one is temporary full-time)	Chief - \$48,235 Asst. Chief - \$39,770 Officer (average) - \$33,585 Temporary Full-Time Officer - \$31,200	Comp for Overtime, Time and a half on holidays if scheduled, straight time for holiday if not scheduled/no longevity	Vacation: 10 hours for first 10 years 12 hours for years 11-15 14 hours for years 16-20 16 hours after 20 years Sick: 8 hours Military Leave/FMLA	City provides medical insurance but does not contribute to an HSA account Life insurance provided Covered under city's liability insurance; no separate False Arrest insurance and no reimbursement for loss/damaged property City provides clothing	None

Table 2. Montana Law Enforcement Survey Results – April 2015

Jurisdiction	Number of Employees	Annual Pay - for 2080 Hours	Overtime/ Longevity	Leave (per month) Full-Time	Insurance/Clothing Allowance	Collective Bargaining
					allowance No benefits for less than full time employees	
Sweetgrass County	7 Full-Time 1 Sheriff 1 US 1 Lieutenant 1 Sergeant 3 Deputies	Sheriff - \$51,397 US-\$48,827 Starting wage for an officer is \$32,739	Time and a half/ No bonuses for seniority	Vacation: 10 hours for first 10 years 12 hours for years 11-15 14 hours for years 16-20 16 hours after 20 years Sick: 8 hours Military Leave/FMLA	Medical - \$600/month provided by County Life - \$25,000 Provide False Arrest Insurance Do not have a clothing allowance No Reimbursements for personal property loss No part-time employees	None
Teton County	9 Full Time 1 Sheriff 1 US 1 Chief Deputy 6 Deputies 2 Part-Time POST Certified Deputies 1 Reserve Deputy	Sheriff - \$44,979 (plus coroner salary of \$2,394 per year) US - \$42,730 Chief Deputy - \$41,606 Deputies - \$38,232 and \$38,682 after obtaining LE Certification and complete probation, then to \$39,582 after intermediate certification and finally to \$40,481 after advanced certification (three deputies also get an additional \$2,155 for coroner duties)	Time and a half, with one of the hours as wages and .5 as comp/ 1% x years of service after first year	Vacation: 10 hours for first 10 years 12 hours for years 11-15 14 hours for years 16-20 16 hours after 20 years Sick: 8 hours Military Leave/FMLA	No information provided	No information provided

Notes for Table 2:

- Data is for Fiscal 2014-2015
- Salaries are annual, based on 2080 hours
- US – Undersheriff
- FMLA – Family and Medical Leave Act
- MACo – Montana Association of Counties
- JPIA – Joint Powers Insurance Authority
- MMIA Montana Municipal Interlocal Authority
- All jurisdictions provide education and training for their law enforcement employees.
- In general, local jurisdictions follow §2-18-612 MCA and §2-18-617 MCA in setting vacation and sick leave.

Pay Basis for County Law Enforcement Personnel

For counties, the amounts which the undersheriffs and deputies are paid are based on a percentage of the sheriff's base annual compensation, per Montana Statute as follows:

§7-4-2508 MCA. Compensation of undersheriff and deputy sheriff. (1) The sheriff shall fix the compensation of the undersheriff at 95% of the salary of that sheriff.

(2) (a) The sheriff shall fix the compensation of the deputy sheriff based upon a percentage of the salary of that sheriff according to the following schedule:

In counties with population of:

Below 15,000	85% to 90%
15,000 to 29,999	76% to 90%
30,000 to 74,999	74% to 90%
75,000 and over	72% to 90%

(b) The sheriff shall adjust the compensation of the deputy sheriff within the range prescribed in subsection (2)(a)

according to a rank structure in the office.

(3) For purposes of this section, the term "compensation" means the base rate of pay and does not mean longevity payments or payments for hours worked overtime.

Study Compensation Data Comparison

Table 3 provides a summary of the compensation data provided by the communities surveyed and Anaconda-Deer Lodge County. Compensation for Chiefs of Police, Assistant Chiefs, Sheriffs and Undersheriffs are not included.

Geographic Area	Number of Personnel*	Mean Hourly Wage	Mean Annual Wage
Anaconda-Deer Lodge County	17	\$20.01	\$41,616
Beaverhead County	5	\$16.87	\$35,086
City of Dillon	7	\$21.17	\$44,030
Blaine County**	6	\$19.73	\$41,040
City of Columbia Falls	9	\$18.49	\$38,457
Dawson County	5	\$22.88	\$47,591
Fergus County	7	\$18.22	\$37,898
City of Lewistown	11	\$19.25	\$40,032
Granite County	4	\$17.67	\$36,747
Miles City	13	\$21.32	\$44,336
Phillips County**	5	\$19.00	\$39,520
Powell County	1	\$18.71	\$38,917
City of Deer Lodge**	4	\$15.86	\$32,989
Sweet Grass County**	5	\$15.74	\$32,739
Teton County	7	\$19.17	\$38,871
ALL COMMUNITIES IN SURVEY	106	\$19.33	\$40,204

Notes for Table 3

*Full time employees only; does not include Chiefs of Police, Assistant Chiefs, Sheriffs and Undersheriffs

** Not represented by a Collective Bargaining Unit

State and Regional Compensation Information

The following table provides, national, state and regional law enforcement compensation information, to provide a general context for reviewing compensation information for Anaconda-Deer Lodge County.

Geographic Area	Number of Personnel	Mean Hourly Wage	Mean Annual Salary
US	635,380	\$28.23	\$58,720
Montana	1,620	\$22.68	\$47,180
Southwest Montana	390	\$24.28	\$50,510
Western Montana	290	\$22.78	\$47,380
Central Montana	260	\$20.22	\$42,050
Billings	250	\$24.51	\$50,980
Eastern Montana	210	\$19.76	\$41,100

Table 4. State and Regional Compensation Information – Police and Sherriff’s Patrol Officers			
Geographic Area	Number of Personnel	Mean Hourly Wage	Mean Annual Salary
Wyoming	1,190	\$24.57	\$51,110
Idaho	2,790	\$22.70	\$47,210
North Dakota	1,041	\$24.16	\$50,250
South Dakota	1,590	\$20.21	\$42,030
Anaconda-Deer Lodge County	19	\$20.01	\$41,616
ALL COMMUNITIES IN SURVEY	106	\$19.33	\$40,204

Source: US Bureau of Labor Statistics, May, 2013 data and 2015 Survey information



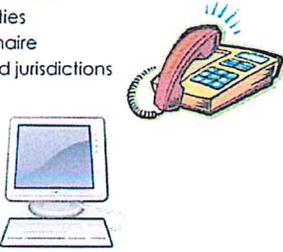
MONTANA LAW ENFORCEMENT
COMPENSATION SURVEY

ANACONDA-DEER LODGE COUNTY - 2015

CDS of Montana

SURVEY PROCESS

- Reviewed available data
- Selected communities
- Prepared questionnaire
- Contacted selected jurisdictions
- Conducted survey
- Compiled results



CDS of Montana

NATIONAL AND STATE DATA REVIEW



- US Census
- American Community Survey
- Bureau of Labor Statistics
- Montana Census and Economic Information Center
- Montana Department of Revenue
- Montana Association of Counties

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COMMUNITY SELECTION

- 16 Montana communities (cities and counties) were chosen based on their similarity to ADL County, with respect to at least one of the following:
 - Population
 - Median Household Income
 - FY 2015 Mill Value



CDI of Montana

SELECTED COMMUNITIES
(DID NOT RESPOND)

- Beaverhead County
- City of Dillon
- Blaine County
- Broadwater County*
- City of Columbia Falls
- Custer County*
- Miles City
- Dawson County
- Fergus County
- City of Lewistown
- Granite County
- Phillips County
- Powell County
- City of Deer Lodge
- Sweet Grass County
- Teton County

CDI of Montana



SURVEY QUESTIONS

- How many law enforcement personnel do you employ – Full and Part Time?
- What is the compensation package for each full-time position?
 - Hourly/Annual and overtime provisions
 - Seniority/Longevity Bonuses
 - Leave provisions
 - Insurance (medical, vision, dental, false arrest, etc.)
 - Clothing Allowance/Uniform Provisions
 - Reimbursements for the loss or damage of personal property
 - Education and Training
- What benefits are provided for less than full-time employees?
- Are your law enforcement employees represented by a collective bargaining entity?

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SURVEY CONDUCTED

- Initial calls made to local officials:
 - County Commissioners
 - Chief Executive Officers/Mayors
 - Sheriff and Police Departments
 - County Clerks and Treasurers
 - Department Administrators
- Questions provided to interviewees by e-mail
 - Request return within one week
 - Follow-up as needed
- Responses received from 14 communities
 - Broadwater and Custer Counties did not respond.



CDI of Montana

SUMMARY COMPENSATION RESULTS

	2010 County Pop.	2013 County Pop. Estimate	Median HI Income	Poverty Rate	TY 2013 Mill Value	Mean Hourly LE Wage	Mean Annual LE Wage
ADL	9,298	9,329	\$38,958	20.5%	\$12,431*	\$20.01	\$41,616
Survey Mean	6,467	6,551	\$42,099	16.44%	\$12,935	\$19.33	\$40,204
MT			\$46,230	15.2%	\$45,031**	\$22.68	\$47,180
US			\$53,046	15.4%		\$28.23	\$58,720

*\$18,271 - \$5,840 (TIF)
** County Mean

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ADDITIONAL INFORMATION

- County Sheriff, Undersheriff and Deputy Salaries are set by state statute
- Overtime/Longevity
 - Counties – Time and a Half/1% X years of service (statute)
 - Cities and Towns – Based on Evaluations
- Leave/Vacation
 - Standard as provided by State statute
 - 10 hours for first 10 years
 - 12 hours for years 11-15
 - 14 hours for years 16-20
 - 16 hours after 20 years
 - Sick: 8 hours
 - Military Leave/FMLA
- (More)

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ADDITIONAL INFORMATION

- Insurance
 - Medical insurance for employee is standard; some offer family coverage.
 - Vision, Dental, Life insurance are typically available at employee's expense.
 - Four communities provide False Arrest Insurance.
 - Most cover their employees under workers compensation and county liability policies.
- Clothing/Uniform Allowance
 - Some communities provide the uniform directly.
 - Uniform/Clothing allowances range from \$0 to \$1,200 per year
- Collective Bargaining Units represent law enforcement employees in 9 of the 14 communities responding to the survey.
- Benefits for part-time employees were limited or non-existent. In some cases, part time workers accrued vacation and sick-leave on a pro-rated basis.

CDS of Montana

...AND IN ANACONDA-DEER LODGE

- Time and a half for Overtime
- Longevity
 - Capt. - \$27.50 per month/yr
 - Lt. - \$25.00 per month/yr
 - Sgt. - \$22.50 per month/yr
 - Patrolmen - \$19.50 per month/yr
- Leave/Vacation
 - Standard
- Anaconda Police Protective Association represents captains, lieutenants, sergeants and patrol officers.

CDS of Montana

ANACONDA-DEER LODGE CONTINUED

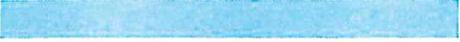
- County pays \$580 per month per employee for health insurance.
- Life insurance, Workers Compensation and False Arrest insurance are provided.
- Wellness program provided.
- The County provides a \$1,300/year clothing allowance; \$425 line of credit for uniforms for probationary officers.



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QUESTIONS AND
DISCUSSION



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