

Public Safety Pay Plan; published 3/26/2025

This pay plan is established for Command/Administration staff within the Police and Fire Departments at the City of Missoula. This pay plan aligns with the City's compensation philosophy, which ties wages to being informed by market and internal hierarchy while working to ensure pay equity across the organization. This pay plan works to ensure staff in Administration are paid more than the highest paid union members' base and longevity pay.

Starting Wage

Incoming staff will have their relevant education and experience evaluated against the minimum qualifications for the position, by Human Resources Department, and normally placed at the appropriate step that best aligns with this evaluation. Staff may start at any step within the listed matrix. Both budget and internal equity in the same position must be taken into consideration when offering a wage above entry.

Movement in Matrix

The matrix will typically increase annually by any COLA approved by Council.

Staff will move a step each year. Steps do not align with years of service and are not tied to longevity, but rather progression toward the max of the range.

Once an employee reaches the top of this matrix, they shall receive COLA only

The market rate will be evaluated, at minimum, every five (5) years and adjustments will be made if necessary. Market is typically determined through review of 1st class MT city wages.

Wages

The listed wages are the full wage, including previous longevity, for staff in these positions. Additional benefits for such staff, not otherwise provided to other city staff include: IRC which is equal to the amount the City contributes toward Health Insurance. This amount grosses the wage up for calculations of retirement and is then removed pre-tax from wages.

Pay Matrix for Fiscal Year 2025:

Police and Fire Chief Matrix	Step 1	Step 2	Step 3	Max
	\$82.46/hour	\$84.11/hour	\$85.79/hour	\$87.51/hour
	\$6596.80/pp	\$6728.80/pp	\$6863.20/pp	\$7000.80/pp
AC Fire and Police	Step 1	Step 2	Step 3	Max
	\$76.21/hour	\$77.73/hour	\$79.29/hour	\$80.87/hour
	\$6096.80/pp	\$6218.40/pp	\$6343.20/pp	\$6469.60/pp
Police Captains	Step 1	Step 2	Step 2	Max
	\$71.18/hour	\$72.60/hour	\$74.05/hour	\$75.53/hour
	\$5694.40/pp	\$5808/pp	\$5924/pp	\$6042.40/pp