

Job Evaluation Points		Job Evaluation Band		Grade	Missoula County FY2025 Pay Ranges																
					Entry Hourly	1	2	3	4	5	6	7	Mid-Point Hourly	104% of TMR	Max Hourly	Entry Annual	Mid-Point Annual	Max Annual			
100-200	A	3	\$11.77	\$12.73	\$13.70	\$14.66	\$15.63	\$15.63	\$15.63	\$15.63	\$15.63	\$15.63	\$15.63	\$15.63	\$15.63	\$16.25	\$17.03	\$24,488	\$32,500	\$35,414	
		4	\$15.08	\$15.44	\$15.82	\$16.19	\$16.56	\$16.56	\$16.56	\$16.56	\$16.56	\$16.56	\$16.56	\$16.56	\$16.56	\$16.56	\$17.22	\$18.06	\$31,365	\$34,450	\$37,556
		5	\$15.98	\$16.38	\$16.77	\$17.17	\$17.56	\$17.56	\$17.56	\$17.56	\$17.56	\$17.56	\$17.56	\$17.56	\$17.56	\$17.56	\$18.26	\$19.14	\$33,229	\$36,528	\$39,806
201-299	B	6	\$16.93	\$17.27	\$17.61	\$17.94	\$18.28	\$18.61	\$18.61	\$18.61	\$18.61	\$18.61	\$18.61	\$18.61	\$18.61	\$19.36	\$20.28	\$35,221	\$38,713	\$42,184	
		7	\$17.95	\$18.30	\$18.66	\$19.01	\$19.37	\$19.72	\$19.72	\$19.72	\$19.72	\$19.72	\$19.72	\$19.72	\$19.72	\$20.51	\$21.51	\$37,342	\$41,027	\$44,733	
		8	\$19.03	\$19.40	\$19.78	\$20.16	\$20.53	\$20.91	\$20.91	\$20.91	\$20.91	\$20.91	\$20.91	\$20.91	\$20.91	\$21.75	\$22.79	\$39,592	\$43,491	\$47,411	
300-399	C	9	\$20.17	\$20.56	\$20.96	\$21.36	\$21.76	\$22.16	\$22.16	\$22.16	\$22.16	\$22.16	\$22.16	\$22.16	\$22.16	\$23.04	\$24.15	\$41,948	\$46,083	\$50,239	
		10	\$21.15	\$21.61	\$22.08	\$22.55	\$23.02	\$23.49	\$23.49	\$23.49	\$23.49	\$23.49	\$23.49	\$23.49	\$23.49	\$24.43	\$25.84	\$43,983	\$48,868	\$53,753	
		11	\$22.41	\$22.91	\$23.41	\$23.91	\$24.41	\$24.91	\$24.91	\$24.91	\$24.91	\$24.91	\$24.91	\$24.91	\$24.91	\$25.90	\$27.40	\$46,619	\$51,803	\$56,988	
400-517	D	12	\$23.49	\$24.08	\$24.66	\$25.24	\$25.82	\$26.40	\$26.40	\$26.40	\$26.40	\$26.40	\$26.40	\$26.40	\$26.40	\$27.45	\$29.29	\$48,868	\$54,910	\$60,930	
		13	\$24.91	\$25.41	\$25.92	\$26.44	\$26.95	\$27.46	\$27.97	\$27.97	\$27.97	\$27.97	\$27.97	\$27.97	\$27.97	\$29.09	\$31.06	\$51,803	\$58,188	\$64,615	
		14	\$26.10	\$26.69	\$27.28	\$27.87	\$28.47	\$29.06	\$29.65	\$29.65	\$29.65	\$29.65	\$29.65	\$29.65	\$29.65	\$30.84	\$33.22	\$54,288	\$61,680	\$69,092	
518-625	E	15	\$27.68	\$28.29	\$28.92	\$29.55	\$30.18	\$30.81	\$31.44	\$31.44	\$31.44	\$31.44	\$31.44	\$31.44	\$31.44	\$32.69	\$35.21	\$57,566	\$65,386	\$73,227	
		16	\$29.32	\$30.00	\$30.66	\$31.33	\$32.00	\$32.66	\$33.33	\$33.33	\$33.33	\$33.33	\$33.33	\$33.33	\$33.33	\$34.66	\$37.33	\$60,994	\$69,328	\$77,641	
		17	\$30.74	\$31.50	\$32.27	\$33.03	\$33.80	\$34.56	\$35.33	\$35.33	\$35.33	\$35.33	\$35.33	\$35.33	\$35.33	\$36.74	\$39.92	\$63,929	\$73,484	\$83,039	
626-700	F	18	\$32.20	\$33.08	\$33.96	\$34.83	\$35.70	\$36.58	\$37.45	\$37.45	\$37.45	\$37.45	\$37.45	\$37.45	\$37.45	\$38.95	\$42.68	\$66,971	\$77,898	\$88,781	
		19	\$34.14	\$35.06	\$35.99	\$36.92	\$37.84	\$38.77	\$39.70	\$39.70	\$39.70	\$39.70	\$39.70	\$39.70	\$39.70	\$41.28	\$45.25	\$71,021	\$82,568	\$94,116	
		20	\$36.18	\$37.17	\$38.15	\$39.13	\$40.11	\$41.10	\$42.08	\$42.08	\$42.08	\$42.08	\$42.08	\$42.08	\$42.08	\$43.76	\$48.39	\$75,263	\$87,517	\$100,650	
700+	G	21	\$37.90	\$39.02	\$40.14	\$41.25	\$42.37	\$43.48	\$44.60	\$44.60	\$44.60	\$44.60	\$44.60	\$44.60	\$44.60	\$46.38	\$51.74	\$78,840	\$92,766	\$107,613	
		22	\$39.72	\$40.97	\$42.23	\$43.49	\$44.76	\$46.01	\$47.28	\$47.28	\$47.28	\$47.28	\$47.28	\$47.28	\$47.28	\$49.17	\$55.31	\$82,611	\$98,336	\$115,047	
		23	\$41.60	\$42.82	\$44.04	\$45.25	\$46.47	\$47.68	\$48.90	\$50.12	\$50.12	\$50.12	\$50.12	\$50.12	\$50.12	\$52.12	\$58.63	\$86,532	\$104,249	\$121,945	
700+	G	24	\$44.08	\$45.38	\$46.67	\$47.96	\$49.24	\$50.54	\$51.83	\$53.12	\$53.12	\$53.12	\$53.12	\$53.12	\$55.24	\$62.15	\$91,695	\$110,484	\$129,272		
		25	\$46.16	\$47.61	\$49.06	\$50.51	\$51.96	\$53.41	\$54.85	\$56.30	\$56.30	\$56.30	\$56.30	\$56.30	\$58.55	\$66.44	\$96,022	\$117,104	\$138,185		
		26	\$48.39	\$50.01	\$51.63	\$53.25	\$54.88	\$56.50	\$58.12	\$59.74	\$59.74	\$59.74	\$59.74	\$59.74	\$62.13	\$71.09	\$100,650	\$124,259	\$147,868		
700+	G	27	\$50.76	\$52.56	\$54.37	\$56.19	\$58.00	\$59.82	\$61.62	\$63.44	\$63.44	\$63.44	\$63.44	\$63.44	\$65.98	\$76.13	\$105,577	\$131,950	\$158,345		
		28	\$53.95	\$55.88	\$57.81	\$59.74	\$61.66	\$63.59	\$65.52	\$67.44	\$67.44	\$67.44	\$67.44	\$67.44	\$70.14	\$80.94	\$112,219	\$140,284	\$168,350		