

Montana University System Staff Compensation Plan	07/02/22	07/02/22
Entry Rates Effective July 2, 2022	Low Entry	High Entry
Academic Advisor I	13.602	17.003
Academic Advisor II	15.350	19.188
Academic Advisor III	18.028	22.535
Accompanist	13.100	16.375
Accounting Analyst	17.910	22.388
Accounting Assoc I	13.100	16.375
Accounting Assoc II	13.730	17.163
Accounting Assoc III	14.722	18.403
Accounting Assoc IV	17.910	22.388
Accounting Assoc Mgr	22.009	27.511
Admin Assoc I	13.100	16.375
Admin Assoc II	13.600	17.000
Admin Assoc III	14.540	18.175
Admin Assoc IV	16.332	20.415
Admin Assoc Mgr*	18.684	23.355
Admissions Evaluator I	13.601	17.001
Admissions Evaluator II	14.501	18.126
Admissions Evaluator III	15.402	19.253
Admissions Evaluator Supv	16.943	21.179
Admissions Rep I	14.612	18.265
Admissions Rep II	17.033	21.291
Agricultural Field Tech	13.600	17.000
Agricultural Laborer	13.100	16.375
Architect I	19.011	23.764
Architect II	23.549	29.436
Art Tech	13.860	17.325
Associate Planner	25.080	31.350
Asst Fire Mgmt Spec	23.564	30.296
Attorney I	23.571	29.464
Attorney II	29.770	37.213
Audiologist	28.470	35.588
Auditor I	19.008	23.760
Auditor II	21.083	26.354
Auto Repair Shop Mgr	19.144	23.930
Baker I	13.600	17.000
Baker II	14.100	17.625
Benefits Assoc I	14.190	17.738
Benefits Assoc II	17.681	22.101
Benefits Supv	22.882	28.603
Broadcast Operations Specialist I	13.905	17.381
Broadcast Operations Specialist II	15.042	18.803
Broadcast Tech	13.299	16.624
Broadcaster	15.218	19.023
Budget Analyst I	17.055	21.319
Budget Analyst II	18.375	22.969
Budget Analyst III	22.885	28.606
Budget Analyst IV	24.410	30.513
Building Repair Tech	13.605	17.006
Business Operations Analyst	23.796	29.745
CADD Technician	18.476	23.095
Carpenter, non-craft	17.510	21.888
Cashier I	13.100	16.375

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Cashier II	13.620	17.025
Chemist	21.111	26.389
Clinic Aide	13.600	17.000
Clinic Manager	28.291	35.364
Clinical Lab Spec I	21.000	26.250
Clinical Lab Spec II	24.660	30.825
Collections Tech I	14.413	18.016
Collections Tech II	17.188	21.485
Communications Sfty Off	16.719	20.899
Communications Sfty Off Supv	19.866	24.833
Compliance Spec	20.244	25.305
Computer Programmer	26.736	37.430
Computer Sftwr Eng/Appl I	24.315	34.041
Computer Sftwr Eng/Appl II	29.164	40.830
Computer Sftwr Eng/System I	26.770	37.478
Computer Sftwr Eng/System II	31.161	43.625
Computer Spec I	18.941	26.517
Computer Spec II	21.876	30.626
Computer Supp Spec I	18.600	26.040
Computer Supp Spec II	19.709	27.593
Computer Supp Spec III	21.990	30.786
Computer Sys Analyst I	21.043	29.460
Computer Sys Analyst II	24.508	34.311
Computer Sys Analyst III	28.946	40.524
Computer/Tech Support	15.836	22.170
Copy Services Supervisor	15.411	19.264
Costumer	15.180	18.975
Culinary Assoc I	13.100	16.375
Culinary Assoc II	14.000	17.500
Culinary Professional I/Cook I	13.500	16.875
Culinary Professional II/Cook II	14.000	17.500
Culinary Professional III/Culinary Prod Mgr I	17.200	21.500
Culinary Professional IV/Culinary Prod Mgr II/CdC	20.400	25.500
Culinary Services Assistant Manager	15.500	19.375
Culinary Svcs Mgr I	17.899	22.374
Culinary Svcs Mgr II	21.000	26.250
Culinary Svcs Supv I	14.600	18.250
Culinary Svcs Supv II	15.100	18.875
Curator	16.216	20.270
Custodial Supv I	15.908	19.885
Custodial Supv I - BZ		0.000
Custodial Supv II	16.410	20.513
Custodial Supv II - BZ		0.000
Custodial Supv III	20.496	25.620
Custodial Supv III - BZ		0.000
Custodian I	13.400	16.750
Custodian II	14.000	17.500
Data Systems Manager I	28.785	40.299
Data Systems Manager II	35.804	50.126
Data/Research Analyst	21.149	26.436
Dental Asst	15.801	19.751
Dental Clinic Manager	60.238	75.298

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Dental Hygienist	29.610	37.013
Dentist	51.707	64.634
Dietician	20.677	25.846
Duplic Press Oper	13.590	16.988
Duplic Svcs Supv	16.442	20.553
Duplic Svcs Wrkr	13.182	16.478
Editor I	14.983	18.729
Editor II	16.346	20.433
Editorial Asst	13.544	16.930
Educ Administrator, Preschool	17.004	21.255
Electrician, non-craft	24.420	30.525
Electronic Equip Tech I	22.096	27.620
Electronic Equip Tech II	22.913	28.641
Empl Relations Spec	21.095	26.369
Employment Svcs Coord I	17.233	21.541
Employment Svcs Coord II	18.524	23.155
Employment Svcs Tech	16.018	20.023
Engineer I	27.466	34.333
Engineering Manager	38.927	48.659
Equip Oper I	14.472	18.090
Equip Oper II	17.033	21.291
Equip/Facility Mgr	17.001	21.251
Equip/Supply Tech I	13.100	16.375
Equip/Supply Tech II	13.604	17.005
Equip/Supply Tech III	15.528	19.410
Estimator	20.799	25.999
Events/Promo Coord I	15.890	19.863
Events/Promo Coord II	16.797	20.996
Executive Chef	25.890	32.363
Executive Sous Chef	20.900	26.125
Facilities Assoc	13.628	17.035
Facilities Asst	13.128	16.410
Facilities Dispatcher I - MSU	11.978	14.973
Facilities Dispatcher II - MSU	13.008	16.260
Facilities Manager	22.098	27.623
Facilities Project Mgr I	24.070	30.088
Facilities Project Mgr II	29.136	36.420
Facilities Specialist	14.365	17.956
Facilities Supervisor I	16.305	20.381
Facilities Supervisor II	18.040	22.550
Facilities Technician	15.411	19.264
Farm Mech	15.923	19.904
Financial Aid Spec I	14.597	18.246
Financial Aid Spec II	16.102	20.128
Financial Mgr	26.592	33.240
Fire Management Spec	29.453	37.868
Fire Opps Tech	17.938	23.063
Forester	14.592	18.240
Graphic Design Tech	13.610	17.013
Graphic Designer I	16.134	20.168
Graphic Designer II	17.690	22.113
Groundskeeper I	13.607	17.009
Groundskeeper II	15.955	19.944

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Groundskeeper III	17.508	21.885
Groundskeeper Mgr	19.951	24.939
Heavy Equipment Tech	18.853	23.566
HVAC Specialist	18.602	23.253
Insulation Tech I	14.991	18.739
Insulation Tech II	17.462	21.828
Lab Animal Tech I	13.100	16.375
Lab Animal Tech II	13.890	17.363
Lab Animal Tech III	15.222	19.028
Lab Animal Tech IV/Technologist	17.129	21.411
Lab Animal Tech V/Biocontainment Technologist	19.008	23.760
Lab Tech (non-Research)	13.602	17.003
Librarian	18.235	22.794
Library Clerk	13.100	16.375
Library Tech I	13.623	17.029
Library Tech II	14.717	18.396
Library Tech III	15.485	19.356
Lic/Cert/Permit Tech	17.998	22.498
Livestock Research Technician	13.120	16.400
Mail Clerk/Carrier I	13.100	16.375
Mail Clerk/Carrier II	13.600	17.000
Mail Clerk/Carrier III	14.100	17.625
Mail Svcs Mgr	19.175	23.969
Mail Svcs Supv	16.120	20.150
Maintenance Supv I	18.611	23.264
Maintenance Supv II	21.010	26.263
Maintenance Svcs Mgr I	25.063	31.329
Maintenance Svcs Mgr II	28.955	36.194
Maintenance Tech I	13.100	16.375
Maintenance Tech II	14.427	18.034
Maintenance Tech III	15.964	19.955
Maintenance Tech Supv	18.114	22.643
Maintenance Wrkr I	14.944	18.680
Maintenance Wrkr II	15.908	19.885
Maintenance Wrkr III	17.121	21.401
Management Analyst	17.397	21.746
Mapping Tech	17.088	21.360
Mechanical Engineer	28.476	35.595
Media Mgr	18.447	23.059
Media Programmer	15.405	19.256
Media Tech	14.801	18.501
Media/Info Coord	16.843	21.054
Media/Info Spec	18.058	22.573
Medical Assistant	14.712	18.390
Medical Records Admin	17.254	21.568
Mid-Level Provider	37.736	47.170
Museum Collections Spec	15.375	19.219
Museum Tech	14.237	17.796
Net Sys/Comm Analyst I	18.330	25.662
Net Sys/Comm Analyst II	19.795	27.713
Net Sys/Comm Analyst III	25.107	35.150
Net/Comp Sys Administrator I	22.092	30.929

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Net/Comp Sys Administrator II	26.794	37.512
Net/Comp Sys Administrator III	29.455	41.237
Occup Safety/Health Spec I	21.866	27.333
Occup Safety/Health Spec II	22.661	28.326
Occup Safety/Health Tech	18.492	23.115
Occupational Analyst	19.977	24.971
Painter, non-craft	16.654	20.818
Paralegal	18.474	23.093
Parking Enforce Officer I	13.100	16.375
Parking Enforce Officer II	15.180	18.975
Parking Enforce Officer III	18.256	22.820
Payroll/Bene Supv	22.894	28.618
Payroll/Bene Tech I	14.008	17.510
Payroll/Bene Tech II	15.011	18.764
Payroll/Bene Tech III	17.143	21.429
Personnel Assoc I	15.894	19.868
Personnel Assoc II	19.371	24.214
Personnel Officer	25.115	31.394
Pharmacist	45.536	56.920
Pharmacy Tech	15.612	19.515
Photographer	14.857	18.571
Physical Therapist	31.905	39.881
Physical Therapist Asst	20.067	25.084
Physician	64.014	80.018
Plumber, non-craft	20.823	26.029
Police Cadet MSU/UM	21.227	26.534
Police Captain - MSU/UM	31.744	39.680
Police Lieutenant - MSU/UM	29.167	36.459
Police Officer Commissioned - MSU/UM	23.099	28.874
Police Officer First Class - MSU/UM	23.994	29.993
Police Officer Master - MSU/UM	26.065	32.581
Police Sergeant - MSU/UM	26.801	33.501
Police Specialist	25.214	31.518
Police Patrol Officer - MSU-Billings	23.800	23.800
Police Sergeant - MSU-Billings	25.942	25.942
Program Asst	14.040	17.550
Program Coord I	14.842	18.553
Program Coord II	16.535	20.669
Program Mgr	18.684	23.355
Project Designer	18.222	22.778
Project Technician	17.569	21.961
Psychiatrist	75.266	94.083
Psychologist	22.543	28.179
Psychology Spec	18.469	23.086
Public Educ Coord	20.489	25.611
Public Educ Spec	22.003	27.504
Purchasing Agent	17.799	22.249
Purchasing Mgr	22.989	28.736
Purchasing/Supply Assoc I	15.850	19.813
Purchasing/Supply Assoc II	16.400	20.500
Purchasing/Supply Assoc III	17.493	21.866
Radiological Tech	22.106	27.633
Ranch Foreman	17.955	22.444

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Recreation Coord I	13.100	16.375
Recreation Coord II	14.894	18.618
Recreation Coord III	17.020	21.275
Recreation Mgr	23.052	28.815
Recruitment Spec	19.371	24.214
Registered Nurse/Clinic Mgr	27.214	34.018
Research Asst I	13.100	16.375
Research Asst II	13.894	17.368
Research Asst III	15.635	19.544
Research/Lab Mgr	17.202	21.503
Residence Hall Supv	13.280	16.600
Resource Conservation Spec	29.850	37.313
Retail Sales Mgr	15.840	19.800
Security Guard I	13.100	16.375
Security Guard II	14.031	17.539
Service Access Coord	15.790	19.738
Service Access Spec	18.471	23.021
Sign Language Interpreter I	14.960	18.700
Sign Language Interpreter II	16.274	20.343
Stage/Production Coord I	19.653	24.566
Stage/Production Coord II	20.201	25.251
Statistical Tech	16.826	21.033
Statistician	21.077	26.346
Storekeeper	14.725	18.406
Sustainability Coord	16.290	20.363
Sustainability Spec	18.027	22.534
Switchboard Oper	13.100	16.375
Teacher, Preschool	13.602	17.003
Teacher's Aide	13.100	16.375
Technical Writer I	18.063	22.579
Telecomm Equip Tech I	17.902	22.378
Telecomm Equip Tech II	20.410	25.513
Training/Dev Coord	23.057	28.821
Transportation Supervisor	18.004	22.505
Tutor/Educ Spec	13.100	16.375
Vehicle Dispatcher	13.825	17.281
Videographer	18.244	22.805
Warehouse Foreman	17.737	22.171
Warehouse Wkr	13.100	16.375