

Flathead Reservation Water Management Board
FY 2027 (October 1st 2026 - September 30th 2027)

DRAFT

	Hourly	Salary	Fringe 30%	Full-time 2080
Salaries and Indirect				
Water Engineer	\$ 71.80	\$ 149,344	\$ 44,803	\$ 194,147
Office Manager	\$ 55.00	\$ 114,400	\$ 34,320	\$ 148,720
Hydrologist Upper-level	\$ 50.47	\$ 104,978	\$ 31,493	\$ 136,471
Water Resource Specialist	\$ 36.00	\$ 74,880	\$ 22,464	\$ 97,344
Water Resource Specialist	\$ 35.00	\$ 72,800	\$ 21,840	\$ 94,640
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Water Resource Specialist	\$ 31.00	\$ 64,480	\$ 19,344	\$ 83,824
Finance Director	\$ 31.00	\$ 64,480	\$ 19,344	\$ 83,824
Accounting Tech	\$ 26.00	\$ 54,080	\$ 16,224	\$ 70,304
	\$ 371.27	\$ 772,242	\$ 231,672	\$ 1,003,914

Temporary Contract Employee			12%	Part Time
Hydrologist and IT Manager	\$ 42.00	\$ 32,760	\$ 3,931	\$ 36,691
				\$ 36,691

Contracted Services				
Legal	\$ 206,000	1	\$ 206,000	
Board Compensation - Regular Meetings	\$ 4,000	12	\$ 48,000	
Board Compesnation - Committees	\$ 2,500	12	\$ 30,000	
Accounting	\$ 2,500	12	\$ 30,000	
Audit	\$ 17,500	1	\$ 17,500	
IT and Web Services	\$ 1,750	12	\$ 21,000	
Document Retention Services	\$ 1,250	12	\$ 15,000	
Cleaning/Security	\$ 500	12	\$ 6,000	
Human Resources Contract	\$ 2,000	12	\$ 24,000	
Contracted Hydrogeologist	\$ 50,000	1	\$ 50,000	
Other Temporary Contracts	\$ 250	12	\$ 3,000	

General Administrative				
Office Supplies	\$ 500	12	\$ 6,000	
Telecommunications	\$ 500	12	\$ 6,000	
Postage/Mailing	\$ 300	12	\$ 3,600	
Printing (Contract)	\$ 500	12	\$ 6,000	
Advertising	\$ 250	12	\$ 3,000	
Subscriptions	\$ 1,200	12	\$ 14,400	
Rent	\$ 2,600	12	\$ 31,200	
Utilities	\$ 800	12	\$ 9,600	
Insurances (D&O & Liability)	\$ 7,500	1	\$ 7,500	
Vehicle Insurance	\$ 3,500	1	\$ 3,500	
Vehicle Regist, Fuel, Maintence	\$ 100	12	\$ 1,200	
Travel, Training, Conferences - OE	\$ 20,000	1	\$ 20,000	
Travel, Training, Conferences - Board	\$ 10,000	1	\$ 10,000	
Meeting Expenses	\$ 100	12	\$ 1,200	
Misc. Expenses	\$ 200	12	\$ 2,400	
Computer Purchases	\$ 15,000	1	\$ 15,000	

Grand Total
\$ 591,100
\$ 1,631,705