

Flathead Reservation Water Management Board
FY 2027/2028

Draft

	Hourly	Salary	Fringe 30%	Full-time 2080
Salaries and Indirect				
Water Engineer	\$ 64.06	\$ 133,245	\$ 39,973	\$ 173,218
Hydrologist Upper-level	\$ 50.23	\$ 104,478	\$ 31,344	\$ 135,822
Water Resource Specialist	\$ 36.25	\$ 75,296	\$ 22,589	\$ 97,885
Water Resource Specialist	\$ 28.00	\$ 58,240	\$ 17,472	\$ 75,712
Water Resource Specialist	\$ 27.00	\$ 56,160	\$ 16,848	\$ 73,008
Compliance Technician	\$ -	\$ -	\$ -	\$ -
Finance Director	\$ 32.00	\$ 66,560	\$ 19,968	\$ 86,528
Accounting Tech	\$ -	\$ -	\$ -	\$ -
	\$ 237.54	\$ 493,979	\$ 148,194	\$ 642,173

Contract Employee			12%	Part Time
Contracted Intern	\$ 20.00	\$ 33,280	\$ 3,994	\$ 37,274
Subtotal of Salaries				\$ 679,447

Contracted Services				
Legal	\$	150,000	1	\$ 150,000
Board Compensation - Regular Meetings	\$	3,500	12	\$ 42,000
Board Compensation - Committees	\$	3,000	12	\$ 36,000
Accounting	\$	2,500	12	\$ 30,000
Audit	\$	25,000	1	\$ 25,000
IT and Web Services	\$	2,000	12	\$ 24,000
Geo Database	\$	25,000	1	\$ 25,000
Cleaning/Security	\$	500	12	\$ 6,000
Human Resources Contract	\$	-	12	\$ -
Other Temporary Contracts	\$	500	2	\$ 1,000
General Administrative				
Office Supplies	\$	1,000	12	\$ 12,000
Telecommunications	\$	600	12	\$ 7,200
Postage/Mailing	\$	300	12	\$ 3,600
Public Notices and Advertising	\$	250	12	\$ 3,000
Software Subscriptions (GIS, Adobe, QBO,)	\$	1,200	12	\$ 14,400
Rent	\$	2,700	12	\$ 32,400
Utilities	\$	900	12	\$ 10,800
Insurances (D&O & Liability)	\$	8,000	1	\$ 8,000
Vehicle Insurance	\$	3,500	1	\$ 3,500
Vehicle Regist, Fuel, Maintence	\$	200	12	\$ 2,400
Travel, Training, Conferences - OE	\$	10,000	1	\$ 10,000
Travel, Training, Conferences - Board	\$	10,000	1	\$ 10,000
Meeting Expenses	\$	200	12	\$ 2,400
Misc. Expenses	\$	250	12	\$ 3,000
Subtotal of Contracted Services				\$ 461,700

FY 27/28 vs6 07.09.2026	Total	\$ 1,141,147
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