

Flathead Reservation Water Management Board
FY 2027/2028

Draft

	Hourly	Salary	Fringe 30%	Full-time 2080
Salaries and Indirect				
Water Engineer	\$ 64.08	\$ 133,286	\$ 39,986	\$ 173,272
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	\$ 28.50	\$ 59,280	\$ 17,784	\$ 77,064
Compliance Technician	\$ 25.00	\$ 52,000	\$ 15,600	\$ 67,600
Finance Director	\$ 31.00	\$ 64,480	\$ 19,344	\$ 83,824
Accounting Tech	\$ -	\$ -	\$ -	\$ -
	\$ 263.06	\$ 547,061	\$ 164,118	\$ 711,179

Contract Employee			12%	Part Time
Contracted Intern	\$ 21.00	\$ 37,128	\$ 4,455	\$ 41,583
Subtotal of Salaries				\$ 752,762

Contracted Services

Legal	\$ 150,000	1	\$ 150,000
Board Compensation - Regular Meetings	\$ 3,000	12	\$ 36,000
Board Compensation - Committees	\$ 1,000	12	\$ 12,000
Accounting	\$ 2,500	12	\$ 30,000
IT and Web Services	\$ 2,000	12	\$ 24,000
Geo Database		1	\$ -
Cleaning/Security	\$ 500	12	\$ 6,000
Human Resources Contract	\$ 1,500	12	\$ 18,000
Other Temporary Contracts	\$ 200	2	\$ 400

General Administrative

Office Supplies	\$ 800	12	\$ 9,600
Telecommunications	\$ 800	12	\$ 9,600
Postage/Mailing	\$ 200	12	\$ 2,400
Public Notices and Advertising	\$ 200	12	\$ 2,400
Software Subscriptions (GIS, Adobe, QBO, MS)	\$ 1,200	12	\$ 14,400
Rent	\$ 2,700	12	\$ 32,400
Utilities	\$ 800	12	\$ 9,600
Insurances (D&O & Liability)	\$ 8,000	1	\$ 8,000
Vehicle Insurance	\$ 3,800	1	\$ 3,800
Vehicle Regist, Fuel, Maintenance	\$ 153	12	\$ 1,839
Travel, Training, Conferences - OE	\$ 7,500	1	\$ 7,500
Travel, Training, Conferences - Board	\$ 10,000	1	\$ 10,000
Meeting Expenses	\$ 50	6	\$ 300
Misc. Expenses	\$ -	1	\$ -

Subtotal of Contracted Services **\$ 388,239**

FY 27/28 vs 08.11.2026 **Total** **\$ 1,141,001**