

**RESOLUTION 3970**

A RESOLUTION ESTABLISHING THE COMPENSATION OF ELECTED OFFICIALS, APPOINTED OFFICERS, EXEMPT EMPLOYEES, AND NON-EXEMPT EMPLOYEES OF THE CITY OF SIDNEY, MONTANA FOR FISCAL YEAR 2026-2027 PURSUANT TO TITLE 7, CHAPTER 4, PART 42, M.C.A.

WHEREAS, the City of Sidney is a general powers municipality organized under the laws of the State of Montana and is authorized pursuant to Title 7, Chapter 4, Part 42, M.C.A. to establish the compensation of its elected and appointed officers by resolution; and

WHEREAS, the City Council finds that establishing compensation through position-based pay scales promotes consistency, transparency, equity, recruitment, retention, and long-term fiscal planning; and

WHEREAS, the City Council has reviewed the proposed Exempt Employee Pay Scale and Non-Exempt Employee Pay Scale and finds them to be fair and reasonable compensation structures for Fiscal Year 2026-2027; and

WHEREAS, the City Council desires to establish compensation for elected officials, appointed officers, exempt employees, and non-exempt employees effective July 1, 2026.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SIDNEY, MONTANA AS FOLLOWS:

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SIDNEY, MONTANA AS FOLLOWS:

**SECTION 1. ELECTED OFFICIAL COMPENSATION**

Effective July 1, 2026, compensation for elected officials shall be established as follows:

Mayor: \$2,000.00 per month

City Council Members: \$125.00 per meeting attended

**SECTION 2. EXEMPT EMPLOYEE COMPENSATION**

Effective July 1, 2026, compensation for exempt employees, including appointed officers and management positions, shall be paid in accordance with the Exempt Employee Pay Scale attached hereto and incorporated herein as **Exhibit A**.

**SECTION 3. NON-EXEMPT EMPLOYEE COMPENSATION**

Effective July 1, 2026, compensation for non-exempt employees shall be paid in accordance with the Non-Exempt Employee Pay Scale attached hereto and incorporated herein as **Exhibit B**.

**SECTION 4. COST OF LIVING ADJUSTMENT (COLA)**

Effective July 1, 2026, all regular full-time and regular part-time employees employed by the City of Sidney as of June 30, 2026, shall receive a two and nine-tenths percent (2.9%) Cost of Living Adjustment (COLA) to their base rate of pay. Employees shall be placed within the adopted pay scales established by Exhibits A and B, as applicable, with the COLA adjustment incorporated into their Fiscal Year 2026-2027 compensation. The COLA adjustment is intended to address increases in the cost of living and shall not be considered a merit increase, promotion, reclassification adjustment, or step advancement.

**SECTION 5. FUTURE ADJUSTMENTS**

Nothing herein shall prohibit the City Council from amending the compensation schedules during Fiscal Year 2026-2027 by subsequent resolution as budgetary conditions, market conditions, organizational needs, or personnel actions may require.

**SECTION 6. REPEALER**

All resolutions or portions of resolutions in conflict herewith are hereby repealed to the extent of such conflict.

**SECTION 7. EFFECTIVE DATE**

This Resolution shall become effective July 1, 2026.

PASSED, APPROVED and ADOPTED by the City Council this \_\_\_\_ day of June, 2026.

\_\_\_\_\_  
Mayor

ATTEST: \_\_\_\_\_  
City Clerk/Treasurer