

MSU Bozeman Staff Compensation Plan as of February 1, 2022 (Current low hire rate is \$15.00)	Low Entry	High Entry
Academic Advisor I	\$17.820	\$22.275
Academic Advisor II	\$20.490	\$25.610
Academic Advisor III	\$24.388	\$30.485
Accompanist	\$11.509	\$14.386
Accounting Analyst	\$21.990	\$27.490
Accounting Assoc I	\$15.000	\$18.750
Accounting Assoc II	\$16.350	\$20.430
Accounting Assoc III	\$17.820	\$22.270
Accounting Assoc IV	\$21.990	\$27.490
Accounting Assoc Mgr	\$27.300	\$34.130
Admin Assoc I	\$15.000	\$18.750
Admin Assoc II	\$16.350	\$20.437
Admin Assoc III	\$17.820	\$22.275
Admin Assoc IV	\$20.490	\$25.610
Admin Assoc Mgr	\$24.388	\$30.485
Admissions Evaluator I	\$16.350	\$20.430
Admissions Evaluator II	\$17.820	\$22.275
Admissions Evaluator III	\$19.420	\$24.270
Admissions Evaluator Supv	\$21.650	\$27.060
Admissions Rep I	\$18.270	\$22.830
Admissions Rep II	\$22.280	\$27.850
Agricultural Field Tech	\$11.200	\$14.000
Agricultural Laborer	\$10.700	\$13.375
Architect I	\$18.590	\$23.238
Architect II	\$22.986	\$28.733
Art Tech	\$13.860	\$17.325
Associate Planner	\$25.080	\$31.350
Attorney I	\$20.608	\$25.760
Attorney II	\$25.760	\$32.200
Audiologist	\$28.470	\$35.588
Auditor I	\$15.500	\$19.375
Auditor II	\$19.250	\$24.063
Auto Repair Shop Mgr	\$16.280	\$20.350
Baker I	\$16.000	\$20.000
Baker II	\$17.000	\$21.250
Benefits Assoc I	\$12.220	\$15.278
Benefits Assoc II	\$13.530	\$16.913
Benefits Supv	\$20.016	\$25.020
Broadcast Operations Specialist I	\$13.900	\$16.738
Broadcast Operations Specialist II	\$14.560	\$18.200
Broadcast Tech	\$12.890	\$16.113
Broadcaster	\$15.218	\$19.023
Budget Analyst I	\$22.740	\$28.420
Budget Analyst II	\$24.780	\$30.980

Budget Analyst III	\$30.340	\$37.920
Budget Analyst IV	\$33.070	\$41.340
Building Repair Tech	\$11.960	\$14.950
Business Operations Analyst	\$21.012	\$26.265
CADD Technician	\$17.860	\$22.325
Carpenter, non-craft	\$15.870	\$19.838
Cashier I	\$13.500	\$16.875
Cashier II	\$15.000	\$15.000
Chemist	\$18.393	\$22.991
Clinic Aide	\$10.700	\$13.375
Clinic Manager (BL)	\$25.950	\$32.438
Clinical Lab Spec I	\$21.000	\$26.250
Clinical Lab Spec II	\$24.660	\$30.825
Collections Tech I	\$11.790	\$14.738
Collections Tech II	\$14.140	\$17.685
Communications Sfty Off	\$13.960	\$17.451
Communications Sfty Off Supv	\$17.978	\$22.473
Compliance Spec	\$16.470	\$20.588
Computer Programmer	\$22.310	\$31.234
Computer Sftwr Eng/Appl I	\$18.612	\$26.057
Computer Sftwr Eng/Appl II	\$22.890	\$32.046
Computer Sftwr Eng/System I	\$23.792	\$33.309
Computer Sftwr Eng/System II	\$29.740	\$41.636
Computer Spec I	\$15.000	\$21.000
Computer Spec II	\$18.061	\$25.285
Computer Supp Spec I	\$14.630	\$20.482
Computer Supp Spec II	\$17.348	\$24.287
Computer Supp Spec III	\$20.659	\$28.923
Computer Sys Analyst I	\$18.190	\$25.466
Computer Sys Analyst II	\$22.500	\$31.500
Computer Sys Analyst III	\$26.945	\$37.723
Computer/Tech Support	\$12.367	\$17.314
Copy Services Supervisor	\$12.444	\$15.555
Costumer 15.18	\$15.180	\$18.975
Culinary Assoc I	\$14.000	\$17.500
Culinary Assoc II	\$14.500	\$18.125
Culinary Professional I/Cook I	\$15.000	\$18.750
Culinary Professional II/Cook II	\$15.500	\$19.375
Culinary Professional III/Culinary Proc	\$19.500	\$24.375
Culinary Professional IV/Culinary Proc	\$22.000	\$27.500
Culinary Services Assistant Manager	\$18.000	\$22.500
Culinary Svcs Mgr I	\$18.500	\$23.125
Culinary Svcs Mgr II	\$26.000	\$32.500
Culinary Svcs Supv I	\$15.500	\$19.375
Culinary Svcs Supv II	\$16.000	\$20.000
Curator	\$16.216	\$20.270
Custodial Supv I	\$23.915	\$29.895
Custodial Supv II	\$26.245	\$32.805

Custodial Supv III	\$31.358	\$39.199
Custodian I	\$16.560	\$20.624
Custodian II	\$18.070	\$22.589
Data Systems Manager I	\$23.751	\$33.251
Data Systems Manager II	\$29.720	\$41.608
Data/Research Analyst	\$17.116	\$21.395
Dental Asst	\$13.890	\$17.363
Dental Clinic Manager	\$52.968	\$66.210
Dental Hygienist	\$28.190	\$35.238
Dentist	\$44.140	\$55.175
Dietician	\$18.010	\$22.513
Duplic Press Oper	\$11.659	\$14.574
Duplic Svcs Supv	\$13.382	\$16.728
Duplic Svcs Wrkr	\$10.700	\$13.375
Editor I	\$14.483	\$18.104
Editor II	\$16.104	\$20.130
Editorial Asst	\$11.689	\$14.611
Educ Administrator, Preschool	\$15.357	\$19.196
Electrician, non-craft	\$24.420	\$30.525
Electronic Equip Tech I	\$19.019	\$23.774
Electronic Equip Tech II	\$19.519	\$24.399
Empl Relations Spec	\$15.653	\$19.566
Employment Svcs Coord I	\$14.230	\$17.788
Employment Svcs Coord II	\$15.515	\$19.394
Employment Svcs Tech	\$13.730	\$17.163
Engineer I	\$23.851	\$29.814
Engineering Manager	\$37.940	\$47.425
Equip Oper I	\$19.573	\$24.467
Equip Oper II	\$22.210	\$27.763
Equip/Facility Mgr	\$13.860	\$17.325
Equip/Supply Tech I	\$10.700	\$15.000
Equip/Supply Tech II	\$11.544	\$14.430
Equip/Supply Tech III	\$15.000	\$16.835
Estimator	\$19.850	\$24.813
Events/Promo Coord I	\$12.750	\$15.938
Events/Promo Coord II	\$14.140	\$17.675
Executive Chef	\$25.000	\$31.250
Executive Sous Chef	\$20.000	\$25.000
Facilities Assoc	\$11.526	\$14.408
Facilities Asst	\$11.026	\$13.783
Facilities Dispatcher II	\$13.008	\$16.260
Facilities Manager	\$21.418	\$26.773
Facilities Project Mgr I	\$23.370	\$29.213
Facilities Project Mgr II	\$27.910	\$34.888
Facilities Specialist	\$12.563	\$15.704
Facilities Supervisor I	\$14.927	\$18.658
Facilities Supervisor II	\$17.613	\$22.017
Facilities Technician	\$13.694	\$17.118

Facilities Dispatcher I	\$11.978	\$14.973
Farm Mech	\$14.140	\$18.013
Financial Aid Spec I	\$18.270	\$22.830
Financial Aid Spec II	\$22.280	\$27.405
Financial Mgr	\$33.070	\$41.330
Forester	\$13.720	\$17.150
Graphic Design Tech	\$11.032	\$13.790
Graphic Designer I	\$13.790	\$17.238
Graphic Designer II	\$15.031	\$18.789
Groundskeeper I	\$15.500	\$19.375
Groundskeeper II	\$19.023	\$23.778
Groundskeeper III	\$21.672	\$27.090
Groundskeeper Mgr	\$26.006	\$34.207
Heavy Equipment Tech	\$14.487	\$18.109
HVAC Specialist	\$15.172	\$18.965
Insulation Tech I	\$11.960	\$14.950
Insulation Tech II	\$14.352	\$17.940
Lab Animal Tech I	\$10.700	\$13.375
Lab Animal Tech II	\$11.253	\$14.066
Lab Animal Tech III	\$12.594	\$15.743
Lab Animal Tech IV/Technologist	\$14.434	\$18.043
Lab Animal Tech V/Biocontainment Tc	\$17.326	\$21.658
Lab Tech (non-Research)	\$11.740	\$15.000
Librarian	\$18.235	\$22.794
Library Clerk	\$10.700	\$13.000
Library Tech I	\$10.700	\$13.375
Library Tech II	\$12.580	\$15.725
Library Tech III	\$13.268	\$17.035
Lic/Cert/Permit Tech	\$16.280	\$20.350
Livestock Research Technician	\$11.100	\$13.875
Mail Clerk/Carrier I	\$19.100	\$23.875
Mail Clerk/Carrier II	\$20.750	\$25.938
Mail Clerk/Carrier III	\$21.900	\$27.375
Mail Svcs Mgr	\$28.776	\$35.970
Mail Svcs Supv	\$23.980	\$29.975
Maintenance Supv I	\$15.342	\$19.178
Maintenance Supv II	\$18.932	\$23.665
Maintenance Svcs Mgr I	\$22.519	\$28.149
Maintenance Svcs Mgr II	\$24.455	\$30.569
Maintenance Tech I	\$10.700	\$13.375
Maintenance Tech II	\$12.009	\$15.011
Maintenance Tech III	\$13.592	\$16.990
Maintenance Tech Supv	\$15.342	\$19.178
Maintenance Wrkr I	\$11.500	\$14.375
Maintenance Wrkr II	\$13.036	\$16.295
Maintenance Wrkr III	\$14.113	\$17.641
Management Analyst	\$15.479	\$19.349
Mapping Tech	\$16.560	\$20.700

Mechanical Engineer	\$28.476	\$35.595
Media Mgr	\$17.735	\$22.169
Media Programmer	\$14.857	\$18.571
Media Tech	\$13.160	\$16.450
Media/Info Coord	\$13.690	\$17.113
Media/Info Spec	\$14.959	\$18.699
Medical Assistant	\$12.730	\$15.913
Medical Records Admin	\$14.760	\$18.450
Mid-Level Provider	\$32.168	\$40.210
Museum Collections Spec	\$12.522	\$15.653
Museum Tech	\$10.700	\$13.375
Net Sys/Comm Analyst I	\$17.890	\$25.046
Net Sys/Comm Analyst II	\$18.390	\$25.746
Net Sys/Comm Analyst III	\$25.107	\$35.150
Net/Comp Sys Administrator I	\$18.132	\$25.385
Net/Comp Sys Administrator II	\$18.632	\$26.085
Net/Comp Sys Administrator III	\$26.820	\$37.548
Occup Safety/Health Spec I	\$19.557	\$24.446
Occup Safety/Health Spec II	\$21.730	\$27.163
Occup Safety/Health Tech	\$16.894	\$21.118
Occupational Analyst	\$17.394	\$21.743
Painter, non-craft	\$13.070	\$16.338
Paralegal	\$16.324	\$20.405
Parking Enforce Officer I	\$10.700	\$13.375
Parking Enforce Officer II	\$12.047	\$15.059
Parking Enforce Officer III	\$14.357	\$17.946
Payroll/Bene Supv	\$17.000	\$21.250
Payroll/Bene Tech I	\$11.500	\$14.375
Payroll/Bene Tech II	\$12.000	\$15.000
Payroll/Bene Tech III	\$13.250	\$16.563
Personnel Assoc I	\$12.250	\$15.313
Personnel Assoc II	\$15.160	\$18.950
Personnel Officer	\$19.470	\$24.338
Pharmacist	\$44.694	\$55.868
Pharmacy Tech	\$13.453	\$16.816
Photographer	\$14.857	\$18.571
Physical Therapist	\$28.415	\$35.519
Physical Therapist Asst	\$18.758	\$23.448
Physician	\$60.500	\$75.625
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/L	\$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

Program Asst	\$16.850	\$21.060
Program Coord I	\$18.360	\$22.950
Program Coord II	\$20.490	\$25.610
Program Mgr	\$24.388	\$30.485
Project Designer	\$15.879	\$19.849
Project Technician	\$14.806	\$18.508
Psychiatrist	\$75.266	\$94.083
Psychologist	\$19.438	\$24.298
Psychology Spec	\$14.857	\$18.571
Public Educ Coord	\$16.190	\$20.238
Public Educ Spec	\$18.500	\$23.125
Purchasing Agent	\$15.370	\$19.213
Purchasing Mgr	\$16.870	\$21.088
Purchasing/Supply Assoc I	\$11.750	\$14.688
Purchasing/Supply Assoc II	\$12.489	\$15.611
Purchasing/Supply Assoc III	\$14.640	\$18.300
Radiological Tech	\$19.146	\$23.933
Ranch Foreman	\$13.628	\$17.035
Recreation Coord I	\$10.700	\$13.375
Recreation Coord II	\$12.522	\$15.653
Recreation Coord III	\$14.926	\$18.658
Recreation Mgr	\$20.780	\$25.975
Recruitment Spec	\$16.580	\$20.725
Registered Nurse/Clinic Mgr	\$24.500	\$30.625
Research Asst I	\$10.700	\$13.375
Research Asst II	\$11.520	\$14.400
Research Asst III	\$14.513	\$18.141
Research/Lab Mgr	\$16.716	\$20.895
Residence Hall Supv	\$12.988	\$16.235
Resource Conservation Spec	\$29.850	\$37.313
Retail Sales Mgr	\$15.840	\$19.800
Security Guard I	\$10.700	\$13.375
Security Guard II	\$11.892	\$14.865
Sign Language Interpreter I	\$14.960	\$18.700
Sign Language Interpreter II	\$16.274	\$20.343
Stage/Production Coord I	\$16.900	\$21.125
Stage/Production Coord II	\$17.400	\$21.750
Statistical Tech	\$15.074	\$18.843
Statistician	\$17.824	\$22.280
Storekeeper	\$12.120	\$15.150
Switchboard Oper	\$10.700	\$13.375
Teacher, Preschool	\$11.509	\$14.386
Teacher's Aide	\$10.700	\$13.375
Technical Writer I	\$13.971	\$17.464
Telecomm Equip Tech I	\$14.700	\$18.375
Telecomm Equip Tech II	\$18.420	\$23.025
Training/Dev Coord	\$18.420	\$23.025
Transportation Supervisor	\$18.004	\$22.505

Tutor/Educ Spec	\$10.700	\$13.375
Vehicle Dispatcher	\$12.762	\$15.953
Warehouse Foreman	\$16.500	\$20.625
Warehouse Wkr	\$15.500	\$19.375