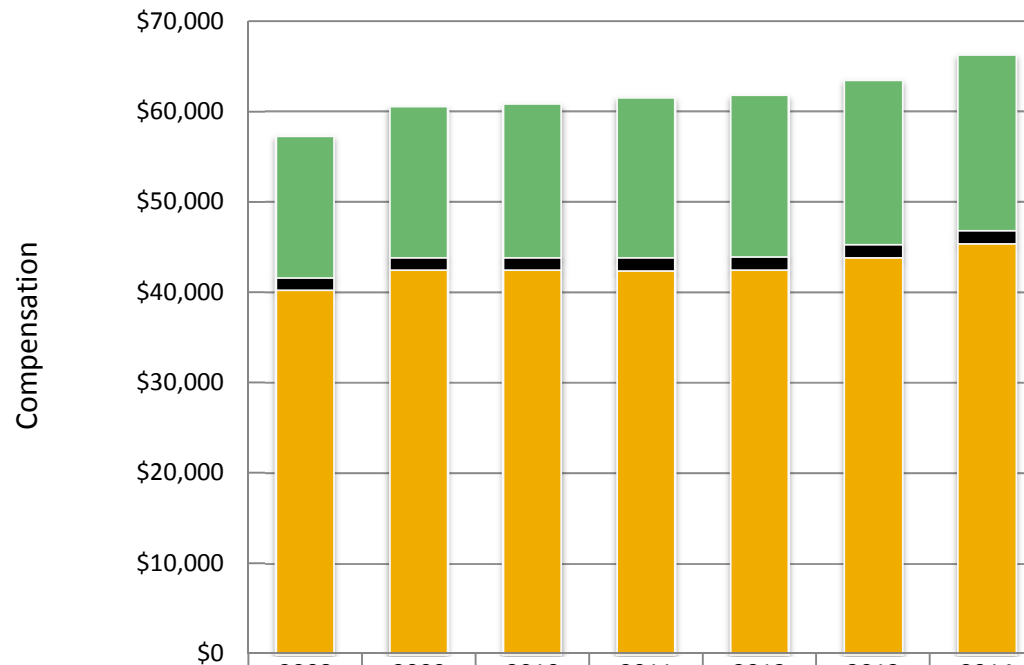


Montana Executive Branch "Average" Total Compensation



	2008	2009	2010	2011	2012	2013	2014
■ Benefits & Taxes	15,688	16,716	16,978	17,688	17,895	18,204	19,471
■ Average Additional Salary	1,331	1,395	1,411	1,437	1,438	1,447	1,449
■ Average Base Salary	40,313	42,476	42,476	42,454	42,499	43,850	45,393

Total compensation shown above provides the average base salary for a state employee in the executive branch, the average additional compensation (primarily longevity pay), and the average benefits for a state employee. Benefit costs shown are calculated on the average total salary of executive branch employees and the statutorily required employer costs. Correctional officers represent the largest single group of state employment and so were chosen to represent the "average" state employee cost for such benefits as retirement and workers' compensation insurance. This data was shown in more detail in a previous chart.