

COMPENSATION BOARD OF MADISON COUNTY
June 20, 2018, Meeting Minutes

On Wednesday, June 20, 2018, a meeting of the Madison County Compensation Board came to order at 2:00 p.m. in the Community Room of the Thompson-Hickman County Library in Virginia City, Montana, with Commissioners, Ron Nye, Chairman, Jim Hart, and Dan Allhands; Elected Officials, Shelly Burke, Treasurer, Kathleen Mumme, Clerk and Recorder, Roger Thompson, Sheriff, Suzanne Nellen, Justice of the Peace, and Chris Christensen, County Attorney; Public Members Dick Barr and John Armstrong present. Laurie Buyan, Commissioners' Assistant, was present to take minutes.

Others in attendance at the meeting were Bonnie O'Neill, Chief Administrative Officer, Vicki Tilstra, Finance Officer, and Darcel Vaughn, Madison Valley Manor Administrator.

Vicki Tilstra, Finance Officer, opened the discussion by reviewing an estimate of increased employee costs at a 2.1% cost of living increase for all departments, noting that the estimated increase would be approximately \$216,538.61 annually. She then reviewed the cost of insurance premium increases at 2.9%. She reviewed cash in significant funds, noting that taxable values have increased and departments have been conservative. Following discussion related to a 2.1% wage increase, Vicki stated that she also figured the estimated increase for a 3% cost of living increase, noting that this increase would be approximately \$309,340.87 annually.

Jim Hart stated that he has been listening to neighboring counties at MACo meetings and has heard that Beaverhead County is going with a 3% increase; Gallatin County is talking about a 5-6% increase; and Lewis and Clark County is going with a 3% increase. Kathleen agreed stating she's heard the same thing. Shelly reviewed increases from previous years noting that in 2013 we received a little above the COLA and received the COLA every other year except one when there was no increase. Jim Hart stated that if you're only receiving the COLA you're just keeping up, not really getting a raise. Dick Barr asked about the amount of turn-over in County offices. Bonnie responded, stating that the nursing homes run about 35% turn-over which impacts the rest of the County.

There was discussion regarding travelling nurses and CNA's; property taxes generated from Big Sky and the return the get from tax dollars; and joint meetings with Gallatin County that are held annually in Big Sky.

Shelly then spoke to an increase in longevity benefits stating that employees currently receive 25 cents after each five years of service. She proposed leaving the first increment at 25 cents but increasing it by 50 cents after each additional five years of service. Kathleen stated that institutional knowledge is huge. Darcel added that 50 cents per hour to keep someone doesn't even compare to the cost of training. There was discussion regarding what an increase like this would cost but it was noted that it would be very difficult to determine because there's no way of knowing how long someone will stay.

Following much discussion, Dick Barr moved to recommend the suggested increase in longevity benefits and a 2.1% cost of living increase. John Armstrong seconded the motion. John Armstrong, Dick Barr, and Dan Allhands voted aye. Suzanne Nellen, Kathleen Mumme, Shelly Burke, Jim Hart and Roger Thompson were opposed. The remainder of the committee did not vote. The motion did not pass.

After further discussion, Roger Thompson moved to recommend a 3% cost of living increase and the suggested increase in longevity benefits; stating that in competing with the private sector and with Gallatin County for a pool of candidates, we don't even come close. Suzanne Nellen seconded the motion and concurred with the Sheriff stating she has just gone through the hiring process and to get good candidates, you have to pay them. She added that the County should take the lead and be an example. Roger Thompson, Suzanne Nellen, Kathleen Mumme, Jim Hart, and Shelly Burke voted aye. John Armstrong,

Dick Barr, and Dan Allhands were opposed. The remainder of the committee did not vote. The motion carried on a majority vote.

With no further business, the meeting was adjourned at 3:25 p.m.

Ronald E. Nye, Chairman
Board of Madison County Commissioners

Date Approved: June 26, 2018

Minutes prepared by:

Laurie Buyan, Administrative Assistant

Attest: _____
Kathleen Mumme, Clerk and Recorder, Madison County