

RESOLUTION 26-2008
A RESOLUTION SETTING SALARIES FOR FISCAL YEAR 2008-2009

WHEREAS, the 2001 Montana State Legislature passed HB 345 which amended 7-4-2503 MCA, the procedure for compensation of the county elected officials.

WHEREAS, 7-4-2503 MCA creates a county compensation board charged with preparing a compensation schedule for the elected officials and the Board of Commissioners appointed a County Compensation Board in May 2001 and added two additional members in May of 2008.

WHEREAS, the County Compensation Board met on May 29, 2008 and June 9, 2008, and recommended the Clerk and Recorder's Salary be set at \$44,156 for fiscal year 2008-2009.

WHEREAS, the Board of County Commissioners may annually increase the salaries of all other County employees.

THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS, that the salary for fiscal year 2008-2009 is \$44,156 for the following elected officials: County Treasurer, County Clerk and Recorder, Clerk of District Court and the Justice of the Peace.

AND THAT, in accordance to Section 7-4-2503(2)(d) MCA, the Clerk and Recorder shall receive an additional sum of \$2000 for duties as Election Administrator for Fiscal Year 2008-2009.

AND THAT, in accordance to Section 7-4-2107 MCA, each member of the Board of County Commissioners shall receive an annual salary equal to the annual salary established by 7-4-2503 for the Clerk and Recorder plus \$2000 for Fiscal Year 2008-2009.

AND THAT, in accordance to Section 7-4-2503(2)(b) MCA, the County Sheriff shall receive an annual salary equal to the annual salary established by 7-4-2503 for the Clerk and Recorder plus \$2000 for Fiscal Year 2008-2009.

AND THAT, in accordance with 7-4-2503(2)(c) MCA the County Sheriff shall receive a 1% longevity payment of the salary set above for the Sheriff for each year of service.

AND THAT, the 2007 Montana State Legislature passed HB 12 which amended 7-4-2502 MCA, the procedure for compensation of the County Attorney.

AND THAT, in accordance to HB12 the County Attorney shall receive an annual salary of \$90,253 from Madison County and that Madison County will receive a statutory apportionment from the State for County Attorney services.

AND THAT, the offices of the Madison County Treasurer/Superintendent of Schools and the Sheriff/Coroner have been consolidated, according to 7-4-2312 MCA and the Board of Commissioners adopted Resolution 28-2006 fixing the salary of the officers of consolidated offices at 5% higher than the highest salary provided by law to be paid to these officers with the term beginning January 1, 2007.

AND THAT, deputies, administrative assistants, clerks, and department heads will receive salaries according to Attachment "A" for Fiscal Year 2008-2009 based on the Madison County Personnel Policy.

AND THAT, road personnel, solid waste personnel, library personnel, sanitarian, planner, grant writer, emergency management, communications coordinator, fair board personnel, courthouse maintenance and custodian, public health personnel, airport personnel, GIS/IT, finance personnel, and all other county employees will receive salaries in accordance to their own salary schedules as approved by the Board of County Commissioners in Attachment "A".

AND THAT, Attachment "B" is the Nursing Homes salary schedule for fiscal year 2008-2009.

AND THAT, Attachment "C" is the Weed Department salary schedule for fiscal year 2008-2009.

PASSED AND APPROVED by the Madison County Board of Commissioners on this 1st day of July, 2008.

David Schulz, Chairman

Marilyn Ross

James P. Hart
Board of Commissioners
Madison County

Attachment "A"
Salary Schedule Fiscal Year 2008-09

In Accord with State Law and the Madison County Personnel Policy Manual:

Elected Officials, Deputies, Administrative Assistants, Clerks:

| | | | |
|-------------------------|--------------------------------------|----------------|---------------------------|
| Commissioners | \$46,156 per year | | |
| Sheriff/Coroner | \$51,586 including 6 years longevity | | |
| County Attorney | \$48,078.93 | County Portion | \$42,174.50 State Portion |
| Other Elected Officials | \$44,156 | | |

Resolution 28-2006 establishing the salary for the combined offices of Treasurer/Superintendent of Schools and the office of Sheriff/Coroner

Deputy/Administrative Assistants \$18.04 per hour

| | | | |
|-------|------|---------|-----------------------|
| Clerk | 80% | \$12.99 | Start |
| | 85% | \$13.80 | After 1040 hours |
| | 90% | \$14.62 | After next 1040 hours |
| | 95% | \$15.43 | After next 2080 hours |
| | 100% | \$16.24 | After next 2080 hours |

Personnel for Road Department – Solid Waste Drivers – Junk Vehicle Drivers

| | | |
|------------------------|---------|-----------------------|
| 80% of Crew Member | \$15.08 | Start |
| 85% of Crew Member | \$16.02 | After 1040 hours |
| 90% of Crew Member | \$16.97 | After next 1040 hours |
| 95% of Crew Member | \$17.91 | After next 2080 hours |
| 100% of Crew Member | \$18.85 | After next 2080 hours |
| Assistant Road Foreman | \$19.09 | |
| Road Foreman | \$20.09 | |

Solid Waste Container Site and Landfill Operators

| | | |
|---------------------|---------|-----------------------|
| 80% of Crew Member | \$12.06 | Start |
| 85% of Crew Member | \$12.82 | After 1040 hours |
| 90% of Crew Member | \$13.57 | After next 1040 hours |
| 95% of Crew Member | \$14.33 | After next 2080 hours |
| 100% of Crew Member | \$15.08 | After next 2080 hours |

Sheriff's Department: In accord with Montana State Statutes longevity is added to the following schedule for officers

| | | |
|---------------------|----------------|-------------------------------------|
| Deputies | 85% of Sheriff | Starting |
| | 86% of Sheriff | At 6 th year anniversary |
| | 87% of Sheriff | At 7 th year anniversary |
| | 88% of Sheriff | At 8 th year anniversary |
| Sergeant | 89% of Sheriff | Appointed by Sheriff |
| Captain | 90% of Sheriff | Appointed by Sheriff |
| Undersheriff | 95% of Sheriff | Appointed by Sheriff |

Dispatchers/Detention Officers According to clerk salary schedule in Madison County Personnel Policy.

Maintenance/Janitor w/o Boilers License

with Boilers License add \$.50 per hour

| | |
|------|---------|
| 80% | \$13.49 |
| 85% | \$14.33 |
| 90% | \$15.17 |
| 95% | \$16.02 |
| 100% | \$16.86 |

Custodian w/o Boilers License (based on 90% of Maintenance)

with Boilers License add \$.50 per hour

| | | |
|------|---------|-----------------------|
| 80% | \$12.14 | Start |
| 85% | \$12.89 | After 1040 hours |
| 90% | \$13.65 | After next 1040 hours |
| 95% | \$14.41 | After next 2080 hours |
| 100% | \$15.17 | After next 2080 hours |

Other Departments: Salaries for new employees of these positions are established by the Board of Commissioners.

Amounts shown are 100% of indicated positions. New employees may be on a step increase schedule.

| | | | |
|-------------------------------|------------------|------------|---|
| Chief Financial Officer | \$18.97 | Assistant | On Clerk Schedule |
| Public Health Nurse | \$24.15 | | In Accord with Nursing Home RN Schedule |
| Public Health Administrator | \$18.97 | | |
| Sanitarian | \$21.60 | | |
| Planner | \$32.50 | Planner II | \$20.00 |
| County Librarian | \$18.97 | Assistant | \$11.64 |
| Fair Manager | \$1200 per month | | |
| Grant Writer | \$18.97 | | |
| GIS/IT | \$20.09 | Assistant | \$16.02 (80% of GIS/IT) |
| Emergency Management Director | \$18.97 | | |
| Communications Coordinator | \$18.97 | | |
| Airport Manager | \$18.97 | Assistant | \$15.18 (80% of Airport Manager) |

Attachment "B"
Salary Schedule for Nursing Homes Personnel FY 2008-09

Registered Nurses:

| | | | |
|-----------------|---------|------|-----------------------|
| Top Hourly Rate | \$24.15 | | |
| | \$19.32 | 80% | Start |
| | \$20.53 | 85% | After 1040 hours |
| | \$21.74 | 90% | After next 1040 hours |
| | \$22.94 | 95% | After next 2080 hours |
| | \$24.15 | 100% | After next 2080 hours |

Licensed Practical Nurses:

| | | | |
|-----------------|---------|------|-----------------------|
| Top Hourly Rate | \$19.00 | | |
| | \$15.20 | 80% | Start |
| | \$16.45 | 85% | After 1040 hours |
| | \$17.42 | 90% | After next 1040 hours |
| | \$18.38 | 95% | After next 2080 hours |
| | \$19.00 | 100% | After next 2080 hours |

Non-Certified Nurses Aides: Minimum Starting Wage \$ 9.78 75% of Top CNA
 Upon Successful Completion of CNA Training \$10.43

Certified Nurses Aides:

| | | | |
|-----------------|---------|------|-----------------------|
| Top Hourly Rate | \$13.04 | | |
| | \$10.43 | 80% | Start |
| | \$11.08 | 85% | After 1040 hours |
| | \$11.74 | 90% | After next 1040 hours |
| | \$12.39 | 95% | After next 2080 hours |
| | \$13.04 | 100% | After next 2080 hours |

The CNA step levels are separate from the wage schedule and are based on specified criteria
 Level I \$.25 Level II \$.25 Level III \$.25

Dietary Department - Cook:

| | | | |
|-----------------|---------|------|-----------------------|
| Top Hourly Rate | \$12.67 | | |
| | \$10.14 | 80% | Start |
| | \$10.77 | 85% | After 1040 hours |
| | \$11.40 | 90% | After next 1040 hours |
| | \$12.04 | 95% | After next 2080 hours |
| | \$12.67 | 100% | After next 2080 hours |

Other Department Aides:

| | | | |
|-----------------|---------|------|-----------------------|
| Top Hourly Rate | \$11.15 | | |
| | \$ 8.92 | 80% | Start |
| | \$ 9.48 | 85% | After 1040 hours |
| | \$10.04 | 90% | After next 1040 hours |
| | \$10.59 | 95% | After next 2080 hours |
| | \$11.15 | 100% | After next 2080 hours |

Salaries for new employees of these positions will be established by the Board of Commissioners upon the recommendation of the Administrator.

Department Supervisor Positions:

| | |
|----------------------------------|--|
| Office Manager | On Courthouse Clerk Schedule |
| Maintenance | \$15.49 |
| Maintenance/Housekeeping/Laundry | \$17.91 |
| Dietary Supervisor | \$15.72 |
| Housekeeping/Laundry | \$14.96 |
| Activities Director | \$14.88 |
| Social Services | \$16.99 |
| Director of Nursing | \$56,186 Annual Salary |
| MVM Nursing Home Administrator | \$71,327 Annual Salary with no Medical Insurance |
| TRMCC/RVH Administrator | As negotiated with RVH |

The previous experience adjustment for those employees who qualify will be reviewed on an individual basis to determine their wage level. The maximum entry level will not exceed the two year experience level of the Top Hourly Rate and will be based on a two years experience for one-year adjustment in the wage schedule. For experienced RN's, LPN's and CNA's started at the two year experience level, the wage may go to the top hourly rate after probation period of 1040 hours. For an employee that starts above the starting rate based on experience adjustment, that employee may go to the next increase after the probationary period.

Attachment "C"
Salary Schedule for Weed Department Personnel FY 2007-08

Weed Department Personnel

| | |
|------------------|------------------------------|
| Weed Coordinator | \$18.97 |
| Compliance Tech | \$11.50 plus mileage |
| Clerk | On Courthouse clerk schedule |

Step increases for the following Weed Department Personnel are based on Solid Waste Container Site and Landfill operators wage scale as shown on Attachment "A"

| | | | |
|--------------------------|---------------------|---------|-----------------------|
| Program Assistant | 90% of Crew Member | \$13.57 | Start |
| | 95% of Crew Member | \$14.33 | After 1040 hours |
| | 100% of Crew Member | \$15.08 | After next 1040 hours |
| Crew Foreman | 85% of Crew Member | \$12.82 | Start |
| | 90% of Crew Member | \$13.57 | After 1040 hours |
| | 95% of Crew Member | \$14.33 | After next 1040 hours |
| | 100% of Crew Member | \$15.08 | After next 2080 hours |
| Crew Assistant | 80% of Crew Member | \$12.06 | Start |
| | 85% of Crew Member | \$12.82 | After 1040 hours |
| | 90% of Crew Member | \$13.57 | After next 1040 hours |
| | 95% of Crew Member | \$14.33 | After next 2080 hours |