

**RESOLUTION 37-2017**

**A Resolution Amending Resolution 24-2017 Setting Salaries for Fiscal Year 2017-2018**

WHEREAS, the Resolution Setting Salaries for Fiscal Year 2017-2018 provides the County and its employees with guidelines in salaries, and;

WHEREAS, the increase of the hourly wage for the Certified Nurse's Aides (CNA) position(s) is based on the 2017 Montana Legislature House Bill 618 which provides funding for a wage increase for CNAs **only** in nursing facilities (for the State of Montana fiscal year 2018). The appropriated funding provides for a 25 cent hourly increase beginning July 1, 2017 and January 1, 2018, for the fiscal year 2017/2018. If the funding is not appropriated by the State of Montana for the fiscal year 2019, the CNAs hourly wage would be adjusted per the salaries set by Resolution 24-2017 "Attachment B";

NOW THEREFORE BE IT RESOLVED, that the Madison County Board of Commissioners Amends Resolution 24-2017, to include "Attachment "B" the Nursing Homes salary schedule for CNAs;

AND THAT, the salary increase for the Director of Nursing beginning October 1, 2017; each employee listed on "Attachment B", and;

PASSED AND APPROVED by the Madison County Board of Commissioners on this 14th day of November, 2017.

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James P. Hart, Chair

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Ronald E. Nye

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Dan W. Allhands

Attest: \_\_\_\_\_  
Kathleen Mumme  
Clerk and Recorder

**Attachment "B"**  
**Salary Schedule for Nursing Homes Personnel FY 2017-2018**  
(New or promoted employees in all departments may be on a step increase schedule)

**Certified Nurse's Aides July 1, 2017 through December 31, 2017:**

Top Hourly Rate	\$15.40	<del>\$15.15</del>		
	\$12.37	<del>\$12.12</del>	80%	Start
	\$13.13	<del>\$12.88</del>	85%	After 1040 hours
	\$13.89	<del>\$13.64</del>	90%	After next 1040 hours
	\$14.64	<del>\$14.39</del>	95%	After next 2080 hours
	\$15.40	<del>\$15.15</del>	100%	After next 2080 hours

**Certified Nurse's Aides January 1, 2018 through June 30, 2018:**

Top Hourly Rate	\$15.65	<del>\$15.40</del>		
	\$12.62	<del>\$12.37</del>	80%	Start
	\$13.38	<del>\$13.13</del>	85%	After 1040 hours
	\$14.14	<del>\$13.89</del>	90%	After next 1040 hours
	\$14.89	<del>\$14.64</del>	95%	After next 2080 hours
	\$15.65	<del>\$15.40</del>	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
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Salaries for new employees of these positions will be established by the Board of Commissioners upon the recommendation of the Facility Administrator. New employees may be on a step increase schedule.

**Department Supervisor Positions:**

Director of Nursing	\$69,500 <del>\$68,377</del> Annual Salary (Effective October 1, 2017)
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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.