

**RESOLUTION 21-2010**  
**A RESOLUTION SETTING SALARIES FOR FISCAL YEAR 2010-2011**

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 4, 2010, and recommended no increase for elected officials for Fiscal Year 2010-2011.

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 base salary for fiscal year 2010-2011 is \$45,039 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 2010-2011.

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 2010-2011.

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 2010-2011.

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 \$92,058 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 20-2010 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, 2011.

AND THAT, deputies, administrative assistants, clerks, and department heads will receive salaries according to Attachment "A" for Fiscal Year 2010-2011 based on the Madison County Personnel Policy and certain resolutions amending that 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, Human Resource Officer 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 2010-2011.

AND THAT, Attachment "C" is the Weed Department salary schedule for fiscal year 2010-2011.

PASSED AND APPROVED by the Madison County Board of Commissioners on this 15th day of June, 2010.

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James P. Hart, Chairman

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Marilyn Ross

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David Schulz  
Board of Commissioners  
Madison County

**Attachment "A"**  
**Salary Schedule Fiscal Year 2010-2011**

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

**Elected Officials, Deputies, Administrative Assistants, Court Administrator, Clerks:**

Commissioners	\$47,039 per year		
Sheriff/Coroner	\$53,175 including 8 years longevity		
County Attorney	\$49,041 County Portion	\$42,174.50	State Portion
Other Elected Officials	\$45,039		

Resolution 20-2010 establishing the salary for the combined offices of Treasurer/Superintendent of Schools and the office of Sheriff/Coroner

Deputy/Administrative Assistant/Court Administrator	\$18.41 per hour		
Clerk 80%	\$13.25	Start	
85%	\$14.08	After 1040 hours	
90%	\$14.90	After next 1040 hours	
95%	\$15.73	After next 2080 hours	
100%	\$16.56	After next 2080 hours	

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

80% of Crew Member	\$15.38	Start
85% of Crew Member	\$16.35	After 1040 hours
90% of Crew Member	\$17.31	After next 1040 hours
95% of Crew Member	\$18.27	After next 2080 hours
100% of Crew Member	\$19.23	After next 2080 hours
Assistant Road Foreman	\$19.47	
Road Foreman	\$20.49	

**Solid Waste Container Site and Landfill Operators**

80% of Crew Member	\$12.30	Start
85% of Crew Member	\$13.07	After 1040 hours
90% of Crew Member	\$13.84	After next 1040 hours
95% of Crew Member	\$14.61	After next 2080 hours
100% of Crew Member	\$15.38	After next 2080 hours

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

<b>Deputies</b>	85% of Sheriff	Starting
	86% of Sheriff	At 6 <sup>th</sup> year anniversary
	87% of Sheriff	At 7 <sup>th</sup> year anniversary
	88% of Sheriff	At 8 <sup>th</sup> year anniversary
<b>Sergeant</b>	89% of Sheriff	Appointed by Sheriff
<b>Captain</b>	90% of Sheriff	Appointed by Sheriff
<b>Undersheriff</b>	95% of Sheriff	Appointed by Sheriff

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

**Custodian/Maintenance w/o Boilers License**

with Boilers License add \$.50 per hour

80%	\$12.38
85%	\$13.15
90%	\$13.92
95%	\$14.70
100%	\$15.47

**Custodian w/o Boilers License**

with Boilers License add \$.50 per hour

80%	\$12.38	Start
85%	\$13.15	After 1040 hours
90%	\$13.92	After next 1040 hours
95%	\$14.70	After next 2080 hours
100%	\$15.47	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	\$19.35	Assistant	On Clerk Schedule
Public Health Nurse	\$24.63	In Accord with Nursing Home RN Schedule	
Public Health Administrator	\$19.35	Assistant	On Clerk Schedule
Sanitarian	\$22.03	Assistant	On Clerk Schedule
Planning Director	\$33.15	Planning Tech	\$18.40
Library Director	\$19.35	Assistant	\$12.87
Fair Manager	\$1500 per mo.	Assistant	On Clerk Schedule
Grant Writer	\$19.35		
GIS/IT	\$20.49	Assistant	\$17.42 (85% of GIS/IT)
Emergency Management Director	\$19.35		
Communications Coordinator	\$19.35		
Airport Manager	\$19.35	Assistant	\$15.48 (80% of Airport Manager)
Superintendent of Schools	\$651.62 per month		
Court Compliance Officer	On Clerk Schedule		
Human Resource Officer	\$19.35		
Facilities Supervisor	\$19.35		

**Attachment "B"**  
**Salary Schedule for Nursing Homes Personnel FY 2010-2011**

**Registered Nurses:**

Top Hourly Rate	\$24.63		
	\$19.70	80%	Start
	\$20.94	85%	After 1040 hours
	\$22.17	90%	After next 1040 hours
	\$23.40	95%	After next 2080 hours
	\$24.63	100%	After next 2080 hours

**Licensed Practical Nurses:**

Top Hourly Rate	\$19.38		
	\$15.50	80%	Start
	\$16.47	85%	After 1040 hours
	\$17.44	90%	After next 1040 hours
	\$18.41	95%	After next 2080 hours
	\$19.38	100%	After next 2080 hours

Non-Certified Nurses Aides: Minimum Starting Wage \$ 9.98                      75% of Top CNA  
 Upon Successful Completion of CNA Training \$10.64

**Certified Nurses Aides:**

Top Hourly Rate	\$13.30		
	\$10.64	80%	Start
	\$11.31	85%	After 1040 hours
	\$11.97	90%	After next 1040 hours
	\$12.64	95%	After next 2080 hours
	\$13.30	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	\$12.92		
	\$10.34	80%	Start
	\$10.98	85%	After 1040 hours
	\$11.63	90%	After next 1040 hours
	\$12.27	95%	After next 2080 hours
	\$12.92	100%	After next 2080 hours

**Other Department Aides:**

Top Hourly Rate	\$11.37		
	\$ 9.10	80%	Start
	\$ 9.66	85%	After 1040 hours
	\$10.23	90%	After next 1040 hours
	\$10.80	95%	After next 2080 hours
	\$11.37	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	\$15.80
Maintenance/Housekeeping/Laundry	\$18.27
Dietary Supervisor	\$16.03
Housekeeping/Laundry	\$15.26
Activities Director	\$15.18
Social Services	\$17.33
Director of Nursing	\$57,310 Annual Salary
MVM Nursing Home Administrator	\$72,753 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 2010-2011**

**Weed Department Personnel**

Weed Coordinator	\$19.35
Compliance Tech	\$11.73 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"

<b>Program Assistant</b>	90% of Crew Member	\$13.84	Start
	95% of Crew Member	\$14.61	After 1040 hours
	100% of Crew Member	\$15.38	After next 1040 hours
<b>Crew Foreman</b>	85% of Crew Member	\$13.07	Start
	90% of Crew Member	\$13.84	After 1040 hours
	95% of Crew Member	\$14.61	After next 1040 hours
	100% of Crew Member	\$15.38	After next 2080 hours
<b>Crew Assistant</b>	80% of Crew Member	\$12.30	Start
	85% of Crew Member	\$13.07	After 1040 hours
	90% of Crew Member	\$13.84	After next 1040 hours
	95% of Crew Member	\$14.61	After next 2080 hours