

Minutes of Fergus Co. Commissioners Special Business Meeting
September 5, 2019 - 10:00 a.m.
Fergus County Commissioners
712 W. Main St., Suite 210
Lewistown, MT 59457

Present: Commissioner Ross Butcher, Commissioner Carl Seilstad, Commissioner Sandy Youngbauer and Clerk & Recorder Rana J. Wichman. Public present: See attached sheet.

CALL TO ORDER:

Commissioner Butcher called the meeting to order at 10:00 a.m.

PUBLIC COMMENT ON AGENDA ITEMS: None

PUBLIC HEARING:

- 1) Final Budget Hearing: Commissioner Butcher opened the Final Budget Hearing. Sheriff Rick Vaughn commented that he needs enough detention officers to have two working at all times for their safety and the safety of the public.

PERSONNEL ANNOUNCEMENTS:

- 1) Sheriff – Full Time Deputy Sheriff
- 2) Planning – Permanent Part Time Office Clerk

ANNOUNCEMENTS / REPORTS:

- 1) The Commissioners will be at the annual MACo conference in Great Falls from September 22 – 26, 2019. She mentioned that everyone interested is invited to work on the American Hero Quilt Project during the conference.
- 2) Commissioners Butcher and Youngbauer attended a Montana Defense Alliance dinner.

DISCUSSION / ACTION ITEMS:

- 1) Final Budget Approval
 - a) FY2019-2020 Final Budget Resolution: Commissioner Seilstad moved to approve the FY2019-2020 Final Budget Resolution. Commissioner Youngbauer seconded. Commissioner Youngbauer asked about the July 1 date on the resolution and Clerk & Recorder Rana Wichman stated that it is to be dated that per MCA. The Commissioners noted they are trying to build the construction reserve and are planning ahead. They are currently having the chimneys on the courthouse and old jail repaired and they had the engineers look at the clock tower. They commented that it is structurally sound so they will look into what it would take to get the clock working. Passed unanimously.
 - b) FY2019-2020 Elected Official Salary Resolution: Commissioner Seilstad moved to approve the FY2019-2020 Elected Official Salary Resolution. Commissioner Youngbauer seconded. Passed unanimously.
 - c) Longevity Revision Resolution: Commissioner Seilstad stated that the Commissioners decided to increase longevity to \$.10 (it was \$.05). Commissioner Butcher said this is an attempt to reward those employees that stay. Currently a lump sum is paid on the employee's anniversary date. Everyone pays PERS on it but it does not go into their base wage. If it is changed to where it is paid hourly, it would be considered part of the base wage. Commissioner Youngbauer commented that she feels longevity should be in the Policy Manual and should not be taken away from employees. She submitted an email she had sent to the other Commissioners so it could be made part of the

minutes where she states she feels it would be better to RIF positions or lay off employees rather than withhold longevity. Commissioner Seilstad stated he disagrees with this. There was discussion regarding whether to pay hourly or annually and the general consensus of the employees and elected officials that were present was that it should go to hourly. After discussion on how to calculate hourly payments, Commissioner Seilstad moved to pass the Longevity Revision Resolution with the hourly longevity payment being included in the base pay after each employee's next anniversary. Commissioner Youngbauer seconded. Commissioner Seilstad commented that Commissioner Youngbauer is the one that brought up the increase in longevity and the hourly payment. Passed unanimously.

APPOINTMENTS: None

OTHER BUSINESS:

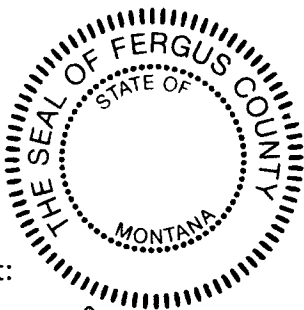
Sheriff Vaughn commented on how nice the Forest Grove Road is now, and that because of this the speed traveled is up. DES Coordinator Ben Phillips stated he has had two calls on this. Speed limits were discussed but it was generally felt that this would not make any difference.

NEXT MEETING DATES:

September 10, 2019 Tuesday, 2:00 p.m.	Regular Business Meeting	Fergus Co. Commissioners 712 W Main St., Suite 210 Lewistown, MT 59457
September 18, 2019 Wednesday, 5:15 p.m.	Regular Business Meeting	Fergus Co. Commissioners 712 W Main St., Suite 210 Lewistown, MT 59457
September 27, 2019 Friday, 2:00 p.m.	Regular Business Meeting	Fergus Co. Commissioners 712 W Main St., Suite 210 Lewistown, MT 59457

Reminder: Agenda items are due to the Commissioners 5 days prior to the meeting.
Meeting adjourned.

FERGUS COUNTY COMMISSIONERS:



Attest:

Ross Butcher, Presiding Officer

ABSENT

Sandra Youngbauer, Commissioner

Carl Seilstad, Commissioner

Rana J. Wichman, Clerk & Recorder

FW: County Employee Longevity Resolution 2019-20

Sandy Youngbauer

Sent: Wednesday, September 04, 2019 3:57 PM**To:** Rana Wichman**Attachments:** County Employee Longevity~1.docx (19 KB)**Sandy Youngbauer**

Fergus County Commissioner

712 W Main St

Suite 210

Lewistown, MT 59457-2561

406-535-5119

From: Sandy Youngbauer**Sent:** Tuesday, September 03, 2019 4:17 PM**To:** Commissioners <Commissioners@co.fergus.mt.us>**Subject:** County Employee Longevity Resolution 2019-20

Carl and Ross,

Even though I was the one who suggested that we increase the longevity, I cannot support this Resolution as it does nothing to address my concerns about it not counting towards our retirement base wage for annuity calculations. We pay taxes and PERS on that lump sum payment and it gives us no long term benefit. I believe the longevity belongs in the Policy manual and we should not be able to withhold it because of lack of funding. That is what a RIF or furlough would do and not affect all the employees. By having the longevity/years of service benefit included in each paycheck no one would be denied it because of termination of employment. That would include elected people that do not complete their term of office.

The first three Whereas are false as we did not any committee. I do not believe that all the employees need input as to when they will receive an increase in longevity as they get no input as to what the annual percentage increase will be or when it is effective. Very few of those employees have been involved in a retirement process and lack the knowledge to make a financial decision for their PERS retirement.

Thank you for considering my concerns.

Sandy Youngbauer

