



Montana Association of Counties

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MINUTES

MACo Board of Directors
Wednesday, June 17, 2020
10:00 a.m.
Zoom Meeting

1. Pledge – Roll Call – Introductions: President Gorder

President Gorder called the meeting to order and requested that roll call be taken. The attendance sheet is attached for reference. Quorum present. No pledge due to format of the meeting impacted by COVID-19.

Staff Present: Executive Director Bryson, Deputy Director Rittal, Finance Director Johnson, General Counsel McCarthy, Defense Counsel Bonilla, PCT/WCT Trust Administrator Shanholtzer, Ms. McGowen

2. Minutes: February 11, 2020

Commissioner Ostlund made motion to approve the minutes as presented. Second by Commissioner Hendrickson. Motion carried.

3. Finance Report: Kathy Johnson, MACo Finance Director

Director Johnson went through the Balance Sheet as of April 30, 2020 and the Profit & Loss Budget vs. Actual through April 2020. In addition, Ms. Johnson went through the budget vs. actual expenses for class code 050, 100, 200, 300, 400, 950, and 990. All financials were distributed to the Board for reference.

4. FY 2021 Preliminary Budget

- FY 2021 Preliminary MACo Budget (Eric Bryson, MACo Executive Director)

Director Bryson introduced the new budget process and noted that two items had been recommended for change, from the budget that had been presented by staff, by the Tax, Budget, & Finance committee and were incorporated into the budget presented. The two changes were an adjustment for COLA for both the dues and for staff.

Director Johnson went through the budget documents in detail including the COLA impacts to dues and salaries, pooled investment fee income, and budgets by cost center.

- FY 2021 Membership Dues (Director Bryson)

The packets included the dues for each member and the COLA impact.

- Supplemental Budget Requests

None

- FY 2020 Budget Amendment (Director Johnson)

The budget amendment will be considered during the joint meeting in the afternoon.

- Motion to Approve, Questions & Discussion
 - Motion made by Commissioner McGinley to approve the preliminary budget as presented with both COLA increases. Second by Commissioner Hart. Questions about the budget were numerous, but generally centered around the COLA for staff.
 - Second motion made by Commissioner Seilstad to change the staff COLA from 1.8% to a .50 cent increase for all staff. Second by Commissioner Youngbauer. Several concerns around the COLA were expressed including the impact on the PCT especially given the large rate increase; the relevance of the pay matrix if we veer away from a COLA percentage to a hard dollar amount; and whether spreading the same dollar amount impact across as a hard dollar increase vs a percentage increase would be better.
 - Friendly amendment offered by Commissioner Devlin to calculate spread the dollar amount equivalent of the 1.8% or approximately \$57,000 vs. \$36,000 for a 50 cent across the board increase. The revised increase, in that scenario would be approximately 72 cents per employee. The friendly amendment was accepted by both Commissioner Seilstad and Commissioner Youngbauer. Roll call vote: motion failed 8-18.
 - Original motion by Commissioner McGinley: Roll call vote passed 19-5 with Commissioners Seilstad, Youngbauer, and Baldwin as well as Association Representatives Ball and Beley voting no.

5. Executive Director Performance Evaluation & FY 2021 Salary: President Gorder

Executive Director Bryson gave an update on his evaluation process. The Executive Committee would like to have President Gorder complete the formal evaluation based upon the evaluation discussion Director Bryson and the Committee had last week. Subsequent to that, it is requested that the Board consider granting the Executive Committee the authority to take appropriate action regarding the Executive Director's contract and salary. Commissioner Ostlund made a motion to extend the authority to negotiate the continuation of the Executive Director contract including salary to the Executive Committee with a second by Commissioner Rice. Motion carried.

6. Executive Director Report: Director Bryson

- MACo Organizational Chart

Director Bryson presented an organizational chart as required that was most indicative of the organization prior to the reorganization and walked through the various positions that were eliminated or that will not be filled as well as other relevant changes to staffing such as the Wellness Coordinator position for the HCT not being filled in favor of some additional vendor services.
- MACo Staff Policies & Procedures Manual
 - Comp Time

Comp time will be eliminated for exempt employees. Director Bryson will work with management to develop reporting expectations for time or days worked.
 - Business-related Use of Vehicles

- Director Bryson made updates to clarify the use of vehicles, specifically that use is limited to business related activities, documentation is required, and improved definition of allowed incidental use.

- NACo Travel Policy

Executive Director Bryson reviewed the travel policy for NACo, specifically the requirement that the President and the Executive Director approve travel not specified in the policy. Director Bryson indicated that given the budget tightening he would be denying any requests that the budget did not allow for, a practice that has been very relaxed, including by him, in the past.

7. Association Reports

- County Attorneys

Report by County Attorney Leo Gallagher with specific reference to the MPERA litigation that MACo is also engaged in, monitoring interim committee activity, and the cost of a new case management system that MACo may also play a part in acquiring as a “straw” buyer to get a better price.

- Clerk & Recorders

Clerk & Recorder Martin reported on the primary election as a mail ballot, potential litigation, and gave notice that the Clerk and Recorder conference has been cancelled.

- Clerks of Court (East & West)

Clerk of Court Ball gave an update on the issues and challenges facing them related to COVID-19, namely jury selection. Their conference has been postponed to October.

- Coroners

- Magistrates

- Sheriff’s & Peace Officers

Sheriff Gootkin reported on impacts due to COVID, protests, legislative issues and pending federal legislation that could be problematic. Their conference has been postponed until August.

- School Superintendents

Superintendent Beley gave an update on the impacts of COVID.

- Treasurers

8. Presidents Scholarship Report & Update: President Gorder and Past President Seilstad

Because of availability, the three recipients—Allyson Young, Everett Jensen, and Mason Mindt—each spoke to the board following the preliminary budget adoption. Two will attend MSU Bozeman and one U of M Missoula. Past President Seilstad updated the board on the lives of the winners from his tenure as President ten years ago. Both are still in Montana. One is a farmer and the other a dental hygienist.

9. Other Business

- Calendar of Upcoming Events

- MACo Annual Conference: September 27th – October 1st, Helena

Director Bryson indicated that the conference is still scheduled but that if at the two-week prior mark the registration would not allow MACo to break even it would be canceled and required business would be done virtually.

- Elected Officials Training: December (Dates TBD), Helena
- Commissioner Briggs gave an update on NACo activities in general and those specific to and being discussed as a part of his role in the NACo Executive Committee as the Western Region Representative. Commissioner Briggs hosts monthly calls with the next one being this Thursday.
- Commissioner Gorder asked about the NACo Leadership class. Those with experience spoke very highly of how it has worked for staff.

10. Adjournment

Motion to adjourn by Commissioner Macdonald, second by Weber. Meeting adjourned 11:55.

Minutes approved by MACo Board of Directors _____, 2020. Commissioner _____ motion to approve, and Commissioner _____ second. Motion passed unanimously.

Shane Gorder, MACo President

Eric Bryson, MACo Executive Director

MACO BOARD OF DIRECTORS MEMBERS

EXECUTIVE COMMITTEE

- Shane Gorder, President
- Doug Martens, 1st Vice President
- Jason Strouf, 2nd Vice President
- Jim Hart, Immediate Past President
- Mike McGinley, Fiscal Officer
- Dennis Pitman, Urban Representative

PAST PRESIDENTS

- Bill Barron (17-18)
- Todd Devlin (16-17)
- Joe Briggs (13-14)
- Greg Chilcott (12-13)
- John Ostlund (10-11)
- Carl Seilstad (09-10)
- Carol Brooker (03-04)
- Bob Mullen (85-86)

DISTRICT CHAIRS

- Gary Macdonald, District #1
- Jerry Collins, District #2
- Steve Baldwin, District #3
- Larry Hendrickson, District #4
- Jane Weber, District #5
- Sandy Youngbauer, District #6
- Bill Wallace, District #7
- Cory Kirsch, District #8
- Don Seifert, District #9
- Dave Stipe, District #10
- Roman Zylawy, District #11
- Tom Rice, District #12

ASSOCIATION REPRESENTATIVES

- Leo Gallagher, County Attorneys
- Jeff Martin, Clerk & Recorders
- Liz Ball, Clerks of Court (East)
- Carly Anderson, Clerks of Court (West)
- Bob Rosipal, Coroners
- Linda Cantin, Magistrates
- Susan Beley, School Superintendents
- Brian Gootkin, Sheriffs & Peace Officers
- Dan Whitesitt, Treasurers, Ravalli County