

**YELLOWSTONE-WEST/CARBON COUNTY  
SPECIAL SERVICES COOPERATIVE**

***Management Board Meeting  
May 15, 2025, 1:00 p.m.  
Virtual via Google Meet***

**CALL TO ORDER**

**ACTION ITEMS:**

Negotiations have concluded. The new salary schedule which meets the criteria for the STARS Act is included in the board packet for review.

The salary schedules have been combined into one simplified master salary matrix. The lanes for Bachelors plus 1, 2, and 3 have been removed and the salary in the Bachelor's lane increased to meet minimum criteria for STARS.

The agreed upon changes to the language of the Negotiated Agreement are also in the packet.

There was a decision to increase the years of experience in the new agreement to 12 years. The negotiations team would like to apply that change to any hires since the last negotiations in 2022.

The staff met with Matt Hardy with Marsh McLennan to discuss insurance options for next year. Going on the open market for a small group means that until we lock in our census, rates are subject to change. That said, the most recent insurance offers are enclosed for review.

The staff opted for the Pacific Source plan.

Dental and Vision are both cafeteria plans that can be selected or not even for family members who are not covered under the medical plan.

Under the new negotiated agreement staff may choose to opt out of the medical insurance plan and receive up to half the amount toward a qualified retirement plan, flex plan, or HSA.

Life insurance will continue to be offered by the Cooperative at no cost to members. Each employee has \$20,000 of coverage which will cost the Coop \$3.60/per employee per month.

**ASSOCIATION ITEM(S):**

Topic to be provided 48 hours in advance of the meeting

**NEXT MTG.: Tuesday June 10, 2025, at 10:00 am, via google meet**