

Yellowstone County Detention Facility

Detention Sergeant Attendance Incentive Plan, October 20, 2026

Resolution 26 - 117

Whereas: It is the policy of the Yellowstone County Detention Facility that non-union Detention Sergeants ensure adequate staffing and provide supervision to protect the safety and security of all inmates and staff, and

Whereas: It is mission critical that non-union Detention Sergeants maintain a daily staffing level to achieve this policy. Unscheduled sick leave call-offs by Sergeants cause compulsory overtime and compounds workloads by increasing the burden on present staff who must manage their own duties alongside an absent Sergeants responsibility.

Whereas: On June 30, 2026, the Detention Officers union negotiated an Attendance Incentive Plan, (AIP) as a one-year pilot program intended to curb overtime resulting from call-offs by Detention Officers. That AIP will be evaluated in June 2027 to then decide the future of the AIP program.

Whereas: The Detention Officer AIP allows a Detention employee who has not used unscheduled sick leave for one (1) quarter (January-March, April-June, July-September, October -December) to receive four (4) hours of vacation leave as an attendance incentive.

Whereas: The Yellowstone County Detention Facility Administrator believes it to be equitable and appropriate to allow Detention Sergeants to participate in this AIP pilot program as well, as an incentive to address issues presented with Sergeant call-offs.

NOW THEREFORE BE IT RESOLVED,

1. That the Yellowstone County Detention Facility Administrator is hereby authorized to establish, implement and administer the Detention Sergeant AIP as presented.
2. That the Detention Sergeant AIP is a pilot program subject to evaluation by Detention Administration when the Detention Officer AIP is evaluated in June 2027.
3. This resolution shall take effect immediately upon adoption.

BOARD OF COUNTY COMMISSIONERS
YELLOWSTONE COUNTY, MONTANA

Mark Morse, Chair

Michael J. Waters, Member

ATTEST:

Chris White, Member

Jeff Martin, Clerk and Recorder