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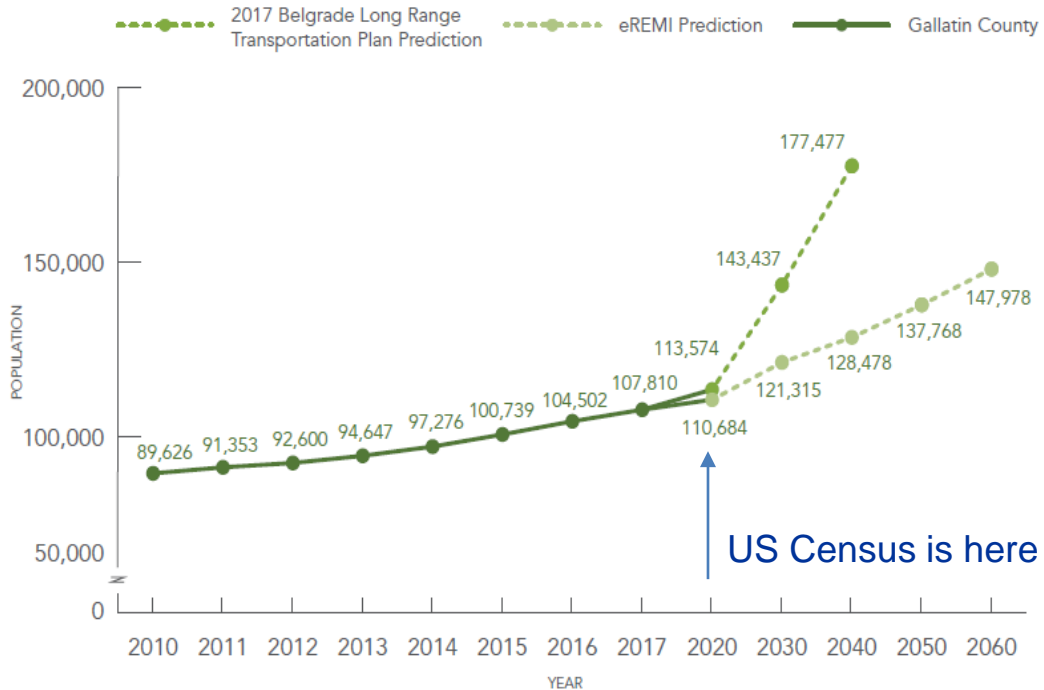
Paul Reichert, Executive Director  
preichert@prosperamt.org

[prosperamt.org](http://prosperamt.org)

# Cities under 50,000

542 Micropolitan Areas	2020	2019	2018	2017	2016	2015	2014
Bozeman, MT (McrSA)	1	1	1	7	15	20	10
Vineyard Haven, MA (McrSA)	2	26	29	14	23	18	17
Heber, UT (McrSA)*	3	34	65	157	239	313	328
Lewisburg, PA (McrSA)	4	3	2	10	40	21	27
Hood River, OR (McrSA)	5	4	39	133	214	260	209
Breckenridge, CO (McrSA)	6	6	72	179	265	338	325
Wooster, OH (McrSA)	7	5	5	34	84	110	112
Oxford, MS (McrSA)	8	9	49	36	17	17	14
Astoria, OR (McrSA)	9	38	94	155	181	171	133
Kalispell, MT (McrSA)	10	14	69	102	100	151	149

### Population and Projection, Gallatin County, 2010-2060





**FRED** — Unemployment Rate in Gallatin County, MT



Shaded areas indicate U.S. recessions

Source: U.S. Bureau of Labor Statistics

fred.stouisfed.org

BOZEMAN DAILY CHRONICLE

## BIG SKY

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## 'COSMIC CRISP'

New apple coming to store near you Dec. 1

PAGE C3



# Bozeman Health ups wages for 1,100 workers

Sets new minimum wage at \$15 an hour

By KATHERYN HOUGHTON  
Chronicle Staff Writer

Come January, Bozeman Health will have a \$15 minimum wage, which health system officials said will lead to boosting the pay of roughly 1,100 employees.

Eddie Willey, with Bozeman Health human resources, said the decision is part of an effort to retain workers and stems

from employees saying the health system's pay "is just not cutting it."

She said the system's base starting wage is \$11.50.

"Over the last couple of years, we've heard repeatedly that our employees are having a hard time making ends meet in Bozeman and the cost of living keeps going up," Willey said.

The increase, which will go in place Jan. 1, applies across Bozeman Health sites that include workers in Belgrade, Bozeman and Big Sky.

Bozeman Health has nearly

2,400 employees. Roughly 300 of those workers make less than \$15 an hour.

Once the minimum wage kicks in, Willey said an additional 800 employees making between \$15 and \$20 an hour will also see an increase.

She said the change in pay will hopefully help the system hold onto workers in hard-to-keep positions within areas like food and cleaning services.

"We recognize the high cost of living is keeping many of our employees from being able to stay here in Bozeman," Wil-

ley said. "I think any employee making less than \$15 an hour, their loyalty is to making sure ends meet each month."

Billings Clinic — which is planning an expansion in Bozeman — did not supply its base pay to the Chronicle Friday.

"Billings Clinic is committed to continuing to provide competitive pay rates and benefit packages in the areas where we have a presence, and we regularly evaluate and update those rates," the health system said in an emailed statement.

Bozeman Health isn't the

only major employer in town to recently decide it's time to set a minimum wage. The city of Bozeman adopted a plan last year to create an employee minimum wage. This year, that minimum hit \$14 an hour.

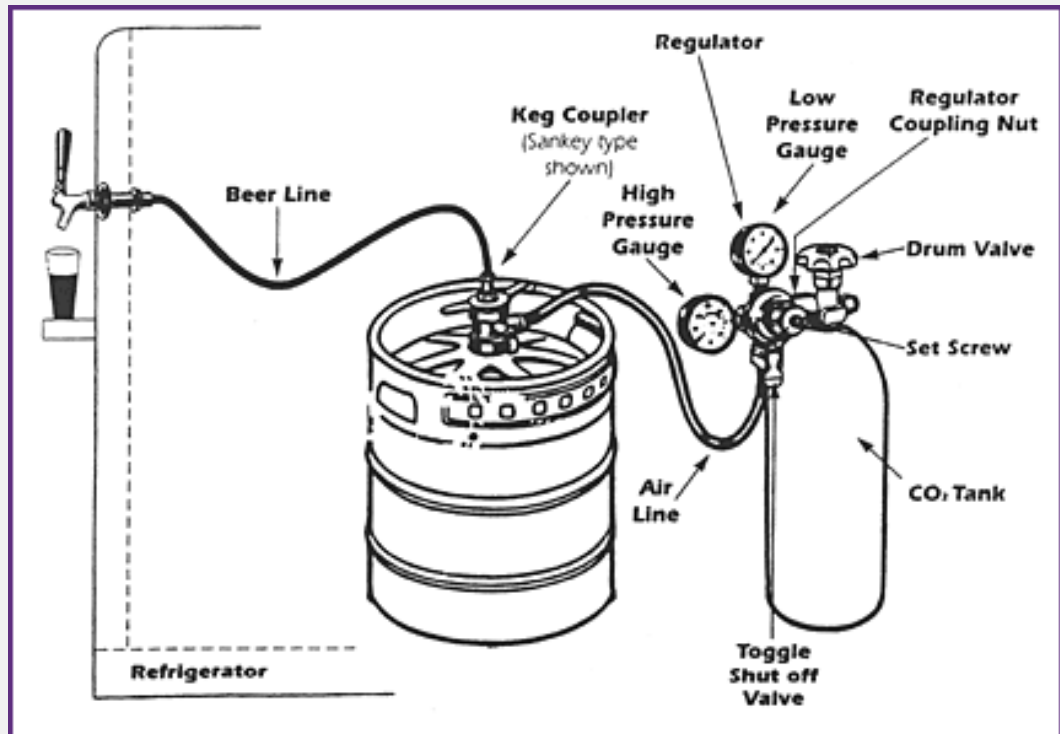
Bozeman Health also announced this week it's partnering with MyVillage, a business that helps establish in-home childcare programs. Willey said the deal will create daycare options for hospital employees for an average of \$800 a month.

More WAGES | C6

# Gallatin County Stats

- 2012 to 2017, MTs fastest growing labor force 4.1%, or 2,370 people per year
- 7.1% work from home *(US Census est.)*  
*Many are moving to Montana with a job based elsewhere.*
- The average rent of available units are affordable to households earning \$62,800 – Rental vacancy rates are running at 1%. (median household \$59,397, 2017)
- Average childcare costs for two children range from 20-25% of total median family income in the Bozeman area. Childcare facilities only have the capacity to care for 33% of children under five.









tough and tender



# Workplace Culture

Training

Equity stake

Powder days

On-site child care

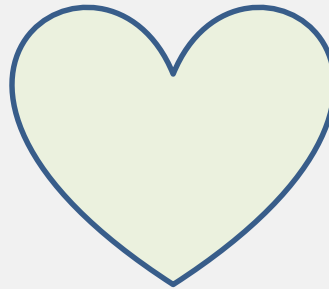
Food/treats

Flex-schedules

Pay/benefits

Work from home

On-site  
massage



BOZEMAN DAILY CHRONICLE

## BIG SKY

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# Gallatin County to offer paid parental leave

By **PERRIN STEIN**  
Chronicle Staff Writer

The Gallatin County Commission unanimously approved a paid parental leave policy on Tuesday to improve recruitment and retention of its 515 full- and part-time employees.

The new policy offers six weeks of paid parental leave for new parents. The policy applies to employees who have worked for the county for at least six months and gave birth or adopted a child on or after Jan. 1.

"I hope that our being able to implement this and have success with it will encourage other employers to adopt similar policies. One of the most exciting things for me is that we can be a leader in our community and show it's important to think about how we treat our employees."

— **Scott McFarlane**, commissioner

The option to take the leave expires six months after the birth or adoption of a child. If an employee leaves within three months of taking the paid parental leave, they must reimburse the county

for the health benefits paid during their leave.

"I hope that our being able to implement this and have success with it will encourage other employers to adopt similar policies,"

said commissioner Scott McFarlane. "One of the most exciting things for me is that we can be a leader in our community and show it's important to think about how we treat our employees."

The county's recruit and retain committee, a group of employees that works to improve the county's personnel policies, developed the paid parental leave policy.

Sean O'Callaghan, planning department director and a committee member, said the policy will help the county hire and keep the high-quality employees that it works hard to train.

"We're in a really challenging environment for recruiting employees right now," he said. "We need to do everything we reasonably can to bring in and retain those employees."

Torie Haraldson, a water quality tech specialist for the Gallatin Local Water Quality District and a committee member, said in a news release that the group created the paid parental leave policy to give parents time for family bonding and to help employees strike a work-life balance.

More LEAVE | C2

# Business Development Grants

- Existing: MT Department of Labor  
Target: less than 50 employees  
Search: MT incumbent worker training  
\$2,000/. Once a year.
- New: MT Department of Commerce  
Target: New employees  
Search: MT worker training  
\$2,500/\$5,000. Primary Sector Business




# Strategic Initiatives 2020-2015

- New Business Development Center
- Workforce & Business Retention
- Rural Community Development
- Community Impact Fund



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[preichert@prosperamt.org](mailto:preichert@prosperamt.org)