

Cascade County Compensation Board Agenda
May 29, 2019 – 9:00 a.m.
Commission Chambers



Citizen Members

Ted Lewis, term ends June 2021
Jean Faure, term ends June 2019
Anne Martinez, term ends June 2020

County Commissioners

Jane Weber
Joe Briggs
Jim Larson

Other Elected Officials

Josh Racki, County Attorney
Diane Heikkila, Treasurer
Faye McWilliams, Clerk of Court
Jesse Slaughter, Sheriff

1. Welcome, Introductions, nomination of a meeting chairperson Joe Briggs, Commission Chair
2. Introduction of the Compensation Board members & Elected Officials Meeting Chairperson
3. Review of Compensation Board Role (MCA 7-4-2503) History of Compensation Board decisions/COLA rates Joe Briggs
4. Salary Statistics and Collective Bargaining Decisions Jeff Mora, HR Director
 - Review of Longevity Structure for Sheriff's Deputies
 - County costs due to Health Premium Contributions
 - Increased costs due to Collective Bargaining Agreements
 - Increased costs of non-union employees at 2.4% COLA
5. FY 2020 Budget Projections/Status Mary Embleton, Budget Officer
 - Budget Projections
 - Impact of the Calumet Protest
 - INTERCAP loans for Courthouse Roof and Grandstands
 - Questions from Compensation Board
6. COLA Scenarios and Fiscal Implications Compensation Board/Mary Embleton
 - Calculator of added costs for deputies/elected officials
 - Calculator of added costs for non-union employees
7. Motion for Compensation Board Recommendation Compensation Board
8. Thank you to Compensation Board for their service Joe Briggs, Commission Chair
9. Motion for Adjournment



Cascade County Compensation Board Members
May 29, 2019 Compensation Board Hearing

Board of Cascade County Commissioners

County Commissioner, Joe Briggs
County Commissioner, Jim Larson
County Commissioner, Jane Weber

Three-Elected Officials Appointed by the Board of County Commissioners

Sheriff Jesse Slaughter
Clerk of Court, Faye McWilliams
Treasurer Diane Heikkila

County Attorney

County Attorney, Josh Racki

Resident Taxpayer Board Members Appointed by the County Commissioners

Ted Lewis, First Interstate Bank (term expires on June 30, 2021)
Jean Faure, Faure Holden Attorneys at Law PC (term expires on June 30, 2019)
Anne Martinez, Independent Management Consultant (term expires on June 30, 2020)

Excerpts from Montana Code Annotated Regarding the Compensation Board (yellow highlighting added)

7-4-2503. Salary schedule for certain county officers -- county compensation board.

(1) (a) The salary paid to the county treasurer, county clerk and recorder, clerk of the district court, county assessor, county superintendent of schools, county sheriff, county surveyor in counties where county surveyors receive salaries as provided in 7-4-2812, justice of the peace, county coroner, and county auditor in all counties in which the office is authorized must be established by the county governing body based upon the recommendations of the county compensation board provided for in subsection (4).

(b) Except as provided in subsection (2), the annual salary established pursuant to subsection (1)(a) must be uniform for all county officers referred to in subsection (1)(a).

(2) (a) An elected county superintendent of schools must receive, in addition to the salary based upon subsection (1), the sum of \$400 a year, except that an elected county superintendent of schools who holds a master-of-arts degree or a master's degree in education, with an endorsement in school administration, from a unit of the Montana university system or an equivalent institution may, at the discretion of the county commissioners, receive, in addition to the salary based upon subsection (1), up to \$2,000 a year.

(b) The county sheriff must receive, in addition to the salary based upon subsection (1), the sum of \$2,000 a year.

(c) The county sheriff must receive a longevity payment amounting to 1% of the salary determined under subsection (1) for each year of service with the sheriff's office, but years of service during any year in which the salary was set at the level of the salary of the prior fiscal year may not be included in any calculation of longevity increases. The additional salary amount provided for in this subsection may not be included in the salary for purposes of computing the compensation for undersheriffs and deputy sheriffs as provided in 7-4-2508.

(d) If the clerk and recorder is also the county election administrator, the clerk and recorder may receive, in addition to the base salary provided in subsection (1)(a), up to \$2,000 a year. The additional salary provided for in this subsection (2)(d) may not be included as salary for the purposes of computing the compensation of any other county officers or employees.