

COMPENSATION BOARD HEARING
June 19, 2014
COMMISSION CHAMBERS
COURTHOUSE ANNEX, ROOM 111
8:30 am

Notice: These minutes are paraphrased and reflect the proceedings of the Board of Commissioners. MCA 7-4-2611 (2) (b)

PRESENT: *Chairman Bill Salina, Commissioner Joe Briggs, Commissioner Jane Weber.*

ELECTED OFFICIALS PRESENT: *Sheriff - Bob Edwards, County Attorney - John Parker, Justice – Steve Fagenstrom, Clerk & Recorder – Rina Fontana Moore*

STAFF PRESENT: *Robert Hamud*

CITIZEN MEMBERS: *Nancy Zadick & Brett Weber.*

CALL TO ORDER: *Chairman Salina called the hearing to order.*

Robert Hamud *presented the overall budget numbers and projections to the attendees. A copy of that presentation is included as 'Attachment A'. The presentation included limited information on a folder/inserter that was budgeted for the print shop.*

Rina Fontana Moore *explained that the machine would be located in the print shop and would benefit the Treasurers' Office during tax season and solid waste mailings and would also benefit the elections department with the ability to fold and insert many many documents. The elections department will give up one full time staff member in lieu of the purchase of the folder/inserter.*

Commissioner Briggs *expressed some concern over the salary for the County Attorney and asked for clarification. He noted that he believed there was a statute about the attorney salary not exceeding the salary for a district court judge.*

Robert Hamud *proved that the district court judges were being paid \$56.53/hr and that the County Attorneys wages would not be an issue.*

Commissioner Briggs *noted that he believed that we would lose the power plant as a tax source. He said that our economy is relatively flat. He stated that we have seen small gains and that we are stable and are hoping to see an upward trend in our taxable values.*

Nancy Zadick *asked where we were this year.*

Commissioner Briggs *commented on SRS and PILT. He mentioned that the formula for the calculations differs from year to year because of the fact that the federal government is lacking a multi-year budget.*

Nancy Zadick *noted that the numbers that Robert had placed in his report looked very reasonable.*

Commissioner Briggs explained that the compensation board process is being questioned. He explained that he is the president of MACo and that they are looking into the process as part of the Council of County Officials. He said that many were dissatisfied with the fact that there are citizen members on the board but that at least two commissioners must approve the decision. He also said that the system was dysfunctional when the legislature set the raises.

Nancy Zadick commented on the fact that the Sheriff's Deputies being tied to the Elected Officials made things more difficult.

Commissioner Briggs said that this was probably holding the deputies back within our county.

Nancy Zadick asked if she could get a sense of what a sheriff might make in Missoula or Yellowstone County.

Commissioner Briggs noted that some counties have longevity but that there is nothing in code pertaining to that. He also mentioned that MACo would seek legislation that would ask for a statutory change pertaining to this issue.

Justice Fagenstrom said that when you look from county to county, that the work that is being done in Cascade County is equivalent and in many cases greater. He said that his staff is as qualified as anyone in the state and maybe more so.

Nancy Zadick stated that is part of the flat economy.

Commissioner Briggs said that they had to look at some areas for pay raises as the county had become a training ground. In the case of sanitarians, they received a \$3/hr bump.

Nancy Zadick asked if there was any more discussion.

Hearing none, **Brett Weber** moved to approve a 1.5% increase in the salaries of elected officials.

Sheriff Bob Edwards seconded the motion noting that he did this for his deputies and not for himself.

County Attorney John Parker wanted everyone to know some facts about the Sheriffs' Department. He said that these people are at risk every day. He said that many people don't know the Sheriffs' Department is also responsible and functions as the coroner. He said that the skill and quality and diligence and compassion of this group is unbelievable and that they function in an environment that deals with a level of human suffering that most of us would never understand

Nancy Zadick wanted to make sure that John's comments were reflected within the record

Motion Carries: Unanimously

ADJOURNMENT:

The meeting was adjourned at 9:31 am.