

**COMPENSATION BOARD MEETING
COMMISSION CHAMBERS
COURTHOUSE ANNEX
APRIL 23, 2010
9:00 A.M.**

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

MEMBERS OF THE COMPENSATION BOARD:

Commission Chairman Joe Briggs, Commissioners Peggy Beltrone and Bill Salina. Sheriff David Castle, Treasurer Jess Anderson, County Attorney John Parker, Chairman Brian Hoven, Nancy Zadick, and William R. Zucconi.

OTHERS PRESENT: Randy Hand, Finance Director and Stacey Bird Human Resources Director were representing their offices. Marie Sickels took minutes.

CALL TO ORDER: Chairman Brian Hoven called the meeting to order.

PRESENTATION OF INFORMATION:

Randy Hand presented information in a power point presentation of the attached documents see exhibit "A". Chairman Briggs announced that the COLA (cost of living allowance) in -0.4% this year, and that historically they would stay close to the COLA which was not calculated by them. Also if there are any changes to the salaries it would cost the taxpayers' money, he suggested a freeze would be more effective. It was discussed that a freeze would affect longevity pay for some employees, and that all union workers would get their raises according to union contracts. Sheriff Castle stated it is tough finding people if you can't provide longevity pay. He did state he agreed to the freeze because he lost people last time due to the raise.

Nancy Zadick suggested that she be given this information in advance to look over before the meeting. It was suggested that this meeting is early enough that if the Board felt they needed more time to make a decision. Chairman Brian Hoven and William R. Zucconi agreed that they would like to have the information prior to the meetings. It was also noted that in this case more time may not be needed to make a decision. The Board wondered if next year's Compensation Board would know what action this Board has taken. Chairman Briggs stated that the minutes would inform them of the action taken. There was further discussion on the power point presentation. It was noted that comparing the wages to other Class A county's is difficult due to population and other economic realities. Commissioner Beltrone stated historically they would give them a .001% raise so the deputies could have their longevity. The group looked at the figures on the spreadsheet reflecting the .001% raise and felt it would still cost them money to give this small of an increase. Sheriff Castle requested a separate meeting to go over the information (See exhibit "B") he would like to share. County Attorney John Parker stated that any change would cost the County. Chairman Briggs stated that many cuts will be made this year and that there are not many raises for non union or growth in the mills. County Attorney John Parker questioned if this would affect a freeze in pay for his Chief Deputies, he was informed it would not. Sheriff Castle questioned why we could not freeze across the board. It was stated that due to the union contracts that was not possible.

Chairman Briggs made a **MOTION** to freeze the elected official's wages.

William R. Zucconi **SECONDED**. All members of the Compensation Board voted in favor.

ADJOURNMENT: The meeting was adjourned at 9:55 a.m.

