

March 27, 2023

Agenda #1

Agenda Action Report
Prepared for the
Cascade County Commission

ITEM: Resolution 23-18 (Option #1)
A Resolution Establishing
FY 2023/2024 Elected Officials' Salaries and
Non-Union Employees

INITIATED AND PRESENTED BY: Commission

ACTION REQUESTED: Approval of Resolution 23-18

BACKGROUND:

Pursuant to MCA § 7-4-2503, the Cascade County Board of County Commissioners are required to provide a compensation schedule for the County's elected officials based upon the recommendation submitted by the Cascade County Compensation Board. MCA § 7-4-2504 provides that the Board of Cascade County Commissioners shall, by resolution, on or before the date established by MCA § 7-6-4036 of each year, set the salaries of elected County Officials.

Although the Cascade County Compensation Board is typically convened in the month of May, so that the Board of County Commissioners can timely establish salaries in the fall, the Board of Cascade County Commissioners convened the Cascade County Compensation Board early, on March 27, 2023. The necessity for adjusting the meeting date for the Cascade County Compensation Board this year was due to pending contract negotiations with the Cascade County Deputy Sheriff's Association. Unlike other Cascade County staff, the wages for the deputy sheriffs are unique in statute in that their wages are established pursuant to MCA § 7-4-2508 as a percentage of the Sheriff's salary. Consequently, the Cascade County Board of County Commissioners elected to convene the Cascade County Compensation Board roughly 2 months earlier than its historical meeting date so that the Cascade County Compensation Board could make a recommendation regarding the elected official salaries, which includes the salary for the Cascade County Sheriff.

Although MCA § 7-4-2503(1)(b) provides that the salary paid to the County's elected officials must be uniform, SB 238 amended MCA § 7-5-2503, such that the county sheriff may receive any additional salary as determined by the board of county commissioners. This additional salary must be included as a salary for the purposes of computing the compensation for undersheriffs and deputy sheriffs as provided in MCA § 7-4-2508.

This morning, the Cascade County Compensation Board has recommended a _____% increase in the base salary based upon the Cost of Living Adjustment reported by the Bureau of Business and Economic Research. As further authorized by MCA § 7-5-2503(2)(c) the Cascade County Sheriff shall receive an additional salary of \$_____.

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RECOMMENDATION: Approval of Resolution 23-18.

TWO MOTIONS PROVIDED FOR CONSIDERATION:

MOTION TO APPROVE:

Madam Chair, I move that the Commission **APPROVE** Resolution 23-18 adopting the Elected Officials' Salary Compensation schedule for Fiscal Year 2023/2024 for Elected Officials and Non-Union Employees effective July 1, 2023.

MOTION TO DISAPPROVE:

Madam Chair, I move that the Commission **DISAPPROVE** Resolution 23-18.

**BEFORE THE BOARD OF COUNTY COMMISSIONERS
CASCADE COUNTY, MONTANA**

Option #1

**RESOLUTION ESTABLISHING FY 2023/2024
ELECTED OFFICIALS' SALARIES AND
NON-UNION EMPLOYEES**

RESOLUTION 23-18

WHEREAS, Montana Code Annotated § 7-4-2503, provides that a compensation schedule for the County's elected officials must be established based upon a recommendation submitted by the County Compensation Board; and

WHEREAS, Cascade County Compensation Board, comprised and appointed in accordance with Montana Code Annotated § 7-4-2503(4)(a), has, pursuant to Montana Code Annotated § 7-4-2503(4)(a), conducted public hearings and considered economic variations and factors; and

WHEREAS, pursuant to Montana Code Annotated § 7-4-2503(4)(c), the Cascade County Compensation Board, by a unanimous vote, has established a recommendation salary schedule for the County's elected officials; and

WHEREAS, the Cascade County Compensation Board has recommended a _____% increase in the base salary based upon the Cost of Living Adjustment reported by the Bureau of Business and Economic Research; and

WHEREAS, Montana Code Annotated § 7-4-2503(1)(b) provides that the salary paid to the County's elected officials must be uniform; and

WHEREAS, Montana Code Annotated § 7-4-2503(2)(c) provides that in addition to the salary provided for in subsections (1) and (2)(b), the county sheriff may receive any additional salary as determined by the board of county commissioners and that the additional salary provided in this subsection (2)(c) must be included as salary for the purposes of computing the compensation for undersheriffs and deputy sheriffs as provided in 7-4-2508;

WHEREAS, Montana Code Annotated § 7-4-2504 provides that the Board of Cascade County Commissioners shall, by resolution by the date established in MCA § 7-6-4036 (1)(a) each year, set the salaries of elected County Officials;

WHEREAS, the Board of Cascade County Commissioners historically establishes salary increases to non-union employees at the same percentage as the Cascade County Compensation Board recommends for elected officials;

NOW, THEREFORE BE IT HEREBY RESOLVED by the Board of Cascade County Commissioners of Cascade County, Montana that effective as of July 1, 2023, the salaries for the elected officials of Cascade County FY 2023/2024 are set per the recommendation submitted by the Cascade County Compensation Board as follows:

County Commissioners

FY 2022/2023 Base Salary	\$69,524.35
FY 2023/2024 _____% Increase	\$ _____
FY 2023/2024 Base Salary	\$ _____
Commissioner Add-On pursuant to MCA section 7-4-2107(1)	\$ <u>2,000.00</u>
FY 2023/2024 Complete Salary Total	\$ _____