

March 27, 2023

Agenda #1

Agenda Action Report
Prepared for the
Cascade County Commission

ITEM: Resolution 23-18 (Option #2)
A Resolution Establishing Preliminary
FY 2023/2024 Salary for Sheriff

INITIATED AND PRESENTED BY: Commission

ACTION REQUESTED: Approval of Resolution 23-18

BACKGROUND:

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. The historical timing for the meeting of the County Compensation Board in the Spring is strategic in that although certified mill values will not have been received from the Montana Department of Revenue until months later, the Cost of Living Adjustment has been reported and the Board of County Commissioners is able to move forward with the County Compensation Board recommendation for elected official salaries in establishing a preliminary operating budget for the start of the new fiscal year on July 1.

However, the Commissioners are currently engaged in contract negotiations with the Cascade County Deputy Sheriff's Association and the negotiations include salaries for the deputy sheriffs. Unlike other Cascade County employees, wages for deputy sheriffs are unique in that pursuant to Montana Code Annotated § 7-4-2508, deputy sheriff wages are calculated as a percentage of the Sheriff's salary. Since it is not possible to have meaningful contract negotiations with the Cascade County Deputy Sheriff's Association without modification to the sheriff's Fiscal Year 2023/2024 salary, which cannot be modified without a recommendation of the County Compensation Board.

In November 2022, a perpetual 14 mill Public Safety Mill Levy was passed by Cascade County voters to fund a substantial increase in the compensation for the deputy sheriffs and deputy county attorneys. Although certain fiscal components, such as taxable values, are not presently known, conservative preliminary fiscal calculations could be performed based upon the passage of the Public Safety Mill Levy which permitted the Compensation Board, which convened this morning, to make a preliminary recommendation for a salary increase for the sheriff in furtherance of contract negotiations with the Cascade County Deputy Sheriff's Association. Pursuant to Montana Code Annotated § 7-4-2503(4)(c), the Cascade County Compensation Board, by a unanimous vote, recommended an increase in the Sheriff's compensation effective on July 1, 2023 equal to the percentage increase set for all other Cascade County Elected Officials and an additional increase effective on January 1 of 2024 of the difference between 20% and the increase set for the rest of the Cascade County Elected Officials.

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The Board of Cascade County Commissioners shall reconvene the County Compensation Board on August , 2023 so that pursuant to Montana Code Annotated § 7-4-2504, the County Compensation Board can establish a recommendation for the Fiscal Year 2023/2024 salaries of all elected County Officials, including any recommended increase for the salary of the sheriff by the date established in Montana Code Annotated § 7-6-4036 (1)(a).

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 Establishing a Preliminary Fiscal Year 2023/2024 Salary for Sheriff.

MOTION TO DISAPPROVE:

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