

**CASCADE COUNTY SPECIAL COMMISSION MEETING
COMPENSATION BOARD
August 29, 2023
CHAMBERS MEETING AND VIA ZOOM
9:00 AM**

Commission
Journal #63

Notice: Pursuant to MCA 2-3-212(1), the official record of the minutes of the meeting is in audio form, located at cascadecountymt.gov and the Clerk and Records Office. This is a written record of the meeting to reflect all the proceeding of the Board. MCA 7-2-2611 (2) (b). Timestamps are indicated below, in red, and will direct you to the precise location should you wish to review a specific agenda item audio segment. This written was officially approved on September 12, 2023.

Members of the Cascade County Compensation Board

Cascade County Commission: Madam Chair Rae Grulkowski, Commissioner Jim Larson, and Commissioner Joe Briggs.

Citizen Members: Ted Lewis, Margaret Mitchell, and Neal Debois.

Elected Officials: Josh Racki- County Attorney, Diane Heikkla - Treasurer, Tina Henry- Clerk of District Court, Jerry Boland-Public Administrator.

Staff Present: Sandra Merchant- Clerk and Recorder, Jeff Mora- HR Director, Sheriff Slaughter, Undersheriff VanDyken, Captain Koteskey, Bonnie Fogerty, Marie Johnson, Marion Kieckbusch, and Cheyenne Phillips.

Public Attendance: Christie Slaughter, Jeff Lasch, Mike Scheer, Kathy Workman, Mary Embleton, and Nancy Donovan.

Zoom Attendees: Carey Ann Haight, Diane Brien, Kyler Baker, and the Electric.

1. Welcome, Introductions, nomination of a meeting chairperson Madame Chair Grulkowski, opened the meeting with introductions and requested a volunteer to Chair the meeting. Margaret Mitchell volunteered to Chair the meeting. Rae Grulkowski made a **MOTION** to appoint Margaret Mitchell as Chair for the Cascade County Compensation Board. **Motion carries unanimously. 00:09-02:57**

2. Introduction of the Compensation Board members Meeting Chairperson

& Elected Officials : All members of the Cascade County Compensation Board introduced themselves. **02:58**

During the preceding items there was discussion amongst the Compensation Board the time stamps are not included for each comment or question. Please reference the agenda item category for information discussed during these items. Exhibit "A" is attached which is a power point of all the preceding agenda items.

3. Review of Compensation Board Role (MCA 7-4-2503) History of Compensation Board decisions/COLA rates : Commissioner Briggs presented this information (see Exhibit "A") for the Power point presentation of all the agenda items. **03:00-10:11**

4. Salary Statistics and Collective Bargaining Decisions

- 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 8.0% projected COLA

Jeff Mora presented these items. **10:11-15:49**

5. FY 2024 Budget Projections/Status

- **Budget Projections**
- **Potential Capital projects and financing**
- **Questions from Compensation Board**

Commissioner Briggs presented this item. **15:50-1:08**

6. COLA Scenarios and Fiscal Implications Compensation Board/Joe Briggs

- **Calculator of added costs for deputies/elected officials**
- **Calculator of added costs for non-union employees**
- **Timing complication for elected officials due to Public Safety levy**

A visible spread sheet was available to work with different figures . Commissioner Briggs presented this information. **1:09-1:23**

7. Motion for Compensation Board Recommendation for elected

Officials ' salaries. Compensation Board Madam Chair Mitchell called for a motion. **1:24**

Neal Dubois made a **MOTION** to move the 2024 Cascade County Compensation board make the following recommendation to the Board of County Commissioners.

This motion replaces in its entirety the salary recommendation previously made by the Compensation Board on March 27, 2023.

The Sheriff receives an increase of 35% to his FY 2023 base pay with an effective date of January 1, 2024.

The County Attorney receives a flat amount increase of \$ 21,623.08 to his FY 2023 base pay with an effective date of January 1, 2024.

The three Commissioners, the Treasurer, the Clerk and Recorder, the Clerk of Court, the two Justice of the Peace each receive an increase of 8 % to their FY 2023 base pay with an effective date of January 1, 2024.

The three Commissioners, Clerk of Court, and the two Justice of the Peace each receive an additional \$ 2,000 add-on per statute.

The Clerk and Recorder, Treasurer, and Sheriff each receive an additional \$2,000 add-on per statute and an additional \$ 3,032 for operating a combined office.

The Sheriff additionally receives longevity pay per statute. Compensation Board member Ted Lewis Seconded the Motion.

8. Motion for Compensation Recommendation for Sheriff. Compensation Board

See above all motions were read as one.

9. Motion for Compensation Recommendation for County Attorney Compensation Board

See above all motions were read as one.

Public comment on any public matter that is not on the meeting agenda, and that is within the Commissioners ' jurisdiction. (MCA 2-3-103):

Mary Embleton commented. **1:26**

Christie Slaughter commented. **1:31**

No further public comments.

Motion carried unanimously. 1:34

10. Thank you to compensation Board for their service Rae Grulkowski, Commission Chair

Madam Chair Grulkowski thanked everyone for their service.

11. Motion for Adjournment

Adjournment : Madam Chair Grulkowski adjourned the special meeting at 10:35 a.m.