

Special Meeting
Cascade County Commissioner and Compensation Board
March 27, 2023 - 8:00 a.m.
Commission Chambers 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 this meeting to reflect all the proceedings of the Board. MCA 7-4-2611 (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. These minutes were officially approved on April 11, 2023, at the Commission meeting.

All members attended the meeting personally unless otherwise stated.

Citizen Members

Evelyn Forsyth (term ends June 2023)
Ted Lewis (term ends June 2024)

County Commissioners

Rae Grulkowski
Jim Larson
Joe Briggs

Other Elected Officials

Josh Racki, County Attorney
Diane Heikkila, Treasurer
Tina Henry, Clerk of District Court
Jerry Boland, Public Administrator-*Zoom attendance*

Staff: Sheriff Slaughter, Jeff Mora, HR Director, Bonnie Fogerty and Marie Johnson

Zoom Attendance: Carey Ann Haight, County Attorney

Public: Nancy Donovan, Rachele Lynn, and Mary K. Embleton.

Welcome, Introductions, nomination of a meeting chairperson

Rae Grulkowski, Commission Chair

**Introduction of the Compensation Board members
& Elected Officials**

Meeting Chairperson

Introductions of all members present. **00:58**

Nomination of Compensation Board Chairman: Ted Lewis volunteered to accept the role as Chairman. **02:10**

Madam Chair Grulkowski made a **MOTION** to appoint Ted Lewis as Chairman of this meeting.

Motion carries 9-0 02:50

Review of Compensation Board Role (MCA 7-4-2503)

Joe Briggs, Commissioner

History of Compensation Board decisions/COLA rates

(See Exhibit; "A")

Commissioner Briggs presented the Fiscal year Salary Recommendation Packet. **03:21-08:46**

Salary Statistics and Collective Bargaining Decisions

Jeff Mora, HR Director

- **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% COLA**

Jeff Mora presented the above information listed above. **08:48-13:42**

Discussion amongst the Compensation Board and the Commissioners. **13:43-23:47**

Commissioner Briggs introduced some key points for consideration. **23:48-30:38**

FY 2023 Budget Projections/Status

Joe Briggs, Interim Budget Officer

(See Exhibit "B")

- **Budget Projections / Pending legislation.**
- **Potential INTERCAP loans for 4 Seasons Roof**
- **Questions from Compensation Board**

Discussion amongst the Compensation Board and the Commissioners. **30:39-35:39**

COLA Scenarios and Fiscal Implications

- **Calculator of added costs for deputies/elected officials**
- **Calculator of added costs for non-union employees**

Commissioner Briggs presented a spreadsheet to speculate COLA scenarios, and all members discussed their options. **40:12-01:18**

Motion for Compensation Board Recommendation for elected officials' salaries and for the Sheriff.

Compensation Board Chairman Lewis made a **MOTION** to not address the COLA for Elected Officials at this time and recommend an aggregate raise of 20% for the Sheriffs compensation.

Josh Racki **SECONDED THE MOTION.**

Motion carries 9-0 1:19

Compensation Board Chairman Lewis handed the meeting back to Madam Commission Chair Grulkowski. **1:19**

Commission Madam Chair Grulkowski thanked the compensation board for their service. **1:20**

Motion for Adjournment

Evelyn Forsyth made a **MOTION** to adjourn the meeting and Diane Heikkla **SECONDED THE MOTION.**

Motion carried 9-0 1:21