

COMPENSATION BOARD FOR ELECTED OFFICIALS

Meeting Discussion Highlights – April 1, 2021

Meeting Attendance

Members Present

Melissa Fireside
Alisa Grandy
Colleen Wilson

Members Absent

Staff Present

Heather Pedersen
Erin Braman
Nina Smith

Guests:

Call to Order		Heather Pedersen called the Compensation Board for Elected Officials (CB) meeting to order at 9:03 am.
Recognition of Members		All members present.
Recognition of Guests:		No guests present.
Review and Approval of Recommendation Documents		<p><u>Cover sheet:</u> Melissa recommended elaborating about how the CB collected information this year regarding the elected officials' current scope of work, including additional duties due to the pandemic and wildfires. Colleen and Alisa both agreed that would be helpful information to share. Heather noted additional language - In order to understand the impact of challenges EO's have faced in 2020, the CB reached out to all EO and 3 responded and presented to the CB.</p> <p>Melissa would also like to add verbiage about the 10% spread being a conservative spread. Heather stated that while the 10% spread is conservative with the second in command, it will not be received as conservative by the BC. The Sheriff's salary has historically been recognized and defined as \$1.00 more per month than the highest paid Undersheriff and now that the methodology has been changed, it may not come across as conservative. Alisa stated one may not see 10% as a conservative increase but the spread is conservative. The CB members added, "Elected Officials have significant additional leadership and public responsibilities warranting pay differentials above the seconds-in command."</p> <p>Melissa stated she would like to see the market adjustments noted as one prong of what they looked at. Alisa stated that historically that is the driver looking at salary adjustments, and Nina made edits on the cover sheet to note that.</p> <p>Alisa noted we should introduce pulling out the COLA as a separate prong. Heather commented if NRP receives the 1.8% COLA then we would want to note the COLA for EO's is to maintain the current compression/spread. Nina said we could add language that says "...in anticipation for the COLA increase on 7/1/21."</p> <p>Alisa noted the table allows the BC to choose "a-la-carte" for adjustments.</p>

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		<p>Melissa asked if a recommendation has ever been given to the Sheriff. Heather responded that besides COLAs, it does not appear there has ever been a market adjustment for Sheriff.</p> <p><u>Fiscal Impact Sheet:</u> No changes recommended.</p> <p><u>Recommendation Document:</u> Melissa commented that we should acknowledge the scope of work and leadership responsibilities that they heard about when some of the elected officials came and spoke at a previous CB meeting and would like the elected officials to know we value their stewardship and public facing work.</p> <p>Melissa asked if the cover letter, recommendation document and fiscal impact sheet are the only documents Heather will provide to the BC. Heather noted she will include the history of adjustments for elected officials that the CB received at the first meeting.</p>
Reading of Official Recommendations by Chair		The recommendation was <i>not</i> formally read into the minutes.
Planning for next year		<ul style="list-style-type: none"> • This is Alisa's last year of her term. HR will run an open recruitment and Alisa is welcome to apply again. • HR will provide department organizational charts, FTE, budget, and percent of general fund. • HR will provide second-in-command document and will include the 10% spread. • CB meeting will tentatively begin Thursday, February 24th, 2022 to allow for more meetings if needed before BC deadline. • CB recommends HR inviting all elected officials attend a CB meeting and speak about their scope of work. • Heather noted the Budget Committee Meeting is scheduled for April 20th at 1:30 PM and will send a meeting request to block the time and then will forward the Budget Committee Meeting link when Heather receives it.
Adjourn		Meeting adjourned at 10:33 AM

Action Items/Items for Follow-up		
<u>Deliverable</u>	<u>Responsible Party</u>	<u>Due Date</u>
Update and send all documents for electronic signature	Human Resources	04/01/2021
Send meeting summary from 3/25/2021 for review and approval	Human Resources	04/01/2021
Send meeting request to block out time for Budget Committee Meeting	Human Resources	04/01/2021
The signed documents will be shared with the Budget Committee	Human Resources	04/20/2021

Upcoming meetings/events:

- Quarterly Budget Committee Meeting:
April 20th at 1:30 PM

**Comp Board handouts sent through email/shared
on screen:**

- Agenda
- Cover letter to the Budget Committee
- Recommendation Document
- Fiscal Impact Sheet