

Minutes of Comp Board Meeting

January 4, 2020

In attendance: Lisa Charnitz, Molly Carlson, Brian Cornwell, John Stavnes, Dan Portes, & Patt Zamora

Staff Present: Mary Thee, David Farmer, Mahesh Sharma, & Andrea Ahmann

Meeting was called to order at 3:03 pm.

Lisa Charnitz call for a motion to approve the minutes from the December 17, 2020 meeting. Dan Portes so moved, Patt Zamora seconded. All in favor, motion approved.

Lisa Charnitz asked if anyone wanted any changes to be made to the agenda. Dan Portes moved to continue on with the agenda, Molly Carlson seconded.

Lisa Charnitz asked Mary Thee to explain the new attachments that were given to the board for this meeting.

Mary Thee offered a brief overview of each attachment.

Lisa Charnitz asked if anyone had questions for Mary on the materials presented. With no questions Lisa continued on stating that the board now has all the data we use to get, plus the new data from GovHR. Private Sector data is still a missing piece do we feel we need to collect this data?

Patt Zamora- I feel no additional data is needed.

Brian Cornwell- I agree

John Stavnes- I also agree

Molly Carlson- Agree

Dan Portes- I agree, there just isn't private sector jobs that would be good comparables.

Lisa Charnitz- I would agree as well.

Molly Carlson made a motion that the board deems it unnecessary to require private sector data.

Patt Zamora would like to amend the motion to state the board deems it unnecessary and pointless to require private sector data.

Molly Carlson approves the amended motion. Dan Portes so moved, John Stavnes seconded. All in favor, motion approved.

Lisa Charnitz said in prior years we started discussion with Board of Supervisors. Do you want to do that, or do we all just want to speak our thoughts?

Dan Portes said based off of what he knows from the Board of Supervisors they all recognize the 3 years of 8% for the Sheriff. He said he thinks that if the Compensation Board comes in with 16% for the Sheriff and 2% for all the others the Board of Supervisors will cut it all in half, so 8% for Sheriff and 1 % for all the others.

Patt Zamora stated she wished it could be encouraged for the board to not cut their recommendation. We want to state what we want.

Lisa Charnitz stated she felt that in recent years they have made cuts regardless of what was presented so she believes the Board of Supervisors believes they need to cut no matter what.

Dan Portes made a motion for 16% for the Sheriff and all other elected officials at 2%

Patt Zamora asked for an amendment to include asking the Board of Supervisors to seriously consider the compensation board's recommendation.

Dan Portes accepts the amendment. John Stavnes seconds.

Lisa Charnitz asks Mary Thee for clarification of how the Board can cut the recommendations.

Mary Thee explains the Board of Supervisors can cut their salaries differently than they cut everyone else's. The rest of the elected officials all have to be cut by the same percentage.

Molly Carlson appreciated the knowledge because she wasn't aware it worked that way.

Lisa Charnitz asked Mary Thee to take a roll call of the motion to increase the Sheriff by 16% and all other elected officials by 2% with the request that the Board of Supervisors seriously consider the compensation board's recommendation.

Brian Cornwell- yes

Dan Portes- yes

Lisa Charnitz- yes

Molly Carlson- yes

Patt Zamora- yes

John Stavnes- yes.

All in favor, motion approved.

Lisa Charnitz asked if anyone on the board felt that maybe the letter that gets presented to the Board of Supervisors needs to be changed or modified to show their seriousness of how they came to their decision or possibly have a compensation board member at the meeting to present to the Board of Supervisors.

Patt Zamora was in favor of presenting to the board and thought that Lisa Charnitz should do it.

Lisa Charnitz asked if Mary Thee or Mahesh Sharma had any thoughts on them presenting to the Board.

Mahesh Sharma stated that it hasn't been done before so he doesn't know how the board would view it. He believed that many of the board members talk to the compensation board before the meeting and ask questions if they have them.

Lisa Charnitz acknowledged that she does agree that board members do talk to their representative on the compensation board so maybe it's best to defer this year and just put it out there to them that we are open to discussion or to answer any questions they might have.

John Stavnes said he would agree with that.

Lisa Charnitz with what seems like consensus we will just let the Board of Supervisors know that we are open for questions and will be available.

Mary Thee stated that when she puts the memo together for the Board of Supervisors it has always included in the past that the Board of Supervisor chair receives an additional \$3,000. I'll continue the past practice unless anyone has any objections. With no objections the additional \$3,000 for chair will be included.

Lisa Charnitz thanks the staff and the other board members for their support to this process. Meeting adjourned at 3:39 pm.