

Minutes
San Juan County Citizens' Salary Commission

Thursday, April 4th, 2024

The regular meeting of the San Juan County Citizen's Salary Commission began via Teams at 1:03 PM p.m. Bob Wilson led the meeting and took attendance.

Members Present via Teams: David Bledsoe, Sarah Wallace, Terry Larson (joined at 1:08 PM)

Members Present in-person: Bob Wilson

Members Absent: Eric Webb

Staff Present: Angie Baird, Director of Human Resources & Risk Management; Nadine Varsovia, HR Generalist

Guests: Eric Peter, Sheriff, Mike Hairston, Undersheriff (appeared online), Natasha Warmenhoven, County Auditor (appeared online)

Review of Agenda: No changes to the agenda and no comments or additions.

Approval of Agenda: Bob Wilson motioned to approve the April 4th, 2024 agenda and seconded by Dave Bledsoe, approved by all. Angie noted that we will not be going into the comparison of duties between counties during this meeting and some pieces of the agenda were left over from the last meeting and should have been left to say "Discussion". No additional commentary was added.

Approval of Minutes: Dave Bledsoe motioned to approve the November 30th minutes and seconded by Bob Wilson, approved by all. No further discussion added.

Public Testimony: Angie Baird brought up an inquiry as to how the commission made their decisions at the last meeting. A call was made to the elected officials to provide commentary on their core duties and no responses were received in time for today's meetings. Some adjustments may be made to the Powerpoint to discuss the duties for the future meeting.

Eric Peter spoke and pointed out additional duties that SJC Sheriff staff has in comparison to other counties. He added that the San Juan County Sheriff works with the fire districts and emergency medical services for transports which reduces the manpower. Due to a lack of staffing and resources, the elected Sheriff has ended up working patrol shifts and performing process service. The Sheriff also attends and coordinates additional community events to maintain a community presence. He also emphasized the high cost of living that San Juan County faces and in order to recruit experienced law enforcement professionals, we need to remain competitive to best serve the community.

No other public commentary was taken.

Staff Report: Angie Baird presented the PPT and reviewed the slides on the history of the CSC decisions and the current year market study. Angie explained that a slide was created that excluded Whatcom County for Council members because Whatcom Council members are part time.

Discussion of any Wage Adjustments for this Meeting: The committee reviewed the market slides and discussed using 105% of median as a goal. The committee agreed to exclude Whatcom County for Council Members comparisons.

Angie additionally commented that the Prosecuting Attorney's Office has provided guidance that the committee could produce a resolution to memorialize what the committee has agreed to in order for the commission to simply make a motion to approve the resolution in order to streamline for staff. However, adopting this process is up to the commission's decision, and she noted how they can still make a motion for an increase during today's meeting. Bob asked if there was anyone opposed to this process and both Terry Larson and Dave Bledsoe had no objections.

The Committee took the following actions:

Bob Wilson moved to increase the four row officers by 7.44% based off of the Assessor, Auditor, and Treasurer's numbers starting at the start of the next pay period. Dave Bledsoe seconded the motion and the decision was unanimously approved.

Bob Wilson asked the commission if they would like to entertain a motion and Dave Bledsoe moved that the County Council members wages should be increased by 14.61% to bring the salary up to the comparator numbers median + 5% at the start of the next pay period. Terry Larson seconded the motion and the group unanimously approved.

Terry moved to increase the Sheriff's salary by 9.1% in line with the median + 5% formula used for the other positions effective starting the next pay period. Bob Wilson seconded the motion, and it was approved unanimously.

Terry Larson moved to increase the Prosecuting Attorney's salary by 2.47% to bring it to the median + 5% of the comparator counties. Bob Wilson second the motioned. No objections made.

Future Meeting Date:

Angie brought forward the discussion about memorializing the commission's decisions by resolution on April 10th, 2024 at 2 PM and the commission agreed. Bob Wilson and Angie Baird suggested April 3rd, 2025 for the next commission meeting and the commission was in agreement.

Meeting adjourned at 2:27 p.m.