

SALARY BOARD MEETING MINUTES

February 12, 2019

CALL TO ORDER:

The meeting was called immediately following the Commissioners regular meeting at 10:10 a.m.

ROLL CALL OF MEMBERS:

Present: Commissioner Josh Lang, Commissioner Barry L. Dallara, Commissioner S. Paul Crooks and Melissa Cottle, Treasurer. Others present: Debra Brown, Chief Clerk, Charwin Reichelderfer, Sheriff, Terry Stacey, CDBG Administrator, Deputy Kaszubski, county residents, guests, and the press.

APPROVAL OF MINUTES:

The minutes of January 29, 2019 were approved as presented.

OLD BUSINESS:

There was nothing to report.

NEW BUSINESS:

There was nothing to report.

COMMENTS/APPOINTMENTS:

Charwin Reichelderfer, Sheriff asked about the \$2.00 increase he had requested for his staff. Commissioner Lang commented that information was received from the labor attorney; Article III, Section 26, states: No bill shall be passed giving any extra compensation to any public officer, servant, employee, agent or contractor, after services shall have been rendered or contract made. The idea is that elected officials cannot agree to modest pay during collective bargaining and then revise the deal later and vote to give extra pay (when it is deemed more politically palatable to do so). The provision has been interpreted to mean, among other things, that counties are not supposed to increase pay rates because they have reconsidered a deal they previously made in collective bargaining. The Sheriff commented on the number of staff he has had leave over the past four to five years and all were due to pay/salary issues. He also noted that there are issues with age and ability to pass the preliminary physical testing to get into the Academy. He has asked the Commissioners for recommendations to help recruit new staff, Commissioner Lang commented he would meet to brainstorm with him anytime he wished to meet. Commissioner Dallara commented this is not the forum to discuss this issue; currently there are no resources available and this is something that can be addressed at the next negotiations meeting in December. Another question was asked if this was the same as what the Warden had requested and the response was that this would fall under anyone that falls under the union contracts. In addition, the deputies require more extensive training than the Correctional Officers. Also asked, is there a 50-50 chance of keeping people and/or is there a back-up plan for transporting prisoners and having available staff available court. Commissioner Lang commented work will continue for recruitment as part of the process and work on a contingency plan until December of 2019 and the Sheriff commented that active recruitment is being done, but again, people will still have to pass the fitness test in order to participate at the Academy. A question was asked if grants were available to help with wages/salary for the department. The Sheriff responded the federal government is out of money and the DARE grants were cut as well. Commissioner Dallara commented that wages were increased in September of 2017 to \$11.20; and in addition drug testing must be done and finding savings are a challenge. He noted this is also soft money and that it goes it is a bad path to follow, once grant money or any type of funding goes away you still have to come up with the salary/wage for the staff. The Sheriff commented he is hoping to gain the interest of veterans. Commissioner Lang asked if he had contacted the Everett Armory, and was told he never received a call back on his inquiry. Commissioner Lang asked if the department is looking at a specific market of candidates. The Sheriff responded that he is looking for ages 21 and over due to liability concerns and again he is trying to recruit veterans because the military background is a better structure. If anyone needs an application, please refer him or her to the Sheriff's department.

ADJOURNMENT:

A motion was made by Commissioner Crooks and seconded by Commissioner Dallara to adjourn the meeting at 10:30 a.m.

The next meeting will be held February 26, 2019 in Room 101 unless called sooner by the Board of Commissioners.

ATTEST:

Debra Brown, Chief Clerk

S. Paul Crooks, Secretary