

Salary Commission Meeting

November 28, 2022 at 8:30 am

Attendance: Tara Horn, Dave Gall, Peggy Campbell, Dean Wilson, Rebecca Dunlap, Ashley Thrasher, Scott Burnham, Lee Sawyer, Mary B. Garvey, Ron Hook, Josh Bachman, Chad Gaddie, Bill Puett, Ron Holliday, Scott Nelson and Amy Kendall

Ashley Thrasher called this meeting to order and asked for nominations for a chair person.

Ron Hook made a motion to elect Bill Puett. Dave Gall seconded the motion. Ms. Thrasher asked if all are in favor. All ayes, No nays. Ms. Thrasher announced Bill Puett is chair.

Mary Garvey stated the financials are in good standing.

Chad Gaddie gave a summary and background of meetings in the past. Mr. Gaddie introduced Josh Bachman, who will be County Counselor beginning January 2023. Mr. Gaddie reminded everyone that the salary commission meets every other year by statute and can meet other years by petition. The salaries for Sheriff and Prosecuting Attorney are set by statute and will not be affected by the actions of this commission. Mr. Gaddie indicated that they are still researching as to when any actions taken by this salary commission meeting will take effect.

Scott Burnham clarified that the Eastern and Western District Commissioners salaries are \$2000 less than the Presiding Commissioner and the Presiding Commissioner's salary is the same as elected officials, with the exception of the Sheriff and Prosecuting Attorney.

Mr. Puett gave a review from the MAC conference. MAC and the salary taskforce are speaking to the legislature and getting traction to move forward for a salary structure for all other office holders. They would like a consensus for remaining office holders, it has been cumbersome because of all variances around the state. The intent is to get this into legislation, but not sure if it will be this year. Mr. Puett handed out suggested language, attached hereto as exhibit A. Mr. Puett wants his language to be fair consistent and transparent. He stated with the pressure of keeping staff and the difficulties of hiring, it needs to be a fair salary. If we are raising our employees' salaries, office holders should get raises as well.

Mr. Hook stated he was at the MAC conference last week. The Commissioners of 1st class county met and talked a lot about salary. Some first-class counties go off a COLA system. If we do not come to a salary decision today we can extend the salary commission meeting until December 15th. Most first-class counties have COLAS and each year the office holders receive a COLA if their employees are receiving a COLA. We as office holders decide to give our offices up to 3 percent and can give ourselves a 3 percent or less if give we gave the employee's a salary increase.

Tara Horn inquired about judicial salaries and the timing of their raise.

Mr. Hook answered that they get raises in June and Mr. Holliday believed it was 1 percent per year. Mr. Puett added that salaries for circuit judges is \$150,000.

Mr. Hook indicated that he would email the spreadsheet from MAC on salaries from other counties to all office holders.

Ms. Horn inquired about judicial raises occurring mid-term for an office holder.

Mr. Puett stated that salaries could be adjusted every 4 years when new term starts as you cannot take a raise between terms.

Mr. Hook added; but if we add a COLA we can get a raise every year of 3 percent or less. We get judges raise every 4 years or we can deny it.

Mr. Puett said if you want to do COLA's than 50 may be high you may want to do 48.

Mr. Burnham asked Mr. Hook if he is going to send out salaries for other counties. He would like to see what other counties are making.

Mr. Hook will email spreadsheet to all office holders.

Mr. Puett said if he remembers correctly we are on the low end. In the past on COLAs we ran into some issues and we need to button that down so we don't run into problems again.

Ms. Horn added she does not want to get into the COLA business. When she got here someone made 90K because of base and COLAs. People can read it anyway they want and that gets us into a mess.

Mr. Hook said that employees are coming on board and getting a raise every year and now are making as much or close to the office holder pay salary. We are over these individuals they should not be making more than us. Don't think that is right. By adding COLAs, the office holder will get a raise every year.

Lee Sawyer stated that Ron is passionate about this and he has been driving this. He thinks the salary is fair. He would like to see how we stack up to other counties. The last report he saw we were comparable. He doesn't believe we should be capped indefinitely. The data is an important component and we need to compare to similar size counties of our size. We should be in the ballpark of others. Giving the right data we can make a good decision.

Mr. Puett asked for other thoughts or comments, do we want to table this until we get some answers?

Ms. Horn asked if we can find out when raises takes affect? Mr. Gaddie indicated that they are researching the issue.

Dave Gall added that he had never heard of a COLA until last year. Some class 3 counties are making more than office holders in Buchanan county.

Ms. Horn said she sent out salaries for just 1st class counties to everyone.

Mr. Puett stated that some reports have salary and benefits. Make sure you are speaking apples to apples.

Mr. Hook added that he is not suggesting going crazy on salaries and have a gradual increase. He did send out to everyone the document he got from MAC. It gives first second- and third-class counties.

Mr. Puett asked if anyone wants to make a motion to table this and set another meeting.

Mr. Gaddie reiterated this has to be wrapped up by Dec. 15th.

Mr. Hook asked if Friday Dec 9th at 11:30 am will work for everyone. All confirmed it will work.

Mr. Hook made a motion to table this until 11:30 a.m. Dec. 9th. Becky Dunlap seconded the motion. All are in favor.

Ms. Garvey made a motion to close the meeting. Commissioner Hook seconded. Meeting adjourned.

Exhibit A

To be fair, consistent, and transparent with the salaries of the office holders of Buchanan County all office holders will establish the salary for all Buchanan County office holders in the same statutory computation manner as the Prosecuting Attorney and the Sheriff.

All Buchanan County office holders annual salaries, except that of the Prosecuting Attorney and the Sheriff, shall be established at 50% of the annual statutory salary of a Missouri associate circuit judge, with the Presiding Commissioner receiving an additional \$2000 in addition to the annual salary established at the 50% annual salary of a Missouri associate circuit judge.

Effective 12-31-2022 the annual salary of Buchanan County office holders shall be established at 50% of the Missouri associate circuit judge with the additional annual \$2000 for the Presiding Commissioner, except that of the Prosecuting Attorney and Sheriff, and shall take effect with the new term of each applicable office holder.

The annual salary of each office holder, except that of the Prosecuting Attorney and the Sheriff, shall remain the same during that office holders current term of office. The salary of each applicable office holder will be reviewed and adjusted to the current 50% of the Missouri associate circuit judges salary, with the additional \$2000 applicable for the Presiding Commissioner salary, prior to the office holders new term of office. Each adjusted salary of the applicable office holder shall remain for the entire term of office.

11-28 Salary Commission

Tracy

DAVE GALL

Peggy Campbell

Dean Wilson

Rebecca Dunlop

Ashley Thrasher

SCOTT BURNHAM

Lee Sawyer

Mary B. Garvey

Ron Hix

Josh Bachman

CHAD GADDIE

Stu Sutt

Ron Holliday



BUCHANAN COUNTY COMMISSION

411 Jules, Room 101
St. Joseph, MO 64501
816-271-1503
akendall@buchmo.org

Lee Sawyer, Presiding Commissioner
Scott Burnham, Easter District Commissioner
Ron Hook, Western District Commissioner

8:30 a.m. Call to order by Ashley Thrasher

Nomination of Chairman

Financial report by Mary Garvey

Salary Commission discussion



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Ron Hook
Western District Commissioner

Lee Sawyer
Presiding Commissioner

Scott Burnham
Easter District Commissioner

Monday, November 28th at 10:00 am

Architecture Plans to repair/replace dome and roof

Attendance: Jeff Ellison, Ron Hook, Kim Hartman, Scot Burnham, Lee Sawyer, Scott Nelson, Roger Murphey and Amy Kendall

The County reached out to Jeff Ellison of Ellison-Auxier Architects about repairing the Dome and replacing the roof. Because there are a lot of leaks in the roof and issues with the Dome, the County would like an architect to look into this and help get this done. The roof has not been replaced in over 35 years, there was an issue with the dome, it was reglazed and all the windows painted about 8 years ago. The County will have to follow the rules of Historical society. A discussion on options for putting out for bid took place. Once a contract is in place Ellison-Auxier will put together scope of work.