

Salary Commission Meeting
December 9, 2022

Attendance: Tara Horn, Michelle Davidson, Dean Wilson, Becky Dunlap, Peggy Campbell, Dave Gall, Lee Sawyer, Scott Burnham, Mary Garvey, Josh Bachman, Chad Gaddie, Bill Puett, Ron Holiday, Scott Nelson, Ron Hook, Amy Kendall, and Annette Bertelsen

Bill Puett called the second salary commission meeting to order at 11:30 a.m. He stated the meeting will start with our County Attorneys, Chad Gaddie, and Josh Bachman reporting their research on questions from the last salary commission meeting.

Mr. Gaddie stated that in doing their research they looked at statutes, case law, and talked to an attorney from Missouri Association of Counties (MAC).

First topic: If you vote to change the base salary, when does it take affect? For the office holders who were just elected in November 2022, any change in base salary will not apply to them until after this upcoming term. Any change in base salary would first apply to those elected in November 2024.

Second topic: Can the salary commission index the base salary to judicial salaries? In Missouri judicial salaries are tied to federal judicial salaries. If you index office holder salaries to Missouri judicial salaries, you are actually at the whim of federal control. The MAC attorney discouraged this practice and recommended keeping control at the local level. Mr. Puett clarified that MAC is advocating future legislation to tie office holder salaries to the salary of the Missouri Secretary of State. The committee will have another meeting next week and they are looking at whether they can pass legislation to accomplish this.

Third topic: Cost of Living Adjustments (COLA) are allowed. Unlike a change in base salary, if you vote for a COLA, it will take effect in January for anyone beginning a new term in January. Currently, the salary commission has not authorized COLAS. If the salary commission were to vote to authorize a COLA, it would still have to be approved each year by a vote of the county commission. If you adopt the COLA, office holders can get up to the same % as employees.

Mr. Puett inquired about questions.

Scott Burnham asked whether a cola changes your base salary? Mr. Gaddie answered no.

Peggy Campbell stated when she became Collector, her salary was decreased \$15,000. This was when the COLA went with the person and not the office. It caused an uproar through the offices.

Mr. Gaddie clarified that your base stays the same plus the cola.

Mr. Puett asked for motions.

Ron Hook made a motion to authorize a COLA to office holders when employees are getting a COLA but that the COLA for the office holders would be capped at 3%.

Mary Baack-Garvey seconded the motion.

Mr. Puett asked for any discussion?

Tara Horn clarified that it was for the office holder with the term starting a new term. Mr. Gaddie reiterated, if you vote to approve this motion, it could begin this upcoming January. Mr. Bachman added, it will not become in effect until the next term of office, which starts January 2023.

Mr. Puett called for roll.

Annett Bertelsen – Aye
Tara Horn – Aye
Dean Wilson – Aye
Becky Dunlap – Aye
Peggy Campbell – Aye
Dave Gall – Aye
Ron Hook – Aye
Lee Sawyer – Aye
Scott Burnham – Nay
Mary Baack-Garvey – Aye
Bill Puett – Aye
Ron Holiday - Aye

Mr. Puett announced motion passed.

Ms. Horn verified if Ron Holliday and Bill Puett get to vote. Bill confirmed yes, they do vote, despite their salaries being set statutorily.

Dave Gall asked, in the next cycle can the cola be different. Mr. Gaddie stated it can change each year. Mr. Puett added the base can change if we have a meeting next year and vote to change it.

Mr. Hook made motion to adjourn. Becky Dunlap seconded the motion.

All ayes. Meeting adjourned.

12-9-22 Salary Commission Sign in Sheet

Tarattam

Michelle Davidson

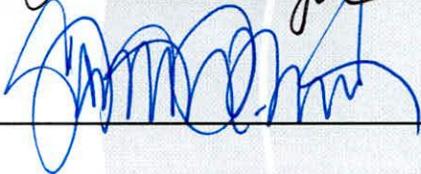
Dean Wilson

Rebecca Dunlap

Peggy Campbell

D. S. Lee

Leah Sawyer



Mary B. Carver

Josh Bachman

CHAD GADDIE



Fou Holliday



