

**Minutes of Comp Board Meeting
January 15, 2020**

In attendance: Mike Duffy, Dan Portes, Patt Zamora, and by phone Lisa Charnitz.

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

Meeting was called to order at 3:37 by Patt Zamora.

Patt Zamora called for a motion to approve the minutes of January 9, 2020 meeting. Mike Duffy so moved, Dan Portes seconded. All in favor; motion approved.

Pat Zamora asked Mike Duffy and Dan Portes what they learned from the Board of Supervisors.

Dan Portes stated that he spoke with Tony Knobbe, Ken Beck, and Ken Croken. He said he got the impression they all agreed the Sheriff's salary is behind the comparables and needs a bigger adjustment. He didn't feel they were interested in catching him up all in one year. Dan thought 7-9% would be a good range for the Sheriff's salary, Supervisors 2%, and 2.5-3% for everyone else.

Mike Duffy stated that he spoke with John Maxwell and Brinson Kinzer. Mike said they too acknowledge the Sheriff needs a higher increase, but Brinson Kinzer is not in favor of anyone getting a bigger increase than bargaining unit employees.

Patt Zamora asked everyone to say their thoughts and then they would vote.

Mike Duffy stated Sheriff 7.5%, Supervisors 2%, and everyone else 2.5%.

Additional discussion took place on exactly on what 7.5% would equate to for the Sheriff and how many years it would take to catch him up.

Lisa Charnitz stated she would be inclined to do 8-8.5 % for the Sheriff.

Mike Duffy stated he's not sure the supervisors would approve that, and then we are jeopardizing all the salaries to be decreased.

Patt Zamora stated that there has been years where the elected officials only got 1% because the economy was bad, so felt they deserve more than 2.5% when the County has had a good year.

Patt Zamora then asked if there was any additional comments or if they are ready for a motion.

Dan Portes then motioned for 7.5 % for Sheriff with advice to Board of Supervisors to carry out that increase until he's at fair market share. 2.5 % for Auditor, Treasurer, Attorney, and Recorder. 2% for Board of Supervisors. Mike Duffy seconded.

Patt Zamora stated she was unsure if 7.5 % would make up enough ground each year to get to the end wanted result.

Dan Portes stated that everyone needs to look at what the Board of Supervisors will ultimately pass, so we don't jeopardize all the percentages being decreased. Dan felt that 8% could possibly pass.

Mike Duffy amended the initial motion to the Sheriff receiving 8%. Lisa Charnitz seconded. Patt Zamora Called for a vote. All in favor of the motion as amended; motion approved.

Mary Thee confirmed with the Board that the Board of Supervisor Chair earns an additional \$3,000 a year and wanted to confirm the board was still okay with that. No members had any objections.

Dan Portes motioned to adjourn the meeting at 3:54 pm. Seconded by Lisa Charnitz. All in favor; meeting adjourned.