



Memo

To: Board of Commissioners
From: Doug Coutts, Director
Date: 7/16/2021
Re: Compensation Study-Update

When we last did our Compensation Study, It was remarked that we should look at updating the study prior to our next M&O levy to ensure that enough was included in the levy amount to cover salaries going forward. We had anticipated doing our levy in August of next year and budgeting for a study next January. Hearing comments that we should go for our levy in February, staff felt we should bring this up now for discussion. I have solicited a quote from the firm that did our previous study to perform an update. The quote is included in your board packet.

No specific allocation is in the budget this year for the completion of this study, but there is significant cash on hand at the moment with some money available in the budget under professional services to put towards the study.

If our plan is to go for the Levy in February, staff would recommend spending the money on the study now. If we can delay the M&O levy until August, staff would recommend planning for the Study in January.