

Minutes of Meeting
Human Resources Personnel Changes
February 14, 2019
11:00 a.m.

The Kootenai County Board of Commissioners: Chairman Chris Fillios, Commissioner Leslie Duncan and Commissioner Bill Brooks met to discuss the following agenda items. Also present were Prosecutor Barry McHugh, Civil Deputy Prosecuting Attorney R. David Ferguson, Civil Deputy Prosecuting Attorney Darrin Murphey, Deputy Prosecuting Attorney Art Verharen, Deputy Prosecuting Attorney Rebecca Perez, Human Resources (HR) Director Sylvia Proud, HR Generalist – Employee Relations Kimberley Buffin, HR Generalist – Compliance Cecilia Sweet, Finance Director Dena Darrow, Resource Management Office (RMO) Program Manager Kimberli Riley, KCSO Personnel Technician Marcia Heglie and Deputy Clerk Tina Ginorio.

- A. Call to Order:** Chairman Chris Fillios called the meeting to order at 11:01 a.m.
- B. Changes to the Agenda (Action):** There were no changes to the agenda.
- C. Business:**

Personnel Changes (Open Session)

a) Temporary Accounting Technician – Funding Extension/Sheriff’s Office (Action)

KCSO Personnel Technician Marcia Heglie informed the Board that the Accounting Technician position had been open since October 2018. She explained they were still trying to find a suitable applicant to fill it and have had to bring in a part-time temporary employee to cover it. She asked the Board to approve an extension of the funding for the temporary position. Ms. Heglie said the expense would be covered by salary salvage and not affect the Budget. She added that the salary salvage would also cover the onboarding cost of the new employee, when one was hired.

Commissioner Leslie Duncan moved that the Board approve the funding extension for the Sheriff’s Office for the position in question that is being filled by a temporary, part-time employee until they are able to interview and onboard a permanent hire. Commissioner Bill Brooks seconded the motion. There being no further discussion, Deputy Clerk Ginorio called the roll:

Commissioner Brooks: Aye
Commissioner Duncan: Aye
Chairman Fillios: Aye

The motion carried.

Ms. Heglie exited the meeting at 11:05 a.m.

b) Operations Manager Recruitment Update – Buildings & Grounds (Action)

Buildings & Grounds (B&G) Director Shawn Riley suggested that the Board move to the third item on the Open Session portion of the agenda, because this item would require an Executive Session. Chairman Fillios agreed.

c) Parity with Public Defender's Office (Action)

Prosecutor Barry McHugh made reference to a memo he sent to the Commissioners dated February 8, 2019, requesting two additional AT3 attorneys to attain parity with the Public Defender's Office. He remarked that these were the same requests he had made during the past Budget process that had been denied. He pointed out that Public Defender Anne C. Taylor had recently asked for additional funding to hire another attorney. He said he had looked over the records and found that the Board had authorized a new grant funded position for the Public Defender's Office. He commented that, at the end of the Budget process, he had been left with the impression that neither of the two offices would be getting any new positions. Prosecutor McHugh pointed out that, at that time, his department had already been down one position. He expressed his frustration that his department was now down two positions while the Public Defender was receiving additional staff.

Prosecutor McHugh pointed out that the State of Idaho had a Commission to examine Public Defender standards and to provide Public Defender grant funding. He said last year those grants came to 3.6 million dollars statewide and the governor was proposing an additional 4.4 million dollars this year. He indicated that he thought the situation as a whole was not equitable. He asked how the new Board viewed the problem and what their plans would be.

Commissioner Duncan asked whether the requirement for parity between the two departments was based on statute or policy. Prosecutor McHugh confirmed that it was policy. She asked whether consideration was given to Prosecutor's Office parity when the Public Defender position was approved in November. Chairman Fillios said he thought a comment had been made, but no significant time was spent on it. Commissioner Duncan stated she would like to discuss the topic with the Auditor's Office and find out what funding options were available.

Chairman Fillios expressed his desire to have the problem analyzed more thoroughly and take it up again, no later than two weeks in the future. He said he would assign BOCC Senior Business Analyst Nanci Plouffe to the question and have her work with the Prosecutor's Office and the Public Defender's Office. General agreement was expressed with this course of action.

Prosecutor McHugh, Deputy Prosecuting Attorney Art Verharen and Deputy Prosecuting Attorney Rebecca Perez exited the meeting at 11:22 a.m.

Chairman Fillios requested the Board to return to the previous item regarding an update on recruitment of an Operations Manager for Buildings & Grounds.

Commissioner Duncan moved that the Board enter into Executive Session pursuant to Idaho Code §74-206(1)(a). Commissioner Brooks seconded the motion. There being no further discussion, Deputy Clerk Ginorio called the roll:

Commissioner Brooks: Aye
Commissioner Duncan: Aye
Chairman Fillios: Aye
The motion carried.

Chairman Fillios invited Civil Deputy Prosecuting Attorneys R. David Ferguson and Darrin Murphey to remain for the Executive Session.

The Board entered into Executive Session at 11:23 a.m.

2 a) Executive Session pursuant to Idaho Code §74-206(1)(a) to consider hiring a public officer, employee, staff member or individual agent. (Closed Session – Discussion)

b) Decisions/Direction (Open Session – Action)

The Board exited Executive Session at 11:38 a.m.

Commissioner Duncan moved that the Board exit Executive Session with no decisions to be made and staff directed to proceed as discussed. Commissioner Brooks seconded the motion. There being no further discussion, Deputy Clerk Ginorio called the roll:

Commissioner Brooks: Aye
Commissioner Duncan: Aye
Chairman Fillios: Aye
The motion carried.

D. Public Comment (Discussion): This section is reserved for citizens wishing to address the Board regarding a County-related issue. Idaho Law prohibits Board action on items brought under this section except in an emergency circumstance. Comments related to future public hearings should be held for that public hearing. There was no public comment.

E. Adjournment (Action): Chairman Fillios adjourned the meeting at 11:39 a.m.

Respectfully submitted,

JIM BRANNON, CLERK

CHRIS FILLIOS, CHAIRMAN

BY: _____
Tina Ginorio, Deputy Clerk
