

**Minutes of Meeting**  
**May 8, 2018**  
**720 Compensation Project**  
**3:00 p.m.**

The Kootenai County Board of Commissioners: Chairman Marc Eberlein, Commissioner Chris Fillios, and Commissioner Bob Bingham met to discuss the following agenda item. Also present were Coroner Dr. Warren Keene, Assessor Mike McDowell, Chief Deputy Assessor Rich Houser, Chief Deputy Treasurer Laurie Thomas, Undersheriff Dan Mattos, Chief Deputy Prosecutor Barry Black, Civil Deputy Prosecutors R. David Ferguson and Darrin Murphey, Human Resources (HR) Director Skye Reynolds, HR Generalist-Benefits and Compensation Dorothy Cross, and Deputy Clerk Ronnie Davisson.

- A. Call to Order:** Chairman Marc Eberlein called the meeting to order at 3:01 p.m.
- B. Changes to the Agenda:** There were no changes to the agenda.
- C. Business:**

Treasurer Steve Matheson entered the meeting at 3:01 p.m.

HR Director Skye Reynolds opened the discussion by stating they were seeking direction for the next step in the 720 Compensation Project. Coroner Dr. Warren Keene began by requesting an additional allocation so he could pay both of his Deputy Coroners the same. He explained that if he were to split the allotment between both deputies, they would each still be approximately 18% below the market rate. HR Generalist – Benefits and Compensation Dorothy Cross said if they were to each receive the same amount, they would be approximately 13% under the market rate. Dr. Keene then pointed out it was the first time in the Coroner’s Office history that all of his deputies were certified by the American Board of Medicolegal Death Examiners. He continued by noting they each have the same certifications and trainings and with being such a small office, he did not believe one person should be paid more than the other should when they were equally qualified.

Ms. Cross showed the attendees a spreadsheet and pointed out the Clerk’s requested allocation included District Court, with the exception of Judge Lansing Haynes’ employees. Commissioner Bob Bingham said the Clerk and District Court employees are generally budgeted separately; however, it was not reflected on the spreadsheet and he felt they should be. He further stated the Clerk and District Court were not complete in their requests. Ms. Reynolds said the Clerk was in fact complete, but the Specialty Courts were not and said Judge Haynes was responsible for those Courts. Ms. Cross agreed with Ms. Reynolds, noting everything requested from the Clerk’s Office had been submitted.

Commissioner Bingham pointed out the Prosecutor’s Office had requested more than their allotted amount of the 720 Compensation Project; Chief Deputy Prosecutor Barry Black said Prosecutor Barry McHugh had spent a lot of time addressing each position as opposed to individuals. He further explained that he and Prosecutor McHugh had gotten the positions to within 11% of market rate. Commissioner Bingham expressed his

disagreement with everyone receiving a portion of the allotment, as there were multiple people who had longer tenure.

Ms. Cross spoke on Clerk Jim Brannon's behalf, stating he had requested to use the remaining funds from the first round on this allocation request. Ms. Reynolds reiterated HR would not be speaking on the Clerk's behalf and suggested if there were any questions, they should reach out to Clerk Brannon. Commissioner Bingham said he did not support utilizing roll over funds from the first round in the current round.

Commissioner Fillios suggested since the BOCC had yet to finish their allocation requests, that Ms. Cross and Ms. Reynolds conduct their own research and provide the BOCC with a recommendation in a week's time. Commissioner Bingham said he had no problem with Ms. Reynolds and Ms. Cross doing so, but he also liked to do his own research but had had no time to conduct it.

Ms. Reynolds clarified the BOCC's request to have HR come before them in one week with options for their departmental requests. Both Commissioner Fillios and Commissioner Bingham agreed. She then asked if the Board was amenable to raising the amount in which each Elected Official can increase their requests, noting one Commissioner had already disagreed.

Commissioner Fillios suggested increasing each Elected Official's allotment request by 7.55%, with the exception of the Coroner. Commissioner Bingham asked each Elected Official in attendance if they were amenable to increasing the Coroner by 100% and they all agreed.

Civil Deputy Prosecutor R. David Ferguson exited the meeting at 3:57 p.m.

Chief Deputy Assessor Rich Houser exited the meeting at 3:59 p.m.

The Board directed each Elected Official to increase their requests by 7.55% and to resubmit the requests within one week.

- D. Public Comment:** 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 were no public comments.

Chairman Eberlein adjourned the meeting at 4:15 p.m.

Respectfully submitted,

JIM BRANNON, CLERK

MARC EBERLEIN, CHAIRMAN

BY: \_\_\_\_\_  
Ronnie Davisson, Deputy Clerk

\_\_\_\_\_