

Minutes of Meeting
Human Resources Personnel Changes
May 10, 2018
11:00 a.m.

The Kootenai County Board of Commissioners: Chairman Marc Eberlein, Commissioner Chris Fillios and Commissioner Bob Bingham met to discuss the following agenda items. Also present were KCSO Sheriff Ben Wolfinger, Human Resources (HR) Director Skye Reynolds, HR Generalist – Employee Relations Kim Buffin, Parks & Waterways (P&W)/Noxious Weeds Director Nick Snyder, Chief Bailiff Pete Barnes, Civil Deputy Prosecuting Attorney R. David Ferguson, Civil Deputy Prosecuting Attorney Darrin Murphey, Financial Performance & Compliance Senior Manager Kimberli Riley and Deputy Clerk Tina Ginorio.

- A. **Call to Order:** Chairman Marc Eberlein called the meeting to order at 11:00 a.m.
- B. **Changes to the Agenda:** There were no changes to the agenda.
- C. **Action:**

Personnel Changes (Open Session)

- **KCSO Temporary Funding Request**

KCSO Sheriff Ben Wolfinger explained that a Sergeant on FMLA (Family Medical Leave Act) is due to return to work next week. However, he said the Sergeant would not be able to return to regular duty for another six to nine months. He asked the Board to approve his request to fund the shift of a Deputy into the Sergeant's normal duties for the duration. Sheriff Wolfinger said that the Senior Deputy currently earns \$31.14 per hour, which would increase to \$33.96 per hour for the time the Deputy is covering the Sergeant's duties. He added that the total cost to KCSO for six months would be approximately \$2,932.80 but that this could be funded out of salary salvage.

Commissioner Chris Fillios moved that the Board approve the KCSO request for temporary funding for coverage for a staff person who was returning from FMLA at a starting wage for a Sergeant of \$33.96 for a period of six months. Commissioner Bob Bingham seconded the motion. There being no further discussion, Deputy Clerk Ginorio called the roll:

Commissioner Bingham: Aye
Commissioner Fillios: Aye
Chairman Eberlein: Aye

The motion carried.

- **Bailiff Pay Rate Discussion**

Chief Bailiff Pete Barnes requested Board approval of his solution to a pay rate issue within his staff. He suggested that a current employee be shifted into a newly opened position and a new hire be used to fill the current employee's old position. He explained this would correct an ongoing pay inequity.

Commissioner Bingham moved that the Board approve the current Bailiff's pay to be adjusted to \$16.54 per hour and the new Bailiff's pay to be \$15.54 per hour. Commissioner Fillios seconded the motion. There being no further discussion, Deputy Clerk Ginorio called the roll:

Commissioner Bingham: Aye
Commissioner Fillios: Aye
Chairman Eberlein: Aye

The motion carried.

- **Parks and Waterways Re-Organization**

Parks & Waterways (P&W)/Noxious Weeds Director Nick Snyder reminded the Board that the position of Noxious Weed Superintendent was currently vacant. He requested Board approval for reorganizing the Parks & Waterways and Noxious Weeds Departments to increase efficiency and decrease cost to the County. Mr. Snyder explained the reorganization would eliminate one full time position and would save the County about \$40,000 in personnel costs starting in FY19.

Commissioner Fillios moved that the Board approve the reorganization of Parks & Waterways and Noxious Weeds and alterations to pay and projections as recommended in the May 7, 2018 memo written by Nick Snyder, including retention of the current funding source. Commissioner Bingham seconded the motion. There being no further discussion, Deputy Clerk Ginorio called the roll:

Commissioner Bingham: Aye
Commissioner Fillios: Aye
Chairman Eberlein: Aye

The motion carried.

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

No material appropriate to an Executive Session §74-206(1)(a) was introduced at the meeting.

Executive Session pursuant to Idaho Code §74-206(1)(b) to consider the evaluation, dismissal, or disciplining of, or to hear complaints or charges brought against a public officer, employee, staff member, or individual agent (Closed Session)

No material appropriate to an Executive Session §74-206(1)(b) was introduced at the meeting.

D. Decision/Direction (Open Session)

No additional decisions or directions were announced.

- E. 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 was no public comment.

Chairman Eberlein adjourned the meeting at 11:38 a.m.

Respectfully submitted,

JIM BRANNON, CLERK

MARC EBERLEIN, CHAIRMAN

BY: _____
Tina Ginorio, Deputy Clerk
