

Minutes of Meeting
Human Resources: Wage Adjustment Discussion
May 16, 2018
1:30 p.m.

The Kootenai County Board of Commissioners: Chairman Pro Tem Chris Fillios and Commissioner Bob Bingham met to discuss the following agenda items. Also present were Prosecutor Barry McHugh, Civil Deputy Prosecuting Attorney Darrin Murphey, Civil Deputy Prosecuting Attorney R. David Ferguson, Chief Deputy Treasurer Laurie Thomas, Human Resources (HR) Director Skye Reynolds, HR Generalist – Benefits & Compensation Dorothy Cross and Deputy Clerk Tina Ginorio. Chairman Marc Eberlein was excused.

A. Call to Order: Chairman Pro Tem Chris Fillios called the meeting to order at 1:37 p.m.

B. Changes to the Agenda:

There were no items requiring an Executive Session brought forward during the meeting.

Commissioner Bob Bingham moved that the Executive Session pursuant to Idaho Code §74-206(1)(b) be removed from the agenda. Chairman Pro Tem Fillios seconded the motion. There being no further discussion, Deputy Clerk Ginorio called the roll:

Commissioner Bingham: Aye
Chairman Pro Tem Fillios: Aye
Chairman Eberlein: Excused

The motion carried.

C. Action:

720 Compensation Project Questions and Update

Human Resources (HR) Director Skye Reynolds provided the Commissioners with a draft document outlining goals for the meeting. She pointed out the two primary goals were:

- To gain Board direction on the 720 Project's next steps
- To gain Board direction on pay adjustment options for Board Departments.

She reminded the Commissioners that the original purpose of the 720 Project was to bring positions to market rates, while acknowledging the work must be done in stages. She pointed out that the different Elected Officials used different methods in their departments so regularizing across all of them would be complicated. Ms. Reynolds also said there were multiple philosophies in use when deciding hiring rates in different departments. She said merit, market and seniority have all been aspects considered in different proposals. She explained that Legal was present to advise the Commissioners about the liability risks involved with some of the suggestions.

Ms. Reynolds stated perception is that the majority of the Board prefers a strategy in which they begin by evaluating the information they have received from the Elected Officials, have Human Resources do a countywide review and then meet in Executive

Session with Department Heads and Elected Officials to talk about where the proposed changes in pay would go. She said she thinks this would mitigate some of the risk, but a second option would be better. She said HR could apply an adjustment factor based on seniority and distance from the market combined with the input from the Elected Officials. Commissioner Bob Bingham spoke favorably about having HR oversee the entire process for consistency. Chairman Pro Tem Fillios said he was personally leaning towards the second option Ms. Reynolds described because his discussions with Legal have made him aware of the care they must take in avoiding disparity.

Ms. Reynolds suggested proceeding with the planned Executive Sessions and talking with the Elected Officials about their proposals and HR would provide the Commissioners with tools to evaluate rates. Both Commissioners agreed with this suggestion.

BOCC Department Employees Compensation Discussion

Ms. Reynolds asked what the Board would like her to provide for evaluating changes in their own departments. She called their attention to a chart in the document she had submitted which allowed consideration of years in a position, the percentage the position is behind market, the potential adjustment suggested, and the new percentage the position would be behind market. She stated she strongly feels that people who have five or more years of related experience should be paid at 95% of market, however she understands that the \$720,000 provided is not enough to fund that step all at once for everyone.

After discussion with the Board, Ms. Reynolds agreed to go back, finish the analysis as discussed, go over the materials with Legal Services, and be prepared to meet with Department Heads and Elected Officials to look at their proposed pay changes.

~~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) - Pulled~~

D. Decisions/Direction (Open Session)

There were no additional decisions or directions given.

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 Pro Tem Fillios adjourned the meeting at 9:54 a.m.

Respectfully submitted,

JIM BRANNON, CLERK

CHRIS FILLIOS, CHAIRMAN PRO TEM

BY: _____
Tina Ginorio, Deputy Clerk
