

Minutes of Meeting
Human Resources Personnel Changes
June 14, 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 Buildings & Grounds (B&G) Director Shawn Riley, Human Resources (HR) Director Skye Reynolds, Civil Deputy Prosecuting Attorney R. David Ferguson, 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 11:03 a.m.
- B. Changes to the Agenda:** There were no changes to the agenda.
- C. Business**

Personnel Changes (Open Session)

- **Buildings & Grounds Discussion**

Buildings & Grounds (B&G) Director Shawn Riley told the Board he would like to fill position #149-005, Maintenance Operator II, at the Jail. He explained if he brings his new hire in at 95% of market, or \$17.88 per hour, it would cause a compression issue in his department. He said the new hire would be making almost \$2.00 more per hour than three other employees in similar positions, all of whom have longer service histories and have passed a background check the new person would not be required to undergo. Mr. Riley stated he would like to start his new employee instead at \$16.00 per hour, give the three other positions a fifty cent an hour raise, and return the remaining thirty-eight cents per hour back to the County.

Commissioner Bob Bingham suggested the Board agree to this suggestion, but specify that the affected employees would be exempted from any 720 Compensation Plan consideration for the fiscal year. Commissioner Chris Fillios said that the Board did not have to deal with the 720 Compensation Plan aspect of the issue today since it was not on the agenda. Mr. Riley cautioned the Board that, while this plan would relieve some of the compression in his department, the problem would not be eliminated.

Commissioner Bingham moved that the Board approve Buildings & Grounds Department filling position #149-005 at \$16.00 per hour and giving a fifty-cent hourly increase to positions #149-007, 149-002 and 149-003, effective pay period fourteen. 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.

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 requiring an Executive Session §74-206(1)(a) was submitted.

Commissioner Fillios moved that the Board enter into Executive Session pursuant to Idaho Code §74-206(1)(b). 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

Chairman Eberlein invited Civil Deputy Prosecuting Attorney R. David Ferguson to remain for the Executive Session.

The Board entered into Executive Session at 11:14 a.m.

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)

Chairman Pro Tem Fillios stated for the Record that Chairman Eberlein exited the Executive Session at 11:41 a.m.

Commissioner Bingham moved that the Board exit Executive Session with no additional direction or decisions made. 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 Board exited Executive Session at 11:53 a.m.

D. Decisions/Direction (Open Session)

No additional decisions or directions were announced by the Board.

- 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 11:54 a.m.

Respectfully submitted,

JIM BRANNON, CLERK

MARC EBERLEIN, CHAIRMAN

BY: _____
Tina Ginorio, Deputy Clerk
