

Minutes of Meeting
Human Resources: Personnel Changes
June 25, 2020
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 Human Resources (HR) Director Sylvia Proud, HR Generalist – Employee Relations Kimberley Van Slate, HR Generalist – Benefits & Compensation Dorothy Cross, Auditor’s Office Administrative Assistant Ronnie Davisson, Court Services Director Marissa Garza, Court Services Manager Kally Young, Civil Deputy Prosecuting Attorneys R. David Ferguson and Darrin Murphey, BOCC Communications Manager Nancy Jones and Deputy Clerk Tina Ginorio. Also present were Alliant Employee Benefits Representatives Scott Burkhardt and Koko Brockhoff. Commissioner Leslie Duncan and Mr. Murphey were present via teleconference.

A. Call to Order: Chairman Chris Fillios called the meeting to order at 11:01 a.m.

B. Changes to the Agenda (Action):

Human Resources (HR) Generalist – Employee Relations Kimberley Van Slate asked that the Board address items one and three on the agenda first. Chairman Fillios agreed.

Information Technology (IT) Network Administrator Grant Kinsey entered the meeting at 11:03 a.m.

C. Business (Action):

Request for Training Overlap – County Assistance

Auditor’s Office Administrative Assistant Ronnie Davisson asked the Board to approve a three week training overlap for a County Assistance Claim Specialist. She explained that Carrie McCrite was going to retire, after working for the County since 1991. She said that County Assistance would like to bring the new person on three weeks early so that she could be more fully trained. Ms. Davisson stated that the department had enough salary savings to cover the extra expense.

Commissioner Leslie Duncan moved that the Board approve the request for training overlap as presented in the financial projections. 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.

Court Services Director Marissa Garza and Court Services Manager Kally Young exited the meeting at 11:05 a.m.

Request to Temporarily Redistribute Salary Savings – Information Technology

Mr. Kinsey explained that his department had a staff member who was currently out due to a COVID-19 FMLA (Family Medical Leave Act) situation and receiving 2/3 pay. He asked that the unused 1/3 salary amount be taken from salary savings and split in a 70%/30% ratio between the two other employees who were dividing that person’s duties. He added that this would continue for a maximum of twelve weeks.

Commissioner Brooks moved that the Board approve the request for a temporary redistribution of salary savings for Information Technology for a maximum of twelve weeks. Commissioner Duncan 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.

FY21 Health Insurance Discussion – Human Resources

Human Resources (HR) Director Sylvia Proud reminded the Commissioners that they had requested information on a limited provider network option for health insurance. She said she had contacted Alliant Employee Benefits Representative Scott Burkhardt.

Mr. Burkhardt said the idea would be to explore and assess a limited provider option through Kootenai Health as a cost savings opportunity for the County benefit plan. He explained that medical services would be directed to a narrowly defined network of providers. He said it could cut expenses by steering more medical care to a given network, producing more volume for that network in return for provider discounts. He stated that the second way to cut costs was through managed care, which would lower utilization of services.

Mr. Burkhardt reported that Kootenai Health did offer a limited network called Kootenai Care Network. He said that their primary focus was not on provider discounts but on the managed care aspect. He estimated that this could offer between 2% and 5% savings on the total benefit plan.

Mr. Burkhardt reviewed the County’s current medical expenses. He pointed out that 53% of the volume was already served through Kootenai Health. He noted that Kootenai Health was not always the least expensive option for different kinds of care, so costs could actually increase if they used just that group, unless the managed care component lowered utilization enough to overcome that.

Mr. Burkhardt provided additional details on Kootenai Care Network’s features and current status. He discussed potential drawbacks to the proposal, including member dissatisfaction.

Mr. Burkhardt then suggested there might be different paths the County could take to control costs without committing to a limited provider plan. He said Alliant Employee Benefits Senior Vice President David Smith had brought up making adjustments to benefit

design instead and would explain this further in the meeting in July. He pointed out this would avoid alienating other service providers while guiding members to lower cost alternatives. He recommended that the County take an incremental approach to this level of change.

Ms. Proud raised the question of whether it would be legal for the County, as a government entity, to sole source services in this way. She said staff education would be critically important if the change were going to be made and agreed that change on this level should be made slowly.

The Board agreed to consider the information received but wait for more details in the July meeting before making any decisions.

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.

E. Adjournment (Action): Chairman Fillios adjourned the meeting at 11:32 a.m.

Respectfully submitted,

JIM BRANNON, CLERK

CHRIS FILLIOS, CHAIRMAN

BY: _____
Tina Ginorio, Deputy Clerk
