

Minutes of Meeting
FY20 Budget Deliberations
July 15, 2019
1:00 p.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 Clerk Jim Brannon, Chief Deputy Clerk Jennifer Locke, Finance Director Dena Darrow, Staff Accountant – Budget Michelle Chiaramonte, County Assistance Manager Shelly Amos, Treasurer Steve Matheson, Assessor Rich Houser, Administrative Manager Reba Grytness, Sheriff Ben Wolfinger, Undersheriff Dan Mattos, Captain Kim Edmondson, Captain Kevin Smart, Administrative Assistant Tammy Exley, Coroner Dr. Warren Keene, Human Resources (HR) Director Sylvia Proud, HR Generalist – Benefits & Compensation Dorothy Cross, Adult Misdemeanor Probation (AMP) Director Keith Hutcheson, Resource Management Office (RMO) Senior Program Manager Kimberli Riley, BOCC Senior Business Analyst Nanci Plouffe, and Deputy Clerk Ronnie Davisson. Also present were Contractor Shawn Riley and citizen Richard Whitehead.

- A. Call to Order:** Chairman Chris Fillios called the meeting to order at 1:01 p.m.
- B. Introductions**
- C. Changes to the Agenda (Action):** There were no changes to the agenda.
- D. Business (Action Items):**

Deliberations and Decisions Regarding Wage Study Final Numbers

Deliberations and Decisions Regarding Final Budget Cuts

Deliberations and Decisions Regarding Funding

Prosecutor Barry McHugh entered the meeting at 1:03 p.m.

Chairman Fillios opened the meeting by providing an update on the wage study. He said that with the delayed implementation, it would cost approximately \$1.8 million in FY20. He said they were still working their way through the Sheriff's Office Matrix, which had proved to be complex. HR Director Sylvia Proud said that the prior week, HR had been directed to create the Sheriff's Office Matrix on Coeur d'Alene wages, which were already below the survey average. She then said that the Board had agreed to cap the wage at a 5% increase, for not only the Command Staff, but for management in the general pay plan. Ms. Proud said they were still analyzing the numbers and were trying to make sure there was no compression. Finance Director Dena Darrow asked what the loaded number would be for wage study and BOCC Senior Business Analyst Nanci Plouffe said that the worst-case scenario would be \$2.35 million, but if there were to be 5% limits instituted for management and command staff, the number would be lower.

Commissioner Leslie Duncan said that moving forward; she wanted to look at factors such as CPI and Inflation for Elected Officials raises, to keep things going in the right direction.

She pointed out that there was a 3% increase included in the wage study for Elected Officials and that she preferred that number to be an average of CPI and Inflation. Commissioner Brooks and Chairman Fillios agreed to a 3% raise for the Elected Officials.

Ms. Darrow provided further updates to the Board and mentioned that Alliant Employee Benefits had said there was a possibility of reducing Stop Loss insurance by \$140,000 and had added that to the budget for the time being. Commissioner Duncan and Contractor Shawn Riley discussed that there would be required testing on an elevator, which would be approximately \$5000.

The Board discussed with the Sheriff's Office if they could freeze any positions; Sheriff Ben Wolfinger pointed out that so much had already been cut from his budget requests, that there was not much left to cut. Commissioner Duncan asked about uniforms and if they had been budgeting for jumpsuits. Sheriff Wolfinger said that jumpsuits had initially been in the budget, but had already been cut.

Commissioner Duncan said that the employee breakfast for \$10,000 could be cut, but asked that the position reclassification of a BOCC Admin position be added back.

Chairman Fillios recessed the meeting at 1:56 p.m.

Chairman Fillios reconvened the meeting at 2:09 p.m.

Commissioner Duncan reopened the meeting by saying that it may be an unpopular opinion, but she believed that the wage study should be implemented in FY21. She explained that only one quarter of the data used was from counties and since they were a county, more counties should be used to help for comparisons. She said that she was concerned that there would be forever dollars committed to the wage study and said she would be in favor of a 3% increase countywide, while implementing the wage study the following year.

Ms. Darrow pointed out that with the cuts they made during the meeting; the Board was down to a deficit of roughly \$500,000. She suggested the Auditor's Office smooth out the numbers for the next day's meeting, where the Board could make further decisions if needed. The Board was amenable to Ms. Darrow's idea.

- E. Public Comment (Discussion):** 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.

F. **Adjourn (Action):** Chairman Fillios adjourned the meeting at 2:26 p.m.

Respectfully submitted,

JIM BRANNON, CLERK

CHRIS FILLIOS, CHAIRMAN

BY: _____
Ronnie Davisson, Deputy Clerk
