

**Minutes of Meeting**  
**FY19 Budget Deliberations**  
**July 18, 2018**  
**1:30 p.m.**

The Kootenai County Board of Commissioners: Chairman Marc Eberlein, Commissioner Chris Fillios, and Commissioner Bob Bingham met to discuss the following agenda item. Also present were Clerk Jim Brannon, Chief Deputy Clerk Jennifer Locke, Finance Director Dena Darrow, Coroner Dr. Warren Keene, Undersheriff Dan Mattos, Captain Lee Richardson, Sergeant Chris Wagar, Sergeant Ryan Higgins, Lieutenant Kyle Hutchison, Deputy Mike Douglass, 911 Operations Manager Cheryl Hallgren, 911 Dispatcher Derek Wilson, Administrative Assistant Tammy Exley, Solid Waste Director Cathy Mayer, Principal Planner Lauren Chaffin, BOCC Financial Analyst Nanci Plouffe and Deputy Clerk Ronnie Davisson. Also present were citizens Leslie Duncan and Ruben Miranda.

- A. Call to Order:** Chairman Marc Eberlein called the meeting to order at 1:31 p.m.
- B. Changes to the Agenda:** There were no changes to the agenda.
- C. Business:**

**Discussion Regarding the FY19 Budget Process, Considerations, and Decisions (Action Item)**

Clerk Jim Brannon presented an updated Preliminary Summary and Tax Increase Estimation sheet to the Board. He said the updated Preliminary Summary reflected the Health Insurance changes the Board had made in the meeting prior. Finance Director Dena Darrow began the discussion by pointing out the Board was currently at a deficit of \$313,265 to balance the Budget. There was discussion on adding back \$214,000 to Airport Revenue and Ms. Darrow pointed out that if the Board added back that amount, it would increase their deficit. She made sure to point out that per direction of the Airport's legal counsel, the Board had been advised to add back the \$214,000. Commissioners Bob Bingham and Chris Fillios opted to put \$100,000 back into the Airport Revenues as opposed to the full \$214,000 amount. Chairman Eberlein stated he was not supportive of the decision and recommended they contact Airport Director Steven Kjergaard and Deputy Prosecutor Darrin Murphey for a more detailed explanation.

Treasurer Steve Matheson entered the meeting at 1:38 p.m.

HR Director Skye Mercer entered the meeting at 1:46 p.m.

Ms. Darrow moved the discussion to District Court temps, stating there was up to \$123,519 that could be committed from the Assigned Fund Balance for the temps. To further explain, Ms. Darrow said if the Board approved, they would budget \$123,519 for FY19 and upon the end of the year closing, whatever amount was left over would go back to Assigned Fund Balance. The Board agreed to budget \$123,519.

There was a brief discussion on Hayden Patrol and their contract with the County. Undersheriff Dan Mattos said KCSO was expecting Hayden to contribute approximately the same amount as the year prior - \$280,000. The Board was amenable to budget \$280,000 for the Hayden Patrol Contract.

The next item discussed was related to Adult Misdemeanor Probation Revenue. Ms. Darrow said she was working with Trial Court Administrator Karlene Behringer to determine if Interlock Funds could be used to help fund some AMP expenses. She explained it would offset the levy amount by approximately \$13,000. She asked if the Board would be amenable to using the Interlock Funds in that capacity and they agreed.

Ms. Darrow expressed that the PILT (Payment in Lieu of Taxes) tax increase was already increased in the current calculation and all of the position budgeting had been updated the day prior. Chairman Eberlein inquired how much money should be budgeted for new computers for new positions and Ms. Darrow said it would cost around \$1500 for each new position.

Solid Waste Director Cathy Mayer and Principal Planner Laureen Chaffin addressed the Board regarding their request to add back their second Scale House Operator position. She described the duties that the position entailed, making sure to note Solid Waste did not have the amount of staff needed to focus on all details of each position. Due to the growth and the impact of the sites it had also added to the need for the position. Ms. Mayer said in the last five years, the amount of customers had increased which led to a revenue increase of roughly 107%. She also pointed out that she sat with Ms. Chaffin and they had collectively determined that in the first nine months of FY18, they had a Scale House Revenue increase of 21%. Commissioner Fillios asked Ms. Mayer what the risk would be of not adding the position back. She said that currently, there was no staff available to be in the Scale House, which had caused a safety issue related to spotting for the large equipment.

Ms. Chaffin said the amount of cash and credit transactions were well over \$300,000 per day, when it was \$200,000 per day for the prior year. Further, she said there had been an increase in customer complaints because of the slow movement of traffic and collections. Based on the discussion, Commissioners Bingham and Fillios opted to add the position back to the Budget.

Ms. Darrow asked the Board to look at the Personnel, Operating, and Capital Budgets along with Revenues and New Programs to determine if there were any further cuts they wished to make. The Board opted to cut Greensferry Park Irrigation (\$5000).

Ms. Mayer and Ms. Chaffin exited the meeting at 2:34 p.m.  
Captain Lee Richardson exited the meeting at 2:35 p.m.  
Captain Richardson reentered the meeting at 2:39 p.m.  
Chairman Eberlein recessed the meeting at 2:49 p.m.  
Chairman Eberlein reconvened the meeting at 3:02 p.m.

Upon the reconvening of the meeting, Ms. Darrow moved the discussion to personnel increases. She showed a spreadsheet in which she prepared multiple scenarios for the Board's consideration; the scenarios included each percentage property tax increase and an increase to the general pay plan, both ranging from 0%-3%.

Chairman Eberlein suggested a 2% COLA (Cost of Living Adjustment) and a 1% Merit for wage increases. There was a lengthy discussion on Merit vs. COLA and if the Sheriff's Office should be addressed. Ms. Darrow pointed out that if they were to provide the same wage increases to the Sheriff's Office sworn staff, it would drastically increase the amount needed to satisfy.

Deputy Mike Douglass addressed the Board explaining that he and his wife had a single income because his wife could no longer work, surviving paycheck to paycheck. He acknowledged the increase to benefits and said he understood why they were increasing premiums; however, if there would be no increase to wages to help offset the premium increase, he would have no choice but to look for work elsewhere.

Commissioner Fillios said he would not be willing to make cuts elsewhere, as he would prefer to take care of the employees first and foremost. He then asked Undersheriff Dan Mattos if he could relinquish another vehicle. Undersheriff Mattos said he could, but there would be a caveat to him giving up a vehicle. He said there were several deputies both in Patrol and at the Jail that had not had raises in quite a while and reiterated that with the spouse contribution increasing, it would be an issue.

Undersheriff Mattos said if he would give up a vehicle, the Board would need to show they were willing to give some money to those deputies that were maxed out on the Matrix. Chairman Eberlein told Undersheriff Mattos the fact that he was so willing to give up a vehicle was insulting and Undersheriff Mattos said in return that he was given a choice and that he believed the employees needed to get their wages adjusted. Chairman Eberlein said he had another option – Motorola radios were made in the same factory as a different brand name, but were \$5000 cheaper and suggested he look into it. Undersheriff Mattos said if that was what Chairman Eberlein wanted, he would most certainly look into it but he wanted to state for the record that they would continue using Motorola.

Commissioner Bingham stated that he would only be agreeable to merit increases, but Commissioner Fillios said he wanted the increases to be COLA. Commissioner Bingham stated he was between 1%-2% for both a tax increase and a wage increase. They then discussed other optional cuts they could make to avoid a larger tax increase. Commissioner Fillios said he was amenable to cut the Sheriff vehicle in order to provide a wage increase to the maxed out deputies.

Sergeant Ryan Higgins asked if it would be an option to pay for the ten requested patrol vehicles from fund balance and then use the budgeted funds for the vehicles to put towards wage and matrix increases for the employees. Commissioner Bingham said it could be done and there was no reason to not do it. Ms. Darrow pointed out that currently, the Board was using \$5.2 million of Fund Balance, plus \$692,647 in Fund 14, the Medical Fund Balance.

Clerk Brannon added to the discussion, stating that COLA would ensure mediocrity and the Elected Officials would not be able to reward those that were missed in the first round of the 720 Compensation Plan. He also said it was strange to take any options away from the Elected Official when there was a prevalent morale issue.

As there were no decisions made, Chairman Eberlein recessed the meeting until 9:45 the following morning.

**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.

Chairman Eberlein continued the meeting at 4:40 p.m.

Respectfully submitted,

JIM BRANNON, CLERK

MARC EBERLEIN, CHAIRMAN

BY: \_\_\_\_\_  
Ronnie Davisson, Deputy Clerk

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