

**Minutes of Meeting**  
**Human Resources: Personnel Changes**  
**August 8, 2019**  
**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 item. Also present were Finance Director Dena Darrow, Staff Accountant – Budget Michelle Chiaramonte, Auditor’s Office Administrative Assistant Ronnie Davisson, Human Resources (HR) Director Sylvia Proud, HR Generalist – Benefits & Compensation Dorothy Cross, HR Generalist – Employee Relations Kimberley Buffin, BOCC Communications Manager Nancy Jones, BOCC Senior Business Analyst Nanci Plouffe and Deputy Clerk Tina Ginorio. Also present were Alliant Representatives Scott Burkhardt and Coco Brokhoff.

- A. Call to Order:** Chairman Chris Fillios called the meeting to order at 11:02 A.m.
- B. Changes to the Agenda (Action):** There were no changes to the agenda.
- C. Business:**

**FY20 Health and Dental Insurance Discussion (Action)**

Human Resources (HR) Director Sylvia Proud explained that Alliant had generated some options for distributing the cost increase on employee dental coverage. She noted that the County pays 84% of the expense and the employees pay 16%. Ms. Proud recommended Option 1, which was an even increase.

	<u>Current</u>	<u>Even Increase</u>
Employee Only	\$ 5.00	\$ 8.33
Employee/Spouse	\$20.00	\$33.33
Employee/Spouse/1 child	\$30.00	\$50.00
Employee/Spouse/2-2+ children	\$40.00	\$66.67
Employee/1 child	\$15.00	\$25.00
Employee/2 – 2+ children	\$25.00	\$41.67

All three Commissioners agreed this was the preferable choice.

Alliant Representative Scott Burkhardt commented that a similar thing had been done with the increase in medical insurance premiums for FY20. He noted that an additional dental option could be generated in which the County would pay only 50% of the premium.

Commissioner Leslie Duncan suggested that staff education begin in the near future for the third dental option and Core RX, but that beginning to offer the options could wait until FY21.

Commissioner Duncan moved that the Board direct staff to move forward with the even increase to the dental insurance plan, as described. 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.

**D. 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 was no public comment.

**E. Adjournment (Action):** Chairman Fillios adjourned the meeting at 11:10 a.m.

Respectfully submitted,

JIM BRANNON, CLERK

CHRIS FILLIOS, CHAIRMAN

BY: \_\_\_\_\_  
Tina Ginorio, Deputy Clerk

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