

From: Kevin Smart
Sent: Thu, 4 Sep 2025 18:36:03 +0000
To: Lisa Roberts
Subject: Re: FY26 Longevity Pay

Lisa,
From HR meeting today our direction was to place this back on the next Tuesday business meeting as an action item for final approval.

Thank you,

K. Smart

Sent from my Verizon, Samsung Galaxy smartphone

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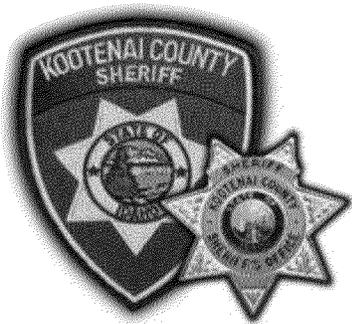
From: Lisa Roberts <lroberts@kcgov.us>

Sent: Thursday, September 4, 2025 11:27:06 AM

To: Kevin Smart <ksmart@kcgov.us>

Subject: FW: FY26 Longevity Pay

Lisa Roberts
Administrative Assistant
Kootenai County Sheriff's Office
O: (208) 446-1314
C: (208) 916-5763



From: Brett Nelson <bnelson@kcgov.us>
Sent: Thursday, August 28, 2025 12:42 PM
To: Lisa Roberts <lroberts@kcgov.us>
Cc: Stephanie Drobny <sdrobny@kcgov.us>; Kevin Smart <ksmart@kcgov.us>
Subject: FW: FY26 Longevity Pay

Lisa,

Please submit a request (approved by Commissioner Duncan) to discuss the proposed longevity pay for next week's HR meeting. Thank you.

From: Dorothy Cross <dcross@kcgov.us>
Sent: Thursday, August 28, 2025 12:39 PM
To: Brandi Falcon <bfalcon@kcgov.us>
Cc: Marc Eberlein <meberlein@kcgov.us>; Bruce Mattare <bmattare@kcgov.us>; Leslie Duncan <lduncan@kcgov.us>; Marcia Heglie <mheglie@kcgov.us>; Brett Nelson <bnelson@kcgov.us>; Stephanie Drobny <sdrobny@kcgov.us>; Rae Ann Fritsche <rfritsche@kcgov.us>
Subject: Re: FY26 Longevity Pay

Hi Brandi,

Leslie is going to have the Sheriff's office do the request for this item on next week's HR agenda. I'll keep an eye out for it to come in by tomorrow.

Dorothy Cross

Sr. HR Generalist
208-446-1645



Kootenai County Human Resources
451 N Government Way • P.O. Box 9000 Coeur d'Alene, Idaho 83816-9000

From: Brandi Falcon <bfalcon@kcgov.us>
Sent: Thursday, August 28, 2025 12:31 PM
To: Dorothy Cross <dcross@kcgov.us>
Cc: Marc Eberlein <meberlein@kcgov.us>; Bruce Mattare <bmattare@kcgov.us>; Leslie Duncan <lduncan@kcgov.us>; Marcia Heglie <mheglie@kcgov.us>; Brett Nelson <bnelson@kcgov.us>; Stephanie Drobny <sdrobny@kcgov.us>; Rae Ann Fritsche <rfritsche@kcgov.us>
Subject: FY26 Longevity Pay

Hi Dorothy,

Can you please add an item to the next HR meeting for the Board to give clarification on the FY26 longevity pay changes for KCSO? Payroll is set to implement the new matrix along with the cola on 9/22/25, however due to the changes the Board made at the budget hearing last night, I need the Board to give direction whether to proceed with implementation on 9/22/25, or hold off and potentially make the

longevity changes as a mid-year change in FY26. The new matrix is already in the system, so before undoing all our work, I need clarity from the Board on how to proceed.

Thank you,



BRANDI FALCON

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