

**Minutes of Meeting**  
**Salary Survey Proposals**  
**1-9-2013**  
**9:00 a.m.**

The Kootenai County Board of Commissioners: Chairman Todd Tondee, Commissioner Dan Green and Commissioner Jai Nelson met to discuss the following agenda items. Also present were Prosecutor Barry McHugh, Assessor Mike McDowell, Treasurer Tom Malzahn, Undersheriff Travis Chaney, Chief Deputy Treasurer Laurie Thomas, Chief Deputy Assessor Richard Houser, Major Dan Mattos, Human Resources Specialist Christina Anderson and Deputy Clerk Pamela Bogaert.

**A. Call to Order:** Chairman Tondee called the meeting to order at 9:01 a.m.

**B. Introductions:** There were no introductions made.

**C. Changes to the Agenda:** There were no changes made to the agenda.

**D. Old Business:** There was no old business discussed.

**E. New Business:**

Human Resources Specialist Christina Anderson presented the Board, and the attendees, with a spreadsheet outlining the options of the three (3) salary survey proposals received from BDPA, Inc., the Hay Group and Jacobson, Betts & Company. Ms. Anderson reported that all proposals were based upon the 47 current benchmark positions and a total of 44 entities to be surveyed.

Ms. Anderson reported that BDPA, Inc.'s bid was for \$21,280 with a three (3) month timeframe; the Hay Group was at \$55,000 (\$40,000 if target companies could be reduced to 30) with a 12 week timeframe and Jacobson, Betts & Company's bid was \$9,750 plus \$125 per hour consultant fee with a 6 week turnaround.

Ms. Anderson answered questions from the attendees, clarifying the three proposals. Commissioner Green asked that references for Jacobson, Betts & Company be provided. The Board agreed to review the proposals and felt that a follow-up meeting would be scheduled for some time in February, 2013.

**F. Staff Reports:** There were no staff reports.

**G. Public Comment:** This section is reserved for citizens wishing to address the Board regarding a County related issue. There was no public comment.

The meeting was adjourned at 9:38 a.m.

Respectfully submitted,

CLIFFORD T. HAYES, CLERK

BY: \_\_\_\_\_  
Pamela B. Bogaert, Deputy Clerk