

Minutes of Meeting
PTO Demonstration
July 12, 2013
8:00 a.m.

The Kootenai County Board of Commissioners: Chairman Todd Tondee and Commissioner Dan Green met to discuss the following agenda items. Also present were Sheriff Ben Wolfinger, Coroner Deb Wilkey, Prosecutor Barry McHugh, Chief Deputy Treasurer Laurie Thomas, Chief Deputy Assessor Richard Houser, Chief Prosecuting Attorney Barry Black, Finance Director David McDowell, Major Dan Mattos, Administrative Supervisor Patti Surplus and Deputy Clerk Pamela Bogaert. Commissioner Jai Nelson was excused.

- A. Call to Order:** Chairman Tondee called the meeting to order at 8:05 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:**

Commissioner Green gave a brief history of Paid Time Off (PTO) discussions at the County and explained that it was his goal to promote employee retention and make the County a better place to work. PTO Task Force members Chief Deputy Assessor Richard Houser, Chief Deputy Treasurer Laurie Thomas, Finance Director David McDowell, along with Commissioner Green, gave a PowerPoint presentation outlining the proposed PTO policy. Mr. Houser reviewed the various avenues that would be available for employees to customize their benefits package such as: Catastrophic Account (CAT), Extended Illness Bank (EIB) and Medical Savings Account and VEBA (MSA/VEBA). Mr. McDowell informed the group that the County currently has \$4,000,000 in accrued liability that, after adoption of the PTO policy, would decline to approximately \$2,500,000 within five (5) years.

The attendees discussed the various options, pitfalls and benefits of the proposed PTO plan and the Board agreed to take the plan under advisement. Further, Ms. Thomas announced that several PTO informational meetings have already been scheduled to bring the topic to all of the County's employees.
- 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 9:17 a.m.

Respectfully submitted,

CLIFFORD T. HAYES, CLERK

BY: _____
Pamela B. Bogaert, Deputy Clerk