

Minutes of Meeting
Pay Matrices and Lateral Entry Pay Discussion
August 27, 2014
10:30 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 Sheriff's Office Personnel Technician Marcia Heglie, Sheriff Ben Wolfinger, Chief Deputy Treasurer Laurie Thomas, Treasurer Tom Malzahn, Undersheriff Dan Mattos, Human Resources Director Skye Reynolds, and Deputy Clerk Brandie Bradley.

A. Call to Order: Chairman Tondee called the meeting to order at 10:32 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:

The attendees met to discuss the Sheriff's Office pay matrices for detention and patrol deputies. Sheriff Ben Wolfinger presented the proposed matrices using the monies that were allotted to the Sheriff's Office. He explained that the patrol deputies were nine percent (9%) behind the market and that these proposed pay matrices would bring these deputies closer to the market rates.

Patrol deputies would receive a four percent (4%) increase when they reach six (6) to nine (9) years of service with the department. Sheriff Wolfinger advised the Board that all compensation changes would be funded by the \$207,000 that is proposed in the Fiscal Year 2015 budget for the Sheriff's Office.

Sheriff Wolfinger explained that a new pay matrix was also proposed to correct the compression issue between deputies and sergeants. This proposed matrix ensures that a first year sergeant's pay would be three percent (3%) more than the pay for a top end deputy, which would correct this compression issue. Desk audits are also being conducted on lieutenants to determine which of these positions should be exempt and non-exempt. Once these audits have been completed a separate pay matrix may be needed to address these positions.

Chairman Tondee shared his concern that the three percent (3%) increase to the pay matrices this year will have a budget impact for future years. The attendees discussed potential long term effects that these changes could have on future budgets and Commissioner Green clarified that a future Board may not support the funding of the Sheriff's Office matrices.

The attendees also discussed new hires and the practice of compensating these individuals by calculating their actual years of service less two (2) years. Lateral hires would also be compensated for certificates that they hold at the time of hire, but they could not be offered pay for more than seven (7) years of service. Sheriff Wolfinger shared his belief that this practice will allow the Sheriff's Office to attract more qualified applicants.

The attendees briefly discussed the proposed changes to shift differential pay and agreed that this item was not ready for discussion. All changes proposed by the Sheriff's Office, if approved by the Board, would take effect October 1, 2014.

The Board informed the attendees that they would make a decision on the pay matrices after the Fiscal Year 2015 budget public hearing had been held.

Commissioner Green moved to continue this discussion to August 28, 2014 at 10:30 a.m. Commissioner Nelson seconded the motion. There being no further discussion, Deputy Clerk Bradley called the roll:

Commissioner Nelson: Aye

Commissioner Green: Aye

Chairman Tondee: Aye

The motion carried.

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 11:25 a.m.

Respectfully submitted,

JIM BRANNON, CLERK

TODD TONDEE, CHAIRMAN

BY: _____

Brandie Bradley, Deputy Clerk
