

Minutes of Meeting
Pay Matrices and Lateral Entry Pay Discussion (continued)
August 28, 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 Personnel Technician Marcia Heglie, Undersheriff Dan Mattos, Major Kim Edmondson, Captain John Holecek, Accounting Manager Grace Blomgren, and Deputy Clerk Daniel Robertson.

- 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:** Undersheriff Dan Mattos requested that a discussion on the Sheriff's Building Repair and Maintenance expenditures be added to the agenda. As this item did not require immediate discussion, the Board advised Undersheriff Mattos that this item would be discussed at the Commissioners' Debriefing to be held on September 2, 2014.
- D. Old Business:** There was no old business discussed.
- E. New Business:** The attendees came before the Board to continue the discussion on Pay Matrices from the meeting on August 26, 2014. Commissioner Green stated that he supports adopting these matrices for Detention Deputies and Patrol Deputies as long as they do not exceed the amount available from the Sheriff's discretionary funds. Commissioner Green did not support adjusting the pay scale for civilian staff.

Undersheriff Mattos indicated that the most pressing concern was the fact that the Patrol Deputies are currently 9.7% below market while the Detention Deputies are 18.3% above market, and that adopting these matrices would begin to address that gap.

Chairman Tondee shared his concern that these matrices would correct the under market Patrol Deputies' pay but would do nothing to correct the over market pay of the Detention Deputies. Undersheriff Mattos said that both he and Sheriff Ben Wolfinger did not consider it appropriate to reduce the pay of the Detention Deputies, because the current matrix had been advertised to them in prior years. He also reiterated the point made in the prior meeting that these positions attract similar candidates.

Chairman Tondee disagreed with the Undersheriff's reasoning, stating that if the market was the main factor they should address the separation from the market on both the Patrol and Detention sides. He also said that seven (7) or eight (8) years ago there was a class difference in the Sheriff's Department that made recruitment and retention of Detention Deputies difficult, and that the current matrix was adopted to address that problem. He reasoned that adoption of these new matrices would require the Board to address this issue again in another six (6) years, to maintain retention of the Detention Deputies, who would then be at a lower pay rate than the Patrol Deputies.

Undersheriff Mattos understood the concerns shared by Chairman Tondee, but addressed the need to resolve the current wage issues. He stressed that if the Board supported the autonomy of the Sheriff, they should allow him to disburse the \$207,000 allotted to the Sheriff's Office at his discretion. He informed the Board that these matrices were the Sheriff's best attempt at using those funds to address the problems with the market. He also stated that a future Board may not allot Discretionary Funds in the same way, but the Sheriff would still be responsible to use any funds allotted in the best way he could.

Chairman Tondee clarified that the Board is responsible for setting salaries and that adopting these matrices would be considered a salary change. He also acknowledged that a future Board could decide to change things, but he considered the likelihood of that to be small and that whatever decisions the Board makes would need to account for the long term effects.

Commissioner Nelson raised the question as to whether the Auditor's Office has reviewed this plan and verified whether the Discretionary Funds will cover the cost of these changes. She also inquired as to whether these were verified by Human Resources to be in alignment with the BDPA Wage Study Survey. Sheriff's Personnel Technician Marcia Heglie verified that this has been sent to the Auditor's Office but was unaware if they had responded. Commissioner Green said that he was confident that this was in alignment with the BDPA Wage Study Survey.

Undersheriff Mattos stated that it would take approximately \$189,000 of the Discretionary Funds and that \$17,000 would remain for compensation and merit. The Board questioned what those remaining funds would be used for and Ms. Heglie and Undersheriff Mattos replied that the Sheriff has not yet reached a decision, but was considering giving a bonus to those Deputies who are at the top end of the matrix or increasing the stipend for Field Training Officers.

Commissioner Green reasoned that markets change over time and indicated that the Board should address those concerns that affect the current market.

Commissioner Nelson said that she does not have a problem with the plan as presented, but would like to obtain additional information from Finance Director Dave McDowell before making a decision. Commissioner Green stated that Mr. McDowell would have commented if he had concerns with the cost of this plan and the amount allotted to the Sheriff. Commissioner Nelson agreed, but was concerned that Mr. McDowell may not have checked the numbers yet.

Chairman Tondee said that after hearing the comments he would support the adoption of these matrices.

Commissioner Green moved to approve this pay matrix, predicated on receiving confirmation from the Finance Director that these changes will not exceed the allocated funds. Chairman Tondee seconded the motion. There being no further discussion, Deputy Clerk Robertson called the roll:

Commissioner Nelson: Abstain
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 11:09 a.m.

Respectfully submitted,

JIM BRANNON, CLERK

TODD TONDEE, CHAIRMAN

BY: _____
Daniel Robertson, Deputy Clerk
