

Minutes of Meeting
Sheriff Pay Issues
January 22, 2015
1:00 p.m.

The Kootenai County Board of Commissioners: Chairman David Stewart, Commissioner Dan Green and Commissioner Marc Eberlein met to discuss the following agenda items. Also present were Sheriff Ben Wolfinger, Undersheriff Daniel Mattos, Clerk Jim Brannon, Human Resources Director Skye Reynolds, Sheriff's Detective Kevin Mumford, Sheriff's Sergeants Jonathan Brandel and John Stach, Sheriff's Deputies Paul Mead and Joseph Durbin, Auditor Staff Accountant Kimberli Price, and Deputy Clerk Meshell Missler. Also present were Coeur d'Alene Press Reporter Keith Cousins and citizens Tina Kunishige, Don Gary and John Green.

A. Call to Order: Chairman David Stewart called the meeting to order at 1:05 p.m.

B. Introductions: The Board introduced and welcomed all the attendees.

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

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

E. New Business:

The Board encouraged an open discussion with the Sheriff's office leadership about the salary structure and retention requirements for the Sheriff's Patrol and Detention Deputies. The Sheriff's leaders expressed several concerns:

- that many experienced and trained deputies leave the County for higher paying positions in the surrounding areas
- that the County loses training fund investments with these departures
- the previous salary study used boundaries that were too broad and did not give an accurate statistical salary analysis for law enforcement positions.

Sheriff's personnel described the different risks, stresses and dangers of working as a patrol deputy and/or a detention/jail deputy.

Human Resources Director Skye Reynolds said she agreed the salary study of the Sheriff's deputies' salary structure did not accurately analyze the County's competitive labor area. She said the correct competitive labor area should be narrowed to the Interstate 90 corridor from east of Coeur d'Alene to west of Spokane. Ms. Reynolds requested assistance from the Auditor's Finance department and the Sheriff's office to review the salary structure of competitive area agencies, and offered to create a financial modeling structure for the Sheriff's Deputies going forward. Clerk Jim Brannon and Sheriff Wolfinger agreed to start working on the numbers with Ms. Reynolds and to meet with the Board at a later date to discuss the results.

Commissioner Green and Commissioner Eberlein exited the meeting at 2:25 p.m.

F. Public Comment: This section is reserved for citizens wishing to address the Board regarding a County related issue. Idaho Law prohibits Board action on items brought under this section except in an emergency circumstance. Comments related to future public hearings should be held for that public hearing.

There was significant public comment. Chairman Stewart thanked the citizens for their points of view.

Chairman Stewart adjourned the meeting at 2:48 p.m.

Respectfully submitted,

JIM BRANNON, CLERK

DAVID STEWART, CHAIRMAN

BY: _____
Meshell Missler, Deputy Clerk
