

**Minutes of Meeting  
At Will versus For Cause  
April 23, 2015  
9:30 a.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 Human Resources Director Skye Reynolds, Civil Deputy Prosecuting Attorney Darrin Murphey, and Deputy Clerk Meshell Missler.

- A. Call to Order:** Chairman David Stewart called the meeting to order at 9:34 a.m.
- B. Introductions:** There were no introductions made.
- C. Changes to the Agenda:** There were no changes to the agenda.
- D. Old Business:** There was no old business discussed.
- E. New Business:**

Human Resources Director Skye Reynolds discussed with the Board the potential of changing the County from an "At Will" employment policy to a "For Cause" policy. Ms. Reynolds proposed drafting a "For Cause" policy with Civil Deputy Prosecuting Attorney Darrin Murphey for the Board to review. Ms. Reynolds said she had some specific questions she wanted to ask the Board prior to working on the draft.

Ms. Reynolds gave the Board copies of the previous County "For Cause" policy and a sample Idaho County Risk Management Program (ICRMP) "For Cause" policy. The Board discussed concerns of the "At Will" versus "For Cause" employment policies.

The Board directed Ms. Reynolds to include some specific wording in a draft "For Cause" policy and submit to the Board for their review.

- F. Public Comment:** This section is reserved for citizens wishing to address the Board regarding a County related issue. There were no public comments.

Chairman Stewart adjourned the meeting at 10:28 a.m.

Respectfully submitted,

JIM BRANNON, CLERK

DAVID STEWART, CHAIRMAN

BY: \_\_\_\_\_  
Meshell Missler, Deputy Clerk

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