

**Minutes of Special Meeting
Personnel Policy
September 3, 2015
1:30 p.m.**

The Kootenai County Board of Commissioners: Chairman David Stewart, Commissioner Dan Green, and Commissioner Marc Eberlein met to discuss the following agenda item. Also present were Clerk Jim Brannon, Chief Deputy Clerk Pat Raffee, County Assessor Mike McDowell, Mapping Manager Joe Johns, Residential Appraisal Manager Darin Krier, Prosecutor Barry McHugh, Chief Deputy Prosecutor Barry Black, Civil Deputy Prosecuting Attorney Darrin Murphey, Coroner Warren Keene, Sheriff Ben Wolfinger, Undersheriff Dan Mattos, Captain John Holecek, Juvenile Detention Director JT Taylor, Administrative Supervisor Jamie Woods, Chief Deputy Treasurer Laurie Thomas, Buildings and Grounds Director Shawn Riley, Human Resources Director Skye Reynolds, Parks and Waterways Director Nick Snyder, Airport Director Greg Delavan, Community Development Director David Callahan, Emergency Management Director Sandy Von Behren, Information Systems Director James Martin, Veteran Services Officer Scott Thorness, Reprographics/Mail Center Manager David Reid, and Deputy Clerk Theresa Atchley. Also present was citizen Randy Tetzner.

- A. Call to Order:** Chairman David Stewart called the meeting to order at 1:33 p.m.
- B. Introductions:** There were no introductions.
- C. Changes to the Agenda:** There were no changes to the agenda.
- D. New Business:**

Board discussion of whether to move forward with a personnel policy change from “At Will” to “For Cause”

Chairman Stewart brought the personnel policy discussion forward for review. He stated this was discussed at a Commissioner’s Debriefing on June 29, 2015. At that debriefing, the Board decided that Commissioner Eberlein would meet with Human Resources Director Skye Reynolds and Civil Prosecuting Attorney Darrin Murphey to make further revisions to the draft “For Cause” policy and return to the Board for review. Chairman Stewart said he wanted to have an open discussion on the topic and asked for input.

Commissioner Dan Green said the discussion could have been done with just three people rather than misuse County resources by inviting attendees as this was a decision to be made by the Board. He said he was satisfied with the current “At Will” policy.

Commissioner Marc Eberlein said he was in support of the "At Will" policy. He said that after reviewing the policy again he had determined that an "At Will" policy was best for Kootenai County. He added that the spirit of "For Cause" was not a piece of paper; it came from within each manager.

Chairman Stewart said the County would stay "At Will" and no further discussion was needed regarding a for "For Cause" policy.

E. 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. Citizen Randy Tetzner commented.

Chairman Stewart adjourned the meeting at 1:47 p.m.

Respectfully submitted,

JIM BRANNON, CLERK

DANIEL H. GREEN, CHAIRMAN

BY: _____
Theresa Atchley, Deputy Clerk
