

**Minutes of Special Meeting
Compensation Policies
December 16, 2015
3:00 p.m.**

The Kootenai County Board of Commissioners: Chairman Dan Green, Commissioner Marc Eberlein, and Commissioner David Stewart met to discuss the following agenda item. Also present were Assessor Mike McDowell, Chief Deputy Treasurer Laurie Thomas, Human Resources Director Skye Reynolds, Auditor's Accounting Manager Grace Blomgren, Payroll Technician Kathryn von Kienast, and Deputy Clerks Alicia Lynch and Cecilia Sweet.

- A. Call to Order:** Chairman Dan Green called the meeting to order at 3:00 p.m.
- B. Introductions:** There were no introductions.
- C. Changes to the Agenda:** There were no changes to the agenda.
- D. New Business:**

BOCC Review of Vacation Buyout Compensation Report and Compensation Policies

Commissioner David Stewart stated, in his opinion, when the policy was drafted it became an expectation. He supported buying out employee hours or giving them the opportunity to use the time accrued.

Chairman Green stated he was not in favor of going outside of the budget to address the problem. He said he was in favor of buying back 40 hours if an employee was over 240 hours, but he was not in favor of buying back hours over the 120 hour limit.

Commissioner Marc Eberlein stated that there were two issues to be addressed; whether to buyout the hours, and how to fund the buyout. He stated he was not in favor of revoking employee benefits.

Human Resources Director Skye Reynolds said that 98 employees were over 240 accrued vacation hours.

Assessor Mike McDowell commented that those employees with over 240 hours who were told to use it or lose it could have chosen differently had they known the County would buyout their hours.

The Board discussed the issue at length.

The Board requested that Accounting Manager Grace Blomgren and Payroll Technician Kathryn von Kienast return in January 2016 with answers to the following questions if possible:

- How many employees were still over 240 hours at the end of the first pay period in 2016?

- How many employees lost hours at the end of the first pay period in 2016?
- How many employees have 50, or less than 50 hours at the end of the first pay period in 2016?
- How much would it cost the County to buyout every hour over the 240 limit?

Ms. Blomgren stated she could have the numbers to the Board by January 14, 2016.

No decisions were made.

- 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. There were no public comments.

Chairman Green adjourned the meeting at 3:52 p.m.

Respectfully submitted,

JIM BRANNON, CLERK

DANIEL H. GREEN, CHAIRMAN

BY: _____
Alicia Lynch, Deputy Clerk
