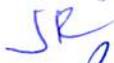


COMMISSIONERS APPROVAL

KANENWISHER

FOSS 

CHILCOTT 

IMAN 

STOLTZ 

Members Present.....Commissioner Matt Kanenwisher, Commissioner Suzy Foss, Commissioner Greg Chilcott, Commissioner J.R. Iman and Commissioner Ron Stoltz.

Date.....March 20, 2012

► Minutes: Beth Perkins

► The Board met at 9:00 a.m. to approve a resolution for an updated Pre-Disaster plan. Present were Office of Emergency Services (OES) Director Ron Nicholas and OES Staff Erik Hoover. Ron Nicholas gave an overview of the approved updated Pre-Disaster plan to the Board which enables the County to apply for certain grant monies. **Commissioner Chilcott made a motion to adopt Resolution No. 2826 for an updated Pre-Disaster Plan. Commissioner Iman seconded the motion and all voted "aye". (5-0)**

Ron Nicholas discussed the Emergency Management Planning Grant with the Board including whether the County should apply for the grant with a new requirement, as the deadline for grant submittal is March 30th.

► The Board met at 9:20 a.m. for the following administrative matters:

- **Approval of Letter of Support for TSEP Bridge Application for Willoughby:** Planning Administrator Terry Nelson gave an update to the Board of the application for the Willoughby Bridge Transportation Project. **Commissioner Chilcott made a motion to adopt Resolution No. 2827 to support the TSEP application for Willoughby Bridge. Commissioner Foss seconded the motion and all voted "aye". (5-0)**
- **Signature for Tiger Grant Application Consultant Contract:** Commissioner Kanenwisher gave the Board an overview of the application. **Commissioner Foss made a motion to sign the Tiger Grant application Consultant Contract. Commissioner Chilcott seconded the motion and all voted "aye". (5-0)**
- **Appointment of Airport Board members:** Commissioner Chilcott made a motion to appoint Brian Hawkes to the Airport Board. **Commissioner Foss seconded the motion and all voted "aye". (5-0)**

- **Commissioner Stoltz made a motion to appoint Bob DeWante to the Airport Board. Commissioner Foss seconded the motion and all voted "aye". (5-0)**
- **Commissioner Reports:** Commissioner Kanenwisher discussed recent roof damage to one of the County buildings and needing to get an estimate for repair. Commissioner Foss discussed a request from Jerry Moore for a meeting regarding the BRHA audit and some discrepancies between the taxes and financial reports. Commissioner Kanenwisher expressed his concern with financial discrepancies within a non-profit organization and County funds being utilized by them. Commissioner Foss discussed Hughes Creek Road and a complaint for the maintenance of the road. She was informed there is an existing MOU between the County and Forest Service for the maintenance. Commissioner Stoltz received a complaint regarding Lost Horse Creek Road and potholes. Commissioner Iman attended a Weed Board meeting last Thursday and they are preparing to start spraying season and will present a plan to the Board for approval. He also attended the Park Board meeting Wednesday and due to lack of funds from subdivisions, they would like to have Commission support to have a mill levy put on the ballot.

► The Board met at 9:55 a.m. for an update with Human Resource Director Robert Jenni to include making a decision to approve the Detention Contract for one year and initiate salary negotiations for the Road Administrator position. Present were Eric Anderson. Robert presented the Board with employee action forms. He requested a Board vote for approval of the Detention Contract since it was discussed but not voted upon. **Commissioner Iman made a motion to approve the Detention Contract for a period of one year. Commissioner Chilcott seconded the motion and all voted "aye". (5-0)**

Eric Anderson discussed the probationary period of 12 months and requested a period of 6 months with the option of a performance evaluation. The original salary offer was \$47,500 and at end of the 12 month probationary period an increase of \$2,500. Eric requested after a 6 month probationary period an increase of \$2,500 based upon satisfactory personal performance and another \$2,500 increase after a positive department performance review. Commissioner Kanenwisher discussed regular performance reviews and what the criteria would be based upon for such reviews. Commissioner Foss further discussed tying personal reviews to department reviews for an overall performance evaluation. The Board concurred with Commissioner Kanenwisher and Commissioner Foss. Commissioner Iman requested an organized system with direction from the Board. Commissioner Stoltz expressed his concern with seasonal performance and requested to keep the probationary period of 12 months. He also does not agree with an increase of \$2,500 in salary at 6 months instead of 12 months. Board discussion followed regarding the pros and cons of an increase after 6 months versus 12 months based on a positive performance review. Commissioner Chilcott concurred to the approve the request for a 6 month probationary period and an increase of \$2,500 based upon a positive performance review. Commissioner Stoltz disagreed with changing the probationary period from 12 months to 6 months. Commissioner Chilcott suggested setting benchmarks such as reducing overtime as part of a positive performance goal. Commissioner Kanenwisher called for public comment. Hearing none, he then closed public comment. **Commissioner Chilcott made a motion to accept the counter proposal to reduce the probationary period to 6 months with successful completion to include an increase of \$2,500 in salary and a department performance review to follow in**

an additional 6 months which based upon a positive performance review that may include another \$2,500 increase in salary based upon criteria decided by the Board of Commissioners. Commissioner Foss seconded the motion. Commissioner Kanenwisher, Commissioner Foss, Commissioner Chilcott and Commissioner Iman voted "aye". Commissioner Stoltz voted "nay".(4-1)

Eric Anderson discussed the possibility of the former Road Supervisor being reinstated by legal decision, he would like some protection to return to his former position at his former salary. The Board discussed possible outcomes of a court decision and expressed concern of setting precedence with holding a position for an employee especially in light of layoffs. Eric discussed scheduling vacation time and a transition period to leave a start date of April 16th. The Board concurred.

▶ The Board met at 10:34 a.m. for an update with Treasurer Marie Keeton regarding tax collection to date and cross-training of employees.

▶ The Board met at 10:40 a.m. for an update with Chief Financial Officer Klarryse Murphy .

▶ The Board met at 1:30 p.m. with Johnson Controls regarding the Energy Performance Annual Report.