



Cassia County Board of Commissioners

Cassia County Courthouse
Commission Chambers
1459 Overland Ave. – Room 206
Burley, ID 83318
www.CassiaCounty.org

CASSIA COUNTY

Recorded for:

CASSIA COUNTY COMMISSIONER

8:37:23 am 09-12-2016

2016-003797

No. Pages: 7 Fee: \$

JOSEPH W. LARSEN

County Clerk

Deputy: CVELASQUEZ

Board Members:

Dennis Crane, Chair (District #3) ~ dcrane@cassiacounty.org

Paul Christensen, Member (District #1) ~ pchristensen@cassiacounty.org

Bob Kunau, Member (District #2) ~ bob.kunau@cassiacounty.org

Phone: (208) 878-7302

Fax: (208) 878-9109

Friday, July 22, 2016

2:00 PM

The Cassia County Board of Commissioners met this day in special session in the Commission Chambers of the Cassia County Courthouse.

- 1) Call to Order
- 2) Pledge of Allegiance and Prayer
- 3) Roll Call

7/22/2016 2:08 PM **Roll Call.**

Present: Kerry D. McMurray - Administrator, Bob Kunau - Member, Dennis Crane - Chairman, Paul Christensen - Member, Doug Abenroth - County Attorney, Heather Evans – Lead Deputy Auditor.

4) 7/22/2016 2:08 PM Personnel Matters

- a. Change of Status – Buildings and Grounds – Termination of Blair Bowers

7/22/2016 2:08 PM **Motion:** Change of Status Request as presented, **Action:** Approve, **Moved by** Paul Christensen - Member, **Seconded by** Bob Kunau - Member.

Motion passed unanimously.

5) 7/22/2016 2:09 PM Executive Session – Hear Complaints or Charges Brought Against a Public Officer

7/22/2016 2:09 PM **Motion:** Evaluation, dismissal or disciplining of, or to hear complaints or charges brought against, an individual, **Action:** Enter Executive Session under Idaho Code 74-206 (1) (b), **Moved by** Bob Kunau, Member, **Seconded by** Paul Christensen, Member.

Vote: Motion carried by unanimous roll call vote (**summary:** Yes = 3).

Yes: Bob Kunau, Member, Dennis Crane, Chairman, Paul Christensen, Member.

7/22/2016 2:23 PM Upon exit of Executive Session, no decision was made.

6) 7/22/2016 2:23 PM Deliberate on Law Enforcement Agreement Draft

- a. A draft from the City of Burley was gone through with Abenroth for the board to make decisions.

CASSIA COUNTY COMMISSION

SPECIAL SESSION

Friday, July 22, 2016

1 | Page

- b. Paragraph 3.2
 - i. Tracking of time for all entities involved for Sheriff's Office resources was recommended in the Law Enforcement Committee report.
 - ii. Heward said they are having difficulty extrapolating that information out of the CAD program in tracking time. They just need to be able to print a report from that information.
- c. Paragraph 3.7
 - i. Separate accounting for the City of Burley and the County.
 - ii. Evans stated the accounting has been setup to do that.
- d. Paragraph 3.8
 - i. Equalization of wages was expressed due to officer turnover. Shirley stated that concern is on behalf of officers who want to see where they are in compensation after a period of time.
 - ii. Shirley indicated that paragraph includes a good faith effort be made by the county for some mechanism that is possibly used by other entities which would be helpful in accomplishing pay scale increases within the county's ability to do so.
 - iii. Shirley stated that formula would include more contractual payment from the City of Burley as well.
 - iv. Christensen said the county is committed to do whatever in that area possible within budget limitations.
 - v. Abenroth stated Warrell came in some time ago with a form of step and grade and the committee was provided that according to Heward. Other departments have asked for the same method of equalization according to Abenroth.
 - vi. Abenroth stressed that leaving that in the contract obligates the board to pursue steps of equalization in pay in good faith. Crane said he didn't feel comfortable with that as they don't know how they will work through it.
 - vii. Concern was expressed that there needs to be certainty there is funds available to meet that plan.
 - viii. Heward said Ada County has a base set for periods of service.
 - ix. Christensen said he would like to see a product like that and do some study in that area. If funds are not available, it does not bind the county. Abenroth said it requires that a plan be worked towards being put in place.
 - x. Kunau said the plan previously was establishing higher base pay. Heward said they could go with base of pay where we currently are for different years of service as that base.
 - xi. The board determined to leave that in the contract.
- e. Paragraph 4.7
 - i. A schedule of purchasing vehicles for City of Burley officers was presented with three the first year, three the second year, and two the third year of the contract according to Abenroth.
 - ii. There was unanimous consent for the need of officer vehicles according to Shirley and that was the intent of language in the contract to accomplish that.
- f. Paragraph 4.10
 - i. Replacement schedules are to be done in good faith for vehicle replacement.
 - ii. Abenroth expressed concern that the Sheriff present vehicles with revenue available where needed. He stated the contract.

- iii. The board asked to have latitude for the Sheriff to determine that.
 - iv. Christensen said with a good faith clause, it gives latitude to adjust to situations. Shirley stated the cars need to be replaced according to the committee.
 - v. Kunau asked if there concerns from the city of work not getting done because of the cars. Shirley said it had just been stressed to the committee the need for newer vehicles.
 - vi. All patrol rifles have been replaced according to Heward and Rogers. SWAT deputies' rifles have not been replaced. They were changed out seven to ten years ago according to Rogers.
- g. Paragraph 7.1
- i. A multi-year contract was discussed by Abenroth and the board.
 - ii. Crane was comfortable with a two-year contract. Christensen said they will have more data after the first year.
 - iii. Heward said at 1.13% increase in the contract will not even cover a 3% increase in deputy wages. Shirley stated 1.13% is the standard inflation rate which he felt was fair to be included as the increase.
 - iv. Christensen stated there is a labor force problem in the Mini-Cassia area and increases in rate of pay are substantially exceeding that inflation rate which could be a real issue in a multi-year contract. He also suggested method or formula in the contract to adjust salaries after the first year to stay competitive in the workforce.
 - v. Kunau expressed concern about not knowing what three years will bring for budgeting. It should be looked at halfway through the year and see where we are at that time.
 - vi. Shirley said it would take two years to come up with sufficient data and follow a two-year trend.
 - vii. Christensen felt a 2% increase in the contract, as recommended by the committee in Exhibit A, would work better to keep the officers committed to their jobs.
 - viii. Heward said it would take 2%, as the committee came up with to be workable.
 - ix. Kunau said we will end up short financially with that proposal.
 - x. The board felt a 3% increase in rate of pay is the goal going forward if possible.
 - xi. Crane and Christensen felt comfortable with a 2-year contract at a 2% increase per year.
 - xii. Abenroth pointed out that the county is doing it for less than what the committee reported. Kunau stated we are using 2015's numbers from the committee rather than 2016's amounts. We end up 2% behind before we start. Kunau asked what a backup plan would be if we can't meet payroll expenses. Abenroth still felt a two-year contract is needed to evaluate trends. Kunau was concerned about a crisis. Shirley said there is a provision in the contract to give notice if the contract were to be terminated by either party.
 - xiii. Evans said the Sheriff's Office has been tracking "B" Budget amounts for FY2016.
 - xiv. Abenroth was instructed to go with 2% increase with a two-year contract.
- h. Paragraph 8.2
- i. 9-1-1 funding by the City of Burley allows for a payment of \$1,303.00 per month or \$15,636 per year as provided by Todd Quast to be paid to the 9-1-1 fund
 - ii. A provision for that payment from the City of Burley is to have someone from the City of Burley be appointed to the 9-1-1 Committee.
 - iii. Crane did not feel comfortable with that as members are not political people. McMurray said they are first responder representatives. He also said if the City of Burley were

represented, other cities would need to be represented. Shirley felt that will not be well-received by the City of Burley.

- 7) 7/22/2016 4:11 PM Deliberate on Budget Officer Recommendations and Department Head Requests
- a. The Budget Office provided Commissioner change recommendations as requested.
 - b. The FY2017 budget is currently at \$17,122,941, a 2.36% increase from last fiscal year. That amount increased by \$394,591.
 - c. Evans explained the move from the Justice Fund of Indigent Defense to the Current Expense and Social Services Budgets.
 - d. A mock L-2 form is being worked on but new construction numbers are yet to come from the Assessor's Office.
 - e. The splits between the county and city for Sheriff's Administration, Patrol, and Investigation were explained by Evans.
 - f. Evans stated the Sheriff's Office presented the split between city and county from their requests rather than from the budget officer recommendations. If those are approved, it would need to come from savings from the health benefit savings which likely will not be sustainable.
 - g. McMurray suggested reducing Buildings and Grounds to three full time employees to offset what was moved from the County Fair budget.
 - h. All approved increases will be allocated at the direction of the board from health insurance benefit savings that were identified after the budget officer recommendations.

- 8) 7/22/2016 4:38 PM Adjournment

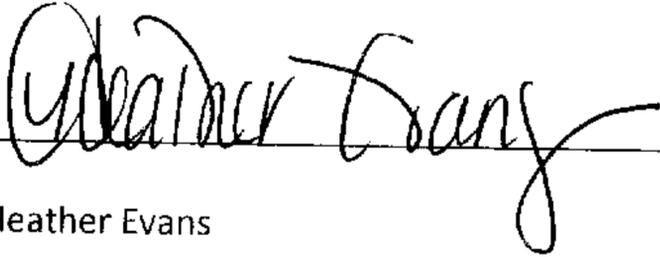
7/22/2016 4:38 PM **Motion:** Special meeting of the board, **Action:** Adjourn, **Moved by** Paul Christensen, Member, **Seconded by** Bob Kunau, Member.
Motion passed unanimously.

APPROVED:



Dennis Crane, Chairman

DEPUTY CLERK OF THE BOARD:



Heather Evans

ATTENDANCE LOG ATTACHMENT

CASSIA COUNTY COMMISSIONERS

Attendance Log

Date: 07/22/2016

	NAME (PLEASE PRINT)	TOWN	REPRESENTING
1.	Randy Hawkins	Burley	City of Burley
2.	Casey Anderson	Burley	Citizen
3.	Jason Rogers	Burley	Sheriff's Dept.
4.	Jay Howard	Burley	Sheriff
5.			
6.			
7.			
8.			
9.			
10.			
11.			
12.			
13.			
14.			
15.			
16.			
17.			
18.			
19.			
20.			
21.			
22.			
23.			
24.			
25.			