

**OFFICE OF THE BOARD OF COUNTY COMMISSIONERS
OF BLAINE COUNTY
SPECIAL MEETING OF THE JULY 2015 SESSION**

Sixth Day

Monday, July 20, 2015

Pursuant to Statutory Provisions, the Board of Blaine County Commissioners (BCC) met this day at 1:30 p.m. Present were Chairman Lawrence Schoen, Vice-Chairman Jacob Greenberg, Commissioner Angenie McCleary; County Administrator Derek Voss; County Clerk JoLynn Drage; Chief Deputy Clerk Leslie Londos; and Recording Secretary Sunny Grant.

Chairman Greenberg called the meeting to order at 1:30 p.m.

PUBLIC COMMENT - NONE

BLAINE COUNTY FISCAL YEAR 2016 BUDGET- Public Meeting

Blaine County Budget Deliberations - Tentative Budget Discussion

• **Budget for Geographic Information Systems salaries**

GIS Program Manager Joel Hall has indicated he will retire this year. The BCC will plan to fund both GIS positions at this time; and continue Interlocal agreements with the cities of Ketchum and Sun Valley.

• **Compensation for Elected Officials**

Elected officials have received market adjustments but have not been included in the merit pool. Schoen would prefer to see the merit pool used for employees rather than elected officials. The BCC discussed what impact merit increases have on team members' performance, and the impact merit increases have on salary structure. Greenberg would like to see the merit pool used for one-time bonuses, but bonuses appear to be illegal in the State of Idaho.

Market increase is an across-the-board raise given to all County employees, including elected officials. Each department is given a merit pool sum based on their payroll, and the department head chooses how to spend it. For the last several years, elected officials were not eligible for merit increases.

- Schoen expressed concern about merit pay to elected officials. Drage said the County lagged in market comparison to CPI (Consumer Price Index), and giving elected officials market plus merit would keep them relatively close to the CPI.
- McCleary said job classification and step increases refer to education, experience and proficiency. Market adjustment and merit pool consider the CPI; and are very important for performance measurement and management.
- Greenberg thinks the merit pool should be more a one-time "bonus" and not a permanent adjustment to someone's paycheck, which it actually is.
- Greenberg thinks elected officials should be on the Kinds and Levels chart to be treated like everyone else; and take the politics out of the Commissioners setting their salary.
- Voss said elected officials are not evaluated, except by the public every election year, but the public doesn't set elected officials' salaries.

The BCC agreed that they need to address salary compression in the future. Voss said Total Rewards Strategy and Outcome Based Budgeting provide a framework for County budgeting and compensation. Blaine County's philosophy is that employees should be paid based on performance, with due respect to fiscal responsibility to County taxpayers. County Code states that all County officers and deputies shall receive as full compensation for their services fixed annual salaries to be paid monthly out of the County Treasury, as other expenses are paid. Voters determine performance of elected officials. A high performer can outpace a lower performer. If elected officials are included in the employee matrix, but merit is excluded, the unintended consequence of compression can happen. The County has limited finances with which to compensate at the level it wants to.

County Chief Deputy Prosecuting Attorney Tim Graves is reviewing if it is permissible under Idaho Code to pay a bonus.

Sheriff Gene Ramsey, an elected official, said Outcome-Based Budgeting is a good system. Elected officials have never been given merit raises, and every year they fall behind. He liked that he could give merit raises to people who deserve them. Sheriff Ramsey said his employees appreciate their merit increase and the fact that it increases their salary, but none of them knew what their merit raise was last year and he didn't think a merit increase should just become additional salary. He suggested a 2½% raise for everyone this year and then work on formulating a policy for merit increases.

The BCC discussed reserve funds, and potential uses.

The BCC confirmed 1½% market increase and 1% merit pool.

ADJOURN

At the hour of 2:48 p.m., the BCC finding no more business before them adjourned.

Attest: _____ Approved _____
JoLynn Drage County Clerk Jacob Greenberg Chairman