

**OFFICE OF THE BOARD OF COUNTY COMMISSIONERS
OF BLAINE COUNTY
REGULAR MEETING OF THE JULY 2013 SESSION**

Second Day

Tuesday, July 9, 2013

Pursuant to Statutory Provisions, the Board of Blaine County Commissioners (BCC) met this day at 9:00 a.m. Present were Chairman Lawrence Schoen, Vice-Chairman Angenie McCleary, Commissioner Jacob Greenberg; County Administrator Derek Voss; County Clerk JoLynn Drage; Operations Director Char Nelson; and Recording Secretary Sunny Grant.

Chairman Schoen called the meeting to order at 9:02 a.m.

PUBLIC COMMENT – NONE

EXECUTIVE SESSION – §67-2345 1(d) INDIGENT - Consideration of records that are exempt from disclosure as provided in Chapter 3, Title 9, Idaho Code.

Present were: Blaine County Indigent Services Manager Brooke Roberson and Deputy Auditor Debbie Piper.

McCleary moved, seconded by Greenberg, to convene in Executive Session pursuant to Idaho Code 67-2345 1(d) to consider indigent medical applications. Greenberg (aye), McCleary (aye), and Schoen (aye). Motion carried unanimously.

OPEN SESSION RESUMED

McCleary moved, seconded by Greenberg, to deny Medical Indigent Application for Assistance Case #2013-53, based on staff recommendation. Motion carried unanimously.

COUNTY DEPARTMENT REPORTS, DISCUSSION and CONSIDERATION

Claims – Schar Boyd

- Deputy Auditor Schar Boyd presented the claims.

McCleary moved, seconded by Greenberg, to approve claims dated July 3, 2013, with additional claim for a paper order from Jane’s Paper Place, and contingent upon staff reviewing the one larger claim for solid waste truck haul. Motion carried unanimously.

ajv062013	Jun-2013		
FUND 01	AGAINST GENERAL FUND		
Blaine County Employees	Salaries June 13	\$ 265,049.44	
Blaine County Employees	Salaries June 27	\$ 262,866.97	
Total June FICA		\$ 38,150.93	
Total June Benefits		\$ 147,307.23	
Total June Bills		<u>\$ 188,891.85</u>	
Combined Total June Expense			\$ 902,266.42
FUND 02	AGAINST ROAD & BRIDGE		
Blaine County Employees	Salaries June 13	\$ 24,693.21	
Blaine County Employees	Salaries June 27	\$ 24,693.20	
Total June FICA		\$ 3,535.54	
Total June Benefits		\$ 15,190.55	
Total June Bills		<u>\$ 90,304.13</u>	
Combined Total June Expense			\$ 158,416.63
FUND 03	AGAINST ELECTION CONSOLIDATION		
Blaine County Employees	Salaries June 13	\$ 2,448.36	
Blaine County Employees	Salaries June 27	\$ 1,243.20	
Total June FICA		\$ 280.37	
Total June Benefits		\$ 823.55	
Total June Bills		<u>\$ 3,787.63</u>	
Combined Total June Expense			\$ 8,583.11
FUND 04	AGAINST AMBULANCE		
Total June Bills		\$ 170,339.28	\$ 170,339.28
FUND 06	AGAINST DISTRICT COURT		
Blaine County Employees	Salaries June 13	\$ 1,950.75	
Blaine County Employees	Salaries June 27	\$ 1,950.75	
Total June FICA		\$ 298.48	
Total June Benefits		\$ 954.04	
Total June Bills		<u>\$ 13,034.21</u>	
Combined Total June Expense			\$ 18,188.23

FUND 07	AGAINST COUNTY FAIR		
Total June Bills		\$ -	\$ -
FUND 11	AGAINST PUBLIC HEALTH		
Total June Bills		\$ 20,051.00	\$ 20,051.00
FUND 12	AGAINST HISTORICAL SOC. & MUSEUM		
Total June Bills		\$ -	\$ -
FUND 16	AGAINST CHARITY & INDIGENT		
Blaine County Employees	Salaries June 13	\$ 1,803.20	
Blaine County Employees	Salaries June 27	\$ 1,803.20	
Total June FICA		\$ 221.26	
Total June Benefits		\$ 1,133.42	
Total June Bills		\$ 20,211.17	
Combined Total June Expense			\$ 25,172.25
FUND 17	AGAINST JR. COLLEGE TUITION		
Total June Bills		\$ -	\$ -
FUND 20	AGAINST REVALUATION		
Blaine County Employees	Salaries June 13	\$ 10,542.67	
Blaine County Employees	Salaries June 27	\$ 10,672.91	
Total June FICA		\$ 1,455.36	
Total June Benefits		\$ 8,157.41	
Total June Bills		\$ 1,669.34	
Combined Total June Expense			\$ 32,497.69
FUND 22	AGAINST RECYCLE CENTER		
Blaine County Employees	Salaries June 13	\$ 3,841.20	
Blaine County Employees	Salaries June 27	\$ 3,841.20	
Total June FICA		\$ 587.70	
Total June Benefits		\$ 1,895.54	
Total June Bills		\$ 2,475.95	
Combined Total June Expense			\$ 12,641.59
FUND 23	AGAINST SOLID WASTE		
Total June Bills		\$ 325,422.93	\$ 325,422.93
FUND 27	AGAINST NOXIOUS WEEDS		
Blaine County Employees	Salaries June 13	\$ 5,139.20	
Blaine County Employees	Salaries June 27	\$ 5,739.20	
Total June FICA		\$ 748.76	
Total June Benefits		\$ 3,616.96	
Total June Bills		\$ 28,349.77	
Combined Total June Expense			\$ 43,593.89
FUND 30	AGAINST CAPITAL IMPROVEMENT FUND		
Total June Bills		\$ 9,217.70	\$ 9,217.70
FUND 31	AGAINST PSF BOND REDEMPTION		
Total June Bills		\$ 500.00	\$ 500.00
FUND 35	AGAINST NURSING HOME		
Total June Bills		\$ 185,372.10	\$ 185,372.10
FUND 37	AGAINST SNOWMOBILE		
Total June Bills		\$ 686.35	\$ 686.35
FUND 38	AGAINST WATERWAYS		
Blaine County Employees	Salaries June 13	\$ 890.71	
Blaine County Employees	Salaries June 27	\$ 565.72	
Total June FICA		\$ 111.41	
Total June Benefits		\$ 156.28	
Total June Bills		\$ 1,943.39	
Combined Total June Expense			\$ 3,667.51
FUND 46	AGAINST E-911 EMERGENCY COMM		
Blaine County Employees	Salaries June 13	\$ 4,546.40	
Blaine County Employees	Salaries June 27	\$ 4,546.40	
Total June FICA		\$ 636.22	
Total June Benefits		\$ 2,675.74	
Total June Bills		\$ 7,690.15	
Combined Total June Expense			\$ 20,094.91

FUND 51	AGAINST LAND WATER & WILDLIFE LEVY		
Total June Bills		\$ 4,071.83	\$ 4,071.83
FUND 81	AGAINST LIABILITY INSURANCE		
Total June Bills		\$ -	\$ -
	TOTAL ALL FUNDS		\$1,940,783.42

Administrator – Derek Voss

- Wood River Valley Studio Tour, Inc., a non-profit organization, asked the County for financial support for their upcoming tour of artists’ studios in the Wood River Valley. Blaine County does not have a fund or process to contribute to this kind of event, but offered to act as an intermediary to hold the funds if that would help.
- Voss is researching who provides and pays for Court-mandated public defenders for indigent parents who wish to terminate parental rights. Blaine County’s public defenders do not believe their responsibilities include acting as legal counsel for indigent parents.
- Sustain Blaine has requested trail mapping services from Blaine County GIS. The BCC asked GIS to meet the request, provided Sustain Blaine has a flexible deadline and GIS has time to do the project. Both Ketchum and Sun Valley cities, who use the County’s GIS on a weekly basis, have contributed toward the project.
- Next week’s leadership team meeting will focus on presenting a leadership development program.

CONTRACTS, GRANTS AND AGREEMENTS, Discussion and Consideration

Also present: Nichols Landscape owner Carol Pintler

- Nichols Landscape-Blaine County Security Agreement Record #611343

McCleary moved, seconded by Greenberg, to approve Nichols Landscape Security Agreement. Motion carried unanimously.

CONSENT CALENDAR

- Resolution 2013-26 Capital Improvement Fund Budget Adjustment from General Fund Record #611032
- Resolution 2013-27 Capital Improvement Fund Budget Adjustment from Weeds Fund Record #611033
- Resolution 2013-28 Transfer of Funds from Weeds Trust Account to Weeds Fund Record #611034
- Beverage licenses for Valley Club, Guffy’s, Whiskey Jacques, Bigwood Golf Course, DiVine, Johnny G’s Subshack, West Magic Resort, Sun Valley Brewing Co., Magic Lantern, Stinker Store #111, Boca, McClain’s Pizzeria, The Ranch Clubhouse, Main Street Market, and Perry’s Restaurant.

Greenberg moved, seconded by McCleary, to approve the Consent Calendar for July 9, 2013. Motion carried unanimously.

BOARD REPORTS, DISCUSSION AND CONSIDERATION

ITD Mobility Funding Opportunity (Community Choices Grant) – McCleary

Ketchum, Sun Valley, Hailey, Mountain Rides and Blaine County are coordinating their ITD project requests. Blaine County intends to submit letters of intent for the Bicycle/Pedestrian Master Plan and a sidewalk on Hospital Drive.

Solid Waste Carcass Disposal Fee Waiver Proposal – Schoen

Livestock carcasses left on the ground can be an attractant to predators. Southern Idaho Solid Waste District Executive Director Josh Bartlomé will review waiving the carcass removal fee and submit projected loss of revenue to the County and SISWD.

Operations Director – Char Nelson

• **Hulen Meadows Subdivision Road Rights of Way**

Also present: Blaine County Chief Deputy Prosecuting Attorney Tim Graves; County Operations Director Char Nelson; County Road and Bridge Manager Tom Duffy; County Engineer Jeff Loomis; County GIS Program Manager Joel Hall; County Code Compliance Specialist Diane Shay; Ketchum Rural Fire Chief Mike Elle; Wood River Fire Protection District Chief Bart Lassman; Hulen Meadows Homeowners Association President Donna Finegan and HOA Board Member Karyn Forsyth; Hulen Meadows interested parties Pete Cantor, Ken Steinauer, Sarah Michael, Jerry and Doris Mores, Robert Kahn, Craig Poulsen, Leslie Maksik, Bev Neal, Dr. David and Patti Puz, Butch Harper, Jim Jaquet, John Evans, Carol Pintler, Jima Rice, Evelyn Lee, Ken and Karen Dickens, Will Bailey, Rick and Claudia Walsworth, Scott Carlin, Cindy Schott, Tifney Stewart, Billy Mann, Suzanne Hausner, Jim Chubb, Carolyn Palmer, John Taber, Sherry St. Clair, Rebecca Bundy, Marc Longley, Diane Citret, Cinda Nicholson, Colleen Love Kassner, and Carl and Bunny Manus.

Road and Bridge receives numerous requests from Hulen Meadows homeowners to plow and sand the roads in winter. The Blaine County dedicated road right-of-way in Hulen Meadows is 60ft wide. Blaine

County Road and Bridge needs a minimum 14ft shoulder off the edge of pavement for snow storage. Snow should be pushed into a berm so it can melt into a barrow pit. If there isn't room to get snow off the pavement, snow melts during the day and freezes overnight, causing a safety hazard on the roadway. Freeze-thaw on the roadway breaks up the pavement and decreases the life of the road. When the grader siding pushes snow off the edge of the pavement, landscaping in the right-of-way can be damaged and/or can damage the blade, and can be hazardous to the driver.

Blaine County Operations Director Char Nelson and County Road and Bridge Manager Tom Duffy attended a Hulen Meadows Homeowners Association meeting on June 22, 2011. They told Hulen Meadows homeowners about the County's difficulties in maintaining Hulen Meadows roadways and the County's need for the full road right-of-way. Highlights of the County's interactions with Hulen Meadows landowners since then:

- Sept. 9, 2012: HOA notified of the County's need to have the right-of-way clear of landscaping.
- Nov. 27, 2012: Blaine County sent letters to Hulen Meadows residents notifying them of encroachments in the right-of-way adjacent to their property.
- Dec. 12, 2012: County Attorney Tim Graves outlined the process and legal ramifications of right-of-way encroachments.
- Nelson subsequently met with homeowners and responded to letters from homeowners.
- January 2, 2013: Blaine County Commissioners held a legally-noticed meeting to discuss Hulen Meadows rights-of-way issues.
- June 8 and 9, 2013: Road and Bridge staff marked right-of-way encroachments in Hulen Meadows with stakes.
- June 26, 2013: County staff attended HOA meeting.
- July 1, 2013: County Road and Bridge Manager Tom Duffy and local fire chiefs Bart Lassman and Mike Elle did a site visit
- Installation of a new water line is scheduled for Hulen Meadows in the next few years.

Thirty-four residents have contacted Nelson about their right-of-way encroachments in the last year, and Nelson met with a number of residents.

Ketchum Rural Fire Chief Mike Elle's job as fire chief and paramedic service provider (71% of calls are ambulance service) is the safety and protection of life and property. Right-of-way issues cause him problems all over the County. The Fire Department needs a minimum 20ft clear roadway at all times, year round, with no cars or any other obstruction in the roadway. When snow piles narrow the roadway, emergency vehicles cannot get to the emergency and ambulances lose time getting their patients out. When a fire truck is used to fight a fire, it expands to 16ft wide. Working in a narrow environment is a safety issue.

McCleary said clearing 14ft of right-of-way shoulder will have a drastic impact on the Hulen Meadows neighborhood and, potentially, property values. She asked Road and Bridge to treat landowners individually where possible and only remove landscaping that was necessary. She suggested the County work in conjunction with the new water line installation.

Greenberg said he wasn't happy about the emergency turnaround by his house but he followed fire department rules. Years later, there was a fire 30 feet from his house. Three fire trucks at his front door saved his home and numerous others in his neighborhood.

Greenberg said the BCC shouldn't have to argue to substantiate an existing statute. Rules are made for life-safety. Inadequate snow storage is hazardous for service people and freeze/thaw is hazardous for people and neighbors. The ordinance applies to everyone. If there are extenuating circumstances, a landowner can apply for a variance. Lack of past enforcement is not a valid precedent for not enforcing the present and future laws.

Schoen said Hulen Meadows has been around for a long time, and property lines have gotten fuzzy over the years. Some landowners have respected property lines, and other landowners have expanded their living space into the right-of-way. Ignorance is no excuse. The standard right-of-way in Blaine County is 60 feet. A minimum 14 feet of shoulder on both sides of a 20-foot right-of-way is still 12 feet less than the 60-foot right-of-way that the public legally owns.

The BCC requested suggestions for reasonable solutions, but the County has to treat everyone fairly. Life-safety for emergency service personnel and residents is most important to the BCC and the public.

PUBLIC COMMENT:

- Widening the right-of-way will depreciate homes in Hulen Meadows and be expensive for both Hulen Meadows homeowners and Blaine County.
- Hulen Meadows Homeowners Association President Donna Finegan said property owners are upset at all the green stakes in their neighborhood. The HOA was initially told there were 41 encroachment violations; but later was told there were 180 violations.
Contrary to minutes of a recent BCC meeting, the Hulen Meadows Board of Directors never stated that they fully support the County's encroachment enforcement. The County's right-of-way enforcement project will have a huge negative effect on Hulen Meadows.

The Hulen Meadows Board would like to have a reasonable plan of action based on a study of the area in the winter months and identify specific areas that may need improvement so they can address problem areas.

- Safety issues are minimal if firefighters only once had to cut down a tree in Hulen Meadows. If the County wants to keep the roadways safe for the fire chief, Road and Bridge should identify where the road is less than 20 feet in the winter.
- A new water line will be installed in Hulen Meadows right-of-way in the next couple years. The County should wait until then and coordinate removing landscape encroachments with the utility installation.
- Road and Bridge should photograph problem landscaping and document snow storage needs this winter so homeowners can remove problem landscaping next summer.
- The County should tell land use applicants about the right-of-way requirements.
- Allow the private sector—Hulen Meadows residents—to solve this problem. Take the time to carefully study problem areas, property-by-property, over a period of time and address specific problems instead of treating everybody equally.
- The County is disingenuous in singling out Hulen Meadows.
- Mark Longley plows a number of roadways in Hulen Meadows. There was a lot of ice on the roadways in the 2010-11 winters, including in areas where there is no encroachment. Removing the encroachments won't necessarily eliminate the ice problem.
- This problem has built up over many years of non-enforcement and is going to be very expensive for many people. It wouldn't be any more expensive to hire a lawyer to fight the County.
- Snow plows should slow down and take time to push snow into areas where there is no landscaping.
- 150 cars drive in and out of Hulen Meadows every day. Snowstorms cause ice problems.
- The ambulance that had difficulty getting out of Hulen Meadows did so because cars were parked all around. The parked cars are probably people using nearby trailheads and are not Hulen Meadows residents. The fire department should declare roadways as fire lanes.
- Clearcutting huge swaths through neighborhoods will increase speed.
- Accidents in Hulen Meadows are very rare. Ditches on the side of icy roads would create more accidents. 50% of Hulen Meadows currently has swales that are maintained by the neighborhood. Swales created by Road and Bridge would have to be maintained weed-free by the County. Road improvement should include crowns to drain water into swales.
- Blaine County should invest in a sanding truck and more sand.

Greenberg urged Land Use to make permit applicants aware of the right of way. He did not support only claiming 14 feet of shoulder, because the remaining 6 feet may be needed someday. He felt the County shouldn't have to defend its legal right to the public's right-of-way, but he wanted to hear what Hulen Meadows residents felt was a reasonable approach.

Safety precautions have to be in place all the time so they're available when needed in an emergency.

McCleary reiterated that the county should send letters to landowners who encroach; and see how the water line installation is going to affect them. Road and Bridge should work with homeowners with the most serious encroachments and the easiest to fix.

Schoen respects the Hulen Meadows community and its pride of neighborhood. The BCC doesn't want to see ugly remains of a grader shearing off landscaping, so would like the homeowners to re-landscape the way they want it to be done. Blaine County has to have a consistent policy for road maintenance, including in the winter. The County has to apply the law equally, or there is potential for liability; and the County must treat all residents fairly and equitably.

The best idea is to collaborate efforts with the water line installation; but all Blaine County residents must be prepared to allow for a 60-foot right-of-way.

SKILLED NURSING CARE TRANSITION PLANNING, DISCUSSION AND CONSIDERATION

Also present: Blaine County Chief Deputy Prosecuting Attorney Tim Graves; Blaine Manor Interim Director Stephanie Jaskowski; Blaine Manor Board Chairman Marsha Riemann; Blaine Manor Transition Team representative Linda Haavik; Safe Haven representative Dave Hennessy; and Croy Canyon Ranch Foundation Campaign Manager Anita McCann.

The BCC thanked the Blaine Manor Board for their suggestions on the Transition Agreement. The Blaine Manor Board stressed that Safe Haven must be held to their promise to provide at least 4-star skilled nursing care in Blaine County. The Board would also like to be sure that Blaine Manor staffing and patient care remain at the current level; and that the Board's indemnification and hold harmless insurance continues as long as the Board is intact.

Blaine County Attorney Tim Graves's suggested the language be loose enough to support the need for a monetary penalty to enforce the contract's provisions. If the facility receives an Immediate Jeopardy tag, it must take immediate action with the state to remedy the situation; and the County can take action to require a financial penalty as well.

Safe Haven will get a letter of intent from their financing institution that Safe Haven is going forward with building their own facility in Bellevue . The building permit has been issued.

Safe Haven welcomes every Blaine Manor employee application for employment. Ongoing Blaine Manor service and operations contracts will need to be signed over to Safe Haven. Safe Haven can assume or terminate those contracts as it chooses.

Blaine County will always need skilled nursing care, and supports Safe Haven in providing good skilled nursing service to Blaine County. "Skilled nursing care" is defined in the contract in 4.1. Graves said the contract can support mediation or arbitration if needed and/or a time limit to remedy a controversial situation. The contract should not require minimum 4-star care because the facility is no longer subsidized. The County should set high expectations and expect success. The public, not the contract, will ensure the County gets the quality care it wants.

APPROVAL OF BOARD OF COUNTY COMMISSIONERS MEETING MINUTES

McCleary moved, seconded by Greenberg, to approve the Blaine County Commissioner minutes of Monday, June 10, 2013. Motion carried unanimously.

BREAK

LAND USE AND BUILDING SERVICES HEARINGS

- **Bullion Street Bridge Maintenance Project Stream Alteration Permit:** Public hearing and consideration of an application by Blaine Co. Road and Bridge for a stream alteration permit to use concrete grout or riprap placement along the face of the west abutment to prevent additional embankment scour and approach settlement, and to protect exposed steel "H" piles. Equipment will not be necessary below the ordinary high water mark. The proposal is as recommended by the Idaho Transportation Dept. The bridge is within the FEMA mapped floodway of the Big Wood River.

Also present: Blaine County Land Use Administrator Tom Bergin and Zoning Specialist Nancy Cooley; County Operations Director Char Nelson; Wood River Land Trust Senior Conservation Coordinator Keri York.

Cooley read notice.

Greenberg moved, seconded by McCleary, that adequate notice was given. Motion carried unanimously.

This application is to repair the Bullion Street bridge, which received a deficiency rating last year by the Idaho Transportation Department. Blaine County submitted an application to Idaho Department of Water Resources (IDWR), the Army Corps of Engineers and Blaine County for a Stream Alteration Permit (SAP).

The County has not yet received IDWR approval for the project. Staff feels the approval process can move forward because the project is minimally invasive, and ITD requires the bridge be repaired, but authorization of IDWR is required prior to commencement of the project. The BCC discussed salvaging existing riprap if possible and appropriate, although it may be difficult to do in a confined workspace without putting mechanical equipment in the river. Areas of riparian vegetation removed or destroyed as a result of this project shall be revegetated as soon as practicable.

PUBLIC COMMENT:

The Wood River Land Trust worked with Hailey and Blaine County a decade ago on this very location to remove the old bridge abutment on the streambank and revegetate and restore the streambank. The Land Trust asked the County to heed Koontz's recommendation and retain the northwest streambank and willow growth as much as possible.

McCleary moved, seconded by Greenberg, to approve the Stream Alteration Permit by Blaine County Road and Bridge department to use concrete grout or riprap placement along the face of the west bridge abutment to prevent additional embankment scour and approach settlement, and to protect exposed "H" piles at the Bullion Street Bridge, subject to conditions pursuant to 9.17.9b as decided at today's public hearing. The BCC finds this project is in compliance with Stream Alteration Permit Application of Standards of Evaluation as set forth in Blaine County Code Zoning Regulations 917.98. Motion carried unanimously.

LAND USE AND BUILDING SERVICES, Discussion and Consideration

- **Administrative Review Process**

Also present: Blaine County Land Use Administrator Tom Bergin

The BCC discussed reviewing an administrative review policy for Land Use dealing with irrigation structures and ditches.

INDIGENT MEDICAL CASES

McCleary moved, seconded by Greenberg, to accept settlement in three medical indigent applications, cases #98-04-030, #12-07-125, and 2013-50. Motion carried unanimously.

ROAD AND BRIDGE FUNDING, DISCUSSION AND CONSIDERATION

Also present: Blaine County Chief Deputy Prosecuting Attorney Tim Graves; County Operations Director Char Nelson; Blaine County Clerk JoLynn Drage; and *Mountain Express* reporter Greg Moore.

Blaine County's five-year Transportation Plan outlined the County Road and Bridge department's need for additional funding to maintain roads in the future. A 2007 resolution said county roads would be paid for by new subdivisions and that property taxes would not be used to fund new County roads; but maintenance expense was not addressed in that resolution. County roads are now aging and deteriorating faster than they are being maintained.

Potential solutions to funding County roads and bridges are additional state and federal gas tax, raising the County property tax (which would require voter approval), and a temporary or permanent override levy.

McCleary could support reversing the 2007 resolution in order to use property taxes. The need is serious and there are only a few possible revenue sources. McCleary did not support a highway district, which would change road and bridge management and structure. McCleary supported a .084% levy and talking to local jurisdictions about their funding needs.

The .02% levy can be used for construction and maintenance of highways and bridges. The .084% levy can also be used for matching state and highway funds and emergency maintenance, etc. Normal road maintenance, rebuilding and overlaying roadways is considered capital improvement. Blaine County needs to do 14 major projects totaling over \$31 million in the next 10 years, plus any capital expenses on facilities. The West Glendale Road project is partially grant funded. The county needs at least an additional \$1 million to do normal road operations, including snow removal, maintenance on roads and facilities, equipment, fuel, etc. The estimated annual financial need is over \$6 million. Levy revenue could be used for most of the Road and Bridge department needs.

The County needs to confirm its needs and find funding for financial shortfalls. This needs to be clearly communicated to the public and all municipalities, perhaps through the Blaine Regional Leadership Council.

COUNTY EMPLOYEE COMPENSATION, DISCUSSION AND CONSIDERATION, CONTINUED

Also present: Blaine County Human Resources Generalist Susan Potucek; Blaine County Sheriff Gene Ramsey; County Information Technology Analyst Spencer Gorringer; County Land Use Office Manager Tina Lewis; County Payroll Clerk Barbie Royal; County Assessor's Officer Customer Service Specialist Dana Virnig, Appraisers Erin Swanson and Jim Williams, Personal Property Appraiser Melissa Fry; and Juvenile Probation Officer Jodi Brown and Office Assistant Bea Sloan.

Blaine County's HR Total Rewards Strategy is to attract, retain and motivate team members through a competitive salary and benefits compensation program, work-life balance, performance recognition and development and career opportunities. Blaine County's healthcare premium will go up \$181,000 for FY2014 unless the County can reduce it. Potucek presented the BCC with potential employee healthcare options in past weeks.

Healthcare Benefits

The BCC discussed:

- What percentage of the increased premium is Blue Cross's increase and what percentage is based on Blaine County employees' utilization.
- Employee dependents account for about 40% of Blaine County's large claims (over \$10,000).
- A higher deductible may discourage employees from going to the doctor, which would decrease utilization; but a higher deductible also penalizes people who don't go to the doctor very often, and might discourage people from going to the doctor earlier, when treatment is less costly.
- Increasing the deductible from \$350 to \$500 would minimally impact employees, and would decrease the County's premium by \$21,000.

Salary Compensation Priorities

The BCC discussed:

- A 1% merit pool based on performance management was initiated last year. \$77,000 would affect employees chosen to receive the merit increase.
- Step increases would cost \$87,687 and affect 53 team members.
- Reclassification (change pay grade) of employees would cost \$30,000. Number of employees is unknown at this time.
- A 1% market adjustment would cost \$83,000 and affect 168 team members, included elected officials.

Potucek outlined several options for merit pool, market adjustment and step increases. Employee reclassification remained in all options.

EMPLOYEE COMMENTS:

- Is the HSA option a potential possibility?
- Can a survey of employees be done to get employee feedback?
- Out-of-pocket expenses are the hardest
- Employees can explore putting dependents on their own insurance plan in the future.
- Do employees value benefits or compensation more?

EXECUTIVE SESSION – §67-2345 1(b) PERSONNEL

McCleary moved, seconded by Greenberg, to go into Executive Session, pursuant to Idaho Code §67-2345 1(b), to consider the evaluation, dismissal or disciplining of, or to hear complaints or charges brought against a public officer, employee, staff member or individual agent. Roll call: McCleary (aye), Greenberg (aye), and Schoen (aye). Motion carried unanimously.

OPEN SESSION RESUMED

ADJOURN

At the hour of 4:45 p.m., the BCC finding no more business before them adjourned.

Attest: _____ Approved _____
JoLynn Drage
County Clerk
Lawrence Schoen
Chairman