

**IN THE OFFICE OF THE VALLEY COUNTY BOARD OF COMMISSIONERS  
CASCADE, IDAHO  
September 14, 2015**

**PRESENT: GORDON L. CRUICKSHANK (CHAIRMAN)  
BILL WILLEY (COMMISSIONER)  
ELT HASBROUCK (COMMISSIONER)  
DOUGLAS MILLER (CLERK)**

Meeting called to order by Chairman Cruickshank at 9:00 a.m.

Commissioner Willey led the Pledge of Allegiance.

Commissioner Hasbrouck made a motion to approve the Commissioner's agenda as presented for September 14, 2015. Commissioner Willey seconded the motion. No further discussion, all in favor. Motion passed to approve the Commissioner's agenda as presented for September 14, 2015.

Chairman Cruickshank presented the Commissioner meeting minutes from September 8, 2015. Commissioner Hasbrouck made a motion to approve the Commissioner meeting minutes from September 8, 2015. Commissioner Willey seconded the motion. No further discussion, all in favor. Motion passed to approve the Commissioner meeting minutes from September 8, 2015.

Chairman Cruickshank began the discussion related to the Commissioner meeting dates for the next three months. The Commissioner meetings for October 2015 were set for October 5<sup>th</sup>, October 13<sup>th</sup>, October 19<sup>th</sup> and October 26<sup>th</sup>. The Commissioner meetings for November 2015 were set for November 2<sup>nd</sup>, November 9<sup>th</sup>, November 23<sup>rd</sup> and November 30<sup>th</sup>. The Commissioner meetings for December 2015 were set for December 7<sup>th</sup>, December 14<sup>th</sup>, December 21<sup>st</sup> and December 28<sup>th</sup>.

IT Administrator, David Crawford presented the ESRI Software Agreement Quote. David explained that the ESRI Software would be utilized by the GIS Analyst. He explained that the

Weed Department had a basic version of the software but the software he would like to acquire would be the advanced version. Commissioner Hasbrouck made a motion to accept the ESRI Software Agreement and authorize the Chairman sign. Commissioner Willey seconded the motion. No further discussion, all in favor. Motion passed to accept the ESRI Software Agreement and authorize the Chairman to sign.

Chairman Cruickshank began the discussion related to the Valley County Fair Board. Chairman Cruickshank presented two letters of resignation from Mr. Jess Ellis and Ms. Sue Leeper. Commissioner Hasbrouck made a motion to accept the letters of resignation from Mr. Jess Ellis and Ms. Sue Leeper from the Valley County Fair Board. Commissioner Willey seconded the motion. No further discussion, all in favor. Motion passed to accept the letters of resignation from Mr. Jess Ellis and Ms. Sue Leeper for the Valley County Fair Board.

Mr. Brian Hines representing the Valley County Fair Board was introduced as the Vice Chair of the Valley County Fair Board. Mr. Hines explained the process for recruiting new Valley County Fair Board members. He informed the Commissioners that the Valley County Fair Board was hoping to have new members recruited by the end of the year. He addressed the concern about the lack of cash registers at the Valley County Fairgrounds. The concern was that there were no cash registers when collecting funds and it was a matter of security concerns. Mr. Hines explained that there was security personal that were assisting with observing the collection of money during ticket sales. Mr. Hines also advised that there were cash registers provided to the individuals collecting money during sales of tickets.

Chairman Cruickshank advised that the Commissioners would be going into closed hearing for Indigent/Charity at 9:52 a.m.

Chairman Cruickshank brought the Commissioners out of Indigent/Charity at 10:00 a.m.

Decision after Indigent/Charity.

16-LF060	Request for Suspension for County Assistance
16-GG087	Request for Suspension for County Assistance
16-AV087	Request for Denial for County Assistance

Chairman Cruickshank opened the floor up for public comments. Chairman Cruickshank provided a briefing of his meetings in Washington D.C. related to Payment In Lieu of Taxes presentation to Senators. He explained the importance of informing the Senators the negative impact if PILT was not funded in the future.

Clerk, Douglas Miller discussed developing a formal process for new hires in order to make sure that all appropriate paperwork and county procedure was being discussed prior to a new hires beginning their employment with Valley County. The Commissioners agreed that a formal process should be created and Chairman Cruickshank would prepare a memo to submit to Elected Officials and Department Heads.

Road Superintendent, Curtis Bennett presented his proposal for a Road Department Tier based pay for the Commissioners to review. Chairman Cruickshank advised that he contacted Bonner County to request a breakdown of what the salary was for new hires at the Road Department in Bonner County. Chairman Cruickshank presented that a Road Maintenance Tech I starts at 14.39 per hour in Bonner County. Curtis explained that there was not currently a position that was named Road Tech 2. He advised that all new hires, no matter what the experiences the individual brings they would be considered a Road Tech 1. Curtis also provided a spreadsheet that provides the salaries for Road Department employees for the City of McCall. Chairman Cruickshank spoke with the City of McCall Road Department and provided an explanation of the spreadsheet. Chairman Cruickshank expressed his opinion that he does not believe that a new Valley County Road Department Tier system should be implemented at this time. He indicated that the Department Heads should have the ability to advocate for additional wages for those who bring more experience to the position if they are a new hire but he could not support a full overall of the pay structure. Chairman Cruickshank indicated that he felt that he had to be fair to all of the departments within Valley County. Chairman Cruickshank indicated that he could support bringing on someone who has more experience at a higher rate. Commissioner Willey asked if Curtis felt that he had the ability to offer more of a wage based on experience? Curtis provided a concern about offering a new hire additional wages based on experience might have a negative impact on the current employees. Chairman Cruickshank felt that the Road Tech 1 wages might need to be increased. Curtis explained that he would really like to implement a Tier Based Pay system for the Commissioners to consider. Assessor, June Fullmer believed that the starting salary for all departments should be increased. Chairman Cruickshank asked if the Commissioners would consider allowing the three new hires be consider utilizing the tier system? Chairman Cruickshank suggested having some workshops to create a tier system across the board. Commissioner Hasbrouck was concerned that if Curtis could not hire new employees what would Valley County do? Chairman Cruickshank indicated that Curtis could post the existing position and pay based on experience. Commissioner Hasbrouck believed that because the positions with the Road Department were labor intensive there should be a different pay structure. The Commissioners concluded the discussion related to the Road Department Tier Based Pay.

Ken Postma and Stephanie Nelson representing Cabin Creek Enterprises presented to the Valley County Commissioners. Ms. Nelson reported that the project at Bear Basin would be completed by the deadline. Ms. Nelson informed the Commissioners that Cabin Creek was no longer able to serve under the existing service agreement with Valley County. She reported that as of September 14, 2015, Cabin Creek would be laying off all existing employees and dissolving Cabin Creek Enterprises. Ms. Nelson advised that she had created a sole proprietor company called Wildland Fire and Associates LLC that could enter into a contract with Valley County. It was recommended that a transition to the new organization should be discussed with Valley County Prosecuting Attorney, Mr. Jay Kiiha.

Commissioners adjourned the meeting at 12:02 p.m.

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Chairman Gordon Cruickshank

Attest:

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Douglas A. Miller, Clerk