

**Minutes of Meeting  
Elected Officials  
August 10, 2022  
9:00 a.m.**

The Kootenai County Board of Commissioners: Chairman Chris Fillios, Commissioner Leslie Duncan and Commissioner Bill Brooks met to discuss the following agenda items. Also present were Assessor Bela Kovacs, KCSO Sheriff Robert Norris, KCSO Undersheriff Brett Nelson, Chief Deputy Clerk Jennifer Locke, Staff Accountant – Budget Brandi Falcon, Human Resources (HR) Director Sylvia Proud, HR Generalist – Recruiting Zachary Newkirk, BOCC Communications Coordinator Jonathan Gillham and Deputy Clerk Tina Ginorio. Also present were Kootenai County Residents Jeremy Lokken, William Le and Lynda Putz. Also present was an individual who declined to give her name.

- A. Call to Order:** Chairman Chris Fillios called the meeting to order at 9:03 a.m.
- B. Changes to the Agenda (Action):** There were no changes to the agenda.
- C. Business:**

**Fleet Management (Discussion)**

Commissioner Leslie Duncan reported that Fleet Management’s role in assisting with the purchase and deployment of vehicles continued to be successful. She urged all departments to continue bringing them all purchase requests and information on any transferrable vehicles. She said that boats were probably going to be added to their responsibilities as well. She added that vehicles purchased with Restricted Funds should also be reported to Fleet Management.

**Kootenai Electric Cooperative Furniture (Discussion)**

Chairman Fillios stated that the Board planned to purchase the KEC (Kootenai Electric Cooperative) furniture, as previously discussed. He said that County personnel would be moved into the KEC site in December 2023.

Commissioner Duncan said that KEC was asking \$150,000 for the furnishings for a 92 person building. She remarked that she and Buildings & Grounds (B&G) Operations Manager Greg Manley had looked at the items once already and planned to look things over again before finalizing the deal. She asked that, if any other Elected Officials wished to accompany them, they let her know soon so the visit could be scheduled.

Chairman Fillios remarked that buying the existing furnishings would save the County a substantial amount of money.

Kootenai County Resident Heather Green entered the meeting at 9:07 a.m.

Assessor Bela Kovacs indicated he would like to go on the visit.

KCSO Undersheriff Brett Nelson stated that the furniture was in excellent condition.

**PMR (On-Site Medical Clinic) Site Visit – September (Discussion)**

Commissioner Duncan said that there was an on-site medical clinic at the county offices in Boise. She said that she planned to look it over when IAC (Idaho Association of Counties) met there and asked if anyone would like to go with her. Chief Deputy Clerk Jennifer Locke said that she and Clerk Jim Brannon would join her.

There followed some discussion of the services offered by PMR and the advantages of having such a clinic available to Kootenai County staff.

**Overtime Policy for FY23 (Discussion)**

Commissioner Duncan pointed out that the temporary changes that had been made to overtime policy would expire September 30, 2022. She said she would like to see those changes made permanent, but that the long term fiscal impact would need to be researched. She listed the specific changes she wanted to see made permanent.

Human Resources (HR) Director Sylvia Proud provided additional details regarding the changes and stated that an analysis would be provided.

**Mid-Year Pay Changes FY23 (Discussion)**

Commissioner Duncan cautioned that the County would not have much money for mid-year pay changes in FY23. She stated that departments would need to work with what they had until Budget Season.

Commissioner Bill Brooks and Chairman Fillios indicated agreement with her point.

**Hiring Practices per Policy 120 (Discussion)**

Commissioner Duncan commented that some departments were bringing in new hires with salary offers that created parity issues. She asked that this practice be avoided wherever possible. She asked Ms. Proud to assist in writing a communication for all department heads on this. She said that not hiring staff at the right Step in the Matrix compounded the parity issues.

Kootenai County Residents John Padula and Jason Dynes entered the meeting at 9:21 a.m.

- D. Public Comment:** This section is reserved for citizens wishing to address the Board regarding a County related issue. Idaho Law prohibits Board action on items brought under this section except in an emergency circumstance. Comments related to future public hearings should be held for that public hearing.

Kootenai County Resident Lynda Putz expressed her continued concerns regarding incidents which occurred at the Coeur d'Alene Pride in the Park event. She urged the

Prosecutor to file charges against individuals who had transgressed laws or ordinances during the event.

Kootenai County Resident Heather Green provided details of her own experiences to illustrate her stance that events such as Pride in the Park were not family friendly and should not be held in public spaces.

A person who declined to identify herself other than her first name, "Rachelle," echoed the points made by the previous two speakers.

Kootenai County Resident William Le voiced his agreement.

Kootenai County Resident John Padula provided details of his own experiences to support his stance that such events cast Coeur d'Alene in the light of Sodom and Gomorrah.

Kootenai County Resident Jason Dynes also voiced agreement and urged the Prosecutor to pursue any violations that had taken place with vigor.

Idaho 97 Project Representative Alexcia Abbott, via teleconference, described the previous statements as, "homophobic," and, "supremacist," and indicative of "Christian Nationalism." She asked listeners to reject such views and talked about her experiences at Pride in the Park.

**E. Adjournment (Action):** Chairman Fillios adjourned the meeting at 9:48 a.m.

Respectfully submitted,

JIM BRANNON, CLERK

BOCC SIGNATURE

BY: \_\_\_\_\_  
Tina Ginorio, Deputy Clerk