

**JEFFERSON COUNTY COMMISSIONER MEETING MINUTES
JANUARY 11, 2021**

Meeting called to order at 9:00. Those present are Commissioner Clark, Commissioner Young, Chairman Hancock, Emergency Management Rebecca Squires, Treasurer Kristine Lund, Assessor Jessica Roach, Park & Recreation Mickey Eames, Sheriff Steve Anderson, IT Garn Herrick, Public Defender John Stosich, Clerk Colleen Poole; Audrey Moon is clerk of the board. Pledge of Allegiance led by Commissioner Clark. Prayer offered by Chairman Hancock.

DUE TO COVID-19 COMMISSIONER MEETING WILL BE HELD IN PERSON OR ON ZOOM.

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COMMISSIONERS – ELECTED OFFICIALS

• **SWEAR IN NEWLY ELECTED OFFICIALS**

[9:03:11 AM](#) Chairman Hancock has all of the newly elected officials please come forward. Judge Crowley reads the oath of office: "I, (insert names), do swear or affirm that I will support the Constitution of the United States, and the Constitution and laws of the State of Idaho, and that I will faithful discharge all of the duties of the office (insert office) for the Jefferson County, Idaho, according to the best of my ability." This swears in Commissioner Young, Chairman Hancock, Mark Taylor and Sheriff Anderson.

PROSECUTOR

• **SWEAR IN DEPUTY PROSECUTOR'S**

[9:07:08 AM](#) Prosecutor Mark Taylor swears in Serihy Stavynskyy. "Know all men by these presents, that I, Mark Taylor, Prosecuting Attorney of Jefferson County, Idaho, do hereby appoint Serihy Stavynskyy a Deputy Prosecuting Attorney and pursuant to Idaho Code 31-2006, do hereby designate Serihy Stavynskyy Senior Deputy Prosecuting Attorney in and for said county and state." Reads oath of office. "I Serihy Stavynskyy, do swear or affirm that I will support the Constitution of the United States, and the Constitution and laws of the State of Idaho, and that I will faithfully discharge all the duties of the office of the Deputy Prosecuting Attorney for Jefferson County, Idaho, according to the best of my ability."

• **LEGAL COUNSEL: EXECUTIVE SESSION IC 74-206 FOR PERSONNEL, HIRING CONSIDERATION, EMPLOYEE EVALUATION AND COMPLAINTS (1)(A) & (B), DELIBERATIONS ON LABOR NEGOTIATIONS OR PURCHASE OF PROPERTY (1)(C), TO CONSIDER EXEMPT RECORDS FROM DISCLOSURE (1)(D), TO CONSIDER MATTERS OF TRADE OR COMMERCE (1)(E), OR PENDING LITIGATION (1)(F) – (AS NEEDED)**

[9:09:58 AM](#) Chairman Hancock said the positions can be discussed in executive session but not salaries. Will move forward in open session.

COMMISSIONERS

• **SET DEPUTY PROSECUTOR'S SALARIES – (ACTION ITEM)**

[9:10:40 AM](#) Chairman Hancock asked Rebecca to come up with the budget to see where they are at. Rebecca has three sheets the first is the data with a wage study. The second and third sheets are this data in a graphical format. At the present time the positions in discussion for the 2020/2021 budget for the chief deputy budgeted at \$81,578 and have an additional prosecuting attorney at \$60,174. Data came from different sources. The 2020 Idaho Association of Counties wage study and the Idaho Prosecuting Attorney Association data. Made personal phone calls to Teton and Madison County. Shows ones that are similar in budget sizes compared with Jefferson, Elmore, Jerome, Cassia and Payette. Then a regional comparison. Also did a statewide average that included the larger counties. The top line is the budgeted numbers. Statewide chief deputy prosecutor is averaging about \$82,376 was no statewide comparison through Idaho Association of Counties for a deputy prosecutor. Idaho Prosecuting Attorney Association chief deputy prosecutor averages at \$95,805 and the criminal deputy average is \$66,876. Similar sized counties chief deputy prosecutor average is \$77,491 and criminal deputy average is \$63,696. Did combine the Idaho Association of Counties and chose the higher of the two numbers. Regional average for a chief deputy prosecutor is \$87,000 and criminal deputy average is \$63,000. Has put this in a graphical form. Commissioner Young asked how many years Serihy has been licensed. Serihy said he has been for ten years. Colleen said they have another line for the civil deputy that will no longer be used. Chairman Hancock said they may need this line. Rebecca said statewide average is ten years in a position.

[9:18:16 AM](#) Chairman Hancock asked Mr. Taylor on his comments. Mark said he is going to go over the history of their communications. On September 17, 2020 sent an email after winning the primaries. Looking at his applicant poll. Did put an ad out with the Idaho State Bar. Approximately six months has looked informally. Sent an email that he had found two highly qualified individuals one was asking for \$91,000 and the other was around the same range. When the job was posted none of these applications applied because of the budgeted amount. After putting this out on the website only had six apply. Had three right out of law school. The county is facing some serious criminal trials coming up. Does not want inexperienced people for the county. Only three he would consider and two did not have the experience he would like. One is Serihy who is comfortable with the range of \$83,000 to \$89,000. The best candidate had coming from another county and would not come on for \$81,000. If they take the increase there would still be significant savings and he sent an email to the commissioners about this on December 31. There is cost savings even at these rates is still saving the county money. Thought \$81,000 was not unreasonable. When the commission gave him pushback the candidate backed out. Would not accept the position at \$75,000. In a tight spot have hearings this week and only has one deputy. Mentioned there were three applicants in discussions but the other applicant is licensed to practice in another state. Applying to get his law license in Idaho but takes about forty-five days. Has moved forward to obtain this position. Would appreciate a higher salary range where he is working as a criminal deputy in another state. Is proposing a range of \$75,000 to \$81,000. The comps provided are great but if they cannot get someone to move to their county they still need to fill the position. Another issue would be filling the gap.

[9:26:11 AM](#) Chairman Hancock said they had a third candidate how many years of experience. Mark said the individual has been in his position for six years. Judge has very good things to say. Commissioner Clark said they are getting into the budget with the caseload. Spending the budget on the two deputies can he cover everything else? Have land use issues with no experience. As things are growing will they have enough with just two deputies? Mark said they can see where that goes. Chairman Hancock said the concern is if they will need another civil deputy.

[9:28:38 AM](#) Commissioner Young appreciates and feels they have qualified individuals. The term good is relative. Are they in a bidding war for someone with six years of experience? Rebecca is happy to look up data with six years of experience. Would like to point out when the position was created it was for a new attorney that position was a grade ten to bring on someone with no experience. If Mr. Taylor wants to bring on someone that is not entry level may look at the grades. Presently this is a grade twelve. Could possibly regrade this to a thirteen. Do a thirteen for the chief deputy prosecutor and a twelve for the criminal deputy. Chairman Hancock said Madison just hired a new deputy on January 1, 2021. Rebecca said hired for \$67,000 with three years of experience. Mark said that people choose where they live. Commissioner Young said they do need someone but does not want desperation to determine the wage. Mark said if it is too low they do not have any other applicants to fall back on.

[9:33:47 AM](#) Public Defender John Stosich concerned about the proposal may need to ask some questions of Mr. Taylor. What is he proposing for the chief deputy? Wants to know what he is proposing. Mark said he would like \$84,000. John said as the Public Defense Commission is concerned about the counties allegations on Tucker vs. State. Concerned that the county maintain their good standing with the Public Defense Commission. Does the county need to review their Public Defender investment to keep the resource allocation dictated by the Public Defense Commission allocation. Made noises that there will be a standard. Concerned if they start investing more it will lead to an increase in active caseload. Mr. Taylor says he is anticipating saving money on salaries. Not sure of the long-term budget impact. Not sure the proper analysis is anticipating saving on salary but not sure the budget will see a negative impact. Public Defense Commission wants equal representation. Tried to keep an eye on the budget and allocate resources. Want to maintain this. If they start to lose ground with the Public Defense Commission does not think this will be a savings. Put some money in the budget for professional services. Not sure if this can be used for salary. When he indicates the chief deputy will be at \$84,000 is this civil or criminal. Need to know to keep an eye on his budget. Most of their civil matters come through the Attorney General.

[9:38:45 AM](#) Mark said to answer Serhyi will be doing criminal law but does have experience with civil side. John said they need to know how they are defining the job position as. If it is chief criminal deputy need to know this more directly impacts his budget. Mark said that they can call this whatever they want. The bottom line is the majority of the time will be spent doing criminal law. Can help civilly if necessary. John asked if the Public Defense Commission contacts the county seeing the chief deputy making this much. Commissioner Young said they need to keep things on even footing with prosecution and defense. May have to look at raising the salaries in the defense fund. Mark said what determines the amount of attorneys is the caseload. Not going to reduce crime by reducing the attorneys. Need to be responsive and rise to the cases. The real problem here is not sure what the caseload is. These have not been kept. Not sure if he will be overwhelmed or not. Based on informal gathering thinks they will be fine with just the two and himself. If not then he can revisit this. They both have to do what they have to do to fulfill their duties. Not about the two of them it is about the crime they have to respond to.

[9:42:34 AM](#) John said in the last three years has been budgetary issues. Have a budget set and this official who ran for this office. Knew what this budget was and now wants to change this budget because of this. Realizes he has the applicants and has concerns. The difficulty to get applicants may not be tied to salary. It may not be tied to salary. Mr. Taylor said it is salary. John said just

because it is articulated to him as salary does not mean anything. Concerned about a new elected official coming in and not accepting a budget that they ran for and wants this changed. May change his budget and they will need to keep an eye on what the Public Defense Commission and Supreme Court expects them to do? Will have to rely on Mr. Taylor's analysis on what can and cannot be done to an already accepted budget. Need to relay this back to the Public Defense Commission.

[9:45:00 AM](#) Mark said he ran on the platform on restructuring the office going from three attorneys to two attorneys. Did not have any say over this budget. Ran on restructuring this. Will not add to caseload they are reducing attorneys. Saving the county about \$46,000 to \$50,000. The voters picked this and was very clear of his agenda and restructuring the office in this manner. The citizens voted him in and he is obviously restructuring this. Did not have a say in the budget or put these positions in. Are they willing to make adjustment to the budget. Is saving the citizens money and reducing attorneys and is receiving pushback which is baffling to him. John said to not misunderstand he does not care about his staff's salary or his budget. All he cares about is making sure that as Jefferson County is a member of the Public Defense Commission that they maintain that good standing. This has to do with resource allocation. Is not pushing back. Does not understand how he cannot operate under the budget he ran under. Mark said he ran under restructuring and will be paying less in salaries. Does not understand the objection. John said there is no objection but is trying to be clear on any changes made in the budget that they are protected with the Public Defense Commission. This is not his role this is the commissioners' role. Wants to make sure he is sensitive to this fact. Has nothing to do with his office or working with new prosecutors which he has since he has been with the county. This has nothing to do with any other decisions. Is asking that he understand that changing the prosecutor's salary structure may alter the standing with the Public Defense Commission and they need to keep an eye on this. Wants him to have qualified candidates this makes everything so much better in the court system. Mark said he may not understand what the issues are.

[9:49:49 AM](#) Commissioner Young said one budget affects the other budget. Mark asked what they would do not have deputy attorney. They need to have deputy attorneys. Chairman Hancock points out Mr. Stosich is saying the Public Defense looks at level of representation and how much they are paying and if there is inequality in the representation. This is the resource allocation. May be in trouble for paying the prosecutors more than the public defenders. Could say they are not using the same amount of resources. John said yes this is what he is talking about. Chairman Hancock understands this has been here long enough. John has been grateful to the commission for keeping this level. Mark said they are looking at the market they have to adjust to the labor market that is front of them. Chairman Hancock said if they raise his they will have to raise the defense attorneys as well. They try to stay within their budgets.

[9:53:05 AM](#) Paul Butikofer said in Bonneville County the prosecutor is set the same as public defender for the county. For the last four years was able to obtain qualified attorneys. Reminds them that his civil deputy started at \$55,000 with eight years of experience. Was able to retain qualified applicants. Mike Winchester his former chief criminal deputy had four or five years of experience and started at \$64,000 and proved himself. Had to make arguments to justify raises to the commissioners. Mr. Taylor knew what the budget was and was invited to be in the budget process. When there was comment on taking his salary down because when he first took office his wage to start was \$85,000 but Mr. Taylor was upset this was even discussed. Ran that he was going to restructure the office and fire Weston Davis and turn that \$65,000 back. Now is coming in without retaining anyone. Reached out in July to give him preference to those that worked in the office. Did not take advantage of this and did not give any reassurance to any of the deputies that were under him that they would have a job in the future. Had a criminal deputy that ended up denying the job due to not having any commitment from Mr. Taylor. Thinks Mr. Taylor finds himself in a situation that he created and the commissioners did not. Talking about nine months before he can revisit this. As a citizen would advise the commissioners to work within the budget and revisit this during budget.

[9:58:20 AM](#) Rebecca said they were looking at data on those wages with six years' experience. Data fields are very limited. Idaho Prosecuting Association data the average is around \$75,000. Counties involved are Bonneville, Nez Perce, Payette, Twin Falls, Ada, Canyon, Kootenai and Latah. These are not comparable in size to their own. With the other counties this was an empty data field either did not report or did not have this level of experience.

[9:59:27 AM](#) Mark said they are bringing in a candidate from another state. Is free to go to any of these counties. Are competing with these other counties. Lost one to another county that gave a higher offer already.

[10:00:28 AM](#) Ashley Stallings with Upper Advocacy Center 163 N Yellowstone Highway. Respectfully she understands they have budgets they need to recognize. There are jobs that need to be done. Her job is working with child victims. Election season is over. The power struggle should be as well. Those that are struggling will be the child victims. Need someone to fight for them. Knows they have budgets but every day this decision is put out this is another day those victims wait. Hope they can put their differences aside and get these cases prosecuted to the best of their ability.

[10:02:28 AM](#) Chairman Hancock said they will be taking care of those items that need to be prosecuted. With their neighboring counties Bonneville County is paying \$72,000 others are paying \$73,000. Are right in this range. Commissioner Young said if they take

Bonneville on the criminal side our guy has six years maybe put this in the middle. Chairman Hancock said they have discussed this at great lengths. Would not change the overall budget of the prosecuting attorney. Hopefully they do not know if the level of people he has proposed are going to be able to handle this caseload. Commissioner Young said they will have to look at the Public Defense Fund. Still have to look at the entire budget. Chairman Hancock said this does affect the Public Defender's Office. Have pointed this out. Need to find the fine line of finding proper representation.

[10:05:19 AM](#) Mark appreciates the representative from the Child Advocacy Center. Important to realize there are cases waiting and these need attorneys representing. Leaving this vacant is not in anyone's interest. If they go below \$75,000 would lose this candidate as well. Was willing last they spoke to take the \$75,000. Will still be taking a pay cut. If he loses this candidate will not have anyone.

[10:06:24 AM](#) Commissioner Young said they wish everyone was paid more because they value all employees. Chairman Hancock said according to state code they need to have a resolution. They have salary lines in the current budget not sure they need a resolution. Colleen said as a budget officer believes he can allocate this as he sees fit. If they were going over would need a resolution. Chairman Hancock said they are not going over. Commissioner Young thinks chief deputy could be a grade twelve step sixteen. Chairman Hancock said that is \$84,074. Rebecca said it would be more palatable to county policy to regrade this. Usually do not bring on a new hire above a step seven. Would rather do a regrade to a grade thirteen and choose something in the lower range. Does not top out an employee before their time and works better with the county policy. Chairman Hancock said a grade thirteen step four would be \$84,261. Commissioner Young said on the criminal side propose a grade twelve step five would be \$74,942. Paul Butikofer with regards to whatever they decide had a conversation with Weston Davis on this issue before the commissioners decided how they wanted to go and his advice was this should be done by resolution. This is different than Ms. Poole just recommended. Would suggest they follow that advice or ask their new legal counsel. Chairman Hancock said he read that code and will go ahead. Colleen said this wouldn't hurt. Mark thinks this is a good idea. Rebecca said she has a draft ready for another issue they may be able to modify. Chairman Hancock said to go ahead and modify this and bring it back.

[10:11:54 AM](#) **Prosecutor Mark Taylor left room**

- **APPROVE CERTIFICATES OF RESIDENCY – (ACTION ITEM)**

[10:12:16 AM](#) **Motion by Commissioner Clark to approve certificates of residency from the College of Eastern Idaho for spring 2021 for Jaxson Fallis, Jennifer Hansen, Brianne Hogan, Trenton Kennedy and Tambree Killian. Second by Commissioner Young. Roll call taken. Commissioner Clark –aye, Commissioner Young – aye, Chairman Hancock – aye. Motion passed.**

PARK & RECREATION – MICKEY EAMES

- **INDEPENDENCE CELEBRATION DATE – (ACTION ITEM)**

[10:13:00 AM](#) Mickey said that she had found out this will be on June 26 because they were going to have the Melaleuca celebration on July 3 so she does not want to do these on the same day.

- **PLAYGROUND EQUIPMENT – (ACTION ITEM)**

[10:13:55 AM](#) Mickey is looking at getting more equipment at the shelter. This will have an ADA swing on it. Chairman Hancock said the people that provide the playground install this. Mickey said this has a rubberized base with sand. Will have an updated quote that she can bring in.

- **RATE INCREASE**

[10:15:01 AM](#) Mickey said they are looking at increasing the gate fee from \$5 to \$8. The power bills are high and this would help offset this. This would also help to have people buy a seasonal pass. Chairman Hancock said the power bill would be the campers. Mickey agrees with this. For this year is looking at raising the gate. May talk about this again but would like to see for their big events and celebration that those camping sites would be more those days. Chairman Hancock said that he would rather they increase the camping. Mickey said that others in the area are \$10 and up. Do not have a full hookup. Did put a dump station at the new camp spot down the road. Knows they need to publish and have a hearing wanted to get their thoughts. Chairman Hancock would rather that they move forward with increasing the camping. Mickey will go ahead and get this posted with a resolution. Would go up \$5 on each site. Chairman Hancock asked her to formalize this and bring it back in. Mickey said they spend a lot on maintenance to clean up.

PLANNING & ZONING – KEVIN HATHAWAY

- **UPDATE**

[10:20:46 AM](#) Kevin said that they have a pretty easy report this week. Up this year over last year's permit fees. Will get certification training for the building inspectors. The state adopted the 2018 International Building Codes.

- **PROFESSIONAL SERVICES – WILLIAMS ENGINEERING – (ACTION ITEM)**

[10:23:13 AM](#) Kevin said that Weston looked at this and made some changes and they have not revised this and got it back to them yet. Will bring this in next week.

EXTENSION OFFICE – JOSEPH SAGERS

- **TRUCK PURCHASE – (ACTION ITEM)**

[10:24:48 AM](#) Joseph said that they have \$21,000 in their budget for a vehicle. Does not need a lot of bells and whistles. The truck he is driving Blue Books out at around \$3,000. When the truck sales this would go back into the general fund. May need to move some funds for their travel. Likes the Ford a little better. They are down in Burley. Working with them is a little more difficult. Looked at buying used but they are still spending about the same amount. Chairman Hancock asked the mileage on his current vehicle. Joseph said it has 136,000 miles. Want to do this right now to start saving up for the Journey. If they wait will have to buy two vehicles at once.

[10:28:21 AM](#) Lorie Dye adds they got the current truck from the Assessor's Office about ten years ago. Is stripped down and only has the two seats in the front. Are in reach with this state bid. The Journey they need five years to save for another vehicle. Joseph said that his truck now struggles going up the hill with a trailer. Chairman Hancock said these trucks are out around six months. Joseph said they are behind further with the COVID restrictions. They are looking to make the commitment. Lorie said they are not traveling right now so they could pull some for their travel budgets.

[10:32:29 AM](#) Chairman Hancock said they may need a better quote that shows exactly what they are getting. Commissioner Clark said then they would know for sure what they are getting. Chairman Hancock said they may be happier with a V8 not a V6. Ask him to bring in an additional quote.

SOCIAL SERVICES – COLLEEN POOLE

- **EXECUTIVE SESSION 31-874 & 74-206(D) – RECORDS EXEMPT FROM DISCLOSURE**

[10:34:40 AM](#) Motion by Commissioner Young to go into executive session 31-874 & 74-206 (D) – Records exempt from disclosure. Second by Commissioner Clark. Roll call taken. Commissioner Clark –aye, Commissioner Young – aye, Chairman Hancock – aye. Motion passed.

- **APPROVAL OR DENIAL OF INDIGENCY APPLICATION – (ACTION ITEM)**

[10:38:31 AM](#) Motion by Commissioner Clark on case #2020-5 to deny the county assistance based on residency. Second by Commissioner Young. Roll call taken. Commissioner Clark –aye, Commissioner Young – aye, Chairman Hancock – aye. Motion passed.

COMMISSIONERS

- **APPROVE COMMISSIONER MEETING MINUTES – (ACTION ITEM)**

[10:40:08 AM](#) Motion by Commissioner Clark to approve commissioner meeting minutes from December 14, 2020. Second by Commissioner Young. Roll call taken. Commissioner Clark –aye, Commissioner Young – aye, Chairman Hancock – aye. Motion passed.

[10:40:22 AM](#) Motion by Commissioner Young to approve commissioner meeting minutes from December 31, 2020 with noted change. Second by Commissioner Clark. Roll call taken. Commissioner Clark –aye, Commissioner Young – aye, Chairman Hancock – aye. Motion passed.

- **APPROVE CLAIMS – (ACTION ITEM)**

[10:42:23 AM](#) Commissioner Clark said in reviewing the claims thinks everything looks good. Commissioner Young agrees they all looked like valid expenses.

[10:43:42 AM](#) Motion by Commissioner Clark to approve claims from 12/23/2020 to 1/8/2021 for \$673,882.61. Second by Commissioner Young. Roll call taken. Commissioner Clark –aye, Commissioner Young – aye, Chairman Hancock – aye. Motion passed.

[10:44:53 AM](#) Chairman Hancock asked on the resolutions. Rebecca said after consulting with Mr. Taylor she added this onto the upcoming resolution.

[10:44:57 AM](#) Recess until 11:00

Open session 11:01

HUMAN RESOURCES – REBECCA SQUIRES

- **EXECUTIVE SESSION 74-206 – (B) – PERSONNEL**

[11:01:52 AM](#) Motion by Commissioner Young to go into executive session 74-206 (B) - Personnel. Second by Commissioner Clark. Roll call taken. Commissioner Clark –aye, Commissioner Young – aye, Chairman Hancock – aye. Motion passed.

Open session 11:23

- **JOB RECLASSIFICATION – (ACTION ITEM)**

[11:24:07 AM](#) Chairman Hancock asked that Travis Thompson and James Richardson come up and go over the job they were hired for and the changes that have been made.

[11:24:42 AM](#) Travis Thompson when he took over with janitorial side of this building James stepped into supervising things with lawns while he was handling supply ordering and working with vendors on issues. Trying to help each department when they find different needs. Was not prepared for all of the COVID related issues. Have incorporated things as this has moved forward. Have to maintain HVAC for the heating and ventilation. Chairman Hancock said that the oversight they provide with the subcontractors is a big addition. The install of the roofing, lawn and electrical issues. Travis said they have the fencing for the jail. Added in the Assessor's door. Have the green grass with the trees trimmed correctly. Chairman Hancock said the outside of the building looks wonderful now. Travis said this has been incorporated in their daily tasks. Commissioner Young asked James if he interacts with department heads. James said he does and they keep rolling with everything that is thrown at them.

[11:28:10 AM](#) Chairman Hancock said as they become more proficient in their jobs they will gain the knowledge base to not have to call in a sub on every issue. Travis said he has paid attention this year on the items they have not had to call a sub out on to fix. Chairman Hancock said they typically do this at the budget time. This was done by contract until about a year ago. When the budgets were switched around the Commissioners did not address these. Now this has been brought to their attention. Feels this was overlooked during the budget time.

[11:30:46 AM](#) Colleen said they had more money in the budget may not have had a personnel action form. There was an increase last year.

[11:31:16 AM](#) Rebecca said they have seen the wage study. Adds most counties they surveyed has a maintenance and custodial supervisor. Not as many have that assistant role. Very few did custodial and grounds. Those wages would be on the low side for someone that does all three. At present the maintenance supervisor is a grade five step six. The assistant is a grade four step three. Has three proposals below. As reading the job descriptions there has been a change to what they were hired to do. Need to know the systems this is not just changing out light bulbs. The job responsibilities have changed and need to change the job descriptions. If they change the supervisor to a grade seven it would put this in line with department heads. County employees in this grade have supervisor roles. With the assistant at a grade four would be easy to see this role could be at least a grade five or a grade six may be appropriate. Some of their office managers are a grade six. Difference in the annual wage for seventy-five percent of this amount.

[11:35:25 AM](#) Chairman Hancock sees the difference. Asked budget. Colleen said supervisor is \$37,909 and the other is \$33,906. Assessor Jessica Roach in her Assessor line has about \$6,000 for data processing. The person that used to come in is no longer using this. In order to keep James and Travis on would offer this. Wants to keep them. Colleen said they would not move this from the general it would be a wash. Chairman Hancock said this has benefits. Jessica said no because this was a set amount. Rebecca asked if the current budget could absorb what was budgeted for benefits. Chairman Hancock said more than likely this could. Looking at \$7,500. Rebecca said the insurance would not change at all this would affect the FICA, taxes and PERSI. Captain John Wolfe definitely wants to keep these guys. Does not have a finalized amount but willing to use the overtime budget line. Colleen said they may be better at absorbing this where this is in the general they could absorb this.

[11:41:13 AM](#) Chairman Hancock said the question would be to ask Travis and James what their feelings are. Wants them to realize this is not something they do during the budget. Feels there was a change in job responsibilities. With the switching on these budgets and the newness of these positions. Commissioner Young said they had been with a contractor and these are new positions did not know the responsibilities.

[11:44:51 AM](#) Commissioner Clark thinks the oversight on contractors coming in is very beneficial. No one else has the time to follow these individuals around. Make sure they are getting these jobs done. Chairman Hancock said on the sprinkler system if they did not have James and Travis watching them they would have had an inferior sprinkler system installed. Have had to put a new roof and controllers in the courthouse. This is a benefit to the county as a whole.

[11:48:30 AM](#) Chairman Hancock reads resolution #2021-15. "At a meeting of the Board of Jefferson County Commissioners, State of Idaho, on the 11th day of January 2021, the following resolution was adopted, to wit: Whereas, the Jefferson County Commissioners adopted the 2020-2021 budget on August 31, 2020; and, Whereas, the 2020-2021 Budget sets the salaries for all public officers and

employees; and, Whereas, Idaho Code 31-1606 states that, “no salary may be increased during the ensuing year after the final budget is adopted, without resolution of the Board of County Commissioners;” and, Whereas, restructuring of the Prosecutor’s Office has resulted in material changes in the job descriptions of the Chief Deputy Prosecutor and Deputy Criminal Prosecutor; and Whereas, the job descriptions and essential job requirements and scope of the positions of Maintenance Supervisor and Maintenance Assistant have materially changed, prompting a regrade and change in salary in accordance with county policy, Be it therefore resolved that the position of Chief Deputy Prosecutor has been regraded to a grade 13, with an annual salary of \$84,261 and the position of Deputy Prosecutor has been regraded to a grade 12, with an annual salary of \$74,942, to be prorated for the remainder of the budget year, and that the position of Maintenance Supervisor has been regraded to a grade seven step one with an annual salary of \$42,723, and the position of Maintenance Assistant has been regraded to a grade six step one, with an annual salary of \$38,958, to be prorated for the remainder of the budget year. Approved and adopted this 11th day of January, 2021.”

[11:50:44 AM](#) **Motion by Commissioner Young to approve resolution #2021-15. Second by Commissioner Clark. Roll call taken. Commissioner Clark –aye, Commissioner Young – aye, Chairman Hancock – aye. Motion passed.**

- **PERSONNEL POLICY AMENDMENT – (ACTION ITEM)**

[11:52:15 AM](#) Rebecca said this is a continuation from last week where they had changes to the personnel policy. Had given time for elected officials to review this. Mr. Taylor has asked for time to review this as well. Will table this for another week.

- **EMERGENCY SICK LEAVE POLICY**

[11:53:16 AM](#) Rebecca said after research from Mr. Davis it is not a legal obligation of the county to provide leave. They can require the employee to take PTO or unpaid administrative leave after the five days that have been authorized. Learned that the federal government is not requiring employees offer this like they were in 2020 but they are still extending the tax benefits. In talking with the payroll clerk those tax benefits are very small and Jefferson County has not claimed these for 2020. Did not list this as an action item did not think they would offer any changes. Chairman Hancock thinks they will leave the policy as this has been set.

[11:55:14 AM](#) Rebecca said they had the fifteen days of paid administrative leave that was included in the COVID closure policy. Had extended fifteen days of paid leave that elected officials and department heads could utilize for department closures. Do they want to revisit this? Chairman Hancock thought this was expired. Rebecca said that this did not have an expiration date. Chairman Hancock thinks they need to readdress this to put a closure date. Rebecca would like to know the closure date for the pandemic. Chairman Hancock said they do not but still need to move forward.

PUBLIC WORKS – DAVE WALRATH

- **UPDATE**

[11:56:33 AM](#) Chairman Hancock said they have their grader. Commissioner Young asked if this has been delivered. Dave said they have been using this. Not a lot of snow. Had some icy patches and blowing snow out in the Ririe area they are addressing. May have some snow on Wednesday. Showing rain as well may be able to peel some of the ice off of the roads. Hauling some cinders. Crushing contract will be open in two weeks from today at 1:00. Forwarded them the estate of right-of-way on the Wilmore property on the Annis Highway project. Hand this to the appraiser they did a lot of work this is a complicated deal. Need to find the funds for this right-of-way. Have not spoken too much to the consultant or Ted Hendricks. Chairman Hancock asked if he saw Weston’s write up. Sent him the name of the person that called in. Need to finalize this. Dave said they were going to include the written up sheets. Chairman Hancock wants to get this done the engineering firm has not received any funding. Dave is not sure the schedule for them up in Seattle but need to have a Zoom meeting and present the results of the validation hearing as well as the design. Chairman Hancock would like to go over the cost estimate. Dave said he has already identified some issues. Do have a culvert pipe that is failing out by the Jefferson Greens Golf Course. This is large and has footings. Commissioner Young asked if this is on 4100. Dave said yes they may look at precast to replace this with. Does not want the road closed for too long. Also need to get with Tim Solomon on the power lines. Need to get this done before the water gets in.

[12:01:33 PM](#) Dave said on Solid Waste forwarded an email from his counterpart in Teton County. Spoke with him on the phone and they are not going anywhere. Chairman Hancock said he had been called by Matt’s Meats that they were going to shut off access. Let him know they have gone to a new method of decomposing waste. Dave said liquid waste is hard to deal with. They can deal with carcasses. Chairman Hancock said he was approached by Madison on a regional landfill. Dave said that is what he had heard. Matt made the comment that this would not happen. Commissioner Young said this is cost prohibited. Dave said they have monitoring and everything. Bonneville charges \$80 a ton. Thinks they could get all of Bonneville and Tetons waste in the future. Has been discussion on a small increase to the fee. Chairman Hancock said they have had some scare tactics. Dave said people are upset they have this facility that benefits Jefferson County. They are fortunate to have this. Commissioner Young said they do not have forest ground or summer homes. Dave said that is his update. Reiterates and welcomes the Prosecutor and his Chief Deputy.

MADISON HIGH SCHOOL STUDENTS

• PROJECT CITIZEN – EAST HEISE ROAD

[12:05:01 PM](#) Madison High School students are Jantzen Marcum, Sidney Parker, Max Ward and Emma Hurst. Emma they are seniors at Madison High School. Doing their senior project on Heise Road. **(Exhibit A)** After research and digging into the facts they feel that something needs to change. Chairman Hancock said that is a difficult road with the sheer cliffs on the side of the road. Dave said the issue is they have the river on one side and the rocks on the other side. Drilling is the only option. It is a problem road that they are well aware of. Had a grader operator close to the bridge almost slide into the river. Able to have ITD bring some dry salt up to help rectify the situation.

[12:10:20 PM](#) Emma said the specific road toward Kelly Canyon that last corner is the one they are specifically focusing on. The latitude is 43.642767 and longitude is -111.690909. Graph shows the amount of crashes on this corner. Have a couple spikes here and there. Is a steady increase.

[12:11:31 PM](#) Sidney has the specific corners on the next slide. Two months ago while coming home rolled twice and got ejected from the vehicle. Shows the pictures of the crash. Rolled twice somehow was able to find her phone and actually had cell phone service to call her mom. This is a really busy road with Heise and Kelly traffic. There has been 120 wrecks since 2010 with fourteen in 2020.

[12:12:36 PM](#) Max said that they came into this without knowing the funding sources. Is sure they as a county have a lot more of the details. This may not be the most feasible. Policy one they came up with would be to add standard guardrails. There is little to no natural barriers. Studied the corners and people put in these guardrails. There is a hillside that drops about forty feet. The corner they are focusing on is only 20 mph. Would like to see cost comparisons. A standard guardrail is \$43 per linear foot. This is used to redirect traffic onto the roadways. Supposed to work on speeds up to fifty miles per hour. Protects from rollover accidents that cause spinal cord issues. Cost is \$43 per linear guardrail with installation believes this is would be around \$3,250 to \$4,250 a linear foot for a single lane guardrail. Pros is the safety, could protect lives, prevent injury, minimizes the severity of the accidents and saves money over time. Cons is the initial outlay cost and then the costs shift from an individual to the government. Does cost money to do these things.

[12:16:24 PM](#) Jantzen said the second policy is putting up some additional signs. Currently only have one sign of warning. There is one sign also that is hidden by some trees. Feels the pros the additional signs would bring awareness to the upcoming hazard. These are not as expensive as guardrails. The cons are they are reflective the possible cost and theft or damage. Came up with LED signs these are more efficient. Have lights surrounding these and are blinking. Pros are they are more visible, environmentally friendly, have solar panels and store this for the night use. Signs come up quickly while driving with the lights can see these even during the blizzards. The LED signs are more professional. Con is these do cost more money and require more maintenance.

[12:18:37 PM](#) Emma said the next policy is to put road salt on the corners. The pros this is cost effective. Helps reduce collisions up to 85%. Nontoxic to humans. Breaks down the ice. This is only effective in the winter. Creates rusts and damages infrastructure. Harmful to the environment especially birds who eat this. Have to put this down to be most effective. Postpones the problem and is just effective in the winter time.

[12:20:40 PM](#) Max said looking at this from the outside perspective their team policy was to look at installing guardrails and signs. Average spinal cord injuries are any price from \$15,000 to \$30,000. Hospital rates is around \$2,500. Car crash can be over \$1.4 million when a death is involved. Normal crashes without injury still are anywhere from \$8,000 to \$10,000.

[12:21:45 PM](#) Jantzen said the signs are \$25 to \$35 a linear foot for signs. Posts are \$100 to \$150 for U-channel posts. The 24" LED sign is around \$800. Foundation for the signs range from \$150 to \$250.

[12:22:31 PM](#) Emma said the action plan is those that support this is someone that has had experiences in this road. Those that recreate in this area. Those that look at the facts and realize this is a problem.

[12:22:58 PM](#) Sidney thinks that their group believes that installing road signs and guardrails especially on the corner of their focus will be the most effective way to save lives, prevent injury and keep the community safe.

[12:23:30 PM](#) Max thanks them for listening to them. Commissioner Clark appreciates them putting this together and looking at the hazards within the county. Commissioner Young asked Sidney if she screamed going off this corner. Sidney said she did. Not one car passed for five hours after her wreck. Called her mom and was there for twenty minutes before they came up. Commissioner Young feels that is the scariest corner in the county. Appreciate and applaud them for bringing this to their attention. Have some very good suggestions. Chairman Hancock thanks them for coming in with a great presentation. Did have a question on the number of accidents is that just this corner. Sidney got this from the Sheriff. Jantzen said this is on the road all the way to Kelly Canyon.

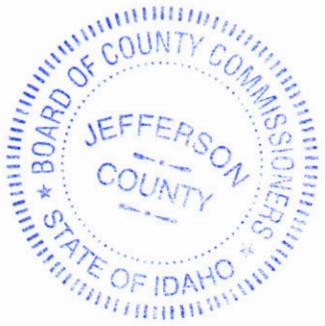
[12:26:34 PM](#) Dave said that LHTAC has a program with safety improvements based on data that is out there. The deadline is Wednesday and will take a close look to see if they can add this project it would not be until 2023. Do have LED signs within the county. Next year will be getting LED signs for County Line Road.

12:29:33 PM Motion by Commissioner Clark to adjourn at 12:29. Second by Commissioner Young. All in favor – aye.
Motion passed.

Scott Hancock
Chairman of the Board

Audrey Moon
Clerk of the Board

Colleen C. Fole
County Clerk



2-1-21
Date

2-1-2021
Date

2/1/21
Date