



December 12 & 13, 2022, Emmett, Idaho

Pursuant to a recess taken on December 5, 2022, the Board of Commissioners of Gem County, Idaho, met in regular session this 12th day of December 2022, at 8:30 a.m.

Present:	Mark Rekow	Chairman
	Bill Butticci	Commissioner
	Kirk Wille	Commissioner
	Sarah Story	Deputy Clerk

Whereupon the following proceedings were had, to-wit:

December 12, 2022

REVIEW AND APPROVAL OF AGENDA: The Commissioners reviewed the agenda. A motion was made by Commissioner Butticci to approve the agenda as presented. It was seconded by Commissioner Rekow and carried unanimously.

SWEARING IN OF KIRK WILLE AS COUNTY COMMISSIONER: Commissioner Rekow swore in Kirk Wille as County Commissioner for District 1.

APPOINTMENT OF SOUTHWEST DISTRICT HEALTH BOARD MEMBER:

Commissioners Butticci talked about Bryan Elliott possibly staying on that seat. He advised that he does not have time without giving up his seat on another Board. There was discussion on the days and times for the meeting. Commissioner Wille is willing to fill the seat. There was discussion on the roles and responsibilities of the Southwest District Health Board. Deputy Prosecuting Attorney Tahja Jensen advised that Idaho Code allows for the appointment of a non-Commissioner to sit on the Health Board. No action was taken this today and will be added back to the agenda. Commissioner Rekow will follow up with Bryan regarding his desire to remain on the Health Board.

COMMISSIONER SEAT ON HOSPITAL BOARD DISCUSSION: Commissioner Wille would like additional time for consideration. He will look at all the Boards to determine where he would fit best.

BEIJING RESTAURANT ALCOHOL BEVERAGE LICENSE: While being recorded, Commissioner Rekow reviewed a new alcohol license application for license #14 for Beijing Restaurant. There were

no representation present from Beijing Restaurant.

A motion was made by Commissioner Butticci to approve the Beijing Restaurant alcohol beverage license #14 as presented. It was seconded by Commissioner Wille and carried unanimously.

RETAIL ALCOHOL BEVERAGE LICENSE RENEWALS FOR IDAHO PIZZA CO, BLUE RIBBON BAKERY & CAFÉ, THE ROUND UP, WALGREENS, TOM'S CABIN CAFÉ & BAR, GEM COUNTY GOLFING ASSOCIATION, GERALD TURNER BREWERY, BYRITE, MONTOUR COUNTRY STORE, DON'S MARKET, 3 HORSES RANCH VINEYARDS, CHEVERON OF EMMETT, EMMETT SHELL, ANDERSON

RESERVE AND PIZZA FACTORY: While being recorded, Commissioner Rekow reviewed the retail alcohol beverage license applications for #18 Idaho Pizza Co., #19 Blue Ribbon, #20 for The Round Up, #21 for Walgreens, #22 for Tom's Cabin Café & Bar, #23 for Gem County Golfing Association, #24 for Gerald Turner Brewery, #25 for Byrite, #26 for Montour Country Store, #27 for Don's Market, #28 for 3 Horses Ranch Vineyards, #29 for Chevron of Emmett, #30 for Emmett Shell, #31 for Anderson Reserve and #32 for Pizza Factory.

A motion was made by Commissioner Butticci to approve the retail alcohol renewals as presented. It was seconded by Commissioner Wille and carried unanimously.

CONSENT AGENDA: The consent agenda included: A. Contech quote for bridge parts, B. Real estate lease agreement with the Gem County Recovery Community Center, C. Payroll claims approval for 12/7/2022, Ballot for confirmation of appointment of Payette County Board of Heath and E. Certificate of Residency for Junior College tuition for Esther Goode.

A motion was made by Commissioner Wille to approve items A-E as presented. It was seconded by Commissioner Rekow and carried unanimously.

GEM COUNTY CHAMBER OF COMMERCE BOARD ELECTIONS OFFICIAL BALLOT:

The Commissioners reviewed and discussed the choices that are running for the Gem County Chamber of Commerce Board. The Commissioners decided on the first five listed on the ballot.

A motion was made by Commissioner Butticci to move forward with the vote as indicated on the ballot for the Chamber of Commerce Board as discussed. It was seconded by Commissioner Wille and carried unanimously.

PUBLIC WALK-IN: Joe Mayer talked about an email that he sent to various people including Idaho Power regarding the Emmett substations. He also talked about the Local Emergency Planning Committee (LEPC). Commissioner Butticci explained the reporting structure of LEPC.

PROSECUTING ATTORNEY MATTERS: Deputy Prosecuting Attorney Tahja Jensen talked about various legal matters in the county. Items that she talked about were advanced ICRMP training, the personnel policy, an upcoming hearing for the Comprehensive Plan and the lights on the courthouse.

DEPARTMENT HEAD MEETING: Pat Momont from the University of Idaho talked about a kids program they are running. Chane Nelson from 4-H talked about 4-H enrollment. Chief Deputy Clerk Leandra Rountree advised that she has met with several Department Heads regarding the salary survey and concerns that were shared with her with PERSI, lump sum bonuses, employees maxing out and starting wages. She feels that the study is a good product. Deputy Prosecuting Attorney Tahja Jensen talked about the steps to adopt the final process and the importance for input from the Department Heads. Building and Grounds Supervisor Chuck Shambaugh has concerns with the wage ranges. Leandra explained how the ranges were determined and the need to have a salary survey done every 2 years as the economy changes. Commissioner Rekow talked about the cost and needing accurate data. Sheriff Wunder expressed gratitude for the study. Leandra advised that 1 county that was used for comparison had recently had a salary survey done and that the private sector was not compared. She also talked about step increases, positions that are behind and moving people into different grades. Commissioner Rekow talked about the importance of keeping the document current. Commissioner Butticci stated that all job descriptions need to be current. Tahja talked about the need for accurate job descriptions and possible tiered systems. Clerk Tilton talked about budget time when moving employees to a different tier. Commissioner Rekow talked about challenges when asked to distribute extra money when an employee leaves. Noxious Weed Supervisor Larry Shippy talked about losing employees to the larger counties that pay more. Leandra talked about the wage comparison with larger counties and the challenges with funding wages. Clerk Tilton talked about the tax base challenges with being a smaller county. Road and Bridge Supervisor Neal Capps talked about other counties, comparable job descriptions with higher wages, open positions and the concerns with not being able to get employees. He talked about his response time and the need to change that time. Rebecca Mills with the Extension Office talked about the cost for commute time, fuel and marketing for attracting employees.

Commissioner Butticci left to attend a meeting at the State House.

Commissioner Rekow talked about the county benefits and the need to stay within the survey when setting salaries. Commissioner Wille talked about increases within the matrix. Commissioner Rekow talked about growth and expectations for services. Leandra talked of other companies that do salary surveys. Commissioner Rekow advised that they don't have a timeline for adoption. Leandra advised that there is movement with the wages within each grade. Development Services Director Jennifer Kharrl talked about losing employees to other counties and entry position wages. Prosecuting Attorney Erik Thomson advised that Gem County can't meet Ada and Canyon County wages. He talked about moving employees up properly and the process for that. Commissioner Rekow advised that he hears everyone's concerns but wants to make sure that they get it right the first time before rolling this out. Information Technology Support Specialist Corbin Vickery expressed concerns with competing with the private sector and adding positions to the chart. Leandra talked about reviewing the chart every 2 years. Assessor Strang expressed gratitude for the work that was put into this.

GEM COUNTY RESOLUTION 2023-01 PROCUREMENT OF GRANULAR SPREADER FROM IDAHO TRANSPORTATION DEPARTMENT:

Deputy Prosecuting Attorney Tahja Jensen advised that this Resolution is required. Road and Bridge Supervisor Neal Capps advised that this will be a good addition to the Road Department.

A motion was made by Commissioner Rekow to approve Resolution 2023-01 for a 5 cubic yard Granular Spreader from Idaho Transportation Department. It was seconded by Commissioner Wille and carried unanimously.

GEM COUNTY RESOLUTION FOR SNOW PLOW POLICY PROVIDING NOTICE OF EXPECTED CHANGES IN OPERATION:

Road and Bridge Supervisor Neal Capps talked about being severely shorthanded. He also talked about the snow plowing policy, timing, rotating employees, safety, the Ola area and priority areas. He talked about how he will be communicating changes to response times to the public, difficulties with High Valley and other materials he can use on the roads.

The Commissioners recessed at 12:35 p.m. for lunch to reconvene at 1:30 p.m.

ADMINISTRATIVE TIME: The Commissioners worked on various administrative items.

Commissioner Butticci rejoined the meeting

EXPENSE CLAIMS APPROVAL: The claims presented were reviewed. Commissioner Rekow made a motion to approve the claims as presented and as initialed on the individual claim forms as well as the Indigent claims. It was seconded by Commissioner Butticci and carried unanimously.

The Board recessed at 5:00 p.m. to 8:30 a.m. on December 13, 2022.

December 13, 2022

ADMINISTRATIVE TIME: The Commissioners worked on various administrative items.

The Board recessed at 5:00 p.m. to 8:30 a.m. on December 19, 2022.

Approved: _____
Chairman

Attest: _____
Clerk