

**BOARD OF COUNTY COUNCILORS
BOARD TIME
MINUTES OF NOV. 4, 2015**

The Board of Councilors convened at 1300 Franklin St, Vancouver, Washington 98660, Conference Room B.

Approval of minutes for October 21, 2015 and October 28, 2015

Madore proposed some changes to the October 21, 2015 minutes. Stewart stated she was fine with the changes as long as they are accurate to the audio recording.

ACTION: Moved by Madore to **PULL** the minutes for October 21, 2015.

ACTION: Moved by Mielke to **APPROVE** the minutes for October 28, 2015. Stewart seconded the motion. Councilors Madore, Stewart, and Mielke voted aye. Motion carried.

2016 M1, M2, M3 Compensation Program

Madore provided some background. Discussion ensued about M3 compensation. Stewart stated it was her understanding that the Board was in full agreement of the M3s being parallel with the unions. Mielke stated he did not agree with that. He stated his concerns with the request. Madore spoke about the previous consent agenda items on October 27, 2015. Further discussion ensued about previous discussion regarding the topic. Mielke spoke about the compensation program amongst M1, M2, and M3 based on their salaries. Further discussion ensued about various percentages / scenarios regarding M1, M2, and M3 employees

Stewart stated her concerns with part of the proposal as it seems like a disincentive. Chris Horne, Deputy Prosecuting Attorney Office, joined the discussion. Mielke spoke about the cost of living. Madore stated he liked the spirit of the program and stated it helps even things out. Stewart spoke about the annual rate of increase for M1 and M2 employees and stated she was fine for 2016. Francine Reis, Human Resources joined the discussion. Mark McCauley, County Manager, joined the discussion. Further discussion ensued. The Board proposed M3 employees with 2.5% (for three years), M2 employees with 2.2% (for three years), and M1 employees with 1.4% (for one year). Stewart stated they might want to extend the conversation to executive session. Further discussion ensued. Stewart inquired about the savings. Madore responded.

ACTION: Moved by Mielke to **APPROVE** the compensation program for M1 employees with 1.4 % range adjustment for one year, M2 employees with 2.2 % range adjustment for three years, and professional non-represented employees (M3) with 2.5% range adjustment for three years. Stewart seconded the motion. Councilors Madore, Stewart, and Mielke voted aye. Motion carried.

Further discussion ensued about the motion, proper venue and process. Stewart stated her concerns with taking action in Board time vs a Board Hearing especially regarding compensation.

Research Analyst

Mielke presented about replacing Axel Swanson. Mielke spoke about changing the job to a research analyst. Stewart stated her concerns with not seeing a job description and the request. McCauley inquired to legal if hiring employees was under the duties of the County Manager.

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Horne responded it was under the County Manager and / or in some circumstances under the direction of the department director. Madore spoke about the legislative branch. Horne spoke further about the charter and other county policies throughout the state. Madore spoke about language in the charter and spoke about good policy / good practice in meeting the needs of the legislative branch. Madore inquired about the County Manager's flexibility. Horne responded. Further discussion ensued about the position and the replacement. Mielke stated he wanted to fill the position as soon as possible. Stewart spoke about following the charter when hiring the replacement and spoke about the qualifications the Board is seeking in the applicant. Stewart spoke about waiting until the new Board is on staff for a more collective notion. Further discussion ensued. Madore suggested McCauley to follow up with the Board during one on ones and to bring it back next week. Stewart inquired to legal on legal boundaries of the Charter in regards to hiring by the County Manager. Horne said he would follow up with the Board.

Animal Control

Bill Richardson, Prosecuting Attorney's office, spoke about state laws / county code in regards to request for proposals (RFP) regarding animal shelters. Mielke spoke about previous contacts. Horne joined the discussion about required veterinary services the shelters need to provide and other services. He spoke about using various agencies and spoke about tailoring the contracts / RFPs. Mielke spoke further about the Humane Society. Further discussion ensued. Richardson brought up concerns brought up by Animal Control staff. Stewart spoke about neglected livestock animals. Stewart inquired about compliance requirements of the smaller agencies. Richardson responded. Marty Snell, Community Development Director, joined the discussion and spoke about the RFP specifications. Further discussion ensued about the services they are seeking. Further discussion ensued about the Humane Society. Snell spoke about the importance of having a contract prior to the one expiring. Further discussion ensued. Staff stated they would tailor a RFP for the services the county is seeking to include all agencies.

Clark County Debt

Madore presented on Clark County paying off debt early. He stated they paid off \$7,755,000. He stated the general fund balance meets / exceeds the best practices and it is time for the citizens to have a property tax break. McCauley joined the discussion and spoke about internal debt. Further discussion ensued. Stewart spoke about paying off the debt versus just changing the debt holder. Further discussion ensued about previous proposals.

Draft Fee Waiver Resolution

Mielke spoke about drafting a resolution regarding the current fee waiver and spoke about previous Board discussions. Further discussion ensued about the request and spoke about moving forward.

Mission, Values, and Strategies

Madore presented. McCauley joined the discussion. McCauley is asking for the Board to support the Mission, Values, and Strategies statement. Further discussion ensued.

ACTION: Moved by Mielke to **APPROVE** the Mission, Values, and Strategies statement. Stewart seconded the motion. Further discussion ensued. Councilors Madore, Stewart, and Mielke voted aye. Motion carried.

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Councilor Reports

Mielke inquired about Clark County focus interviews. McCauley stated he would follow up.

Mielke inquired about the limited public use of the public service center resolution. Further Discussion ensued. Horne joined the discussion. Further discussion ensued. McCauley stated he would follow up.

The Board adjourned for Executive Session

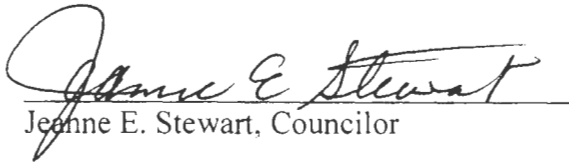
The Board adjourned for Executive Session and reconvened at 4:30 PM

Adjourned

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David Madore, Chair

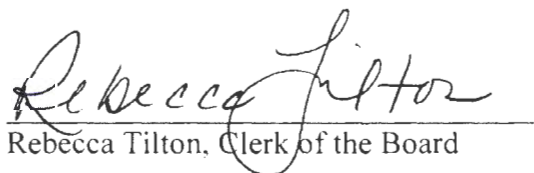


Jeanne E. Stewart, Councilor



Tom Mielke, Councilor

ATTEST:



Rebecca Tilton, Clerk of the Board

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