

SIERRA COUNTY

Board of Supervisors
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SIERRA COUNTY BOARD OF SUPERVISORS FINANCE COMMITTEE MEETING JANUARY 4, 2017 MINUTES

The Sierra County Board of Supervisors Finance Committee met in session on Wednesday, January 4, 2017 at 10:00 a.m., in the Board Chambers, Courthouse, Downieville, CA.

Called to order at 10:05 a.m.

Present: Supervisors Adams and Supervisor Roen (Chair)
Staff: Van Maddox, Heather Foster, Laura Marshall, Tim Standley, Lea Salas, Jeff Bosworth.

1. Review/recommendation regarding county meal and per diem policy.

Mr. Maddox provided background on the two issues: 1) in county meals during trainings and 2) Department Head approved business meals in the amount of \$500. Mr. Maddox indicated he doesn't believe the county should be paying for an employee's meal if they are in the county, however this is something the Board needs to decide on.

Ms. Marshall expressed concerns with paying for an employee's lunch if they are attending an in county meeting as her staff does not receive per diem when she sends them to Tehama for training as they are not out of the county for the required 8 hours.

Ms. Salas provided background on how she has used the \$500 in the past for juice, snacks, etc. at trainings. Her predecessor had also used this funding to buy lunch for employees that went to a public guardian training. Ms. Salas added that the MHSA allows the purchase of food for trainings in order to provide outreach to the communities. Many of these trainings have out of county individuals along with county employees in attendance.

Supervisor Adams indicated that he doesn't mind paying for meals for the community.

Ms. Salas noted she believes this should be either provided for everyone in attendance or no one so there are no bad feelings.

Supervisor Adams reiterated that he has no problem paying for meals for trainers and the community but not the employees.

Brief discussion ensued pertaining to emergency situations where an employee would not have to pay for a meal.

Following discussion, the Committee recommended not paying for meals for employees during regular business hours when the employee is within the county with the exception of emergency situations; paying for incidentals for training including coffee, snacks, etc. out of the allowable \$500 for business meals; and to amend the county travel policy to reduce the hours from 8 to 6 for an employee to receive per diem when traveling outside of the county. (*Clerk Note: Current travel policy is 12 hours out of county not 8.*)

2. Review/recommendation of entry level salaries.

Following brief discussion regarding the potential impacts of the increase in minimum wage, the Committee recommended moving the positions within Class 6 (Office Assistants & Drivers) to Class 8 and include language that these positions are to be extra help only and if minimum wage exceeds the salary of any position the department head has the authorization to hire at a higher step. (*Clerk Note: Office Assistants & Drivers are at Class 4, actual change should be from Class 4 to Class 6*)

3. Review/recommendation regarding longevity pay for elected and appointed officials.

Supervisor Adams indicated he is attempting to come up with a recommendation that equalizes the salaries and would suggest in lieu of an MOU with COLA's for the department managers to adjust all department managers to the L5 within the 2 tiers and provide a 5% increase to the Director of Planning but when the position becomes vacant the salary reverts back to the L5 salary. With respect to the Board Supervisors salaries, Supervisor Adams recommended setting the salaries at the L3 and move the District 2 Supervisor to the L4 and the salary for District 2 would revert back to the L3 when the position becomes vacant.

Discussion ensued regarding reducing the liability to the County by eliminating the longevities for the elected officials.

Ms. Marshall requested a stipend at some point for taking on the position of IS Manager.

Following further discussion, the Committee recommended Supervisor Adams' recommendation for review at the next Board meeting and to also bring forward a separate resolution for Mid-Management to receive the same COLA's as the employees.

With no further discussion, the Committee adjourned at 11:14 a.m.