



**STATE OF CALIFORNIA, COUNTY OF SIERRA
BOARD OF SUPERVISORS
MINUTES
REGULAR MEETING**

Lee Adams, District 1

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Peter W. Huebner, Chair, District 2

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The Sierra County Board of Supervisors met in regular session commencing at 9:00 a.m. on January 17, 2017 in the Loyalton Social Hall, in the Loyalton City Park, Loyalton, CA. This meeting was recorded for posting on the Board of Supervisors' website at www.sierracounty.ca.gov.

PLEDGE OF ALLEGIANCE: Led by Supervisor Adams

ROLL CALL

Present: Lee Adams, Supervisor, District #1
Peter W. Huebner, Supervisor, Chair, District #2
Jim Beard, Supervisor, District #4
Scott A. Schlefstein, Supervisor, Vice-Chair, District #5

Absent: Paul Roen, Supervisor, District #3

Staff: Heather Foster, County Clerk-Recorder
David Prentice, County Counsel
Van Maddox, Auditor/Treasurer Tax-Collector
Tim Beals, Director of Planning and Transportation
Lea Salas, Assistant Director of Health and Human Services
Tim Standley, Sheriff-Coroner

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Jeff Bosworth, Chief Probation Officer
Laura Marshall, Assessor/IS Manager

PASSING OF THE GAVEL

Chair Adams passed the gavel to the new Chair, Peter W. Huebner.

SELECTION OF VICE-CHAIR

The Board moved to nominate Supervisor Schlefstein as the new Vice-Chair.

APPROVED. Motion: Adams/Beard /Unanimous Roll Call Vote: 4/0/1 (Supervisor Roen ABSENT)

APPROVAL OF CONSENT AGENDA

At the request of Supervisor Adams, Consent Item 11.A. was moved to the Regular Agenda as Item 6.B.

11.A. Resolution approving updated Sheriff's Office Records Retention Schedule. (SHERIFF)

The Board moved to approve the Consent Agenda as amended.

APPROVED as amended. Motion: Adams/Schlefstein/Unanimous Roll Call Vote: 4/0/1 (Supervisor Roen ABSENT)

11. CONSENT AGENDA

11.B. Resolution authorizing the Auditor to make certain changes to the 2016/2017 Final Budget for Sheriff's vehicles. (AUDITOR)

ADOPTED, Resolution 2017-001

11.C. Addendum to Agreement 2016-101 with the National Council on Crime and Delinquency to extend the term of the Agreement. (SOCIAL SERVICES)

APPROVED, Agreement 2017-001

11.D. Rescission of Agreement 2016-138 and approval of professional services agreement between Derek Clark and Sierra County Health and Human Services. (SOCIAL SERVICES)

APPROVED, Agreement 2017-002

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- 11.E. 2016 Medi-Cal Privacy and Security Agreement between the California Department of Health Care Services and the County of Sierra. (SOCIAL SERVICES)

APPROVED, Agreement 2017-003

- 11.F. Resolution allocating funding provided to the County from the State Homeland Security Grant Fiscal Year 2016 in the amount of \$78,167.00. (OES)

ADOPTED, Resolution 2017-002

- 11.G. Agreement for Indemnification and Reimbursement for Extraordinary Costs for Les and Jill Meskimen, Applicants and Landowners for consideration of a zone variance to allow for the construction of a new garage. The project site, identified as APN 023-080-024, is located at 395 Sierra Lane, Verdi. (PLANNING)

APPROVED, Agreement 2017-004

- 11.H. Agreement for Indemnification and Reimbursement for Extraordinary Costs for Elizabeth Mettler, Applicant and Landowner for consideration of a Conditional Use Permit to allow for a special event venue. The project site, identified as APN 019-130-003, is located at 2500 Fiberboard Rd. Sierraville. (PLANNING)

APPROVED, Agreement 2017-005

- 11.I. Resolution terminating the collection of an additional one dollar (\$1.00) fee for recording the first page of every instrument, paper or notice required or permitted by law to be recorded for implementation and ongoing operation of a social security truncation program (AB 1168). (CLERK-RECORDER)

ADOPTED, Resolution 2017-003

- 11.J. Resolution continuing the collection of an additional one dollar (\$1.00) fee for filing every instrument, paper or notice required or permitted by law to be recorded and establishing the days of operation of the County Recorder pursuant to Government Code Section 27361.4(b). (CLERK-RECORDER)

ADOPTED, Resolution 2017-004

- 11.K. Minutes from the regular meeting held on December 6, 2016. (CLERK-RECORDER)

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11.L. Minutes from the regular meeting held on December 20, 2016. (CLERK-RECORDER)

APPROVAL OF REGULAR AGENDA

The Board moved to approve the Regular Agenda as amended.

APPROVED as amended. Motion: Schlefstein/Beard/Unanimous Roll Call Vote: 4/0/1 (Supervisor Roen ABSENT)

REGULAR AGENDA

2. PUBLIC COMMENT OPPORTUNITY

At 9:03 a.m. Chair Huebner opened the public comment opportunity.

Mr. Jeff Bosworth, Downieville thanked the various state and local road crews for their efforts following the recent storms.

Mr. Richard Featherman, Goodyears Bar noted he believes closing Gold Lake Highway is ok, but when there is only a foot of snow on the road the county should keep the road clear. Mr. Featherman also expressed concerns that on the Plumas County side of Gold Lake Road they are clearing the road, but there is no sign indicating Sierra County's side of the road is closed.

Mr. Featherman continued to address his previous suggestion to add gold detectors to county road plows and any gold found going towards the county retirement fund; the best thing to put on freezing pipes is sawdust which is another thing the Forest Service can do with all of the dead tree grindings; and something about chemtrails with the drought not allowing our trees to grow.

The Director of Transportation clarified that Plumas County does not plow Gold Lake Road and they are paid by the State Department of Parks and Recreation annually to plow snow 1.4 miles to the off highway vehicle trailhead only. The Director added that the county coordinates with Plumas County daily and once there is a substantial storm, the ice has formed under the snow pack and the snow grooming has commenced this is when the road is officially closed for two reasons: 1) the cost of keeping the road open 24/7 would be the equivalent to keeping Highway 49 open; and 2) is the successful snow grooming program.

3. COMMITTEE REPORTS & ANNOUNCEMENTS

Supervisor Schlefstein reported that the Mental Health Advisory Board meets on Thursday at 9:30 a.m. in the county office behind the post office.

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Supervisor Beard reported that the skilled nursing facility is back in business and the temporary boiler was installed and all patients were moved back into the facility by December 30th. Supervisor Beard also thanked Senator Ted Gaines and his staff for getting the inspection done so this could happen.

Supervisor Adams reported the Western EMS Committee met yesterday to discuss the existing situation with the advanced life support in western Sierra County and will be presenting a letter for the board's consideration in two weeks and all items discussed at the last Finance Committee meeting are on the agenda today.

4. DEPARTMENT MANAGERS' REPORTS & ANNOUNCEMENTS

The Assistant Director of Health and Human Services reported on the external quality review this week, explaining this was a two day evaluation where they look at all of the behavioral health programs and make sure the county is following state mandates and address any quality assurance issues they may have and make recommendations. The Assistant Director also reported on the substance abuse and prevention treatment audit which includes a 70 page document the department has to complete and return to state by January 27th.

5. FOREST SERVICE UPDATE

Sierraville District Ranger Quentin Youngblood reported on the solicitation for proposals for RAC projects and that he will continue to be the designated federal official through 2019. Ranger Youngblood also reported on the recent weather conditions and the significant flood damage; Proposition 1 funding; and the snow grooming program.

- 9.A. Presentation of California State Fair Counties Exhibit plaque and approval of 2017 State Fair Counties Exhibit Entry Form. (SUPERVISOR ADAMS)

The Board moved to approve the 2017 State Fair Counties Exhibit Entry Form.

APPROVED. Motion: Adams/Schlefstein/Unanimous Roll Call Vote: 4/0/1 (Supervisor Roen ABSENT)

Supervisor Adams expressed his appreciation of Mary Ervin for keeping this going every year.

Ms. Ervin presented the California State Fair Counties Exhibit plaque from last year's fair and thanked the board for their continued support.

6. PROBATION - Jeff Bosworth

- 6.A. Resolution approving the annual review of Probation's electronic monitoring program rules per Penal Code sections 1203.016 & 1203.018.

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The Chief Probation Officer briefly introduced the item, noting he is proud of this program and it has been going very well. The rules have not changed and he is requesting the Board approve the two programs.

The Board moved to adopt the resolution approving the annual review of Probation's electronic monitoring program rules per Penal Code sections 1203.016 & 1203.018.

ADOPTED, Resolution 2017-005. Motion: Adams/Beard/Unanimous Roll Call Vote: 4/0/1 (Supervisor Roen ABSENT)

7. AUDITOR / TREASURER-TAX COLLECTOR - Van Maddox

7.A. Resolution authorizing increases in the compensation for Mid-Management positions in the manner provided to represented employees.

The Auditor briefly explained that this resolution is providing the same increases for Mid-Management as rank and file.

Ms. Julie Osburn, Sierra County resident indicated she understands that raises are a wonderful thing for the employees and that the employees do a wonderful job, however Sierra County is losing population so she doesn't see how Sierra County can afford raises. Ms. Osburn also referred to what happened to the City of Loyalton and four employees losing their retirements benefits, noting when the county creates the raise they also raise the liability to the CalPERS (PERS) retirements. Ms. Osburn added that she just wants the Board to know she doesn't approve of raises.

The Board moved to approve the resolution authorizing increases in the compensation for Mid-Management positions in the manner provided to represented employees.

Supervisor Adams explained that it has been eight years since the employees have had raises and the CPI has raised 19.9%. Supervisor Adams added that most of the western world receives salary increases from time to time and he thinks this is the correct thing to do.

Supervisor Schlefstein commented that he respects Ms. Osburn's comments, however the comparison to the PERS issue with the City of Loyalton and what the county is doing are two different things because the city pulled out of PERS intentionally and had to suffer the consequences of their decision. The county has not done this and it is not in the same situation.

ADOPTED, Resolution 2017-006. Motion: Adams/Schlefstein/Unanimous Roll Call Vote: 4/0/1 (Supervisor Roen ABSENT)

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8. PUBLIC WORKS/TRANSPORTATION - TIM BEALS

- 8.A. Resolution ratifying a proclamation of local state of emergency issued by the Director of OES on Thursday, January 11, 2017 due to flood damages within the County.

The Director of Public Works explained there are still a number of sites within the county that they haven't been able to see yet, however at this point the county has a number of sites on the west side and in Long Valley. He has been in constant contact with the City of Loyalton and it doesn't appear they have any extensive damage so they are not in position to declare at this point, but this may change. The Director added that he is guessing the restoration in the county will well exceed \$1 million.

The Director continued to review in detail the amount of damage throughout the county, noting he is recommending the Board ratify the proclamation of local state of emergency issued by the Director of OES.

Supervisor Adams expressed his appreciation to the Director for keeping the Board up to date on this matter. Supervisor Adams also commented that he attend his first CSAC executive board meeting and discussed the priorities for counties specifically the transportation funding in rural counties and how this is a priority for many counties that RCRC and CSAC will push hard on.

Supervisor Schlefstein commented on damage to the Sierra Brooks lodge due to the roof leaking and the power outage in the area which lasted for a substantial amount of time. Supervisor Schlefstein further thanked the Director for keeping the Board updated and for the department's assistance in his district.

Chair Huebner referred to the damage in Sierra City and also thanked the Director, road crew, fire department and Caltrans for their efforts.

Following further review of damage in the county, the Director continued to express concerns with Liberty Energy's lack of existence in Sierra County and not being able to get updates on power outages.

Supervisor Schlefstein also expressed concerns and the need to reach out to Liberty Energy.

The Board moved to ratifying a proclamation of local state of emergency issued by the Director of OES on Thursday, January 11, 2017 due to flood damages within the County.

ADOPTED, Resolution 2017-007. Motion: Beard/Schlefstein/Unanimous Roll Call Vote: 4/0/1 (Supervisor Roen ABSENT)

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- 8.B. Discussion/direction of impacts from vehicular use of certain remote county roads (Verdi grade and Henness Pass Road, Antelope Road, Long Valley Road) during winter periods involving incorrect GPS guidance, search and rescue efforts, resource and road damages, and expenditure of limited county resources in response.

The Director of Transportation introduced the item, noting this issue has come up before and it wasn't well received by the public due to thinking the County was blocking public access. Washoe County recently staged two patrol cars and a blockade on the road to prevent people from going up the Verdi grade into Long Valley as there were a number of cars and families going up there and taxing the resources of Sierra and Washoe County. There are a series of three signs in Verdi that people ignore as they use them as they are using their GPS as a primary mapping tool to get from Reno to Sacramento. They also had someone use Henness Pass Road to go to Reno and luckily they were found.

The Director continued to explain that something needs to be done to physically block people from going back on these roads when the conditions are severe due to the use of public resources and damage to the roads. The Director added that this is a fine line between safety, use of public resources and blocking public access and he is unsure if there is a way to have administrative closures during certain times of the year. The Director further suggested the roads which need attention are Antelope Road, Henness Pass Road over Jackson Meadows, the Verdi grade and other snow grooming roads.

Supervisor Adams proposed directing the staff to come back with a gate system so snowmobiles or other recreation vehicles, other than full size vehicles, can pass.

Supervisor Schlefstein indicated he likes Supervisor Adams' recommendation and suggested focusing on problem areas.

The Director indicated this makes sense, they just need to figure out how to notice people from multiple points and the biggest concern is the loop from Long Valley to Verdi.

The Sheriff reported on an incident that happened on January 2nd on Dog Valley/Henness Pass Road, noting it was reported that there were more than 40 vehicles stuck alongside the Dog Valley Road. The Sheriff continued to note there have been over a dozen similar incidents over the last two months.

The Sheriff further indicated that he would support whatever the Road Department recommends.

Following brief discussion, Supervisor Adams suggested directing the Director to talk to his colleagues in Washoe County to discuss any alternatives.

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Ms. Julie Osburn, Sierra County resident indicated that she does not approve of shutting down roads because this sets a precedent of shutting down roads in the future. Ms. Osburn further questioned if the County has the means to post signs and charge people for getting stuck.

Ms. Jeff Bosworth, Chief Probation Officer noted one of their duties is collecting court fines and there is a huge difference between charging and collecting so there would be huge administrative costs associated with doing this.

Following discussion and by consensus the Board authorized the Director to come up with options for addressing this issue and return to Board.

6.B. Resolution approving updated Sheriff's Office Records Retention Schedule. (SHERIFF) **(Consent Item 11.A.)**

Supervisor Adams commented that he previously discussed this item with the Sheriff via email with respect to the proposed destruction of personnel files within five years. Supervisor Adams continued to express concerns with destroying personnel files should another agency contact the county for information regarding prior employees that were a problem and also for the protection of an employee should someone make an allegation against them. Supervisor Adams continued to explain that he doesn't want to upset the Sheriff's operation, however he is wondering if there should be pushback as we are not doing any agency any good by getting rid of these files.

The Sheriff indicated that the proposed retention schedule mirrors Mendocino County's retention policy and the statute for personnel files is two years and most agencies are doing a total of five years after the date of separation. The Sheriff continued to express concerns with storage issues within the office, noting he is just trying to clean things up and the storage issue is a problem.

The Auditor explained that personnel files should be kept 15 years unless the employee is retired, then the retention is 3 years. The Auditor further suggested scanning the files to address the storage issue.

Discussion ensued regarding looking at alternative storage options; updating the County's retention schedule; and developing a uniform retention policy for all departments.

Following discussion the Board move to adopt the resolution approving the updated Sheriff's office records retention as amended to remove the retention schedule for personnel files and direct staff to return to the Board with a different recommendation for the retention of personnel files.

County Counsel suggested the county adopt a retention policy and he has directed his staff to start preparing.

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ADOPTED as amended, Resolution 2017-008. Motion:
Adams/Schlefstein/Unanimous Roll Call Vote: 4/0/1 (Supervisor Roen ABSENT)

9. BOARD OF SUPERVISORS

- 9.B. Continued discussion/action regarding letter from Steve Traverso, Sierra Buttes Snowbusters pertaining to the Tahoe National Forest Over Snow Vehicle (OSV) Proposal. (SUPERVISOR ADAMS)

The Director of Public Works referred to an email he previously transmitted to the Board, explaining the Lassen Forest has rolled the OSV plan back to the draft EIS stage which will take approximately 18 months and he has requested they notify the County Clerk when this happens so the county can officially comment.

In response to Supervisor Adams, the Director indicated that he provided Mr. Traverso a hard copy of the email he sent out to the Board.

- 9.C. Resolution reorganizing the Departments of Health and Human Services.

Supervisor Adams provided background on the item, explaining that this issue came to him when he was the Chair so he suggested putting this on the agenda. Supervisor Adams further apologized if this issue got ahead of itself as this was just an option as it has been before the Board a number of times with respect to trying to find a director to meet all of the qualifications of the office during last two hiring processes. Supervisor Adams further explained that the headhunter has also questioned this and since the clock is ticking he thought it needed to get it before the Board; this was not a done deal but to start up the discussion before the Board.

Supervisor Schlefstein indicated the Board has been discussing this issue since he's been on the Board and there have been five Health and Human Services Directors, so something isn't working. He believes this is a good idea and hopes this fixes the glitch. Supervisor Schlefstein added that he likes the way this was set up.

The Assistant Director of Health and Human Services explained that in the 13 years she's been with the department they have gone through seven directors/interim directors and when you look at the a number of programs they deal with in the agency this is taunting and a lot of work. The Assistant Director added they will keep some of the common staff shared between both departments which is beneficial and would be fiscally irresponsible. She sees this as positive movement as it allows for specializing in behavioral health and social services and public health. She is in support of trying this as what has been done in the past has not been successful.

Supervisor Adams commented that he appreciates the Assistant Director's comments and he has been told the county can afford this and with respect to whether the state allows this concept he has been told other counties have this same setup.

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County Counsel indicated this is done in other counties, he has reviewed the regulations and feels the county is well within the state parameters to do this.

The Board moved to adopt the resolution reorganizing the Departments of Health and Human Services.

ADOPTED, Resolution 2017-009. Motion: Schlefstein/Beard/Unanimous Roll Call Vote: 4/0/1 (Supervisor Roen ABSENT)

9.D. Approval of job description for Administrative Director of Behavioral Health, Director of Health and Human Services and Clinical Director of Behavioral Health.

The Auditor briefly explained that this is just the job descriptions for splitting the department and renaming the Clinical Director position to meet the state's requirements.

Supervisor Schlefstein questioned the desirable qualifications and questioned if the qualifications are outlined in any state mandate or precedence.

The Auditor indicated there are not, the only requirement is for the Clinical Director position and there are some core requirements for Health and Social Services.

In response to Supervisor Schlefstein's inquiries, the Assistant Director explained that under Title 9 there are a number of ways to qualify for the Clinical Director position. With respect to the qualifications for the Health and Social Services Director, Division 31 requires at least 50% of the working staff to have a master's level education, so a bachelor's degree would be required and a master's degree would be desirable if they have met the 50% master's level education within the working staff of the department.

Following further discussion, the Board moved to approve the job description for Administrative Director of Behavioral Health, Director of Health and Human Services and Clinical Director of Behavioral Health.

APPROVED. Motion: Adams/Beard/Unanimous Roll Call Vote: 4/0/1 (Supervisor Roen ABSENT)

9.E. Resolution appointing the Administrative Director of Behavioral Health.

The Board moved to adopt the resolution appointing Lea Salas as the Administrative Director of Behavioral Health.

ADOPTED, Resolution 2017-10. Motion: Schlefstein/Beard/Unanimous Roll Call Vote: 4/0/1 (Supervisor Roen ABSENT)

9.F. Resolution directing the submission of credentials to the State of California for Clinical Director of Behavioral Health.

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The Board moved to adopt the resolution directing the submission of credentials to the State of California for Clinical Director of Behavioral Health.

ADOPTED, Resolution 2017-011. Motion: Adams/Schlefstein/Unanimous Roll Call Vote: 4/0/1 (Supervisor Roen ABSENT)

- 9.G. Discussion/adoption of a resolution eliminating longevities for Department Managers and setting a single pay rate for each position. (FINANCE COMMITTEE)

Supervisor Adams provided background on the item, noting this was given to the Finance Committee several years ago. Supervisor Adams also provided examples of the issue including when he became Sheriff and how he was able to take his employee longevities with him wherein the Chief Probation Officer who came from Lake County with 20 years of experience did not receive any longevity. Supervisor Adams explained that the issue is with the elected and should an opponent win against the incumbent they would receive a lower salary which could be a liability to the county.

Supervisor Adams continued to review the Finance Committee's recommendation to lock all department managers in at the L5 (25 year longevity) and the difficulty in trying to find some parity. Supervisor Adams added that in looking at what was done for the county employees and mid-management this seemed to be a reasonable alternative as some will get a 5% increase or 10% increase and one will get a 15% increase. It was also suggested to give an extra 5% bump to the one department manager that was capped out and when the position is vacated it will go back to the L5 salary. If this is adopted no department head will ever see a longevity again. Also, if a department head leaves and the Board appoints an employee with longevities, that employee will only get the salary for the office.

Supervisor Adams continued to explain the only reason this is being dealt with is due to the threat of litigation and the idea behind the Committee's recommendation was not to punish anyone. It is a crapshoot whether the department head is doing better under this proposal or the old system. This is a better system for those department heads leaving soon and those playing catch up versus those who will stay as the current system is far better for them, but this system is seen as not an equitable system. This solves the problem and doesn't completely harm anyone or break the bank.

The Auditor clarified that the county starts saving money four years out and it is a \$30,000 savings over the next decade. Management also gave up 4% of their pay so they are almost 24% below CPI since ten years ago when they received the last COLA. This doesn't bring them close to closing this gap but solves the problem.

Supervisor Schlefstein questioned why the elected and nonelected are mixed in the same basket. He understands the argument with the elected but why are the appointed mixed in with the elected.

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Supervisor Adams indicated this is a valid question and they could have ignored the appointed; however, doing so this keeps the appointed on the old system that rewards county service and penalizes for county service elsewhere, so the committee decided to just bell the cat and treat everyone the same. With respect to liability the appointed absolutely do not need to be part of this, but for the sake of consistency and morale this seemed to be the right thing to do.

Supervisor Schlefstein continued to explain how longevities for the appointed would be good for recruiting.

Supervisor Adams clarified that if they keep the appointed in the current system one department manager is already capped and the other doesn't receive anything for their service in another county.

The Auditor added that the Board can set the salary of an appointed at any time when they fly the position.

Brief comments were received from the Chief Probation Officer, Director of Planning, Clerk, and Sheriff.

County Counsel noted that the legislature just passed a bill which requires the Board to make salary adjustments in public so getting rid of the longevities eliminates this liability.

The Board moved to adopt the resolution eliminating longevities for Department Managers and setting a single pay rate for each position.

ADOPTED, Resolution 2017-012. Motion: Schlefstein/Adams/Unanimous Roll Call Vote: 4/0/1 (Supervisor Roen ABSENT)

9.H. Introduction and first reading of an ordinance amending Section 3.08.050 (d) of the Sierra County Code pertaining to Longevity Pay. (FINANCE COMMITTEE)

The Auditor clarified that the proposed ordinance codifies what was just approved so the department managers no longer receive longevity pay.

The Board moved to introduce and waive the first reading of an ordinance amending Section 3.08.050 (d) of the Sierra County Code pertaining to Longevity Pay.

APPROVED. Motion: Adams/Huebner/Unanimous Roll Call Vote: 4/0/1 (Supervisor Roen ABSENT)

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- 9.1. Introduction and first reading of an ordinance amending Section 2.04.070 and rescinding Section 2.04.100 of the Sierra County Code pertaining to compensation for County Supervisors. (FINANCE COMMITTEE)

Supervisor Adams provided background on the item, explain that currently two supervisors have no longevities; two supervisors have one longevity; and one supervisor has three longevities. The intent was not to punish anyone or y-rate anyone, so the best the Committee came up with was to lock members of the Board into the L3 (Longevity 3/15 year longevity). What would happen is two supervisors would get three longevities; two supervisors would receive two longevities and one supervisor would be y-rated so that supervisor would move to the L4 (longevity 4/20 year longevity) until the position becomes vacant and then the position would go back to the L3.

Supervisor Adams reiterated that this would eliminate longevities and while some would be rewarded more than others, all would be locked in at equal pay.

Supervisor Schlefstein indicated he is in favor of the equal pay, but he is not in agreement with the base amount as it is just not acceptable at this point. He would be looking at an overall increase of \$294.61 which less taxes is only around \$100. Supervisor Schlefstein added that his current salary with one longevity is \$2,874.27. The proposed ordinance is \$3,168.88 which is only an increase of \$294. If this was increased by \$500 this would be \$3,474.71 which is close to the 18% of the Superior Court judge's salary the Board had previously adopted. Supervisor Schlefstein continued to note that if the Board were to go with the original intent of tying their salary to 18% of the Superior Court judge's salary and take away the longevities he would be in favor of this.

Chair Huebner also indicated he is not in favor of the proposed ordinance as the last time the Board received their last \$500 increase, his net increase was only \$100 as the county took \$420 out for insurance. Chair Huebner added that he is also looking at tying their salaries to the Superior Court judge's salary at 18% as he believes this would be an automatic increase, everyone would receive the same salary and the increased salary would attract new supervisors. He would be in favor of tying their salary to 18% of the Superior Court judge's salary with no longevities.

Supervisor Schlefstein added that everyone also lost the buyback option for the health insurance which was close to \$500.00.

Chair Huebner also referred to the loss of mileage reimbursement as well.

In response to Supervisor Schlefstein's inquiry, County Counsel clarified that the new legislation requires any increase in salary to be done openly; it cannot be automatic.

Following further discussion, the Board made a motion of intent to tie the Board of Supervisors' salary to 18% of the Superior Court judge's salary; increase the stipend

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for the Chair to \$200 due to the increased workload; and direct staff to make the modifications to the ordinance for introduction at the next meeting.

Mr. Richard Featherman, Goodyears Bar suggested throwing the 18% out and just adding a percentage sign as they don't know what the amount will be; it could be less or it could be more.

Supervisor Adams clarified that the Board is not getting an 18% raise, rather it is 18% of the Superior Court judge's salary.

Supervisor Adams further commented that he is not opposed to what is being suggested, he just has difficulty determining what anyone is worth. He would ask that the Board not to take his vote as opposition to what is being done, but at the same time he has difficulty doing something for himself and something different for others.

Supervisor Schlefstein clarified that the difference between what the Finance Committee proposed and what he is proposing is approximately a \$205 difference.

APPROVED. Motion: Schlefstein/Huebner/Majority Roll Call Vote: 3/1/1 (Supervisor Adams NO and Supervisor Roen ABSENT)

- 9.J. Introduction and first reading of an ordinance amending Section 5.04.55 of the Sierra County Code pertaining to authorization for business meals. (FINANCE COMMITTEE)

Supervisor Adams provided background on the item, explaining how trainings held in county have evolved to include more employees. This is not about cost but morale as the county has one agency doing it one way versus another, so the Committee's recommendation is not to pay for employees meals when they are in county during regular business hours with the exception of emergency situations and paying for incidentals for training including coffee, snacks, etc. out of the allowable \$500 for business meals.

The Board moved to introduce and waive the first reading of ordinance amending Section 5.04.55 of the Sierra County Code pertaining to authorization for business meals.

APPROVED. Motion: Adams/Beard/Unanimous Roll Call Vote: 4/0/1 (Supervisor Roen ABSENT)

- 9.K. Resolution adjusting Sierra County's Parity System to comply with new minimum wage laws. (FINANCE COMMITTEE)

Supervisor Adams provided background on the item, noting this was the result of comments from some of the department managers with respect to their inability to attract employees at the lower county pay schedules that have or will fall below the

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state minimum wage laws. The Finance Committee's recommendation is to move positions under 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 the higher step.

The Auditor clarified this is actually moving Class 4 positions to Class 6; he previously provided the wrong information to the Finance Committee.

Supervisor Adams added that the Board will likely see this again as the minimum wage continues to move up.

The Board moved to adopt the resolution adjusting Sierra County's Parity System to comply with new minimum wage laws.

ADOPTED, Resolution 2017-013. Motion: Schlefstein/Adams/Unanimous Roll Call Vote: 4/0/1 (Supervisor Roen ABSENT)

9.L. Resolution amending the Sierra County Travel Policy. (FINANCE COMMITTEE)

Supervisor Adams briefly explained this issue is with respect to sending employees out of county for training who weren't receiving per diem and it seemed more equitable to reduce the hours from 8 to 6 in order to receive meals.

The Board moved to adopt the resolution amending the Sierra County Travel Policy.

ADOPTED, Resolution 2017-014. Motion: Schlefstein/Adams/Unanimous Roll Call Vote: 4/0/1 (Supervisor Roen ABSENT)

9.M. Approval of appointments to commissions, boards and associations; standing committees; term appointments; and ad-hoc committees for the 2017 Calendar Year. (CLERK OF THE BOARD)

Chair Huebner referred to the change in membership for NoRTEC explaining he has already confirmed with Supervisor Roen that he is ok with becoming the representative.

The Clerk briefly reviewed the changes to the committees including appointing Supervisor Roen as the member on NoRTEC and appointing Caleb Nelson as the alternate to CSAC-EIA and Trindel.

The Clerk further confirmed the reappointments of Supervisor Roen and Supervisor Beard as the alternate to the Sierra Valley Groundwater Management District and Supervisor Roen and Supervisor Adams as the alternate to the Sierra Nevada Conservancy.

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Supervisor Schlefstein requested being on LAFCO when Supervisor Roen's term expires in May 2017.

The Director of Planning suggested removing the AT&T Copper Line and Cabin Creek ad hoc committees, removing the Quincy Library Group and adding the Irrigated Waste Management Board with Supervisor Roen as the member.

The Board moved to approve the appointments to the commissions, boards and associations, standing committees; term appointments; and ad hoc committees for the 2017 Calendar Year as amended.

APPROVED as amended. Motion: Schlefstein/Beard/Unanimous Roll Call Vote: 4/0/1 (Supervisor Roen ABSENT)

10. CLOSED SESSION

10.A. Closed Session pursuant to Government Code Section 54956.9 (c) - initiation of litigation - 3 cases.

10.B. Closed Session pursuant to Government Code Section 54957 - performance review regarding County Counsel.

The Chief Probation Officer commented that the Probation Department couldn't be more pleased with the new County Counsel and highly recommends continuing with the current County Counsel.

The Director of Planning thanked the Board for their support in the salary proposal for the department managers.

The Sheriff concurred with the Chief Probation Officer's comments with respect to County Counsel and appreciates working with him.

The Board met in closed session from 12:22 p.m. to 12:52 pm. County Counsel reported that the Board was advised on the three cases of potential litigation and gave the evaluation on County Counsel.

ADJOURN

At 12:52 p.m., with no further business, Chair Huebner adjourned the meeting.

PETER HUEBNER, CHAIR
BOARD OF SUPERVISORS

January 17, 2017

ATTEST:

HEATHER FOSTER
CLERK OF THE BOARD