

IDAHO DEPARTMENT OF PARKS AND RECREATION

"To improve the quality of life in Idaho through outdoor recreation and resource stewardship."

BOARD MEETING MINUTES

April 20, 2017 Teleconference

10:00 A.M. Mountain / 9:00 A.M. Pacific

5657 Warm Springs Ave.

Boise, Idaho

Minutes – Thursday, April 20, 2017

Call to Order – Chairman Black

Chairman Black called the Board teleconference to order at 10:00 A.M. MT, April 20, 2017. The Chairman directed a roll call. Board Members in attendance via the phone were:

Chairman Black – Present
Board Member Crimmins – Present
Board Member Doman – Present
Board Member Bob Hansen – Present
Board Member Boren – Present
Board Member Gordy Hansen – Present

Also present or on the phone during all or portions of the teleconference were the following individuals:

David Langhorst – Director
Betty Mills – Management Assistant to the Director
Keith Hobbs – Operations Administrator
Anna Canning – Management Services Administrator
David White – North Region Manager
Garth Tayler – South/East Region Manager
Jim Thomas - Development Bureau Chief
Jamie Little – Experience/Education Coordinator
Nate Blackburn – Manager Dworshak State Park
Debbie Hoopes – Human Resource Officer
Katrine Franks – Special Assistant to Governor Otter
Matt Warnick – Financial Management Analyst Sr.
Ray Houston – Legislative Budget and Policy Analyst
Rob Sepich – Legislative Budget and Policy Analyst

Consent Agenda Items

Mr. Hansen had a question pertaining to the December 22, 2016 minutes regarding the discussion on the Change in Employee Compensation (CEC). He stated the Board had requested to see the inverted process so they could see the implementations of this on the CEC and Mr. Hansen stated he has not seen this. Mr. Bob Hansen also commented on the January 26, 2017 minutes, where Mr. Langhorst makes reference to a discussion with Mr. Strack and stated this needs to be expanded on since the Board's discussion is not reflected in the minutes. Mr. Bob Hansen stated that there would have been Board discussion on this topic but there was nothing in there. Director Langhorst asked if there should be an addition or deletion

to the minutes. There was a question on whether IDPR staff followed up on inverting the pay scale. The December minutes ask for additional information on the CEC be provided to the Board. The Director stated that since December there have been one or two meetings where this has been discussed. An inversion was something that DFM advised us against, we did discuss this and the minutes do reflect that you did request this information so the Director thinks the minutes are okay. Mr. Bob Hansen said he still has some concerns, staff morale was mentioned and he has some concerns regarding the park staff. Director Langhorst mentioned that there is an agenda item coming up today on the CEC and this topic may be better addressed during that time. Mr. Boren asked Mr. Bob Hansen if he was recommending a change in the December minutes. Mr. Bob Hansen stated that he was not. Mr. Boren stated that he thinks the other point about the comments pertaining to the discussion with Mr. Strack, that Director Langhorst mentioned in the January meeting, may be where Mr. Bob Hansen wants to change the minutes. Mr. Boren stated that if that is not the case that he has a comment on that. Mr. Boren stated that he had read the summary in the minutes of our discussion on Executive Session and he doesn't think the minute's summary is appropriate. Mr. Boren commented that it basically gives one side of the discussion and not the other side and as far as the other side goes, which he thinks the Board came to a different conclusion than what was stated in the minutes. Mr. Boren stated that the Board did not come to a conclusion and where Director Langhorst communicated his conversation between him and Mr. Strack, Mr. Boren feels that was not an appropriate point of view. Mr. Boren felt the Board came to a conclusion that it was perfectly okay to have an Executive Session in the agenda anytime the Board wanted to have one which could be every single meeting. Mr. Boren did not believe the minutes reflect that accurately and thinks the minutes are inaccurate and misleading. Director Langhorst responded to Mr. Boren's comments and stated that we have a recording of all of those discussions and it may be that the discussion that Board member Boren is referring to occurred in the February 2017 meeting when everybody was together and when there was a big active discussion about Executive Session. Director Langhorst also stated that during the January teleconference, we were discussing the February Board meeting agenda and that was the one where it is accurately reflected where Director Langhorst informed the Board what he had heard from Mr. Strack. Director Langhorst stated that he thinks the February minutes are the ones we want to focus on. Mr. Boren stated that we are looking at the January minutes now and he does not believe that what was said is accurately reflected in those minutes. Mr. Boren stated that some of these comments were from the February meeting maybe but he said he would like to check and make sure that these are accurate because he does not think that they are. Mr. Boren stated that he does not think we talked about this this way in the January meeting. Director Langhorst stated that we can reword the portion of the minutes to make them clearer and reflect better the conversation between the Director and Mr. Strack and then be very detailed in the February minutes about the discussion that occurred there regarding Executive Sessions. Mr. Bob Hansen requested more on the discussion that went on because he guarantees, there would have been a discussion on his part and he doesn't think this reflected the discussion on it. Mr. Boren concurred with Mr. Bob Hansen, if his memory of the January meeting is wrong, that's fine but he would like to hear it on the transcripts if it is wrong because he does not think these minutes accurately represent the January meeting. It's not just a little confusion about who said what, that Mr. Strack said it or whether he was quoted, Mr. Boren doesn't think this was from the January meeting and if he is wrong, he would like to hear that part of the transcript. Mr. Boren stated that this discussion was from the February meeting and if this had come up in the January meeting, he does think he would have said something and he thinks this information is completely inaccurate and is what he said in the February meeting. Chairman Black stated that if the Board is okay with the December minutes, we can approve them today and hold the January minutes until the May Board meeting. Prior to the May meeting, the Board members can listen to the tape of the January meeting and can also change

Mr. Strack's statements to reflect what was communicated to the Director. Chairman Black requested Ms. Mills send the January teleconference recording to all of the Board members.

Mr. Gordy Hansen made a motion to approve the Consent Agenda items minus the January 26, 2017 minutes which will be discussed during the May Board meeting. Motion was seconded by Mr. Crimmins. The Chairman asked for further discussion. Hearing none, the Chairman called for a vote on the motion. Motion carried unanimously.

Mr. Gordy Hansen asked if the audio recordings could be included on the SharePoint site. Ms. Mills confirmed that this could be done and will upload the Board meeting and Teleconference recordings going forward. Chairman Black asked if the Board has had the opportunity to review the new Board SharePoint site. Chairman Black stated that this is a very unique site and it will be very helpful before and during the Board meetings. Mr. Bob Hansen stated that this is a Board meeting and if we are going to use this site, the Board needs to approve this. Mr. Bob Hansen stated that he thinks this needs to be a discussion in Harriman during the May Board meeting and that some things need to be discussed face to face since he has some questions about it. Chairman Black stated that we will add this topic to the agenda in May and have a demonstration on how the site works. Chairman Black encouraged the Board to contact Ms. Mills if they had any questions regarding the site.

Flooding Issue Update – Director Langhorst

The Director provided an update on the parks that have had issues due to the flooding.

- Heyburn – has had some slides on the Trail of the Coeur'd Alene. There was damage to the docks and the road into the park.
- Round Lake – there is flooding on two ends of the lake and over the trail.
- Priest Lake – the ice is off of the lake, the metal pilings for the docks will need to be reset.
- Eagle Island –The Boise River is still a big concern for flooding. The Conservation Corp built a levy in hopes of keeping the water out of the park.
- Bear Lake – water is high which means all three boat ramps will be accessible. Cars will not be able to park on the beach as they have in the past.

Board and staff discussion followed.

Billingsley Visitor Center/Event Center Cost Comparison – Jim Thomas

Mr. Thomas reported that during the February Board meeting, IDPR staff presented budget numbers for constructing each of the various components of the Billingsley Creek Master Plan. A separate budget number was presented for the Visitor Center and the Event Center due to these buildings being physically located in different areas of the future park. The Board directed staff to complete an analysis of cost savings, if any, by combining the 2 buildings into one multi-use facility. Mr. Thomas reviewed these comparisons with the Board. Director Langhorst stated that we have hired CHM to do a Market Analysis of Billingsley Creek and this analysis will be presented to the Board during the May Board meeting. Director Langhorst commented that the purpose of this topic being discussed during today's meeting is to determine if the Board wishes to build these two buildings or just one. Chairman Black commented that since IDPR has already incurred costs to hire a consultant, he would like to see what CHM recommends in their analysis. Mr. Black also reiterated that once we receive the analysis from CHM, we will have a better idea of what direction we need to move forward with. The Board requested this item be moved to the May Board meeting and will then determine how to proceed with this project.

Change in Employee Compensation (CEC) – Director Langhorst

Director Langhorst commented that this year's CEC plan has not been formally approved as yet with DFM. The Director also gave a brief explanation of the process IDPR uses each year when implementing a CEC increase for staff. The Director discussed the supporting documents that were requested by Mr. Bob Hansen, showing pay changes for all IDPR employees over the last three years. The Director stated with the documentation that has been supplied to the Board, it is hopeful the Board has a better understanding of how the CEC is implemented. The Director stood for questions. Mr. Boren asked what the rationale is behind giving increases in excess of inflation to employees who are barely meeting their expectations. Mr. Boren also asked what the real ways are to analyze whether positions are actually comparable from one state agency to another. Director Langhorst stated that every year DHR does an analysis prior to the Legislative Session and it highlights why they think raises are warranted, what the comparative salaries in the state are compared to private sector and compared to other public agencies in nearby states. DHR then makes their arguments to the CEC committee which involves Legislators and they come up with a recommendation to the Governor who in turn makes his decision on how much he is going to recommend in his budget for the year. This year it was 3% and the Legislators agreed with this recommendation. Director Langhorst stated the final step was the guidance DHR and DFM provided which directs state agencies on how they should implement those raises. Mr. Boren stated this didn't really answer his question, it just deferred it to someone else and he doesn't really agree with the approach. The Director stated he couldn't speak for DHR and Mr. Boren stated sure, but you can speak for your own department. Director Langhorst stated for our department, we go by the rules. Mr. Boren asked are the rules IDPR has to go by DHR's recommendations, is that what you are saying? Director Langhorst referred this question to the Governor's office representative, Katrine Franks. Ms. Franks stated that when the Governor recommends the CEC, it is statewide, not just agency wide so we distribute that 3% raise through the entire agency. The Director reviewed the matrix that is provided by DFM which shows that the CEC is awarded to employees according to merit. Mr. Boren asked if this matrix is a requirement that is handed down by the Governor or is it IDPR's interpretation of how to allocate the 3% across the board that is handed down by the Governor. Ms. Hoopes stated that part of the guidance that all state agencies receive from DFM and DHR requires us to use a matrix. Ms. Hoopes stated that things are not going to be approved if we do not follow the guidelines that are lined out. Ms. Hoopes also stated that what the Board sees before them today is a pretty standard recommendation from the Governor's office. Mr. Warnick stated that the guidance DFM provides does say that they want there to be a matrix based on merit and compa-ratio. Mr. Warnick also stated there is some flexibility on what percentages are provided depending on performance evaluations and percentage of policy. Mr. Boren stated that he does not like this matrix and feels we want to reward the staff who really excel as much as you can and he doesn't think you want to increase pay for an amount of work that is done year after year if there are no changes in that or the quality of the employees work. Mr. Boren stated he doesn't like adding pay when there is no real reason to do it, just because it is what people do. Mr. Warnick stated that in previous years, because we have a merit system, the Governor has required that everyone who has at least a satisfactory performance rating, should receive some kind of increase. Mr. Warnick stated that while there is flexibility in the percentages, he doesn't think DFM would approve a matrix where people who are achieving wouldn't receive an increase. Mr. Bob Hansen asked if the evaluation process was consistent throughout the department. Ms. Hoopes stated there is agency wide training so when there are people in different regions as well as headquarters, HR uses the same wording as the state to determine if a staff member achieves or exceeds those expectations. Director Langhorst stated that according to the DHR compensation study, the Idaho public employees work for about 23% less than the private sector and 13% below other neighboring states. The Director stated this CEC plan is an attempt to get employees' salaries caught up but unfortunately, it isn't able to

accomplish this. Mr. Boren stated that he disagrees with the Director's comments, this may be the case vs other states but he disagrees with these percentages on public vs private pay for employees. Ms. Franks commented that it has been a great concern of the Governor's office since 2008 when we had the financial crash and we all have had to tighten our belts. Mr. Franks also stated, now that we are seeing better revenues statewide, it is the Governor's office goal as well as the Governor himself, to make sure that the rates we are paying our employees across the state are competitive with the private sector or neighboring states. Ms. Franks stated we are unable to keep and maintain good employees if we don't pay them for being good employees. Director Langhorst stated that the CEC committee does take public testimony during their review process and if the Board feels like this committee is going down the wrong road, they could attend the meeting next year and express their thoughts. Mr. Boren stated that since we do have flexibility within the adoption of these standards, his recommendation would be different from the one presented to the Board today. Director Langhorst stated that this is one of the reasons why this responsibility is normally designated to department staff and now the Board is in the position of needing to learn more about the state system in order to make an informed vote. Mr. Doman stated he had reviewed all of the documentation submitted to the Board on the CEC and there is a lot of information to consume in a very short time. Mr. Doman stated he is hoping staff is not looking for approval on the CEC today. Director Langhorst stated that staff is looking for approval on the CEC today and if it is not approved today, it would make it difficult for the budgeting process. Mr. Bob Hansen commented that he wanted to repeat someone on our Board by the name of Pete Black. Mr. Hansen stated that when the Board met in Challis in 2016, there was discussions among the Board which involved differences of opinions which is the way it is with Boards. Mr. Hansen felt what was being told to the Board during this meeting was that they needed to get the CEC plan approved right now. Mr. Bob Hansen stated that we are a month earlier with reviewing the CEC than last year and a man by the name of Pete Black said last year that having been in government he thought what we need to do is approve the CEC now and then next year we will have more time. Mr. Hansen said, speaking of Boards, and I leave myself out of this thing but you deal with Boards with enormous capacity and I will say this much about Board member Boren because I have looked at his website and he is at the top of the game in the world and his experience is excelled. Mr. Bob Hansen stated that if he could sit beside Mr. Boren, he could learn a lot of things and he thinks he would be very wise to learn things. Mr. Bob Hansen stated that some of us come from different backgrounds with enormous capacity and we are all here as a Board to help the department grow and we can do that when we are open minded. We have recourses here, these aren't the average guys on the street. Mr. Bob Hansen stated he didn't like the way the process worked last year and out of respect for Mr. Black, I voted for it but outside of that I wouldn't have voted for it. Mr. Bob Hansen stated that he thinks we need to put the CEC off until the Board meeting in Harriman and have the discussion and bring it together and then move on with it then but this is premature. Mr. Bob Hansen commented that he got this thing two days before the teleconference and if you want to pay him by the hour of what he actually makes, Board Member Boren and others, maybe we would be happy to take the time to do it but he does not have the time to do it a day or two days before a meeting which he stated he has voiced at the last two meetings and he stated he doesn't like that. Mr. Bob Hansen stated IDPR staff should give it to the Board so they can digest it and that they are here to help but he don't like being put in a corner like this because the time isn't there. Mr. Bob Hansen stated he can easily handle it a month from now. Ms. Canning provided the Board with an explanation on how these numbers and matrix are put together and how much impact they will have on the agency and it all depends on available funds. Ms. Canning also commented on how much time it takes to revise these calculations and it is not something staff can just do on the fly. Ms. Canning stated that staff will need more specifics on what the Board would like to see. Mr. Boren stated that he does not buy the compa-ratio and he does not agree with the way that is done and does

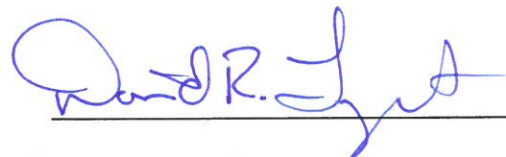
not think it is accurate and in some cases it is relevant and in some it is not. Mr. Boren stated that if he was directed by the Governor to implement a 3% pay raise over all of the employees, he would raise his employees who were meeting their expectations by 1% and then take the rest of it and skew it towards staff who were really making a difference. Ms. Canning stated IDPR could run a new matrix to consider this but it will still have the compa-ratio due to our requirements from DFM and DHR. Ms. Canning stated we can run this new matrix if that is what the rest of the Board wishes to do. Mr. Warnick provided information as to why compa-ratio is a factor. Mr. Warnick stated that when the CEC committee, which is made up of members of the Legislature, met this year, they had a lot of discussion around some of these same issues. Mr. Warnick stated the committee had similar discussions on how to reward lower paid employees and at the end of the day, they decided that their recommendation would be 3% increase with discretion for Director's. Mr. Warnick stated that in the intent language the CEC committee provided they stated that the compa-ratio should be a factor. When JFAC chose to adopt that recommendation and it was also adopted statewide including the Legislature, DFM felt that in their guidance it would be appropriate to recognize and make some of those decisions and also defer to what it says in code which is that DHR develops the matrix based on merit and compa-ratio and agencies can adapt it to their use. Mr. Bob Hansen requested to move the CEC topic to the May meeting to allow more time to review the provided information and stated that he had not read this information that was provided to the Board and is not going to for another week until he gets through the projects, and he doesn't feel comfortable with what has been proposed today. Mr. Black stated that if IDPR staff can come up with additional options he is okay with that but at the point of trying to hold agenda items over and over again and not moving forward in getting things done, it is frustrating that we are unable to make decisions. Director Langhorst stated he hears the Boards frustrations about the amount of time it takes to receive this information but we get this information out to the Board as soon as we receive it. The Director asked the Board to please think about what exactly they need between now and the May Board meeting that has not already been provided to them and to let IDPR staff know so we can assist them in making a decision on the CEC. Ms. Hoopes also reiterated that IDPR has to wait until we receive guidance from DHR and DFM. Mr. Boren stated that he had not heard a specific motion yet to approve the CEC plan as proposed.

Mr. Bob Hansen made a motion to move the CEC discussion to the May meeting in Harriman. Mr. Randy Doman seconded the motion. The Chairman asked for further discussion. Hearing none, the Chairman called for a vote on the motion. Motion carried unanimously.

Mr. Crimmins moved to adjourn the meeting. Mr. Bob Hansen seconded the motion. The Chair called for a vote on the motion. Motion carried unanimously. Meeting was adjourned at 11:50 A.M.



Pete Black, Chairman
Idaho Park and Recreation Board



David R. Langhorst Director
Ex-Officio Member of the Board