



**Idaho Association of Counties**  
**Board of Directors Meeting Minutes**  
Conference Call | June 21, 2017

**Members Present**

Bill Thompson, President  
Donna Peterson, Vice President  
Rose Bernal, Secretary/Treasurer  
Len Humphries, Past President  
Patty Weeks, Past President  
Roger Christensen, Past President  
Mike McDowell, IACA Representative  
Greg Shenton, IACC Representative  
Kathy Ackerman, IACRC Representative

Chris Goetz, ISA Representative  
Glenda Poston, District 1 Representative  
Dave McGraw, District 2 Representative  
Marc Shigeta, District 3 Representative  
Larry Schoen, District 4 Representative  
Mark Bair, District 5 Representative  
Gordon Cruickshank, NACo Representative  
Marc Eberlein, Kootenai County Representative

**Members Absent**

Robert McQuade, Immediate Past President  
Lorin Nielsen, Past President  
Abbie Mace, Past President  
Lori Beck, Past President  
Clayne Tyler, IPAA Representative  
Dave Case, Ada County Representative

Pam Garlock, ISACC Representative  
Debbie Kauffman, IACT Representative  
Kimber Ricks, District 6 Representative  
Brenda Richards, WIR Representative  
Tom Dale, Canyon County Representative

**Others Present**

Dan Chadwick, Executive Director  
Kristin Cundiff, Director of Operations  
Teresa Baker, Director of Government Affairs  
Amanda Pendleton, Chief Financial Officer

Mindy Linn, Event Coordinator  
Kelli Brassfield, Government Affairs Associate

**I. Call to Order**

President Bill Thompson called the meeting to order at 1:35 pm on Wednesday, June 21, 2017.

**II. Roll Call**

Bernal took the roll call and 11 members were absent.

**III. Salary Study**

Thompson asked the members if they had any questions about the salary study that was emailed to the board in May. There were no questions or comments.

**IV. FY2018 Budget**

At the April 2017 Board meeting, the board decided to wait until the salary study was complete before making any decisions on pay increases for the Executive Director and IAC staff. The amended FY18 budget was sent with three changes: a recommendation for the Executive Director's salary, a recommendation for staff salary increases, and the addition of \$12,000 in travel for staff. Airline expenses were inadvertently left off of the original budget sent to the board members in April.

Chadwick advised the board that they should accept the salary study and not approve it. Chadwick's recommendation for the Executive Director salary based on the salary study is \$142,000 with an additional \$6,000 to be placed in his deferred compensation account. Peterson asked why the money was placed in deferred compensation. Chadwick explained that it is a common practice for Executive Directors to ask for part of the salary to be placed in a 401(k) or deferred compensation account the closer they get to retirement. The \$6,000 would come from the fund balance and would not be in the budget. Shigeta suggested that we add a line item for any funds to go into a deferred compensation account since it is still a liability. The board agreed this would be more transparent.

Some members questioned whether the salary should be maxed out because that doesn't leave any room for growth if someone is at the top of their salary range. Weeks noted that you can make adjustments for cost of living, so there could be potential for smaller increased.

***Ackerman moved that the IAC Board of Directors move into executive session, Peterson seconded. Motion carried unanimously.***

***Eberlein moved to come out of executive session, Peterson seconded. Motion carried unanimously.***

***Peterson moved to accept the salary study dated May 12, 2017, Schoen seconded. Motion carried unanimously.***

***Christensen moved to accept the increase of \$12,000 in staff travel costs and an increase of \$26,000 for staff salaries, Ackerman seconded. Motion carried unanimously.***

***Christensen moved for the Executive Committee to conduct a performance evaluation on the Executive Director and then hold another conference call for the board to review the evaluation and make a recommendation on a salary increase, seconded by Bair. Motion carried unanimously.***

## **V. TracFone Settlement**

Chadwick informed the group that Mike Kane was able to negotiate \$4 million for the TracFone case. Chadwick and Kane are reviewing the settlement documents and will present the final documents to the board soon.

***Eberlein moved to adjourn the conference call, Poston seconded. Motion carried unanimously.***