

Teton County Idaho Commissioners' Meeting Agenda
Monday December 28, 2015 9:00 am
150 Courthouse Drive, Driggs, ID – 1st Floor Meeting Room

9:00 Meeting Called to Order – Bill Leake, Chair
Amendments to Agenda

9:00 PLANNING AND BUILDING – Jason Boal

1. Recreation Planner Position
2. Weed Supervisor Job Title

9:30 Open Mic

(if no speakers, go to next agenda items)

CLERK

1. Precinct numbers and boundaries for 2016
2. Polling Places for 2016
3. PTO Carryover Policy
4. Annual Road and Street Report for FY 2015

10:00 BOARD OF COUNTY COMMISSIONERS

1. 2015 Accomplishments and 2016 Priorities

ADMINISTRATIVE BUSINESS *(will be dealt with as time permits)*

1. Approve Available Minutes
2. Other Business
 - a. Mid-Winter IAC Conference
 - b. 2016 Scheduling
 - c. Required Meeting Minutes and Recordings
 - d. GIS work for Victor and Forest Service
 - e. Social Media Update
 - f. Teton County Logo
3. Committee Reports
4. Claims

ADJOURNMENT

Upcoming Meetings

Jan 11 9:00 am Regular BoCC Meeting
Jan 25 9:00 am Regular BoCC Meeting



FROM: Planning & Building Administrator, Jason Boal
TO: Board of County Commissioners
RE: Planning, Building & Weeds Department Update
MEETING: December 28, 2015

Planning-

- Recreation Planner position/wage discussion. (See Attached Memo)

Building-

Weeds-

- Idaho Stat Code 22-2405 states that the County shall.... “employ a county weed superintendent”. We have hired Amanda Williams to fill this role, but her title is “Weed Supervisor”. Is there any issue the BoCC has in revising her title to Weed Superintendent? We realize it is a bit of semantics, but for the sake of consistency with professional organizations, in messaging and in enforcement we are requesting Amanda’s title be changed to Weed Superintendent/Natural Resource Specialist.



FROM: Planning & Building Director, Jason Boal
TO: Board of County Commissioners
RE: Wages for a Recreation Planner
MEETING: December 28, 2015

As we discussed in our last meeting, there are several ways to handle the pay of a Recreational Planner. I have tried to distil the three options below:

- 1) Temporary/Part-time Employee
- 2) Independent Contractor
- 3) Full time (32hr a week) Employee

I would like to summarize my desire to have this conversation, as opposed to simply utilizing the budgeted amount of \$39,000 (wages & benefits) to hire a 32 hour a week person at the 86% amount of Pay Grade 8 (\$20.09, or \$26.12 with benefits), which is option #4 above.

Key things to remember in my opinion:

1. It is important to note that the skill-set needed to be successful in this positions- ability to develop relationships and support from a variety of agencies, ability to obtain and manage grants/projects, interact with the public, and long term “marketing” plan development are highly desired skills in Teton Valley.
2. We have budgeted \$39,000 for the position.
3. Teton County policies state- “Administrative guidelines are designed to maintain the competitiveness, appropriateness, integrity and consistency in application of Teton County’s salary plan. These guidelines address the method of revising the pay structure and managing employee movement through the range to maintain a structure that is internally equitable and externally competitive.” This conversation is about one new position that I am proposing be filled in a manner that no other position has been filled before. The main difference being- This is a highly skilled, high demand position that we are only seeking to utilize on a part time and temporary basis. Most part time positions in the past fell well below the Pay Grade 8 designation.
4. Teton County’s Salary Plan Guidelines states “As such, it is important for the County to continue to monitor market rates to attract and retain qualified employees.” Below is a summary of wages employees in government agencies throughout the State of Idaho earned in April 2014 (almost 2 years old). I think it is important to understand what individuals in this position are being paid, or what the market rate was in 2014.

4/2014 Northwest Data Exchange Report					
Position	Employer	Actual	Range	Range	Actual Pay ESTIMATE
Title	Type	Wage	Minimum	Maximum	Hidden Paycheck (30%)
Grant Administrator	Public - City	\$29.37	\$25.41	\$35.70	\$38.18
Grants Administrator	Public - County	\$26.81			\$34.85
Grants Administrator	Public - City	\$24.63	\$21.66	\$25.48	\$32.02
Grant Writer	Public - City	\$21.64	\$19.21	\$26.89	\$28.13
Project Coordinator/Grant Writer	Public - City	\$21.00	\$21.00	\$28.98	\$27.30
Grants/Programs Manager	Public - City	\$33.11	\$28.26	\$42.40	\$43.04
Senior Accounting Specialist/Grants	Public - City	\$22.95	\$20.57	\$29.06	\$29.84
Budget & Grants Coordinator	Public - County	\$25.82	\$22.44	\$25.82	\$33.57
Average		\$25.67	\$22.65	\$30.62	\$33.37

Even if we hire the position at the 91% due to it being a part-time employee (19 hours) that would equate to an hourly wage of \$21.26 or \$21,004 yearly. For perspective the county could hire someone on a part-time basis (19 hrs) and pay \$28.85/hour (\$30,000) and still save \$9,000 a year based on no benefits.

In my opinion the target salary range for this position should be around \$25/hr, only 19 hours a week, and identified as a temporary position that would need to be evaluated each budget cycle.

Here is a summary of the four (4) approaches we may be able to utilize.

Approach #1- Part-time/Temporary Employee

Teton County could hire an individual as a part-time/temporary employee who works 19hr a week. We would not offer any benefits (if they are hired on for 20 hours a week and work more than that the employee and the county may be responsible for paying into PERSI, retroactively).

Administrative Guidelines

Pg. 11- 4. Temporary/Seasonal Employees Employees who work on a temporary or seasonal basis, even though they may work more than 30 hours per week, are classified as Temporary or Seasonal Employees. Such employees will receive none of the benefits provided to Regular Employees, except those required by law or those approved by official action of the Board of County Commissioners.

Pg. 2- Temporary/Seasonal Employees (who receive no benefits) may be hired at 91% of market point their first season and re-hired at 96% for subsequent seasons

PAY FOR PART-TIME WORKERS- Typically the hourly pay of part-time employees is determined in the same manner as that of a full time employee in the same job. To promote equity and consistency, especially in cases of temporary, seasonal and casual workers performing a similar job to regular workers, the County will determine temporary workers' pay based on the assigned salary range. The county will use BDPA, Inc. or

another firm to evaluate these positions and assign them to an appropriate salary range based on the duties and responsibilities of the job.

Pg. 12- 2. Changes in employment status that are the result of budgetary needs, reductions in force, reorganization of work duties through transfer or reassignment, or general changes in the terms or conditions of employment or of benefit offerings may be made at the sole discretion of the Board of County Commissioners. Therefore, Teton County retains full authority, without prior notice, to modify the general terms and conditions of employment. Should an employee believe that any such decision is the result of unlawful discrimination, he/she may utilize the hearing procedures set out in this Policy.

Approach #2- Independent Contractor

Teton County could hire an individual on a contractual basis. This would give the county the ability identify specific performance criteria, wage rate, project scope and timeframes. The issue that may arise, is if the county is willing to offer “office space, equipment and supervision”.

Administrative Guidelines

CONTRACT WORKERS Contract workers are not covered by the county’s salary plan. In most cases, if the county provides office space, equipment and supervision, the worker is an employee and not a contractor. Managers are encouraged to consult with the County Clerk to be certain the county stays in compliance with the Federal Fair Labor Standards Act.

5. Independent Contractors Independent contractors who provide services to the County on a contractual basis are not considered employees of the County. This Policy does not apply to independent contractors.

Approach #3- #2 hour a week position with benefits.

This is the approach that the salary guidelines and personnel policy are aimed towards. The hiring rate would be \$20.09/hr and would offer some benefits.



Teton County Clerk

208-354-8780 (FAX: 354-8410)
clerk@co.teton.id.us

150 Courthouse Drive #208
Driggs, Idaho 83422

December 22, 2015

TO: Board of County Commissioners
FROM: Clerk
SUBJECT: Precincts, Polling Places, PTO Carryover Policy, FY 2015 Road & Street Report

Precincts. The Commissioners must establish election precinct boundaries every even-numbered year (IC34-301). I recommend keeping all existing boundaries, but switching the descriptions for Precincts 6 and 7. South end voters and poll workers are continually confused by the current numbering and have requested that Precinct 6 include the city of Victor and Precinct 7 include the outlying areas. Those two precinct boundaries are currently defined as shown below and in the attached map. If you agree with the proposed re-numbering, a new Resolution can be adopted January 11. Please let me know how to proceed. Current precinct descriptions and numbers appear below. I'm proposing that the numbers be changed to eliminate confusion.

PRECINCT 6 "includes the entire area south of Precinct #2 and Precinct #5, excluding those living within Precinct #7." (*change the number for this description to Precinct #7*)

PRECINCT 7: "includes all those living within the perimeter of the Victor City Limits, regardless of whether their property is part of the City of Victor." (*change the number for this description to Precinct #6*)

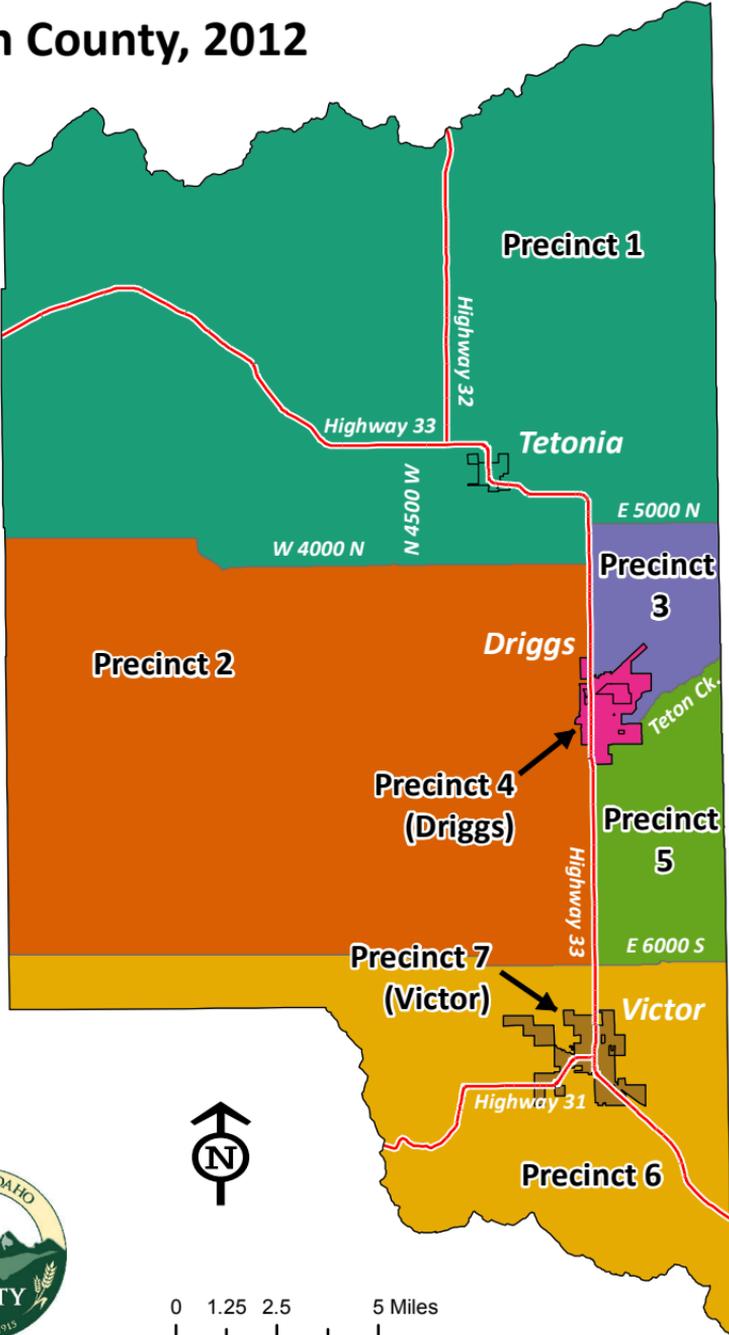
Polling Places. The Commissioners must also establish precinct polling places prior to every election (IC 34-302). The attached memo provides more information. A motion today establishing polling places for use during all 2016 elections would be appropriate.

Commissioner District boundaries. Your January 11 packet will include a Resolution and map establishing the current boundaries for 2016.

PTO Carryover Policy. Did I make a mistake on the update to the Personnel Policy? Please review the attached page 18 and let me know how to proceed.

FY 2015 Road & Street Report. Darryl and I have finalized the attached report. Please make a motion of approval.

New Voter Precincts Teton County, 2012





208-354-8780
FAX: 208-354-8410

Teton County Clerk

150 Courthouse Drive #208
Driggs, Idaho 83422

December 22, 2015

TO: County Commissioners
FROM: Mary Lou
SUBJECT: **Designation of Precinct Polling Places for 2016**

Per Idaho Code 34-302*, the Board of County Commissioners must designate suitable precinct polling places. As you know, the following criteria must be considered when selecting polling places:

- Convenient, warm, clean
- Appropriately sized
- Suitable parking
- Handicap accessible
- Available for all elections
- No conflicting activities on election dates

Very few public buildings in Teton County meet these criteria. Schools are not available due to concerns about student safety. Fortunately, the City of Driggs and LDS Church have agreed to allow use of their facilities.

I recommend that you make a motion designating the following precinct polling places for use during 2016 elections:

- Precinct #1 Gymnasium at LDS Church, 6181 S. Main St., Teton
- Precinct #2 Commissioners Meeting Room at Courthouse, 150 Courthouse Drive, Driggs
- Precinct #3 Driggs City Center, 60 S. Main St., Driggs
- Precinct #4 Driggs City Center, 60 S. Main St., Driggs
- Precinct #5 Commissioners Meeting Room at Courthouse, 150 Courthouse Drive, Driggs
- Precinct #6 Gymnasium at LDS Church, 87 E. Center St., Victor
- Precinct #7 Gymnasium at LDS Church, 87 E. Center St., Victor
- Precinct #8 Clerk's Office at Courthouse, 150 Courthouse Drive, Driggs
(Absentee)

One of the overall goals of election consolidation is to hold elections at the same time in the same place every year in order to make it easier for voters to participate. I'm hopeful and optimistic that these polling places will remain available in future years and will continue to meet the needs of the various precincts.

*IDAHO CODE 34-302. Designation of precinct polling places. The board shall, not less than thirty (30) days before any election, designate a suitable polling place for each election precinct. Insofar as possible, the board shall designate the same polling place for the general election which it designated for the primary election. The physical arrangements of the polling place shall be sufficient to guarantee all voters the right to cast a secret ballot. All polling places designated as provided herein, shall conform to the accessibility standards adopted by the secretary of state pursuant to the "Voting Accessibility for the Elderly and Handicapped Act," P.L. 98-435. The expense of providing such polling places shall be a public charge and paid out of the county treasury.

Each benefit offering is subject to the specific terms of its respective insurance policy and/or official resolution of the Board of County Commissioners.

1. Paid Time Off (PTO)

Paid Time Off is available to all qualifying Regular Employees (Salaried & Hourly) according to the schedule shown below. PTO provides an employee with more flexibility to use his/her time off to meet personal needs, while recognizing an employee’s individual responsibility to manage such absences. Each employee will accumulate a specified amount of PTO each pay period, and the employee is able to determine how to use those hours: for vacation, illness, caring for children, school activities, medical/dental appointments, personal business or emergencies. The amount of PTO earned will depend on the employee’s length of service with the County. Employees will not accrue PTO while on leave of absence or suspension by the County. The amount of PTO earned by exempt employees may be subject to negotiation.

Years of Service	PTO Accrual (per year)	PTO Accrual (per bi-weekly pay period)
0-5 full years (60 months)	13 days	.50 day
After completion of 5 full years	17 days	.66 day
After completion of 10 full years	21 days	.81 day

A “day” of PTO equals 1/5 of the hours worked by an employee during their *typical* work week, with an 8-hour maximum. For example, a 35-hour employee will earn thirteen 7-hour days of PTO (91 hours), while a 40-hour per week employee will earn thirteen 8-hour days (104) hours. PTO begins accruing on the first day of a new employee’s first full pay period. PTO stops accruing if an employee takes an unpaid leave of absence or is placed on any type of administrative leave. PTO accrues on a bi-weekly basis.

At the end of the fiscal year, any PTO in excess of 80 hours will be forfeited, without right of compensation. PTO forfeiture will be calculated on the paycheck that includes all hours worked through September 30. No PTO hours may be used before they are accrued.

Whenever possible, use of PTO must be scheduled in advance with consent of the responsible elected official or department supervisor. In the absence of any timesheet notations to the contrary, PTO hours will be utilized if Comp hours do not exceed 40. Efforts will be made to accommodate the preference of the employee in vacation scheduling, but first priority will be the orderly functioning of affected departments. Upon separation from employment, unused PTO will be compensated by a lump-sum payment at the then-current hourly rate or salary. The PTO lump-sum payment will be included in the final paycheck received by the employee for hours actually worked.

2. Long Term Illness (LTI)

Long Term Illness is available on the following schedule:

Years of Service	LTI Accrual (per year)	LTI Accrual (per bi-weekly pay period)
0-5 full years (60 months)	3 days	.12 day
After completion of 5 full years	5 days	.20 day

A “day” of LTI equals 1/5 of the hours worked by an employee during their *typical* work week, with an 8-hour maximum. For example, a 35-hour employee will earn three 7-hour days of LTI (21 hours), while a 40-hour per week employee will earn three 8-hour days (24) hours. LTI begins accruing on the first day of a new employee’s first full pay period. LTI stops accruing if an employee takes an unpaid leave of absence or is placed on any type of administrative leave. LTI accrues on a bi-weekly basis.

⊗ I may have made an error with this change . . . that you did not want to remove the following sentence from this paragraph: *“This rule may be subject to an exception upon written permission of the responsible department head or elected official, and the Board of County Commissioners, which must be obtained prior to the end of the fiscal year and cannot be obtained in two consecutive years.”* Please discuss. -mlh

Annual Road and Street Financial Report

Reporting Entity Name, Mailing Address and Contact Phone Number:		Please return, not later than December 31, to:
Entity TETON COUNTY	BRANDON D. WOOLF IDAHO STATE CONTROLLER ATTN: HIGHWAY USERS STATEHOUSE MAIL BOISE, ID 83720	
Address 150 Courthouse Drive #208		
City State Zip Driggs, ID 83422		
Contact/Phor 208-354-8780	Contact/Email: clerk@co.teton.id.us	

This certified report of dedicated funds is hereby submitted to the State Controller as required by 40-708, *Idaho code*.

Dated this 28th day of December, 2015.

ATTEST:

Mary Lou Hansen, Teton County Clerk

Bill Leake
Kelly Park
Cindy Riegel

City Clerk/County Clerk/District Secretary **(type or print name & sign)** **AND** Commissioners or Mayor **(type or print name & sign)**

FOR THE FISCAL YEAR ENDING SEPTEMBER 30, 2015.

Line 1	BEGINNING BALANCE AS OF OCTOBER 1 PREVIOUS YEAR	960,680
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RECEIPTS

LOCAL FUNDING SOURCES

Line 2	Property tax levy (for roads, streets and bridges)	1,145,155
Line 3	Sale of assets	
Line 4	Interest income	
Line 5	Fund transfers from non-highway accounts.	235,146
Line 6	Proceeds from sale of bonds (include LIDs)	
Line 7	Proceeds from issue of notes (include loans)	
Line 8	Local impact fees	230000
Line 9	Local option registration fee	
Line 10	All other LOCAL receipts or transfers in.	11525
Line 11	Total Local Funding (sum lines 2 through 10).	1621826

STATE FUNDING SOURCES

Line 12	Highway user revenue	938,766
Line 13	Sales tax/Inventory replacement tax	5,914
Line 14	Sales tax/Revenue sharing	
Line 15	State Exchanged funds.	145,075
Line 16	All other STATE receipts or transfers.	5,561
Line 17	Total State Funding (sum lines 12 through 16).	1,095,316

FEDERAL FUNDING SOURCES

Line 18	Secure Rural Schools	69,994
Line 19	Federal-aid Bridge.	
Line 20	Federal-aid Rural.	
Line 21	Federal-aid Urban.	
Line 22	Federal Lands Access Funds and All other FEDERAL receipts or transfers	55,029
Line 23	Total Federal Funding (sum lines 18 through 22)	125,023
Line 24	TOTAL RECEIPTS (sum lines 11, 17, 23)	2,842,165

DISBURSEMENTS

NEW CONSTRUCTION (include salary and benefits on each line)		
Line 25	Roads	1,717
Line 26	Bridges, culverts and storm drainage	13,586
Line 27	RR Crossing	
Line 28	Other (signs, signals or traffic control).	
Line 29	Total New Construction (sum lines 25 through 28).	15,303
RECONSTRUCTION/REPLACEMENT/REHABILITATION (include salary and benefits on each line)		
Line 30	Roads (rebuilt, realign, or overlay upgrade).	1,361,420
Line 31	Bridges, culverts and storm drainage	350,593
Line 32	RR Crossing.	
Line 33	Other (signs, signals or traffic control).	
Line 34	Total Reconstruction/Replacement (sum lines 30 through 33).	1,712,013
ROUTINE MAINTENANCE (include salary and benefits on each line)		
Line 35	Chip sealing or seal coating.	371,257
Line 36	Patching	59,875
Line 37	Winter Maintenance	272,352
Line 38	Grading/blading	108,688
Line 39	Bridge.	
Line 40	Other (signs, signals or traffic control).	42,141
Line 41	Total Routine Maintenance (sum lines 35 through 40)	854,313
EQUIPMENT		
Line 42	Equipment purchase - automotive, heavy, other.	
Line 43	Equipment lease/purchase	198,352
Line 44	Equipment maintenance.	128,637
Line 45	Other (specify).	
Line 46	Total Equipment (sum lines 42 through 45)	326,989
ADMINISTRATION		
Line 47	Administrative salaries and expenses.	174,668
OTHER EXPENDITURES		
Line 48	Right-of-way and property purchases	
Line 49	Property leases	
Line 50	Street lighting	
Line 51	Professional services - audit, clerical, and legal.	
Line 52	Professional services - engineering.	86,544
Line 53	Interest - bond (include LIDs).	
Line 54	Interest - notes (include loans).	
Line 55	Redemption - bond (include LIDs)	
Line 56	Redemption - notes (include loans)	
Line 57	Payments to other local government.	
Line 58	Fund transfers to non-highway accounts.	
Line 59	All other local expenditures	
Line 60	Total Other (sum lines 48 through 59)	86,544
Line 61	TOTAL DISBURSEMENTS (sum lines 29, 34, 41, 46, 47, 60).	3,169,830
Line 62	RECEIPTS OVER DISBURSEMENTS (line 24 - line 61).	-327,665
Line 63	OTHER ADJUSTMENTS (Audit adjustment and etc.).	
Line 64	CLOSING BALANCE (sum lines 1, 62, 63)	633,015
Line 65	Funds on Line 64 obligated for specific future projects & reserves.	433,015
Line 66	Funds on Line 64 retained for general funds and operations.	200,000
Line 67	ENDING BALANCE (line 64 minus the sum of lines 65, 66)	0

BoCC Priorities – updated 9/21/15 added items 21, revised 4, 8, 20

- 1) Land Fill Cap rebuild & 5000South
- 2) Centennial Sentry Eagle – install on Court House Lawn – Leake to contact MD for design and cost estimate for 100 to 300sqft with benches & plaque
- 3) Finalize Non-Profit Funding Support Policy
- 4) Staffing additions/funding for:
 - a. Animal Control,
 - b. Facility Mgmt/PW Support & LEC Part Time Custodian (Posted),
 - c. IT moved to Greg Adams (Done),
 - d. Economic Development increased support from \$15K/yr to \$25K/yr plus \$10K for Tourism (Done),
 - e. Weed Control/Natural Resource Specialist (Posted), and
 - f. Recreation (Continue to define position)
- 5) Address Affordable Housing, Public Transit, and Regional Planning
- 6) P&Z Code Development and Adoption Process
- 7) Housing Authority Pathforward – Sept 16th mtg
- 8) Solid Waste Disposal and Recycling Hauler Contract – Awarded, lesson learned 1) figure out how to get word out about major decisions before the BoCC and use of Press Releases to announce and explain basis of major decisions affecting residents
- 9) Solid Waste Fee structure changed to per parcel assessment per Idaho Statutes – issue paper explaining why and post on county website
- 10) Frontage Road Dust Abatement
- 11) Extent of support for Farm-to-Market roads
- 12) Future Gravel Pit needs
- 13) Teton Scenic Parkway resolution – meet with key entities to discuss pros and cons
- 14) Resolve Smith Canyon Access road infringement
- 15) Future R&B Facility Needs – Driggs is interested in getting this done within the next 5 years
- 16) FY16 Road Priorities and reevaluate current roads being maintained by the county
- 17) Update Capital Improvement Plan and Impact Fees – need to get board members
- 18) Finalize <5 acre ag exemption procedure
- 19) Cost of growth and how to calculate it. Basis for economic prosperity through expanding the Tax Base. What is Teton Valley’s optimum population relative to quality of life and sustainability
- 20) How to improve communications on what is going on in County Govt. – consider publishing this priority list and include putting a notice in the Tax Notice mailing of public forum meeting dates/time
- 21) Support Education Excellence

Board of Teton County Commissioners

MINUTES: December 2, 2015

Commissioners' Meeting Room, 150 Courthouse Drive, Driggs, Idaho

AGENDA

6:00 pm Public Forum regarding Solid Waste Management System & Solid Waste Fees

COMMISSIONERS PRESENT: Cindy Riegel, Kelly Park, Bill Leake

Chairman Leake called the meeting to order at 6:00 pm. He provided an overview of how the Board worked to restructure the Solid Waste Fee in compliance with state statutes. About 40 members of the public were in attendance and 23 provided spoken comments.

The Board said they would schedule a future work session to discuss possible changes to the fee next year.

The meeting was adjourned about 9:15 pm.

Bill Leake, Commissioner

ATTEST

Mary Lou Hansen, Clerk

Board of Teton County Commissioners

MINUTES: December 14, 2015

Commissioners' Meeting Room, 150 Courthouse Drive, Driggs, Idaho

- 9:00** Public Works – Darryl Johnson
1. Solid Waste – Saul Varela, Supervisor
 - a. Transfer Station Holiday Schedule
 - b. Solid Waste Fee
 2. Road & Bridge – Clay Smith, Supervisor
 - a. Equipment Operator Hire Recommendation
 - b. Equipment Purchase – Post Driver
 - c. Utility Permit Application
 3. Engineering
 - a. Grant Application Proposals
 - b. Annual Road and Street Financial Report
 - c. Scenic Parkway Information Packet
 4. Facilities
 - a. County Auction Results
 - b. Facilities Supervisor's Priorities and Opportunities
 - c.
- 9:30** **Open Mic** (*if no speakers, go to next agenda items*)

DEPARTMENT BUSINESS

- 9:45** Planning & Building – Jason Boal
1. Long-Range Projects
 - a. Land Use Code Revision Process
 - b. Affordable Housing
 2. Staff - Recreation Planner Position Discussion
 3. Fees - Boundary Line Adjustment Fee Waiver
 4. Code Enforcement - 12/10/15 Code Enforcement Meeting Review

Information Technology – Greg Adams

1. AHMP Revision Contract

- 11:00** Ambulance Service District – Keith Gnagey
1. Approve available minutes
 2. Quarterly Ambulance report
 3. Quality Measure Report

12:00 Elected Officials and Department Heads Meeting

ADMINISTRATIVE BUSINESS (*will be dealt with as time permits*)

1. Hospital Lease Quarterly Report
2. Approve Available Minutes
3. Other Business
 - a. Beer and Wine Licenses
 - b. Priorities Check Up
 - c. Commissioner Districts – Follow Up to November 23rd Discussion
 - d. Scheduling Work Session with Assessor and BoCC Re: Assessing Practices
4. Committee Reports
5. Claims
6. Executive Session for indigent per IC74-206(1)(d)

ADJOURN

COMMISSIONERS PRESENT: Cindy Riegel, Kelly Park, Bill Leake

OTHER ELECTED OFFICIALS PRESENT: Prosecutor Kathy Spitzer, Assessor Bonnie Beard

Chairman Leake called the meeting to order at 9:00 am and led the Pledge of Allegiance.

PUBLIC WORKS

The Board reviewed the bi-monthly update provided by Public Works Director Darryl Johnson (Attachment #1).

SOLID WASTE. Mr. Johnson reviewed the holiday schedule for the transfer station. Chairman Leake said a work session should be scheduled before the end of the year to discuss the Solid Waste Fee so that additional research can be done to determine if the fee should be amended for next year. He wants to contact the counties that have reported that they have a standard per parcel fee and confirm that they understood the question correctly. The Board agreed to hold a work session on Monday, December 21 at 9:00 am.

ROAD AND BRIDGE. The Road & Bridge Department is hiring Justin Armstrong as a new equipment operator and would like to start him at 88% of the market rate due to his experience.

● **MOTION.** Commissioner Park made a motion to approve hiring Justin Armstrong as R & B equipment operator at 88% of the market rate for pay grade 6. Motion seconded by Commissioner Riegel and carried unanimously.

● **MOTION.** Commissioner Park made a motion to approve the purchase of a \$4,250 sign post driver using funds transferred as recommended by Mr. Johnson. Motion seconded by Commissioner Riegel and carried unanimously.

Mr. Johnson will be out of town Dec. 28-31. Facilities Manager Jay Millin will be the contact person for concerns outside of Solid Waste and Road & Bridge while he is gone. Mr. Johnson will also be available via cell phone.

ENGINEERING. Mr. Johnson requested approval of several grant/program application proposals (Attachment #2). He explained that grants provide money for the county to complete projects, while “programs” provide money for the state to complete projects and require the county to participate by providing matching funds or in-kind donations. The Board was supportive of all the grant/program requests, except the application to obtain funds for construction of a trail through the Edgewood Subdivision. They were concerned that the trail would lead to nowhere until the BLM establishes a trail system in that area. Commissioner Park asked Mr. Johnson to discuss the trail with the BLM and resubmit the application for the Board’s re-consideration on January 11.

● **MOTION.** Commissioner Riegel made a motion to approve the LHTAC Bridge Program Application for reconstruction of the Trail Creek Bridge deck which will require a 7.34% local match. Motion seconded by Commissioner Park and carried unanimously.

● **MOTION.** Commissioner Riegel made a motion to approve the LHTAC Safety Improvement Program Application for shoulder widening of S4500W from Cedron road to W7550S which will require a 7.35% local match. Motion seconded by Commissioner Park and carried unanimously.

● **MOTION.** Commissioner Park made a motion to approve the IDPR Waterways Improvement Program Application for the purchase and installation of a permanent restroom facility at the South Bates boat ramp; Public Works will provide equipment and labor for installation. Motion seconded by Commissioner Riegel and carried unanimously.

● **MOTION.** Commissioner Park made a motion to approve the IDPR Off Road Motor Vehicle Fund Application for the purchase and installation of a permanent restroom facility at the Horseshoe Canyon parking area; Public Works will provide equipment and labor for installation. Chairman Leake amended the motion by

stating that acceptance of the grant funds would be determined during the FY 2017 budget cycle and will depend on whether sufficient funds will be available to provide maintenance of the facility. The amended motion was seconded by Commissioner Riegel and carried unanimously.

● **MOTION.** Commissioner Park made a motion to approve the IDPR Recreational Trails Program Application to apply magnesium chloride along all primary gravel road sections in the valley used for boat shuttles as outlined in the grant application. The road sections would include South Bates Road from SH 33 to S5000E and also N6000W from Bates Road to Packsaddle Road (W4000N). Motion seconded by Commissioner Riegel and carried unanimously. No minimum match is required for the program; however, Public Works will provide labor for application of the magnesium chloride.

● **MOTION.** Commissioner Riegel made a motion to approve the IDPR Cutthroat Plate Fund Application for construction of an ADA fishing pier at the Old Rightaway river access with the understanding that the County will seek additional funding sources for the \$25,000 match. Motion seconded by Commissioner Park and carried unanimously.

Mr. Johnson provided the Board with a Teton Valley Scenic Parkway memo (Attachment #3) and informational packet containing all information available to-date. He recommended holding a couple work sessions in the near future so that the Board would be able to make a decision by the Spring of 2016, as promised to Mr. Horton last fall. The Board decided to hold a work session on December 21 at 10:30 am, immediately following the Solid Waste Fee discussion.

FACILITIES. It appears the new Recreation Planner and the Facilities Manager will have to work together in the future, especially if new recreational facilities will need to be maintained. Mr. Johnson agreed that he and Planning Administrator Jason Boal should maintain communications about this possibility. The Board reviewed the bid results from the December 7 auction conducted to dispose of unused and outdated equipment.

● **MOTION.** Commissioner Park made a motion to approve the sale of the December 7, 2015 auction items to the highest bidder. Motion seconded by Commissioner Riegel and carried unanimously.

OPEN MIC

Kitchener Head said he has several lots that produce no waste and should not be charged a solid waste fee.

Mark Rockefeller spoke on behalf of Joseph and Carol Felger and the Bainbridge Family Trust in support of the realignment of Packsaddle and Hoopes road as proposed by the Teton Valley Scenic Parkway.

Nolan Boyle questioned the fairness of the solid waste fee and whether other counties charge such a fee on a per parcel basis. He asked if the Board checked with ICRMP and the Tax Commission before making this decision and feels the fee is masquerading as a tax, which is problematic. He said at least 2 commissioners, by their vote, decreased their own solid waste fee by 2½ times (from \$157 last year to \$60 this year).

PLANNING & BUILDING

Planning Administrator Jason Boal reviewed his bi-monthly update (Attachment #4).

LAND USE CODE REVISION PROCESS. The Board clarified they do not want to identify individual P&Z member guiding principles but would like Mr. Boal to identify key Comp Plan goals and policies related to the new code and provide the basic strategy being applied as to how the goal/policy is being addressed by the new code. Since there are so many goals and policies in the Comp Plan, Mr. Boal asked the Board to let him know which goals are most important to them so he can focus the requested report on those specific items. The Board members indicated they would provide this information.

AFFORDABLE HOUSING. Mr. Boal reviewed the memo from Driggs Community Development Director Doug Self to Mayor Hyrum Johnson (Attachment #5). Mr. Boal feels the conversation about affordable housing needs to include staff from Victor, Driggs and the County. At the November Council of Government (COG) meeting, the county offered to use the \$5,000 budgeted for the Housing Authority Commission to hire a consultant to create a 5-year action plan to achieve Items a-d as referenced in Mr. Self's memo. Mr. Boal said the City of Driggs is willing to provide staff for a housing authority. The Board asked Mr. Boal to work with Mr. Self, who will organize the correct parties to discuss the appropriate steps and involvement of each entity in those steps. Commissioner Riegel suggested starting with an action plan that could be reviewed prior to the January COG meeting. Mr. Boal will develop a more in-depth summary of the Driggs, Victor and County planning staff's opinions regarding steps moving forward to present and discuss at the January 21 COG meeting.

RECREATION PLANNER. Mr. Boal reviewed the revised job description. He proposes hiring a part-time position at a higher pay grade as the employee would not be receiving benefits and he wants to attract candidates with the skills needed. Commissioner Riegel is concerned that Mr. Boal's recommended hourly rate will be too high if the position eventually becomes full-time. Mr. Boal recommended possibly advertising the position as temporary so if it goes to a full time position in the future, a new pay rate can be established at that time. Commissioner Riegel recommended raising the pay grade for the position instead, to maintain consistency with the county's established policies on pay grades and hiring rates. Mr. Boal will look into how other part time positions are handled in the county and provide a summary of options for the December 28 meeting.

BOUNDARY LINE ADJUSTMENT FEE WAIVER. The fees were last evaluated in 2013 and Mr. Boal needs time to evaluate the fees before making a recommendation. He is working to understand the efficiency of his office and costs to process applications. The Board postponed a decision until more information is available.

2015 CODE ENFORCEMENT. The Board would like to see Code Enforcement Issues in the regular monthly update. Mr. Boal will provide summaries of the regularly scheduled Code Enforcement Meetings. He has been in contact with the Driggs Mayor and Planning Administrator regarding Table Rock Auto compliance. He is researching possible solutions to bring to the owner and tenants of the manufactured homes on Pine Drive so they can have an understanding of the violations and potential dangers they are living with.

Mr. Boal will be absent for the Board's December 28 meeting but Assistant Planner Kristen Rader will be available if needed.

EMERGENCY MANAGEMENT, INFORMATION TECHNOLOGY & MOSQUITOES

Administrator Greg Adams reviewed his written report (Attachment #6). The Board discussed the All-Hazard Mitigation Plan contract and agreed a few revisions were necessary.

MOTION. Commissioner Riegel made a motion to approve the professional services agreement with Integrated Solutions Consulting to deliver the All-Hazard Mitigation Plan by February 15, 2016 at a cost not to exceed \$4,000, as outlined in the contract. Motion seconded by Commissioner Park and carried. (Attachment #7)

AMBULANCE SERVICE DISTRICT

● **MOTION.** At 11:07 am Commissioner Park made a motion to recess the Board of County Commission meeting and convene as the Ambulance Service District. Motion seconded by Commissioner Riegel and carried. (See Attachment #8 for the Draft Ambulance Service District minutes.)

The Board of County Commissioners Meeting resumed at 12:30 pm.

ELECTED OFFICIAL & DEPARTMENT HEAD MEETING

Six elected officials (Commissioners Leake, Park & Riegel; Assessor Bonnie Beard; Treasurer Beverly Palm, Prosecutor Spitzer) and five department heads (Holly Wolgamott, Jenifer VanMeeteren-Shaum, Greg Adams Darryl Johnson, Jason Boal) discussed issues of mutual concern.

OTHER BUSINESS

● **MOTION.** Commissioner Riegel made a motion to approve the November 23 minutes with two minor corrections. Motion seconded by Commissioner Park and carried.

● **MOTION** Commissioner Riegel made a motion to approve the December 7 minutes with a change on page 3 as discussed. Motion seconded by Commissioner Park and carried.

● **MOTION.** Commissioner Riegel made a motion to approve beer and wine licenses for Tatanka Ventures LLC and TJ’S Grill & Pizzeria. Motion seconded by Commissioner Park and carried.

COMMISSIONER DISTRICTS. The Board reviewed the quarterly report provided by Teton Valley Health Care pursuant to their lease (Attachment #9).

COMMISSIONER DISTRICTS. The Board discussed reconfiguring the Commissioner Districts as preferred by Commissioner Park. Chairman Leake and Commissioner Riegel see no reason to redraw the lines at this time. If an official motion and vote is needed, that will take place during the first meeting in January.

COMMITTEE REPORTS. Chairman Leake attended an EIPHD meeting and an Eastern Idaho community action partnership meeting, where they discussed housing for the elderly and affordable housing for the poor. Commissioner Riegel announced the University of Idaho is now advertising locally for the extension educator job.

PUBLIC DEFENDER SERVICES. The Board discussed three options in regards to Public Defender services as requested by the IAC Legislative Committee. The Board preferred “Option C: Regional public defender system.” The other options provided were “Option A: Grant system” and “B: Regional oversight system.”

● **MOTION.** At 3:53 pm Chairman Leake made a motion for Executive Session to discuss indigent matters pursuant to IC 67-2345(1)(d) & (1)(b). Motion seconded by Commissioner Park and roll call vote showed all in favor. The Executive Session ended at 4:00 pm.

● **MOTION.** Commissioner Park made a motion to deny indigent case #1T-2016-10003 due to a lack of cooperation and information. Motion seconded by Commissioner Riegel and carried.

● **MOTION.** Commissioner Riegel made a motion to approve the claims as presented. Motion seconded by Commissioner Park and carried unanimously.

General	39,500.64
Road & Bridge.....	17,285.50
Court & Probation	6,145.48
Restitution.....	3,749.42
Bonds	4,137.50
Elections	34.80
Solid Waste.....	17,229.45
Weeds	154.01
Road, Special.....	2,072.05
911	1,752.16
Ambulance.....	39,771.08
Mosquito.....	20,833.33
Vessel Fund	320.00
Fair Board.....	670.05
Auditor’s Trust	1,053.16
Court/Fines and Fees	22,645.92
TOTAL	\$177,354.55

● **MOTION.** At 4:59 pm Chairman Leake made a motion to adjourn. Motion seconded by Commissioner Riegel and carried unanimously.

Bill Leake, Commissioner

ATTEST

Julie Wenger, Deputy Clerk

Attachments: #1 Public Works update
#2 Grant/Program Application Proposals
#3 Teton Valley Scenic Parkway memo
#4 Planning & Building update
#5 Affordable Housing memo by Doug Self
#6 Emergency Management, Mosquito Abatement & IT update
#7 ICS contract for All-Hazard Mitigation Plan
#8 Draft minutes from 12-14-15 meeting of Ambulance Service District
#9 Quarterly report from Teton Valley Health Care

Draft

Board of Teton County Commissioners

MINUTES: December 21, 2015

Commissioners' Meeting Room, 150 Courthouse Drive, Driggs, Idaho

9:00 Meeting Called to Order – Bill Leak, Chair
Amendments to Agenda

9:00 Solid Waste Fee Discussion for 2016

10:30 Packsaddle Road Proposed Extension to Highway 33 (Scenic Parkway) Discussion

COMMISSIONERS PRESENT: Cindy Riegel, Kelly Park, Bill Leake,

OTHER STAFF PRESENT: Bonnie Beard, County Assessor; Holly Wolgamott, County Executive Assistant; Darryl Johnson, Public Works Director

Solid Waste Fee Discussion for FY2016

Chairman Leake called the meeting to order at 9:00 am. He reviewed comments from the Town Hall meeting on December 2nd, 2015 regarding the Solid Waste Fee (SWF). He also reviewed applicable state statutes that support the need for a solid waste disposal system. There were about 12 members of the public in attendance

After reviewing the state statutes each commissioner weighed in on the issue. Commissioner Riegel felt that assessing the SWF the way they did for FY 2015 was legal. However, going forward, they could consider dividing up the total cost of the solid waste disposal system by a combination of tipping fees and the SWF. She also felt that they could look at lots that are not developable at all and possibly exempt those lots from paying the SWF. Commissioner Park noted that throughout this process he learned a lot about the complexities of parcels that was not clear to him before. He appreciated all of the input from the public on the issue. He suggested that perhaps they could look at having all commercial and residential property owners pay for the solid waste disposal system together and only charge tipping fees at the Transfer Station to those vehicles with out of county license plates. Commissioner Leake felt that every property owner benefits from having a transfer station whether there is a building on the land or not. However, they might consider looking at charging the SWF on a graduated scale depending on property type. Assessor Beard noted that assessing the fee based on property type would be very difficult however basing the fee on assessed value would be much more feasible.

Mark Ricks, farm owner, felt that the fees should be reasonably attached to land use. Mark Ricks also asked why the Board of County Commissioners (BoCC) is assessing this fee differently than 43 other counties in the state. Brent Robson, ex-County Commissioner, noted that land does not create garbage, people do. He questioned whether businesses had complained about how they were being charged before. He felt that the commissioners assumed there was a problem when in fact, there wasn't.

There was also some discussion about significantly raising tipping fees at the Transfer Station. However, there was concern by all commissioners that increased tipping fees would only encourage illegal dumping which could compromise the health and safety of Teton County residents.

NEXT STEPS: The BoCC agreed to complete the following to help decide how fees will be assessed for FY2016

1. Look at the possibility increasing tipping fees at the transfer station.
2. Explore options for a graduated SWF applied to all parcels.
3. Explore options for paying for the operation of the solid waste system through an ad valorem tax.
4. Explore options for outside legal advice.
5. Look at what it would cost to equally distribute SWF between commercial and residential property owners.
6. Research the state standard for commercial property owners paying a SWF.

7. Contact other counties in Idaho to determine how they assess SWF.
8. Look into permits needed, according to state statute, for individuals to process their own garbage.
9. Calculate the number of parcels that paid the SWF in protest for FY2015.
10. Explore better ways of involving the public on important decisions such as the SWF.

The Board of County Commissioners stated that when this research is complete, they will hold another public meeting to discuss their findings.

Packsaddle Road Proposed Extension to Highway 33 (Scenic Parkway) Discussion

Chairman Leake began the discussion by reviewing the summary of letters and comments from the public regarding the proposed road extension provided by Public Works Director, Darryl Johnson.

Commissioner Leake questioned that if the County adopted this road as requested, what impact it would have on the Road and Bridge Department’s workload. Specifically, he wanted to know what tasks would have to be eliminated in order to maintain the new road.

Commissioner Riegel asked about the Idaho Department of Transportation’s suggestion to complete a traffic study in the area to determine if turn lanes are necessary. She felt that the study should begin soon and wanted to know who would pay for that as well as turn lanes if they were deemed necessary. Commissioner Riegel also asked about the need for a 3rd party review of geotechnical impacts of the road. She wanted to know who would pay for that as well as paying for the abandonment of the existing right-of-way. She stressed that if the County adopts this road, they really need to know all costs and impacts. Other potential costs noted were the BLM Environmental Analysis (EA).

Mr. Johnson noted that prior to working for the County he was hired to review the construction of the road and felt that it was being built to meet all County requirements. After being hired on as the Public Works Director with the County, he has continued to monitor the construction of public part of the road. Drew Meppen, Benchmark Land Surveying, noted that during construction of the road they had obtained all required permits and had agreed to build the road, on all sections, to County standards.

After much discussion on all issues surrounding the possible adoption of the road, the Board of County Commissioners asked Mr. Johnson to complete the following to demonstrate total costs and impacts of the project to the County:

1. Complete an impact study.
2. Inquire about the cost of a 3rd party inspection.
3. Provide a reclamation plan.
4. Estimate costs of the BLM EA.
5. Discuss expenses with owner to see what he is willing to pay for.
6. Determine if the money received from the state is enough to cover the costs of the road maintenance.
7. What are the total costs for the County for taking over the road and what will have to be deleted from the current Road and Bridge Department work load in taking on this project?

Mr. Johnson felt that he could complete that list and provide the findings to the BoCC within a month to six weeks. Drew Meppen suggested that all requests to the owner be addressed in writing so that it is on record.

- **MOTION.** At 11:52 am Commissioner Park made a motion to adjourn. Motion seconded by Commissioner Riegel and carried unanimously.

Bill Leake, Commissioner

ATTEST _____
Mary Lou Hansen, Clerk

2016 County Commissioners' Meeting Schedule & Courthouse Holidays

Elected Officials & Department Heads Meet 2nd Monday of each month @ noon (EODH)

January	1		Courthouse Closed – New Year’s Day	
	11	9:00am	Meeting - Qtly Financials TVBDC & EODH	
	18		Courthouse Closed – MLK Day	
	25	9:00am	Meeting including FY 2015 Audit & BOE	
	26	9:00am	Work session for Fire District Ambulance proposal	??
February	2-4		IAC Mid-Winter Conference – Boise, ID	
	8	9:00am	Meeting & EODH	
	15		Courthouse Closed – President’s Day	
	22	9:00am	Meeting - Ambulance & BOE	3 week break until next meeting
	TBD	9:00am	Scenic Parkway/solid waste fee work session	??
	??	6:00pm	Town Hall Meeting	??
March	14	9:00am	Meeting & EODH	
	TBD	9:00am	Scenic Parkway/solid waste fee work session?	??
	28	9:00am	Meeting	
April	11	9:00am	Meeting - Qtly Financials, TVBDC & EODH	
	25	9:00am	Meeting	
May	TBD	All day	BOE Training	
	9	9:00am	Meeting – EODH	Sell 2015 tax deed per 7-13-15 BoCC minutes
	17		Elections	
	23	9:00am	Meeting – Ambulance, qtrly TVHC	3 week break until next meeting
	30		Courthouse Closed – Memorial Day	
June	7-9		IACC Conference – Burley, ID	
	13	9:00am	Meeting -& EODH	
	17?		Budget work sessions– Commissioners & Dept. Heads	Date of dawn to dusk golf tourney?
	20?		Budget work sessions– Commissioners & Dept. Heads	??
	27	9:00am	Meeting – BOE Appeal Deadline/Budget	
	??		BOE Hearings if Needed	??
July	4		Courthouse Closed – Independence Day	
	??		BOE Hearings if Needed	??
	11	9:00am	Meeting – BOE/Budget/Qtly Financials/TVBDC/EODH	Last day for BOE hearings
	25	9:00am	Meeting/Budget	
August	??	6:30pm	Town Hall Meeting	??
	8	9:00am	EODH & Meeting – 2016 Final Budget	
	22	9:00am	Meeting – Ambulance, qtrly TVHC, FY 2017 budget/fees	3 week break until next meeting
September	5		Courthouse Closed – Labor Day	
	12	9:00am	Meeting & EODH	
	23	9:00am	Meeting (off meeting day due to IAC Conference)	Meeting is on Friday
	26-28		IAC Conference – Boise, ID	
October	10		Courthouse Closed – Columbus Day	
	11	9:00am	Meeting - Qtly Financials/TVBDC/EODH	Meeting is on Tuesday
	24	9:00am	Meeting	3 week break until next meeting
November	8		Elections	
	11		Courthouse Closed – Veterans Day	
	14	9:00am	Meeting & EODH	
	24-25		Courthouse Closed – Thanksgiving Holidays	
	28	9:00am	Meeting – Ambulance, Hospital Qtly Reports	
	??	6:30pm	Town Hall Meeting	??
December	1	1 & 3:30	Employee Meetings	
	12	9:00am	Meeting & EODH	
	26		Courthouse Closed Christmas Holiday	
	27	9:00am	Meeting	

Dear BOCC,

Today I received a request for GIS services from Joe McFarland, Recreation Specialist for Teton Basin Ranger District (see correspondence, below). He and the City of Victor need some fairly straightforward mapping support related to the Southern Valley Recreation Project, which is the recreational trail plan for National Forest lands just outside of Victor. The SVRP is a significant effort to expand recreational access, and potentially an important economic development tool for the valley.

Mr. McFarland tells me these maps are needed in January for public outreach. I realize this is not strictly a county project, but because the ranger district's only mapping support is the lone GIS Analyst at the Idaho Falls Forest Supervisor's office Falls (who does GIS for the entire Caribou-Targhee Forest), the USFS cannot create these maps within the desired time frame. Also, since I am familiar with the SVRP trails and related GIS data from past work with TVTAP and the mountain bike community, it's relatively easy for me to put these maps together.

With your permission, I would like to perform the requested work.

Do any of you have objections to this request, or have any questions?

Rob Marin

GIS Coordinator

Teton County, Idaho

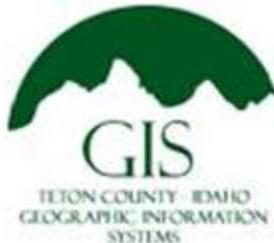
150 Courthouse Drive Room 107

Driggs, ID 83422

ph. 208-354-2593 ext. 205

fax 208-354-8778

rmarin@co.teton.id.us



From: McFarlane, Joseph L -FS [<mailto:jmcfarlane@fs.fed.us>]

Sent: Tuesday, December 22, 2015 11:48 AM

To: Rob Marin <rmarin@co.teton.id.us>

Subject: request for your services

Greetings Rob,

Hope all is well with you. I think I have a pretty good idea of what I need in the near future for the Southern Valley project.

The initial map(s) will be 8.5 x 11 to include in a write-up. I can use something really close to what victor currently has on their website.

<http://victorcityidaho.com/sites/default/files/Southern%20Valley%20Trails%20map%20-%20final%20REVISED%20-%202003-06-2015%20-%20web.pdf>

I just need a few items changed to better communicate with the public:

- The project name changed to Southern Valley Recreation Project
- A second option to cross Trail Creek up by the campground
- A vicinity map
- A proposed campground loop at Mike Harris – with a separate map of the area
- Anything else you can think of that would better communicate the project

I notice that the map you sent us and the stuff Victor has on their website is different. Do you think I'll need to get data from Victor? We can talk more once you've gotten the green light from your overhead.

Sorry for the delay in getting back with you. I ended up tearing my ACL a day or two after we met. I'm getting it repaired on the 31st. I assume I'll be out for a couple weeks.

Take care and have a great Christmas Holiday, Joe



Joe McFarlane
Recreation Specialist

Forest Service
Caribou-Targhee National Forest, Teton Basin Ranger District

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Driggs, ID 83522
www.fs.fed.us



Caring for the land and serving people



FROM: County Executive Assistant, Holly Wolgamott
TO: Board of County Commissioners
RE: Teton County Logo
MEETING: December 28, 2015

Several staff have inquired whether or not the logo for the County will return to the original logo at the first of the year. I believe it was the original intent that it would but there are a number of employees who think it should remain as the Centennial logo. For the sake of branding and overall consistency, I think the official logo should be determined and we should instruct all staff to either keep using the current logo to switch back to the original logo beginning in January.

