

Idaho Transportation Board Subcommittee on Policies
June 8, 2026, Chinden Campus

Idaho Transportation Board Subcommittee on Policies held a remote meeting on June 8, 2026. Subcommittee members in attendance were District 2 Member Gary Osborn (Chairman), District 4 Member Mitch Watkins, District 5 Member John Bulger, and Business Executive to the Board Lorraine Dennis.

Key principals present were Director Scott Stokes, Chief Administrative Officer (CAO) Dave Tolman, Chief Deputy Dave Kuisti, Chief External Affairs Officer Mollie McCarty, Chief Innovation and Experience Officer Brenda Williams, Chief Operations Officer Todd Hubbard, Deputy Attorney General Tiffany Hales, Human Resources Officer (HRO) Holly Bailey, Division of Human Resources (DHR) Human Resources Officer Janelle McDonald, and LHTAC Administrator Laila Kral.

Chairman Osborn called the meeting to order at 2:33 PM.

Minutes. Member Watkins made a motion to approve the minutes of April 7, 2026. Member Bulger seconded the motion.

ITD and Division of Human Resources Policies Discussion. Director Stokes stated the Board is created and governed by Idaho Statutes and read the applicable Title 40, Highways and Bridges, Chapter 3, Sections 40-301 and 40-314, subsections (1), (2), and (3) that outline the Board's creation and authority. When the Governor initiated the modernization of the Division of Human Resources (DHR), which consolidated HR staff among all agencies reporting under DHR, it was an effort to provide uniformity statewide. As ITD was reviewing their policies, they were trying to ascertain how to reconcile their HR related policies to DHR's. They questioned if they should have redundant policies or direct employees to DHR's. Director Stokes stated they have 25 ITD policies that refer to HR such as EEO, harassment in the workplace, ethics, and smoking. He is seeking the subcommittee's feedback to see if they are in agreement with the department conducting an administrative review of these policies to update and align ITD's policies on how the department will be managed.

In response to Chairman Osborn's question if ITD was experiencing any issues with the overlap in policies, Director Stokes stated there is no change in the operations or following existing statute; however, in some cases ITD would like to be more restrictive than DHR's policies. He cited examples of those cases such as for workplace fatigue and hands-free cell phone use.

In response to Member Watkins question about what brought on this discussion, HRO Bailey explained that since DHR's modernization, statewide policies were created to apply across all agencies, so employees had a relatively consistent experience. They've seen where some new policies such as the Conflict of Interest that have some differences between DHR's and ITD's. Agencies can create policies as long as they meet the same level of restrictiveness as DHR's. DHR HRO McDonald added DHR has doubled the number of policies it has since the modernization and noted that many of ITD's HR related policies have not been reviewed in over 10 years.

Director Stokes stated they questioned whether or not they should have an ITD policy in light of these

DHR policies. ITD has a great relationship with DHR and stated there is no pressure coming from them it is a matter of a learning process and making the best out of the consolidation effort. They are looking at the management of ITD and the ability to customize versus being subject to generic policies.

Director Stokes outlined next steps where staff would systematically go through the policies, vet them with DHR and this subcommittee and the Board but wanted to ensure the subcommittee members were in agreement prior to initiating that effort.

Chairman Osborn questioned if there is a process to remediate should they run into disagreement with DHR. HRO Bailey stated DHR provides a minimum bar for agencies; however, they can be more restrictive but have not experienced any conflict.

CAO Tolman provided an example where DHR created a statewide housing policy that did not address all of ITD's specific needs, which were more restrictive. That circumstance begged the question of which policy ITD should follow. ITD wants to lessen the confusion among employees, so they only have one process/policy to follow.

Chairman Osborn and the other members provided supporting comments of staff's next steps and their interest to retain and/or create ITD specific policies. Chairman Osborn noted the timing is good and that the effort would bring clarity going forward.

The meeting adjourned at 3:00 PM.

Signed

Respectfully submitted by:

LORRAINE DENNIS
Business Executive, Idaho Transportation Board