

**KITTITAS COUNTY
COMMISSIONER SPECIAL MEETING**

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**Human Resource Study Session**  
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Wednesday, November 12th, 2003
10:00 a.m.

TOPICS:

- *Arbitration Results (Retroactive Pay)*
- *Misdemeanant Probation Proposal*
- *Corrections Proposal*
- *Courthouse Proposal*
- *Great West Preferred Carrier Status*
 1. *Freeze Nationwide Carrier*
 2. *Reduction in Service Fees*
- *Merit Increase Chart*
- *HR Budget Amendment*
- *Unemployment Claim (Antoni Hoiby)*

ATTENDANCE: Max Golladay, Perry Huston, Bruce Coe, Kirk Eslinger, and Lisa Young

EXECUTIVE SESSION - 10:35 a.m.

Arbitration Results (Retroactive Pay) – Negotiation strategies discussed; Directions given to Staff.

Misdemeanant Probation Proposal – Negotiation strategies discussed; Directions given to Staff.

Corrections Proposal – Negotiation strategies discussed; Directions given to Staff.

Courthouse Proposal – Negotiation strategies discussed; Directions given to Staff.

End of Executive Session – 11:10 a.m.

DISCUSSION:

Great West Preferred Carrier Status - Great West would like to be our sole provider of Deferred Compensation services.

1. Freeze Nationwide Carrier – If we proceed, this would mean freezing any new participation in Nationwide.
2. Reduction in Service Fees – Could be the result if we go strictly Great West. Kirk will research the benefits.
 - Perry suggested a Public Hearing.

Merit Increase Chart

- Per Kirk's calculation, the average bargained increase for 2004 is 3.84%.
- He also provided the following possibilities for Non-Bargained increases (Satisfactory/Above Average/Superior):
 - 3.5/4.5/5.5 = Average 3.5%
 - 4.0/4.5/4.75 = Average 3.89%

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- Perry and Max requested budget impact for these scenarios – Kirk will provide this information.
- The Board emphasized that they support a merit-based pay structure.

HR Budget Amendment

- Rocky bill continues to increase – Kirk will bring spreadsheet for review.
- The Board suggested that Kirk be as accurate with numbers as possible when budgeting legal dollars for 2004.

Unemployment Claim

- A former Sheriff Reserve has filed an Unemployment claim (2002), which we submitted as a Voluntary Resignation (as stated in his resignation letter).
- We received notification of an appeal, and found out that the resignation was in lieu of being terminated.
- After unsuccessfully trying to track down documentation with regard to the resignation/termination (none could be found by the employing department), Kirk chose to forfeit the appeal.