

**COMMISSIONERS' MINUTES
KITTTITAS COUNTY, WASHINGTON
COMMISSIONERS CONFERENCE ROOM
SPECIAL MEETING**

WEDNESDAY

2:30 P.M.

APRIL 8, 2009

Board members present: Chairman Alan Crankovich; Vice Chairman Paul Jewell and Commissioner Mark McClain.

Others: Mandy Robinson, Deputy Clerk of the Board; Joseph Whalen, Human Resources Director; Stephanie Happold, Deputy Prosecutor; Gene Dana, Sheriff; Clay Myers, Undersheriff; Greg Zempel, Prosecutor; Larry Loveless & Bob Holter, Civil Service Representatives.

SPECIAL MEETING

CIVIL SERVICE EXAMINER

COMMISSIONERS

At 2:30 p.m. Chairman Crankovich opened a continued special meeting from April 1, 2009 to consider the Chief Examiner position for the Civil Service Commission (CSC). He briefly reviewed the discussions from April 1, 2009 meeting. He stated that he had spent quite a bit of time trying to sort out how things have got to where they are today. He indicated that he had gone back and done research regarding the history of the Civil Service Examiner position and although he has not found any documentation he has spoke with plenty of previous HR Staff that gave matching history. He indicated that the County has extended an invitation to the Civil Service Board members offering them the option of sitting in on the interviews for the position. Commissioner Crankovich stated that the Civil Service wants the position to follow statue however, HR has housed and filled the position for the past 11 years.

Mr. Loveless stated that if the current trend is illegal and we just found out about it, then it needs to be made right.

Commissioner McClain clarified that the Civil Service Commission has taken the stance that they want to be independent and hire their own Examiner.

Mr. Holter stated that the CSC performs a lot of different duties and that the examiner position technically is different than what the HR FTE has been directed to do. He explained that the Commission has been mulling this over for the past few years but now that the previous employee is gone it's time to make things right.

Commissioner Crankovich stated that bringing the issue up now gives the appearance of convenience. He indicated that if there was a

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problem then it should have been brought up at that time, instead of waiting.

Commissioner McClain felt that if the CSC took part in the HR interviews it should satisfy both parties. He felt that the statute reads clear and it only gets muddy with it goes into discussion of a budget. He questioned if HR could assist in separating that part of the budget from their own and then provide supporting documents.

Mr. Holter expressed concern regarding the CSC budget. He indicated that half of that budget vanished last year and nobody seems to know where it went. He reviewed the costs associated with the testing process the County does as part of their recruitment process.

Commissioner McClain noted that HR is in a position to provide employment law support. Mr. Holter noted that CSC is in a position to follow Civil Service rules.

Mr. Loveless expressed concern over the Executive Session process that took place regarding the past Chief Examiner. He noted that it was his understanding there was a great deal of upset that came from that meeting. Mr. Holter indicated that he hopes to not see a similar situation in the future. He reported that a few years back in Mason County where he was the Sheriff the Examiner position they had a \$ 6,000.00 budget, noting that was years ago. He emphasized how nice it was keeping things separate.

Clay Myers sought clarification regarding funding. He stated that the impression he was getting from this meeting was that if the position is split with HR then it will be funded, however if it's on its own then it won't be funded. Commissioner Crankovich indicated that is the way it is advertised.

Sheriff Dana questioned if there was any possibility to keep the position separate. Commissioner McClain stated that regardless of the outcome, the testing has to be done and the CSC is undoubtedly going to need the assistance of HR. Mr. Holter stated that funding is needed and the examiner is needed.

Clay Myers expressed concern over one employee with multiple bosses and how would there be any resolution if there is a problem. Commissioner McClain felt that could be accomplished fairly easy.

Mr. Holter stated that they have had appeals in the past that have been challenged. He expressed his support of the current CSC noting the history it carries with the County. He felt they could continue on, however they just need funding.

Commissioner McClain stated that with the way the economy is he didn't see how the County could justify separate funding.

There was brief discussion on where the Civil Service records are held and where the Sheriff files are held.

Clay Myers stated that the function of the CSC is also the Sheriff's concern. He stated that it does affect them eventually and can cease their productivity in every way. He stressed the importance of coming up with a solution that the CSC is comfortable with and making sure they are adequately paid.

Mr. Loveless stated that the CSC has RCW rules they have to follow and if they don't enforce those rules, what kind of a Commission does that make them. He expressed his sense of responsibility.

Clay Myers gave the history of his experience with previous CSC and Chief Examiners. He enforced the importance of the Assessment Centers the County partakes in and stressed that it is a large amount of the CSC budget. He questioned what direction the Board will go if one of the two parties are not happy with the Chief Examiner. He expressed his frustration for where that could leave current pending issues. He noted that there has to be a mechanism to make this work.

Commissioner Jewell felt that by separating the funding it will provide consistency and transparency, which is extremely important.

Commissioner McClain re-emphasized that the statute is clear, either fund the position or don't. He indicated that he personally had no issue either way, and that budget impacts are what he struggles with.

Mr. Zempel gave a brief rundown of the implications that other Counties have faced for not complying with the law.

Commissioner Crankovich indicated that an internal discussion with HR staff needed to take place before they could finalize anything. He explained that they needed to weigh out the impact it would have on the HR department as well as other issues.

Mr. Holter stated that he will continue to do his job, as he doesn't want to leave the County hanging.

Commissioner Crankovich moved to continue the special meeting to the HR Study Session on April 14, 2009 at 10:00 a.m. in the Commissioners Conference Room Commissioner Jewell seconded. Motion carried 3-0.

Meeting adjourned at approximately 4:05 p.m.

DEPUTY CLERK OF THE BOARD

KITTITAS COUNTY COMMISSIONERS
KITTITAS COUNTY, WASHINGTON



Mandy Robinson



Alan Crankovich, Chairman