

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

TUESDAY

3:30 P.M

JULY 5, 2011

Board members present: Chairman Paul Jewell; Vice-Chairman Alan Crankovich and Commissioner Obie O'Brien.

Others: Mandy Robinson, Deputy Clerk of the Board; Judy Pless, Budget and Finance Manager and Jerry Pettit, Auditor.

SPECIAL MEETING

BUDGET RETREAT

COMMISSIONERS

At 3:30 p.m. **Chairman Jewell** opened a Special Meeting to discuss the topics to be considered at the County Budget Retreat. He reviewed his proposal for the draft agenda as well as the location, time and date for the retreat and welcomed discussion and feedback. He indicated that it was his hope to conclude the retreat by 3:00 or 3:30 p.m. however, ultimately it will just depend on the length of discussions.

Commissioner Crankovich indicated that he would get lunch items ordered if he was able to obtain a head count with enough advance notice. He questioned how many staff members would be allowed to attend this year's retreat. He explained that in years past the groups have grown immensely, and felt that we need to cut back to just the key staff that deals with the budget and its impacts. Judy Pless, Budget and Finance Manager indicated that she will get a signup sheet out within the week to departments so there will be a formal head count to the Board in plenty of time.

Commissioner Jewell presented a 2012 Levy discussion notes that cover the Levy discussion's he has been having with Kirk Holmes, Public Works Director/Interim CDS Director; Marsha Weyand, County Assessor; and Kathy Jurgens, Finance System Manager (DPW). He indicated that they were pleasantly surprised and very pleased with the proposal. Commissioner Jewell indicated that due to HR Director Young leaving the retreat early, it is planned to address wage and benefit as well as an update on the evaluation process and wage scales early in the agenda.

There was discussion on the options the Board has to adjust pay scales as well as discussion on CPI for employees who are at the top of their wage scale. Further discussion was held on the budget impacts for the potential wage scale/merit pay increases that are being discussed.

APPROVED
7/19/2011

Jerry Pettit indicated that it was his feeling that although the County does comparisons with "like" counties it is not what the County is truly in competition with. He indicated that we actually are in competition with CWU, KVCH and the City of Ellensburg. Commissioner Jewell agreed but explained that we cannot financially support those types of pay increases without eliminating a great deal of County staff, noting that is not a popular discussion. There was further discussion on when would be appropriate to have pay increases take place, whether it be at the first of the year for everyone or maintaining the increase taking place at the anniversary of the employees position date and evaluation.

Other Business:

Jerry Pettit indicated that although he was aware the Board would not be able to take action today, he wanted to give them a heads up and that he will be asking to fill a position in the Accounting Department of his office.

The Board directed him to place his request on a Monday Morning Department Head meeting.

Meeting adjourned at 4:55 p.m.

DEPUTY CLERK OF THE BOARD


Mandy Robinson

KITTITAS COUNTY COMMISSIONERS
KITTITAS COUNTY, WASHINGTON


Paul Jewell, Chairman