

**KITTITAS COUNTY
COMMISSIONER SPECIAL MEETING**

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**Human Resource Study Session**

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February 13, 2007
10:00 a.m.

TOPICS

- 1) Personnel Change Requests
 - a) Auditor's Office
- 2) Labor Relations
 - a) Local 792CH (Courthouse)
 - i) Negotiations Update
 - ii) Grievance
 - b) Local 2658 (Appraisers)
 - i) Healthcare Reopener
 - c) Local 792 (Road)
 - i) Negotiations Update
- 3) Compensation
 - a) Transition to 2007 Non-Bargained Wage Scales
- 4) Policy
 - a) Background Checks
 - b) Introductory (Probationary) Period
 - c) Overtime
 - d) Vacation Benefits
 - e) Holidays
- 5) Civil Service Update
- 6) Program Updates
 - a) Safety
 - b) Training
 - c) Risk Management

ATTENDANCE: Alan Crankovich, Mark McClain, Kirk Eslinger, Lisa Young (David Bowen absent); Also present for specific topics: Sande DeSalles, Judge Haven, Jerry Pettit, Marsha Weyand, Patti Johnson

REGULAR SESSION 10:00 a.m.

- 1) Personnel Change Requests
 - a) Auditor's Office – Employee resignation, termination PAF approved.

EXECUTIVE SESSION 10:02 a.m. – *To evaluate strategy and/or positions relating to collective bargaining negotiations. Anticipated length: 50 minutes.*

- 2) Labor Relations
 - a) Local 792CH (Courthouse)
 - i) Negotiations Update – Sande DeSalles and Judge Haven presented topics to the Board, direction given to staff. Kirk provided update, discussion, direction given to staff.
 - ii) Grievance – Update to BOCC.
 - b) Local 2658 (Appraisers)
 - i) Healthcare Reopener – Update, discussion, direction given to staff.
 - c) Local 792 (Road)
 - i) Negotiations Update – Update given to BOCC.

END EXEC SESSION 10:59 a.m.

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RESUME REGULAR SESSION 10:59 a.m. *(Additional time granted by BOCC)*

- 3) Compensation
 - a) Transition to 2007 Non-Bargained Wage Scales – Held for future Agenda.
- 4) Policy
 - a) Background Checks – Policy discussion in progress, Kirk will bring an update soon.
 - b) Introductory (Probationary) Period – Brief update to BOCC on proposed changes, approved to take to Management Team for input.
 - c) Overtime - Brief update to BOCC on proposed changes, approved to take to Management Team for input.
 - d) Vacation Benefits - Brief update to BOCC on proposed changes, approved to take to Management Team for input.
 - e) Holidays - Brief update to BOCC on proposed changes, approved to take to Management Team for input with changes as directed.
- 5) Civil Service Update – Kirk brought a proposal for Civil Service to move toward utilizing Public Service Testing for Line and Corrections, purchasing certified tests for other rosters, and to cover travel expenses for assessment center participants. The Board approved funding for Public Service Testing and the purchase of certified tests, but did not approve funds to cover travel expenses of assessment center participants. A budget amendment will be prepared.
- 6) Program Updates
 - a) Safety – Held for future Agenda.
 - b) Training – Lisa asked for funding to have Nicki McCraw provide mandatory Harassment Training. Funding approved. A budget amendment will be prepared.
 - c) Risk Management – Held for future Agenda.

END SESSION 11:28 a.m.