

**KITTITAS COUNTY
COMMISSIONER REGULAR MEETING**

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Human Resource Study Session

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**April 14, 2009
10:00 AM**

Topic	Outcome / Minutes
Meeting Commencement	<ul style="list-style-type: none"> • Session started at 10:06 a.m.
Assessor's Staff <ul style="list-style-type: none"> • Compensation 	<ul style="list-style-type: none"> • Assessor Weyand requested a wage adjustment for her Administrative Assistant in recognition of her years with the County. • She proposed midpoint or slightly less. • Commissioner Jewell proposed \$3,300. • Board approved; effective 5/1/09.
Treasurer's Staffing <ul style="list-style-type: none"> • Discussion 	<ul style="list-style-type: none"> • Held for 4/15 Special Meeting with Board.
WSU Staffing <ul style="list-style-type: none"> • Office Assistant 	<ul style="list-style-type: none"> • The Board did not approve; pending the outcome of the Extension program with WSU, and suggested outreach to laid off employees if approved.
Policy <ul style="list-style-type: none"> • Resolution on 4/21 Agenda 	<ul style="list-style-type: none"> • HR Director Whalen notified the Board of three policies that would be on the 4/21 Agenda: Interim Positions, Personal Appearance, and Shared Leave.
Compensation <ul style="list-style-type: none"> • Cost of Living • Wage Scale Max 	<ul style="list-style-type: none"> • Discussed inequity between represented and non-represented employees, and non-union employees at or nearing the top of their scale (15 – 20). • The Board supports review of comps. • Commissioner Jewell suggested review of the City of Ellensburg model, indicating interest in being able to offer better pay with less staff. • This will be a discussion at the budget retreat.
Civil Service <ul style="list-style-type: none"> • Chief Examiner 	<ul style="list-style-type: none"> • Discussion regarding the Chief Examiner position and whether it will reside in HR or become a separate position. • HR Director Whalen clarified that the Civil Service budget was not cut as previously indicated to the Sheriff's Department and Civil Service Commission, and indicated that he did not demand to attend an Executive Session held by the Commission. He also reported that currently, the Civil Service budget is only at 10% utilization. • Commissioner Jewell felt it was best to just separate it because it would be cleaner, and HR would still play a role. • Commissioner McClain indicated that the budget was his main concern but he was fine with separating the position. • Undersheriff Myers would like to ensure that the proper level of priority is given to Civil Service and suggested a \$500/month stipend (the amount that was paid back when Civil Service was separate). • The Board would like to check with the Auditor's office regarding the ability for the Commission to sign vouchers. • Commissioner Jewell moved to authorize a \$500 stipend with the source of funding to be determined by Thursday. Motion dies due to lack of a second.

	<ul style="list-style-type: none"> • Commissioner McClain moved to approve separation of the Chief Examiner position from HR and put it under the direction of the Civil Service Commission. • Commissioner Crankovich seconded. • Motion carried 2:1 (Commissioner Jewell opposed, strictly on the basis of separating without funding). • HR will continue to fill the position until a replacement has been hired.
Labor Relations Update <ul style="list-style-type: none"> • Local 760 (Corrections) <ul style="list-style-type: none"> ○ Negotiations <p>Anticipated executive session: <i>RCW 42.30.140 (4)(a) Collective bargaining sessions with employee organizations, including contract negotiations, grievance meetings, and discussions relating to the interpretation or application of a labor agreement; or (b) that portion of a meeting during which the governing body is planning or adopting the strategy or position to be taken by the governing body during the course of any collective bargaining, professional negotiations, or grievance or mediation proceedings, or reviewing the proposals made in the negotiations or proceedings while in progress.</i></p>	<ul style="list-style-type: none"> • BOCC entered Executive Session at 11:29 a.m. to discuss matters relating to Collective Bargaining. • Anticipated length: 5 minutes • Anticipated action: None • BOCC exited the Executive Session at 11:34 a.m. and re-entered for an anticipated length of 5 minutes. • BOCC exited Executive Session at 11:39 a.m. and re-entered for an anticipated length of 5 minutes. • BOCC exited Executive Session at 11:44 a.m. with no action taken.
Other Discussion	<ul style="list-style-type: none"> • None
Meeting Adjournment	<ul style="list-style-type: none"> • Session ended at 11:44 a.m.
Attendees	Alan Crankovich, Paul Jewell, Mark McClain, Joseph Whalen, Lisa Young; Gene Dana, Clayton Myers, and Greg Zempel present for Civil Service discussion.