

KITTITAS COUNTY
COMMISSIONER SPECIAL MEETING

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Human Resource Study Session

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May 26, 2009
10:00 AM

Topic	Outcome / Minutes
Meeting Commenced	<ul style="list-style-type: none"> • Session started at 10:02 a.m.
PH Staffing <ul style="list-style-type: none"> • PH Nurse 	<ul style="list-style-type: none"> • HR presented the desire of the Public Health Administrator to adjust the wage for Public Health Nurse II to be more competitive with the local market, and to decrease the position to .5 FTE; in addition, to increase the Community Health Services Supervisor wage scale in recognition of the RN license requirement and extent of duties • The Administrator feels it is difficult to recruit RN's when our wages are less than those used by KVCH for clinical nursing staff; The PHN II position has been posted since 1/29/09 with no success in filling it • HR conducted a wage survey and discussed the results, showing a 7.5% variance between the minimum of our PHN II wage range and the entry wage for KVCH Clinical Nurses • The BOCC tabled the discussion for continuation at the 5/27/09 Public Health Study Session
Fair Staffing <ul style="list-style-type: none"> • Seasonal Bldg/Grounds 	<ul style="list-style-type: none"> • HR requested approval to post for Seasonal Building/Groundskeeper on behalf of the Fairgrounds Program Director; funds are in the current budget • The BOCC approved the posting and hiring of two positions
PW Staffing <ul style="list-style-type: none"> • Seasonal Engineer Tech 	<ul style="list-style-type: none"> • HR requested approval to post for Seasonal Engineer Tech on behalf of the Public Works Director and Transportation Manager • The BOCC requested that Public Works put the topic on a Monday Morning Session or as part of their department Study Session
CDS Staffing <ul style="list-style-type: none"> • Temp Wages • Job Descriptions 	<ul style="list-style-type: none"> • BOCC approved hiring the Temporary CDS staff at the midpoint of the scales based on their previous employment with the department • Job descriptions were tabled for future discussion
Solid Waste Staffing <ul style="list-style-type: none"> • Seasonal Scalehouse Attendant 	<ul style="list-style-type: none"> • HR received a Pre-Orientation Checklist for a rehire • BOCC indicated they had granted approval for Solid Waste to rehire a previous Seasonal Scalehouse Attendant
Prosecutor Staffing <ul style="list-style-type: none"> • Crime Victim/Restitution Specialist <div style="text-align: center; margin-top: 20px;">  </div>	<ul style="list-style-type: none"> • HR presented the Prosecutor's request to post for Crime Victim/Restitution Specialist, including an overlap in exiting and incoming employees to allow for training • HR indicated that the department is behind on evaluations • The BOCC unanimously denied the request to post based on late evaluations • The BOCC denied the overlap in employees in a 2:1 vote (Commissioner McClain and Chairman Crankovich opposed; Commissioner Jewell in favor)
CTI Program <ul style="list-style-type: none"> • Funding 	<ul style="list-style-type: none"> • Joseph presented an update on the 2nd CTI Pilot, indicating that there were 32 approved slots and 28

	<p>had been filled; There was still no participation from the Treasurer's Office</p> <ul style="list-style-type: none"> • Joseph also shared that we had been approved for funding through WSAC to have two employees attend training in Seattle to become facilitators • A member of HR would likely attend, and an employee outside of HR that would ideally be employed for the duration of the program license (3-years) • Kittitas County would have to find funding to purchase the license, which would include supplies to continue the program for 3-years; cost is \$10,000 • The Board directed HR to talk with Judy to see if there was funding available
Other Discussion	None
Meeting Adjourned	Session ended at 10:50 a.m.
Attendees	Alan Crankovich, Paul Jewell, Mark McClain, Joseph Whalen, Lisa Young