

**KITTITAS COUNTY
COMMISSIONER SPECIAL MEETING**

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**Human Resource Study Session**  
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Tuesday, October 28th, 2003
10:00 a.m.

TOPICS:

- Road-Maintenance Union Negotiations
- WCIF 2004 Benefit Choices
- HR Study Session Minutes
- Long-Term Disability Insurance
- Merit Increase Chart

ATTENDANCE: Max Golladay, Perry Huston, Bruce Coe, Kirk Eslinger, and Lisa Young

DISCUSSION:

Road-Maintenance Union Negotiations

- Update given to Board, direction given to staff.

WCIF 2004 Benefit Choices

- Kirk let the Board know that we will be offering as many plans as we can to give employees an array of choices.

HR Study Session Minutes

- Kirk was not aware that these minutes are published in the Agenda books.
- The Board confirmed that they are on the Consent Agenda, and they are published. They also addressed the option for Executive Session for sensitive items. The minutes would then note the time and general topic of the Exec Session, and a brief outcome. Notes are not taken during this time.
- Kirk let the Board know that the HR minutes will be submitted in the near future.

Long-Term Disability Insurance

- Kirk let the Board know that Sherry Gow of Waddell and Reed would be coming to do a presentation on Long-Term Care Insurance. She would like the Board's participation.
- The Board does not want to participate.

Merit Increase Chart

- Within the Wage Administration policy is a chart for merit increases, currently based on a 1% COLA factor (2003) and a variable percentage for merit (2, 3, or 4%, depending on evaluation).
- COLA for 2004 is 2.6%.
- At the current configuration, this would make the 2004 Merit Increase Chart read as follows:
 - Satisfactory 4.6%
 - Above Average 5.6%
 - Superior 6.6%

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- Kirk is seeking Board direction on what amounts they would like to use, although he recommends not dropping below the COLA rate of 2.6%.
- Perry suggested that the Above Average and Superior ratings see the most impact of the increased COLA, to encourage performance improvement.
- Max and Bruce first felt that no change was needed, but asked what the impact would be based on where increases have been for 2003.
- Kirk will run numbers and bring several scenarios back.
- Kirk would like this implemented on time for 2004.