

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

THURSDAY

11:00 A.M.

JUNE 14, 2007

Board members present: Chairman Alan Crankovich and Vice-Chairman David Bowen; Commissioner Mark McClain.

Others: Mandy Robinson, Deputy Clerk of the Board; Kirk Eslinger, Human Resources Director; Greg Zempel, Prosecutor.

SPECIAL MEETING

SALARIES

PROSECUTOR

At 11:00 a.m. Chairman Crankovich opened a special meeting to review and discuss salaries of current positions within the County Prosecutor's Office.

Greg Zempel, County Prosecutor provided a letter regarding proposals for adjusting wage scales for Deputy Prosecuting Attorneys and salary of the Prosecuting Attorney. He reviewed with the Board the information presented and discussed his concerns of needing to hire individuals with experience instead of brand new law school graduates. He stressed the importance of retaining employees explaining how important it is to retain the knowledge that each employee has. He reviewed recent employees that have been trained on the County's dollar and then they leave. He indicated that Kittitas County currently competes with Yakima, Seattle and Pierce County for Attorneys. He also updated the Board that Counties are now tying their Judge's salary to their Prosecutor salary. He encouraged the Board to look at comparable County's. He explained that he does realize we will never be able to compete with the private sector however, he feels that his office has more specialized positions than a lot of the other County departments and with a specialized skill set comes more of an expectation for higher salaries.

Commissioner McClain questioned changing and giving the option for further growth by having Civil Deputies 1&2 and Criminal Deputies 1&2.

Commissioner Crankovich expressed his understanding of the need for higher skill sets in the individuals hired in his office. He explained that he also understands the importance and frustration of the retention in employees and how crucial that is, but he also isn't sure how to fix the problems when we only have so much money

to work with. He explained that having the opportunity to sit on the Union side of the table from his former career in Public Works, and now sitting and representing the non-bargained side of things, he has a full understanding of how frustrating it can be.

Mr. Zempel expressed the importance of consistency in his office. He expressed concern regarding job burnout.

Commissioner Bowen indicated that he was okay with moving the hiring wage to the top of the scale as an option of recruiting a potential employee with experience.

The Board indicated that they would look into the elected official salary being tied to the Judges salary. Commissioner Crankovich noted that he would like time to do some additional research to sort some of the concerns expressed.

Commissioner McClain expressed his support of increasing the Civil Deputies salary. He explained that he felt there is a lot more to that job than the Criminal Deputies, but that as of today he hasn't seen anything to convince him that the Criminal Deputies salary should be increased anymore.

The Board directed staff to schedule a continued Special Meeting for July 2, 2007 at 11:30 a.m. in the Commissioners Conference Room.

Meeting adjourned at 12:30 p.m.

DEPUTY CLERK OF THE BOARD

KITTITAS COUNTY COMMISSIONERS
KITTITAS COUNTY, WASHINGTON


Mandy Robinson

Alan Crankovich, Chairman

COMPLETED