

KITTITAS COUNTY
COMMISSIONER REGULAR MEETING

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Human Resource Study Session
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May 25, 2010
10:00 AM

Topic	Outcome / Minutes
<p>Elected Official Wages</p> <ul style="list-style-type: none"> Citizens Advisory Committee 	<ul style="list-style-type: none"> The session began at 10:00 a.m. HR Director Whalen reported that only nine Counties currently utilize a Citizens Advisory Committee to set wages for Elected Officials. One County moved away from it after multiple years of wage freezes. Chairman McClain expressed his interest in moving forward, as did Commissioner Jewell. Commissioner Crankovich expressed that he could see the potential for controversy. Sheriff Dana suggested setting all wages in this manner; HR Director Whalen indicated that would be inefficient and ineffective especially given the Union population. HR Director Whalen added that the common composition for such committees is 6-10 members, six of which include a random selection from the registered voters, two from each district. The Board felt there would be a better outcome if candidates were somehow chosen through a selection process rather than randomly selected. Auditor Pettit suggested that HR act in an advisory capacity to the committee. HR Director Whalen asked for clarification as to what services he envisioned HR providing. HR would not be a voting member but would participate fully and guide the committee toward decisions and provide administrative support. It was suggested that members may be sought through the Chamber, Rotary, and Kiwanis; and BOCC appointment was also discussed, similar to other committees/commissions. The Chairman McClain recommended including a sunset clause in the Resolution. HR Director Whalen was asked to do more research. The goal is to have a Resolution and committee in place by the end of the year.
<p>Other Discussion</p> <ul style="list-style-type: none"> PH Staffing - Re-class <p style="text-align: center; font-size: 2em; font-weight: bold; margin-top: 20px;">APPROVED</p> <p style="text-align: center; margin-top: 5px;">6/15/2010</p>	<ul style="list-style-type: none"> Continued from a Monday Morning session with the Board, Public Health Administrator Bambrick provided revised data with respect to her request to reclassify her Health Education staff. She offered four proposals ranging from no increase in 2010 but room to grow with a new range, to new ranges with retroactive increases for two employees who hit the maximum of their range in 2008. Administrator Bambrick indicated she would be happy with any of the four scenarios, but preferred at minimum the ability to update wage ranges and give step increases this year. She indicated that she was aware of the Board's position on wages but wanted to present her request anyway, especially since these are grant-funded positions. The Board declined her request, stating that while they would like to agree, if they cannot do it for all they cannot do it for one. Administrator Bambrick asked if she could at least adopt the new job descriptions as they apply to her current positions. She indicated that this project had been in the works for at least a year and she would like to implement the result. The Board asked HR if this would be

	<p>a problem, and HR Manager Young stated that updating job descriptions is beneficial and implementing those that applied currently should not pose a problem. The Board approved.</p>
<p>Labor Relations Update</p> <ul style="list-style-type: none"> • Local 2658 (Appraisers) • Local 760 (Probation) <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"> • The Board entered executive session at 10:39 a.m. to discuss matters related to collective bargaining. • Anticipated length: 15 minutes • Anticipated action: None • The Board exited executive session at 10:54 a.m. with no action taken. • Session ended at 10:54 a.m.
<p>Attendees</p>	<p>Mark McClain, Paul Jewell, Alan Crankovich, Joseph Whalen, Lisa Young; also present for specific topics: Marsha Weyand, Jerry Pettit, Gene Dana, Cathy Bambrick</p>