

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

MONDAY

3:00 P.M

JULY 18, 2011

Board members present: Chairman Paul Jewell; Vice-Chairman Alan Crankovich and Commissioner Obie O'Brien.

Others: Catherine Dunn, Deputy Clerk of the Board; Lisa Young, Human Resources Director.

SPECIAL MEETING

BUDGET RETREAT

COMMISSIONERS

At 3:00 p.m. **Chairman Jewell** opened a Special Meeting to discuss the topics to be considered at the County Budget Retreat. He wished to review his proposal for wage scales before the Budget Retreat.

Vice-Chairman Crankovich reported on the anticipated increases for health insurance premiums. He said Group Health was proposed to increase 7% and Premera between 11% and 13% with the exact rates due out next month. He explained the recent proposal by Bill Hinkle for LyfeBank, as Chairman Jewell was absent for that meeting. He said he had called Nancy Kokanje, Gallagher Insurance, and asked her opinion of the proposal. She said she felt it worked better for smaller businesses. **Chairman Jewell** said it sounded as though it gave an advantage to the younger workers. **Commissioner Crankovich** agreed and said it makes all the other employees suffer. **Commissioner O'Brien** said Mr. Hinkle had said that employees could pay the premium and then bank the County contribution in a VEBA-type account. **Lisa Young, Human Resources Director**, said her contact at Franklin County said the union had voted down this proposal. **Ms. Young** presented a spreadsheet of County contributions for healthcare. **Commissioner O'Brien** suggested increasing the benefit amount to offset a portion of the increases.

Lisa Young presented draft wage administration policy language. **Chairman Jewell** said he had thought the decision had been made before he left for vacation. He had understood the wage scales would be geared towards CPI. There was discussion on options the Board has to adjust pay scales as well as on CPI for employees who are at the top of their wage scale. Further discussion was held on the budget impacts for the potential wage scale/merit pay increases that are being discussed and whether to use a formula to determine the increases or a subjective decision by the Department Head/Elected Official.


There was a discussion of the comparable Counties used to research the wage surveys but the Board decided the real comparables are CWU,

KVCH and the City of Ellensburg. They decided this might be a good discussion at the Budget Retreat.


The Board decided the topics for the Budget Retreat will be: Healthcare - Alan Crankovich; Wage Administration - Paul Jewell; Evaluations - Obie O'Brien. They discussed the budget instruction memo.

Meeting adjourned at 4:20 p.m.

DEPUTY CLERK OF THE BOARD


Catherine Dunn

KITTITAS COUNTY COMMISSIONERS
KITTITAS COUNTY, WASHINGTON


Paul Jewell, Chairman