

**BOARD OF COUNTY COMMISSIONERS
COUNTY OF KITTITAS
STATE OF WASHINGTON**

RESOLUTION

NO. 2012-043

IN THE MATTER OF RESCINDING THE ALTERNATE WORKWEEK SCHEDULE

WHEREAS: The Kittitas County standard workweek begins at 12:00 a.m. on Sunday and runs through 11:59 p.m. on the following Saturday; and

WHEREAS: In 2000, the Board of County Commissioners adopted Resolution 2000-12, authorizing an alternate work schedule for specific departments and employees. This Alternate Workweek begins at 12:00 PM on Friday, and runs through 11:59 AM on the following Friday; and

WHEREAS: Staffing reductions have occurred over recent years, making it increasingly difficult for departments to utilize the Alternate Workweek and maintain efficient and effective service to internal and external clients;

NOW, THEREFORE BE IT RESOLVED: The Board of County Commissioners has determined that the Alternate Workweek as defined above will no longer be an option, and those currently on the Alternate Workweek will be moved to the Standard Workweek. The transition will take place over a two week period; employees will return to the Standard Workweek the Monday following their next Friday off. A Personnel Action Form will be required for each affected employee. HR will communicate with those departments involved, and the transition should be complete by April 30, 2012.

This Resolution will nullify and replace all previous Resolutions that pertain to the Alternate Workweek as defined above.

DATED this 17th day of April, 2012.



**BOARD OF COUNTY COMMISSIONERS
KITTITAS COUNTY, WASHINGTON**



Alan Crankovich, Chairman



Obie O'Brien, Vice Chairman



Paul Jewell, Commissioner

Julie Kjorsvik

From: Obie OBrien
Sent: Saturday, April 14, 2012 9:41 PM
To: Julie Kjorsvik
Subject: Friday to Friday work week

Julie,

Due to my expected absence for the agenda study session on Monday 16 April please read into the discussion these observations and comments.

Mr. Chairman,

I have attended the previous meetings with the management team and heard their comments. In addition I have had conversations with Greg Zemple and Jerry Pettit and others hearing their concerns and input. I can understand the desire of the few employees who have the privilege of working a shift that allows for alternating Fridays off. So far they are the only people benefitting from this practice that I can identify. The people we serve do not receive a benefit equal to the disruption in available services.

In addition another observation has come to light. Employees who do not have the benefit of this schedule are not being treated the same as those that do. This unequal benefit is a possible source of dissatisfaction and perceptions of favoritism. Employee moral and sense of equality is put at risk when people feel other employees are receiving benefits they are not.

Therefore given these considerations and others, I intend to support the resolution to rescind the Friday to Friday alternate work week schedule when I participate in the regular Agenda session on Tuesday 17 April.

Thank you for your indulgence.

Obie O'Brien
Kittitas County Commissioner
Sent from mobile

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