TOPICS:

- Arbitration Results (Retroactive Pay)
- Misdemeanant Probation Proposal
- Corrections Proposal
- Courthouse Proposal
- Great West Preferred Carrier Status
  1. Freeze Nationwide Carrier
  2. Reduction in Service Fees
- Merit Increase Chart
- HR Budget Amendment
- Unemployment Claim (Antoni Hoiby)

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

EXECUTIVE SESSION - 10:35 a.m.

Arbitration Results (Retroactive Pay) – Negotiation strategies discussed; Directions given to Staff.

Misdemeanant Probation Proposal – Negotiation strategies discussed; Directions given to Staff.

Corrections Proposal – Negotiation strategies discussed; Directions given to Staff.

Courthouse Proposal – Negotiation strategies discussed; Directions given to Staff.

End of Executive Session – 11:10 a.m.

DISCUSSION:

Great West Preferred Carrier Status - Great West would like to be our sole provider of Deferred Compensation services.
1. Freeze Nationwide Carrier – If we proceed, this would mean freezing any new participation in Nationwide.
2. Reduction in Service Fees – Could be the result if we go strictly Great West. Kirk will research the benefits.
   - Perry suggested a Public Hearing.

Merit Increase Chart
- Per Kirk’s calculation, the average bargained increase for 2004 is 3.84%.
- He also provided the following possibilities for Non-Bargained increases (Satisfactory/Above Average/ Superior):
  - 3.5/4.5/5.5 = Average 3.5%
  - 4.0/4.5/4.75 = Average 3.89%
KITTITAS COUNTY
COMMISIONER SPECIAL MEETING
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Human Resource Study Session
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Wednesday, November 12th, 2003
10:00 a.m.

- Perry and Max requested budget impact for these scenarios – Kirk will provide this information.
- The Board emphasized that they support a merit-based pay structure.

HR Budget Amendment
- Rocky bill continues to increase – Kirk will bring spreadsheet for review.
- The Board suggested that Kirk be as accurate with numbers as possible when budgeting legal dollars for 2004.

Unemployment Claim
- A former Sheriff Reserve has filed an Unemployment claim (2002), which we submitted as a Voluntary Resignation (as stated in his resignation letter).
- We received notification of an appeal, and found out that the resignation was in lieu of being terminated.
- After unsuccessfully trying to track down documentation with regard to the resignation/termination (none could be found by the employing department), Kirk chose to forfeit the appeal.