HR STUDY SESSION  
Tuesday, January 27th, 2004  
10:00 a.m.

TOPICS:

- Union Issues
  - a) Local 760 (Corrections) Negotiation  
  - b) Healthcare Contribution
- Long-Term Care
- Upper County Toll-Free Access
- Merit Increase Chart
- Exempt Positions
  - a) Clerk of the Board
  - b) Fire Marshal
  - c) Leave Accrual
  - d) Policy Guidance on Leave

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

EXECUTIVE SESSION - 10:00 a.m.

Union Issues

- a) Local 760 (Corrections) Negotiation – Update provided to Board; Direction given to staff.
- b) Healthcare Contribution – Contribution discussed; Direction given to staff.

End of Executive Session – 10:26 a.m.

DISCUSSION:

Long-Term Care

- We have been approached by a vendor to offer LTC, as a voluntary benefit, no County contribution.
- There is a minimum participation required.
- There is potential benefit from a LEOFF 1 standpoint.
- The Board decision was to not offer at this time.

Upper County Toll-Free Access

- Kirk presented his draft of an automated departmental phone tree for the County’s toll-free access line.
- The Board agreed that the system is “broken”.
- Direction was given to set up a meeting with the Board to include David Bowen, Linda Huber, Steve Reinke, and possibly a phone company representative. Kirk will make arrangements.

Merit Increase Chart

- Current chart reflects 3%/4%/5%, based on a 1% COLA factor and varying percentage for merit.
- COLA for 2004 is 2.3%.
- Kirk presented a possible solution to adjust the current wage scale.
- The Board voted to keep the scale as it is now.
Exempt Positions
a) Clerk of the Board
   • Max believes this may be regulated by RCW.
   • Kirk recommends that the position remain non-exempt by FLSA standards, unless research on RCW makes it an exempt position.
   • Kirk will do research and bring back to the Board.
b) Fire Marshal
   • Perry is meeting with David, which may result in the creation of a call-out policy rather than making it an exempt position.
   • Kirk will do some research on other Fire Marshal positions to see if they are exempt.
   • This will be discussed more at a future meeting.
c) Leave Accrual – Tabled.