TOPICS

- **Labor Relations**
  a) Local 2658 (Appraisers) – EXEC SESSION
     1. Reopener on Healthcare
  b) Local 792CH (Courthouse) – EXEC SESSION
     1. Reopener on Healthcare
  c) Local 760 (Line) – EXEC SESSION
     1. Employer's Proposal

- **Compensation**
  a) Financial Vendors
     1. AFLAC
     2. Great-West Retirement Services
     3. DRS Deferred Compensation
     4. Edward Jones (John MacRae)
     5. Financial Management, Inc.

- **HR Process Updates**
  a) HR Role in Employee Conflict Situations

**ATTENDANCE:** Perry Huston, David Bowen, Al Crankovich, Kirk Eslinger, Lisa Young

**EXECUTIVE SESSION 10:02 a.m.**

**DISCUSSION:**

- **Labor Relations**
  a) Local 2658 (Appraisers) – EXEC SESSION
     1. Reopener on Healthcare – Clarification, direction given to staff.
  b) Local 792CH (Courthouse) – EXEC SESSION
     1. Reopener on Healthcare – Clarification, direction given to staff.
  c) Local 760 (Line) – EXEC SESSION
     1. Employer's Proposal – Discussion of additional information requested at last meeting, direction given to staff.

**END EXECUTIVE SESSION 10:22 a.m.**
REGULAR SESSION 10:22 a.m.

DISCUSSION

- Compensation
  a) Financial Vendors
     1. AFLAC
        - Lisa met with AFLAC representatives.
        - They are a well-known company who provides similar products to those of Allstate and Colonial.
        - We would like to offer their products alongside our current offerings, and will check with Judy to see if there are any payroll issues with bringing on another option.
        - Board approved.
     2. Great-West Retirement Services
        - Great-West has approached the County about being the only provider of Deferred Compensation.
        - This would carry the possibility of waived fees.
        - The previous Board was not comfortable with offering a limited selection.
     3. DRS Deferred Compensation
        - A representative of DRS Deferred Compensation would like to offer their services to County employees.
        - She is willing to give a presentation to the Board, if they so desire, prior to making a decision.
        - While not necessary, both Al and David would be interested in her presentation; Kirk will make arrangements.
        - Board approved.
     4. Edward Jones (John MacRae)
        - John would like to make his services available to County employees.
        - Board approved.
     5. Financial Management, Inc.
Financial Planning classes at employee’s expense.
Yakima County utilizes them for their employees.
Board approved.

HR Process Updates

a) HR Role in Employee Conflict Situations

- Discussed how HR is perceived, by both employees and management.
- Suggestion was made to provide training to management with regard to the role of HR and who they represent (BOCC).
- David asked where the line gets drawn during a conflict situation – how much service does HR provide to the employee.
- HR is not meant to be representation for the employee. They represent the County under direction of the BOCC.
- Kirk stated that there are three typical levels of handling employee situations:
  - Discussion and recommendation that they speak with the DH/EO.
  - Discussion, and offering to be present while they speak with the DH/EO, not as representation, but more as support to the process.
  - Discussion, and if the employee can not bring themselves to a discussion with the DH/EO, offering to discuss on behalf of the employee, but not as a representative for the employee.
- Kirk will ask employees what they expect of him, and he in turn lets them know what he can and cannot do.
- Kirk stated that most relationships between HR and the DH’s/EO’s are running smoothly. He will check to see if there is a feeling of possible discomfort if he senses something isn’t quite right.
- It was agreed that while employees have a right to visit HR, they do not necessarily have the ability to get up and leave their work station whenever they want.
- The Board felt this was a good discussion and will look at having more discussion at the meeting with management.

END REGULAR SESSION 10:52 a.m.