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. Contract Negotiations

- Compensation
  a) Public Works Wage Scales
  b) Non-bargained Wage Scales

- Policy
  a) Criminal Record Checks

ATTENDANCE: Perry Huston, Al Crankovich, Kirk Eslinger, Lisa Young; Duke Senter attended for Policy topic.

REGULAR SESSION 10:00 a.m.

DISCUSSION:

- Policy (Topic taken first, Duke present)
  a) Criminal Record Checks
     - Currently, record checks are performed on Law Enforcement and Public Health Nurse candidates. Through the Policy Committee, Kirk has expanded the list of positions to include any that would have access to financial or proprietary information, or work closely with children and vulnerable adults. Kirk provided a draft list of positions and policy language.
     - Al asked if this could limit us from performing checks on positions that are not listed. Kirk said potentially, but that the list could be updated as needed. Checks could not be done on a case-by-case basis.
     - Perry added that the policy should have criteria, or more guidance, for declining employment, or we should provide supplementary training to that effect. Perry also said that if the checks are done on positions that must be bonded, that there are some not on the list.
     - Duke said he requested input from Greg Zempel, but that the answer was broad.
• Kirk added that there could be some cost involved for the positions being added to the list. Currently HR performs the checks for the nurse positions (within the State), and the Sheriff’s Department handles their own (a much broader search). Perry asked if it was required that we use the Washington State Patrol. Kirk will research cost and providers.
• Al mentioned doing driver and background checks for Public Works employees.
• The Policy Committee will move forward with the proposed policy, including input from Management Team.

EXECUTIVE SESSION 10:20 a.m.

DISCUSSION:
• Labor Relations
  a) Local 2658 (Appraisers) – EXEC SESSION
     1. Reopener on Healthcare – Discussion, direction given to staff.
  b) Local 792CH (Courthouse) – EXEC SESSION
     2. Reopener on Healthcare – Discussion, direction given to staff.
  c) Local 760 (Line) – EXEC SESSION
     3. Contract Negotiations – Discussion, direction given to staff.

END EXECUTIVE SESSION 10:38 a.m.

REGULAR SESSION CONTINUED 10:38 a.m.

DISCUSSION
• Compensation
  a) Public Works Wage Scales – Kirk requested permission to move ahead with proposed changes to the Survey Tech position. Granted.
  b) Non-bargained Wage Scales
     • Kirk provided a recap of the process used to review wage scales. He also provided some examples of refreshed data, including some simplification of job families.
     • Perry said he would like to use in-house data to make “benchmark” decisions. Director wage bases should be set as basic director-level wages, and the top end would fluctuate based on duties. There could potentially be exceptions, or situations where different bands would be needed.
• Discussed Assistant Director vs. section managers. Perry suggested that we could try to quantify the responsibilities, such as the number of people supervised, nature of duties, etc.

• Also discussed creating more definitive bands, which would further streamline the wage scale. Kirk will work on this and bring something back. He asked about Management Team input. It was suggested that the Compensation Committee be reawakened as an advisory subset of the Management Team, to also discuss COLA, percentages, etc.

• There was a brief discussion with regard to equity of evaluations and high merit increases vs. standard merit + wage adjustment.

END REGULAR SESSION 11:18 a.m.