

**COMMISSIONERS' MINUTES
KITITITAS COUNTY, WASHINGTON
COMMISSIONERS CONFERENCE ROOM
SPECIAL MEETING**

WEDNESDAY

11:30 A.M.

APRIL 15, 2009

Board members present: Chairman Alan Crankovich; Vice Chairman Paul Jewell and Commissioner Mark McClain.

Others: Mandy Robinson, Deputy Clerk of the Board; Deanna Panattoni, Treasurer; Judy Young, Administrative Assistant II; Joseph Whalen, HR Director.

SPECIAL MEETING

TREASURERS OFFICE STAFFING

COMMISSIONERS

At 11:30 a.m. Chairman Crankovich opened a special meeting to discuss with the County Treasurer staffing needs in her office.

Deanna expressed her concern over still being short staffed. She indicated that she is still down two employees.

Commissioner Jewell asked how many applicants are available from the CDS layoffs. He also questioned how many applied in the Treasurer's office.

Deanna indicated that three had applied and one was offered and accepted a position in Public Works. She indicated that one of the applicants she made an offer to and it was declined, and felt the other applicant was not qualified for the position.

Commissioner Jewell stressed his feelings of importance in hiring individuals that were laid off. He indicated that he felt the County was obligated to show a good faith effort in hiring County employees that were laid off recently.

Deanna questioned if and why the Treasurer's office was the only one being asked to fill vacancies from laid off County employees.

Chairman Crankovich reviewed the process up to this point and expressed his concern over comments that the current and past Treasurer has made stating, "I need my girls on the floor". He indicated his concern for statements like that.

Deanna disagreed with the statement and felt that it's only a figure of speech.

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Judy Young indicated that they took time and reviewed all applicants equally. She stated that some of the applicants did not put a lot of detail into the application and it was a courtesy to offer an interview. She explained that the one applicant left to select for hire did not meet the required skill set.

Joseph Whalen felt that the concerns expressed were unjust and not valid.

Deanna questioned if they were only allowed to hire laid off employees.

Commissioner Jewell explained that since Deanna is an elected official she has the right to hire whomever she wants, however, it would be nice to have taken care of the County employees that were laid off. He questioned what exactly Deanna was looking for.

Deanna indicated she needed an applicant pool and some choices to choose from. She explained right now they are deep into tax season and there is limited time to train new staff, and did not see being caught up in the near future.

Commissioner Jewell asked if legally we could bring in the layoffs from November to consider for positions that are currently unfilled.

Joseph indicated that was correct, it would be a posting that would have to be open for at least seven days and all lay-offs could be interviewed along with any external applicants.

Judy questioned if the County was setting precedence.

Chairman Crankovich stated that we have never done layoffs before in the past we have just not filled positions as they were vacated.

Commissioner Jewell expressed his disappointment that the Treasurer's office could not select any of the applicants and that all three were not offered the job, but he explained that ultimately the Treasurer has the option to hire who they want. He expressed his feeling on the County having an obligation to our employees.

Chairman Crankovich indicated he would like to see applicants considered from November layoffs all the way to the present layoffs.

Commissioner McClain stated he would like to see one position filled for now and see how it goes. He felt posting it externally and giving special treatment to the laid off employees would be a good route to go.

Deanna asked if any offices have current staff that don't have a big work load that she could use temporarily.

Commissioner McClain directed her to talk to the Auditor's office and the Assessor's office and then if there are no availability with those departments to talk to other departments about availability.

Deanna indicated that she would make sure the job responsibility would be equal and she would pay attention to Union issues.

The Board gave final direction to post one position, see about retaining a current county employee temporarily for assistance in the office and make an effort to hire layoffs first but to interview fairly.

Meeting adjourned at approximately 12:00 P.M.

DEPUTY CLERK OF THE BOARD

**KITTITAS COUNTY COMMISSIONERS
KITTITAS COUNTY, WASHINGTON**

Mandy Robinson

Alan Crankovich, Chairman