

**KITTITAS COUNTY
COMMISSIONER REGULAR MEETING**

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Human Resource Study Session

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**January 12, 2010
10:00 AM**

Topic	Outcome / Minutes
<p>New Voluntary Benefit</p> <ul style="list-style-type: none"> WSAC – Liberty Mutual Home/Auto 	<ul style="list-style-type: none"> Open session started at 10:05 a.m. HR Manager Young shared information with the Board regarding a new product being endorsed by WSAC and offered through Liberty Mutual; the product is Voluntary Group Home and Auto Insurance for employees; she reported that there would be no cost to the County to offer the plan, as well as no minimum participation requirements; she also reported that the agreement provided by Liberty Mutual was with the Prosecutor’s Office for review. The Board approved offering the product to employees
<p>Other Discussion</p> <ul style="list-style-type: none"> IIE Group 3 	<ul style="list-style-type: none"> Commissioner Jewell reported that IIE Group 3 had compiled the results of their communication survey and would share with all employees, as well as thank those who participated. He also stated that on behalf of the group he would like to propose a policy that all press releases and annual reports or updates get sent to every user on the network so employees do not read it in the newspaper first. HR Manager Young indicated that she has received complaints over the years about the emails that go to every user, including requests to be removed from that distribution. Chairman Crankovich echoed the same concern. Commissioner Jewell would like to take this to the Management Team for discussion on Wednesday. He also suggested that the suggestion box be removed. Chairman Crankovich and Commissioner McClain supported taking the item to the Management Team and removing the suggestion box.
<p>PW/CDS Staffing</p> <ul style="list-style-type: none"> Blended Position 	<ul style="list-style-type: none"> Tabled for attendance by the PW Director
<p>Other Discussion</p> <ul style="list-style-type: none"> Prosecutor Staffing 	<ul style="list-style-type: none"> Prosecutor Zempel reviewed his recent proposal for additional staffing with the Board, which would expand the arena of services provided by internal counsel. Funding solutions were included in the proposal. There was discussion surrounding the potential that further general fund budget cuts may be necessary in the future. Commissioner Jewell challenged Prosecutor Zempel to bring back a plan with a solution to a “what if” scenario where the Board would require that his budget be cut by \$100k next year, indicating how or if the new services continue; and to include any other efficiencies he feels may be possible. Prosecutor Zempel will try to have something prepared for the Board in advance of the next HR Study Session.
<p>Labor Relations Update</p> <ul style="list-style-type: none"> Local 792CH (Courthouse) Local 792 (Road) Local 760 (Corrections) Local 760 (Probation) <p>Anticipated executive session:</p>	<ul style="list-style-type: none"> The Board entered executive session at 10:52 a.m. to discuss matters related to collective bargaining. Anticipated length: 40 minutes Anticipated action: Direction to staff The Board exited executive session at 11:32 a.m. with direction to staff. Session ended at 11:32 a.m.

RCW 42.30.140 (4)(a) Collective bargaining sessions with employee organizations, including contract negotiations, grievance meetings, and discussions relating to the interpretation or application of a labor agreement; or (b) that portion of a meeting during which the governing body is planning or adopting the strategy or position to be taken by the governing body during the course of any collective bargaining, professional negotiations, or grievance or mediation proceedings, or reviewing the proposals made in the negotiations or proceedings while in progress.

Attendees

Mark McClain, Paul Jewell, Alan Crankovich, Lisa Young;
Greg Zempel also present until approximately 11:00 a.m.