MONDAY 9:40 A.M.  SEPTEMBER 8, 2014

Board members present: Chairman Paul Jewell; Vice-Chairman Gary Berndt & Commissioner O’Brien.

Others: Mandy Buchholz, Deputy Clerk of the Board; Robin Raap, Office Administrator & Judy Pless, Budget and Finance Manager.

Robin Raap, Office Administrator presented the Board with a corrected/updated Personnel Change request. She stated that this is follow up to the information she provided during the August 25, 2014 Department Head meeting. She stated that there was a correction to the request and it is now for retro pay in the amount of $9,210.00 instead of $15,227.00, as previously calculated and explained why the difference.

The Board discussed the concerns they have for a four year retro pay request and discussed working on policy to address this type of issue in the future should it ever happen again. Commissioner Berndt stated that he could support retroactive pay for three years but that the issue needs to be addressed through policy. Commissioner O’Brien stated that he could support retroactive pay for two years. He said that there is also responsibility of the employee to keep an eye on these types of issues and to bring them up to their supervisor. Chairman Jewell stated that he would like to see the policy that governs the DPA I, DPA II and DPA III process of how they are moved from one position to another. He stated that he felt the Board needs to formally accept the Prosecutor’s “promotion” process for the DPA’s. He stated that at this time the employee shouldn’t be penalized and felt that it needs to be paid and then address it through policy. He stated that this correction is a bit easier to correct since the fund paying it is the 3/10ths Fund and not the General Fund. Judy Pless, Budget & Finance Manger offered the option for the Board to consider suggesting that they consider a one-time settlement agreement that the employee agrees as well as the BoCC.

Commissioner Berndt moved to authorize Board signature on the PAF once it has been presented and the amount has been verified by the Auditor’s Office. Commissioner O’Brien seconded. Chairman Jewell noted that the PAF is to reflect the promotion and retroactive pay.

09/08/2014 MINUTES 1

APPROVED 10-7-14
He stated that the new salary was to be no greater than the entry level of a DPA III. Motion carried 3-0.

Meeting adjourned at 10:00 a.m.

DEPUTY CLERK OF THE BOARD

Mandy Buchholz

KITTITAS COUNTY COMMISSIONERS
KITTITAS COUNTY, WASHINGTON

Paul Jewell, Chairman