TUESDAY 10:00 AM OCTOBER 13, 2015

Board members present: Gary Berndt, Paul Jewell

Others: Lisa Young, Mark Cook, Jerry Pettit, Gene Dana, Clayton Myers

REGULAR MEETING

1) Call to Order - 10:00 AM

2) WCIF - Premera Network Selection - Board decision - HR
   Director Young presented a request to approve a Premera network selection for 2016 benefits. She indicated that Premera was offering a new network of doctors called the Prime Network, and that she had done some research to ensure local providers were included in the network, and also sent an email out to all employees asking them to double check that their providers are in the network as well, with no negative responses. The change comes with a premium savings of about 6%. The Board approved moving to the Prime network.

3) Christmas Eve 2015 - Request approval to allow closures - Director Young requested the ability for Department Heads and Elected Officials to choose to close their office for the full day on Christmas Eve. She said policy provided for a ½ day closure when Christmas Eve falls on a Monday - Thursday and past practice has been to allow employees to use leave to take the full day off and allow offices to close. The Board approved.

4) Policy Update Recommendations - Request to move to Agenda - Director Young discussed an amendment to the Holiday policy that would allow holidays to be paid per day rather than by a set number of hours. This way when employees are scheduled to work an alternate schedule, such as nine or ten hour days, their paid holiday covers all scheduled hours rather than requiring the employee to use banked vacation to cover any hours over eight. The Board approved moving the policy to the Agenda.
5) MOU/KCSO - Exempt Overtime Discussion - Auditor Pettit, Sheriff Dana, and Undersheriff Myers were present to discuss the use of exempt staff to take overtime details when non-exempt union employees are not available. The Auditor said he was okay with the MOU to allow for flexibility/business need; however, he had concerns regarding the FLSA, fairness, and the definition of other "emergencies" that the MOU could potentially apply to. Commissioner Jewell moved to restart the conversation and rescind the previous direction granted in the Law & Justice Study Session on 5/7/14; Chairman Berndt seconded. The motion passed 2:0. Chairman Berndt said he would work with those involved.

6) Executive Session - Collective Bargaining Negotiations
RCW 42.30.140 (4)(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.

The Board entered Executive Session at 10:40 AM to discuss negotiation strategies. Anticipated length: Ten minutes; anticipated action: Direction to staff. At 10:50 AM the Board extended the Executive Session for an additional five minutes. At 10:55 AM the Board extended the Executive Session for an additional two minutes. At 10:57 AM the Board exited Executive Session with direction to staff to proceed with negotiations.

7) HR Updates - No updates at this time.

8) Other business - None.

9) Adjourn - 10:57 AM

KITTITAS COUNTY COMMISSIONERS
KITTITAS COUNTY, WASHINGTON

Lisa Young

Paul Jewell, Chairman