

**COMMISSIONERS' MINUTES
KITITAS COUNTY, WASHINGTON
COMMISSIONER'S AUDITORIUM
SPECIAL MEETING**

FRIDAY

1:00 P.M.

JANUARY 27, 2017

Board members present: Chairman Paul Jewell; Vice-Chairman Laura Osiadacz and Commissioner Obie O'Brien.

Others: Julie Kjorsvik, Clerk of the Board; Dan Carlson, CDS Director; Kathy Jurgens, Finance Systems Manager; Lucas Huck, Engineer; Pat Gigstead, Chief Probation Officer; Lisa Lawrence, Assistant Solid Waste Director/Interim Event Center Director; Diana MacKenzie, Upper District Court Administrator; Gene Dana, Sheriff; Todd Davis, Noxious Weed Director; Brett Wachsmith, Treasurer; Michael Stafford, Juvenile Court Administrator; Robin Raap, Administrative Assistant; Lisa Young, Human Resource Director; Angela Bugni, Legal Secretary; Tip Hudson, Extension Agent; Greg Zempel, Prosecutor; Jim Goeben, IT Director; Jerry Pettit, Auditor; Val Barschaw, Clerk; Robin Read, Public Health Administrator; Paul Sander, Deputy Prosecutor; and Marsha Weyand, Assessor.

SPECIAL MEETING

MANAGEMENT TEAM

COMMISSIONERS

At 1:00 p.m. Chairman Jewell opened a Special Meeting with members of the Management Team. Lisa Young, Human Resource Director provided copies of a Wage Survey Report and specific wage information to each department.

Chairman Jewell announced the Board had made a decision to implement a wage survey for all non-union employees. He said the salaries would be retroactive to January 1, 2017 but would not appear on the employee's paycheck until end of February. Although the list is somewhat "semi-official" at this time, he did not believe there would be many changes, if at all to the finalized document. There were special cases for employees who were recently hired at a higher rate and they would not be included however they would be entitled to a 3% increase for this year. The 3% increase would also include those employees whose wage scale did not move. He recapped the process that was gone through and the significant amount of work that went into research and analyzing data.

Chairman Jewell said discussions will begin shortly for Union employees on a market based wage survey and they would also be going through the same process. It's the Boards plan to go through that process quickly, noting there would be some exceptions such as Line Deputies, Public Works Road Union, etc.

APPROVED
2-7-17

He reviewed information relating to budget cuts and new revenues that have been proposed by departments. Each department will be required to prepare a Personnel Action Form (PAF) for everyone who has a new wage scale. Budget amendment's for cuts and additional revenue needs to be submitted to the Auditor's office as soon as possible. Jerry Pettit said Judy has offered to help everyone with preparing their budget amendments. The Board expressed their appreciation to all of the departments for offering up cuts and for additional revenue to assist in implementing the new wage scales.

The Board hoped the new wage scales would assist in retaining employees and raise the level of service to citizens. They thanked Lisa Young for her hard work, research and analysis. It was also noted she settled 5 Union contracts over the last year.

Commissioner O'Brien said this was a result of a team effort which is not seen very often throughout the State. He felt Kittitas County was a leader in the State and it would not be possible without the teamwork from all Departments.

Commissioner Jewell said employees were the most valuable asset to the County. He reminded everyone the importance of not failing with the anticipated revenues as they do not intend on going backwards.

PAF DOC HANSEN/PLANNING OFFICIAL COMMISSIONERS

Commissioner O'Brien moved to approve a Personnel Action Form (PAF) for Doc Hansen, Planning Official, effective January 1, 2017. Commissioner Osiadacz seconded. Motion carried 3-0.

Meeting adjourned at 1:25 p.m.

CLERK OF THE BOARD


Julie Kjorsvik

**KITTITAS COUNTY COMMISSIONERS
KITTITAS COUNTY, WASHINGTON**


Paul Jewell, Chairman