

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

TUESDAY

11:00 A.M.

JANUARY 29, 2019

Board members present: Chairman Cory Wright; Vice-Chairman Brett Wachsmith & Commissioner Laura Osiadacz.

Others: Julie Kjorsvik, Clerk of the Board and Lisa Young, Human Resource Director/Interim Event Center Director.

DISCUSSION

WAGE SURVEY

HUMAN RESOURCE

At 11:00 a.m. Chairman Wright opened a Special Meeting to discuss the County Employee Wage Survey.

Lisa Young, Human Resource Director provided the Board with different options on ways to conduct an employee wage survey. There was discussion on either contracting with an outside agency or having Department Heads/Elected Officials obtain the information and provide it to the Human Resources Department for verification and submitting the data into their formula. Ms. Young said the Human Resource Department would be willing to obtain the information for Departments if they would like their assistance. She noted if the County was to go outside and contract with an agency they would need to through the Request for Proposals process. The information they used on the previous wage scale survey was based on job titles not necessarily job descriptions.

Commissioner Wachsmith felt it would be beneficial to create a committee to review the information and make a recommendation to the Board. It would be similar to the committee that was created to review employee benefits and have a representative on it from each Union as well. Commissioner Osiadacz said it was her goal to have the information obtained as soon as possible. Chairman Wright felt the funds that would be used to pay a consultant would be better put to use towards salaries. He said he would be in favor of allowing Departments to obtain their own information.

The Board agreed to allow Department Heads & Elected Officials to obtain the information on their own, noting they do have the option of getting assistance from the Human Resource Department; direct all Department Heads/Elected Officials to provide the information to the Human Resource Department; and to use the following comps/data: Chelan County, Grant

County, Walla Walla County, Mason County, the City of Ellensburg, and Kittitas Valley Hospital. They indicated they would set the middle point of the wage scale.

The committee would consist of a representative from each bargaining unit, an Elected Official, Department Head and non-union employee. Ms. Young offered to solicit interest from people who would be willing to serve on the committee. The Board determined a timeline and said they'd like to get the information before them in 3 months but at the latest before the budget retreat. Ms. Young said she would provide regular updates to the Board as they go through the process.

BUDGET AMENDMENT

WAGE ADJUSTMENT

HUMAN RESOURCE

Ms. Young provided a list of employees with 20+ years of and those who were identified at below midpoint on their wage scale. She requested the Boards support and said she had spoken with Judy Pless, Budget & Finance Manager and she was able to provide the funding sources that would be able to support the increases. The Board agreed to the increases and Ms. Young indicated she would prepare the PAF's for next week with the budget amendments.

AGREEMENT

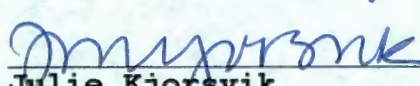
LOCAL 792 ROAD UNION

HUMAN RESOURCE

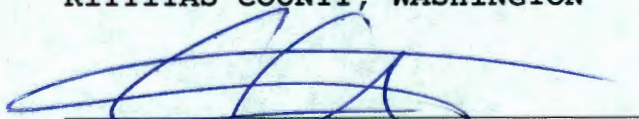
Commissioner Wachsmith moved to approve an Agreement between Kittitas County and Council 2, Washington State Council of County and City Employees Representing Local 792, American Federation of State, County & Municipal Employees AFL-CIO, beginning January 1, 2019 through December 31, 2021. Commissioner Osiadacz seconded. Motion carried 3-0.

The meeting was adjourned at 11:50 a.m.

CLERK OF THE BOARD


Julie Kjorsvik

**KITTITAS COUNTY COMMISSIONERS
KITTITAS COUNTY, WASHINGTON**


Cory Wright, Chairman