

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

MONDAY

1:00 P.M.

FEBRUARY 25, 2019

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

Others: Julie Kjorsvik, Clerk of the Board; Mark Cook, Public Works Director/Interim Engineer; Lisa Young, Human Resource Director; and 2 members of the public.

SPECIAL MEETING

STAFFING NEEDS

PUBLIC WORKS

At 1:00 p.m. Chairman Wright opened a Special Meeting to discuss Staffing needs in the Public Works Department.

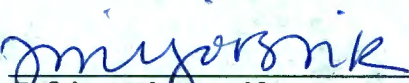
Mark Cook, Public Works Director/Interim Engineer, announced they've received two applications for the Engineer position and he would be scheduling interviews in the near future. He explained how there is a statutory requirement for the County to have an Engineer and they are in demand right now. He said with surrounding areas higher salaries, better work environments (individual offices, etc.), and more attractive health care benefits it's difficult for the County to compete. Mr. Cook said if there is no candidate selected for the Engineer position after holding interviews, they will have to decide how to move forward at that time. He also discussed the Engineer Services Manager position as well as other positions within their department.

Lisa Young, Human Resource Director provided a list of comps she'd received for County Engineers and Public Works Directors. Based on those comps the Public Works Directors position is under the mid-range by 11.6%; and the Engineer position is only under by 2.02%.

Chairman Wright said he'd like to adjust the Public Works Directors position to market right away based on the current comps that were received. The Board directed Ms. Young to adjust the Director's wage scale based on the comps and to prepare a PAF for Mr. Cook reflecting an increase of 11.6% bringing him to mid-point on the range.

The meeting was adjourned at 1:31 p.m.

CLERK OF THE BOARD



Julie Kjørsvik

KITTITAS COUNTY COMMISSIONERS
KITTITAS COUNTY, WASHINGTON



Cory Wright, Chairman