

RECORD OF THE PROCEEDINGS  
SKAGIT COUNTY BOARD OF COMMISSIONERS

Friday, June 7, 1985

10:00 a.m. Presentation - Classification, Salary and Personnel Recommendations for Skagit County - Martin Kenny, James Consulting Services.

MISCELLANEOUS ITEMS

The Skagit County Board of Commissioners met in special session on Friday, June 7, 1985, with Commissioners Vaux, Walberg and Rohrer present.

PRESENTATION - CLASSIFICATION, SALARY AND PERSONNEL RECOMMENDATIONS FOR SKAGIT COUNTY - Martin Kenny, James Consulting Services.

Martin Kenny, of James Consulting Services, presented the Board with copies of the Classification, Salary and Personnel Recommendations report. He expressed his appreciation of the oversight committee which assisted. Mr. Kenny explained the project and highlighted the major conclusions and recommendations with regard to classifications, salaries, and a personnel manual.

Through their review of Skagit County, James Consulting Services determined that a separate Personnel Office would not be practical for Skagit County at this time. They did, however, recommend employing a personnel specialist to assist on a supportive basis with various departments in their personnel needs, as well as other personnel duties. He stated that if the Board wished to proceed with a personnel specialist, James Consulting Services would develop a classification description and salary plan for the position.

Mr. Kenny explained the implementation plan and costs to be associated with it.

Mike Woodmansee, Budget and Finance Director, explained in detail costs which would be associated with this plan, should the Board decide to approve it. He explained that the costs will increase continually. This is because of the salary increase potential given to employees who are reclassified upward, but moved toward the beginning of the salary ranges in the higher classifications.

Chairman Vaux expressed his opposition to a personnel specialist, as recommended by James Consulting Services. He felt the present staff is adequately able to handle personnel matters.

Commissioner Rohrer motioned to oppose the addition of a personnel specialist or officer to perform personnel activities. Commissioner Walberg seconded the motion. The motion was carried unanimously.

Commissioner Walberg felt Alternative A, which was being considered at this time, was the most equitable proposal for both the County and employees.

Chairman Vaux stated that he appreciated the cooperation received from the elected officials. He pointed out that this plan will require some negotiations with the bargaining units prior to the July 1, 1985, implementation date.

Commissioner Walberg motioned to accept Alternative A of the oversight committee's recommendations, said proposal to be implemented on July 1, 1985. Commissioner Rohrer seconded the motion. The motion was carried unanimously.

#### MISCELLANEOUS ITEMS

The following miscellaneous items were addressed:

1. Commissioner Walberg motioned to adopt the resolution authorizing the Skagit County Auditor to issue a Notice of Public Hearing with regard to clarification of the term "damage" in the context of the Skagit County Dog Control Ordinance, Skagit County Code Chapter 7.16. Commissioner Rohrer seconded the motion. The motion was carried unanimously. (Resolution #10508)

The public hearing will be held at 10:00 a.m., Monday, July 8, 1985.

2. Commissioner Rohrer motioned to approve the Record of the Proceedings for Monday, June 3, 1985. Commissioner Walberg seconded the motion. The motion was carried unanimously.
3. Commissioner Rohrer motioned to approve the Record of the Proceedings for Tuesday, June 4, 1985. Commissioner Walberg seconded the motion. The motion was carried unanimously.
4. Commissioner Rohrer motioned to approve the Petition for Property Tax Refund for Bonni Hoover and Mike Horton, c/o Dorothy Carpenter, 515 Pacific Place, Space #17, Mount Vernon, Washington 98273, in the amount of \$54.32, due to senior citizen exemption. Commissioner Walberg seconded the motion, as recommended by the Skagit County Assessor and Treasurer. The motion was carried unanimously. (#850728)
5. Commissioner Rohrer motioned to approve the Petition for Property Tax Refund for Robert H. Zwick, c/o Washington Federal Savings and Loan Association, P.O. Box 639, Mount Vernon, Washington 98273, in the amount of \$191.44, because the amount was paid twice. Commissioner Walberg seconded the motion, as recommended by the Skagit County Assessor and Treasurer. The motion was carried unanimously. (#060385)

6. Commissioner Rohrer motioned to approve the Petition for Property Tax Refund for Violet Drake, 2096 Dry Slough Road, Mount Vernon, Washington 98273, in the amount of \$369.50, because the amount was paid twice. Commissioner Walberg seconded the motion, as recommended by the Skagit County Assessor and Treasurer. The motion was carried unanimously. (#052985)
7. Commissioner Rohrer motioned to approve the Petition for Property Tax Refund for Maude Willard, 902 Hoag Road, Mount Vernon, Washington 98273, in the amount of \$259.17, due to senior citizen exemption. Commissioner Walberg seconded the motion, as recommended by the Skagit County Assessor and Treasurer. The motion was carried unanimously. (#850767)
8. Commissioner Rohrer motioned to approve the Petition for Property Tax Refund for Dorothy P. Jones, 654 Guemes Island Road, Anacortes, Washington 98221, in the amount of \$110.04, due to senior citizen exemption. Commissioner Walberg seconded the motion, as recommended by the Skagit County Assessor and Treasurer. The motion was carried unanimously. (#850656)
9. Commissioner Rohrer motioned to approve the Petition for Property Tax Refund for Washington Federal Savings & Loan Association, 1423 Fourth Avenue, Seattle, Washington 98101, in the amount of \$350.65, because the property was sold to an exempt party on March 1, 1985. Commissioner Walberg seconded the motion, as recommended by the Skagit County Assessor and Treasurer. The motion was carried unanimously. (#85-0585)
10. Mike Woodmansee, Budget and Finance Director, initiated a discussion with regard to the radios and equipment ordered from Motorola for the Public Works Department and Planning Department/Permit Center. Mr. Woodmansee explained that it was only recently determined that the system will not accommodate the Planning Department/Permit Center, due to complications with the DuCap repeater system.

The Board discussed the possibility of purchasing a separate system for the Planning Department/Permit Center for approximately \$2,000.

Steve Wood, Zoning Administrator, explained why the Planning Department/Permit Center needs radios.

Chairman Vaux suggested writing a letter to Motorola telling them how disappointed Skagit County is in their service and lack of communication with DuCap. He favored putting the Public Works Department order on hold until a solution is worked out, such as the purchase of a separate system for the Planning Department/Permit Center at cost.

Commissioner Rohrer favored working the problem out over the phone, as the radios are ready to be installed any time now.

Mr. Woodmansee suggested he call Motorola to find out the cost of a separate system for the Planning Department/Permit Center. He stated that if he could not obtain satisfaction at that level, he would continue further with correspondence.

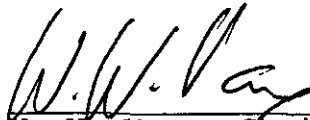
Chairman Vaux stated that the County should not proceed until we are completely satisfied.

11. Commissioner Rohrer motioned to approve Warrants #58826 through #58862 in the amount of \$7,065.00. Commissioner Walberg seconded the motion. The motion was carried unanimously. (P/R-11)


ADJOURNMENT

Commissioner Rohrer motioned to adjourn the proceedings. Commissioner Walberg seconded the motion. The motion was carried unanimously.

BOARD OF COUNTY COMMISSIONERS  
SKAGIT COUNTY, WASHINGTON



W. W. Vaux, Chairman

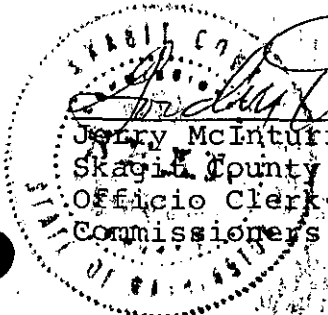


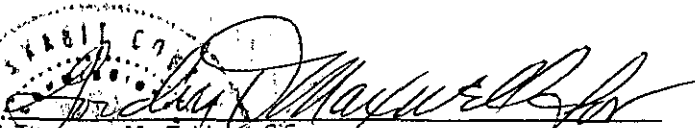
Otto M. Walberg, Jr., Commissioner



Dave Rohrer, Commissioner

ATTEST:



  
Jerry McInturff  
Skagit County Auditor and Ex-  
Officio Clerk of the Board of  
Commissioners