

**BOARD OF COUNTY COMMISSIONERS**  
**WALLA WALLA COUNTY, WASHINGTON**

IN THE MATTER OF  
IMPLEMENTING THE FINAL  
DRAFT OF A CLASSIFICATION  
AND COMPENSATION STUDY AS  
PRESENTED BY HR  
COMPENSATION CONSULTANTS,  
LLC.



**RESOLUTION NO. 17 227**

**WHEREAS**, pursuant to Walla Walla County Resolution 16 289, Walla Walla County secured the services of HR Compensation Consultants (HRCC), LLC to conduct a classification and compensation study; and

**WHEREAS**, Human Resources Manager Shelly Peters has been working directly with HRCC representatives to provide necessary information as compiled and utilized; and

**WHEREAS**, the Board of County Commissioners and the Human Resources Manager have had in-person and telephonic workshops with HRCC representatives, with the final draft of the study report presented during a special meeting of the Board on July 19, 2017; and

**WHEREAS**, during their regular session on July 24, 2017, the Board of County Commissioners held further discussions on the study report and reached consensus decisions to be formalized on same, and requested the Human Resources Manager to meet as soon as possible with all elected officials and department heads to review the study report; and

**WHEREAS**, the Human Resources Manager was further requested to provide notice as required to representatives of the following bargaining units of the County regarding the study: Current Expense Courthouse Employees; Walla Walla County Corrections & Professionals Association; and Road Crew, Public Works Department; and

**WHEREAS**, final action regarding the study was scheduled before the Board on August 14, 2017; however, it was determined that not all meetings with elected officials and department heads had been completed and that a few questions had been raised, so action was postponed until August 21, 2017, at which time further issues were discussed and additional decisions made to ensure no future loss of earnings to a small number of employees of which the Board was made aware; and

**WHEREAS**, a motion was approved by Board on August 21, 2017 during their regular public session to move forward with the implementation of said study, to include decisions made that day and prior, and instructed the Clerk of the Board to prepare a resolution to formalize that action; now therefore

**BE IT RESOLVED** by this Board of Walla Walla County Commissioners that the final results of the above-referenced study, i.e. classifications, job titles, and compensation (level/pay grades) as recommended and approved, shall be implemented and effective on October 1, 2017 for all non-represented employees of the County.

**BE IT FURTHER RESOLVED** that the HR Manager shall notify the Board of County Commissioners if/as the above-named bargaining units provide notice of either approval or protest, in order that the Board might proceed with official implementation notice for same.


**BE IT FURTHER RESOLVED** that the study as commissioned does not apply to the remaining bargaining unit of the County, the Walla Walla Commissioned Deputy's Association.

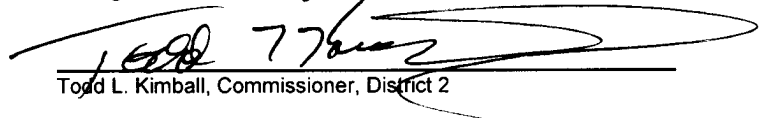
Passed this 28th day of August, 2017 by Board members as follows: 3 Present or 0 Participating via other means, and by the following vote: 3 Aye 0 Nay 0 Abstained 0 Absent.

Attest:

  
\_\_\_\_\_  
Connie R. Vinti, Clerk of the Board

  
\_\_\_\_\_  
James L. Duncan, Chairman, District 3

  
\_\_\_\_\_  
James K. Johnson, Commissioner, District 1

  
\_\_\_\_\_  
Todd L. Kimball, Commissioner, District 2

Constituting the Board of County Commissioners  
of Walla Walla County, Washington