

**KITTITAS COUNTY
COMMISSIONER SPECIAL MEETING**

~
Human Resource Study Session

~
**January 13, 2009
10:00 AM**

Topic	Outcome / Minutes
Personnel Matters Anticipated executive session: <i>RCW 42.30.110 (i) To discuss with legal counsel representing the agency matters relating to agency enforcement actions, or to discuss with legal counsel representing the agency litigation or potential litigation to which the agency, the governing body, or a member acting in an official capacity is, or is likely to become, a party, when public knowledge regarding the discussion is likely to result in an adverse legal or financial consequence to the agency.</i>	<ul style="list-style-type: none"> • Session started at 10:42 a.m. • No personnel matters discussed related to RCW 42.30.110 (i).
Public Health Staffing <ul style="list-style-type: none"> • Supervisor Positions 	<ul style="list-style-type: none"> • Cathy presented her need to add a supervisory level to her Public Health and Environmental Health divisions, which would entail reclassification of two current staff members. The Board approved the restructure. • The Board unanimously approved entry into the new wage scale at mid-point for both staff members. • The Board approved the updated organizational chart with Chairman Crankovich's signature. • Effective date of changes: 1/13/09
Training <ul style="list-style-type: none"> • WSAC Leadership Pilot Program 	<ul style="list-style-type: none"> • Training dates: February 19 & 20, 2009 at the Heritage Center.
Other Discussion	<ul style="list-style-type: none"> • Public Health Nurse II: Board approved posting for PH Nurse II to fill recent vacancy. • Equipment Operator: Board approved posting for upcoming Equipment Operator vacancy. • Future Postings: All postings must be approved by the BOCC. • Treasurer Staffing: Invite Deanna to next HR Study Session for discussion. • Interim Staffing/CDS: Commissioner McClain moved to appoint Kirk Holmes as Interim CDS Director and maintain the status of Dan Davis as Interim Building Official; and to remove stipends for Dan Valoff and Mandy Weed effective 1/13/09. Commissioner Jewell seconded the motion. Discussion to the motion: Commissioner Crankovich is opposed, stating he has seen this structure done before unsuccessfully, but he hopes it works and proves him wrong; he will give it all the support he can. Added on to the motion: Appointment of Commissioner Crankovich as Kirk's contact for Public Works issues, and Commissioner McClain as his contact for CDS issues. No further discussion. Motion carried two to one (Commissioner Crankovich opposed). Commissioner Crankovich will update CDS staff and notify the Management Team. HR will contact Kirk to determine NOVAtime needs.
Labor Relations Update <ul style="list-style-type: none"> • Local 792CH (Courthouse) <ul style="list-style-type: none"> ○ Unit Clarification – January 22 ○ Seniority ○ Inmate Use ○ Background Checks 	<ul style="list-style-type: none"> • BOCC entered Executive Session at 11:15 a.m. to discuss matters relating to Collective Bargaining • Anticipated length: 15 minutes • Anticipated Action: None • BOCC exited the Executive Session at 11:30 a.m. and re-entered with an anticipated length of 15 minutes.

<ul style="list-style-type: none"> ○ Fair Program Assistant ○ Fair Maintenance Tech I ○ Bookkeeper ● Local 760 (Line) <ul style="list-style-type: none"> ○ Grievance Update <ul style="list-style-type: none"> ▪ December 10 ▪ January 28-30 ● Local 792 (Road) <ul style="list-style-type: none"> ○ Grievance (2) <p>Anticipated executive session: <i>RCW 42.30.140 (4)(a) Collective bargaining sessions with employee organizations, including contract negotiations, grievance meetings, and discussions relating to the interpretation or application of a labor agreement; or (b) that portion of a meeting during which the governing body is planning or adopting the strategy or position to be taken by the governing body during the course of any collective bargaining, professional negotiations, or grievance or mediation proceedings, or reviewing the proposals made in the negotiations or proceedings while in progress.</i></p>	<ul style="list-style-type: none"> ● BOCC exited Executive Session with direction given to staff and no action taken ● Resumed Regular Session at 11:45 a.m. ● Regular Session ended at 11:45 a.m.
<p>Attendees</p>	<p>Alan Crankovich, Paul Jewell, Mark McClain, Joseph Whalen, Lisa Young Cathy Bambrick attended for the Public Health Staffing</p>