

**MINUTES
KITITAS COUNTY, WASHINGTON
BOCC CONFERENCE ROOM
REGULAR MEETING
HR STUDY SESSION**

TUESDAY

10:00 AM

SEPTEMBER 13, 2011

Board members present: Paul Jewell, Alan Crankovich

Others: Lisa Young, Greg Zempel

CALL TO ORDER: 10:04 AM

EXECUTIVE SESSION: EMPLOYMENT LAW

The Board entered executive session at 10:05 AM to discuss with legal counsel employment law and potential litigation matters. Anticipated length: 10 minutes; anticipated action: Prosecutor decision. The Board exited executive session at 10:15 AM and re-entered for an additional anticipated 10 minutes. The Board exited executive session at 10:25 AM. Prosecutor Zempel indicated he would initiate a contract with Menke, Jackson, et al for services as deemed necessary by the Prosecutor or his designee.

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.

EXECUTIVE SESSION: PLANNING OFFICIAL and ROAD UNION

The Board entered executive session at 10:27 AM to discuss the qualifications of an applicant for public employment, and to discuss matters related to collective bargaining. Anticipated length: 10 minutes; anticipated action: Direction to staff. The Board exited executive session at 10:37 AM and re-entered for an additional anticipated 3 minutes. The Board exited executive session at 10:40 AM, and directed to schedule a 2nd interview with the Planning Official candidate, and proceed with the Union as discussed.

RCW 42.30.110 (g) To evaluate the qualifications of an applicant for public employment or to review the performance of a public employee. However, subject to RCW 42.30.140(4), discussion by a governing body of salaries, wages, and other conditions of employment to be generally applied within the agency shall occur in a meeting open to the public, and when a governing body elects to take final action hiring, setting the salary of an individual employee or class of employees, or discharging or disciplining an employee, that action shall be taken in a meeting open to the public.

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.

APPROVED

2/7/2012

ELECTED OFFICIAL WAGES

HR Director Young asked the Board if someone was working on setting Elected Official salaries for 2012, as Resolution 2010-61 states salaries will be determined prior to October 1, 2011. Chairman Jewell said Auditor Pettit had mentioned it not too long ago. He asked HR Director Young to invite Auditor Pettit to the next HR Study Session to discuss. He also stated that the Board's intent is to freeze wages for Commissioner District 1 & 2 for the first two years to match District 3.

BENEFITS: WCIF MASTER APPLICATION AND EAP

HR Director Young asked permission to follow the usual process regarding the WCIF Master Application. She typically works directly with Commissioner Crankovich since he is involved with the WCIF (Washington Counties Insurance Fund). The Board authorized continuing this process. She tabled the EAP discussion for the next HR Study Session.

BUDGET: WELLNESS & MOTIVATION

HR Director Young expressed her desire to initiate revenue to fund wellness and motivation activities since the budget for this had been eliminated. The HR team's idea was to sell logo items, similar to the items previously used as wellness incentives, such as sweatshirts, hats, water bottles, etc. Chairman Jewell stated he did not want to see an inventory of items stockpiled, as he did not feel this would be cost-effective. He suggested checking with local businesses to see if they could provide cost effective logo wear. He asked that HR pursue the idea and come back with a business plan.

MEETING ADJOURNED: 11:11 AM