

COMMISSIONERS' MINUTES
KITITITAS COUNTY, WASHINGTON
BOCC CONFERENCE ROOM
REGULAR MEETING
HR STUDY SESSION

TUESDAY

10:00 AM

MAY 8, 2012

Board members present: Alan Crankovich, Obie O'Brien, Paul Jewell

Others: Lisa Young, Clay Myers

CALLED TO ORDER at 10:03 AM

EXECUTIVE SESSION: UNION MATTERS

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.

The Board entered executive session at 10:03 AM to discuss matters pertaining to interpretation of a labor agreement. Anticipated length: 40 minutes; anticipated action: Direction to staff. The Board exited executive session at 10:43 AM indicating their agreement with the recommendation of the Sheriff's Office and HR to retroactively allow education incentive to 1/1/12 for two employees who meet the requirements, so long as they provide proof of eligibility.

PROJECT UPDATES

HR Director Young provided a brief overview of the current projects she is working on. Commissioner Jewell indicated that he and HR Director Young had discussed the exempt audit that the Board had previously requested, and he asked her to bring it to the next meeting.

OTHER BUSINESS

Commissioner Jewell suggested a survey of our comparable counties to determine staffing levels in certain departments. He thought it would be good to start with the Prosecutor's Office, and possibly Public Health. Commissioner O'Brien suggested we do all departments at once; however, HR Director Young thought we may get quicker responses if we requested smaller amounts of information at a time. She stated that she would be more than happy to do all departments at once though,

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if that is what the Board wanted. The Board opted to begin with the two departments suggested by Commissioner Jewell. HR Director Young will compile the data and bring it back to a future meeting.

OTHER BUSINESS/EXECUTIVE SESSION: PERSONNEL MATTERS

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.

The Board entered executive session at 10:47 AM to discuss the performance of a public employee. Anticipated length: 25 minutes; anticipated action: None. At 10:50 AM HR Director Young was excused from the discussion for 5 minutes. At 10:55 AM she re-entered. The Board exited executive session at 11:12 AM with no action taken.

MEETING ADJOURNED at 11:12 AM