

COMMISSIONERS' MINUTES
KITITAS COUNTY, WASHINGTON
BOCC CONFERENCE ROOM
SPECIAL MEETING

TUESDAY

9:00 AM

JANUARY 9, 2013

Board members present: Obie O'Brien, Paul Jewell, Gary Berndt

Others: Lisa Young, Kirk Holmes

REGULAR MEETING

COMMISSIONERS

MEETING CALLED TO ORDER AT 9:00 AM

CDS - POSITION RECLASSIFICATION

Public Works Director Holmes requested the ability to grant a promotion to the CDS Administrative Assistant, indicating that a 2% promotional increase was budgeted this year. The Board moved into executive session at 9:03 AM to discuss the performance of a public employee. Anticipated length: 5 minutes; anticipated action: None. (See RCW reference below) The Board exited executive session at 9:08 AM with no action taken. The Board asked Director Holmes to prepare supporting documentation for this request, and asked that he bring it back to the first February HR Study Session.

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.

PUBLIC WORKS - POSITION RECLASSIFICATION

Public Works Director Holmes requested the ability to reclassify his project employee to a regular full time employee. He anticipated federal grant funding to continue for at least two years and stated that they have at least ten years of work to do. The Board indicated that due to the position's funding source they would prefer it remain a project position rather than making it full time. They authorized extending the position for another two years, subject to funding, during which time they encouraged Director Holmes to review the benefits of

APPROVED

5/7/2013

an internal design team vs. contracting the same services.

WCRP ALTERNATE

HR Director Young asked the Board if any of them would like to serve as the second alternate to the Washington Counties Risk Pool. She serves as the WCRP Board Member for Kittitas County as well as the Risk Manager and Safety Coordinator, and Judy Pless serves as the current alternate. We are not required to have a second alternate, but Commissioner Crankovich had a desire to fill that role in the past. The Board determined a second alternate was not necessary. Director Young will update the Resolution to remove Commissioner Crankovich as he is no longer with the County.

PUBLIC HEALTH STAFFING UPDATE

HR Director Young provided a brief status update on the recruitment process for Public Health's new positions.

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 9:23 AM to discuss matters related to collective bargaining. Anticipated length: 30 minutes; anticipated action: Direction to staff. The Board exited executive session at 9:53 AM, and re-entered for an additional 10 minutes. The Board exited executive session at 10:03 AM with direction to staff to proceed as discussed.

OTHER BUSINESS

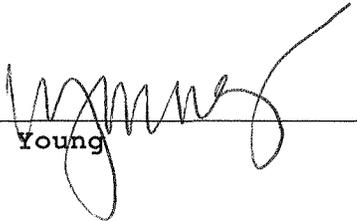
HR Director Young stated that the Management Team Executive Committee would like to request that the Board return to providing clerical support during Executive Committee and Management Team meetings as they had in the past. Chairman O'Brien suggested that the chair of the committee provide the clerical support. The Board asked her to schedule a Monday Morning meeting and to invite the Clerk of the Board so she can be part of the discussion.

HR Director Young provided notice to the Board that they may hear from Judge Sparks in the near future regarding his concerns

that an employee is unable to receive the 2% increase granted for 2013 because they are over the maximum of their wage range. She explained that this employee was allowed to go 2% over when the Board authorized this to occur on a one-time basis. All ranges will be adjusted by 2% as approved by the Board for 2013, but this will only allow the range max to catch up with the employee's current wage, therefore, the employee is not eligible for an increase by policy.

Meeting adjourned at 10:12 AM

KITTITAS COUNTY
COMMISSIONERS
KITTITAS COUNTY, WASHINGTON



Lisa Young



Obie O'Brien, Chairman