

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

TUESDAY

10:00 AM

OCTOBER 11, 2011

Board members present: Alan Crankovich, Obie O'Brien

Others: Lisa Young, Kirk Holmes

CALL TO ORDER: 10:04 AM

EXECUTIVE SESSION: APPRAISERS/ROAD UNIONS

The Board entered executive session at 10:06 AM to discuss matters pertaining to collective bargaining (see RCW reference below). Anticipated length: 20 minutes; Anticipated action: direction to staff. At 10:21 AM the Board exited executive session and re-entered for an anticipated additional 2 minutes. At 10:23 the Board exited executive session with direction to staff to proceed as discussed.

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.

ELECTED OFFICIAL WAGES

This discussion was tabled until the special session scheduled for Friday, October 14 at 9:00 AM.

IS STAFFING

The Board discussed the virtualization project and the potential to promote from within. IS Director Senter had previously mentioned the possibility of switching roles with his Assistant Director to provide him with the experience and exposure of being the lead in the department. The Board decided to hold the posting until Chairman Jewell could join the discussion.

POLICY UPDATES

HR Director Young provided a draft update to (4-8) Personal Appearance, as requested by Commissioner O'Brien. She was directed to get input from Chairman Jewell and to send the draft to the

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Management Team. Commissioner Crankovich suggested that the she send it to PW Director Holmes and Maintenance Manager Van de Venter for their input specific to the road crew.

PROJECT UPDATES

HR Director Young indicated that the evaluation committee continues to work toward a new electronic evaluation system.

MEETING ADJOURNED: 11:12 AM

AL Crankovich 2/7/12