

**COMMISSIONERS' MINUTES
KITITAS COUNTY, WASHINGTON
COMMISSIONER'S CONFERENCE ROOM
SPECIAL MEETING**

FRIDAY

9:00 A.M.

FEBRUARY 17, 2012

Board members present: Chairman Alan Crankovich; Vice-Chairman Obie O'Brien, Commissioner Paul Jewell.

Others: Mandy Robinson, Deputy Clerk of the Board; Lisa Young, HR Director; Jim Goeben, IS Director.

SPECIAL MEETING

STAFFING NEEDS DISCUSSION

COMMISSIONERS

At 9:00 a.m. Chairman Crankovich opened a Special Meeting to discuss staffing needs with the Information Services.

Jim Goeben, IS Director presented a current and proposed organizational/restructure chart. He explained that he would like to reclassify the current System Admin II position noting that the pay would remain the same as it would only be a title change. He explained that he wasn't completely comfortable with the current job descriptions as they are written and that he would like to review them. He indicated that splitting the department into two different sections would be the best option in his opinion, and that half of the department would be operations and the other half would be considered development.

Commissioner O'Brien reviewed the concerns he has received from the Sheriff's Department and their needs as a department.

Jim Goeben stated that if moving forward with his proposal, it was his intention to keep approximately 10% of his old web duties in his Director position.

Commissioner O'Brien noted that the County is working to merge some services with the City of Ellensburg.

There was discussion on the timeline for hiring and re-vamping some of the current job descriptions. There was discussion on consideration of hiring part-time or blended positions. Commissioner O'Brien indicated that he wanted to view the re-vamped job descriptions as they are re-written.

There was discussion on hiring a web developer with 25% of the time dedicated to operations with a clause in the job description that, that would last for approximately one to two years. Chairman Crankovich and Ms. Young expressed their own personal concerns regarding blended positions.

Lisa Young explained that she had once again reviewed the applications that came in for the IS Director position. She explained that there were a few that were not qualified for the Director position however, they may qualify to be considered for one of the current vacancy's (Help Desk, Network Admin or Web Developer).

The Board authorized Director Goeben to proceed with filling the positions as presented.

The meeting adjourned at 9:35 a.m.

DEPUTY CLERK OF THE BOARD



Mandy Robinson

**KITTITAS COUNTY COMMISSIONERS
KITTITAS COUNTY, WASHINGTON**



Alan Crankovich, Chairman