

**COMMISSIONERS' MINUTES
KITITAS COUNTY, WASHINGTON
COMMISSIONERS CONFERENCE ROOM
REGULAR MEETING**

MONDAY

9:40 A.M.

JANUARY 8, 2018

Board members present: Chairman Laura Osiadacz & Vice-Chairman Obie O'Brien & Commissioner Paul Jewell.

Others: Mandy Buchholz, Deputy Clerk of the Board II; Robin Read, PH Administrator; Lisa Young, HR Director and Tristen Lamb, EH Supervisor.

REGULAR MEETING

DEPARTMENT HEAD

PUBLIC HEALTH

Robin Read, PH Administrator apologized for not having the PAF's ready in advance and requested the Board to allow her to promote two of her EH Specialist I's to EH Specialist II's. She stated that the funds are in her budget due to savings in hiring an EH Supervisor at the entry level, as it was budgeted for at the rate that former EH Supervisor Holly Myers left at. There was significant discussion about the County's policy for a promotion as well as the delicate status of the budget for Public Health. Ms. Read provided various reasons why she was seeking the promotion for the two employees and Tristan Lamb, EH Supervisor stated that although she has only been supervising them a short time they are assets to the Department and she values the work product they bring forward.

Commissioner Jewell stated that he was not in favor of violating the County's policy. He stated that he could appreciate the arguments that were made but the County just did a significant market rate survey and increased salaries and benefits for employees. He felt the employees are getting a fair salary and suggested they get the 8% salary increase as that puts them at the bottom of the EH Specialist II pay scale and not allowing the additional 2% that employees received for 2018.

Commissioner O'Brien stated that initially he was not in support of the request but now given all the information he is okay with what's being proposed.

Chairman Osiadacz stated that she can see both sides but would be siding with Commissioner Jewell and his expertise in the topic. She stated that he played a big part in the salary review implementation and therefore would support the 8% increase only for 2018.

The Board indicated that they would all support an 8% increase for 2018 (not 10%) moving two of the EH Specialist I's to EH Specialist II's.

Robin Read asked the Board to consider a proposal for modifying her Health Promotion Supervisor Kasey Knutson job duties to include the DD Coordinator (dedicated funding) duties and then hiring a Part Time employee to oversee the Health Promotion duties that Ms. Knutson would no longer oversee. She explained that it's been a revolving door for the DD Coordinator position and each time she gets someone trained up they leave and she feels moving Ms. Knutson into this would stop the revolving door on the position. Ms. Read stated that the change should be budget neutral so no impact there and Ms. Knutson has already agreed to the proposal as her current DD Coordinator is preparing to leave. She stated that this change should allow for a fairly flawless transition.

Meeting adjourned at 10:15 a.m.

DEPUTY CLERK OF THE BOARD


Mandy Buchholz

**KITTITAS COUNTY COMMISSIONERS
KITTITAS COUNTY, WASHINGTON**


Laura Osiadacz, Chairman