

**COMMISSIONERS' MINUTES  
KITTITAS COUNTY, WASHINGTON  
BOCC CONFERENCE ROOM  
REGULAR MEETING**

**TUESDAY**

**10:00 AM**

**November 22, 2016**

Board members present: Obie O'Brien, Paul Jewell, Laura Osiadacz

Others: Lisa Young, Dan Carlson

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**REGULAR MEETING**

**COMMISSIONERS**

**1) Call to order: 10:01 AM**

**2) Staffing Discussion/Requests**

- CDS Org Chart – CDS Director Carlson explained the proposed structure of the department. Commissioner Jewell moved to approve the structure, Commissioner Osiadacz seconded. The motion passed 3:0.
- PAF's for Signature – HR Director Young had PAF's to move some exempt employees to non-exempt. These were held for future discussion.

**3) Executive Session – Union**

*RCW 42.30.140 (4)(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 10:40 AM to discuss negotiation strategies.

Anticipated length: 20 minutes; anticipated action: Direction to staff. The Board exited executive session at 11:00 AM with direction to proceed with negotiations.

**4) HR Updates**

- FLSA Changes – The Board asked HR Director Young to schedule a Monday Morning meeting to provide an analysis of the dollar impact of employees affected the FLSA changes.
- Wages & Benefits – Director Young provided an update on the wage survey and benefit research.
- Holidays – Director Young asked if departments would be allowed to voluntarily close on December 23 (the Friday before the holiday weekend). Employees would have to

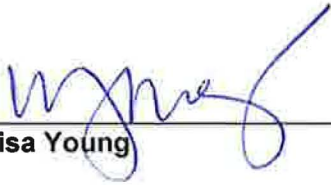
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use their own banked leave. The Board denied the request.

5) **Other Business** – None

6) **Adjourn: 11:30 AM**

**KITTITAS COUNTY COMMISSIONERS  
KITTITAS COUNTY, WASHINGTON**



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Lisa Young



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Obie O'Brien, Chairman