

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

TUESDAY

10:00 AM

5/22/2018

Board members present: Laura Osiadacz, Obie O'Brien

Others: Chris Horner, Jeanne Killgore, Tristen Lamb, Judy Pless, Robin Read, Lisa Young, Public Guest

1. CALL TO ORDER

The meeting was called to order at 10:00 AM.

2. STAFFING DECISION/DISCUSSION – PUBLIC HEALTH – NEW EH SPECIALIST – TITLE CHANGES

Public Health Administrator Read presented a plan to add a new Environmental Health Specialist position. Half of the position would be funded by Solid Waste, which is already in the budget. The other half of the position would be funded by fee increases which were adopted at the BOCC meeting the previous week. Commissioner Osiadacz and Commissioner O'Brien provided direction to fill the new position. No motion needed.

Administrator Read then presented a request to change the titles of Public Health Supervisors to Public Health Directors. Administrator Read explained that a title change would better reflect the nature of their work and their position within the office. There would be no changes made to wages or job duties. Commissioner Osiadacz expressed concerns about the term "Director" being used; noting that the term "Director" is typically used to describe a Department Head, which the current Public Health Supervisors are not. Commissioner O'Brien supported these concerns. Commissioners Osiadacz and O'Brien recommended that Administrator Read take a look at alternative titles in order to continue the discussion.

3. POLICY DISCUSSION/DECISION – AMENDMENTS TO PERSONNEL POLICIES 3.6 WORKPLACE & DOMESTIC VIOLENCE PREVENTION, AND 4.1 EMPLOYEE CONDUCT AND WORK RULES

HR Director Young presented a draft with amendments to personnel policies 3.6 and 4.1. Director Young pointed out that the updated verbiage regarding weapons in the workplace is specific to employees and would remove the restriction to have weapons in County parking lots. Director Young and Deputy Prosecutor Horner noted that Prosecutor Zempel has also created a policy regarding weapons in the workplace specific to the Prosecutor's Office, and would like the Board of County

APPROVED
12/11/16

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

Commissioners to consider adopting his policy County-wide. Director Young and DPA Horner advised that any significant policy changes would require notification to the union, as working conditions are a mandatory subject of bargaining. Commissioner Osiadacz stated that she was fine with the amendments to personnel policy 3.6 and 4.1. Commissioner O'Brien agreed, noting that he is favor of moving to the next level discussion regarding Prosecutor Zempel's policy.

4. DISCUSS PERC DECISION – LINCOLN COUNTY VS. TEAMSTERS LOCAL 690

Director Young summarized the PERC decision regarding Lincoln County vs. Teamsters Local 690. The PERC decision will affect Kittitas County and their adoption of Ordinance No. 2017-010 on 11/07/2017. DPA Horner advised that Kittitas County will be bound by what happens in Lincoln County. It may be in the County's best interest to wait and see how the issue plays out, and perhaps allow for private union negotiations if the union insists. Director Young pointed out that the County can still deliver a strong message despite slight amendments to Ordinance No. 2017-010, but if the union doesn't want to negotiate in an open public meeting, this would allow them to make a formal request for a closed meeting. Commissioners Osiadacz and O'Brien expressed concerns about modifying the ordinance, as it is already more nuanced than that of Lincoln County. DPA Horner advised that if the County goes down a path of conflict with the union, it may wind up in litigation which would be costly. Commissioner O'Brien expressed that he is not in favor of changing the ordinance, but is open to seeing some alternative language. DPA Horner will draft some alternatives to present at a future meeting.

5. OTHER BUSINESS

Director Young let the Commissioners know that her term on the Washington Counties Risk Pool Executive Committee is coming to an end, and requested the Commissioners' support in attempting to maintain her position for another term. Director Young noted that there are several market changes coming, and advised that it would be in the County's best interest to maintain a seat at the Executive Committee level. Commissioner O'Brien commented that he would like Director Young on the Risk Pool Executive Committee to explain the issues faced by small Counties. Commissioner Osiadacz expressed her support as well. No motion needed.

ADJOURN

The meeting was adjourned at 10:47 AM.

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

**KITTITAS COUNTY COMMISSIONERS
KITTITAS COUNTY, WASHINGTON**



Lisa Young, HR Director



Laura Osiadacz, Chairman