

KING CONSERVATION DISTRICT

Board of Supervisors

Meeting Minutes

November 4, 1997

1 **Supervisors Present:** Stephen Lamphear, Chair; Susan Schmoll, Vice Chair; Chris Tiffany,
2 Sec/Treas; Pat Brewington, Member

3 **Supervisors Absent:** Richard Van Dam, Member

4 **Associate Supervisors:** Matt Livengood, Ted Sullivan

5 **Guests Present:** Chris Soderstrom, Carroll Boone

6 **Staff Present:** Jack Davis, Joe Henry, Steve Heacock, Kay Lasco

7 The meeting was called to order at 5:10 p.m. Stephen Lamphear, Chair presided.

8 Agenda Confirmation: Supervisor Chris Tiffany moved and received a second to suspend the
9 prepared agenda and replace it with an agenda developed by the Board. Supervisor Tiffany
10 accepted two friendly amendments: One to add a discussion about setting the date for the
11 Supervisor's election, and the other to add the proposed assessment budget report to the
12 Assessment report. The motion passed unanimously.

13 Supervisor Election Date: District Manager Davis outlined the requirements and protocol for
14 setting an election date for the expiring term of Supervisor Richard Van Dam. Manager
15 Davis recommended March 24, 1998.

16 M/S/P a motion to accept the recommendation to set the 1998 Supervisor Election for March
17 24, 1998.

18 Grant Proposals:

- 19 • Hazardous Waste — Chris Soderstrom, contract grant writer, briefed the Board
20 on the Conservation Commission grant proposal she is preparing at the District's
21 direction. The Board asked Ms. Soderstrom to write a proposal that will target
22 possible dates for coordination with the Washington Department of Agriculture
23 pesticide collection program. Staff will analyze the possible dates to recommend
24 the better date for possible coordination of projects and return at the November
25 18th meeting.
- 26 • Urban Partnership Building - Carroll Boone, URP Coordinator, provided the
27 Board with the requested additional information discussing the Conservation

28 Commission grant proposal. Discussion: The Board reviewed the capacity
29 building proposal and indicated their interest to continue the application process.

30 M/S/M a motion to go forward with a final Urban Partnership project proposal with the
31 contingency that staff will investigate possible adverse changes to the URP-District fiscal
32 relationship before proceeding.

33 Request for Training: Manager Davis requested authorization for Kay Caromile to attend a
34 PEPL design and retrofit of culverts workshop at the University of Washington.

35 M/S/P a motion to approve a training expense of \$345.00 for Kay Caromile to attend a PEPL
36 workshop.

37 Assessment Status: Supervisor Lamphear related the latest assessment talks he and Manager
38 Davis have participated in with county representatives. Discussion: The Board agreed to submit
39 an amended assessment proposal to reflect the results of the talks. Staff was directed to prepare
40 the changes for immediate transmittal.

41 M/S/P a motion to submit a technical adjustment to the July 29, 1997 assessment proposal now
42 before the county council to amend the current proposal's gross amount figures to net amounts
43 and remove specific program budgets.

44 *The Board convened to executive session at 7:25 p.m. to discuss personnel matters.*

45 *The Board reconvened to regular session at 9:40 p.m.*

46 The Board generally reviewed its Executive Session considerations including: a) the District
47 Manager's job performance; b) status of the recruitment for a Farm Plan Implementation position,
48 classified as a Project Specialist I, and c) concerns about the professional services contract
49 between the District and former employee Alayne Blickle.

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51 M/S/P a motion to dismiss Jack Davis from his position as District Manager effective
52 immediately on the basis that his performance is so inadequate as to warrant dismissal, pursuant
53 to District Policy and Procedures section A. XII(b), as evidenced by his failure to address the
54 areas of improvement noted by the Board in performance evaluations on March 11, 1997 and
55 August 19, 1997 and further evidenced by his failure to carry out the various directives of the
56 Board, written notice of which was provided to him during the Executive Session of this meeting
57 date, and further that the Board hereby extends an offer of continued employment by
58 reassignment to an existing open position of Project Specialist I at salary grade 6, provided notice
59 of acceptance of such reassignment is given to the Chair of the Board no later than the close of
60 business, November 5, 1997.

61 The Board then discussed the need for continued administration of District business by
62 appointment of an acting manager who would serve until further action by the Board to appoint
63 an Interim District Manager. Recruitment of a permanent District Manager was also discussed.

64 M/S/P to appoint Steve Heacock as Acting District Manager and authorizing a salary premium of
65 15% for the additional duties beginning on November 5, 1997, pursuant to policy, pending further
66 Board action.

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68 The Acting District Manager was instructed to contact a temporary agency specializing in public
69 sector professional staff, such as Waldron and Company, for the purpose of identifying potential
70 candidates for Interim District Manager.

71 The Board expressed concern that the portion of the professional services contract between former
72 employee Alayne Blicke and the District which extends the continued use of District services
73 and facilities to the contractor at no cost may be construed such that Alayne is, for purposes of
74 employment taxes and certain other legal liabilities, is actually still an employee. Staff was
75 directed to renegotiate that portion of the contract scope of services to ensure the District is not
76 considered as her employer.

77 There being no further business before the Board, the meeting adjourned at 9:55 p.m.

Secretary/Treas

Recording Secretary

Index of Meeting Motions

Motion to suspend the prepared agenda

Supervisor Chris Tiffany moved and received a second (Brewington) to suspend the prepared agenda and replace it with an agenda developed by the Board. Supervisor Tiffany accepted two friendly amendments: One (Brewington) to add a discussion about setting the date for the Supervisor's election, and the other (Schmoll) to add the proposed assessment budget report to the Assessment report. The motion passed unanimously.

Motion to set election date

M-Tiffany/S-Brewington/P-Unanimous a motion to accept the recommendation to set the 1998 Supervisor Election for March 24, 1998.

Motion to submit a grant proposal

M-Schmoll/S-Tiffany/M-Majority (Schmoll, Tiffany, Brewington, Yes/Lamphear, No) a motion to go forward with a final Urban Partnership project proposal with the contingency that staff will investigate possible adverse changes to the URP-District fiscal relationship before proceeding.

Motion to approve a training expense

M-Schmoll/S-Tiffany/P-Unanimous a motion to approve a training expense of \$345.00 for Kay Caromile to attend a PEPL workshop.

Motion to submit an amendment to the assessment proposal

M/S/P a motion to submit a technical adjustment to the July 29, 1997 assessment proposal now before the county council to amend the current proposal's gross amount figures to net amounts and remove specific program budgets.

Motion to dismiss the District Manager

M-Tiffany/S-Schmoll/P-Unanimous a motion to dismiss Jack Davis from his position as District Manager effective immediately on the basis that his performance is so inadequate as to warrant dismissal, pursuant to District Policy and Procedures section A. XII(b), as evidenced by his failure to address the areas of improvement noted by the Board in performance evaluations on March 11, 1997 and August 19, 1997 and further evidenced by his failure to carry out the various directives of the Board, written notice of which was provided to him during the Executive Session of this meeting date, and further that the Board hereby extends an offer of continued employment by reassignment to an existing open position of Project Specialist I at salary grade 6, provided notice of acceptance of such reassignment is given to the Chair of the Board no later than the close of business, November 5, 1997.

Motion to appoint the Acting Manager

M-Schmoll/S-Tiffany/P-Unanimous to appoint Steve Heacock as Acting District Manager and authorizing a salary premium of 15% for the additional duties beginning on November 5, 1997, pursuant to policy, pending further Board action.

Motion to adjourn the meeting

M/S/P motion to adjourn the meeting.