

CHELAN-DOUGLAS COUNTY BAR ASSOCIATION MARCH 4, 2009 NEWSLETTER

Announcements

Bar Lunches

The March speaker will be the Chelan County judges. On April 15, 2009, the speaker will be Ann Guinn who is a small firm consultant on "The Top 10 Success Tips for Uncertain Times".

Law Day

The Chelan Douglas County Bar Association sponsors the Law Day Awards. Law Day will be celebrated at noon on May 15, 2009, at the Wenatchee Convention Center to honor the recipients of the Awards. Justice Tom Chambers will be a speaker and there will be CLE credits. Please mark your calendar for this date. We will have advance registration for this event.

I am seeking nominations for awards for a lawyer and lay person who helped guide indigent people through the legal system. I am also seeking nominations for the professionalism award. Please contact me at PeggiMoxley@aol.com with nominations.

Young Lawyers

The Young Lawyers Division of the Chelan Douglas Counties Bar Association is having a no host happy hour on Thursday, March 19th beginning at 5:30 pm at Bob's Classic. All are welcome, young lawyers encouraged to attend.

Volunteers sought.

The River Academy mock trial team is again headed to the state competition, after placing first at the district meet in the Tri-Cities. They will be practicing throughout the month of March and Judge Allan is assisting them with their preparation. Judge Allan is looking for a few attorneys who are willing to attend a practice session on either March 9 or 24, at 5 p.m. at the courthouse. They will conduct a "full run-through" of the case on both of those nights and have found it very helpful to have input from attorneys as to how they might improve their presentation. This year's case is an employment dispute between a teacher and school district, involving claims of breach of contract and wrongful discharge in violation of public policy. However, no special expertise in these areas is required in order to volunteer. If you are available and interested in helping on either or both of those dates, please let Judge Allen know at Leslie.Allan@CO.
CHELAN, WA, US.

VAS

VAS received \$7,650 in its Red Hearts, Green Bucks campaign.

Attorney of the month for January for VAS was Don Dimmitt, and attorney of the month for February for VAS was Patrick Pleas.

Attorney Stan Morse has taken a number of pictures of courthouses around the state over the years. He has sold numerous photographs and some of them have graced the cover of

different bar publications. He has agreed to sell some of his photographs and donate half of the net proceeds to VAS. We will have some of his photos at bar lunches between now and May and will show some of them at the Spring Bar Party.

Spring Golf Tournament and Bar Party

Please save the date, the Spring Golf Tournament and Bar Party will be on Friday, May 29, 2009, at the Wenatchee Golf and Country Club.

Job Announcement

The Grant County PUD is looking for General Counsel. The job description is attached.



Grant County
PUBLIC UTILITY DISTRICT
Excellence In Service and Leadership

General Counsel
\$4,705 - \$8,235/Bi-Weekly (DOE)
(\$122,351 - \$214,115/Annually)

Position headquartered at Ephrata, Washington

DESCRIPTION:

The General Counsel is the attorney for the District. He or she shall provide professional, accurate, objective and timely legal services, including advice on local, state and federal law, regulation and litigation consistent with the professional obligations of public attorneys. He or she shall also provide leadership and professional support for complex business transactions and, when requested by the General Manager, shall serve as the District's representative and counsel.

QUALIFICATIONS:

- Faithfully perform all duties and functions of a general counsel for a Public Utility District organized under the laws of the State of Washington to assist and facilitate the activities and lawful purposes of the District.
- Provide independent legal counsel and advice on legal matters pertaining to the District to the Board of Commissioners.
- Direct and administer all legal services for the Board of Commissioners, General Manager and staff of the District including directing, supervising and reviewing the work of outside legal specialists required and deemed to be in the best interests of the Utility.
- Provide accurate, timely and cost effective legal counsel and advice on a wide variety of subjects to the Board of Commissioners, General Manager and staff to minimize legal risk and carry out the operations of the District.
- Direct, supervise and manage the legal department of the district including budget preparation and justification, hiring and firing (per District policy) and employee performance review of other legal staff.
- Participate as a member of the District's Management Team helping to develop policy and strategic direction on behalf of the District.
- Maintain current knowledge of policy issues and regulations to ensure the District's compliance to local, state and federal requirements. Advise District staff and Commissioners of relevant changes in the law.
- Prepare and review District contracts, documents and resolutions. Ensure the proper formation and execution of contracts and other legal documents.
- Attend regular and special meetings of the Board of Commissioners.
- Represent the District at meetings, conferences and other events sponsored by the public power community, local service organizations and other entities as may be deemed appropriate.
- Ensure continuous legal advice to the Board of Commissioners and the General Manager in the event of a planned or unplanned absence.
- Work with the District's staff to ensure the timely and proper preparation of contracts, motions, and resolutions.
- Work with management to provide training and development for staff to meet the legal needs of the utility while establishing processes and procedures that promote District efficiency.
- Performs other duties as may be directed by the Board of Commissioners and General Manager consistent with legal and ethical standards.

EDUCATION:

Required: Juris Doctorate degree, a Bachelor of Arts or Bachelor of Sciences degree and active membership in the Washington State Bar Association with required continuing legal education

EXPERIENCE:

Ten years in a senior level position providing legal opinions and advice to utilities, municipalities and/or other governmental entities. Advanced knowledge and experience in the following areas is preferred: funding, compliance, environment, land use, rate paying, contracts, liability claims, and litigation.

OTHER KNOWLEDGE, SKILLS AND ABILITIES:

- Ability to communicate (both verbally and in writing) and interface effectively with all levels of District employees and the Board of Commissioners, outside agencies, governmental bodies and the public.
- Above average negotiation, communication and organizational skills are necessary.
- Must be capable of supporting and prioritizing multiple complex projects. Must work well under pressure with stringent and critical deadlines.
- Establish and encourage a work atmosphere that embraces honesty and openness, and fosters collaborative internal and external working relationships.
- Work in a high intensity environment and simultaneously coordinate, prioritize and direct a variety of complex tasks and assignments with stringent and critical deadlines.
- Research and analyze legal issues affecting the District through the use of the internet, CD Law and legal research sites such as LexisNexis.
- Possess and maintain a valid Washington State driver's license and qualify for District's auto liability insurance.

PHYSICAL/MENTAL REQUIREMENTS:

- The physical requirements described are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions, comply with all applicable RCWs, WACs and District policies.
- Performance of the position requires working safely and may require visits to District headquarters and field locations in varied outdoor environments under all weather conditions, all noise levels, hazardous conditions, and walking on the full range of outdoor work surfaces. The use of protective clothing and/or personal safety devices may be required, depending on the activity performed.
- Performance of this position requires manual dexterity to operate a computer keyboard and other basic office equipment. Visual abilities are necessary to discern images on a computer screen, read District correspondence, such as contracts, legal memos, financial statements and other documents. Hearing and speaking abilities are necessary to communicate effectively in person, by telephone, or radio communication. Must be able to lift and carry up to ten pounds.
- Performance of this position requires extended hours of sitting in an office environment and/or while traveling.

**Applications must be received in our Human Resources office
no later than 3:00 p.m. on March 31, 2009**

**Excellent compensation and benefits package
Equal Opportunity Employer
References and Background Checks are done as part of our employment process**

Applications may be obtained from our website at www.gcpud.org/jobs.htm or picked up at any of our local offices. Send completed application to Grant County PUD, PO Box 878, 30 C Street SW, Ephrata WA 98823.

THE EMPLOYMENT APPLICATION INSTRUCTIONS

A fully completed, signed employment application is required before you can be considered for employment. Other documents may be attached but cannot be substituted for requested information. If your application is not fully completed it will be returned. The completion of this application, and any other documents you prepare and submit, represents your ability to provide written communication.

Applications will be accepted for current openings only. A separate application will be required for each position for which you are applying and will not be accepted for subsequent openings of the same title.

Your completed application is the primary source of information for managers making selection decisions. You are encouraged to state your employment interests fully and provide the information requested to the best of your ability.

PUBLIC UTILITY DISTRICT NO. 2 OF GRANT COUNTY

Public Utility District No. 2 of Grant County is a publicly owned electric utility whose primary responsibility is to provide its customer/owners with the best possible, reliable electric service at the lowest reasonable cost, in an environmentally responsible manner, consistent with sound business principles.

The District's mission is carried out by a locally elected Board of Commissioners who establish policies and set rates and a Manager and staff who operate and manage the District's business consistent with those policies.

The District considers qualified applicants for each type of opening. The applicant most suited for the opening is selected. The District practices equal opportunity within the framework of its mission.



Grant County
PUBLIC UTILITY DISTRICT
Excellence in Service and Leadership

PUBLIC UTILITY DISTRICT NO. 2
OF GRANT COUNTY

P.O. BOX 878

EPHRATA, WA, 98823

APPLICATION FOR
EMPLOYMENT

AN EQUAL OPPORTUNITY EMPLOYER

0716.doc (R:2/2006)

Application Date: Month _____ Day _____ Year _____

1. CURRENT INFORMATION

Name (Type or Print as on Social Security Card): Last _____ First _____ Middle Initial _____

Mailing Address: Street & No. or RFD _____ City/State _____ Zip Code _____

Telephone(s): Home _____ Business _____ Message or Cell _____

Position applied for (must be filled out or Application will be returned):

This application is for:
 Full Time Part Time
 Summer Temporary
 Minimum Acceptable Salary \$ _____

Date Available for work: Month _____ Day _____ Year _____ Will you work at any of our work locations? YES NO

HAVE YOU PREVIOUSLY BEEN EMPLOYED BY THE PUD OF GRANT COUNTY? YES NO (IF YES, GIVE DATES)

ARE YOU PREVENTED FROM LAWFULLY BEING EMPLOYED IN THE UNITED STATES DUE TO VISA OR IMMIGRATION STATUS? YES NO
(It is the intention of the District to hire only individuals eligible to work in the United States.)

Are you at least 18 years of age? YES NO

TO AVOID A REPORTING CONFLICT, ARE YOU RELATED TO ANY CURRENT PUD EMPLOYEE (S) (E.G. SPOUSE, PARENTS, CHILDREN, BROTHERS, SISTERS, STEP-RELATIVES, AND IN-LAWS IN THE SAME RELATIONSHIP? YES / NO

IF YES INDICATE NAME OF INDIVIDUAL AND RELATIONSHIP:

HAVE YOU BEEN CONVICTED OF A FELONY WITHIN THE LAST 7 YEARS? EXISTENCE OF A CONVICTION RECORD WILL NOT NECESSARILY BAR YOU FROM EMPLOYMENT. YES NO

2. EDUCATIONAL & TRAINING RECORD

Give your complete educational history below. For any position requiring special education training, list that education, too, for consideration for employment.

High School: Name of School _____ City & State _____ Enter highest Grade completed _____ Graduate: Yes/ No

Vocational School: Name of School _____ City & State _____ Graduate: Yes/ No Graduation Date or Last year attended _____
 Major _____ Minor _____ Certificate or Diploma _____

College: Name of School _____ City & State _____ Enter highest Grade attended _____ Graduation Date or Last year attended _____
 Major _____ Minor _____ Degree(s) _____

College: Name of School _____ City & State _____ Enter highest Grade attended _____ Graduation Date or Last year attended _____
 Major _____ Minor _____ Degree(s) _____

Other Courses Completed: Name and Addresses of Schools _____
 Courses _____ Date Completed _____ Certificate or Diploma _____

CONSIDERATION WILL NOT BE GIVEN FOR STUDENT HELP WITHOUT STUDENT VERIFICATION LETTER SUBMITTED WITH APPLICATION.
ARE YOU CURRENTLY A FULL TIME STUDENT? YES NO

IF YES: NAME OF SCHOOL CURRENTLY ATTENDING FULL TIME: _____

FOR SUMMER WORK
 LAST DATE SCHOOL _____ FIRST DATE SCHOOL _____

3. EMPLOYMENT RECORD

List all employment starting with the present or most recent, include self-employment and military service. Attach additional sheets if necessary. A resume alone is not sufficient in lieu of the following section. This application must be filled out completely for employment consideration; or it will be returned for completion.

WE CONDUCT REFERENCE CHECKS DIRECTLY FROM THIS INFORMATION:

Employer Name		Phone	EMPLOYED			
Address (Street and P. O. Box)			FROM:		TO:	
			Full-time		Part-time	
City	State	Zip	Mo.	Yr.	Mo.	Yr.
Job Title		Immediate Supervisor	SALARY			
			START		END	
Primary Responsibilities			\$		\$	
Reason for Leaving		VOLUNTARY / DISCHARGED				

Employer Name		Phone	EMPLOYED			
Address (Street and P. O. Box)			FROM:		TO:	
			Full-time		Part-time	
City	State	Zip	Mo.	Yr.	Mo.	Yr.
Job Title		Immediate Supervisor	SALARY			
			START		END	
Primary Responsibilities			\$		\$	
Reason for Leaving		VOLUNTARY / DISCHARGED				

Employer Name		Phone	EMPLOYED			
Address (Street and P. O. Box)			FROM:		TO:	
			Full-time		Part-time	
City	State	Zip	Mo.	Yr.	Mo.	Yr.
Job Title		Immediate Supervisor	SALARY			
			START		END	
Primary Responsibilities			\$		\$	
Reason for Leaving		VOLUNTARY / DISCHARGED				

Employer Name		Phone	EMPLOYED			
Address (Street and P. O. Box)			FROM:		TO:	
			Full-time		Part-time	
City	State	Zip	Mo.	Yr.	Mo.	Yr.
Job Title		Immediate Supervisor	SALARY: START			
			\$		\$	
Primary Responsibilities						
Reason for Leaving		VOLUNTARY / DISCHARGED				

9. ADDITIONAL INFORMATION

Use this space before to provide any additional information you desire.

10. HIRING AGREEMENT

IMPORTANT: BEFORE SIGNING, READ AND CHECK THIS APPLICATION CAREFULLY FOR COMPLETENESS.

I hereby give Public Utility District No. 2 of Grant County and their recruitment agent the right to make a thorough investigation of my present and/or past employment, education, and activities. I release from all liability all persons, companies, and corporations supplying such information. I indemnify and hold harmless Public Utility District No. 2 of Grant County and their recruitment agent against any liability, which might result from making such investigation. I understand that any false answer or statements on this form or on other required documents may result in denial of employment or discharge.

Additionally, I understand that nothing contained in this employment application or in the granting of an interview is intended to create an employment contract between Public Utility District No. 2 of Grant County and myself for any term of employment or employment benefit or procedure. No promises regarding employment have been made to me and I understand that no such promise or guarantee is binding upon Public Utility District No. 2 of Grant County unless made in writing. I further understand that no agent or representative other than the Manager of Public Utility District No. 2 of Grant County has any authority to enter into any agreement for employment for any specified period of time, or to make any agreement contrary to the foregoing.

I agree that should an offer of employment be extended to me, this offer will be contingent on passing a physical examination. I further agree to submit to a pre-employment drug screening and recognize that employment is contingent upon satisfactory results.

I recognize that this application will be considered for the opening for which I applied. If I wish to be considered for other employment, I will complete a new application.

Signature: _____ Date: _____

A resume may be submitted to expand upon your qualifications, education, and work history. However, all questions on the application must be answered in order for you to be considered for employment.

LAST NAME
Pos. No.

FIRST NAME

DATE

CONFIDENTIAL APPLICANT LOG

The Public Utility District No. 2 of Grant County is required by federal law to gather and maintain statistical data on all applicants for employment. The District will use all questions appearing on this form for statistical purposes only. Your response is strictly voluntary. This form is to be separated from the application form and will not become a part of the pre-employment process and, if employed, it will not appear in your personal file.

It is the policy of the Public Utility District No. 2 of Grant County to provide equal opportunity to all applicants for employment. Further, it is the District's policy not to discriminate in the recruitment, hiring, compensation, promotion, transfer, training, benefits, down grading, termination, lay-off, recall, education, tuition assistance, social and recreational programs of any person based upon race, religion, color, national origin, age, sex, marital status, creed, veteran status, sensory, mental or physical handicap (unless based upon a bona fide occupational qualification).

The following information is used for voluntary or affirmative actions efforts. We invite you to furnish the information on a voluntary basis. Your refusal to provide it WILL NOT subject you to any adverse treatment. This information will be kept confidential.

I DO NOT wish to answer any of these questions.

Today's Date		Name (Print or Type same as on Social Security Card)			Gender	Date of Birth			VETERAN STATUS		
Month	Day	Year	Last	First	Middle	<input type="checkbox"/> M <input type="checkbox"/> F	Month	Day	Year		
										Are you a veteran? <input type="checkbox"/> Yes <input type="checkbox"/> No	
										What era?	
<p>ETHNIC BACKGROUND</p> <p><input type="checkbox"/> White (not of Hispanic origin). Persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.</p> <p><input type="checkbox"/> Black (not of Hispanic Origin). All persons having origins in any of the black racial groups of Africa.</p> <p><input type="checkbox"/> Asian or Pacific Islander. All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. For example, China, Japan, Korea, the Philippine Islands, and Samoa.</p> <p><input type="checkbox"/> American Indian or Alaskan Natives. All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.</p> <p><input type="checkbox"/> Hispanic. All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.</p>											
<p>Eligibility to Work</p> <p>If hired, you will be asked to provide documentation to show that you are eligible to work in the United States.</p>											
<p>Check box if you need special disability related accommodations for interviews and testing</p> <p>IF SO, DESCRIBE: _____</p>											
<p>POSITION APPLIED FOR:</p> <p>5. Private Employment Agency: <input type="checkbox"/></p> <p>6. Walk in: <input type="checkbox"/></p> <p>7. Other: (Specify) _____</p>											
<p>This application is in response to which of the following:</p> <p>1. Newspaper: <input type="checkbox"/></p> <p>2. Trade Publication: <input type="checkbox"/></p> <p>3. Current PUD Employee. If so, Name: _____</p> <p>4. Washington State Employment Agency <input type="checkbox"/></p>											