

**COMMISSIONERS' MINUTES  
KITTITAS COUNTY, WASHINGTON  
WEBEX  
REGULAR MEETING  
HR STUDY SESSION**

**TUESDAY**

**10:00 AM**

**12/22/2020**

Board members present: Brett Wachsmith, Laura Osiadacz

Others: Katrina Mankus, Lisa Young, Jeanne Killgore, three members of the public

**CALL TO ORDER**

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

**REQUEST TO APPROVE THE 2021-2023 COLLECTIVE BARGAINING AGREEMENT WITH AFSCME 2658 (APPRAISERS)**

HR Director Young presented the Board with the 2021-2023 collective bargaining agreement with AFSCME 2658, stating that it is ready for signature. Commissioner Wachsmith moved to approve the 2021-2023 collective bargaining agreement with AFSCME 2658 (Appraisers). Commissioner Osiadacz seconded the motion. Motion was approved; 2:0.

**EXECUTIVE SESSION – 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 10:04 AM to discuss union negotiations with an anticipated length of ten minutes. Anticipated action: direction to staff. The Board exited executive session at 10:14 AM. Action taken: direction to staff to proceed as discussed.

**EXECUTIVE SESSION – RCW 42.30.110(g) TO EVALUATE THE QUALIFICATIONS OF AN APPLICANT FOR PUBLIC EMPLOYMENT OR TO REVIEW THE PERFORMANCE OF A PUBLIC EMPLOYEE. HOWEVER, SUBJECT TO RCW 42.30.140(4), DISCUSSION BY A GOVERNING BODY OF SALARIES, WAGES, AND OTHER CONDITIONS OF EMPLOYMENT TO BE GENERALLY APPLIED WITHIN THE AGENCY SHALL OCCUR IN A MEETING OPEN TO THE PUBLIC, AND WHEN A GOVERNING BODY ELECTS TO TAKE FINAL ACTION HIRING, SETTING THE SALARY OF AN INDIVIDUAL EMPLOYEE OR CLASS OF EMPLOYEES, OR DISCHARGING OR DISCIPLINING AN EMPLOYEE, THAT ACTION SHALL BE TAKEN IN A MEETING OPEN TO THE PUBLIC.**

The Board entered executive session at 10:16 AM to discuss the performance of a public employee for an anticipated length of five minutes. Anticipated action: direction to staff. The Board exited executive session at 10:21 AM. Action taken: direction to staff to proceed as discussed.

**APPROVED**  
12/7/21

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**DISCUSSION/DECISION – 2021 CPI ADJUSTMENT FOR NON-UNION WAGE RANGES**

Director Young summarized that, per personnel policy 5.1: Wage Administration, in years when the County does not conduct a wage survey the Board may increase non-union wage ranges by the CPI amount. This wage range adjustment would only affect staff who are either currently at the bottom or the top of their wage scale. Commissioner Wachsmith requested a financial report to better understand how a CPI adjustment might affect the 2021 budget. Commissioner Osiadacz agreed. Director Young will run a report and bring it to the next study session.

Director Young inquired if the Board is still interested in looking at implementing step scales for non-union staff. Commissioners Wachsmith and Osiadacz commented that they are not opposed to the idea, but would like to see the potential budget impact. Director Young will bring back more information at the next study session.

**OTHER BUSINESS**

None.

**ADJOURN**

The meeting was adjourned at 10:26 AM.

  
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Lisa Young, HR Director

KITITAS COUNTY COMMISSIONERS  
KITITAS COUNTY, WASHINGTON

  
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Brett Wachsmith, Chairman