

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

TUESDAY

10:00 AM

1/12/2021

Board members present: Brett Wachsmith, Laura Osiadacz, Cory Wright

Others: Mike Hougardy, Christopher Horner, Julie Kjorsvik, Taylor Crouch, Lisa Young, Jeanne Killgore

CALL TO ORDER

The meeting was called to order at 10:03 AM.

APPROVAL OF PAFS

HR Director Young presented PAFs for Board signature. The Board approved and signed the PAFs.

DISCUSSION/DECISION – 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. She presented a report to the Board outlining the budget impact of adjusting wage ranges by 1.83%. She recommended the Board implement the 1.83% CPI adjustment before administering the 2% performance increases in order to prevent staff from being compressed at the bottom of their wage ranges. The Board supported the implementation of a CPI adjustment of 1.83% prior to the administration of the 2% annual performance increases.

DISCUSSION/DECISION – COVID SIGNAGE FOR COUNTY BUILDINGS/OFFICES

Director Young advised the Board that winter weather has damaged some of the COVID-related signage outside of County buildings and offices. She inquired if the Board has any interest in creating new signage or if simply replacing the current signage would be sufficient. The Board expressed no concerns with current signage. Director Young will work on replacing damaged signage with the existing verbiage.

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.

APPROVED
12/17/21

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This agenda item was addressed after the executive session listed below. The Board entered executive session at 10:35 AM to discuss the performance of a public employee with an anticipated length of five minutes. Anticipated action: none. The Board exited executive session at 10:40 AM. Action taken: none.

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.

This agenda item preceded the executive session agenda item listed above. The Board entered executive session at 10:22 AM to discuss labor relations with an anticipated length of five minutes. Anticipated action: direction to staff. At 10:27 AM the Board extended executive session for an additional five minutes. The Board exited executive session at 10:32 AM. Action taken: direction to staff to proceed as discussed.

OTHER BUSINESS

Commissioner Wright inquired about the possibility of creating a personnel policy to address union wage adjustment requests outside of a wage survey or a collective bargaining event. Director Young responded that a personnel policy could be created, but the County could not ban unions from coming forward with special wage requests. She suggested that an MOU could be created during the collective bargaining process stating that special requested will not be considered. Deputy Prosecutor Horner agreed. Director Young will draft a policy for Board review and a future study session.

ADJOURN

The meeting was adjourned at 10:44 AM.



Lisa Young, HR Director

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Brett Wachsmith, Chairman