

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

TUESDAY

10:00 AM

4/13/2021

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

Others: Clay Myers, Patti Stacey, Greg Zempel, Christopher Horner, Lisa Young, Jeanne Killgore

CALL TO ORDER

The meeting was called to order at 10:01 AM.

EXECUTIVE SESSION – RCW 42.30.110(1)(i) TO DISCUSS WITH LEGAL COUNSEL REPRESENTING THE AGENCY MATTERS RELATING TO AGENCY ENFORCEMENT ACTIONS, OR TO DISCUSS WITH LEGAL COUNSEL REPRESENTING THE AGENCY LITIGATION OR POTENTIAL LITIGATION TO WHICH THE AGENCY, THE GOVERNING BODY, OR A MEMBER ACTING IN AN OFFICIAL CAPACITY IS, OR IS LIKELY TO BECOME, A PARTY, WHEN PUBLIC KNOWLEDGE REGARDING THE DISCUSSION IS LIKELY TO RESULT IN AN ADVERSE LEGAL OR FINANCIAL CONSEQUENCE TO THE AGENCY.

The Board entered executive session at 10:02 AM to discuss potential litigation for an anticipated length of ten minutes. Anticipated action: none. The Board exited executive session at 10:12 AM with no action taken.

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 10:13 AM to discuss a union matter for an anticipated length of ten minutes. Anticipated action: direction to staff. The Board exited executive session at 10:23 AM. Action taken: move forward with posting position.

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
5/4/21

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The Board entered executive session at 10:25 AM to discuss potential candidates for public employment for an anticipated length of ten minutes. Anticipated action: direction to staff. The Board exited executive session at 10:35 AM. Action taken: move forward with scheduling interviews.

DISCUSSION/DECISION – SECURITY COMMITTEE RECOMMENDATION TO THE BOCC TO AUTHORIZE THE PURCHASE OF THE SECURITY SYSTEM THROUGH EDNETICS AND THAT THE SECURITY COMMITTEE WORK TOWARDS A RECOMMENDATION FOR A COMBINED OR SINGLE VENDOR/SYSTEM TO ENCOMPASS ALL THE COUNTY’S VIDEO SURVEILLANCE NEEDS

HR Director Young summarized that KVEC Director Porterfield was able to secure grant funding to purchase security cameras for the Kittitas Valley Event Center. She requested vendor proposals and received one bid from Ednetics. The Security Committee met to discuss the desired purchase and an issue was raised that there are already two security systems in place at the County. The Security Committee passed a motion to recommend that the Board authorize the purchase of the Ednetics security system for KVEC. The Security Committee also recommended that they will work towards a combined or single vendor/system to encompass all of the County’s video surveillance needs.

Commissioner Wachsmith supported the purchase of the Ednetics security system and commented that work towards a single surveillance system would be ideal. Commissioners Osiadacz and Wright agreed. The Board authorized the purchase of the Ednetics security system and supported the Security Committee’s future efforts to work on a recommendation to consolidate the County’s surveillance systems into one vendor/system.

DISCUSSION/DECISION – REVIEW DRAFT RESOLUTION RESCINDING PERSONNEL POLICY 7.11 – SHARED LEAVE AND CONSIDER DRAFT CHANGES TO PERSONNEL POLICY 7.4 SICK LEAVE BENEFITS.

Director Young presented the Board with a draft resolution to rescind Personnel Policy 7.11 – Shared Leave. The resolution includes a recommended phase-out plan. Commissioner Osiadacz commented that the new Washington State Paid Family & Medical Leave (WPFML) provides a similar benefit to employees so the County’s shared leave program is no longer needed. Director Young stated that she will be notifying the union groups of the change in case they wish to bargain the impact of the change. Commissioner Wright inquired if Director Young had concerns that the union groups might raise issues over past practice. Director Young responded affirmatively, explaining that while shared leave is not specifically included in the union contracts, it is a benefit that has been available to all employees, including union employees, for years, that will no longer be available. Deputy Prosecuting Attorney Horner agreed with Director Young’s assessment, but indicated that the Board has the legal right to make the policy change. The Board approved the recommendation and would like Director Young to bring a finalized resolution to the next HR Study Session.

Director Young also presented the Board with proposed changes to Personnel Policy 7.4 – Sick Leave Benefits. She summarized that a small subcommittee was created to review and make recommended changes to the policy, with a particular focus on abuse of sick leave. Commissioner Osiadacz added that

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the changes also define the roles of HR and Department Heads/Elected Official in the administration of the sick leave policy. Commissioner Osiadacz commented that she appreciated the collaboration and work of the subcommittee. The Board found the proposed changes acceptable; Director Young will prepare a resolution to adopt the changes at the next HR Study Session.

HR UPDATES

HR Director Young summarized several items she would like to update the Management Team on at their next meeting, but wanted the Board to be aware of first. She provided the Board with a brief overview of the new COBRA subsidy requirements in the American Rescue Plan Act which requires the County to pay the COBRA premiums for a period of six months, April 1, 2021 to September 30, 2021, for employees who were involuntarily terminated from County employment or suffered a reduction in hours, and were still within their COBRA eligibility window, which is typically 18-months. She reported that there are some exclusions to eligibility, and that she is working with Alliant, the County's benefits broker, and CMS, the County's COBRA administrator, to compile a list of potentially eligible former employees and will keep the Board updated.

Director Young also provided the Board with a brief overview of the Washington Long Term Services and Support Act. She summarized that the program was adopted by the state in 2019 and employees will start paying into the program in 2022. Employees may have the opportunity to opt out of the program if they have a private policy. Director Young is working with Alliant to create and disseminate communication to all County employees.

Finally, Director Young provided the Board with a brief update on the County's benefit claims experience. She stated that the UHC is currently paying more in claims that we are collecting in premiums, which may result in significant rate increases for 2022. Commissioner Wright inquired if the increase in claims was COVID-related. Director Young answered that the information received is very limited due to patient privacy requirements, so it is unclear what types of claims are driving the increase in utilization. She said that when the plan is reviewed by the underwriters for renewal they will likely take into consideration isolated critical medical events compared to ongoing high-cost chronic conditions. Director Young will keep the Board informed as more information becomes available.


OTHER BUSINESS

None.

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ADJOURN

The meeting was adjourned at 10:59 AM.



Lisa Young, HR Director

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Brett Wachsmith, Chairman