

**COMMISSIONERS' MINUTES  
KITTITAS COUNTY, WASHINGTON  
BOCC CONFERENCE ROOM  
SPECIAL MEETING  
HR STUDY SESSION**

**TUESDAY**

**11:00 AM**

**January 9, 2018**

Board members present: Laura Osiadacz, Obie O'Brien, Paul Jewell

Others: Greg Zempel, Paul Sander, Elishia Harvill, Patti Johnson, Jerry Pettit, Lisa Young

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- 1) **Call to order – 11:03 AM**
- 2) **Policy Discussion/Decision – Temporary Alterations to Office Hours** – The Board wanted to discuss concerns surrounding our process for temporary office closures for reasons such as bad weather. They would like to ensure we are following RCW and County Code, and determine whether or not any changes were necessary. Prosecutor Zempel, DPA Sander, and Administrator Harvill were present for the discussion. Prosecutor Zempel's opinion is that our Code is adequate as written.
- 3) **Staffing Discussion/Decision - Solid Waste – 1) Wage Discussion 2) Request to Increase Part-time Scale House I to Full-time** – SW Director Johnson presented a request for a 7% wage increase for the HHW Supervisor, and a 10% increase for the Assistant Maintenance Supervisor. She stated that if they cut McKinstry's services from four times per year to two it would fund the increases. Both requests were approved by the Board. She also requested to post for a full-time Scale House Attendant instead of part-time. The Board approved.
- 4) **Staffing Discussion/Decision – Courts – Interpreter Stipend** – Judge Hurson presented a request to implement a stipend for employees who can also provide interpreter services during court proceedings. The Board was not ready to make any decisions and asked Director Young to work with the Court and Budget & Finance Manager Pless to gather more data and present pros, cons, and options.
- 5) **Discuss Information Requirements for Employee Work/Schedule/Tenure Modifications** – This topic was tabled.
- 6) **Policy Discussion/Decision – Paid Sick Leave** – The Board approved moving this to the next Agenda noting that it should be scanned for typos.
- 7) **Discuss Authorization to Initiate Suspended Operations** – The Board would like Director Young to work with DPA Horner on a Suspended/Limited Staff Operations policy.
- 8) **Consider Appointment of the Following Applicants to the Citizen's Advisory Committee on Salaries for Elected Officials: Dist. #1 Catherine Bambrick & Brian Cullinane; Dist. #2 Mel Dyk, Marlene Pfeifer, Pat Deneen; Dist. #3 Hugh Spall, Mary McClary** – Commissioner Jewell moved to appoint the named applicants to the Committee; Commissioner O'Brien seconded. Motion carried 3:0. Auditor Pettit commented that the work needs to be complete by the end of April.
- 9) **Executive Session - Union Negotiation Strategy Discussion - RCW 42.30.140 (4)(b)**

**APPROVED**


12/11/18

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*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 12:08 PM to discuss negotiations. Anticipated length: 20 minutes; anticipated action: Direction to staff. At 12:28 PM the Board exited executive session with direction to staff to proceed as discussed.

- 10) **Request to Approve PAF's** – Removed from agenda.
- 11) **Other Business** – Returned to general discussion about the agenda items.
- 12) **Adjourn – 12:50 PM**

**KITTITAS COUNTY COMMISSIONERS  
KITTITAS COUNTY, WASHINGTON**

  
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Lisa Young

  
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Laura Osiadacz, Chairman