

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

TUESDAY

10:00 AM

11/27/2018

Board members present: Cory Wright, Obie O'Brien, Laura Osiadacz

Others: Lisa Young, Jeanne Killgore

1. CALL TO ORDER

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

2. REQUEST CHAIR SIGNATURE ON WCIF MASTER APPLICATION FOR LEOFF 1 MEDICAL

HR Director Young briefly summarized that the WCIF Master Application will be submitted and used to continue benefit coverage for LEOFF 1 retirees ages 65 and older through the WCIF. Commissioner O'Brien moved to approve Chair signature on the Master Application. Commissioner Wright seconded the motion. Motion passed; 3:0. Chairman Osiadacz signed the Master Application.

3. 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 topic was tabled until 12/11/2018.

4. OPEN ENROLLMENT UPDATE

Director Young provided the Commissioners with an update and timeline for the County's benefit open enrollment. Director Young explained that HR has received benefit materials from Alliant, but they require a few minor corrections. Open enrollment will begin on 11/29/2018 and end on 12/06/2018. The short enrollment period will allow United Health Care to process the County's enrollment data and send medical cards to staff in a timely manner. Representatives from Alliant and United Health Care will be on-site at the Courthouse on 11/30/2018 to present the 2019 benefit plans to staff.

APPROVED
12/11/18

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5. DISCUSSION/DECISION: INCREASE NON-UNION WAGE SCALES BY CPI PER POLICY

HR Director Young summarized that, per policy, in years when the County does not do a wage survey the Board may increase wage scales for non-union staff by the CPI amount. Director Young explained that a 2.7% CPI increase to wage scales may be implemented on 1/01/2019 at the direction of the Board. Staff who are at the bottom of their wage scale would receive a 2.7% increase to bring them up to the new minimum of their wage scale. Historically, these employees also receive the regular annual increase to prevent them from falling behind. Commissioner Wright inquired how many staff this would affect, to which Director Young answered that approximately 20 staff members are typically impacted. Chairman Osiadacz requested a financial report to better understand how CPI increases might affect the 2019 budget. Director Young will run a report and bring it to the next day's budget meeting.


6. OTHER BUSINESS

HR Director Young requested that each Commissioner look over the candidates for Event Center Director and send her their top picks. Director Young also inquired about the Board's interest in reviewing the Public Health Administrator candidates. Commissioners Wright and O'Brien expressed interest in moving forward with the top candidate. Director Young will add this item to the next meeting agenda so that the Board can act on it.

ADJOURN

The meeting was adjourned at 10:25 AM.

**KITTITAS COUNTY COMMISSIONERS
KITTITAS COUNTY, WASHINGTON**



Lisa Young, HR Director



Laura Osjadacz, Chairman