

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

TUESDAY

10:00 AM

1/14/2020

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

Others: Christopher Horner, Judy Pless, Jerry Pettit, Lisa Young, Jeanne Killgore; guests (Department Heads/Elected Officials)

CALL TO ORDER

The meeting was called to order at 10:01 AM. It was noted that the order of items would be modified to accommodate the guest attendees present.

DISCUSSION/DECISION – WAGE SURVEY FUNDING – REQUEST TO APPROVE A RESOLUTION UPDATING WAGE RANGES FOR NON-UNION EMPLOYEES

Human Resource Director Young provided the Board with a brief summary of her work on the 2019-2020 wage survey and presented a Resolution to adopt the wage survey for all non-union County staff. Director Young and Budget & Finance Manager Pless explained that funding will come a variety of sources including department-specific funding sources as well as fund balance. Commissioner Osiadacz inquired about how the timing of the wage survey might affect the union employees; Director Young responded that traditionally MOUs have been implemented shortly after non-union wage survey implementation. Commissioner Osiadacz expressed interest in taking more time to review the proposed BOCC Department Head wage survey data. She moved to approve an amended version of Resolution No. 2020-008 to adopt updated wage ranges for non-represented employees, excluding Department Heads. Commissioner Wright did not support the motion, stating that the market-based survey has been developed over months and is ready to be implemented now for all non-bargained staff including Department Heads. Commissioner Wachsmith seconded the motion. Motion was passed; 2:1. The Resolution will be amended for Board signature.

EXECUTIVE SESSION – PENDING LITIGATION

RCW 42.30.110 (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 10:15 AM to discuss pending litigation with an anticipated length of five minutes. Anticipated action: none. Auditor Pettit, Budget & Finance Manager Pless, and Deputy Prosecutor Horner were present for the discussion. The Board exited executive session at 10:20 AM. No action taken.

APPROVED
2/4/2020

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REQUEST TO APPROVE A RESOLUTION EXTENDING THE MORATORIUM ON OPEN NEGOTIATIONS

Director Young presented the Board with a Resolution to extend the moratorium on Kittitas County Code Chapter 2.82 regarding open and transparent collective bargaining. Deputy Prosecutor Horner and Director Young advised that, in lieu of revising County code, a moratorium would allow the Board more time to consider their options and would allow negotiations for the Wage Survey and Courthouse Contract to begin without conflict. Commissioner Osiadacz moved to approve Resolution No. 2020-009 to extend the moratorium on open negotiations. Commissioner Wright seconded the motion. Motion was passed; 3:0.

EXECUTIVE SESSION – UNION NEGOTIATION PREP

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 10:25 AM to discuss union negotiations for an anticipated length of 10 minutes. Anticipated action: none. The Board exited executive session at 10:35 AM. No action taken.

OTHER BUSINESS

Director Young inquired about how the Board would like to proceed in reviewing wage scales for Department Heads. Commissioners Wachsmith and Wright requested that a special meeting be scheduled as soon as possible to review the market-based survey data in more detail with Director Young. Director Young will work with staff to schedule a special meeting.

ADJOURN

The meeting was adjourned at 10:41 AM.



Lisa Young, HR Director

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Brett Wachsmith, Chairman