

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

**TUESDAY**

**10:00 AM**

**10/27/2020**

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

Others: Christopher Horner, Dana Glenn, Lisa Young, Jeanne Killgore

**CALL TO ORDER**

The meeting was called to order at 10:00 AM.

**REQUEST TO APPROVE MOUs WITH THE AFSME UNIONS (APPRAISERS, COURHOUSE, ROAD)  
ADOPTING THE TEMPORARY AMENDMENT TO THE VACATION CASH-OUT POLICY DUE TO COVID-19**

HR Director Young reminded the Board that at the last HR Study Session they approved Resolution 2020-164 authorizing temporary amendments to Personnel Policy 7.2 – Vacation Benefits due to COVID-19. She explained that the AFSME unions have agreed to accept the amendments as well and requested approval of MOUs to adopt the temporary amendments. Commissioner Wright asked how the policy amendments might affect upcoming retirements and vacation cash-outs. Director Young answered that the policy amendment includes language that retains the 240-hour cash-out limit upon retirement or separation from employment. Commissioner Osiadacz moved to approve MOUs with AFSME unions adopting the temporary amendments to the vacation cash-out policy due to COVID-19. Commissioner Wright seconded the motion. Motion was approved; 3:0.

**REQUEST TO APPROVE MOUs WITH TEAMSTERS UNIONS (CORRECTIONS UNIFORMED, CORRECTIONS  
NON-UNIFORMED, PROBATION) ADOPTING THE TEMPORARY AMENDMENT TO THE VACATION CASH-  
OUT POLICY DUE TO COVID-19**

Director Young summarized that with the exception of the Line union, all other Teamsters unions have agreed to accept the temporarily amended vacation cash-out policy. Director Young explained that she has not heard back from the Line union, but will bring forward an MOU for them if/when they agree to the policy changes. Commissioner Osiadacz moved to approve MOUs with the Teamsters unions to adopt the temporary amendments to the vacation cash-out policy due to COVID-19. Commissioner Wright seconded the motion. Motion was approved; 3:0.

**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.**

**APPROVED**

12/7/21

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The Board entered executive session at 10:04 AM to discuss collective bargaining with an anticipated length of ten minutes. Anticipated action: none. The Board exited executive session at 10:14 AM. No action taken.

**ADJOURN**

The meeting was adjourned at 10:14 AM.



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Lisa Young, HR Director

**KITTITAS COUNTY COMMISSIONERS  
KITTITAS COUNTY, WASHINGTON**



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Brett Wachsmith, Chairman