

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

TUESDAY

10:00 AM

12/14/2021

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

Others: Clay Myers, Christopher Whitsett, Steve Panattoni, Mark Cook, Chelsey Loeffers, Christopher Horner, Taylor Crouch, Kristine Foreman, Jeanne Killgore

CALL TO ORDER

The meeting was called to order at 10:03 AM.

DISCUSSION OF POTENTIAL NEW POSITION AND UPDATED PERSONNEL STRUCTURE OF PUBLIC WORKS DEPARTMENT

Public Works Director Cook advised the Board that due to the upcoming retirement of the Maintenance Manager, Public Works will have an opportunity to reevaluate the leadership structure within the department. He explained that his plan is to have assigned managers rather than floating managers, remove one of the manager positions, and add a mechanic position which would allow more work to be done in-house rather than contracted out. Human Resources Director Foreman added that the union is also aware of this restructuring plan. The Board expressed support of the proposed changes.

Director Cook also advised the Board that the Upper County Shop construction project is now complete. This will end the employment of the Public Works Project Manager, who was hired to help with the construction project. Director Cook stated that Public Works is in need of a Contract Compliance Officer to support the Construction Manager. He requested Board support in creating a new Compliance Officer position to improve audit capabilities within their office. The Board expressed support of the new position.

EXECUTIVE SESSION – 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 WITH THE AGENCY, THE GOVERNING OBDY, OR 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 OF FINANCIAL CONSEQUENCE TO THE AGENCY.

The Board entered executive session at 10:22 AM for an anticipated length of 10 minutes to discuss potential litigation. Anticipated action: none. The Board exited executive session at 10:32 AM with no action taken.

APPROVED

2/1/22

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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 10:34 AM to discuss collective bargaining for an anticipated length of 15 minutes. Anticipated action: none. The Board exited executive session at 11:49 AM with no action taken.

The Board moved on to other agenda items, then re-entered executive session to discuss collective bargaining at 11:03 AM for an anticipated length of five minutes. Anticipated action: none. At 11:08 AM the Board extended executive session for an additional five minutes. The Board exited executive session at 11:13 AM with no action taken.

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.

The Board entered executive session at 10:50 AM to discuss the performance of a public employee for an anticipated length of five minutes. Anticipated action: direction to staff. At 10:55 AM the Board extended executive session for an additional five minutes. The Board exited executive session at 11:00 AM. Direction to staff: move forward with scheduling interviews.

OTHER BUSINESS

Sheriff Myers provided the Board with an update on the Elk Meadows bridge collapse. He explained that the Sheriff's Office is primarily responsible for life safety services related to the bridge collapse. There have been no injuries and deputies have made contact with each affected resident to offer help with any health/medication issues. Red Cross is also on site. Director Foreman will help coordinate a meeting between the Sheriff, the Risk Pool, and the County legal team to help navigate any necessary next steps.

ADJOURN

The meeting was adjourned at 11:14 AM.

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Kristine Foreman, HR Director



Brett Wachsmith, Chairman