

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

TUESDAY

10:00 AM

04/26/2022

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

Others: Greg Zempel, Jodi Hammond, Elishia Harvill, Kristine Foreman, Jeanne Killgore, Leslie Erickson

CALL TO ORDER

The meeting was called to order at 10:07 a.m.

REQUEST FOR APPROVAL OF WAGE INCREASES FOR PAO

Prosecutor Zempel summarized his office's Deputy Prosecutor vacancy and their unsuccessful efforts to recruit for the role. Prosecutor Zempel requested Board approval to increase the wage ranges for Deputy Prosecutor I, II, and III in order to attract more candidates due to the critical vacancy. Board reviewed Deputy Prosecutor wage ranges from other Counties, as well as wage increase options presented by the Prosecutor's Office. The Board provided direction is to increase the wage ranges for Deputy Prosecutor I, II, and III by 10%. The Prosecutor's Office will submit PAFs to update the wages of their current staff, and the HR Department will adopt the new wage ranges and repost the Deputy Prosecutor vacancy.

BENEFITS COMMITTEE UPDATE

HR Director Foreman met with the benefits committee on Friday, April 22 and provided a summary of the meeting. Thirteen employees attended. Employees were given a high-level overview of the 2022 renewal process, and future insurance options such as UHC, PEBB, and WCIF. The committee expressed interest in learning more about a self-funded benefit model, and identified low deductibles, family health coverage and HSA/HRA accounts as areas of importance.

The Board expressed interest in exploring other health insurance models. Director Foreman requested that one of the Commissioners attend the next Benefits Committee meeting. Commissioner Wachsmith agreed to attend the next meeting.

REQUEST TO APPROVE A RESOLUTION UPDATING PERSONNEL POLICIES 3.6 AND 4.1

Director Foreman presented a resolution to adopt updates to Personnel Policies 3.6 and 4.1. She commented that the proposed changes were addressed at a previous study session and were reviewed by legal.

APPROVED
5-17-22

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Once the resolution is approved, Superior Court may rewrite their policies for weapons in certain Courthouse spaces. Commissioner Wright inquired if the Prosecutor's Office will update their weapons policy as well. Deputy Prosecutor Horner answered that he is unsure what their office will do, but he will inquire with the Prosecutor.

Commissioner Wright moved to approve Resolution 2022-098 to update Personnel Policies 3.6 and 4.1. Commissioner Wachsmith seconded the motion. Motion was approved; 3:0.

CONSIDER A REQUEST FROM THE KCSO COMMAND STAFF CONCERNING BENEFITS

Director Foreman presented a request from the Sheriff's Office Command Staff to participate in the Teamsters Retiree XL plan benefit package, with the County paying 50% of the cost.

The Board denied the request.

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 OCURSE OF ANY COLLECTIVE BARGAINING, PROFESSIONAL NEGOTIATIONS, OR GRIEVANCE OR MEDIATION PROCEEDINGS, OR REVIEWING THE PROPOSALS MADE IN THE NEGOTIATIONS OR PROCEEDINGS WHILE IN PROGRESS. (5 MINUTES)

The Board entered executive session to discuss collective bargaining at 10:46 AM for an anticipated length of five minutes. Anticipated action: none. The Board exited executive session at 10:51 AM with no action taken.

OTHER BUSINESS

Director Foreman advised the Board that the Human Resources Department will be closed for a half day on May 6 due to a training event.

At 10:53 AM the Board entered executive session to discuss the performance of a public employee:

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.

Anticipated length of the executive session: 2 minutes. Anticipated action: none. The Board exited executive session at 10:55 AM with no action taken.

ADJOURN

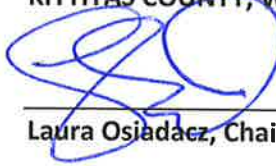
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The meeting was adjourned at 10:56 AM.

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Kristine Foreman, HR Director



Laura Osiadacz, Chairman