

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

TUESDAY

10:00 AM

1/10/2023

Board Members Present: Brett Wachsmith, Laura Osiadacz

Others Present: Karen Bowen, Amy Cziske, Mike Hougardy, Sarah Keith, Katrina Mankus, Christopher Horner, Jeanne Killgore

CALL TO ORDER

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

CITIZEN COMMENTS (ONE MIN. TIME LIMIT)

None.

REQUEST TO APPROVE MOU BETWEEN KITTITAS COUNTY AND TEAMSTERS 760 (CORRECTIONS NON-UNIFORMED) TO RECOGNIZE AND CLASSIFY DEPUTY FIRE MARSHAL

HR Director Killgore presented the Board with a Memorandum of Understanding (MOU) to recognize and classify the new Deputy Fire Marshal position within the Teamsters 760 (Corrections Non-Uniformed) union. Commissioner Osiadacz moved to approve the MOU. Commissioner Wachsmith seconded the motion. Motion was passed; 2:0.

DISCUSSION/DECISION – EXEMPT SALARY THRESHOLD

Director Killgore summarized that each year Labor & Industries sets a minimum wage threshold for FLSA exempt employees. The 2023 wage threshold required a wage adjustment for six exempt County staff, or a reclassification to non-exempt status. The Board directed the employees to remain exempt and their salaries adjusted to the 2023 exempt salary threshold.

DISCUSSION/DECISION – SALARY SURVEY

Director Killgore explained that in past salary survey years, the Board has signed a resolution granting them the authority to defer January compensation adjustments until the conclusion of the salary survey. She inquired if the Board would be interested in this option again. The Board expressed interest in reviewing the completed salary survey data and having the discretion to implement any salary adjustments back to January. Director Killgore will draft a resolution and bring it to the next HR Study Session for Board review and approval.

OTHER BUSINESS

None.

CONCLUDED

The meeting was concluded at 10:20 AM.

APPROVED


2.7.23

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Jeanne Killgore, HR Director



Cory Wright, Chair