

**KITTITAS COUNTY  
HR STUDY SESSION MINUTES  
BOCC CONFERENCE ROOM, 205 W 5<sup>TH</sup> AVE., ROOM 108, ELLENSBURG  
Regular Meeting**

**TUESDAY**

**10:00 AM**

**10/08/2024**

**Board Members Present: Brett Wachsmith, Laura Osiadacz, Cory Wright**

**Others Present: Stephanie Hartung, Christopher Horner, Jeanne Killgore**

**CALL TO ORDER**

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

**CITIZEN COMMENTS (1 MINUTE TIME LIMIT)**

None.

**DISCUSSION/DECISION – 2025 BENEFITS**

The Board discussed including a third medical benefits option in 2025. The Board provided direction to move forward with including a third medical plan option effective 1/1/2025.

**DISCUSSION – 2025 EXEMPT SALARY THRESHOLD**

HR Director Killgore summarized that Labor and Industries will increase the exempt salary threshold for FLSA exempt positions in 2025. This will affect approximately 10 County positions whose wage scales will need to increase to meet the threshold, or the positions will need to be reclassified to FLSA non-exempt. The Board reviewed and discussed the issue. Director Killgore will bring the issue back to the next HR Study Session for further discussion and direction.

**OTHER BUSINESS**

*EXECUTIVE SESSION – 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 10:10 AM to discuss potential litigation for an anticipated length of five minutes. No action anticipated. The Board exited executive session at 10:15 AM with no action taken.

**CONCLUDED**

The meeting was concluded at 1016 AM.

  
Jeanne Killgore, HR Director

**KITTITAS COUNTY COMMISSIONERS  
KITTITAS COUNTY, WASHINGTON**  
  
Brett Wachsmith, Chair