

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

TUESDAY

10:00 AM

8/24/2021

Board members present: Brett Wachsmith, Laura Osiadacz

Others: Amy Cziske, Lisa Murray, Dan Carlson, Carly Brettmann, Christopher Horner, Lisa Young, Jeanne Killgore

CALL TO ORDER

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

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 WHICH 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 10:02 AM for ten minutes to discussion potential litigation. Anticipated action: none. The Board exited executive session at 10:12 AM with no action taken.

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 WHICH 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 10:15 AM for five minutes to discussion potential litigation. Anticipated action: none. The Board exited executive session at 10:20 AM with no action taken.

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 WHICH 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 ten minutes to discussion potential litigation. Anticipated action: none. At 10:32 AM the Board extended executive session for an additional five minutes. The Board exited executive session at 10:37 AM with no action taken.

APPROVED
12/7/21

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

DISCUSSION/DECISION – HR DIRECTOR RECRUITMENT

HR Director Young provided with Board with a redline draft of the HR Director job description. She stated that updates were made to some of the job duties as well as standard format changes. Director Young summarized that the Board had expressed interest in moving some of the essential functions of the position out of HR, but she recommended posting the position as-is. She noted that labor relations and risk management duties have functioned successfully under the HR Director.

Director Young also presented the Board with several recruitment options from Prothman. She advised the Board that Prothman can help with anything from basic advertisement of the position to full recruitment services.

Commissioner Wachsmith expressed interest in discussing the functions and advertising of the HR Director position when Prosecutor Zempel and all Board members are present. Commissioner Osiadacz agreed. Director Young will schedule a special meeting with the Board and Prosecutor Zempel.

UPDATE ON BENEFITS

Director young summarized that, based on high utilization rates of health and dental benefits, the County is looking at a 35% increase in health benefits and an 8% increase in dental benefits for 2022. She inquired if the Board would like to look at changing the County contribution rates or going with a different benefits structure such as a composite rate plan. Commissioner Wachsmith stated that he would like to like to see alternative plans that might help mitigate the 2022 cost increase. Director Young will bring some options back for review.

Director Young advised the Board that she has completed the paperwork to offer an Allstate life insurance policy with a long-term care rider to County employees who may wish to apply for an exemption from the mandated State LTC plan. She will let the Board know when the process is complete.

OTHER BUSINESS

None.

ADJOURN

The meeting was adjourned at 10:52 AM.

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



Lisa Young, HR Director

KITTITAS COUNTY COMMISSIONERS
KITTITAS COUNTY, WASHINGTON



Brett Wachsmith, Chairman