

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

TUESDAY

10:00 AM

2/8/2022

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

Others: Dan Carlson, Suzanne Michael, Christopher Horner, Kristine Foreman, Jeanne Killgore

CALL TO ORDER

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

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 to discuss potential litigation at 10:03 AM for an anticipated length of 15 minutes. Anticipated action: direction to staff. At 10:17 AM the Board extended executive session for an additional five minutes. The Board exited executive session at 10:22 AM. Direction to staff: proceed with the investigation.

ADOPT AND SIGN THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE BOARD OF KITTITAS COUNTY COMMISSIONERS AND THE WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES, COUNCIL 2, LOCAL 792 REPRESENTING THE PUBLIC WORKS AND SOLID WASTE EMPLOYEES OF KITTITAS COUNTY

HR Director Foreman presented the Board with a final draft of the Collective Bargaining Agreement (CBA) with Local 792 (Road). She requested approval of the CBA. Commissioner Wright moved to approve the CBA between the Board of County Commissioners and Local 792. Commissioner Wachsmith seconded the motion. Commissioner Wright commented that he is interested to see how the new PTO program goes. Motion was approved; 3:0 and the Board signed the CBA.

REQUEST TO APPROVE A RESOLUTION ADOPTING WAGE INCREASES AND AUTHORIZING RETRO PAY

HR Director Foreman presented the Board with a resolution to finalize 2022 salary increases for County staff with retro pay back to 1/1/2022. Commissioner Wright moved to approve Resolution 2022-039 in the matter of adopting 2022 wage increases for County employees. Commissioner Wachsmith seconded the motion. Motion was approved; 3:0.

APPROVED
2/15/22

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REQUEST TO APPROVE A RESOLUTION AUTHORIZING OUT-OF-RANGE INCREASES

Director Foreman reminded the Board that at the last HR Study Session the Board agreed to provide out-of-range wage increases to employees who are at or near the top of their wage range so that they may receive the full 3.6% CPI increase. Director Foreman presented a resolution to the Board to authorize the out-of-range increases. Commissioner Wright moved to approve Resolution 2022-040 to authorize 2022 out-of-range wage increases for select staff. Commissioner Wachsmith seconded the motion. Motion was approved; 3:0.

REQUEST TO APPROVE A RESOLUTION ESTABLISHING LEGAL HOLIDAYS FOR KITTITAS COUNTY AND REVISING PERSONNEL POLICY 7.3

Director Foreman presented a resolution to establish legal holidays and update Personnel Policy 7.3 (Holidays). Commissioner Wright moved to approve Resolution 2022-041 to establish legal holidays for Kittitas County and to update Personnel Policy 7.3. Commissioner Wachsmith seconded the motion. Motion was approved; 3:0.

REQUEST APPROVAL FOR A NEW POSITION IN COMMUNITY DEVELOPMENT SERVICES: ASSISTANT BUILDING OFFICIAL

Director Foreman presented a request from CDS to review the job description and wage range for a new position, Assistant Building Official. CDS Director Carlson commented that the position was approved during the 2022 budget process, and he is now ready to recruit for the position. The Board reviewed the job description and wage range and provided direction to move forward with recruitment.

OTHER BUSINESS

None.

ADJOURN

The meeting was adjourned at 10:33 AM.



Kristine Foreman, HR Director

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Laura Osiadacz, Chairman