

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

THURSDAY

10:00 AM

5/12/2022

Board members present: Cory Wright, Brett Wachsmith

Others: Clay Myers, Dan Carlson, Patti Johnson, Mark Cook, Christopher Whitsett, Stephanie Hartung, Kristine Foreman, Jeanne Killgore

CALL TO ORDER

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

REQUEST APPROVAL FOR LONG RANGE PLANNER WAGE ADJUSTMENTS

CDS Director Carlson provided the Board with a recruitment update for his Long Range Planner vacancy. All recruitment efforts have been unsuccessful, so Director Carlson and HR researched alternative options including an adjustment to the wage range and contracting with a recruiting firm. Citing the high cost of recruitment firms and the Planner wages of surrounding Counties, Director Carlson requested Board approval to increase the Long Range Planner wage range. The Board approved a wage range increase. HR will work with CDS to advertise the position with the revised wage range.

DISCUSSION OF WAGE COMPRESSION IN THE KITITAS COUNTY SHERIFF'S OFFICE

Sheriff Myers summarized that there is an issue of wage compression among the command staff in the Sheriff's Office and requested that the Board authorize a permanent wage gap between the command staff and those whom they supervise. Sheriff Myers explained that the command staff currently earn less than the employees they supervise. This does not accurately reflect the experience and responsibilities that their positions require. Commissioner Wachsmith requested a spreadsheet to see the cost impact of the requested changes. Sheriff Myers will put that together and bring it back to the next HR Study Session for the Board to review.

CONSIDER A PROPOSAL TO ELIMINATE THE 6-MONTH WAITING PERIOD FOR NEW EMPLOYEES TO USE VACATION BENEFITS (KITITAS COUNTY SHERIFF'S OFFICE)

Sheriff Myers requested that the Board remove policy language that requires new employees to wait six months before being able to access and use their vacation leave bank. He suggested that managers should have the authority to allow vacation use during the first six months of employment, if the employee has the accrued leave available. Sheriff Myers also suggested that employees not be allowed to cash out their accrued vacation leave should they leave the County within the first six months of employment. The Board expressed interest in the proposed policy change. HR Director Foreman will draft the policy change and bring it forward at the next HR Study Session.

REQUEST APPROVAL OF MEMORANDUM OF UNDERSTANDING BETWEEN KITITAS COUNTY AND AFSCME LOCAL 792 FOR RECOGNIZING AND CLASSIFYING NEW POSITION IN PUBLIC WORKS

This item was continued at the 5/13/2022 HR Study Session.

APPROVED
6-7-2022

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REQUEST APPROVAL OF MEMORANDUM OF UNDERSTANDING BETWEEN KITITAS COUNTY AND AFSCME LOCAL 792-CH FOR RECOGNIZING AND CLASSIFYING NEW LEAD FISCAL ANALYST POSITION

This item was continued at the 5/13/2022 HR Study Session.

BENEFITS COMMITTEE UPDATE

Director Foreman provided the Board with a brief summary of the last Benefits Committee meeting. Commissioner Wachsmith requested that the Management Team receive an update as well. Commissioner Wright commented that members of the Benefits Committee should also be updating their departments and the groups they represent. Director Foreman will send an update to Department Heads.

At 10:45 AM, Commissioner Wachsmith moved to continue the HR Study Session at 9:00 AM on 5/13/2022 due to other obligations of the Board. Commissioner Wright seconded the motion. Motion was passed; 2:0.

EXECUTIVE SESSION – 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.

This item was continued at the 5/13/2022 HR Study Session.

OTHER BUSINESS

Maintenance Director Stacey advised the Board that the pipe repair near the jail was unsuccessful. She is reviewing new repair options, including rerouting one of the pipelines. All options will come at a cost, and Director Stacey will keep the Board apprised on the progress of the repairs.

ADJOURN

The meeting was adjourned at 10:45 AM.



Kristine Foreman, HR Director

**KITITAS COUNTY COMMISSIONERS
KITITAS COUNTY, WASHINGTON**



Laura Osiadacz, Chairman