

**COMMISSIONERS' MINUTES
KITITAS COUNTY, WASHINGTON
COMMISSIONERS AUDITORIUM
SPECIAL MEETING**

MONDAY

11:00 A.M.

APRIL 13, 2020

Board members present: Chairman Brett Wachsmith; Via Phone: Vice-Chairman Laura Osiadacz and Commissioner Cory Wright.

Others: Julie Kjorsvik, Clerk of the Board; Lisa Young, Human Resource Director; Jerry Pettit, Auditor; Paul Sander, Lower District Court Judge; Via Phone: Patti Johnson, Solid Waste Director/Interim Maintenance Director/Project Manager; Mark Cook, Public Works Director; Amy Cziske, Treasurer; Elishia Harvill, Chief Administrator; Diana MacKenzie, Upper District Court Administrator; Jesse Cox, Environmental Health Supervisor; Karen Bowman, Administrative Supervisor; Dan Carlson, CDS Director; Nick Henderson, Coroner; Greg Zempel, Prosecutor; Clay Myers, Sheriff; and Val Barschaw, Clerk.

SPECIAL MEETING

PLANNING UPDATE/COVID-19

COMMISSIONERS

At 11:00 a.m. Chairman Wachsmith opened a Special Meeting to consider Staffing actions related to COVID-19.

Lisa Young, Human Resources Director, explained that on April 15, 2020 some employees will have exhausted their FFCRA Emergency Paid Sick Leave. She asked the Board for direction regarding employees in on-essential positions (those not deemed essential by the Governor's Order and therefore unable to work or telework) once their Federal leave bank is exhausted, as well as for those who are performing essential work on a part-time basis who may run out of Federal leave before the Order is lifted. There was discussion on the various options along with the pro's and con's for each one.

Judy Pless, Budget & Finance Manager, said she had prepared a budget analysis and options for the Board's consideration including utilizing the Rainy Day fund for payment of salaries through the Governor's current Order through May 4, 2020. Greg Zempel, Prosecutor felt the time was now to use a portion of the Rainy Day Fund and the County can build it back up in the future. Jerry Pettit, Auditor, spoke in favor of using a portion of the Rainy Day Fund. He noted the County would still be obligated to reimburse unemployment payout for employees who apply if they are laid off and how all departments should begin looking at their budgets and different ways to be creative. Val Barschaw, Clerk questioned what the Board's priorities of financial versus the County employees health and safety and the Stay at Home order. Amy Cziske, Treasurer,

commented on the inequity of employees who are working from both home and in person at the Courthouse and those who are not working and being paid. There was mention of consideration of extra pay for those who have been working through the COVID-19 crisis.

Commissioner Wright moved to authorize non-essential and essential employees who are not able to work their specific hours through May 4, 2020, to be able to utilize their leave banks or the choice of being laid-off, and extend medical benefits through May 31, 2020 as allowed through UHC. Commissioner Osiadacz seconded.

Commissioner Wright felt there were a lot of unanswered questions, long term impacts to the County once the Health Orders are lifted. He was in favor of preserving the Rainy Day fund. He didn't want to see any employee having a lapse in medical so that's why he wanted to ensure their coverage is through the end of May. Chairman Wachsmith agreed there was a lot of uncertainty, but he felt it was time to use a portion of the Rainy Day Fund and then allow for time to re-evaluate any possible layoffs or other options at a later time. Commissioner Osiadacz explained how it was a difficult decision to make, and she wanted to ensure it's fair and equitable to all employees and in the best interest of Kittitas County.

Motion died 1-2 (Chairman Wachsmith and Commissioner Osiadacz opposed the motion).

Chairman Wachsmith moved to approve Option #5 provided by the Human Resource Director, to provide County Emergency Paid Leave at full pay through May 4, 2020 from the Rainy Day Fund. Commissioner Osiadacz seconded. Motion carried 2-1 (Commissioner Wright opposed the motion).

RESOLUTION 2020-079 AMEND. PERSONNEL POLICY HUMAN RESOURCE

Chairman Wachsmith moved to approve Resolution No. 2020-079, Approving Emergency Temporary Amendments to the Kittitas County Personnel Policy, as a result of the COVID-19 pandemic. Commissioner Osiadacz seconded. Motion carried 2-1 (Commissioner Wright opposed the motion).

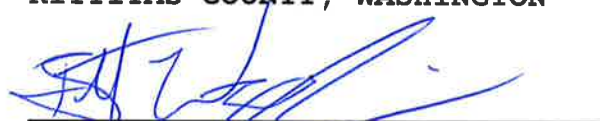
Meeting adjourned at 11:51 a.m.

CLERK OF THE BOARD



Julie Kjorsvik

**KITTITAS COUNTY COMMISSIONERS
KITTITAS COUNTY, WASHINGTON**



Brett Wachsmith, Chairman