

**COMMISSIONERS' MINUTES  
KITTITAS COUNTY, WASHINGTON  
BOCC AUDITORIUM via WebEx  
REGULAR MEETING  
HR STUDY SESSION**

**TUESDAY**

**10:00 AM**

**4/14/2020**

Board members present: Brett Wachsmith (in person), Cory Wright (via WebEx), and Laura Osiadacz (Commissioner Osiadacz joined the call at approximately 10:10 AM due to technical difficulties; Chairman Wachsmith quickly brought her up to speed and she expressed support for all previous items).

Others present: Lisa Young, Jeanne Killgore (in person); and Judy Pless, Julie Kjorsvik (via phone/WebEx)

**CALL TO ORDER**

The meeting was called to order at 10:02 AM.

**DISCUSS/CONSIDER LETTERS TO WASHINGTON STATE DEPARTMENT OF NATURAL RESOURCES AND WASHINGTON DEPARTMENT OF FISH AND WILDLIFE REGARDING PUBLIC ACCESS**

HR Director Young presented the Board with draft letters prepared by Commissioner Osiadacz to the WA State Department of Natural Resources and the WA Department of Fish and Wildlife regarding public access. Commissioner Wachsmith said the letters were good but he noted a formatting issue on the signature line of the letters; Director Young will adjust the formatting. Commissioner Wachsmith moved to approve the letters to be signed once reformatted. Commissioner Wright seconded the motion. Motion was approved 2:0.

**REQUEST TO APPROVE AN MOU WITH TEAMSTERS LOCAL 760 (PROBATION) FOR AMENDMENTS TO ARTICLE 12.5.1 REGARDING COMP TIME**

Director Young requested Board approval of an MOU with Local 760 (Probation) to amend article 12.5.1 regarding comp time. She explained that the MOU, which was reviewed by both payroll and legal, would expand the provisions of comp time for Probation staff, and noted that this had been previously discussed with the Board some time ago. Commissioner Wachsmith moved to approve the MOU with Teamsters Local 760 (Probation) for amendments to article 12.5.1 regarding comp time. Commissioner Wright seconded the motion. Motion was approved; 2:0.

**REQUEST TO APPROVE AN MOA WITH COUNCIL 2, AFSCME, LOCAL 792 (ROAD) REGARDING ELIGIBILITY FOR A STEP INCREASE UPON SUCCESSFUL COMPLETION OF PROBATIONARY PERIOD**

Director Young presented the Board with a MOA regarding step increases for employees of Local 792 (Road). The MOA will formally adopt the practice of providing new employees a one step increases at the completion of the probationary period. The MOA would also award a one step increase to employees hired during the term of the union agreement, who did not receive such an increase. Commissioner Wright asked what a step was equivalent to; HR Director Young replied that it was approximately 2.2%. Commissioner Wachsmith moved to approve the MOA with Council 2, AFSCME,

**APPROVED**  
5/17/2020

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Local 792 (Road) regarding eligibility for a step increase upon successful completion of probationary period. Commissioner Wright seconded. Motion was approved 2:0.

*\*\*Commissioner Osiadacz joined the meeting\*\**

**REQUEST TO APPROVE A RESOLUTION TO ALLOW TIME FOR BOCC CONSIDERATION OF SPECIAL COMPENSATION RELATED TO COVID-19**

Director Young presented the Board with a resolution that would allow the Board to consider special compensation related to COVID-19 at a later date. She explained that the resolution would simply reserve the Board's right to administer special compensation down the road. Director Young also presented a brainstorming document outlining a variety of special compensation scenarios. Commissioner Wright noted that he would not be in support of this. Director Young commented that the document is just a conversation starter, and no decision about special compensation needs to be made at this time. Commissioner Wachsmith moved to approve Resolution 2020-083 reserving future consideration of special compensation related to COVID-19. Commissioner Osiadacz seconded the motion. Commissioner Wright opposed. Motion was approved; 2:1.

**OTHER BUSINESS** *(taken out of order as a segue from the previous subject and to have the Executive Session last)*

Director Young asked how the Board may want to proceed if the Stay Home, Stay Healthy order is extended beyond May 4<sup>th</sup> – asking if they might further extend the County Emergency Paid Leave, or if they would then be considering layoffs. She mentioned that she has been looking into options surrounding continuation of employee benefits related to the Governor's recent proclamation, which requires the maintenance of benefits for high risk personnel while on unpaid leave or during a layoff. She said she has been working with legal and has a call scheduled with the AFSCME Union Rep. Commissioner Osiadacz commented that it is a good idea to start exploring options now. Commissioners Wachsmith and Wright agreed. Director Young will continue to explore options and will put something together for the Board to consider.

**EXECUTIVE SESSION – RCW 42.30.140 (4)(B) THAT PORTION OF A MEETING DURING WHICH THE GOVERNING BODY IS PLANNING OR ADOPTING THE STRATEGY OR POSITION TO BE TAKEN BY THE GOVERNING BODY DURING THE COURSE OF ANY COLLECTIVE BARGAINING, PROFESSIONAL NEGOTIATIONS, OR GRIEVANCE OR MEDIATION PROCEEDINGS, OR REVIEWING THE PROPOSALS MADE IN THE NEGOTIATIONS OR PROCEEDINGS WHILE IN PROGRESS.**

The Board entered executive session at 10:35 AM to discuss collective bargaining. Anticipated length: 10 minutes; anticipation action: direction to staff. The Board exited executive session at 10:45 AM, with direction to proceed as discussed.

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ADJOURN

The meeting was adjourned at 10:50 AM.



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Lisa Young, HR Director

KITTITAS COUNTY COMMISSIONERS  
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Brett Wachsmith, Chairman