

**COMMISSIONERS' MINUTES
KITTITAS COUNTY, WASHINGTON
WEBEX
REGULAR MEETING
HR STUDY SESSION**

TUESDAY

10:00 AM

5/25/2021

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

Others: Jerry Pettit, Dan Carlson, Mike Flory, Patti Stacey, Tristen Lamb, Jesse Cox, Christopher Horner, Julie Kjorsvik, Lisa Young, Jeanne Killgore

CALL TO ORDER

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

DISCUSSION/DECISION – AUDITOR STAFFING

Auditor Pettit requested Board approval to move forward with Prothman consulting services to recruit for the upcoming Budget & Finance Director vacancy. Commissioner Wright expressed support in moving forward with the plan outlined by the Auditor. Commissioners Wachsmith and Osiadacz agreed.

Auditor Pettit also presented a request to hire a temporary office worker to fill in during staff summer vacations and leaves of absence. He explained that summer is the busiest time of the year for the Auditor's Office, and a temporary worker would allow staff to take time off while maintaining optimal productivity levels. The Board expressed their approval of a temporary office worker for the Auditor's Office. Commissioner Wright noted that the Commissioner's Office has a staff member who has provided office support to other departments experiencing staffing shortages. He commented that their staff member could be made available to the Auditor's Office if needed.

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.

The Board entered executive session to discuss the qualifications of an applicant for public employment at 10:09 AM for five minutes. Anticipated action: direction to staff. The Board exited executive session at 10:14 AM. Direction to staff: Proceed with staffing as discussed.

EXECUTIVE SESSION – RCW 42.30.110(1)(i) TO DISCUSS WITH LEGAL COUNSEL REPRESENTING THE AGENCY MATTERS RELATING TO AGENCY ENFORCEMENT ACTIONS, OR TO DISCUSS WITH LEGAL

APPROVED
12/7/21

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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 at 10:18 AM to discuss potential litigation for an anticipated length of ten minutes. Anticipated action: direction to staff. The Board exited executive session at 10:28 AM. Direction to staff: allow HR to handle the complaint.

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 10:30 AM to discuss a union matter for an anticipated length of ten minutes. Anticipated action: none. The Board exited executive session at 10:40 AM with no action taken.

REQUEST TO APPROVE A MEMORANDUM OF UNDERSTANDING BETWEEN KITTITAS COUNTY AND TEAMSTERS LOCAL 760 (CORRECTIONS – UNIFORMED) APPROVING A SPECIAL EXCEPTION TO ARTICLE 8 - SENIORITY

HR Director Young summarized that a Corrections Officer was hired into the role of Line Deputy, then self-selected to return to his previous Corrections Officer position. Director Young ran into some issues with seniority language in the contract during this process and worked with Teamsters Local 760 (Corrections-Uniformed) to create an MOU to provide a special exception for the employee. She presented the MOU to the Board for approval. Commissioner Osiadacz moved to approve the MOU between Kittitas County and Teamsters Local 760 (Corrections-Uniformed) approving a special exception to Article 8 – Seniority. Commissioner Wright seconded the motion. Motion was approved; 3:0.

REQUEST TO APPROVE LETTER OF AGREEMENT BETWEEN KITTITAS COUNTY AND TEAMSTERS LOCAL 760 (CORRECTIONS – UNIFORMED) AMENDING ARTICLE 25.4 – FITNESS INCENTIVE

Director Young presented a Letter of Agreement amending the fitness incentive for Corrections-Uniformed, to ratify the change which was initially approved at the Law & Justice Study Session. She summarized that the CJTC changed their standard for fitness testing, and the Teamsters union contracts have fitness incentive programs that traditionally coincide with CJTC standards. The Letter of Agreement would update the contract fitness incentive program to the new CJTC standards, and make the Uniformed Corrections program standards match that of the Line Deputies. Commissioner Osiadacz moved to approve the Letter of Agreement between Kittitas County and Teamsters Local 760 (Corrections – Uniformed) to amend Article 25.4 – Fitness Incentive. Commissioner Wright seconded the motion. Motion was approved; 3:0.

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DISCUSSION/DECISION – RECENT GUIDANCE REGARDING FULLY VACCINATED INDIVIDUALS

Director Young notified that Board that the CDC released new masking guidance and requested direction on how to move forward based on the new information. Commissioner Wachsmith expressed interest in easing masking requirements for fully vaccinated individuals who attest to their vaccinated status on a signed document. He also commented that it should be up to the Department Head/Elected Official when to remove the plexiglass barriers from their office. Director Young also inquired about making lanyards or buttons available to staff to indicate their vaccinated status. The Board expressed support in providing lanyards/buttons to staff to wear voluntarily. Director Young will create a vaccine attestation form for staff, update signage for County buildings, make or locate buttons, and provide an update at the next Management Team meeting.

OTHER BUSINSS

Director Young provided the Board with PAFs to be signed, then ratified at their Tuesday meeting.

ADJOURN

The meeting was adjourned at 10:55 AM.



Lisa Young, HR Director

KITTITAS COUNTY COMMISSIONERS
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Brett Wachsmith, Chairman