

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

**TUESDAY**

**10:00 AM**

**10/25/2022**

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

**Others: Greg Zempel, Patti Stacey, Mark Cook, Elishia Harvill, Christopher Horner, Jeanne Killgore**

**CALL TO ORDER**

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

**PUBLIC COMMENT (ONE MINUTE)**

None.

**DISCUSSION/DECISION – REQUEST AUTHORIZATION FOR ADDITIONAL MECHANIC POSITION**

HR Director Killgore presented a request from Public Works to fill their Shop Foreman vacancy with an additional Mechanic. Public Works Director Cook added that an additional Mechanic was already requested in the 2023 budget, but the absence of a Shop Foreman presents an opportunity to begin recruiting for that position immediately. Director Cook added that an additional Mechanic is part of a long-term goal of moving toward full fleet maintenance services for Kittitas County. The Board approved the request to hire an additional Mechanic position rather than fill the Shop Foreman position.

**DISCUSSION/DECISION – REQUEST AUTHORIZATION FOR ADDITIONAL OFFICE WORKER POSITION**

Director Killgore summarized that the Prosecutor's Office is requesting to hire an additional Office Worker position to help offset the additional work created by a long term vacancy in one of the Deputy Prosecutor positions. Prosecutor Zempel commented that crime in Kittitas County continues to rise while the Prosecutor's Office remains understaffed. An additional Office Worker position would be the cheapest way to gain some support in the office. The Board approved the request to hire an additional Office Worker. Commissioner Wright requested that Prosecutor Zempel provide him with a staffing report by 10/28/2022 to support the need for additional staffing in the Prosecutor's Office.

**DISCUSSION/DECISION – REQUEST AUTHORIZATION FOR LIMITED PART-TIME SCALE HOUSE ATTENDANT I POSITION PRIOR TO 2023**

Solid Waste Director Stacey requested approval to hire a limited part-time Scale House Attendant I prior to 2023. She explained that she received funding for this position in her 2023 budget, but she has some savings to hire the position now. Director Killgore commented that prior to hire, an MOU will need to be approved by the union to classify the new position. The Board expressed approval of hiring a limited part-

**APPROVED**  
**11/17/22**

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time Scale House Attendant I prior to 2023. Director Killgore will work with the union to draft an MOU and bring it back for Board approval.

**DISCUSSION/DECISION – PUBLIC DEFENSE DIRECTOR RECRUITMENT**

Director Killgore advised the Board that there is an RCW that defines who can participate in the selection committee for public defenders. The committee can include one County Commissioner, one member of the Superior Court, and one practicing attorney in the County. The Board identified Commissioner Wachsmith, Court Administrator Keith, and Deputy Prosecutor Horner for the selection committee. Director Killgore will reschedule interviews with the Public Defense Director candidates.

**DISCUSSION/DECISION – 2023 BENEFITS OPEN ENROLLMENT**

Director Killgore summarized that open enrollment for 2023 benefits is scheduled to start on 11/01/2022. The Board confirmed that they will continue to cover the base plans for healthcare benefits in 2023 for all regular employees working 20 or more hours per week.

**CLOSED SESSION – COLLECTIVE BARGAINING – PURSUANT TO RCW 42.330.140(4)(B), THE OPMA DOES NOT APPLY TO 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 NEGOTIATIONS, OR GRIEVANCE OR MEDIATION PROCEEDINGS, OR REVIEWING THE PROPOSALS MADE IN THE NEGOTIATIONS OR PROCEEDINGS WHILE IN PROGRESS.**

The Board entered into a closed session at 10:30 AM to discuss collective bargaining. The Board exited closed session with no action taken.

**REQUEST TO APPROVE RESOLUTION TO RESCIND KITTITAS COUNTY COVID-19 VACCINATION AND MASKING POLICY**

Director Killgore requested approval of a resolution to rescind the COVID-19 vaccination and masking policy that was established in 2021. Commissioner Wachsmith moved to approve Resolution 2022-197 to rescind the Kittitas County COVID-19 vaccination and masking policy. Commissioner Wright seconded the motion. Motion was approved; 3:0.

**REQUEST TO APPROVE CONTRACT WITH CABOT DOW FOR SALARY SURVEY SERVICES**

Director Killgore requested Board signature on a contract with Cabot Dow for salary survey services. She added that the contract was reviewed by HR and legal. Commissioner Wachsmith moved to approve Board signature on the contract with Cabot Dow. Commissioner Wright seconded the motion. Motion was approved; 3:0.

**OTHER BUSINESS**

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Commissioner Wright commented that he will be drafting a letter of support for the Public Lands Advisory Committee's new project. He will bring it to the Board for review and approval at a future meeting.

**CONCLUDE**

The meeting was concluded at 10:46 AM.

**KITTITAS COUNTY COMMISSIONERS  
KITTITAS COUNTY, WASHINGTON**



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Jeanne Killgore, HR Director



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Laura Osladacz, Chair