

**KITTITAS COUNTY
HR STUDY SESSION MINUTES
BOCC CONFERENCE ROOM, 205 W 5TH AVE., ROOM 108, ELLENSBURG
Regular Meeting**

TUESDAY	10:00 AM	10/22/2024
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Board Members Present: Brett Wachsmith, Laura Osiadacz, Cory Wright

Others Present: Bryan Elliott, Josh Fredrickson, Brian Carlson, Zack DeHaven, Christopher Horner, Jeanne Killgore

CALL TO ORDER

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

CITIZEN COMMENTS (1 MINUTE TIME LIMIT)

None.

DISCUSSION/DECISION – EXEMPT SALARY THRESHOLD

HR Director Killgore explained that effective 1/1/2025, Labor and Industries will increase the exempt salary threshold. Several positions and employees will no longer meet the exempt salary threshold in 2025. The Board provided direction to reclassify certain exempt positions and employees who will not meet the exempt salary threshold in 2025 to FLSA non-exempt. In recognition of the Department Head level responsibilities of the EMS Coordinator position, the Board directed that the salary for this position will be increased in 2025 in order to maintain its exempt status. The Board expressed interest in further discussion with the Coroner and Prosecutor regarding an exempt employee who is dually employed by both offices. Director Killgore will add this item to the next HR Study Session.

CLOSED SESSION – RCW 42.30.140(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 closed session to discuss collective bargaining. The Board exited closed session with no action taken.

OTHER BUSINESS


None.

CONCLUDED

The meeting was concluded at 10:51 AM.



Jeanne Killgore, HR Director

**KITTITAS COUNTY COMMISSIONERS
KITTITAS COUNTY, WASHINGTON**


Brett Wachsmith, Chair

APPROVED

11-19-24