



BOARD OF YAKIMA COUNTY COMMISSIONERS

Regular Meeting

Work Session

Friday, June 9, 2023, at 9:00 am

BOCC Conference Room, Room 232, 128 N 2nd Street, Yakima, WA 98901 or Zoom

6/9/2023 - Minutes

1. CALL TO ORDER

Meeting Called to Order at 9:00 a.m.

PRESENT: Chair LaDon Linde, Commissioner Amanda McKinney, Commissioner Kyle Curtis, Legal Counsel Stefanie Weigand, Deputy Clerk of the Board Erin Franklin, Human Resources Director Jacqui Lindsay, Human Resources Senior Manager Mayling Chin, Human Resources Senior Manager Judy Kendall, Chief Civil Deputy CarriAnn Ross, Stephanie Schilperoort (Administrative Assistant to the Sheriff), Juvenile Court Administrator Candi Shute, Public Services Director Lisa Freund, Public Services Accounting Manager Carmen Hayter, County Engineer Matt Pietrusiewicz, and guests.

2. PUBLIC COMMENT

No Public Comment Received.

3. HUMAN RESOURCES (60 Minutes)

Action Memo: Jacqui Lindsay presented a request from Juvenile Court to extend a temporary position through December of 2023. This temporary position was approved by the Board a few months ago while another employee is out on Workers' Compensation. The Commissioners approved this extension request.

Classification and Compensation Policy Review: Judy Kendall and Mayling Chin joined Jacqui in presenting Revised Policy HR-001. They explained the process this policy underwent before coming to the Board, including being reviewed by Corporate Counsel and receiving feedback from department heads and elected officials.

Commissioner Curtis clarified that this policy is being revised for the second time since 2020. Mayling proceeded to read the policy aloud, and Judy added comments and answered questions about each section.

HR and the Board discussed the language of and various changes to the policy. One topic of discussion was the Decision Band Method (DBM) of job evaluation used to allocate positions into classifications for the pay plan. Due to time constraints, they did not look at other evaluation methods for this round, but could explore other options in the future. Commissioner McKinney and CarriAnn Ross expressed interest in this. Another topic of discussion was identification of comparable counties and other entities; identifying these groups can be challenging, because although they may be local, they might also have different revenue streams available to them. Stefanie Weigand suggested that one of the labor attorneys could provide more information on this topic if the Board is interested.

HR and the Board went on to discuss changes to steps in the pay plan, percentage increases in between steps, etc. The Commissioners also agreed that as Chair of the Board, Commissioner Linde should serve on the Personnel Committee. Discussion then moved to the different grades of out of class pay for employees performing duties beyond their regular job descriptions. CarriAnn Ross, Candi Shute, Lisa Freund, Stephanie Schilperoort and Carmen Hayter provided examples of how this might be applied. For consistency, the Board agreed to retain the pay grade verbiage that is already written into the collective bargaining agreements, instead of exploring more specific applications at this time. Insofar as these situations happen in connection to an employee being out on Workers' Compensation, Candi confirmed that she would try to find out if there are indeed some situations where counties (possibly including Clark County) limit the length of Workers' Compensation; Stefanie was asked to look into this, as well. HR and the Board's understanding was that this time could not be limited.

Jacqui added that there had originally been another section to this policy addressing bilingual pay, that was removed by recommendation of the department heads and elected officials. Bilingual pay has already been discussed and adopted by most of the unions, but discussions with AFSCME are ongoing, and verbiage in their memorandum of understanding indicates that they do not want to implement bilingual pay at this time. The Board agreed to return to this topic in the future, but to leave it out of the policy for the time being.

Jacqui confirmed that she would update the Classification and Compensation Policy with the Board's edits, and asked if it could be placed on Tuesday's Agenda. Judy noted that promotional language is holding up departments with non-represented employees. Commissioner McKinney asked in return that the updated version be sent to the Board and uploaded to the County's website as soon as possible.

Commissioner McKinney MOTION: To Move the Updated Version of This Item to Resolution at Tuesday's Agenda

Commissioner Linde SECOND

Motion Passes Unanimously.

Commissioner Curtis noted that he would like to see dates included for compensation comparable reviews, including four-year reviews and soft touch reviews, and aligned with the budgeting process. He suggested this could be addressed in the future when the Board discusses adding the bilingual pay section back into the policy.

4. COUNTY ROADS (30 Minutes)

EW Corridor Project – Funding/Budget & Timeline: Matt Pietrusiewicz shared a document outlining project phases, percentage of completion of specific project areas, and funding. He explained how the right-of-way process complicates and slows the project. Commissioner McKinney expressed hope that the project might receive more state and federal funding, and Matt noted that there is still ample time, because Phase 3 will take a minimum of 3 years. He shared concerns about insurance coverage solutions for Phase 3; Commissioner Curtis observed that "layering" might make this possible, and offered to reach out to discuss this further with Matt. In response to Commissioner Curtis' question, Commissioner McKinney stated that she did not have progress updates on the Boise Cascade parcels, other than that the present owner may be looking to sell the property. Commissioner Curtis also asked Matt about the State needing to sign off on the exits; Matt and Commissioner McKinney concurred that Yakima County and the City of Yakima will need to continue to work together to ensure this happens.

5. AGENDA ITEM REVIEW (10 Minutes)

Erin Franklin reviewed for the Board all Agenda items submitted for Tuesday's Regular Agenda Meeting.

The Commissioners had no changes for the June 13, 2023, Agenda.

Erin noted that she would be adding some meeting minutes, in addition to the resolution from Human Resources.

6. COMMISSIONER UPDATES/ GENERAL DISCUSSION

Interrogatory Response for the Prosecutor's Office: Stefanie Weigand explained that this document is required for discovery in ongoing litigation.

Commissioner McKinney MOTION: To Authorize the Chair of the Board to Sign the Interrogatory Response

Commissioner Curtis SECOND

Motion Passes Unanimously

7. COMMISSIONER UPDATES/ GENERAL DISCUSSION

New Business:

Commissioner Curtis explained that he serves as the lead Commissioner on the Yakima Consortium for Regional Public Safety (YAKCORPS), which has two proposed amendments: one to change the fiscal agent from the City of Yakima to the County, and the other to add an 8th operating committee called Radio Systems. He asked if he should ask staff to draft a resolution for the BOCC to sign, or if the Board would like to discuss the changes at a

Work Session first. Commissioners McKinney and Linde stated that they were fine waiting to discuss this item until it appears on Agenda.

Commissioner McKinney expressed excitement over graduations and wished all the students, parents, and teachers well. Commissioner Linde concurred, noting that he and his wife have been able to attend a few graduation events this year and meet some very accomplished young people.

8. ADJOURN

Commissioner Curtis MOTION: To Adjourn

Commissioner McKinney SECOND

Motion Passes to Adjourn. Meeting Adjourned at 11:04 a.m.

All work sessions are recorded and will be available to view on the BOCC website at <https://www.yakimacounty.us/AgendaCenter/Board-of-Commissioners-2>.

APPROVED DATE

DATE/Minutes JUN 27 2023



BOARD OF YAKIMA COUNTY COMMISSIONERS

LaDon Linde

LaDon Linde, Chair

EXCUSED

Amanda McKinney, Commissioner

Kyle Curtis

Kyle Curtis, Commissioner

*Constituting the Board of County Commissioners
for Yakima County, Washington*