



## BOARD OF YAKIMA COUNTY COMMISSIONERS

Regular Meeting  
Work Session

Friday, April 29, 2022 at 9:00 am

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

4/29/2022 - Minutes

### 1. CALL TO ORDER

Meeting was called to order at 8:59 a.m.

PRESENT: Chair Amanda McKinney, Commissioner LaDon Linde, Commissioner Ron Anderson, Legal Counsel Don Anderson, Clerk of the Board Julie Lawrence, Deputy Clerk of the Board Erin Franklin, Lobbyist Josh Weiss, Lobbyist Annika Vaughn, Human Resources Director Jacqui Lindsay, Financial Services Director Craig Warner, Water Resources Manager Joel Freudenthal, Chief Civil Deputy CarriAnn Ross, and guests.

### 2. PUBLIC COMMENT

No public comment.

### 3. END OF SESSION UPDATE (60 Minutes)

Lobbyists Josh Weiss and Annika Vaughn presented the Board with an overview of the 2022 Legislative Session, including outcomes, budget priorities, additional legislative issues, and next steps for 2023.

### 4. HUMAN RESOURCES UPDATE (15 Minutes)

#### 1. Additions/Deletions to County Positions: Jacqui Lindsay presented two hiring requests.

- The Sheriff's Office asked to hire a Lateral Deputy at Increment 3 instead of Increment 1, based on both past hiring practices and the individual's years of experience. Commissioners Linde and McKinney gave their assent.
- Superior Court also requested to hire a temporary Juvenile Corrections Officer due to an employee that has been on FML ADA since 2019, and is not likely to return to work. The temporary position would last through December 2023. Commissioners Linde and McKinney asked for clarification on how long this employee can remain on FML ADA, and Jacqui explained that it can last for years unless a settlement can be brokered, at which point the position can be formally replaced. The Commissioners gave their assent to hiring this temporary position and directed Human Resources to continue their efforts in reaching a settlement with this employee and others in similar situations.

#### 2. Reclassifications of County Positions: Jacqui presented the following reclassification requests, all of which would be covered by each department's budget.

- Public Services requested a C45 position be reclassified to D64. The request went through the Personnel Committee, and would mean a difference of \$7,799 through the end of the year. The Board gave their approval unanimously.
- Facilities requested the promotion of a Maintenance Supervisor (B25) to Senior Program

Analyst (C43) for an employee who has been operating at a higher level long enough to warrant a reclass (typically 6 months). The cost difference through the end of the year would be \$7,349. The Board gave their approval unanimously, expressing their desire once again to retain quality employees that add to the County's efficiency.

- The Treasurer's Office requested the promotion of a Senior Accountant (C43) to a lower level management position (C45), which would mean a difference of \$3,719 for the remainder of the year. They also (through the Personnel Committee) requested another reclass of the same type that would mean a difference of \$9,471, as this employee is currently at a different pay increment than the first. The Board gave their approval unanimously for both requests.
- The Horticulture Department requested through the Personnel Committee that an individual be moved from Program Coordinator to Senior Program Analyst, due to the range of duties of the position. The Board gave their approval unanimously.
- The Auditor's Office requested a pay exception for a new applicant to be hired at Increment 5 instead of Increment 1, due to the applicant being bilingual and also to more closely match the applicant's previous wages at another organization. The Auditor also requested that a current employee in the same position be moved from Increment 3 to Increment 5 to match. Jacqui reminded the Board that they had previously expressed a desire to deny future special pay requests of this nature due to the anticipated 5% pay plan increase for all County employees. The Board asked for clarification of the differences between Increments 1, 3, and 5, and whether the new applicant would receive the 3% lump sum and 5% pay plan increase that the existing employee would. Jacqui explained that the new applicant would only receive the 5% pay plan increase. The Board decided to approve an increase to Increment 3 for the new applicant to match the current Increment of the existing employee.

3. Special Pay Request for Sheriff's Office Dispatch Employees: Jacqui followed on the Board's request at a previous Work Session that she fully extrapolate the pay plan increments to aid them in making a decision about Dispatch employee pay. The Sheriff's Office had asked to hire a new Dispatch employee at Increment 14 due to the applicant's years of experience and the current pay rates of "competing" organizations. The Board had agreed to this request, after which the Sheriff's Office requested that all current Dispatch employees be moved to Increment 14, and that all future hires start between Increments 10 and 14 based on level of experience. Chief Civil Deputy CarriAnn Ross shared that current Dispatch employees have practically doubled their experience over the last two years from working exorbitant hours of overtime due to personnel shortages. The Board asked for more detail about various employees' years of experience and current pay levels, which Jacqui and CarriAnn provided. Jacqui reminded the board that the 5% pay increase is temporary until the end of the year, when the results of the pay study will be in. She also asked if the Board wanted to continue offering the \$4,000 recruitment enhancement bonus, since the anticipated increase in pay will already bring the Sheriff's Office Dispatch pay up to the level of "competing" organizations. The Board decided unanimously to approve the special pay request, and to continue offering the recruitment enhancement bonus for the time being, due to ongoing personnel shortages.

#### 5. AGENDA ITEM REVIEW (30 Minutes)

Julie Lawrence reviewed for the Board all Agenda items submitted for Tuesday's Regular Agenda Meeting.

Commissioner Linde noted that he was incorrectly marked as "present" on the Draft Minutes for the April 22, 2022 Work Session, which later alludes to discussion items to be had upon his return. Julie stated she would make that correction and resubmit those minutes.

The Commissioners agreed to make a comment after Consent Agenda regarding the new 5% pay increase due to the fact that spanned so many individual resolutions. Commissioner Linde also volunteered to put together a brief comment acknowledging Provider Appreciation Day.

Julie Lawrence asked the Board if they wanted to continue the YCDA Annual Meeting Sponsorship. Craig Warner confirmed that it was already budgeted. The Commissioners agreed to continue their support and directed Julie and Craig to coordinate payment.

#### 6. PUBLIC SERVICES (90 Minutes)

Water Resources Manager Joel Freudenthal gave the Board a YCWRS update, summarizing departments, laws, codes, and policies involved in Yakima County water. He also summarized the main talking points of the recent Realtor/CWHA meeting

#### 7. COMMISSIONER UPDATES/ GENERAL DISCUSSION

Commissioner Anderson wanted to bring awareness to the Veterans Spring Food Drive (May 1-31).

Julie Lawrence notified the public of internet connectivity issues that interrupted an early portion of the recording of today's Zoom meeting. She added that she has a copy of the slides from Josh and Annika's presentation if anyone from the public wants to request them.

Commissioners Linde and Anderson agreed to move "Commissioner Updates" to Monday's Work Session, as Commissioner McKinney had to step out towards the end of the meeting.

Julie Lawrence discussed a proclamation request for National Public Works Week, submitted by County Roads. She noted that the Commissioners had received the same request in 2021 and had decided to acknowledge the week instead of issuing an official proclamation. The Commissioners asked to see a copy of the proclamation to examine and discuss further at next Monday's Work Session (May 2, 2022).

#### 8. ADJOURN

Commissioner Anderson Motion: To Adjourn

Commissioner Linde SECOND

Commissioner McKinney stepped out of meeting before adjournment.

Motion passes to Adjourn

Meeting adjourned at 11:26 a.m.

All regular agenda meetings 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