

1 **RECORD OF THE PROCEEDINGS**

2  
3 **OKANOGAN COUNTY**

4  
5 **FEBRUARY 7, 2022**

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9	<b>9:00 AM</b>	<b>Review Agenda and Consent Agenda</b>
10	<b>9:15 AM</b>	<b>Discussion Wages-Commissioners</b>
11	<b>9:45 AM</b>	<b>Briefing Among Commissioners-Discuss Weekly Meetings &amp; Schedule</b>
12	<b>10:00 AM</b>	<b>Discuss-General Code Legal Review Proposal-Commissioners</b>
13	<b>11:00 AM</b>	<b>Public Hearing-Budget Supplemental-Sheriff Fund 001.017 \$22,110</b>
14	<b>11:15 AM</b>	<b>Discussion ARPA Funding Request-Community Action Council</b>
15	<b>To Follow</b>	<b>Review Meeting Minutes</b>

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17 The Okanogan County Board of Commissioners met in Regular session at 123 5<sup>th</sup> Avenue North,  
18 Okanogan, Washington on February 7, 2022 with Chairman, Commissioner Andy Hover; Vice-  
19 Chairman, Commissioner Chris Branch; Member, Commissioner Jim DeTro; and the Clerk of the  
20 Board, Laleña Johns, present.

21  
22 AV Capture provided recorded audio and video of the meeting held today, while ZOOM provided  
23 best audio accessibility and public interaction.

24  
25  
26 Commissioner Branch because he would be about 30 minutes late due to OCCAC  
27 Executive Director interviews.

28  
29 **Review Agenda and Consent Agenda**  
30 Commissioners reviewed their agenda.

31  
32 **Discussion Wages-Commissioners**  
33 Prosecutor Susan Baur, Teagan Levine, Undersheriff Aaron Culp

34  
35 The Clerk of the Board previously provided a salary survey of the Clerk of the Board and Deputy  
36 Clerk of the Board salary. Looked at chief Deputy Salary of the elected officials. Commissioner  
37 Hover is trying to figure out where the pay should be is what said. \$6200 is around the same  
38 amount that Elected's receive. He is willing to put the Clerk of the Board up with the Chief Deputies  
39 because of the survey. The Deputy Clerk of the Board survey showed averages of Okanogan  
40 County cities with an average of \$4,478 and he would be willing to raise it up to that. He did not  
41 think the Clerk of the Board's salary should exceed what the other Chief Deputies salary changed  
42 by resolution 48-2021.

43  
44 Commissioner Hover asked Undersheriff Culp if he had come up with a proposal for Chief Civil  
45 Deputy by 3% and proposed \$65,770 annually for that position. The District Court Administrator  
46 was also part of the original group of Deputies. He would also like to address the salaries of the  
47 Attorneys because they are below about \$10,000. Ms. Baur stated she had a list of survey and  
48 would like to turn that into the commissioners for consideration. AWC comparable's are published  
49 in March so the CPI bump isn't calculated in those comparable's. Whether or not the  
50 commissioners can bump them up that much will need to be discussed further.

52 Looking at counties that don't have the same work loads as Okanogan County and those counties  
53 pay more. Commissioner Hover discussed property taxes and with CPI being 5-6% it is a struggle  
54 to keep up. He discussed indigent defense if the state helped more with that cost then wages  
55 wouldn't be problem elsewhere.

56  
57 Tanya Everett is looking at the other chief deputies' salary as Commissioner Hover has no  
58 problem moving Ms. Johns up to that wage scale. He also had no problem moving the Deputy  
59 Clerk of the Board up to the average of cities deputies. He does need more information from Ms.  
60 Everett but he plans to address this before lunch. He asked the Prosecutor for comparable's to  
61 use to consider the attorneys salaries.

62  
63 The county is following CDC guidelines on COVID and policy is needed that covers county staff  
64 when leave is required for this.

65  
66 **Briefing Among Commissioners-Discuss Weekly Meetings & Schedule**

67 Commissioners' discussed the comments they were receiving regarding water in Tunk Valley.  
68 Commissioners discussed further subdivisions in that valley. Commissioner Hover said corrective  
69 action to not allow that legally would be to send recommendation to planning commission that  
70 water is not physically there and further divisions of land would further impair current water.

71  
72 Commissioner Branch shared a Draft Strategy Sheet Outline for Report with the other  
73 commissioners regarding the Tunk Basin.

74  
75 **Discuss-General Code Legal Review Proposal-Commissioners**

76 No discussion.

77  
78 **Public Hearing-Budget Supplemental-Sheriff Fund 001.017 \$22,110**

79 Cari Hall, Aaron Culp

80  
81 Commissioner Hover opened up the public hearing to staff. Undersheriff Culp provided that this  
82 budget supplemental is to cover the dispatch fees for 2022. The budget was short due to the  
83 agreement which increased. The Stone Garden grant offered an addition amount for  
84 reimbursement that needed to be budgeted for use. This will assist in the replacement of the  
85 vehicle that was totaled.

86  
87 Commissioner Hover closed staff and opened up to the public, seeing no one to comment he  
88 opened up to the board. Commissioner Hover discussed unused wages even if people are hired  
89 now. Before sending out a budget request he would like to discuss taking the budget from the  
90 wage lines instead.

91  
92 **Motion Resolution 19-2022 Budget Supplemental Sheriff**

93 Commissioner Branch moved to approve resolution 19-2022 approving a budget supplemental  
94 regarding the Sheriff budget in the amount of \$22,110. Motion was seconded, all were in favor,  
95 motion carried.

96  
97 **Discussion ARPA Funding Request-Community Action Council**

98 Lael Duncan, Jennifer Short, Mike Worden, Aaron Culp

99  
100 Ms. Duncan discussed and provided a funding request for emergency food and nutrition  
101 distribution system costs. The national guard was previously helping distribute the food but they  
102 were redirected to other projects and no longer assist with the program. OCCAC has struggled

103 filling the help they provided. A new forklift and other things that happened during everyday  
104 operations that are not covered by traditional funding. Her hope is that the county would help fill  
105 the need as no other funding is predicted for the costs. (attached)

106  
107 The request was for \$250,000 over the next 2 years. Trying to hire additional people to assist.  
108 Jennifer Short explained additional needs for the funds that were not granted by FDA that support  
109 the program. Ms. Short explained the basis for numbers. Commissioner Branch said it would be  
110 helpful to see additional detail of the request showing monthly of historical costs. Ms. Duncan  
111 stated this request was in direct correlation of costs due to COVID. The board needs to  
112 understand the details of what additional costs are involved in terms of time and wages. Additional  
113 equipment and staff costs are due to increase and how they came up to the numbers. Ms. Duncan  
114 said the food and nutrition side is fluid and can provide examples. Commissioner Hover stated  
115 the county would be reimbursing the entity for what is expended. There are many requests coming  
116 in for the money and he wants to make sure everyone is on the same page, but he doesn't want  
117 to just give the total amount requested without demonstrating justification. Ms. Duncan said the  
118 details would not be a problem.

119  
120 Commissioner Branch displayed the county's ARPA plan showing proposed uses of the funds.

121  
122 Dennis Rabidou joined the audience at about 11:35 a.m. to ensure Commissioner Hover was  
123 available on Thursday morning at 9:30 a.m. for a meeting.

124  
125 Mike Worden stated estimated costs of previously discussed requests for dispatch and coroner.  
126 He asked as the board tries to manage the funds have all entities gone to other funds available  
127 to them before coming to the county? Commissioners said they have thought about that.  
128 Commissioner Branch stated the ARPA funds can be used for grant match.

129  
130 Commissioner Hover revisited the salary request of the Clerk of the Board and Deputy Clerk of  
131 the Board is taking longer for HR to draft the resolution.

132  
133 Commissioner Branch would like to moved subject to the resolution. Commissioner Hover said it  
134 is something to think about because he wants to ensure parity. He doesn't think the information  
135 for a well back up decision can be made right now. Commissioner Branch would like to consider  
136 this again this afternoon.

137  
138 Commissioner Hover is thinking about the cause and effect if the board approves as is.

139  
140 Commissioners discussed some time to go through and brainstorm the ARPA wish lists so the  
141 board can start forming its plan. Next Monday afternoon was scheduled for the discussion.

142  
143 **Motion Resolution 23-2022 COVID Required Leaves**

144 Commissioner Branch moved to approve resolution 23-2022 regarding administration leave policy  
145 due to COVID required leaves. Motion was seconded, all were in favor, motion carried.

146  
147 Commissioner Hover stated another issue the board needs to address is the Tunk Basin.  
148 Commissioner Hover wants to make sure the board doesn't want keep exacerbating the issues.

149  
150 Commissioner recessed at 12:05 p.m. until 3:00 p.m.

151  
152 The commissioners came back from recess at 3:00 p.m. to continue their discussion about wages.

153

154 Cari Hall attended the discussion via Zoom.

155

156 Commissioner Hover provided salary surveys showing the average wage for the Clerk of the  
157 Board, Chief Civil Deputy, DC Administrator, and Chief Deputies. (attached)

158

159 Commissioner Hover said based on the information in the survey's he would be willing to bump  
160 the Deputy Clerk of the Board position from grade 18 to grade 24 then provide another 2%  
161 increase to non-bargaining employees. If sales tax keeping going up and mandates go away this  
162 could be considered further.

163

164 Commissioner DeTro asked if the Deputy Clerk of the Board would reconsider staying with the  
165 county. Commissioner Branch stated there is a ripple effect. They are the people closest to the  
166 commissioners and their performance is dependent on the quality of the work produced by their  
167 clerks. It pretty easy not to get applicants should there be an opening. Commissioner Hover  
168 explained Douglas County construction boom which adds to the tax base. Other counties have  
169 high reserves. Anything the board does ripples through to the Union Contracts, said  
170 Commissioner Hover. He thinks if the county had the money it would be different. He wants to  
171 stay consistent with the 85% because he cannot speak out of both sides of his mouth he has to  
172 be consistent.

173 Commissioner Hover stated the county has raised wages for union contracts every single year,  
174 but not non-bargaining employees and he feels that is consideration enough.

175

176 Commissioner Branch understands how this scenario would save the county money. He  
177 discussed the Chief Deputy salaries and those employees stepping into their elected official's job  
178 when necessary. The Clerk of the Board and other non-bargaining employees would receive 2%  
179 increase. He was thinking about COB because the position is tough and there have been three  
180 Clerks in the county since 1982. He said if the county goes with 2%, then let it ride. Commissioner  
181 Hover said the policy and other aspects come into play, so. If we diverge we should do it across  
182 the board. Percent of average provides consistency. He doesn't want to just raise a position's  
183 salary. Commissioner DeTro discussed not wanting to pit one department against another when  
184 wages of one class changes and another doesn't. He did get lots of positive feed back for what  
185 the board did for public works.

186

187 Commissioner Hover proposed making the 2% change and grade change, then he'll go into an in  
188 depth. He said perhaps a professional salary survey of every position would be a lot to see what  
189 90% would look like. Commissioner Branch asked about the Union contracts because they are  
190 setting the stage and how this situation would look. There are so many variations.

191

192 If the Clerk of the Board was not head of the maintenance who would that be. Commissioner  
193 Branch stated performance is also something to consider. The continued to discuss this wage  
194 consideration. Commissioners discussed tying the non-bargaining wages to bargained wages to  
195 be fair because the non-bargaining unrepresented.

196

197 Commissioner Hover stated building maintenance and HVAC replacements are expensive.

198

199 This path the board wished to pursue is the one presented by Commissioner Hover.

200

201

202

203 **Motion Deputy Clerk of the Board & 2% Non Bargaining Increase**

204 Commissioner Branch moved to reclassify the Deputy Clerk of the Board position from grade 18  
205 to grade 24 and provide a 2% general wage increase to non-bargaining employees. Motion was  
206 seconded, all were in favor, motion carried.

207

208 **Review Meeting Minutes**

209

210 The board adjourned at 3:55 p.m.

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