

**RECORD OF THE PROCEEDINGS  
SKAGIT COUNTY BOARD OF COMMISSIONERS  
TUESDAY, MARCH 22, 2016**

The Skagit County Board of Commissioners met in regular session on Tuesday, March 22, 2016, with Chair Lisa Janicki, Commissioner Ron Wesen, and Commissioner Kenneth A. Dahlstedt present.

I. CALL TO ORDER:

Chair Janicki called the proceedings to order at 8:32 a.m.

II. PLEDGE OF ALLEGIANCE:

Chair Janicki led the gallery in the salute to the flag.

III. AGENDA:

a) 8:30 a.m. - 9:30 a.m. Public Works - Dan Berentson, Director:

1. Recognition Awards for 2015 90-day Spring Initiative in Samish Watershed

Public Works Director Dan Berentson introduced Water Resources Section Manager Michael See.

Mr. See informed the Commissioners that on Friday, January 8, 2016, staff from Skagit County attended a meeting with Washington State Governor Jay Inslee and provided a presentation of the achievements made during the 2015 90-day spring initiative in the Samish Watershed. During that meeting, signed Governor's Recognition Awards were presented to staff in attendance.

Mr. See presented the remaining awards to staff that were not able to attend the meeting in Olympia in January.

Mr. Berentson commented on the meeting with the Governor. Discussion followed on current evaluation of the Samish Bay for a potential upgrade.

2. Possible Action: Vacating a Portion of County Right-of-Way known as Wilbur Road (Road #41610)

Engineering Technician Shane Whitney provided some additional information and reviewed the request to vacate a portion of County right-of-way on Wilbur Road. Mr. Whitney said that they addressed Mr. Montague's questions which were asked at the public hearing, and, that Public Works was recommending the vacation of the road.

The Commissioners confirmed that the applicant owned the property which surrounds the portion requested to be vacated, the assessed value, the process, and easements. Discussion was held on challenges with problems that often occur at dead end roads, safety for family and property, and the conditions for final approval of vacation of right-of-

way.

A motion was made by Commissioner Dahlstedt to approve that the Board of Skagit County Commissioners sign and execute the Order to Vacate the northern portion of Wilbur Road (**Resolution No. R20160092**) Commissioner Wesen seconded the motion.

The vote passed unanimously.

3. Possible Action: Renaming a Portion of Fruitdale Road (Road #91110) to North Fruitdale Road (Road #91050) in Conjunction with a Similar Action by the City of Sedro-Woolley and to Eliminate Confusion in Addressing and Emergency Response Along the Roadway

Discussion was held on action recently taken by the City of Sedro-Woolley to rename a portion of Fruitdale Road north of State Route 20 to North Fruitdale Road and the importance of consistency and reducing confusion by also renaming the northern portion of the county's road to North Fruitdale Road.

A motion was made by Commissioner Wesen to approve to rename the portion of Fruitdale Road #91110 north of State Route 20 to North Fruitdale Road #91050. (**Resolution No. R20160093**) Commissioner Dahlstedt seconded the motion.

The vote passed unanimously.

Chair Janicki recessed the proceedings at 8:52 a.m.

- b) 9:30 a.m. - 10:00 a.m. Discussion with Elected Officials and Department Heads: Total Cost of Compensation Study

Chair Janicki reconvened the proceedings at 9:31 a.m. and informed the audience that they were present to talk about questions and concerns that had been brought up by other elected officials about the methodology used for the Total Cost of Compensation Study.

Chair Janicki recognized Sheriff Will Reichardt, Auditor Jeanne Youngquist, and Prosecuting Attorney Richard Weyrich.

Chair Janicki asked each Commissioner to explain the purpose of the study.

Commissioner Dahlstedt discussed wanting fair and consistent wages that were competitive and balanced in the budget.

Commissioner Wesen discussed wanting current data and more information on total compensation with regard to the value of current benefits provided to Skagit County staff (healthcare, vacation days, etc.) so that he could make better decisions about balancing wages and future healthcare changes.

Chair Janicki discussed the need to perform an organizational-wide study, bring job descriptions up-to-date and confirm that current wages paid were appropriate. She also wanted information to help make future decisions on changes to Skagit County's medical benefits.

Chair Janicki referenced a letter received from elected officials to discuss the study further with Commissioners: <ftp://ftp.skagitcounty.net/countycommissioners/documents/agendapackets/03212016> and she invited members in the audience to share their thoughts and concerns.

Skagit County Prosecuting Attorney Richard Weyrich said that a comprehensive study would be needed to help make good decisions. He shared concerns about the current scope of the study, saying that it needed to be increased, regarding comparable counties, beyond population and total assessed value and include other factors like cost of living and median home prices. Also, he and the other elected officials agreed that nearby counties and cities should be taken into consideration since they were competitors. Discussion followed on various objections towards methods and cases cited by the study and the need to increase the scope of the study.

Skagit County Sheriff Will Reichardt agreed with Mr. Weyrich's concerns and discussed the inequity in his department due to certain positions which were not represented by a union. He also shared that upon employment, compensation for many of his positions had already been compared to other entities. Discussion followed concerning retaining employees and the need to take city wages into consideration.

Skagit County Auditor Jeanne Youngquist shared concerns about employee retention and the inability to offer as high of a wage as some other local entities.

Chair Janicki invited department heads to share their thoughts or concerns about the process.

Director of Public Health Jennifer Johnson shared her initial concerns about beginning the process with Compensation Works and the appreciation for the detailed, comprehensive, and quality assessment. She also shared concerns about the inability to sometimes retain staff by not being able to offer a competitive wage.

Director of Public Works Dan Berentson shared that he was about to begin the process with Compensation Works and that he was looking forward to an objective evaluation and establishing a baseline. He discussed the lack of communication and expectations about the study and also shared concerns about employee retention and the frequency of losing employees in unique positions to other entities.

Director of Human Resources and Risk Management Jessica Neill Hoyson discussed the process, appreciated the feedback, explained that the study was being performed at the request of the Commissioners, and that the methodology used for data collection and review was similar to a study performed in 2004.

Commissioner Dahlstedt pointed out that Skagit County worked with 13 bargaining units/unions which represented approximately 2/3 of Skagit County's employees: many of which worked in the Prosecuting Attorney's Office and the Sheriff's Office. He confirmed with Ms. Neill Hoyson that Skagit County had not heard any complaints or from any of the professional representatives of the bargaining units about the process of the compensation study. He expressed again that he wanted fair treatment and wages for employees.

Commissioner Wesen asked that departments work to ensure that employee job descriptions were correct so that good and accurate information was used for the study, and, was reflected in the results.

Chair Janicki discussed the approach, confirmed that the Assessor's Office was included in the current study, discussed factoring education into the study, and understood the need for competitiveness for employee retention.

Chair Janicki recessed the proceedings at 10:12 a.m.

c) 10:30 a.m. - 11:30 a.m. Emergency Medical Services Update- Mark Raaka, Director

Chair Janicki reconvened the proceedings at 10:31 a.m. Director Raaka made opening comments and invited Central Valley Ambulance Authority (CVAA) Medical Service Officer Danny Weibling to provide an update.

Mr. Weibling provided an update on the replacement ambulance for CVAA, reported on quality meetings with Dr. Matthew Russell the Emergency Medical Services (EMS) Medical Program Director, and discussed inter facility transfer protocols between dispatch, Skagit Valley Hospital and United General Hospital.

Mr. Raaka provided updates on where in the process partner agencies (the fire districts, cities, and towns) were at with regards to executing Interlocal Agreements, implementing the ePCR system, the standardized ordering system, protocols for basic life support providers regarding glucometry and narcan, and registry of AED machines.

Chair Janicki and Mr. Raaka discussed the status of the City of Mount Vernon performing basic life support (BLS) transports.

Mr. Raaka updated the Commissioners on the upcoming meetings scheduled for the group being put together to discuss the EMS delivery model for services. He said that the group would be made up of a representative or two from the County, cities, towns, rural Fire District Commissioners and Chiefs, ALS (paramedic) provider chiefs, hospitals, firefighter/paramedic labor union, consumers, and volunteers. The first meeting was scheduled to take place on April 25 and occur every three weeks thereafter. Mr. Raaka reported that eight meetings had been scheduled and would be facilitated by Mr. Jim Reid.

Discussion was held on the increasing number of calls from cities asking for support from rural fire districts and representation on the EMS Delivery Model Advisory Group and need to reach consensus.

Central Valley Ambulance Authority Office Manager Jada Trammell answered questions about the BLS vehicle that CVAA used to operate and why it was eliminated (lack of revenue and support from the EMS Commission at the time). Chair Janicki recessed the proceedings at 11:01 a.m.

d) 11:30 a.m. - 11:45 a.m. Board of County Commissioners:

Chair Janicki reconvened the proceedings at 11:30 a.m.

1. County and Individual Success Stories

Commissioner Wesen and Chair Janicki wished Commissioner Dahlstedt a happy birthday.

2. Public Comment Period

Carol Ehlers of West Fidalgo Island provided a map to the Commissioners from her open space file which showed land that was publicly owned in Skagit County. She said that the Washington State Department of Ecology completed the map in 2008. She discussed land regulations, the Shoreline Master Program Update, the Beachwatchers program, the importance of correct and up-to-date information, and the need for regulations to make sense if they are to be accepted by citizens.

3. Miscellaneous Announcements

Well wishes were made for a safe Easter.

IV. ADJOURNMENT:

Chair Janicki adjourned the proceedings at 11:45 a.m.

**BOARD OF COMMISSIONERS  
SKAGIT COUNTY, WASHINGTON**

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Lisa Janicki, Chair

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Ron Wesen, Commissioner

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Kenneth A. Dahlstedt, Commissioner

ATTEST:

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Clerk of the Board