

Board of Okanogan County Commissioners  
11/10/2020

JD—Jim DeTro, BOCC chair, District 3, absent  
AH—Andy Hover, BOCC vice-chair, District 1  
CB—Chris Branch, BOCC, District 2  
LJ—Lalena Johns-clerk to the Commissioners  
KWM—Kayla Wells-Moses, WSU Extension

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**Summary of significant discussions:**

*Discussion of Extension budget. Recently, the threshold for exemption from overtime pay was raised to \$49,831. Tasha, the county coordinator for 4-H, makes a little less than this amount and so becomes eligible for OT pay in 2021. BOCC and KWM discuss possible ways to deal with this situation*

KMW—Since Tasha would be eligible for OT pay in 2021, I see three options:

1. Give Tasha a raise so she stays exempt.
2. Give Tasha the salary requested in our budget and monitor the OT to prevent it. The OT requirement is based on hours worked weekly, not during a pay period. Since Tasha sometimes must work Saturdays, we'd have to be careful.
3. Being realistic—The 4-H job during Fair time and the several weeks beforehand is not a 40 hr/week job. Because of Covid, the work load in 2020 isn't representative, but in 2019 Tasha worked 10-12 hours per day during that time.

AH—What if we give Tasha 32 hr/week? Would she get full benefits?

KMW—Her salary is 100% funded by the county, but WSU pays her benefits. If she's not exempt, she could choose comp time instead of extra pay. There's no extra money spent during the pay period, but she could get a big payout later on.

AH—The 4-H program is beneficial.

KWM--She can get a letter from HR that she's not allowed to take OT. She worked 70 hrs total during Fair week in 2019, and 60 hrs in the three weeks leading up to the Fair.

AH—(does the math) If she works 36 hr/week, the amount of money in the whole year is the same, assuming she works the same amount of OT during the Fair as in 2019. Her weekly pay will be less, but there will be a big OT check after the Fair. Will WSU cover full benefits for 36 hr/week?

KWM—I'll ask. And I'll ask her how she feels about this. It will affect how she feels about the job, and also affect others who are not used to her having to stop right at quitting time.

AH—How about the rest of your budget? Any changes?

KWM—Only utilities. Utilities went sky high this year so I upped the amount in the budget.

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AH—Let's reschedule this meeting. It's either 40 hr/week with no OT, or 36 hr/week with OT built in for the Fair or other times if necessary.

KWM—Going from salary to hourly is a learning curve. When do I need to have the answer?

AH—Budget hearing start Dec. 7, so we should meet before then.

KWM—I'll email WSU and then get ahold of Laney when I get some answers.

BOCC approves the consent agenda, along with vouchers from Tonasket EMS District, Oroville EMS District and Methow Valley EMS District.

LJ—Methow Valley EMS District is undergoing a routine audit, and maybe there will be a meeting about that.

Meeting adjourns.

*Natasha Moffitt-Hemmer*