

**COMMISSIONERS' MINUTES  
KITITAS COUNTY, WASHINGTON  
AUDITORIUM  
SPECIAL MEETING**

**WEDNESDAY**

**11:00 A.M**

**SEPTEMBER 13, 2023**

Board members present: Chairman Cory Wright, Vice-Chairman Brett Wachsmith & Commissioner Laura Osiadacz.

Others: Julie Kjorsvik, Clerk of the Board; Sarah Keith, Superior Court Administrator; Diana MacKenzie, Upper District Court Administrator; Lisa Murray, Elisha Harvill, Chief Administrator; Patti Stacey, Facilities & Waste Operations Director; Jeanne Killgore, Human Resources Director; Todd Davis, Noxious Weed Board Director; Mark Cook, Public Works/Community Development Services Director; Barb Demory, Lower District Court Administrator; and Greg Zempel, Prosecutor.

**SPECIAL MEETING EXEMPT & NON-BARGAINED EMPLOYEES COMMISSIONERS**

At 11:04 a.m. Chairman Wright opened a Special Meeting to receive an update from the Exempt & Non-Bargained Employee Advocacy Committee.

The committee's proposal included Proposal #1 COLA, Proposal #2 Step Increases, Improved Performance Evaluation Form, Proposal #3 PTO, and the overall 2024 budget impact.

Jeanne Killgore, Human Resources Director, reviewed the draft Performance Evaluation form and explained how the proposed step increases would work with it. The Board agreed to the proposed Performance Evaluation form. She reviewed some of the proposed step scales provided by Cabot Dow.

Bryan Elliott, Auditor, reviewed a proposal for COLA based on a 3-year rolling average of the Western State CPI. Chairman Wright said he could not commit to providing a COLA every year. There was discussion about tying it to revenue projections.

There was discussion on changing leave benefits to PTO. Mr. Elliott said by increasing the benefits, it would not be that big of an expense, but it would be a liability on what's carried on the books. Ms. Killgore said she drafted a policy which mirrored the Union Contracts, but they were in a different format. The Board agreed to go towards PTO.

**APPROVED**

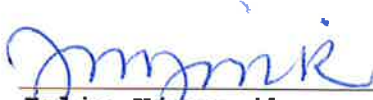
**11-7-23**

The Auditor's office offered to conduct an analysis if COLA had been provided over the past 10 years, and if the County could have met the funding. In addition, if the budget had not been able to sustain the COLA increase, how much money would have been needed in a reserve fund to meet those proposed increases. Alternatively, if there were budget excesses during the time frame, how would that have increased the reserve fund.

The topic of incentive pay would be discussed at the next meeting.

The meeting was concluded at 12:10 p.m.

**CLERK OF THE BOARD**



**Julie Kjorsvik**

**KITTITAS COUNTY COMMISSIONERS  
KITTITAS COUNTY, WASHINGTON**



**Cory Wright, Chairman**