

**COMMISSIONERS' MINUTES  
KITITAS COUNTY, WASHINGTON  
COMMISSIONER'S CONFERENCE ROOM  
SPECIAL MEETING**

**MONDAY**

**10:00 A.M.**

**AUGUST 5, 2024**

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

Others: Mandy Buchholz, Office Administrator; Jeanne Killgore, HR Director; Greg Zempel, Prosecutor; Brian Carlson, Budget Finance Director; Andrew Yoder, Finance Manager; Zack DeHaven, Assistant Finance Director.

**SPECIAL MEETING**

**SALARY MATRIX**

**COMMISSIONERS**

At 10:00 a.m. Chairman Wachsmith opened a Special Meeting to meet to discuss and consider Salary Adjustment Requests.

Brian Carlson, Budget & Finance Director, explained that the requests Mr. Zempel has brought forward are different than what the newly adopted wage matrix proposes and within his right to do. However, the Board is not obligated to continue supporting the funding for fiscal year 2025 and going forward. He stated that as the Finance Division continues to improve the budget process, they are working through silos and standardization.

There was discussion regarding historic trends and asks from County Departments.

Greg Zempel, County Prosecutor, reviewed his requests and how they as the judicial family are different from other divisions of the County. He stated they went through the matrix and found comparable positions to his Staff and that's what was brought forward for the Board to approve, as opposed to what the new wage matrix proposed. He stated although he would like to see them all approved today the two, he wants to get addressed are the two that Cabot Dow found no comparables for. They his Forensic Interviewer and his Crime Victim Specialist. He stated his office obtained comparables from the Counties used in the salary survey that created the matrix. He stated that there is also similar positions such as Aspen that they collected and considered. He stated that he was encouraged to seek out funding through 3/10<sup>th</sup> or something similar to offset the cost and he received unanimous support from the 3/10<sup>th</sup> Committee unanimously.

Jeanne Killgore, HR Director, explained that Cabot Dow did find comparables for the Crime Victim Specialist, but did not find any for the Forensic Interviewer. She stated that it may be due to the

title of the position as other County's must have a similar position but perhaps it's called something else.

Commissioner Osiadacz explained that she had a very similar conversation with the Board on behalf of BoCC Staff and unfortunately walked away without action. She stated she was encouraged to work on bringing the requests through the budget process for 2025, and she sympathized with Mr. Zempel's disappointment.

Commissioner Wright stated that County needs to work through the silos, standardization and accreditations for wage matrix adjustments moving forward.

Mr. Zempel was tasked with re-evaluating the proposed finding from Cabot Dow for the Crime Victim Specialist.

Jeanne Killgore was tasked with reaching out to Aspen regarding their position that is the same as the County Prosecutor's Forensic Interviewer, and to discuss it on the August 27, 2024 HR Study Session.

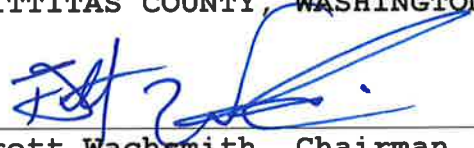
Meeting concluded at 11:02 a.m.

**OFFICE ADMINISTRATOR**



**Mandy Buchholz**

**KITTITAS COUNTY COMMISSIONERS  
KITTITAS COUNTY, WASHINGTON**



**Brett Wachsmith, Chairman**