

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

MONDAY

1:00 P.M.

JANUARY 28, 2019

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

Others: Julie Kjorsvik, Clerk of the Board; Mark Cook, Public Works Director/Interim Engineer; Lisa Young, Human Resource Director/Interim Event Center Director.

SPECIAL MEETING

OUT OF CLASS PAY

COMMISSIONERS

At 1:30 p.m. Chairman Wright opened a Special Meeting to discuss out of class pay for County employees, noting it was not "performance pay".

Lisa Young, Human Resource Director/Interim Event Center Director said she had been working with Director Cook on obtaining some examples from other Counties for out of class pay. She reviewed draft language for a Special Compensation Policy. Director Cook said he was in favor of a policy and explained how it would enable employees to obtain compensation early on in the case of long term vacancies. He said it was not possible for one person to take on 100% of an additional position and how the work is usually spread out by a few people. They discussed positions within the County that are statutorily required.

Ms. Young suggested the Board take the information and think about different scenarios and circumstances before making a final determination. She asked the Board to provide any comments back to her as soon as they can so she can bring the item back next week for their consideration.

The meeting was adjourned at 1:24 p.m.

CLERK OF THE BOARD


Julie Kjorsvik

**KITITAS COUNTY COMMISSIONERS
KITITAS COUNTY, WASHINGTON**


Cory Wright, Chairman