

**JEFFERSON COUNTY
BOARD OF COUNTY COMMISSIONERS**

CONSENT AGENDA REQUEST

TO: Board of County Commissioners

FROM: Mark McCauley, County Administrator

DATE: March 24, 2025

SUBJECT: Resolution, re: Creating an Employee Recognition Program and Authorizing Funding for the Annual Employee Picnic, Tax Blues Breakfast and Other Appropriate Events

STATEMENT OF ISSUE:

The County has traditionally conducted employee recognition events such as the Employee Recognition Picnic and the Tax Blues Breakfast fully funded by our employee driven Public Employee Recognition Committee (PERC). PERC raises funds by hosting a variety of food driven events such as chili cookoffs, baked potato bar, taco bar, and hotdog/hamburger lunches. The County believes that it should assume the costs of these two employee recognition events as a way of showing appreciation for our employees.

Doing this would demonstrate our commitment to achieving our Strategic Plan Goal of improving organizational health.

ANALYSIS:

Many local governments fund employee recognition programs as a way of showing their appreciation for their workforce.

FISCAL IMPACT:

The exact fiscal impact is unknown; however, the cost will probably be less than \$10,000 annually depending on how many events are conducted.

RECOMMENDATION:

Consider approving the proposed resolution.


Mark McCauley, County Administrator

3/18/25
Date

**STATE OF WASHINGTON
JEFFERSON COUNTY, WASHINGTON
BOARD OF COUNTY COMMISSIONERS**

**In the Matter of a Resolution Creating an
Employee Recognition Program and Authorizing
Funding for the Annual Employee Picnic, Tax
Blues Breakfast and Other Appropriate Events**

RESOLUTION NO.

WHEREAS, the Jefferson County Board of Commissioners recognizes the dedication, hard work, and service of the County's public employees in maintaining essential government functions and providing outstanding service to the residents of Jefferson County; and

WHEREAS, the County's Public Employee Recognition Committee has historically organized events such as the Annual County Picnic and the Tax Blues Breakfast to foster camaraderie, boost morale, and show appreciation for public employees; and

WHEREAS, these events have been funded through voluntary contributions and other limited sources, which have constrained the ability of the Public Employee Recognition Committee to consistently provide these meaningful events; and

WHEREAS, the Jefferson County Board of Commissioners finds that official County funding of the Annual County Picnic and the Tax Blues Breakfast is a worthwhile investment in employee engagement, well-being, and overall workplace culture;

**NOW, THEREFORE, THE JEFFERSON COUNTY BOARD OF
COMMISSIONERS HEREBY RESOLVES AS FOLLOWS:**

Section 1. Whereas Clauses are Findings of Fact. The Jefferson County Board of Commissioners hereby adopts the above "Whereas" clauses as Findings of Fact.

Section 2. County Employee Recognition Program is Established. In furtherance of the County's Organizational Health Strategic Plan Goal the County wishes to establish a County-funded employee recognition program, including but not limited to funding the annual County Picnic and the annual Tax Blues Breakfast.

Section 3. Management of the Program. The County's Public Employee Recognition Committee shall oversee the planning and execution of these events with input from County leadership to ensure responsible and effective use of funds.

Section 4. Employee Recognition Supports Organizational Health. Supporting these events aligns with the County's commitment to employee recognition, retention, and fostering a positive work environment.

Section 5. Severability. If any section, subsection, sentence, clause, or phrase of this Resolution or its application to any person or circumstance is held invalid, the remainder of this Resolution or its application to other persons or circumstances shall be fully valid and shall not be affected.

Section 6. SEPA Categorical Exemption. This Resolution is categorically exempt from the State Environmental Policy Act under WAC [197-11-800](#)(19).

Section 7. Effective Date. This Resolution becomes effective upon adoption.

(SIGNATURES FOLLOW ON THE NEXT PAGE)

ADOPTED and APPROVED this _____ day of _____, 2025.

SEAL:

JEFFERSON COUNTY BOARD OF
COMMISSIONERS

Heidi Eisenhour
Chair

Greg Brotherton
Member

Heather Dudley-Nollette
Member

ATTEST:

APPROVED AS TO FORM:

Carolyn Gallaway, CMC Date
Clerk of the Board

Philip C. Hunsucker, Date
Chief Civil Deputy Prosecuting Attorney