

**JEFFERSON COUNTY
BOARD OF COUNTY COMMISSIONERS**

CONSENT AGENDA REQUEST

TO: Board of County Commissioners

FROM: Adiel McKnight, Deputy Clerk of the Board

DATE: July 14, 2025

SUBJECT: RESOLUTION re: In the Matter of a Resolution Repealing and Replacing Resolution No. 18-0324-25R Creating an Employee Recognition Program and Authorizing Funding for the Annual Employee Picnic, Tax Blues Breakfast and Other appropriate Events

STATEMENT OF ISSUE:

On March 24, 2025 the Board of County Commissioners approved Resolution 18-0324-25R in support of the 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.

That Resolution was reviewed at the following PERC meeting on June 26, 2025, where members made edits for clarifying verbiage.

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.

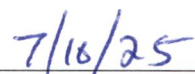
RECOMMENDATION:

Consider approving the proposed resolution.

REVIEWED BY:



Josh Peters, County Administrator



Date

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

In the Matter of a Resolution Repealing and Replacing Resolution No. 18-0324-25R 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 nonprofit, volunteer-run Public Employee Recognition Committee (PERC), created by employees of Jefferson County, 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 PERC 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;

WHEREAS, this Resolution repeals and replaces Resolution 18-0324-25R.

**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 Support for the Employee Recognition Program is Established. To advance the County's Organizational Health Strategic Plan Goal, the County will provide financial support for an employee recognition program, specifically to cover costs associated with the annual County Picnic and the annual Tax Blues Breakfast.

Section 3. Management of the Program. The PERC shall partner with the County in the planning and execution of these events and submit invoices and receipts to the County leadership for review and payment to ensure responsible and effective use of County Employee Recognition Program 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

APPROVED AS TO FORM:

ATTEST:

Carolyn Gallaway, CMC Date
Clerk of the Board

Philip C. Hunsucker, Date
Chief Civil Deputy Prosecuting Attorney