

**Complaint Description**

Fennelle (Thu, 24 Oct 2019 at 7:45 AM)

Currently appointed Kittitas County Commissioner Cory Wright is running for election to the position he now occupies. County staff member Lisa Young, Director of Human Resources, and Cory have manipulated the resources of the county to campaign for Cory, by sending out an email in her role as the HR Director, defending Cory from external campaign accusations. Not only was this email potentially seen by all county employees, it was then used by Cory's campaign to justify actions he took in a meeting. We believe that this is a violation of State Law.

**What impact does the alleged violation(s) have on the public?**

This email was potentially seen by all Kittitas County employees, as having come from someone they believe to be an impartial, apolitical arbiter of Human Resources, and thus unfairly prejudiced all of them towards Mr Wright. It was further seen by countless members of the public, again from the authority of the County's Human Resources Director, which is hugely prejudicial.

**List of attached evidence or contact information where evidence may be found.**

Kittitas County Public Records, Lisa Young's emails.

**List of potential witnesses with contact information to reach them.**

Unsure.

**Complaint Certification:**

I certify (or declare) under penalty of perjury under the laws of the State of Washington that information provided with this complaint is true and correct to the best of my knowledge and belief.

## Brett Wachsmith

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**From:** Lisa Young  
**Sent:** Friday, October 11, 2019 3:21 PM  
**To:** Amy Czikse; Brett Wachsmith; Cory Wright; Dan Carlson; Gene Dana; Greg Zempel; Jerry Pettit; Jim Goeben; Judge Candace Hooper; Judge Darrel Ellis; Judge Paul Sander; Judge Scott Sparks; Julie Kjorsvik; Kady Porterfield; Katrina Mankus; Laura Osiadacz; Lisa Young; Mark Cook; Mike Hougardy; Nick Henderson; Patrick Gigstead; Patti Johnson; Tim Egan; Tipton Hudson; Todd Davis; Tristen Lamb; Val Barschaw  
**Subject:** Important Communication  
**Attachments:** Statement - Wright, C..pdf; Email - BW to GZ - REDACTED.pdf; Incident Report - LO to HR.pdf; Personal Services Agreement - W. Wilkins - Signed by BOCC - 09.24.19.pdf; AMENDED Attachment B - Signed by BOCC - 10.01.19.pdf; Professional Services Agreement Marilyn McCabe-Love.pdf; Professional Services Agreement - Amendment Marilyn McCabe Love Res-2019-146.pdf  
**Importance:** High

Good Afternoon Department Heads and Elected Officials,

In the spirit of the open communication and awareness that we value as a management team, I feel it is important to share the attached documents with you, as they have been released in response to multiple public records requests, including the Daily Record. I have also received Commissioner Wright's permission to share the attached written response which he has provided to the Daily Record. It is my understanding the newspaper will be releasing an article soon.

You may have already seen pieces of information being shared on social media, or heard comments from the community either directly or in passing, related to the content of the attachments. Following these events we did contract with management consultant, Wally Wilkins, Ph.D. While he does have a background in psychology, his business focus includes organizational training, consulting, and coaching. He was recommended by our EAP Representative as an expert in building strategies for organizational strength, resiliency, and success.

I hope this will help you be informed public servants as you are approached with questions or comments. Please share this with your employees at your discretion.

Sincerely,  
Lisa

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*Lisa Young*  
*Human Resource Director/Risk Manager*  
Kittitas County | 205 West 5th Avenue, Suite 107 | Ellensburg, WA 98926  
(509) 962-7084 | [lisa.young@co.kittitas.wa.us](mailto:lisa.young@co.kittitas.wa.us)

On October 1st & 2nd, my opponent personally filed multiple Public Records Requests with the county for letters written by my fellow commissioners to internal staff following an executive session on August 21. Prior to her public records request, I was not fully aware the requested letters existed.

I have since reviewed these letters and have posted them on my website. I wish to address them and any allegations arising as a result.

Since my appointment to the Board of Commissioners, I have brought the same level of focus and desire for solutions that made my 20-year career in the private sector successful. My commitment to the citizens of Kittitas County pushes me daily to find long-term solutions for issues we face. I am a passionate believer that our future lies in collaboration and thoughtful discussion with the stakeholders interested in solving these same issues.

While I cannot legally discuss the content of the August 21 executive session, I can say that the conversations that day brought my passion for this job to the surface. I was concerned that instead of collaboration, others were intentionally excluding me and colluding for a certain outcome and I could not stand for that. While the letters attempt to paint a picture of my actions and demeanor, I vehemently dispute the severity of the situation that they describe. Had the events occurred as depicted, I feel it would have compelled either Commissioner Wachsmith or Director Cook to intervene and neither did so.

Additionally, the letters do not fully describe the apology I immediately made, nor do they outline the commitment I gave that I would never again reach that level. Every one of us has found ourselves in the midst of emotional displays for which we were regretful after, and I am no different. In the end, the person I was most upset with that day was me. In that moment I committed to, when necessary, disagreeing without being disagreeable.

I do not wish to speak for my fellow commissioners, but I believe in the days since this executive session we have worked together with a better understanding because the underlying issues were brought to light. I look forward to continuing our work together for the people of Kittitas County in spite of this unfortunate incident.

Most importantly, I sincerely hope that my opponent's request for these records was not an attempt to bring the divisive politics of Washington, D.C. to Kittitas County. At an event early in this endeavor, I made a commitment to her campaign manager that I would not resort to negative tactics — a commitment that was reciprocated at the time. Our community is too small and too familiar to sling mud. My work has focused on the important issues we're facing, and my campaign has been no different. I believe the voters of our county not only know my commitment to this job but can also relate to the powerful emotions that arise from the issues we deal with. I am hopeful this campaign can continue to be about the important challenges and opportunities our county faces.

The transition from private sector to public service, while full of learning opportunities, proves the same foundational principles of honestly expressing my views, leading by example, and setting up colleagues for success will never fail. I am committed to maintaining these values, and by doing so will continue to set your county government on the right course for the future. I look forward to continuing the incredible honor of serving as your County Commissioner.

I'm always available to talk so if you have any questions, please call me at (509) 341-0540 or email me at [cory@electcorywright.com](mailto:cory@electcorywright.com).