

HR Update

February 7, 2017

1 p.m.

Present: Commissioner Stamper, Commissioner Fund, Commissioner Jackson, Archie Smith, Daleyn Coleman, Steve Walton, Becky Butler, Paulette Young (by phone)

Guest: Linda Williams

Recorder: Rieva Lester

Archie Smith discussed a draft job description for the PDR position.

Archie said he used the GIS and records manager position as the foundation for the job description. He said the position would have access to the computer server. He said it's an IT-heavy position. Archie said leads him to lean toward having it under IT.

He said it should be a management position that's confidential and exempt.

He said the Spillman position is treated similarly.

Becky Butler asked whether the BOCC would discuss the position with the ESC.

Paulette Young discussed the benefits of housing it under Risk. The group discussed the benefits of funding it through Risk.

Archie said his concern is that the position will need a higher clearance for searching, such as what IT has.

Commissioner Jackson asked if the new position would eliminate the access already in place.

Commissioner Stamper said he would like to see the position fall under Risk.

Paulette asked if IT could still do the searches.

Archie said he anticipated the position would score roughly a 25.

Commissioner Jackson said he was leaning toward Risk.

Becky Butler said a rate could be applied to all departments that use the PDR position.

Paulette said she didn't think 505 rates would need to increase until 2019-ish.

Becky discussed the benefits of having the newcomer create the county's PDR policy.

Commissioner Stamper, Commissioner Fund, and Commissioner Jackson agreed to house the PDR position under Risk.

Archie said there's a high probability the position could be out from scoring by March 1.

Archie talked about the importance being focused on finding the right person for the position.

The group discussed the various places the position could be posted, such as the clerks group, the Risk pool, etc.

Paulette left the meeting at 1:42 p.m.

Archie gave an overview of recent union negotiations and discussed counterproposals.

Archie discussed juvenile negotiations.

Sharon Decker joined the meeting at 1:54 p.m.

The commissioners tabled the discussion about juvenile negotiations.

Archie said the Pullman School Districts have opened union discussions to the public.

Commissioner Jackson left the meeting at 1:56 p.m.

Archie discussed a proposed Memo of Understanding and regressive bargaining.

Glenn Carter joined the meeting at 1:57 p.m.

Meeting ended at 1:58 p.m.