

Meeting with HR

March 1, 2017

10:33 a.m.

Present: Commissioner Stamper, Commissioner Fund, Commissioner Jackson, Shad Hail, Judge Lawler, Archie Smith, Daleyn Coleman

Recorder: Rieva Lester

Shad Hail discussed the 104-hour proposal. He said employees now get 120 hours to cover holiday work.

He said the issue should be handled separately from negotiations.

Archie Smith discussed the economic forecast as well as negotiations. He said there has been no discovery indicating Lewis County is in the wrong.

Archie said it's the Board's decision.

Commissioner Stamper asked if it had been discussed in the past.

The group discussed the fact that it had been brought up every year since its implementation.

Commissioner Stamper said he agrees that this needs to be addressed. He said he wants to see it resolved. He proposed rescheduling the afternoon's negotiations.

Daleyn Coleman said the union likely would come up with a counterproposal. She said she would be interested to hear what the union would ask for.

Paulette Young joined the meeting at 10:53 a.m.

Jonathan Meyer joined the meeting at 10:53 a.m.

The group discussed going ahead with the union meeting.

Shad Hail and Judge Lawler left at 10:59 a.m.

Jonathan Meyer said the governor's office contacted him and indicated that the Napavine City Council appointments lie with the county.

The group discussed the process moving forward.

The group discussed holding the meeting in Napavine, possibly at the school, possibly at 6 p.m. on Monday, March 6.

Archie said there's a need to start looking for Paulette's replacement to start training. He said the county needs to have a plan in place.

The group discussed the fact that it would be best to get the PDR person in place before looking at the person who could replace Paulette.

Archie discussed the Public Records Manager position and the Records Manager position.

Commissioner Jackson reiterated the fact that the PDR manager would fall under Risk. He asked how long it would take to fill that position.

The group said interviews for the PDR manager would take place in mid-April. Commissioner Jackson said that would be the time to discuss Paulette's future replacement.

Commissioner Fund left at 11:24 a.m.

Commissioner Stamper discussed the fact that Paulette has set the bar high.

Commissioner Fund returned at 11:26 a.m.

Paulette left at 11:30 a.m.

Archie said the PDR position would need to be someone who could hit the ground running.

Archie discussed the pay range for the PDR position. He asked if the Board would want to set it at roughly 22 or 23 – or would the board prefer it start at the same as the Records Manager position at roughly a 25.

The BOCC called Jonathan Meyer at 11:35 a.m. He said he had heard from the state and that the governor is asking the BOCC to make the appointments. He left the meeting at 11:37 a.m.

Commissioner Fund discussed using pre-employment testing.

The Board agreed to put it at a 25.

Archie thanked the Board for making sure HR was involved and contacted for various issues.

Archie discussed sexual harassment video training doesn't meet the EEOC requirements.

Commissioner Fund left at 11:48 a.m.

Archie asked if it would be OK to ask Dianne Dorey to give a Government 101 class.

Commissioner Fund joined by phone at 11:52 a.m.

Archie brought up a proposed resolution regarding negotiations from 2016. He expressed concerns about the proposed resolution.

Commissioner Stamper asked what can be done about MOUs. Commissioner Jackson said the bottom line is that everything has to cross the commissioners' desks for approval.

Commissioner Fund asked that HR create a draft proposal.

Commissioner Fund left the meeting at 11:58 a.m.

Archie asked where the board is at regarding Jonathan's request.

The group discussed negotiations.

Archie discussed a union's request to meet with the board.

The group discussed the pros and cons of open union negotiations.

Meeting ended at 12:23 p.m.