



HUMAN RESOURCES DEPARTMENT

Personnel | Labor Relations | FMLA | ADA | EEO

Commissioners Meeting Update: November 1, 2017

Attendance: Commissioner Fund, Commissioner Stamper (left 10:46 and arrived 10:48),
Commissioner Jackson (arrived 10:45), Daleyn Coleman, & Archie Smith

Reporter: Daleyn Coleman

Start Time: 1045

End Time: 1130

Budget

Administrative

- Archie out until 11/2

Benefits

- County & Union
 - AFSCME meeting to discuss impact will occur 11/8 12:30, SSS Guild scheduled 2 meetings 11/8 8:30 & 2:00 to discuss options
 - PEBB/WCIF – Grace is in a discussion with Terri Luther with questions on Life Insurance, Short Term Disability, and Vision. No decisions
- Carrie Breen incentive pay discussion 3-0 not in favor

Employment Situations

Union Business:

- JV Detention

Policy

- Travel policy – submitted to Packetwriter
- Sick Leave – informed BOCC of new law - Washington State Sick Leave. The BOCC voted 3-0 in favor of the 90-day waiting period for casual/temporary employees to use paid sick leave. The BOCC voted in favor 3-0 of no cash out value for casual/temporary employees. The BOCC voted in favor 3-0 of rolling over only 40 hours of sick leave for casual/temporary employees. The BOCC voted in favor 3-0 of the calendar year as identified January 1 to December 31. The BOCC voted in favor 3-0 to reinstating all sick leave hours for those who have left employment and returned the same calendar year with no cash out value. The BOCC voted in favor 3-0 to reinstate 40 hours of paid sick leave to those employees returning after one calendar year of service with no cash out value. The BOCC voted in favor 3-0 to make adjustments to the employee handbook.
- 5% promotions

- Discussed change in EHB for grade increase. An issue of the salary grid and rounding. The 5% doesn't necessarily fall to one grade. BOCC determines, if one grade change is promotion, then move to same step and down one grade, but if more than one grade, then 5% rule applies. 3-0 in favor of update
- EHB - updates

Training

Classification/Recruitment

- Risk Administrator – still in works – wait for Archie
- PAF for the MH Coordinator (Superior Court) on hold

Other

- Credit card – HR will not get own c/c – will use personal c/c
- HR Matrix – no discussion