



## *Lewis County Facilities*

571 NW Prindle St  
Chehalis WA 98532

### **Read-Ahead for BOCC**

**Date:** 8/29/2025

**From:** Alex Murray, Facilities Director

**Subject:** Request to Fill Vacant Electrician Position – Facilities Department

### **Background**

The Facilities Department currently has a vacant electrician position that has remained unfilled for nearly seven months. In October 2024, the department laid off its third electrician, reducing the electrical team from three down to two. Since that time, and with one electrician out on extended leave, our effective workforce has been reduced by 66.67%. This has left the County unable to properly cover its electrical needs, decreased our in-house capacity, and increased reliance on costly contracted services.

Since absorbing the fairgrounds in February 2025, the number of critical electrical needs has significantly grown. Without sufficient staff coverage, these needs have strained both the Facilities Department and the broader County operations.

### **Opportunity**

We have identified an ideal candidate to fill the vacant electrician position. This individual previously served as an electrician within the Facilities Department two years ago. They bring:

- **Institutional Knowledge** – Extensive familiarity with county facilities, including the fairgrounds and parks.
- **System Expertise** – Deep understanding of county systems, operations, and history.
- **Immediate Impact** – Ability to “hit the ground running” on day one (targeted start date: September 16, 2025).

This combination of skills, experience, and familiarity is rare. Their return represents an opportunity to restore capacity, expedite the growth and maturity of the department, and provide immediate relief and support to an already strained crew.

### **Fiscal Impact**

Approval of this hire requires placing the individual at a Grade 125, Step 13. This is the grade and step they would currently hold had they remained employed with the County. This adjustment reflects an increase of \$15,610 annually in salaries and wages.


This request aligns with prior practice: County Departments have historically approached the BOCC when hiring above the currently budgeted step. Importantly, this decision does not negatively impact the overall Facilities budget.

**Recommendation**

The Facilities Director recommends moving forward with the identified candidate. Their immediate contributions will:

- Restore lost capacity to the electrical team.
- Reduce reliance on contracted services.
- Strengthen operations at facilities, parks, and the fairgrounds.
- Provide institutional knowledge and leadership to support the department's growth and development.

**Action Requested:** Approve hiring the identified candidate at a grade 125, step 13.



Alex Murray  
Facilities Director  
Lewis County