

**BEFORE THE BOARD OF COUNTY COMMISSIONERS
LEWIS COUNTY, WASHINGTON**

IN THE MATTER OF:

RESOLUTION NO. 22-157

RATIFY A NEW POLICY FOR HIRING CASUAL
EMPLOYEES

WHEREAS, the Lewis County Board of County Commissioners (BOCC) established the initial placements of non-represented casual (extra help) employees through Resolution 21-109; and

WHEREAS, due to a fast-paced hiring market and a high demand to fill casual positions throughout Lewis County, the current casual pay structure lacks competitive compensation to attract casual employees; and

WHEREAS, it is the desire of the BOCC for all directors and elected officials to recruit for casual employment at a rate commensurate to the position placements or at a rate commensurate to the type of work performed on the adopted County employee salary grid; and

WHEREAS, at the Directors' Update on May 11, 2022, the BOCC unanimously approved a new casual rate structure as described herein.

NOW THEREFORE BE IT RESOLVED that the BOCC hereby formally adopts the casual pay rate structure as was previously approved at the May 11, 2022, Directors' Update meeting; and

NOW THEREFORE BE IT FURTHER RESOLVED that for all vacating or vacated position within the office or departments, hiring managers may recruit at the hourly rate of pay commensurate to the established and approved budgeted position grade at steps 1-13, which provides support during a recruiting gap for all other casual positions; and

NOW THEREFORE BE IT FURTHER RESOLVED that the directors and elected officials may also consider placement for casual employment on a two-tiered structure. The Casual Employee 1 classification shall be identified as the hourly rate associated with grade 107, steps 1-13, and the Casual Employee Senior classification shall be the hourly rate associated with grade 115, steps 1-13; and

NOW THEREFORE BE IT FURTHER RESOLVED casual positions identified as Casual Subject Matter Experts -- which require a highly technical, specialized, and/or market position -- will need the approval of the BOCC; and

NOW THEREFORE BE IT FURTHER RESOLVED all office and departments should review casual employee eligibility for Public Employee Benefits Board (PEBB) benefits pursuant to Washington Administrative Code (WAC) 182-12-114. Attachment A outlines the criteria in which a casual employee may meet the threshold for benefits.

DONE IN OPEN SESSION this 24th day of May, 2022.

APPROVED AS TO FORM:
Jonathan Meyer, Prosecuting Attorney

BOARD OF COUNTY COMMISSIONERS
LEWIS COUNTY, WASHINGTON

Kevin A. McDowell
By: Kevin A. McDowell,
Deputy Prosecuting Attorney

Lindsey R. Pollock, DVM
Lindsey R. Pollock, DVM, Chair

ATTEST:



Sean D. Swope
Sean D. Swope, Vice Chair

Rieva Lester
Rieva Lester,
Clerk of the Lewis County Board of
County Commissioners

F. Lee Grose
F. Lee Grose, Commissioner