

COMMISSIONERS' PROCEEDINGS

Regular Meeting
Adams County Courthouse
Ritzville, Washington

January 6, 2021
(Wednesday)

The meeting was held virtually via GoToMeeting.

Call to Order @ 9:00 a.m.

Present:

Chairman Dan C. Blankenship
Vice-Chairman Jay R. Weise

Absent:

Commissioner Terrance J. Thompson

[9:00:24 AM](#)

District Court, Position 2

Judge Benzel appeared, remotely, at the request of the Board regarding the salary placement of Lazaro Martinez, Adult Probation Manager, by resolution on December 21, 2020.

Judge Benzel reported multiple conversations with the previous Board regarding the placement of Mr. Martinez, noting she feels the range is appropriate. However, she does object to the step placement back to the date of hire with a request for a Range 1, Step 4 designation on the Adams County Exempt Employee Salary Schedule, approved December 21, 2020.

Payroll Deputy Bowman disagreed, noting policy was followed in the initial salary placement of Mr. Martinez. Human Resource Manager Perez recited from the personnel policy reinforcing Bowman's position, noting promotion is defined moving from a lower position into a higher paying position. Judge Benzel maintains the position created was new and in a different county department from which Mr. Martinez was previously employed, therefore, it was not a promotion. No action was taken pending further discussion.

[9:16:03 AM](#)

[9:35:41 AM](#)

Human Resources **COVID-19**

Human Resource Manager Perez reported a reminder will be forthcoming to county employees regarding continuing COVID-19 protocols. Additionally, Perez noted the paid leave benefits available to employees for COVID-related absences under the Families First Coronavirus Response Act (FFCRA) are no longer available. Employees will be notified via email.

Economic Development Director Position

The Economic Development Director position remains vacant. The Board requested a review of all applications received to date, with time to review, prior to scheduling candidate interviews. Human Resource Manager Perez was directed to notify applicants that applications were being re-evaluated. Additionally, Perez reported the Next Move Group, a search performing company, has contacted her regarding the use of their services in the recruitment process. **The Board, by consensus, rejected the utilization of the Next Move Group services.**

Perez was further directed to research economic development standards and pay structures within other counties and meet again with the Board in two weeks to discuss the Boards' review of the applications.

[10:09:17 AM](#)

[10:30:04 AM](#)

Public Works

Public Works Director O'Brien met to review the history of discussions taking place in 2020 regarding the management and exempt salary schedules, as well as salary designations, approved on December 21, 2020. O'Brien noted the first step was the development of new salary schedules. Redesignations were developed next and, lastly, step placement was discussed. Additionally, anniversary dates of redesignated employees were discussed. No action was taken pending further consideration. The Board noted a desire to finalize the matter on Monday, January 11, 2021.

[11:22:58 AM](#)

East Basin Irrigation District Director – Division 1

Commissioner Blankenship read aloud the notice of vacancy for the East Columbia Basin Irrigation District (ECBID), Division 1. The notice will be

advertised in the Ritzville Journal as well as the Columbia Basin Herald and the Sun Tribune. All letters of interest must be received by January 22, 2021.

[11:45:26 AM](#)

District Court Position No. 2

Based upon the recommendation of Judge Benzel, District Court Position No. 2, and taking into account the previous Boards' wishes in the matter, Commissioner Weise moved, Blankenship seconded, to *authorize Lazaro Martinez, Adult Probation Manager, to be placed at EE1, Step 4, on the Adams County Exempt Employee Salary Schedule, effective January 1, 2021, with an adjusted anniversary date of January 1.* **Motion carried.**

[11:50:05 AM](#)

Adjournment @ 12:00

Submitted:
s/Patricia J. Phillips, CMC
Clerk of the Board

Edited and Approved:

BOARD OF COUNTY COMMISSIONERS
ADAMS COUNTY, WASHINGTON
s/Dan C. Blankenship, Chairman
s/Jay R. Weise, Vice-Chairman
-absent-
Terrance J. Thompson, Commissioner