

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

**IN THE MATTER OF:**

RESOLUTION NO. 25-385

APPROVE UPDATES TO THE LEWIS COUNTY  
EMPLOYEE HANDBOOK TO ALIGN WITH 2026  
COLLECTIVE BARGAINING AGREEMENTS AND  
COUNTY POLICY

**WHEREAS**, the Lewis County Board of County Commissioners (BOCC) has authority to approve countywide personnel policies, including the Lewis County Employee Handbook; and

**WHEREAS**, Human Resources has conducted a comprehensive review of the Employee Handbook to ensure consistency with adopted and proposed 2026 collective bargaining agreements, Washington State law, and current county policies and compensation practices; and

**WHEREAS**, the proposed updates include administrative clean-up for clarity and consistency as well as substantive revisions addressing employee status definitions, compensation principles, attendance and leave expectations, holiday and accrual eligibility, sick leave alignment with state law, family and household definitions, and longevity pay provisions, as outlined in the attached Human Resources memorandum dated December 18, 2025, and attached hereto; and

**WHEREAS**, the revised Employee Handbook reflects current operational practices and provides clearer guidance to employees and supervisors while maintaining consistency with applicable collective bargaining agreements.

**NOW THEREFORE BE IT RESOLVED** that the BOCC hereby approves the updated Lewis County Employee Handbook, attached hereto as presented by Human Resources, effective January 1, 2026, and authorizes its implementation countywide.

DONE IN OPEN SESSION this 23rd day of December, 2025.

APPROVED AS TO FORM:  
Jonathan Meyer, Prosecuting Attorney

BOARD OF COUNTY COMMISSIONERS  
LEWIS COUNTY, WASHINGTON

David Bailey  
By: David Bailey,  
Chief Civil Deputy Prosecuting Attorney

Scott J. Brummer  
Scott J. Brummer, Chair

ATTEST:



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

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

Absent  
Sean D. Swope, Commissioner