

**Appendix 100**  
**Agreement between Lewis County and**  
**Teamsters Union Local No. 252**  
**Assessor's Office**

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## **1. INTRODUCTION**

### **1.1 Preamble**

**1.1.1** This agreement and applicable appendices is entered into by and between the Assessor of Lewis County, referred to as the "Lewis County Assessor," the Lewis County Board of Commissioners, referred to as the "County," and the Assessor, and the County, collectively referred to as the "Employer," and Teamsters Union Local No. 252, referred to as the "Union."

**1.1.2** Although the preceding paragraph refers to the Lewis County Commissioners, the Lewis County Assessor, collectively as the "Employer," it is understood between the parties signatory to this agreement that this agreement shall not alter or diminish any of the inherent rights statutorily empowered to each duly elected official.

## **2. RECOGNITION**

### **2.1 Scope of Bargaining Unit**

**2.1.1** This bargaining unit shall consist of all full-time and part-time employees working in the office of the Lewis County Assessor, excluding the elected officials, confidential and extra-help employees, supervisors, and managers.

## **3. EMPLOYMENT POLICIES**

### **3.1 Trial Periods**

**3.1.1** There shall be a six (6) month trial period for employees who promote or transfer to a different job classification.

**3.1.2** An employee who promotes or transfers into a new position will be allowed to return to their former position if they request to do so within thirty (30) calendar days of beginning their trial period. If during the first thirty (30) days of their trial period, the Employer decides the employee is unsuited for the job, the employee will be allowed to return to their former job classification, salary range and step. Employees removed before the completion of thirty (30) days will be given in writing the reason for the removal, upon request.

**3.1.3** If, after the first thirty (30) days, but on or before the last day of their trial period, if the Employer decides the employee is unsuited for the job for non-disciplinary reasons, the employee shall be permitted to return to the employee's formerly held position and placed at the applicable wage and benefit level.

**3.1.4** A trial period may be extended on a day-for-a-day basis for any full days of unpaid leave taken during the trial period; or to provide additional time for the employee to demonstrate they have the competencies required for the position. The maximum length of a trial period, including any extensions, will be twelve (12) months, unless otherwise agreed upon by the Union and Employer.

**3.1.5** Non-accredited appraisers shall have a twelve (12) month probationary or trial period. During this period, the employee must take and pass the initial International Association of Assessing Officers (IAAO) test. Should the employee fail the initial test, the employee will have three (3) months to retake and pass the test. The three (3) month period for retesting shall commence upon learning of the failure of the initial IAAO test. Failure to pass the IAAO test within the three (3) month extension period will result in termination of employment without recourse to the grievance procedure. In this circumstance, the employee will not have the right to return to a former position held within the bargaining unit beyond the first thirty (30) days.

**3.2 Hiring and Appointments**

**3.2.1** The Employer agrees to limit consideration to Teamsters-represented employees who follow the stated application process, if they meet the minimum qualifications identified in the job description/on the job posting, provided that there are at least three (3) Teamsters candidates to interview. If there are not at least three (3) Teamsters candidates to interview, the Employer may consider external candidates.

**3.2.2** The Employer is not required to offer the position to a Teamsters candidate if they do not successfully pass employment screening, interview, and background check processes. If a Teamsters candidate is not successful in receiving a job offer, they may request to receive feedback by contacting Human Resources.

**4. EMPLOYEE BENEFITS**

**4.1 Vacation**

**4.1.1** Vacation may be accrued to a maximum of three hundred twenty (320) hours. Any employee vacation accruals in excess of three hundred twenty (320) hours shall be forfeited (or lost) on December 31 of each year unless accrual of excess vacation is approved as set forth in Section 4.1.2. When an employee who has worked for the County in a regular position for at least six months separates from employment, they will be cashed out for any unused accrued vacation leave up to two hundred forty (240) hours.

**4.1.2** In the event an employee is required to cancel a pre-approved vacation, or a vacation request is denied by the Employer by reason of operational requirements, and in the event such cancellation or denial impacts the maximum accrual limit, at the discretion of the Employer, the employee shall either be allowed to accrue above the maximum or will be paid for the excess accrual above the maximum at the employee’s applicable rate of pay. The cancellation or denial of vacation shall be in writing. Employees must submit requests for the accrual ceiling to be exceeded before December 31, and include proposed dates in the new year to use the excess vacation leave. If the Employer does not approve the employee’s requested vacation dates by March 31, the excess shall be paid in wages.

**4.2 Health and Welfare Insurance**

**4.2.1** Effective January 1, 2026, based upon December 2025 hours the Employer shall remit, as outlined below, to the Washington Teamsters Welfare Trust, care of Northwest Administrators, on behalf of each employee who received compensation for eighty (80) or more hours in the previous calendar month, the sum required for the following plans:

| <b>Insurance Coverage</b> | <b>Monthly rates effective January 1, 2026</b> |
|---------------------------|--|
| Medical – Plan Z          | \$1530.40                                      |
| Time Loss – Plan B        | \$11.00  |
| Dental – Plan A           | \$120.50                                       |
| Vision – EXT              | \$17.10  |
| 9-Month Disability Waiver | \$11.40  |
| <b>Total</b>              | <b>\$1690.40</b>                               |

Effective **April 1, 2026**, the Employer agrees to add Life AD&D Plan A and replace Time Loss Plan B (\$300/week) with Time Loss Plan A (\$400/week) to the benefits package.

| <b>Insurance Coverage</b>     | <b>Monthly rates effective April 1, 2026</b> |
|-------------------------------|--|
| Medical – Plan Z              | \$1530.40                                    |
| Time Loss – Plan A            | \$18.00                                      |
| Life AD&D Plan “A” (\$30,000) | \$8.60                                       |
| Dental – Plan A               | \$120.50                                     |
| Vision – EXT                  | \$17.10                                      |
| 9-Month Disability Waiver     | \$11.40                                      |
| <b>Total</b>                  | <b>\$1706.00</b>                             |

**4.2.2** Effective January 1, 2026, based on December 2025 hours the Employer shall pay **\$1,500** per month to the Washington Teamsters Welfare Trust, care of Northwest Administrators, on behalf of each employee who received compensation for eighty (80) or more hours in the previous calendar month, for insurance premiums set forth above. The additional employer contributions for the 2026 payroll shall be included on any 2025 payroll that includes the new 2026 rates.

For the 2027 calendar year, the Employer agrees to increase their portion of premium contributions to **\$1,550** per month. The additional employer contributions for the 2027 payroll shall be included on any 2026 payroll that includes the new 2027 rates.

For the 2028 calendar year, the Employer agrees to increase their portion of premium contributions to **\$1,600** per month. The additional employer contributions for the 2028 payroll shall be included on any 2027 payroll that includes the new 2028 rates.

**4.2.3 Maintenance of Benefits.** The trustees of the Washington Teamsters Welfare Trust may modify benefits or eligibility of any plan for purpose of cost containment, cost management, or changes in medical technology and treatment. In the event premiums are increased, the Employer’s contribution shall at all times be equal to the amounts outlined in 4.2.2. Those premiums are allocated by agreement of the parties so that dental and vision insurance is fully paid through the Employer’s contribution.

**4.2.4 Payments.** The Employer will be responsible for paying to Northwest Administrators its monthly contributions and those withheld from employees’ wages on or before the tenth (10<sup>th</sup>) day of the month. Upon Union request, copies of all transmittals pertaining to benefits under this Section shall be posted on the Union bulletin board.

**4.2.5 Delinquency.** If the Employer is delinquent in payments, the Employer shall be liable for the payment of any claims incurred by employees or dependents during such delinquency.

**4.2.6 Trust Agreement.** The Washington Teamsters Welfare Trust Agreement shall be incorporated herein and deemed part of this Agreement as though fully set forth.

**4.2.7 New Hires and Transferred Employees.** Whenever an employee is transferred and/or promoted into a bargaining unit from another bargaining or from a non-represented position in which health care is not provided through the Washington Teamsters Welfare Trust, the Employer shall be required to make a double premium contribution for health care coverage to pay for the normal initial month.

- a) For the purposes of premium cost sharing, if any, the employee shall be responsible for their portion of the premium as set forth in this agreement if any exists, excluding the month in which double premium contribution is made. The Employer shall pay the entire premium of the second (2<sup>nd</sup>) contribution.

- b) Whenever a current Lewis County employee is transferred and/or promoted into a bargaining unit from another position in which health care is not provided through the Washington Teamsters Welfare Trust, the Employer shall be required (with its initial payment to the Washington Teamsters Welfare Trust only) to make a double premium contribution for health care coverage.

**4.2.8** This agreement governs the employer’s obligation to contribute on behalf of bargaining unit employees to the Washington Teamsters Welfare Trust. When coverage under the Trust starts and ends is governed by the terms of the respective Plan documents which is not part of this agreement.

**4.3 Boot and Workwear Allowance**

**4.3.1** Upon completion of the employee’s probationary period, employees may be reimbursed up to two hundred and fifty dollars (\$250.00) annually towards the purchase of work boots and workwear if such items are necessary for health and safety reasons of the employee’s normal work environment.

**5. GRIEVANCE PROCEDURE**

**5.1 Processing Steps**

**5.1.1 Step One.** The Union, on behalf of the aggrieved employee, shall submit the grievance in writing to the Chief Deputy for the office in which the aggrieved employee works within fourteen (14) calendar days of the date the employee knew or reasonably should have had knowledge of the event(s) giving rise to the grievance. The written statement shall include the facts giving rise to the grievance, the section(s) of the Agreement allegedly violated, and the remedy sought. The Chief Deputy shall respond to the grievance in writing within fourteen (14) calendar days of its receipt.

**5.1.2 Step Two.** Should Step One fail to resolve the grievance, the Union shall, within fourteen (14) calendar days after receipt of the Chief Deputy’s response, submit the grievance in writing to the Elected Official responsible for the office in which the employee works. The Elected Official shall respond in writing within fourteen (14) calendar days following receipt of the Union’s grievance.

**5.1.3 Step Three.** Should Step Two fail to resolve the grievance, the Union shall within fourteen (14) calendar days after the Union’s receipt of the Elected Official’s decision, give notice to the Employer of its intent to submit the grievance to arbitration.

**6. EMPLOYEE COMPENSATION**

**6.1 Classifications and Salary Ranges:**

The classifications and ranges for positions in the bargaining unit are listed below.

| <b>Classifications</b>              | <b>01/01/26 Salary Ranges</b> |
|-------------------------------------|-------------------------------|
| GIS Lead                            | Grade 123                     |
| Appraiser 4 - Sales Analyst         | Grade 123                     |
| Appraiser 4 – Commercial Industrial | Grade 123                     |
| Levy Specialist                     | Grade 121                     |
| Appraiser 3                         | Grade 121                     |
| Appraiser 2                         | Grade 119                     |
| Property Control Specialist 2       | Grade 118                     |
| Appraiser 1                         | Grade 117                     |
| Property Control Specialist 1       | Grade 116                     |

**7. LAYOFF/REDUCTION IN FORCE**

The Assessor Layoff Groups contain the following job classifications and pay grades:

**Group: Property Control**

|                                     |
|-------------------------------------|
| GIS Lead - 123                      |
| Levy Specialist - 121               |
| Property Control Specialist 2 - 118 |
| Property Control Specialist 1 - 116 |

**Group: Appraiser**

|                                   |   |
|-----------------------------------|---|
| Appraiser 4 - Sales Analyst – 123 | Appraiser 4 – Commercial Industrial - 123 |
| Appraiser 3 - 121                 |   |
| Appraiser 2 - 119                 |   |
| Appraiser 1 - 117                 |   |

**8. DURATION OF AGREEMENT**

8.1 This Agreement shall be effective as of January 1, 2026 and shall remain in full force and effect to and through the 31st day of December 2028.

8.2 Either party to this Agreement may inaugurate collective bargaining over any changes desired to be introduced into an extension term of this agreement by giving notice of the substance and instrumental language of the changes by mail to the other party by October 1<sup>st</sup> of the last year to the agreement.

Signed this 24<sup>th</sup> day of March, 2026.

TEAMSTERS UNION LOCAL NO. 252



Brian Blaisdell, Secretary-Treasurer



Heather Slusher, President/Business Agent

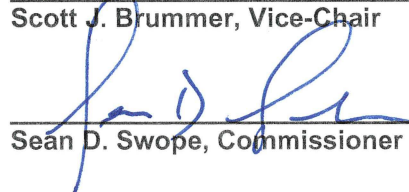
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Lewis County, Washington



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LEWIS COUNTY ASSESSOR



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Attest:



Rieva Lester, Clerk of the Board