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To whom it may concern:

On January 13, 2025, I met with Mr. H. True Pearce Washington County Prosecuting Attorney for the first time to complete personnel and payroll information for his employee file that is kept and maintained in the clerk's office.

Mr. Pearce informed me that he had a problem with our new hire process. He believed that we had a potential lawsuit that could be filed against us regarding his Deputy Prosecutor Sean Jorgensen. Mr. Jorgensen, as with all Washington County employees, is required to complete the employee's new hire drug test before personnel paperwork can be completed. Mr. Jorgensen completed the drug test and paperwork without question or complaint approximately one week before Mr. Pearce came into my office with his complaint.

The policy of the Alcohol and Drug-free Workplace program is highly recommended by I.C.R.M.P., our liability insurance provider, and has been in place for approximately ten years. This program also saves the county on our state insurance fund billing in the amount of \$ 4300.00 yearly.

To participate in this program all departments are subject to the new hire drug screen, apart from elected officials.

Mr. Pearce also told me that no new employee in his office would be required to participate in the program.

I asked Mr. Pearce to please bring this subject up to the Board of County Commissioner's to make the necessary changes if they saw fit. Any changes to this policy would need to be stated in our policy manual and all departments would need to be notified, as this is a one size fits all program. If the change was made to exempt the Prosecuting Attorney's Office from the program, Washington County would be forfeiting the program all together.

Mr. Pearce certainly left me feeling very perplexed, and the threat of being sued over a long-standing practice prompted a call from myself and the County Clerk to I.C.R.M.P.

We were assured by the representative with I.C.R.M.P. that we were not doing anything out of the ordinary and certainly nothing illegal. The suggestion of the I.C.R.M.P. representative was to have our Prosecuting Attorney present the Idaho Code that would indicate liability in our practice of the new hire drug screening.

It was decided by me and the County Clerk to wait for further instruction from our County Commissioners and Prosecuting Attorney.

In conclusion I would also note that Mr. Pearce stated to me that if he "saw his own employees doing drugs on the corner he would not be happy about it but would still not require a drug screening". I found this extremely inappropriate as he is our County Prosecuting Attorney who would be handling drug offences in our county.

I can only assume this was all bluster but for the life of me cannot comprehend why one in his position would introduce himself in this manner.

To date I have not heard back from either the Board of County Commissioner's or Prosecuting Attorney True Pearce.

Respectfully,

Kellie Campbell

Washington County Payroll Clerk