

Who Is Employee Relations Staff And What Do They Do?

The “Blue House” staff (so called because of working in a little old blue house on Oak Avenue across from the County Court House) is committed to helping all employees in the Unified Personnel System develop the most harmonious and effective workplace possible. They do this by providing employment-related counseling, consulting services, and training to employees and departmental management regarding grievances, disciplinary actions, performance appraisals and conflict resolution. Employee Relations also conducts workplace investigations and climate assessments when requested by management.

Employee Relations staffers have a wide range of skills, experience and expertise. The manager and coordinator are degreed professionals and have supervisory and management experience, as well as being trained and very experienced investigators. The Manager, Jean Magee, is a Certified Public Manager (CPM) and a Senior Professional in Human Resources (SPHR) with over twenty years of public sector human resources management experience. The Coordinator, Jim Valliere, is a Certified Public Manager (CPM) and brings more than fifteen years of public sector investigation experience as well as television reporting and supervisory experience. He is also a trained and experienced mediator. The Technician, Peggy Sellards, has advanced training and broad experience in human resources and, among her many other duties, assists in investigations and conducting research. All members of the staff are available to assist employees in resolving work-related concerns, to answer employment-related questions, or to assist in identifying correct resources for needed information.

When a conflict exists in the workplace, whether it’s between coworkers or between an employee and their supervisor(s), Employee Relations can help in identifying different approaches to resolving the conflict. To assist in this effort, Employee Relations offers mediation services which may be requested by employees and management alike. If an employee wants to address their concerns in a more formal way, Employee Relations can assist them in filing a formal complaint, grievance or appeal.

Sometimes employees want counseling or guidance about how they can move ahead in their chosen careers. Employee Relations can assist them by serving as objective advisors. At times, some employees even request a staff member to conduct a mock interview to help them prepare for an upcoming interview process. There are also times when employees are considering a different career path. Employee Relations staff may assist those employees in identifying other County positions for which they may qualify.

Employee Relations is also the Human Resources Department’s liaison to the Employees’ Advisory Council (EAC) and serves as a point of contact for employees requesting an advocate from the EAC’s Employee Advocate program.



Jim Valliere, Human Resources Coordinator
Jean Magee, Human Resources Manager
Peggy Sellards, Human Resources Technician