

IN THE BOARD OF COUNTY COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO. 07-11-28-6

) IN THE MATTER OF APPOINTING AND
) ESTABLISHING THE SALARY AND
) BENEFITS OF THE COUNTY
) ADMINISTRATOR

WHEREAS, the Board of County Commissioners conducted a recruitment and selection process for the County Administrator position which serves at the pleasure of the Board; and

WHEREAS, the successful candidate is Jeffrey R. Spartz; and

WHEREAS, it is the Board's intention to compensate Mr. Spartz commensurate with his qualifications, experience, and responsibilities; and

WHEREAS, it is proposed that an initial performance evaluation of Mr. Spartz be conducted six months from the date of appointment and thereafter, further evaluations and salary review annually from the effective date of his appointment which may result in potential merit increases, now, therefore, it is hereby

ORDERED that Jeffrey R. Spartz be appointed County Administrator at an annual base salary of \$145,000, effective December 31, 2007; and it is further

ORDERED that Mr. Spartz receive the same benefits as those accorded to non-elected department directors and a car allowance; and it is further

ORDERED that upon beginning employment, Mr. Spartz will receive a 112 hour bank of accumulated time management benefit, and shall thereafter accrue at the standard rate for new exempt employees (currently 7.077 hours per pay period). After successful completion of the first year of employment, in recognition of Mr. Spartz's three (3) years of prior county administrator service, Mr. Spartz will be entitled to the time management accrual rate for employees that reflects 4-9 years of service, and it is further

ORDERED that, pursuant to Lane Manual 2.350, Mr. Spartz will be reimbursed for 50% of the expenses of moving his family with a professional moving company, and it is further

ORDERED that although the position of County Administrator serves at the pleasure of the Board, in recognition of the significant experience Mr. Spartz brings to the organization, the Board is willing to and does commit that should it terminate Mr. Spartz employment for other than just cause under Oregon law during the first twelve (12) months of employment, Mr. Spartz will be entitled to receive the equivalent of six (6) months severance pay, and further that should the Board terminate Mr. Spartz employment for other than just cause under Oregon law during the period his second year of employment with Lane County, Mr. Spartz will be entitled to receive the equivalent of six (6) months severance pay less one (1) month for each four (4) month

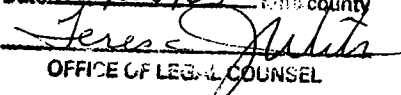
period completed during the second year, with the understanding that thereafter, appropriate levels of severance will be negotiated based upon performance and years of service, and it is further

ORDERED that after January 1, 2008, the Board of Commissioners will review the Assistant County Administrator position and evaluate its status within the organization.

DATED this 28th day of November, 2007.



Chair, Lane County Board of Commissioners

APPROVED AS TO FORM
Date 11/28/07 Lane county

OFFICE OF LEGAL COUNSEL