

*Approved January 12, 1993*December 15, 1992  
9:00 a.m.LEADERSHIP TEAM MEETING  
BOARD OF COUNTY COMMISSIONERSCommissioners'  
Conference Room

Chair Ellie Dumdi presided with Jack Roberts, Jerry Rust and Marie Frazier present. Steve Cornacchia excused. Jane Burgess, Recording Secretary.

Representing the Leadership Team were Rob Rockstroh, Jim Gangle, Steve Carmichael, Bill Van Vactor, Jim Johnson, John Goodson, George Russell, Bob McManus, Bill Hoyt, Arlene Marshall and Chuck Forster.

1. DISCUSSION/Proposed Interim Value Statements of Lane County.

Rob Rockstroh, Director of Health and Human Services, led the discussion regarding proposed interim value statements for Lane County (see material on file).

Among the items discussed was diversity, which had not been listed in the County's previous value statement. Rockstroh stressed the importance of recognizing differences among people, noting that a strong statement had been included which declared that the County "will absolutely not tolerate sexual, religious, or racial harassment."

Roberts asked for clarification on the phrase "will absolutely not tolerate." George Russell, Human Resources and Management Services Director, replied that the intent was to get the message across that harassment in any form was not an acceptable type of behavior in Lane County.

Rust asked that the term discrimination be added to the statement, so that it would read "racial harassment or discrimination." The Board concurred.

Dumdi stated that a very clear message is sent to anyone who steps beyond the behavioral boundaries outlined in the value statement.

On the topic of harassment, Frazier opined that if all people are treated with dignity and respect, harassment will not occur. Rust stated he felt it was appropriate to add the extra language for emphasis. Roberts agreed with Rust, noting that specific language must identify areas that are particularly sensitive.

The Board and the Leadership Team deliberated on the term "customers," deciding that "customers" should be coupled with another term, such as citizens, which addresses all those seeking services from the County.

On the subject of open communications, Rockstroh emphasized that the goal was to provide an open channel of communications between employee and supervisor, which will ultimately provide better service.

In regard to the value statement on creativity, Roberts stated that it was important to note that the term "reward" does not just mean financial reward and that there are a lot of ways to reward creativity.

The Leadership Team and the Board decided to amend the phrase "we will" as it appears in the value statement to "we are."

In reviewing the Teamwork value statement, the Leadership Team and the Board expanded the statement to include citizen groups.

Regarding the Employees statement, the Leadership Team and the Board deleted the word "individual" in the last sentence.

In response to a question posed by Frazier regarding the Mission-Driven statement, Rockstroh stated that plans to streamline bureaucratic hindrances should be implemented after the value statements are adopted.

In regard to the Accountability statement, Roberts stated that it was important to keep in mind that the County's goal is to ensure that public funds provide services that the County's customers want and need.

The Leadership Team and the Board agreed to draft an additional value statement which would include the concept of quality, coupled with steady improvement.

County employees will have an opportunity to review the proposed value statements. An updated draft will come back to the Board.

## 2. DISCUSSION/FY 93-94 Budget

Johnson introduced this item, stating that there does not appear to be too much disagreement about the County's financial situation and assumptions about revenues and expenditures. Therefore, the management team finds that there are only three ways to deal with the upcoming \$2.9 million deficit: raise revenue, reduce expenditures, or a combination of both. Continuing, Johnson stated that the question the Management Team wants to put before the Board is, "Are we going to consider any revenue?" This will determine the direction the Management Team will take in developing a proposed budget.

Roberts stated that his chief concern was the outcome of the existing levy to be determined by the voters and until that has been decided it was not possible to consider other revenues.

Dumdi and Rust concurred with Roberts, Rust adding that if reductions in personnel prove necessary, it is much easier to manage that process by beginning as soon as possible. Rust stated that department managers should prepare a \$2.9 million plan for downsizing and if a levy becomes necessary a concerted effort by the County and city governments (particularly Eugene and Springfield) will be necessary.

In order to set goals, Johnson asked for confirmation of agreement from the Board that there would be no new revenues, other than the new levy.

Rust stated that fee and license adjustments were acceptable, but big-ticket revenue items dependent upon tax increases were not feasible.


Bob McManus, Sheriff, responded by stating that department heads and the other elected officials look to the Board for leadership; and that it was up to the Board to establish priorities for budget cutting. McManus added that the Sheriff's Department is in a position now that if funds are cut, services will be cut.

George Russell, Human Resources and Management Services Director, agreed with McManus, saying that his department had reached the point where any cuts will have a direct effect on service delivery and now direction is needed from the Board on how to proceed with further cuts.

Roberts stated that McManus's point was well taken, but the Board needs the costs associated with each service delivery in order to prioritize services that would have to be given up. Roberts added that cutting services may make it necessary to propose another revenue source to the voters.

Speaking as a representative of a rural district, Frazier stated that people in her district just do not want to pay more money for the services. Frazier suggested advocating at the legislative level a redetermination of the taxing structure in the state, towards making it more equitable and meeting needs. Frazier stated she still supports the equal tax concept, which would replace all 37 taxes currently applied in the state with a 2 percent transaction.

Meeting adjourned at 10:48 a.m. to convene the Housing Authority and Community Services Agency Meeting.

  
Jane Burgess  
Recording Secretary