

MINUTES &
NOTICE OF BOARD ACTION
LANE COUNTY BOARD OF COMMISSIONERS

BOOK 153 PAGE 1949

APPROVED *September 22, 1993*



This document, upon approval in a public meeting by the Board of County Commissioners, serves as official minutes of such meetings as required under the Open Meetings Law, ORS 192.650.

Pursuant to notice made by mailing agendas to news media, a selected list of jurisdictions and individuals in Lane County, a meeting of the Board of County Commissioners was held.

Questions should be directed to The Board Office Specialist 3, ext. 4203.

August 25, 1993
9:00 a.m.

LEADERSHIP TEAM MEETING
BOARD OF COUNTY COMMISSIONERS

Commissioners'
Conference Room

Chair Steve Cornacchia presided with Ellie Dumdi, Marie Frazier, Jack Roberts and Jerry Rust present. Representing the Leadership Team were: Steve Carmichael, John Clague, Margo Drivas, Chuck Forster, Jim Gangle, John Goodson, Doug Harcleroad, Bill Hoyt, Rob Rockstroh and Teresa Wilson. Judge James Hargreaves was also present. Sharon Giles, Recording Secretary.

1. Review Reinventing Government Subcommittee Assignments

Frazier reported that the Committee had narrowed their focus to three areas for possible exploration: 1) Review of Lane County's Value Document and any necessary modifications; 2) Review and recommend changes to the APM consistent with the philosophy that Lane County will become "mission driven" not "rule driven," resulting in improved customer service; and 3) Review the budget process and recommend changes. She indicated that she and Goodson would be co-chairs and Rob Rockstroh would be a member, leaving four slots to be filled. In response to a question from Roberts, Frazier explained that the review of the budget process would look at 1) the timing of the process; and 2) compare this process with other counties' processes to see if there are any areas to improve. Goodson stated another issue was to look at the expenditure control budget model described in Reinventing Government.

Roberts noted that both County Administrator candidates had commented that the budget document was excellent. Harcleroad, Forster, Carmichael and Gangle indicated that the substance of the issue for them was the expenditure control issue. Responding to Rust, Rockstroh noted that expenditure control can work well in a cutback mode, but can be undermined by Board policy choices and Forster replied that expenditure control does create incentives to save. Cornacchia summarized that the differing perspectives indicates a need to examine this particular issue further and the group reached consensus to focus on the expenditure control issue.

Referring to the review of the APM, Rust urged departments to look at effects of the APM and pass any problem areas along to the committee. Clague recommended that the attorneys work closely with the committee on this issue to make sure recommended changes are consistent with current law.

2. Briefing/State of Oregon Executive Department on Relational Data Bases

Hoyt introduced Mike Zanon, Oregon Executive Department, Information Systems Division, who presented material on Information Resource Management via overhead projection. (See material on file.) After the presentation, Van Vactor suggested that a copy of the draft Memorandum of Understanding be provided to Hoyt for review by the Management Team.

3. Review of FY93-94 Budget Impact on Services

ASSESSMENT & TAXATION - Gangle noted that three employees had resigned so far this year and he thought it was the result of the instability of the budget situation. He stated that the reduction of one person in public information has resulted in an increase in response time. Gangle indicated that payment processing will take longer during tax time. Rust suggested the possibility of hiring temporary people to get deposits done as soon as possible to take advantage of interest income. Rust noted that this is another reason to coordinate efforts on behalf of all districts at the legislative level. Gangle stated that larger checks will be processed more quickly. He indicated that cartography was slipping behind in divisions. Gangle mentioned that the Department of Revenue would be doing a performance review during the end of November and the first part of December.

HEALTH AND HUMAN SERVICES - Rockstroh reported that the reduction in Veterans Services was resulting in less rural outreach and shorter hours. He indicated that levy dollars and CCA funds had helped hold harmless the Mental Health Specialist position. Rockstroh stated that cuts in Developmental Disabilities was resulting in less intensive intervention. He commented that cuts in nursing positions, primarily in the Cottage Grove office, was resulting in the necessity for professionals to be doing back-up reception. He stated that there were now delays in home visit referrals. Noting that he was expecting the results of an audit soon, Rockstroh expressed concern that there was no longer a CPA type person regarding Medicare/Medicaid with the loss of the Administrative Services Manager. Responding to Dumdi, Gangle stated that a shortage of support services was making it difficult to keep up with the mandated paperwork required by many of the programs.

SUPPORT SERVICES - HUMAN RESOURCES AND MANAGEMENT SERVICES - Drivas reported that three years of reductions in support services departments (County Administration, Board Office, County Counsel and the groups combining Human Resources and Management Services) has eroded the ability to support and sustain the larger Lane County organization. This

includes: 1) direct policy support to the County Administrator has been substantially curtailed; 2) assistant time for the Commissioners has been reduced; 3) professionals end up backing up the office support staff; 4) County Counsel's ability to give as much customized assistance to operating departments has been decreased regarding the large volume of contracts; and 5) in Personnel, the capacity to deal with normal and unusual staff absences has evaporated. Drivas concluded that the support departments have lost the capacity to deal with ordinary events like illness or vacations and that the effect of diverting all resources to keep operations marginal allows no time for catch-up, analyzing or planning.

PUBLIC SAFETY - Clague reported that Police Services lost a deputy sheriff specialist assigned to INET, reducing Lane County's contribution from three to two. He stated that the reduction of two sergeants, one in patrol and one in transport (which also supervised Search and Rescue), reduced the management capability and, in Search and Rescue, the coordination of over 200 volunteers. Clague stated that this translates into putting the public at greater risk than before. He indicated that is exacerbated by the closure of the Cottage Grove State Police Office. He noted that this has necessitated in only responding to Priority I and Priority II calls. Clague indicated that lower priorities are theft, burglary, drugs - situations where a life is not at risk. Responding to questions from Cornacchia, Clague stated that there are no statistics, except in cases of domestic disputes in progress, but there is a safety factor involved when the ability to intervene in crimes in progress is decreased. Harclerod noted that more resources involved in the beginning of a case make prosecution more favorable. Clague explained that the loss of four positions in the Corrections Division has resulted in delays in getting prisoners incarcerated and in getting warrants entered into the system. He stated that in Support Services, the loss of two positions has resulted in delays in warrant processing, and only critical and mandated training being provided.

YOUTH SERVICES - Carmichael was joined by Judge Hargreaves. Carmichael stated losing an intake worker has resulted in misdemeanor crimes under \$500 not receiving service at all, allowing kids to think there is no consequence for their crimes. He indicated, however, that the victims receive a letter on how to pursue in small claims court. Judge Hargreaves stated that at the probation level there is intervention for fewer kids. He commented that because probation staff must do more of their own paperwork, there are consequently less home visits. Judge Hargreaves also indicated that detention is "woefully understaffed," leaving the potential for a volatile situation.

DISTRICT ATTORNEY - Harclerod stated that the loss of four people has resulted in: 1) no clerical in Victims Services, which is now staffed by volunteers, necessitating a longer response time on the phones; 2) no prosecution for thefts under \$5; 3) time for victims being reduced; and 4) not as much service for the area justice courts. He indicated that he has

had to take over management of the support staff and an assistant D.A. is now doing personnel evaluations. Harclerod stated that new prosecutions for stalking and new environmental crimes will require additional staff. Responding to Cornacchia, Harclerod replied that the legislature has given the district attorney the responsibility to prosecute thefts under \$5 and he has made the decision not to prosecute, just as he could do on the stalking and environmental crimes. Cornacchia requested that when the time comes, he hopes the District Attorney would come to the elected officials of the County when making decisions regarding prosecution of "people crimes" versus environmental crimes. Harclerod indicated his willingness to help with the quest for additional revenue.

Drivas distributed a handout outlining two versions of a prospective ten year general fund forecast, explaining the different assumptions made in each version. Due to the shortage of time at this meeting, Van Vactor requested that another meeting be scheduled as the Management Team would like to discuss the implications of the models with the Board.

4. Other - Options Regarding County Administrator Position

Van Vactor stated that it was the consensus of the Management Team that the "headhunter" be recontacted to review the recruitment options available and proceed to hire a new County Administrator as soon as possible. Harclerod, acknowledging Van Vactor's good work, indicated the need for a permanent Administrator to provide new and different ideas. He indicated interest in seeing what the next group from Donaldson would look like. Rockstroh, Gangle and Goodson concurred. Responding to a question from Rust regarding salary, Rockstroh indicated he did not think it hurt the County's position to contemplate "bumping up" the salary. Harclerod and others agreed.

Cornacchia referred to a letter from Donaldson, dated August 25, asking for a meeting with the Board on Monday, and an August 23 memorandum from Teresa Wilson. Cornacchia asked the Board to consider the end date of the process, a potential date for a new administrator to be on board, and who will handle the responsibility for next year's recommended budget. He stated that he believes experience with the organization is required to make budget choice recommendations. He expressed concern that bringing someone on board in December, January or February and giving them responsibility for the next budget would be problematic.


Roberts stated he was interested in getting Donaldson's input and would like to see new resumes, and then make a decision on whether to proceed. He stated he thinks the present system works well and he did not want the County to appear desperate; and that he was willing to wait, if necessary, for good, strong candidates. He indicated that if it is the decision to wait, there should be help given to Legal Counsel and Van Vactor should be compensated accordingly.

Rust expressed interest in moving forward now, but being flexible on a hire date. With regard to the budget process, he stated that the new person should be responsible for the document. He remarked that he would like to know if there was anyone within this organization, in local government circles, or in the state that might be interested. Dumdi concurred on moving forward cautiously.

Frazier stated there is still a need for a new Administrator and that timing is important; but, she noted that Donaldson is familiar with the Board and now knows the kind of individual the Board is looking for. She expressed a desire to expedite for a November hire if this was realistic. She concurred with Roberts' comments regarding help for Legal Counsel and salary increase for Van Vactor.

Cornacchia noted that he would resist being stampeded into hiring unless an exceptional candidate is found and that he hoped the expectation was not that a new County Administrator would be the cure for all problems. He stated that any change would not be immediate or dramatic. Cornacchia expressed concern about a recent editorial in The Register-Guard making reference to candidates not taking the position because of Board members' statements. He concurred regarding salary for Van Vactor, indicating he would be responsible for those negotiations with him and return to the Board. Cornacchia expressed the Board concurrence regarding moving ahead and asked Arlene Marshall to contact Donaldson to schedule a meeting for next week. Roberts noted that the Board would pay for an extra trip if necessary. In response to Frazier, Van Vactor stated that he would stay in his present capacity until a permanent Administrator was in office.

There being no further business, this meeting adjourned into Executive Session at 12:00 p.m.



Sharon Giles
Recording Secretary