

# MINUTES & NOTICE OF BOARD ACTION

BOOK 153 PAGE 0407

APPROVED

*Approved 5/26/93*



## LANE COUNTY BOARD OF COMMISSIONERS

*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.

March 31, 1993  
1:30 p.m.

REGULAR MEETING  
BOARD OF COUNTY COMMISSIONERS

Commissioners'  
Conference Room

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

The following items were taken after being pulled from the 9:00 a.m. Consent Calendar.

### 9. CONSENT CALENDAR

#### D. Human Resources and Management Services

- 5) ORDER 93-3-31-35/In the Matter of Authorizing Selling Surplus County-Owned Real Property Consisting of a Chipper Which was Part of a Real Property Foreclosure of the WestCoast Hardwoods Mill - 544 N. Fork Siuslaw Road, Florence, Oregon (Map/Tax Lot #18-12-24-00-01100-202) and Authorizing the Acting County Administrator to Execute a Bill of Sale.

#### F. Youth Services

- a. ORDER 93-3-31-26/In the Matter of Authorizing a Capital Expenditure from the Budget of the Department of Youth Services in an Amount not to Exceed \$12,000 for Establishing a Work Station and Purchase of a Chipper for the Community Service Program.

MOTION: Approval of both orders. Roberts MOVED, Rust SECONDED. VOTE: 4-0.

### 14. COMMISSIONERS' ANNOUNCEMENTS

None.

15. HUMAN RESOURCES AND MANAGEMENT SERVICES BOOK 153 PAGE 0408

a. DISCUSSION/Compensation Survey Report.

George Russell, Director, Human Resources and Management Services, introduced this item and provided written material on the Compensation Survey Report done by Martin Kenney Consulting Group, Inc. (See material on file).

Martin Kenney of the Martin Kenney Consulting Group, Inc. outlined the process that was undertaken to produce the report and its results (see material on file).

Roberts asked Kenney if the apparent difference in County salaries above the private industry salaries was due to the comparable worth program. Kenney replied affirmatively. Rust asked if it was correct that in benefits, particularly retirement, the County pays twice as much as other employers. Kenney replied affirmatively. Roberts asked if there is a correlation between size of the organization and compensation. Kenney replied that smaller organizations tend to provide less compensation.

Roberts noted that the County is paying average salaries for the size of the organization and that this should counter arguments which suggest that certain positions are overpaid. Cornacchia agreed, but added that the benefit compensation was too high. Roberts agreed. Rust stated he was glad that this study offered definitive proof that the County was providing average compensation for its employees.

b. ORDER 93-3-31-31/In the Matter of Delegating Authority to the Acting County Administrator to Enter into a Three-Year Contract with Johnson Benefit Planning for Benefit Consulting Services not to Exceed \$62,800.

Ruth Larson, Employee Relations Coordinator, introduced this item. Larson stated that after a review of all the candidates from a request for proposals, the Joint Labor Management Benefits Review Committee recommended award of the contract to Johnson Benefit Planning. MOTION: Approval. Roberts MOVED, Frazier SECONDED. VOTE: 4-0.

16. OTHER BUSINESS

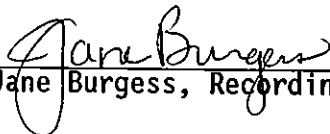
The following item was carried over from the 9:00 a.m. meeting

RIS

a. ORDER 93-3-31-30/In the Matter of Approving an Agreement to Provide Regional Information System Computer Test Facilities to Prime Factors.

Cornacchia asked if the County was charging Prime Factors the market rate. Bill Hoyt, Regional Information Systems Director, stated that the rate was comparable to what the University of Oregon was paying and research was done on the amount of staff time and equipment that would be used. Hoyt suggested that the Board consider using excess RIS capacity to not only cover costs, but generate new revenue. Rust concurred. Roberts expressed concern that a disincentive was being created by the application of too many rules. MOTION: Approval. Roberts MOVED, Rust SECONDED. VOTE: 4-0.

There being no further business this meeting adjourned at 3:41 p.m.

  
Jane Burgess, Recording Secretary