

NOTICE OF BOARD ACTION



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.

December 6, 1994
Fol. EOC Board Mtg.

LANE COUNTY
BUDGET COMMITTEE

Commissioners'
Conference Room

The Budget Committee convened with Commissioners Jerry Rust, Marie Frazier, Steve Cornacchia, Ellie Dumdi and Jack Roberts present, along with citizen members Kate Jones, Peter Bartel, Marie Bell, Del Phelps and Bud Stewart. Sharon Giles, recording secretary.

1. Call to Order.

Jones convened the meeting at 9:05 a.m. She observed that the purpose of the meeting was to take action on the Elected Officials Compensation Board's recommendations and to act on the recommendation for the District Attorney.

2. Elected Officials Compensation.

a. Recommendation of Elected Officials Compensation Board.

George Russell, Director, Human Resources and Management Services, observed that the Elected Officials Compensation Board had met prior to this meeting and has forwarded to the Budget Committee a recommended salary schedule for the sheriff, the assessor and the justices of the peace. He distributed copies of the memorandum containing the recommendation (see material on file).

b. Discussion, Deliberation and Action.

MOTION: Approval of the recommendations included in the memorandum. These include:

- 1) To approve the sheriff and the assessor salaries being increased to the amounts listed (sheriff: \$71,573 and assessor: \$69,784) to be consistent with similarly situated appointed department heads;

- 2) To approve that the sheriff, the assessor and the justices of the peace receive the same 6% increase anticipated to be provided to other employees in December, 1994 and the 2% cost of living increase anticipated for other employees to be effective July 1, 1995; and
- 3) To approve increasing the County supplement to the district attorney's state salary to \$16,000.

Rust MOVED, Dumdi SECONDED.

Responding to Cornacchia, Russell stated that, with regard to the sheriff and assessor, the percentage increase is basically the equivalent to the 5% and 3.8% cost of living increases granted to employees and appointed department heads on July 1, 1991 and July 1, 1992 respectively, plus the 6% increase anticipated to be given other employees as the PERS offset. Cornacchia summarized that that would amount to approximately a 15% pay increase. He continued that he did not support at the time the increases for the other department heads' salaries, so he will not support these increases. Roberts observed that Lane County has gotten two years behind in elected officials' cost of living increases. He indicated that he was supportive of treating elected officials the same as other department heads. Cornacchia indicated he could support the 6% and 2% increases, but not the 5% and 3.8% make-up.

Responding to Bell, Van Vactor stated that the 6% increase for all employees totals approximately \$2.8 million. He noted, however, that employees will begin picking up PERS, which basically makes the raise a "wash." Van Vactor indicated that the general fund portion of that total is \$1,680,000, with the discretionary general fund amount being \$890,698. He continued that the 2% increase would amount to \$314,713 from the discretionary general fund. Bell concluded that the total impact on May's budget would be \$1.2 million. Van Vactor replied to Bell that the projected deficit for FY95-96 is \$2,495,000 which includes funding of the 2% increase.

Bell emphasized that she could not condone plans to circumvent the results of the November election with regard to PERS as it undermines the system. She stated that she was disturbed that Lane County seems to feel that the statewide vote does not apply as Measure 8 was defeated in Lane County. Bell stressed that she does not feel County employees are suffering and that entry level salaries are high even taking into account the 6% PERS payment. She noted that professionals have made a choice to live in Lane County and need to deal with the realities of the O&C-related circumstances here. Bell registered her protest to a 6% increase for employees and elected officials. She stated that she finds this offensive.

Bartel noted that Bell was entitled to her opinions, indicating that public service is different than private sector and government employees deal with a high level of responsibility in a stressful

environment. He stressed that the issue is performance and employees deserve to be compensated for their worth. Bartel observed that the public is frustrated with government in Washington, DC and is taking it out on local government. He stated that the quality of life starts locally and if people are not compensated appropriately, they will leave. Bartel offered his support for this parity issue.

Phelps remarked that Lane County's budget will continue to shrink and the demand for services will increase. He noted the need for quality people on a quality team. Phelps commented that parity is important and agreed with Van Vactor that the 6% is a "wash."

With regard to the 6% pay increase for employees, Cornacchia stated that he believes the people of Oregon made an informed vote, but provided a window for these actions to take place before the measure becomes effective. He indicated that he was not willing to ask a sheriff's deputy to provide more service at less pay. Agreeing that employees do deserve a pay increase, Bell observed that there's only so much money available and it is necessary to quit laying off employees.

Stewart stated that he respects Bell's arguments, but indicated his support of solving the inequities involved with the elected officials' compensation and loss of wages as a result of Measure 8.

Roberts commented that Measure 8 treated all entities the same, not taking into account jurisdictions such as Lane County that have attempted to make sacrifices by going years without cost-of-living adjustments while many others have continued to receive them. He also observed that many jurisdictions took care of offsets prior to the vote. Roberts stressed that Lane County is not trying to thumb its nose at the voters, but is using this raise as contract leverage during negotiations.

Dumdi remarked that she does see the 6% increase as a wash as the dollars have already been budgeted to pay to PERS. With regard to the elected officials compensation, Dumdi noted that it is not appropriate for elected officials to go without raises when their subordinates are receiving them.

Rust stated that he would vote in favor of the Motion. He noted that the sheriff and the district attorney are on call 24-hours a day, mentioning that he does not begrudge the salary levels. Rust asked if it would be fair for 1200 employees (out of 280,000 people in the county) to pick up half the \$2.5 million deficit. He stressed that he would not agree to balance the budget on the backs of Lane County employees.

Frazier agreed that the issue with regard to elected officials' compensation is one of parity and fairness. With regard to the 6% PERS issue, she noted that the ballot measure was written with this

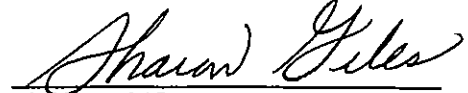
window of opportunity. Frazier stressed that this is an opportunity for the Board to show leadership with local control and local solutions.

VOTE: 8-2, Bell and Cornacchia dissenting.

3. Other Business.

None.

There being no further business, this meeting adjourned at 9:58 a.m.



Sharon Giles
Recording Secretary