

APPROVED *Approved by  
Kate Jones  
Feb. 10, 1995*



# 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  
8:30 a.m.

ELECTED OFFICIALS  
COMPENSATION BOARD

Commissioners'  
Conference Room

Member Kate Jones convened the meeting with members Peter Bartel, Marie Bell, Delbert Phelps and Bud Stewart present. Sharon Giles, Recording Secretary.

1. Introductions.

Bill Van Vactor, County Administrator, presented a brief history of the Elected Officials' Compensation Board, noting that it was created as a result of legislation. He stated that their mission is to review pay for elected officials with the exception of the District Attorney. Van Vactor indicated that today's focus would be compensation for the assessor, the sheriff and the justices of the peace. Van Vactor stressed that the compensation committee was directed to look at comparable compensation and number of employees supervised. After that analysis, the committee would be asked to recommend a compensation schedule.

2. Explanation and Discussion of Background on the Compensation Board.

-and-

3. Explanation and Discussion of Recommendations.

George Russell, Director of Human Resources and Management Services, distributed 3 handouts and reviewed the agenda memorandum (see material on file). He summarized that the recommendation from the management team is to bring the sheriff and assessor positions up to the same level as the other department heads, after which the anticipated 6% PERS offset given to other employees in December and the anticipated 2% July 1, 1995 cost of living adjustment can be added.

Van Vactor indicated his enthusiastic support of the recommendations and explained the reasons for salary adjustments for the assessor and the sheriff as being: 1) these employees work in parity with other department heads; 2) both the sheriff and the assessor are active participants in the management team; 3) the 1992 analysis of duties of the sheriff and the

assessor shows that they appropriately fall in the schedule; and 4) the salaries are comparable with the salary charts for other counties.


Responding to questions previously presented by Bell, Van Vactor reported the dollar costs for the increases for the positions being discussed. With regard to the 6% increases, the assessor's increase would be \$4,187, the sheriff's increase would be \$4,294 and for the three justices of the peace the increase would be \$5,379 for a total of \$13,860. With regard to the 2% COLA, the assessor's increase would be \$1,479, the sheriff's would be \$1,517 and the three justices of the peace would be \$1,902 for a total of \$4,898. He stated that the total dollar figure would be \$18,758. Van Vactor explained that the Attorney General has issued an opinion with regard to when Measure 8 would be effective for judges. He stated that the impact would "kick in" as judges begin new terms. For Justice Peterson that would be January, 1995. For Justices Cable and Simon that would be January, 1997. Van Vactor suggested that the Board may want to make an adjustment with regard to terms for the justices of the peace.

Bell contended that because Lane County is paying entry level employees higher than the private sector, it cannot afford to pay its professionals, high level people and elected officials comparably with other counties. She also stated that figures cannot be compared between counties that have been hit by O & C losses with counties that have not. Bell observed that Lane County has big financial trouble and cannot pay the same as other counties. Jones disagreed with Bell, noting that Lane County is a growth county and services are comparable with those being dealt with in Marion and Washington counties. Bartel expressed concern about diminishing the quality of an individual's worth by reducing salaries. He remarked that this would result in Lane County losing its best people which would negatively impact on the future.

Responding to Phelps, Teresa Wilson, County Counsel, stated that the proposal being presented is structured so that it will not be affected by potential litigation with regard to Measure 8. She observed that employees will be paying their own PERS contribution, similar to pre-1979. Responding to Stewart, Russell agreed that it is possible for the sheriff's employees to earn more than the sheriff does based on their ability to earn overtime.

MOTION: Approval of the recommended adjustments to salaries of sheriff, assessor and justices of the peace. Bartel MOVED, Phelps SECONDED. VOTE: 4-1, Bell dissenting.

There being no further business, this meeting adjourned at 9:03 a.m.

  
Sharon Giles  
Recording Secretary