



Nick Urhausen, 2858 Warren, indicated his support of a pay offset for employees, noting that it is unfair for the employees to bear the brunt of the projected deficit. He commented that Measure 8 should have been thought out better.

Leithra Hillsbery, 532 Roper Road, thanked the Board for their support, noting that Lane County voted down Measure 8.

Lou Sinniger, 1174 Gateway Loop, stated that he is the AFSCME representative and reported that there was Union ratification, in response to contract negotiations, last week by 98% of a 60% turnout. He stressed that the union has been responsible in part for leading employees to accept no COLA's over the last two years. Sinniger noted that morale was starting to have a bad effect and he thanked the Board for taking a difficult stand. With regard to Measure 8, Sinniger stated that Measure 8 will not lower anyone's tax rate and nobody will save a tax dollar. He noted that on a fiscally conservative basis, Lane County would have had to set aside the 6% pending outcome of anticipated litigation.

Mary Dutton, P.O. Box 10991, Eugene, commented that employees are relieved and grateful. She read a statement into the record highlighting that this proposal allows the employees to hold their heads above water and noting that a pay decrease for employees would have had a "trickle down" effect on the economy of Lane County.

Jim Hale, 1995 Terresa Avenue, spoke with regard to Measure 8, indicating that other local jurisdictions took care of their employees prior to the vote. He observed that the vote in Lane County was not close at all. Hale noted that this is a tough call for commissioners, but a good decision based on the circumstances of negotiations with their employees over the last two years. Roberts commented that a final decision with regard to the PERS offset/wage increase will not be made until the 1:30 meeting today.

Doug Harcleroad, District Attorney, commented that Sheriff McManus was out of town today, but that he and the sheriff are in support of the action planned for this afternoon. Harcleroad stressed that his office needs effective and experienced prosecutors who can only be retained if they are compensated fairly. He noted that recent departures by attorneys have stemmed from their concerns regarding the financial stability of the County.

Jim Gangle, Assessor, thanked the Board for their efforts on behalf of employees and encouraged their anticipated action.

## 6. COUNTY ADMINISTRATION

- d. DISCUSSION/Screen North Eugene Commissioner District Applications and Set Date for Interview and Selection.

This item was taken out of order.

Rust introduced this item, noting that December 19 is the suggested date for interviews. He referred to the tally document included in the Board packet (see material on file) which includes individual commissioner's votes for candidates to interview, indicating that each of the other commissioners had voted for three candidates, while he had voted for four. Dumdi asked to add a fourth candidate, Jim Hale, to her list. Rust continued that there are now 5 votes to interview Bobby Green, 4 votes for Toni Nathan and 3 votes for Chuck Pape, noting that in the past it has been required to have 3 votes to get an interview. MOTION: Approve interviews for Green, Nathan and Pape and to set December 19 as the interview date. Dumdi MOVED, Cornacchia SECONDED. Frazier remarked that commissioner-elect Weeldreyer concurs with the top 3 candidates. She remarked that she would also be willing to cast a vote for including Hale in the interviews. Roberts stated that Hale has experience and history in the district that is important and asked the Board to consider his inclusion. He asked for (and received) approval for a friendly amendment to add Hale to the list of interviewees. VOTE: 5-0.

### 3. COMMISSIONERS' ANNOUNCEMENTS

To be held later in the meeting.

### 4. COMMISSIONERS' BUSINESS

- a. DISCUSSION AND ACTION/County Administrator's Evaluation and Work Plan.

Bill Van Vactor, County Administrator, remarked that he has a steep learning curve, but remains enthusiastic about the job. He reviewed his Work Plan (see material on file), highlighting five areas: customer service, downsizing, collaborative work teams, diversity and financial soundness.

Roberts indicated that he had not done a written evaluation as he provides Van Vactor with feedback on an ongoing basis. He observed that Van Vactor had broadened his horizons, noting that his legal background has been helpful. Roberts stressed that he would give Van Vactor's evaluation the highest rating possible. He suggested that Van Vactor fight to maintain his perspective as there are urges to get drawn totally into the budget issues.

Dumdi remarked that she had given Van Vactor an overall rating of "7," indicating that he has done an excellent job. She highlighted his integrity and his open-door policy. Dumdi suggested that Van Vactor provide more discussion on philosophies and direction needed.

Frazier stated that she gave the evaluation a "9" overall. She stressed Van Vactor's commitment, dedication and integrity, commenting that he is an asset to Lane County.

Cornacchia, noting that he had provided a written evaluation, stressed that Van Vactor has his ongoing trust and faith.

Rust agreed with the exceptional rating, expressing appreciation for the topics of diversity and customer service in Van Vactor's work plan. He urged that Van Vactor seek ways to use his status/credibility to communicate to the public about Lane County government and the changes taking place.

Van Vactor added that another part of his work plan is the Youth Campus. MOTION: Approval of an "Exceptional" rating for Van Vactor, with whatever implications that triggers in his contract. Roberts MOVED, Dumdi SECONDED. VOTE: 5-0.

5. EXECUTIVE SESSION as per ORS 192.660

To be held at the conclusion of this meeting.

6. COUNTY ADMINISTRATION

a. Announcements

Van Vactor reported that Margo Drivas has resigned as she has a new job with the Bureau of Labor. He remarked that she has done an outstanding job for Lane County for ten years and has been a phenomenal employee. Roberts indicated that Drivas would be the Deputy Commissioner of the Bureau of Labor and Industries.

b. ORAL REPORT/1994 Charitable Contributions Campaign.

Van Vactor thanked Gretchen Coppedge for her work on the Charitable Contribution Campaign, stating that she had done an outstanding job. Coppedge reported that the campaign had been a success, especially in light of employees' fears on the outcome of Measure 8. She complimented the department coordinators, taking particular note of the enthusiasm in Assessment and Taxation. Coppedge reported that over \$40,000 has come in to this point and indicated that she would be volunteering for the same position next year.

c. DISCUSSION/Fair Board Appointment Process.

Van Vactor noted that there is one incumbent, Cleve Dumdi, who is interested in reappointment, and another position where the incumbent has completed two terms. Roberts suggested a subcommittee to review applications after the time period for submission of applications. There was Board concurrence that Rust and Frazier (including Weeldreyer) would compromise the subcommittee. It was noted that Cleve Dumdi would need to submit an application prior to the December 16 deadline.

a. DISCUSSION/TransPlan Update Report.

Tom Stinchfield, Transportation Planning Engineer, reviewed the agenda memorandum, outlining the four plan concepts (see material on file). Peter Watt, Lane Council of Governments, offered to address any questions from the Board. With regard to nodal development areas, Cornacchia asked what physical alteration would be done in those areas already developed as a result of the transplan study culminating in an urban facilities plan. Watts indicated that that would depend on the individual site, but that the two main thrusts are to provide transit and pedestrian support by modifying the circulation patterns and to raise the average density in the area by introducing some compatible commercial activity. Responding to Cornacchia, Watt stated that costs for any changes on private property would be borne by public/private partnership. Stinchfield stated that the plan would identify any necessary public improvements.

Cornacchia indicated that he was more supportive of Concept B, rejecting Concept A which provides language such as "demand management strategies" and "trip reduction ordinance." Dumdi suggested some experimentation with ideas such as a lane for multi-passenger cars, 3-lanes north or south depending on the time of day, etc. She encouraged better traffic flow and the use of "park 'n rides." Frazier concurred with Cornacchia with regard to mandatory versus voluntary. Responding to Frazier with regard to interim goals and objectives, Stinchfield indicated that the rules require the review of the classification of streets as part of the exercise, indicating that there is an opportunity to redefine which streets are collectors, arterials, etc. He continued that "interconnected" means looking at the connection between various modes/facilities.

Noting that he was not supportive of any of this at this point, Roberts stated that Alternative B is the least offensive. He expressed concern that a "top down" process is being embarked upon and that a Trip Reduction Ordinance is the last thing that is needed. Roberts stressed the necessity of finding a way to engage the general public, remarking that he was ready to call a halt to this planning process until that is done. He stated that he was 100% in favor of trying to marginally affect moving away from the single use of the automobile. Rust agreed with the need for more public "buy in." He stated that an array of variables have been presented and it is time to solicit input. Dumdi suggested the use of shopping malls to set up displays and talk to people. Rust noted that there would be a "stakeholders'" meeting in February.

- b. DISCUSSION/Consideration of the Proposed Work Program for the Eugene/Springfield Metro Plan Periodic Review.

This item was postponed to the afternoon agenda.

8. EMERGENCY BUSINESS

None.

There being no further business, this meeting adjourned into Executive Session at 11:54 a.m.

  
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Sharon Giles  
Recording Secretary