

Lane County Budget Committee
Monday, August 24, 2020
3:00pm – Virtual Meeting

Budget Committee members present: Chair, Herb Vloedman, citizen members: Larry Abel, Chris Hazen, Dawn Lesley, Dale Stoneburg, and Lane County Commissioners: Joe Berney, Jay Bozievich, Heather Buch, Pat Farr and Pete Sorenson

Staff Present: Lane County Director of Operations, Greg Rikhoff, Budget and Financial Planning Manager, Christine Moody, Budget Staff, Jill Allen, Tawnya Ellis, Joe Szelesta

I. CALL MEETING TO ORDER

Chair Vloedman called the meeting to order at 3:01pm.

II. COMMITTEE BUSINESS

Commissioner Buch moved to approved minutes for May 21st, 2020. Commissioner Farr 2nd the motion. Motion passes unanimously.

Dale Stoneburg declared a possible conflict of interest working as a contractor for Commissioner Farr, Mr. Cowles and the Sheriff's Office. None pays with funds from Lane County and will not impair his judgement.

III. PRESENTATION

Alana Holmes, Lane County Chief Human Resources Officer, introduced Darcy Dillon, Senior Workforce Analyst and Joshua Burstein, Lane Council of Governments Human Resources Manager.

Joshua Burstein Chair of the Elected Officials Compensation Board, EOCB and Darcy Dillon, presented the following slides and discussions:

- The EOCB follows Oregon Revised Statutes (ORS) 204.112 and Lane Manual 3.705.
- 5 members of EOCB both private and public representation, 1 currently vacant. Responsible for providing recommendations for elected officials mentioned in ORS 204.005.
- The recommendations are for a two year period with the purpose of year one to true up positions that have fallen behind and purpose of year two for a Cost of Living Adjustment (COLA). 5 County comparators used: Clackamas, Deschutes, Jackson, Marion and Washington.
- The recommendations take into account competitive recruitment, salary compression and internal equity.

Lane County Assessor Recommendation:

- Year 1 – increase 4.1% to base salary.
- Year 2 – 2% Cost of Living Adjustment (COLA).
- Or 6.1% over 2 years for the Budget Committee and/or Board of County Commissioners to determine.

District Attorney Recommendation:

- The District Attorney salary has State contribution and County contribution. The EOCB can only make a recommendation on the County contribution.
- Year 1 – 3.4% increase to base salary.
- Year 2 – 1% COLA to base salary.
- Or 4.4% over 2 years for the Budget Committee and/or Board of County Commissioners to determine.

Justice of the Peace, .5 Full Time Equivalent (FTE) Recommendation:

- Year 1 – 2% COLA to base salary.
- Year 2 – 2% COLA to base salary.
- Or 4% over 2 years for the Budget Committee and/or Board of County Commissioners to determine.

Sheriff Recommendation:

- The Sheriff's salary shall be fixed in an amount which is not less than that for any member of the Sheriff's department ORS 204.112 (4).
- Year 1 – No increase.
- Year 2 – 1% COLA to base salary.
- Or 1% over 2 years for the Budget Committee and/or Board of County Commissioners to determine.

Board of County Commissioner Recommendation:

- Option 1- this is the preferred option for the EOCB.
 - Year 1 – 21.3% increase to base salary.
 - Year 2 – 1% COLA to base salary.
 - Or 22.3% over 2 years for the Budget Committee and/or Board of County Commissioners to determine.
- Option 2
 - Year 1– 15.2% increase to base salary.
 - Year 2 – 2% COLA to base salary.
 - Or 17.2% over 2 years for the Budget Committee and/or Board of County Commissioners to determine.
- Option 3
 - Year 1 – 9.43% increase to base salary.
 - Year 2 – 2% COLA to base salary.
 - Or 11.43% over 2 years for the Budget Committee and/or Board of County Commissioners to determine.

Questions were opened for the EOCB.

Discussions were held in regards to Marion County having three Commissioners and comparing to Lane County having five Commissioners.

Chris Hazen referenced Lane County Directors making about twice as much as Commissioners and asked if that was a common practice with like counties.

Darcy Dillon noted due to scope and span of control that is common.

Discussions were held on the EOCB reporting to the Budget Committee every year versus every two years as stated in ORS 204.112. The Committee follows Lane Manual which requires the EOCB to recommend a pay schedule for each year but is not required to meet each year.

Darcy Dillon presented slides on the total cost of recommendations from the EOCB for FY 20-21 and FY 21-22.

Dawn Lesley what consideration was taken into account in regards to COVID.

Penny Daugherty, EOCB member, reported that COVID was taken into account and that is why there are multiple options given to the Budget Committee but the EOCB has been charged with recommending compensation for elected officials. COVID was taken particularly into account with the Board of County Commissioners and so three options were given for that position.

Joe Berney thanked the EOCB for their work and wanted to know if people running for office not for money was a factor in the recommendations.

Joshua Burstein reported Human Resources considers recruitment and retention and the people running for office may also consider running not for the money.

IV. BUDGET COMMITTEE DISCUSSION / DELIBERATION

Commissioner Sorenson moved to make no changes in Lane County Elected Officials in compensations 2nd by Dawn Lesley.

Commissioner Bozievich noted he is in support of no change in Board of Commissioners compensation. But the other elected officials have skills that are competitive and Lane County should do for them what was done for the AFSCME. He proposed an amendment to the motion of no increase in compensation to the Board of County Commissioners for both. For all other elected officials, a year one COLA of 1% for the first full pay period after January 1, 2021 and to come back in a year to make a decision on year two. Commissioner Farr 2nd the amendment.

Mr. Dingle reported due to the election the decision has to be done for the two years, cannot be done for only one year.

Commissioner Bozievich withdrew his amended motion and Commissioner Farr withdrew his 2nd.

Commissioner Berney voiced support for Commissioner Sorenson's motion or a 1% COLA increase across the board for all elected officials.

Dawn Lesley voiced support for Commissioner Sorenson's motion.

Commissioner Bozievich proposed a motion to freeze the salary of the Board of County Commissioners with a raise of 1% for the first full pay period after January 1, 2021 and 1% raise after the first full pay period of January 1, 2022 for all other Lane County elected officials. Commissioner Farr 2nd the motion.

Commissioner Buch shared that she could not in good conscious support raising elected wages at this time.

Commissioner Bozievich shared that his motion matched what was passed by the Board for AFSCME with the purpose of maintaining equity through the County while freezing the Commissioners salary.

Commissioner Berney agreed with Commissioner Buch and reported he would not be in support of the amended motion.

Commissioner Buch shared that elected officials compensation versus staff compensation has a critical difference being front line during COVID and deserve to be compensated for that.

Commissioner Bozievich shared the Sheriff, District Attorney and Justice of the Peace do front line work.

Commissioner Farr shared his agreement with Commissioner Bozievich and reported his support for the amended motion. He also agreed with Commission Buch that this is not a time to increase the Board of County Commissioners salary.

Chair Vloedman called for a vote on the amended motion for a freeze on the Board of County Commissioners salary with a 1% raise for the Assessor, District Attorney, Sheriff, and Justice of the Peace beginning the first pay period after January 1, 2021 and 1% raise after the first pay period after January 1, 2022.

Dale Stoneburg - Yes

Larry Abel - Abstain

Christopher Hazen - No

Dawn Lesley -No

Commissioner Berney - No

Commissioner Bozievich - Yes

Commissioner Buch - No

Commissioner Sorenson - No

Commissioner Farr - Yes

Herb Vloedman - Yes

Motion for amendment fails.

Chair Vloedman called for a vote on the original motion to freeze all Lane County elected officials salaries.

Dale Stoneburg - Yes

Larry Abel - Abstain

Christopher Hazen - Yes

Dawn Lesley - Yes

Commissioner Berney - Yes

Commissioner Bozievich - No

Commissioner Buch - Yes

Commissioner Sorenson - Yes

Commissioner Farr - Yes

Herb Vloedman - No

Motion passes and recommendation will be forwarded to the Board of County Commissioners.

V. ADJOURN

Committee Chair Vloedman adjourned the meeting at 4:49pm.

*Note: A webcast (the “official” record of the meeting’s events) is available at:
https://lanecounty.org/how_do_i/view/webcasts*