

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 22-05-24-11

In the Matter of Delegating Authority to the
County Administrator to Make Limited
Compensation Adjustments to Address
Recruitment, Retention and Advanced
Qualifications

WHEREAS, the Lane County Home Rule Charter Chapter 5 Section 24(4) and 25 grants the Board of Commissioners authority to establish employee classification and compensation; and

WHEREAS, Lane Manual 2.235(5) permits the Board of Commissioners authority to make adjustments in a salary range or ranges as necessary to attract and hold competent personnel; and

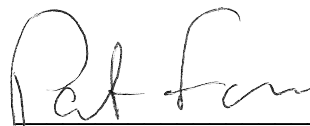
WHEREAS, the Lane County Administrative Procedures Manual Chapter 3, Section 16, Issue 11 establishes a policy for adjustments to classification and compensation in accordance with Lane Manual 2.235; and,

WHEREAS, compensation incentives are a necessary tool for recruitment, retention and recognition within the employment market;

NOW, THEREFORE, the Board of County Commissioners of Lane County **ORDERS** as follows:

1. The Lane County Administrator, or designee, is delegated authority to make limited compensation adjustments for the purposes of effectively recruiting and retaining qualified talent, as well as recognize job related advanced qualifications that are not minimum requirements of a classification.
2. Human Resources will implement adjustments to the Administrative Procedures Manual Chapter 3, Section 16 to reflect the changes to policy for adjustments to classification and compensation.
3. The Lane County Administrator and Human Resources will provide an annual report to the Board of Commissioners on all changes made by the County Administrator pursuant to this delegation of authority.

ADOPTED this 24th day of May, 2022.



Pat Farr, Chair
Lane County Board of Commissioners