

FY 19-20 Budget Committee Questions and Answers – May 8, 2019 Meeting

1. **Question from Kamala Shugar:**

Summary of SRS funds (where would they go if we receive another payment)

1. **Answer:**

SRS Funds would allocated as required under the Secure Rural Schools (SRS) Act, as follows (estimated payments are based on 95% of last renewal):

7% of payments into Title 3 fund which has restricted allowable use for Search & Rescue, Firewise and patrolling on federal forest lands. (estimate: \$927,915)

Remaining SRS payment then deposited in funds named below according to source of funds:

75% of National Forest Timber Payment into Road Fund (estimate \$5,677,655)

25% of National Forest Timber Payment into School Fund (then paid to Lane Education Service District) (estimate \$1,892,552)

100% of Bureau of Land Management portion into General Fund (estimate \$3,697,325)

*Please note, that stated estimates are not in addition to currently budgeted timber revenue, but in place of. This means that the numbers listed above are not net increases. Additional information and final estimates of any increased budget amount will be provided if the Act is renewed.

2. **Question from Timothy Morris:**

What is Lane County's vacancy rate?

2. **Answer:**

Budget to actuals comparison for personnel expenses over the past three years (FY 15-16; FY 16-17 and FY 17-18) have averaged approximately 93% of budget – meaning we have a 7% vacancy variance Countywide. FY 18-19 is the first year we have taken vacancy variance into account at the beginning of the budget so it is anticipated that the rate between budget and actuals will decrease as we continue to refine the percentage included each year.

3. **Question from Kamala Shugar:**

How does the county work to increase diversity? Especially in management positions?
Each department?

3. **Answer:**

Our Recruitment and Selection Coordinator and others in Human Resources work in conjunction with customers across the County to provide outreach for positions with a goal to increase diversity in our applicant pools and hires. Here are a few examples of how we do this work.

- Facilitated 27 application workshops throughout Lane County at organizations like: NAACP, Siletz Tribe, and Sponsors, Inc.
- Hosted internships for underrepresented groups to help create a pipeline into our organization for paraprofessional/professional positions.
- Participated in three job fair events, specifically for Veteran's, in Lane County, (and 15 other job fair events for the general population) including rural areas. Recruitment & Selection also participated in one job fair specifically for individuals with diverse abilities.
- Participated in community panels and boards, including: Food for Lane County, Lane County Stand Down, Engaging Local Government Leaders, the Equity Community Consortium, Borders, Immigration, and Belonging panel, and the Coalition for Communities of Color.
- Broadly shared openings to distribution list with 150+ organizations across Oregon.
- Utilized social media to share information, postings, and engage passive job seekers: Instagram, Facebook, Twitter, and Linked In.
- Utilize Handshake, job site for universities/colleges throughout the country.
- Create webpages to highlight open positions specifically for Program Manager and Director/Assistant Director positions.
- Attended networking events throughout Lane County to talk to individuals about employment with Lane County, for example Lane County Human Resource Association, First Friday Communities of Color and Allies Networking.
- Added gender and ethnicity categories to be more inclusive, has dramatically reduced number of applicants selecting unknown as gender or ethnicity.
- Worked with hiring managers to develop interview questions to avoid implicit bias in interviewing, host a variety of implicit bias trainings, held several times a year.
- Worked to reduce the use of gender-coded language in job postings.

4. **Question from Timothy Morris:**

Does staff at the DA's office take culture competency, racial ethics, or other similar type training's? I recognize that the DA's office is reactionary to what comes through the door and not always responsible for the outcomes however inert bias or a lack of cultural education might have a role in decisions being made.

4. **Answer:**

Yes. Dr. Erik Gervin conducted an implicit bias training for Lane DA staff in August, 2016. In 2018, Dr. Gervin presented at the state wide DA training, and many of our trainings include the topics listed above. The State Bar requires continuing legal education on the topic of Access to Justice every three years. Lane County has an annual diversity training requirement that DA staff all meet or exceed the requirement.

5. **Question from Timothy Morris:**

I spent over two hours on the Criminal Justice Commission site recommended by Ms. Perlow in order to gain information about the prosecution or conclusions of protected classes. Maybe I am looking in the wrong area, but the only area I was close to finding *any* information was under Oregon Drug Trends tab. Can I be pointed in the right direction in order to find the information requested by Ms. Shugar and myself in the CJC website?

5. **Answer:**

The CJC website is the source for information on prison usage and recidivism as well as other topics related to criminal justice and public safety, including by county. The data related to race to which the question refers was generated during the discussion on reducing the crime of possession of a controlled substance from a felony to a misdemeanor. The CJC continues to collect data that may not currently be reflected on the dashboards, but I appreciate the member's time spent on the website and hope the member found the time well spent.