

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 16-07-12-08

IN THE MATTER OF DOCUMENTING THE  
COUNTY ADMINISTRATOR'S ANNUAL  
PERFORMANCE EVALUATION AND  
INSTRUCTING HUMAN RESOURCES AND  
COUNTY COUNSEL REGARDING REVISION  
OF THE EMPLOYMENT AGREEMENT

**WHEREAS**, Steve Mokrohisky began his tenure as Lane County Administrator on May 5, 2014. The initial employment term was set at two years, with an annual renewal thereafter; and,

**WHEREAS**, Mr. Mokrohisky's original employment contract did not contain a provision regarding how merit increases may occur; and,

**WHEREAS**, On December 2, 2014, the Board met with Mr. Mokrohisky to provide feedback and set goals for his first annual evaluation; and,

**WHEREAS**, On June 23, 2015, Mr. Mokrohisky received his first annual performance evaluation; it was deemed successful. As a result, the Board of Commissioners instructed staff to bring forward a potential method for making future merit adjustments to the County Administrator's compensation. A subcommittee, comprised of the Chair and Vice Chair, was formed to discuss potential options; and,

**WHEREAS**, Mr. Mokrohisky deferred discussion and action regarding the framework for merit and/or market adjustments to his compensation; preferring to resolve other compensation issues for non-represented employees and ensure budget stabilization for the fiscal year 2015-2016; and,

**WHEREAS**, On December 15, 2015, the Board adopted the goals they would use as a foundation for his 2016 performance evaluation; and,

**WHEREAS**, the Board of Commissioners has completed the second annual performance evaluation for Mr. Mokrohisky for the position of County Administrator, which serves at the pleasure of the Board; and

**WHEREAS**, the Board of Commissioners has reviewed and amended the County Administrator's annual goals as deemed appropriate; and

**WHEREAS**, Mr. Mokrohisky has indicated his intention to continue his employment with Lane County; and

**WHEREAS**, it is proposed that performance reviews and goal setting continue to be accomplished in accordance with the terms of the employment agreement; and

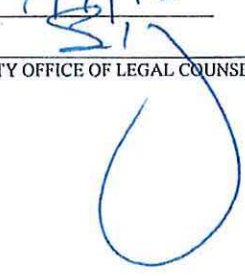
**WHEREAS**, the Board has directed Human Resources and County Counsel regarding the drafting of his new employment agreement; and

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

1. That Steve Mokrohisky continue his employment with Lane County in the position of County Administrator.
2. That the Board Chair execute a new employment agreement for Steve Mokrohisky consistent with the salary and effective date of the salary as decided by the Board July 12, 2016.

**ADOPTED** this 12<sup>th</sup> day of July, 2016.

  
\_\_\_\_\_  
Faye Stewart, Chair  
Lane County Board of Commissioners

APPROVED AS TO FORM  
Date 7/13/16  
  
\_\_\_\_\_  
LANE COUNTY OFFICE OF LEGAL COUNSEL