

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

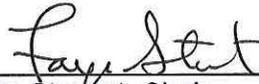
WHEREAS, it is proposed that performance reviews and goal setting continue to be accomplished in accordance with the terms of the employment agreement; and

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 12th 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