

PASSED

IN THE BOARD OF COUNTY COMMISSIONERS OF LANE COUNTY, OREGON

ORDER 11-6-15- 3) In the Matter of Appointing and
) Establishing the Salary and Benefits
) of the County Administrator

WHEREAS, the County Administrator position serves at the pleasure of the Board; and

WHEREAS, after serving as Acting County Administrator and following a comprehensive review of her performance as Interim County Administrator, the Board of County Commissioners has selected Liane I. Richardson to serve as County Administrator; and

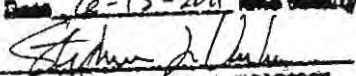
WHEREAS, it is the Board's intention to compensate Ms. Richardson commensurate with her qualifications, experience, and responsibilities, now, therefore, it is hereby

ORDERED that Liane I. Richardson be appointed as County Administrator at an annual base salary of \$149,500 in addition to the other terms of employment as reflected in the attached proposed Employment Agreement and the Chair is delegated authority to sign a substantially similar agreement.

Approved this 15th day of June, 2011.



Faye Stewart
Board of County Commissioners

APPROVED AS TO FORM
Date 6-13-2011 Lane County

OFFICE OF LEGAL COUNSEL



LANE COUNTY

DEPARTMENT of HUMAN RESOURCES / 125 East 8th Ave. / Eugene, OR 97401
Phone: (541) 682-3665/ Fax: (541) 682-4290

EMPLOYMENT AGREEMENT

This agreement is entered into and effective this 15th day of June, 2011, by and between Lane County (County) and Liane Richardson (Administrator).

- 1 Position, duties and term: The County hereby employs the Administrator as its Chief Administrative Officer, and the Administrator hereby accepts the position of County Administrator under the following terms and conditions.
 - 1.1 Term: The Administrator's term of employment shall commence on June 15, 2011, and shall end 3 years after the date of commencement unless otherwise modified by a subsequent employment agreement.
 - a. Extension of Term: Unless the Administrator's employment is terminated pursuant to 1.1(c) of this agreement, it shall automatically renew on June 15, 2013, for an additional year, and every 15th day of June thereafter. Therefore, after June 15, 2014, this Agreement will become an annual contract, renewed a year in advance. In addition, if a change in Board members occurs during the Administrator's term of employment, this Agreement shall not expire until two years after the change in membership of the Board.
 - b. Election not to Extend Term: Either party may elect to not automatically extend the Agreement by giving written notice to the other party 60 days prior to the date when automatic extension would occur.
 - c. Early Termination: The County may terminate this Agreement for Cause. In such cases, Administrator shall receive 2 weeks pay and time management payouts as set out in the Lane County Administrative Procedures Manual. If the termination is without Cause, County agrees to pay Administrator the full value of one-year's salary and benefits, including value of PERS payments, and all accrued time management.
 - d. Early Resignation: The Administrator may terminate this Agreement by providing notice to the County at least 60 days prior to the effective resignation date.
- 2 Compensation
 - 2.1 During the term of the initial Agreement, Administrator shall be paid a base salary of \$149,500. An initial evaluation shall occur within 12 months of the effective date of this Agreement. If the evaluation is successful or better, Administrator shall receive an increase of 3% to the current base salary. Compensation

surveys shall be conducted by the Human Resources Director yearly thereafter, and recommendations as to salary increases shall be made to the Board at the annual evaluation. Administrator's salary shall not be reduced below the amount previously in effect unless county-wide furloughs, reductions in pay, or other county-wide changes to base salaries occur.

- 2.2 Administrator shall receive any cost of living increases and benefits that are provided to County non-represented employees.
- 2.3 Administrator shall receive a vehicle and phone stipend, consistent with County policies.
- 2.4 Administrator shall receive a 5% payment into her Deferred Compensation account.
- 2.5 Administrator shall have PERS payments made into her account consistent with how PERS payments are made for other non-represented employees.
- 2.6 Administrator shall accrue time management as other non-represented county employees with the same years of service accrue such time.
- 2.7 Administrator shall receive a one-time payment of \$15,000. This shall be paid to Administrator on the first pay-date in fiscal year 2011-2012.

IN WITNESS WHEREOF, this agreement has been executed by employer and employee on this _____ day of June, 2011

LANE COUNTY, EMPLOYER
LANE COUNTY BOARD OF COMMISSIONERS

EMPLOYEE
LIANE I. RICHARDSON



Faye Stewart, Chair

Liane I. Richardson