**LANE COUNTY**

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LANE COUNTY ELECTED OFFICIAL COMPENSATION BOARD AGENDA

Thursday, July 30, 2020

12:00 p.m. – 1:30 p.m.

Remote-GoTo Meeting

1. **CALL TO ORDER**
2. **INTRODUCTIONS**

Cheri Billard - EOCB

Penny Daugherty - EOCB

Alana Holmes – LC Staff

Krystal Tullar - public

Devon Ashbridge – LC Staff

Diana Sobczynski – LC Staff

Darcy Dillon – LC Staff

Josh Burstein - EOCB

Mike Cowles – public

Lauren Perry –EOCB - Absent

1. **REVIEW AND APPROVAL OF AGENDA**

Amend agenda to closing meeting at 1:15pm

**4. PUBLIC COMMENT – 3 minutes each or other time allotment as determined by** Board

No comments

**5. STAFF ANNOUNCEMENTS/UPDATES**

Dillon – confirm Sheriff is receiving certification pay – reflected in calculations

* Packet item #3 – Lane Charter V Personnel, person shall receive equitable compensation
* EOCB presentation to Board of Commissioners potentially Oct 6, 2020; not a requirement for all to attend
* Would need to schedule a separate Budget meeting in August
* Everything needs to be ready for Board meeting by 9/23/2020
* Response to COLA questions – majority of employees get 1%, others get 2%

**6. DISCUSSION AND DELIBERATIONS**

Burstein – review Total Compensation(TC) matches

* Review options

Assessor

Dillon – Assessor

Burstein – we should avoid wage compression by ensuring the next senior position is not paid more

Dillon – 4.1% base rate increase is needed on the base to match TC comparison with other Counties

Burstein – previously weighed Clackamas County more in the review of pay

* Methodology used was the 5 county average
* Should these recommendations be in percentages of dollars

Dillon – dollars but include percentage in board packet

Burstein – effective first pay period after Jan. 1, 2021

* Next year’s recommend

Daugherty – consider the 2022 COLA as well

* Should we consider that the compression difference is not as wide as other positions

Billard – concurs that the compression would be addressed in the second year

Burstein – possible 2% for Assessor and 1% for the others as an exception

* 1/1/2021 – 4.1%
* 1/1/2022 – 2%

Dillon – 6.1% over 2 year’s recommendation

* Consider if the 1.1% is enough differential between Assessor & highest paid to attract/retain an employee

Burstein – $125,000 is enough to attract

Daugherty – addressed compression a few years ago and the it is not enough to maintain the compression issue

Billard – more concerns about what will pass

Dillon – highest paid subordinate is at the top step and will only increase in pay with additional COLAs

Billard – we are competitive enough with Clackamas to compete with an offer

Commissioners

Dillon – Overview of options

* 1 – increase base rate 21.3%
* 2 – increase base rate 15.2%
* 3 – increase base rate +- 5% lowest comp
* Option x – 1% COLA and Option x – 2% COLA

Burstein – is the Board okay with these 3 option

Daugherty – agree

Billard – agree – consistent with philosophy

Burstein – Dillon add in that language regarding equity compensation – do we just quote all or some?

Daugherty & Billard – quote entire section

Dillon – when we spell out the options, Option #2 meets +-5% within TC

Daugherty – if they go with option 1 – then 1% the second year to align with other employee groups, if options 2 or 3, then 2% next year We are looking at the whole picture

Burstein & Burstein – agree

District Attorney

Dillon – increase base rate 3.4% to match TC

Burstein – second in command position is not intended to be hired

Dillon – correct – they are not going to fill it

Burstein – DA is up for re-election

Daugherty – suggestion is consistent with our previous recommendations

Burstein – second year recommendation is 1%

Daugherty & Billard – agree

Burstein – no compression issue therefore 1% second year

Justice of the Peace

Dillon – increase base rate 8.11% - half time position; only other county with less than full time is Deschutes

* At end of last meeting Daugherty recommended to review the case numbers to determine if it made sense to do a comparison with all counties

Burstein – why is the percent in/out of market average TC higher than increase to base? It was the opposite with other positions

Dillon – a few of the counties have additional stipends; cost of premiums; we back these out for a more accurate comparison

Daugherty – substantially lower case load

Burstein – what do we do with this info?

Daugherty – use previous rational

Burstein – less of a truing up and more of a COLA

Billard – agree

Burstein – What are the recommendations?

Billard – 2 +2%

Daugherty – agree

Burstein – unlike the others where we are truing up, there would be a straight COLA 2 + 2%

Dillon – reviewed county with closest population is 1.5% higher base wage than our position

Burstein – include that logic in the justification

Sheriff

Dillon – because Sheriff is now getting certification pay – total compensation is over the average

* Based on TC methodology – EOCB would not be recommending an increase

Burstein – year 1 – no increase; year 2 – 1 or 2%

Daugherty – agree; on the compression report there are no issues

Billard – should we consider a cost of living?

Daugherty – 1% each year?

Burstein – there is no problem to fix, so 0% increase – fits with our methodology. Assuming people are trued up; therefore no increase

Dillon – if they choose not to take the certification pay then the base may need to be reviewed

Dillon – next steps, go back through each position and make a formal motion

**7. RECOMMENDATIONS AND RESOLUTIONS**

Accessor

Daugherty -Motion to recommend

* Year 1 - 4.1% increase to base salary effective the first full pay period following 1/1/2021
* Year 2 - a COLA increase of 2% effective first full pay period following 1/1/2022
* 6.1% total over two years and leave it to County Commissioners to decide how to implement the 6.1% over 2 years

Second by Billard

Burstein, Billard, Daugherty – raises hand

Motion passes 3-0

Commissioners

Daugherty - Motion to recommend

3 options for Board of Commissioners

* Option 1 – increase base pay 21.3% effective first full pay period following 1/1/2021
* Option 2 – increase base pay 15.2% effective first full pay period following 1/1/2021
* Option 3 – increase base pay 9.43% effective first full pay period following 1/1/2021

Further recommend option 1 is most consistent with EOCB methodology but offering additional options

Further recommend in Year 2 if the County approves option 1, then a 1% COLA increase effective the first full pay period following 1/1/2022; if County approves option 2 or 3, then a 2% COLA increase effective the first full pay period following 1/1/2022.

Second by Billard

Burstein, Billard, Daugherty – raises hand

Motion passes 3-0

District Attorney

Daugherty – Motion to recommend

* Year 1 – 3.4% increase to base salary effective the first full pay period following 1/1/2021
* Year 2 - a COLA increase of 1% effective first full pay period following 1/1/2022

Second by Billard

Burstein, Billard, Daugherty – raises hand

Passes 3-0

Justice of the Peace

Daugherty – Motion to recommend

2% COLA in both year 1 & 2; effective first full pay periods following 1/1/2021 & 1/1/2022

Billard Seconded

Burstein, Billard, Daugherty – raises hand

Passes 3-0

Sheriff

Daugherty –Motion to recommend

* Year 1 no increase for 1/1/2021
* Year 2 recommend a 1% COLA effective first full pay period following 1/1/2022

Second by Billard

Burstein, Billard, Daugherty – raises hand

Passes 3-0

Daugherty - Motion to recommend

Clarify to recommend County Commissioners have discretion on how to do the increases for all 5 positions over the course of the 2 years (like stated for Assessor)

Second by Billard

Burstein, Billard, Daugherty – raises hand

Passes 3-0

**8. UPCOMING MEETINGS SCHEDULE**

Email availability for August/September budget committee dates

Board of Commissioners meeting set for October 6

Burstein – requests Dillon to prepare materials and send via email for review prior to submission

**9. ADJOURN**

1:19pm