

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 22-09-13-05

In the Matter of

DOCUMENTING THE COUNTY
ADMINISTRATOR'S 2021-2022 ANNUAL
PERFORMANCE EVALUATION RATING,
COMPENSATION ADJUSTMENT AND
GOALS FOR THE UPCOMING YEAR

WHEREAS, the Board of Commissioners entered into an employment agreement with Steve Mokrohisky for the position of County Administrator effective May 5, 2014; and

WHEREAS, the Board of Commissioners conducted Mr. Mokrohisky's first annual evaluation on June 23, 2015 and that evaluation was deemed successful; and

WHEREAS, the Board of Commissioners conducted Mr. Mokrohisky's second annual evaluation on June 28, 2016 and that evaluation was deemed successful; and

WHEREAS, the Board of Commissioners conducted Mr. Mokrohisky's third annual evaluation on June 13, 2017 and that evaluation was deemed successful; and

WHEREAS, the Board of Commissioners conducted Mr. Mokrohisky's fourth annual evaluation on July 24, 2018 and that evaluation was deemed Exceeds Expectations; and

WHEREAS, the Board of Commissioners conducted Mr. Mokrohisky's fifth annual evaluation on June 13, 2019 and that evaluation was deemed Exceeds Expectations; and

WHEREAS, On March 17, 2020 the Board passed Board Order 20-03-17-05 (*In the Matter of Adopting an Annual Performance Review Process for Employees Who Report Directly to the Board of County Commissioners*) which outlines the performance review process for Board Employees going forward; and

WHEREAS, the Board of Commissioners conducted Mr. Mokrohisky's sixth annual evaluation in August 2020 and that evaluation was deemed Exceeds Expectations; and

WHEREAS, the Board of Commissioners conducted Mr. Mokrohisky's seventh annual evaluation in August 2021 and that evaluation was deemed Exceeds Expectations; and

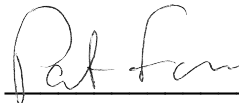
WHEREAS, the Board of Commissioners has reviewed Mr. Mokrohisky's performance for the July 1, 2021-June 30, 2022 review period and amended the County Administrator's annual goals as deemed appropriate; and

WHEREAS, it is proposed that performance reviews and goal setting continue to be accomplished on an annual basis;

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 record reflect the annual performance evaluation for Mr. Mokrohisky was completed and is rated as Exceeds Expectations.
3. That the County Administrator's compensation scale be adjusted to reflect the proposed market adjustment of 11% and that Steve Mokrohisky will receive an exceptional merit increase to step 8 of the updated scale (a 7.2% increase over current wage) and receive a \$5,000 contract renewal bonus effective November 1st, 2022.
4. That the record reflect Mr. Mokrohisky's goals for the coming year be:
 - Ensuring the highest and best use of Lane County properties, facilities, resources and partnerships. Examples include:
 - Siting of the Behavioral Health Stabilization Center
 - Lane Events Center Multi-use facility development
 - Continue building a positive and supportive workplace culture and model healthy work/life balance practices.
 - Move forward to implement the Affordable Housing Plan.
 - Guide budget resiliency and prepare for future challenges.
 - Assess County Administration Department structure, including number of direct reports.

ADOPTED this 13th day of September, 2022.



Pat Farr, Chair
Lane County Board of Commissioners