

Lane County Home Rule Charter

**Approved by the Voters
of the November 6, 1962
General Election**



Preamble

We, the people of Lane County, Oregon, in order to avail ourselves of self determination in county affairs to the full extent permissible under the constitution and laws of the state, by this charter confer upon the county the following powers, subject it to the following restrictions, and prescribe for it the following procedures and governmental structure:

Chapter I

Name, Nature, Boundaries, County Seat

Section 1. *Name.* The name of the county as it operates under this charter shall continue to be Lane County.

Section 2. *Nature and Legal Capacity.* From the time that this charter takes effect the county shall continue to be

(1) an agency of the state and

(2) a body politic and corporate

Section 3. *Boundaries.* The boundaries of the county as it operates under this charter shall be the boundaries now or hereafter prescribed for the county by the laws of the state.

Section 4. *County Seat.* The seat of government of the county as it operates under this charter shall continue to be in the city of Eugene.

Chapter II

Powers

Section 5. *General Grant of Powers.* Except as this charter provides to the contrary, the county shall have authority over matters of county concern to the full extent granted or allowed by the law of the United States or of the state of Oregon, as fully as if each power comprised in that general authority were specifically granted by this charter, including power to levy and collect taxes, to create and incur indebtedness, and to exercise any and all other powers conferred upon counties and their governing bodies by the statutes of the state.

Section 6. *Construction of Powers.* In this charter no mention of a particular power or enumeration of similar powers shall be construed to be exclusive or to restrict the authority that the county would have if the particular power were not mentioned or the similar powers not enumerated. The charter shall be liberally construed, to the end that, within the limits imposed by the charter and by the law of the United States and of the state, the county have all powers necessary or convenient for the conduct of its affairs, including all powers that counties may assume under the statutes of the state and under the provisions of the state constitution concerning county home rule. The powers shall be construed to be continuing powers.

Section 7. *Local Services.*

- (1) The board of county commissioners,
 - (a) upon the petition of 25 per cent of the legal voters of any area in the

county or of 100 legal voters in the area, whichever number is the lesser, and

(b) upon the approval of a majority of the voters in the area, may establish the area as a local service district for the purpose of providing a county service of special benefit to persons and property in the area. The board shall prescribe by ordinance one or more methods for establishing such a district and for enlarging such a district already established. The ordinance shall prescribe one or more procedures by which legal voters in the territory proposed to be included in the district are afforded notice and hearing of establishment and enlargement of the district.

- (2) The board shall fix the boundaries of each such district on the basis of the territorial extent of the special benefit derived from the service.
- (3) The board shall be the governing body of the district.
- (4) A county service of special benefit to persons and property in an area established as a local service district pursuant to this section may be financed only by taxes, assessments, and charges specially levied in the area and by funds specially allocated by the state or the United States for one or more purposes of the district.

- (5) Legislative action that the board takes as governing body of a local service district shall be subject to the referendum upon petition of 10 per cent of the legal voters of the district. The board shall prescribe by ordinance one or more methods for exercising this power of referendum.

Section 8. *Intergovernmental Cooperation and Transfer of Functions.* The board of county commissioners may, on such terms as it deems to be in the best interests of the county, arrange by contract

- (1) for one or more functions of the county to be performed in cooperation with one or more units of local government in the county or one or more other counties or both,
- (2) for one or more functions of the county to be transferred to and performed by one or more units of local government in the county and
- (3) for the county to assume one or more functions of one or more units of local government in the county, provided any function thus assumed is a matter of county concern.

Section 9. *Public Improvements.*

- (1) Subject to the requirements of the other paragraphs of this section, the procedure for making, altering, vacating, or abandoning a public improvement of the county shall be governed

6. Amendment referred by Board of County Commissioners' Order 84-6-27-3 and approved by majority of legal voters of Lane County at the general election held November 6, 1984, set a general fund spending limit.
7. Amendments referred by Board of County Commissioners' Order 84-6-27-16 and approved by majority of legal voters of Lane County at the general election held November 6, 1984, established Vice Chair position and authority, deleted Chair Pro Tem position, provided that three members of the Board of County Commissioners may call a special meeting deleted implementing language to Section 19 (County Departments) and Section 28 (County Merit System) and deleted male pronouns and, where necessary, replaced them with gender neutral terms.
8. Amendment referred by initiative petition of the people and approved by majority of legal voters of Lane County at the General Election held November 3, 1992, restricted County's use of, and transfer of, East Alton Baker Park.

Amendments to Charter for Lane County, Oregon

1. Amendment referred by Board of County Commissioners' Order 72-2-16-1 and approved by majority of legal voters of Lane County at the primary election held May 23, 1972, decreased term of County Commissioners from six years to four years, excluding terms of incumbents.
2. Amendment referred by Board of County Commissioners' Order 76-7-21-16 and approved by majority of legal voters of Lane County at the general election held November 2, 1976, provided for a five-member Board of County Commissioners.
3. Amendment referred by Board of County Commissioners' Order 76-7-28-12 and approved by majority of legal voters of Lane County at the general election held November 2, 1976, required that all elections to county office be nonpartisan.
4. Amendment referred by Board of County Commissioners' Order 82-1-13-9 and approved by majority of legal voters of Lane County at the primary election held May 18, 1982, made Commissioner District descriptions general.
5. Amendment referred by Board of County Commissioners' Order 82-1-13-10 and approved by majority of legal voters of Lane County at the primary election held May 18, 1982, required review of Commissioner District boundaries every 10 years.

- (a) by the general ordinances of the county, or,
 - (b) to the extent not so governed, by the applicable general laws of the state.
- (2) To the extent that the board of county commissioners finds that a public improvement specially benefits property in the vicinity of the improvement, the cost of the improvement shall be defrayed by special assessments levied on the property, and to the extent that the board finds that a public improvement is of benefit to the county generally, the cost of the improvement may be defrayed by revenue derived from other sources.
- (3) An order for action regarding a public improvement of the county shall indicate
 - (a) the extent to which the cost of the action is to be defrayed by special assessments on property to be specially benefited by the action and
 - (b) the extent to which the cost of the action is to be defrayed by revenues of the county derived from other sources.
- (4) Action by the board of county commissioners on a proposed public improvement to be financed in whole or

in part by county revenues not derived from special assessments shall be subject to the referendum in the same manner as ordinances of the board.

- (5) Action by the board of county commissioners on a proposed public improvement to be financed in whole or in part by special assessments shall be suspended for six months upon a remonstrance thereto by the owners of two-thirds of the land to be specially assessed for the improvement, provided written notice of the remonstrance is delivered to the board within 15 days after the action is ordered. After the suspension the board may proceed with the action. The word "owner" shall mean the record holder of legal title, except that if there is a purchaser of the land according to a recorded land sale contract, the purchaser shall be regarded as the owner.
- (6) The procedure for levying, collecting, and enforcing the payment of special assessments to be levied against real property on account of public improvements or other services shall be governed by general ordinance.

- (4) Effective Date. The effective date of this section shall be March 3, 1993.

- (5) Severance Clause. If any subsection, portion, clause or phrase of this section is for any reason held to be invalid or unconstitutional, the remaining subsections, portions, clauses and phrases shall be unaffected and shall remain in full force and effect, and to this end the provisions of this section are severable.

appropriate mix of passive recreational uses of East Alton Baker Park. The CPC shall then develop and adopt a final Plan for East Alton Baker Park, (EABP) which is consistent with this Act and with the general and specific criteria for the area set forth in the Alton Baker Park Master Plan. In the EABP Plan, the watercourses, bike paths and running trails that existed in East Alton Baker Park on September 1, 1991 shall be maintained or improved and shall not be reduced in size or altered in configuration. Following the adoption of the EABP Plan, the CPC shall continue to meet as needed to monitor its implementation.

- (d) Any user fees charged for the use of East Alton Baker Park shall be used solely for Alton Baker Park consistent with the Alton Baker Park Master Plan.
- (e) Ownership of East Alton Baker Park shall not be transferred until the plan described in subsection 3, paragraph (c) is adopted. If ownership of East Alton Baker Park is transferred to a public or private entity, the transfer shall include appropriate conditions or covenants to insure consistency with this section and the goals set forth in the Alton Baker Park Master Plan.

Section 10. *Where Powers Vested.* Except as this charter provides to the contrary, and subject to the initiative and referendum powers residing in the people of the county, all powers of the county, both legislative and administrative, shall be vested in the board of county commissioners. The administrative power of the board shall be exercisable by it or by persons under its authority.

Chapter III

Board of County Commissioners

Section 11. *Membership, Election and Tenure.*

- (1) The board of commissioners shall consist of five county commissioners.
- (2) Except as this charter provides to the contrary, each commissioner shall be elected by district for a four-year term.
- (3) The board of county commissioners shall be elected as follows.
 - (a) At the November general election the commissioners shall be elected as provided for in Section 32 of this charter.
 - (b) At the election the candidate for each position who receives the highest number of votes cast shall be entitled to a certificate of election to office.

- (c) The following election districts shall be established from which the commissioners shall be elected:
- (i) The West Lane County District, generally comprised of western Lane County outside the metropolitan area. Except as otherwise provided in this charter, the commissioner elected from this district shall fill Position No. 1.
 - (ii) The Springfield District, generally comprised of the Springfield metropolitan area. Except as otherwise provided in this charter, the commissioner elected from this district shall fill Position No. 2.
 - (iii) The South Eugene District, generally comprised of the southern Eugene metropolitan area. Except as otherwise provided in this charter, the commissioner elected from this district shall fill Position No. 3.
 - (iv) The North Eugene District, generally comprised of the northern Eugene metropolitan area. Except as otherwise provided in this

- (3) Conditions for the Development of East Alton Baker Park.
- (a) The Board shall not sell, alienate, lease or in any other way convey any real or personal property interest in East Alton Baker Park to any private or public entity for the purpose of developing a golf course.
 - (b) The Board shall not expend any funds to study, promote, develop, construct, approve or in any way aid any private or public development of a golf course in East Alton Baker Park.
 - (c) By March 1, 1993, the Board shall appoint a Citizens Planning Committee, (CPC), composed of fifteen (15) individuals who have demonstrated an interest in maintaining and enhancing the passive recreational qualities of East Alton Baker Park. At least 45 days prior to making appointments to the CPC, the Board shall advertise and provide applications for the CPC positions to park user groups, community organizations, and any concerned citizens who have submitted letters or testimony regarding Alton Baker Park. The CPC members shall be chosen from the applications the Board receives. The CPC shall initiate a public hearing process to determine the

(2) Definitions. As used in this section:

- (a) "East Alton Baker Park" means that area of land within Alton Baker Park that is owned by Lane County. It comprises the approximately 237 acres east of the City of Eugene Equipment yard and Bike Path to the eastern border of Alton Baker Park.
- (b) "Board" means the Board of Lane County Commissioners.
- (c) "Golf Course" means any facility of any type that uses any portion of land for the purpose of activity of golf.
- (d) "Passive recreation" means those pastimes, diversions, or forms of exercise in which the relaxation and/or enjoyment experienced by the participant is dependent on the natural landscape in which the activity occurs. Examples include, but are not limited to hiking, boating, jogging, biking, plant study, picnicking, kite flying, frisbee throwing, bird watching, nature photography, swimming, nature classes, model boating, wheelchair racing, fishing, dog walking, feeding of water fowl, sun bathing and those group activities deemed appropriate.

charter, the commissioner elected from this district shall fill Position No. 4.

- (v) The East Lane County District, generally comprised of eastern Lane County outside the metropolitan area. Except as otherwise provided in this charter, the commissioner elected from this district shall fill Position No. 5.
- (d) In accordance with Federal, State, or County census figures, the boundaries of the five districts shall be drawn by the board of commissioners so as not to deny any person equal protection of the law. The board of commissioners shall, not less than every 10 years, initiate review of the population densities of each district and modify boundaries when necessary. No boundary creation, position designation or boundary change shall disqualify a commissioner from completing the term of office to which that commissioner was elected or appointed.
- (e) The board of commissioners shall adopt by ordinance the district boundaries as required by subsection (d) above. District boundaries shall be finally adopted

at least six months prior to any election for which they are to be effective.

Section 12. *Full-time Responsibility of Commissioners.*

While serving as a member of the board of county commissioners, a county commissioner shall devote full time to the office.

Section 13. *Quorum.* Three commissioners of the board of county commissioners shall constitute a quorum for the board's business.

Section 14. *Meetings.*

- (1) The board of county commissioners shall adopt rules for the government of its members and meetings.
- (2) The rules shall prescribe one or more modes of compelling the attendance of commissioners at board meetings.
- (3) The board shall meet regularly and publicly in the county at least twice each month at times and places designated in the rules governing the meetings of the board.
- (4) (a) The chair of the board may, by giving notice thereof to all members of the board then in the county, and

(b) three members of the board may, by giving notice thereof to the other two commissioners provided they are in the county, call a special meeting of

(9) Definitions.

- (a) "Cost-of-living" means the 12 month percent change in the consumer price index for all urban consumers, U.S. city average occurring between July 1 and June 30, as computed by the Department of Commerce, or any successor agency.
- (b) "Population" means the 12 month percent change in the number of people residing in the county occurring between July 1 and June 30, as computed by Portland State University, Center for Population Research and Census, or any successor agency.
- (c) "Discretionary revenues" means revenues available for any county services and not otherwise restricted or dedicated by law to specific purposes.

Section 37. *East Alton Baker Park.*

- (1) Findings. The people find that East Alton Baker Park, which contains open public land in a relatively natural state and is easily accessible by county residents, should continue to be a place where diverse passive recreational activities can occur and no single use dominates others.

amount of the cost of the emergency and the method by which it shall be defrayed. Funds from the revenue stabilization fund shall be available for the emergency. The limitation imposed by subsection 1 above may be exceeded only for the year in which the emergency is declared. In no event shall such emergency expenditures be included in the computation of the limitation imposed by subsection 1 above for any other year.

- (6) Mandated and shifted costs. Where costs are transferred from one unit of government to another unit of government or are imposed on the county, either by law or court order, the limitation imposed by subsection 1 above shall be adjusted accordingly.
- (7) Severability. If any expenditure category or revenue source shall by law or court order be exempted from this section, the expenditure limitation imposed by subsection 1 above shall be adjusted accordingly and all remaining provisions shall remain in full force and effect.
- (8) Implementation. The board of county commissioners shall adopt orders consistent with and as may be necessary to implement and enforce the provisions of this section. This section shall take effect for the fiscal year commencing July 1, 1985.

the board. Notice of any special meeting shall be consistent with state law.

- (5) No action by the board may have legal effect unless the motion for the action and the vote by which the motion is approved or rejected take place at proceedings open to the public.

Section 15. *Board Chair.*

- (1) At its first regular meeting each year the board of county commissioners shall designate one of its members chair of the board for the year.
- (2) The chair shall
 - (a) Preside over the meetings of the board,
 - (b) Have a vote on all questions before it, and
 - (c) Have authority to
 - (i) preserve order at board meetings,
 - (ii) enforce the rules of the board, and
 - (iii) determine the order of board business under the rules of the board.
- (3) At the time the chair is designated in paragraph (1) above, the board shall also

designate a vice chair, who shall have identical authority as the chair, in calling and conducting meetings when the chair is absent from the county.

Section 16. *Record of Proceedings.* The board of county commissioners shall cause a public record of its proceedings to be kept. Upon the request of a member of the board that the individual votes on a question before the board be recorded in the record, the votes shall be so recorded. The final votes on all ordinances before the board shall be so recorded.

Section 17. *Vote Necessary for Board Action.* Except as this charter provides to the contrary, the concurrence of three members of the board of county commissioners shall be necessary to decide any question before the board.

Section 18. *Ordinances.*

- (1) The enacting clause of an ordinance enacted by the board of county commissioners and not referred to the voters shall read, "The board of county commissioners of Lane County ordains as follows:".
- (2) Except as this section provides to the contrary, before an ordinance is enacted, it shall be fully and distinctly read in regular meeting of the board on two different days at least 13 days apart. The board may direct that either or both of the readings be by title only
 - (a) If a copy of the ordinance is provided for each member of the board when the ordinance is introduced and

recorded in the general purpose financial statements and auditor's report for the prior fiscal year.

- (c) A capital improvement fund. The capital improvement fund shall not exceed \$1,000,000 except as it increases by the sum of the annual percentage changes in the cost-of-living and population, as provided in subsection 2 above. This limit does not preclude establishment of a separate fund for construction of a new county facility.
- (d) A self-insurance fund. The self-insurance fund shall not exceed the value of all outstanding claims liabilities as recorded in the general purpose financial statements and auditor's report for the prior fiscal year.

Income earned on these funds shall accrue to the funds.

- (4) Excess revenues. For any fiscal year, the excess revenues over expenditures, except as provided in subsection 3 above, shall be used for a reduction or rebate in real property taxes.
- (5) Emergency. The limitation imposed by subsection 1 above may be exceeded only upon the declaration of an emergency and approval by the board of county commissioners. The board shall set forth the

be applied to the prior year's general fund general operating spending limit, or to the reserve funds as described in subsection 3 below, to determine the maximum allowable amount of such limit or funds for the following year.

(3) Reserve funds. General fund discretionary revenues exceeding the limitation set forth in subsection 1 above shall be distributed to various funds in amounts as directed by the board of county commissioners after review by the budget committee. These funds shall include:

- (a) A revenue stabilization fund. The revenue stabilization fund shall not exceed \$10,000,000 except as it increases by the sum of the annual percentage changes in the cost-of-living and population, as provided in subsection 2 above. Transfers from the revenue stabilization fund to the general fund in any fiscal year shall not exceed 50% of the revenue stabilization fund's balance at June 30th of the prior fiscal year, except that if transfers have been made for two consecutive years, the entire remaining amount may be transferred during the third year if transfers are required.
- (b) An employee benefits liability fund. The employee benefits liability fund shall not exceed the value of accrued employee vacation and sick leave as

- (b) If, throughout the business hours after the ordinance is introduced and before it is enacted, a copy of it is available for public inspection in the office of the board.

An ordinance enacted after being read by title only may have no legal effect if any section incorporating a substantial change in the ordinance as introduced is not read fully and distinctly in regular meeting of the board at least 13 days prior to the adoption of the ordinance.

- (3) Upon enactment of an ordinance by the board
 - (a) The chair of the board and
 - (b) The person who serves as recording secretary of the board at the session at which the board finally approves the ordinance shall sign the ordinance and indicate the date of its enactment.
- (4) An ordinance enacted by the board of county commissioners in the exercise of its police power and for the purpose of meeting an emergency may take effect immediately upon being so enacted. An ordinance approved by the voters shall take effect immediately upon being so approved. An ordinance of any other character shall take effect on the 30th day after being enacted.

Chapter IV

Administration

Section 19. *Administrative Departments.*

(1) For purposes of carrying out the policies of the county and administering its affairs, the following administrative departments are hereby established and shall, except as the board of county commissioners prescribes to the contrary within the limitations of this charter, have the following functions:

- (a) the department of finance and auditing, which shall have the functions of the county treasurer under state law and the functions of the county clerk under state law that are not allocated to the department of records and elections;
- (b) the department of records and elections, which shall have the functions of the county clerk under state law regarding elections, recording, filing, and the courts;
- (c) the department of health and sanitation, which shall have the functions prescribed by state law for the county health officer, the county sanitarian, and the county board of health;

Section 34. *Existing Legislation Continued.* All legislation of the county

- (1) Consistent with this charter and
- (2) In force when it takes effect shall remain in effect as at present until amended or repealed.

Section 35. *Effective Date.* This charter shall take effect January 3, 1963, the charter amendment of November 2, 1976, shall take effect on January 1, 1977, the charter amendment of May 18, 1982, shall take effect on May 18, 1982, the charter amendment of November 6, 1984, setting a general fund spending limitation shall take effect for the fiscal year commencing July 1, 1985, and the remaining charter amendments of November 6, 1984, shall take effect on November 23, 1984.

Section 36. *Spending Limitation.* A limit on the total amount of general fund general operation spending by the county in any fiscal year is established.

- (1) Spending limitation. The annual county expenditures from discretionary revenues for general fund general operations shall not exceed \$24,250,000 except as it increases by the sum of the annual percentage changes in the cost-of-living and population, as provided in subsection 2 below.
- (2) On or about January 1 of each fiscal year, the 12 month percent change in the cost-of-living index shall be added to the 12 month percent change in total Lane County population. The sum of these two percent change figures shall thus determine the allowable growth factor that shall annually

(2) The terms of office of the county clerk, county treasurer, county surveyor, and constable

- (a) who are in office on the effective date of this charter or
- (b) who are appointed to fill vacancies that occur
 - (i) after adoption of the charter and
 - (ii) before the effective date of the charter

shall continue for such times as the board of county commissioners determines.

(3) Until the board of county commissioners provides to the contrary,

- (a) the county clerk shall be the head of the department of records and elections,
- (b) the county treasurer shall be the head of the department of finance and auditing,
- (c) the county surveyor shall continue to perform the duties of county surveyor as prescribed by state law, and
- (d) the constable shall be continued as an employee in the department of public safety.

(d) the department of public works, which shall have the functions of the county surveyor and county engineer under state law and all road and highway functions of the county;

(e) the department of public safety, which shall have the functions of the constable and the sheriff under state law, except the functions of the sheriff regarding the collection of taxes;

(f) the department of assessment and taxation, which shall have the functions of the assessor under state law and the functions of the sheriff under state law that pertain to the collection of taxes; and

(g) the department of general administration, which shall have whatever functions the board of county commissioners prescribes for it.

Section 20. *Elective Administrative Officers.*

(1) The elective administrative officers of the county shall include, in addition to the county commissioners, the sheriff and the assessor.

(2) The sheriff shall have charge of the department of public safety, and the assessor shall have charge of the department

of assessment and taxation. The terms of office for sheriff and assessor shall be four years.

Section 21. *Appointive Administrative Officers and Employees.* Except as this charter provides to the contrary,

- (1) each administrative department of the county shall include whatever offices and positions the board of county commissioners establishes in that department;
- (2) all administrative officers and employees of the county other than elective administrative officers shall be appointed by the board or pursuant to its authority;
- (3) the functions of administrative officers and employees of the county shall be whatever functions the board of county commissioners prescribes for them.

Section 22. *Changes in Administrative Departments.*

- (1) Except as this charter provides to the contrary, the board of county commissioners may
 - (a) establish additional administrative departments,
 - (b) combine any two or more administrative departments into a single such department,
 - (c) separate departments so combined,

Chapter VII

Miscellaneous Provisions

Section 32. *Continuation of Terms of County Commissioners.*

- (1) The county commissioners who are in office at the time this charter takes effect may continue in their respective offices for the terms to which they have been elected.
- (2) At the general November election in 1978, commissioner Position Nos. 1, 2, and 5 shall be voted upon by the voters of the respective districts and filled for a four-year term.
- (3) At the general election in 1980, commissioner Position Nos. 3 and 4 shall be voted upon by the voters of the respective districts and filled for a four-year term.
- (4) At the general November election in 1982, and at every second year thereafter, the commissioners positions which have expired shall be voted upon by their respective districts for a four-year term.

Section 33. *Continuation of Terms of Elective Administrative Offices.*

- (1) The terms of office of the sheriff and the assessor who are in office on the effective date of this charter shall be the terms for which these officers have been elected.

- (3) A primary or general ballot, as the case may be, shall be delivered to each registered elector desiring to vote, regardless of party affiliation.
- (4) When a candidate for nomination for an elective county office receives a majority of all votes cast at the primary election for the office for which he is a candidate, the name of that candidate, and no other, shall be printed on the ballot for the general election.
- (5) If no candidate at the primary election receives a majority of all votes cast, the two candidates receiving the highest number of votes shall be placed on the general election ballot.

Section 30. *Recall.* An elective officer of the county may be recalled in the manner, and with the effect, now or hereafter prescribed by the constitution and laws of the state.

Section 31. *Elections on County Propositions.* Except as

- (1) This charter or
- (2) Legislation enacted pursuant to it provides to the contrary, the manner of conducting an election on a proposition concerning the county shall be the manner prescribed by the laws of the state for an election in the county on the proposition.

- (d) abolish any administrative department, and
- (e) prescribe the functions of any such department.

(2) Any action

- (a) to combine the department of public safety or the department of assessment and taxation with each other or with another administrative department of the county,
- (b) to abolish either department, or
- (c) to take from either any of its functions may have no legal effect until approved either (a) by the head of the department or (b) by the legal voters of the county at a regular or special county election.

(3) A function of a county officer or agency

- (a) prescribed by state law but
- (b) not allocated to any county officer or agency by this charter shall be allocated to whatever department of the county the board of county commissioners determines.

Section 23. *Juvenile Department.* The juvenile department of the county shall be administered in accordance with the state law applicable to the department.

Chapter V

Personnel

Section 24. *Qualifications.*

- (1) To qualify for an elective office of the county, a person
 - (a) shall be a legal voter of the state,
 - (b) shall be a resident of the county, and
 - (c) shall have resided in the county two years immediately preceding the beginning of the term of office.
- (2) To qualify for an appointive office or position of the county a person shall have whatever qualifications the board of county commissioners prescribes for the office or position.
- (3) To qualify for the position of county commissioner, a person shall reside within the district from which said person is elected or appointed and shall have so resided for a period of not less than two months prior to appointment or any primary or general election in which said person is a candidate. A district boundary change shall not disqualify a commissioner until that commissioner's term of office has expired.

- (iii) the range of compensation paid others by public and private employers for comparable service
- (iv) the county's financial condition and policies, and
- (v) other factors relevant to the determination of what is fair compensation for the individual.

Chapter VI

Elections

Section 29. *Nomination and Election of County Officers.* Except as this charter provides to the contrary, the manner of nominating and electing candidates for elective county offices shall be the manner now or hereafter prescribed by the laws of the state for the conduct of nonpartisan nominations and elections.

- (1) No petition, declaration, primary or general ballot for an elective county office shall make reference to any political party ballot or to a political party affiliation or designation.
- (2) When there is only one person as a candidate for nomination to an elective county office, his name shall not be placed upon the primary ballot but he shall be the nominee for the office.

(j) uncompensated volunteers.

(3) The classified service of the county shall include all offices and positions in the government of the county not included in the unclassified service.

(4) The board of county commissioners shall maintain a system of personnel administration, including appeal procedures,

(a) in which

- (i) the appointment of persons to
- (ii) the promotion, transfer, demotion, and suspension of persons in, and
- (iii) the dismissal of persons from the classified service shall be effected solely on the basis of merit and fitness, and

(b) in which each person in that service shall receive equitable compensation fixed on the basis of

- (i) competence in the position with the county,
- (ii) record of service there and elsewhere,

Section 25. *Vacancies in Office.* An office shall be deemed vacant

(1) Upon the incumbent's

- (a) death,
- (b) adjudicated incompetence, mental illness or insanity,
- (c) conviction of a felony, or unlawful destruction of public records, or of other criminal offense pertaining to the office,
- (d) resignation,
- (e) recall from office, or
- (f) ceasing to possess the qualifications for the office;

(2) Upon the failure of the person elected or appointed to the office to qualify therefor within 10 days after the time for the term of office to begin, or

(3) with reference to a county commissioner,

- (a) upon absence from the county for 30 days without the consent of the other commissioners or upon absence from meetings of the board of county commissioners for 60 days without a like consent and

- (b) upon a declaration by the board of the vacancy.

Section 26. *Filling of Vacancies.*

- (1) A vacancy in an elective office of the county shall be filled in the manner prescribed by state law.
- (2) A vacancy in an appointive office of the county shall be filled by the board of county commissioners or pursuant to its authority.
- (3) During
 - (a) the temporary disability of an elective officer or
 - (b) the absence from the county temporarily for any reason the office may be filled pro tem by the board of county commissioners.

Section 27. *Compensation for Services.* The compensation for the services of a county officer or employee shall be whatever amount the board of county commissioners fixes, but no increase in the compensation of a member of the board may take effect prior to the first odd-numbered year after the first general election after the increase is authorized.

Section 28. *Merit System.*

- (1) Each office and position in the government of the county shall be included in the classified or unclassified service of the county.

- (2) The unclassified service of the county shall include the offices and positions of

- (a) elective officers of the county,
- (b) the heads of county departments,
- (c) members of county boards and commissions,
- (d) persons employed by the county
 - (i) for special or temporary purposes and
 - (ii) for not longer than three months during any fiscal year,
- (e) persons employed by the county to render professional, scientific, technical or expert services of occasional or exceptional character,
- (f) persons employed jointly by the county and some other governmental agency,
- (g) unskilled workers employed by the county less than half time,
- (h) part-time employees of the county paid by the hour or day,
- (i) persons employed by the county as independent contractors for temporary or part-time service, and