



# LANE COUNTY

PUBLIC SERVICE BUILDING / 125 EAST 8<sup>TH</sup> AVENUE / EUGENE, OR 97401 / (541) 682-4203 / FAX (541) 682-4616

## LANE COUNTY ELECTED OFFICIAL COMPENSATION BOARD

### Meeting Notes

Wednesday, April 5th, 2023

10:00 a.m. – 11:30 a.m.

Remote- Zoom

Meeting called to order at 10:06 am

#### Attendance:

Board Members Present: Joshua Burstein, Chair; Penny Daugherty; Cheri Minick

Lane County Staff Present: Eliza Kashinsky; Alana Holmes

Board Members Absent: Janice Reynolds

- *Appointment of Chair:*  
Janice Reynolds appointed as Chair  
Discussion of vice-chair postponed to next meeting
- No members of the public requested public comment.
- *Discussion and Deliberation:*
  - Staff reviewed memo provided in packet.
  - Discussed market comparators for Assessor Position, given that Washington County's assessor is not an elected official.  
Will include Washington County's Assessor as a market match. Duties are comparable. Would also address compression with direct report.
  - Discussed if to include paid leave accruals as part of compensation analysis. Due to differing methodologies between Counties for providing paid leave and holidays, including paid leave may be inflating total compensation calculations for some Counties.  
Not including paid leave in the methodology would be more accurate.
  - Discussed if wanted to include an option that had no market/compression adjustments, but just COLA.  
Do not provide an option with just COLA; would result in a recommendation that would leave a substantial below market position.
  - Discussed compression for Assessor position.  
Would like to include addressing compression for Assessor in all recommendations.  
Would like to note the compression adjustment. No other positions are experiencing compression, and there is not a good methodology for evaluating compression for the Commissioner positions.

- Discussed recommendation for Commissioners given that adjustments can't be implemented until after next election, and there would be another recommendation prior to when changes could be implemented.  
Making a recommendation now provides information about ongoing concern regarding Commissioner's position in comparison to market and provides Commissioner's/Budget Committee ability to weigh timing factors themselves.
- Would like to provide two options to provide choice for Budget Committee and Commissioners. Option one would provide a 2% Cost of Living Adjustment and match salaries to market. Option two would provide a 2% Cost of Living Adjustment for all positions, include compression adjustment for assessor, and bring all other salaries to within 5% of market average.
- Would like to schedule an additional meeting to review and finalize the recommendation.
- Next steps:
  - Schedule next meeting.
  - Staff to provide draft memo providing recommendations for finalization and review of approval.

Adjourn 11:09am