



LANE COUNTY

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LANE COUNTY ELECTED OFFICIAL COMPENSATION BOARD

Meeting Notes

Thursday, February 23, 2023

3:00 p.m. – 4:30 p.m.

Remote- Zoom

Meeting called to order at 3:07pm

Attendance:

Board Members Present: Penny Daugherty; Janice Reynolds

Lane County Staff Present: Eliza Kashinsky

Board Members Absent: Cheri Billard, Joshua Burstein, Chair

- Without quorum, information meeting only
- No members of the public requested public comment.
- *Questions/Comments/Discussion from Board Members:*
JR: In favor adjustments; duty to ensure that people are where they should be as far as their pay.

PD: Was there discussion of what raises might look like?

Answer: Information showed how far below or above current staff were.

PD: Elected officials aren't as far behind as they have been in years past. Need to be mindful of remaining competitive in order to ensure we don't so fall behind. Should be at a minimum recommending cost of living increases similar to what is provided to other employees.

PD: Is the compression in the assessor position from the temporary Deputy Assessor, or from a permanent position?

Answer: It is from a permanent position.

JR: Agree with COLA as a baseline, and keeps them closer.

Discussion about methodology for interactions with Board and Budget Committee, and communications between the EOCB and Budget Committee.

PD: Commissioners keep falling further and further behind.

Discussion of Commissioner adjustments, including timing. Concern about increasing gap between Commissioner salaries and market. Commissioner adjustment could not go into effect until after next election (end of 2024/beginning of 2025.)

PD: Did the Commissioners receive a COLA in 2023 when other elected officials received a market adjustment?

No, there was no adjustment for Commissioners last year (either market or COLAs.)

PD: If we were looking at sometime other than COLA, would we be looking at everyone, or just those who were misaligned?

Staff to bring back a couple of different scenarios- 1) everyone gets a 2% COLA, 2) everyone is brought within 5% of market, 3) and everyone is brought to as close to zero with Market. For the Assessor position, include options both including and excluding Washington County's unelected assessor.

- Next steps:
 - Schedule next meeting.
 - Staff to provide several options for potential adjustments

Adjourn 3:42pm