



Board of Commissioners' Work Session Meeting  
January 6, 2021 ~ 10:00am ~ Room 219

1/6/2021 - Minutes

**1. To Watch A Live Stream Of This Meeting, Click The Link Below Or Go To  
Www.klamathcounty.org**

**2. Call To Order & Those Present**

Commissioner Boyd, Commissioner Morris, Commissioner DeGroot; Haley Huffman / Admin Staff; Amanda Van Riper / Human Resources; Vickie Noel / Finance; Jessica Chastain / Finance; Tom Crist, Stephanie Brown, Allan Brown / CDD; Sheena Horton / MGT.

**3. Approve Minutes From Last Meeting**

Approved.

**4. BOCC**

**1. Continue Discussion Of Comp & Class Study Results**

Amanda Van Riper addresses the Board. We, in HR, went through and made a new salary spreadsheet. It was discovered that MGT did not have the pay plans that had the COLAs from July, we updated that with this as well as the increased amount for each union. Sheena Horton addresses the Board. There were adjustments made due to the COLA adjustments. Most of it remains the same, the District Attorney Office is deemed market competitive and no change is recommended. The Oregon Nurses Association is market competitive and no change is recommended. We had a series of adjustments for KCPOA. The KCPOA was adjusted to 2.6% instead of the 4.6% due to the COLA adjustment. The KCPOA must be within 5% of the Teamsters so that was adjusted by 2.61% to align with that contract requirement. The new Lieutenant pay plan was developed and was adjusted to comply with the 5% contract requirement. Parole and Probation was deemed market competitive. The Local 737 was deemed to be market competitive. The Non-Union Exempt is recommended to adjust by 21%. The Department Head is recommended to adjust by 13.9%. The 701 Engineers is market competitive no change is recommended. The Local 737 is recommended to adjust by 9.8%. The Non-Union Non Exempt is recommended adjustment of 16.27%. The current payroll cost is \$21,233,000.00 Commissioner Morris asks what would it cost implement this? Amanda Van Riper said, to implement 100% \$2,194,184.58 on our spreadsheet. Commissioner Morris said, they're at like the 2.5 million and you're at about \$2.2. Commissioner DeGroot asks, can we dissect how much is general fund and how much is not? Vickie Noel said, almost \$700,000.00 is General Fund. Commissioner DeGroot asks how much is in

the Non-Union Exempt and the Department Heads? Commissioner Boyd asks about the \$2.2 million. Ms. Van Riper said the \$2.2 million was taking everyone to their current step in the proposed salary table. Ms. Horton suggests coming back to the Board with a targeted approach to address the Board's concerns around recruitment. Commissioner Morris said that's great, and the areas they recommend taking out that are unused, I think we should do that. Commissioner Morris said, so you'll take another call with Sheena about targeted specifics and that will come back to the Board. Ms. Noel said, we need to finalize the budget assumptions. Commissioner DeGroot said a lot of the areas that we're not competitive is leadership and I believe that is why it is tied to structure. Commissioner Boyd said, my thought is to give everyone a 2% COLA across the board and say we're doing it for budgeting purposes. The Board was in agreement. Commissioner DeGroot said, I'm fine with that, I think it will fall pretty accurate with the exception of 737. Commissioner Boyd expresses his disappointment about MGT not doing what he expected them to. Commissioner DeGroot said I see what you're saying, I think there is separate value that we did get from this. All the areas that we are market competitive, before we got this report I don't think anybody would have agreed with that statement and so in that regard we'll make that \$70,000 all day long some day. Commissioner Boyd said, if you guys are ok, I'd rather budget a cost of living increase for everybody because I think it makes the Department Heads lives easier. The Board was in agreement for a 2% cost of living raise across the board.

## **2. Structure Discussion Continued**

Commissioner Boyd said, I don't see the cost savings in this change. I've thought about this a lot yesterday and this morning and I just don't see the benefit. The communication piece is the only piece I feel is lacking and I believe that's my fault. Commissioner DeGroot said, that's been the rub for the last several years, how are we staying informed. Are we setting vision and putting that in place or are we using our time to micromanage things? What is the better alternative, how can all of us stay informed better with the liaison structure? Commissioner Boyd said, I would need to go and reach out to those departments that aren't under me to stay informed. I don't believe we are micromanaging these departments. I still do not see how hiring someone that is not in the position today in order to get better information to me or to the Board makes any financial sense. Commissioner DeGroot said, so from the philosophical view, you're saying the structure the county operates under is efficient. Commissioner Boyd said, I'm not saying that at all. I think the county manager is the way to go. Commissioner Boyd said, CDD has not had a director since 2012 and that has been good for their financial standing allowing them to hire stronger staff. There are other departments in CDD such as Planning that would be paying for part of that person's salary that can't afford it. Public Works and CDD are working fine today. Commissioner DeGroot said, I agree with that, it's not about the personnel and the staff. It's about going forward and how can we best manage the County. You see it was one county manager and I see it as a team of 4 or 5 that manage the county. Commissioner DeGroot said, if philosophically, that's where you want to go, how would you see us implementing it? Commissioner Boyd said, I don't know, it would take maybe 5 hours a week for each of us to go to the departments and

see what is going on, talking to the employees and establishing a relationship with those people. We are full time people, 40 hours a week, that would still give us plenty of time to go to AOC to Washington DC and lobby for things. Commissioner DeGroot said, I'm open to looking at other plans, if you want to put something together on how we could implement a County Manager. The current structure isn't working. Commissioner Boyd said, it isn't working because I haven't been going to the departments to see what is happening and that is my fault. I guess I have to apologize to the citizens for not going around keeping myself informed. I don't think we have structural problems. One thing I know for sure is we are financially worse in 2021-2022 than we have ever been. I just don't think we can afford it. The deeper management structure we have the more money it's going to cost and the more money it's going to cost the citizens to do business with us. Commissioner Morris said, I've appreciated listening to each of your perspectives. I think the idea of this structure has potential, however, I am concerned about the timing. I don't think I could look at the public and explain why we added additional management when we have a budget shortfall, that is how I feel on a practical level. Looking toward the future, I like the idea of looking at what a perfect structure might be. I think it's really important to identify areas where we are lacking. A couple of those don't have to do with management as it's been talked about in this meeting. We have always lacked a strong communication team and I don't think we do it well. Commissioner DeGroot said, I agree. Commissioner Morris said, also someone who could work with community partners to liaison on projects and things that might use County resources, someone to engage with stakeholders to push things forward. We don't have a grant writer, someone to work on resource development. I like the idea of starting to reimagine the Board with having maybe 8 or 10 people under the Board instead of 6. I think the County is too big and too diverse to run under one management. I'm definitely willing to have this conversation further, I don't think today is a good time to make dramatic changes but I'm not opposed to continue the conversation and look at what little things we can do, baby steps. Commissioner DeGroot said, I'm happy to bring it back in a week, digest what the two of you have said and work on something new. Commissioner Boyd said, sometime we are going to have to assign liaison responsibility. I'm sure everyone is thinking who will be my liaison next. I would appreciate if we could just put an end to it shortly, a week would be fine. Commissioner Morris said, I would be open to having the liaison discussion now and then we could make changes if we need to in the future. Commissioner DeGroot agreed and said all of this, the liaison and the comp and class discussion are all tied together as I see it. Commissioner Boyd said, other than what it's going to cost to hire these positions I don't see how comp and class comes into the discussion for the County structure. I think the comp and class is a separate discussion, I 100% agree the structure and liaison discussion go together. Commissioner DeGroot said, I'll work on this and bring something back next week. Commissioner Morris said, so there's consensus that we'll handle the comp and class separately and we'll give Commissioner DeGroot time to bring this back next week and we'll figure out the liaisons next week. Commissioner Boyd said. I'm unwilling the to let the liaison positions stay as they are. There are departments that I want to be the liaison to. Commissioner DeGroot said, for instance? Commissioner Boyd said, Public Works and the Fairgrounds. Commissioner Morris asks are there any others? Commissioner Boyd said, on Sunday, I went through the last 4 years and put together all the departments

and who was the liaison. Here is the list.

### **3. 2021 Liaison Responsibilities And Positions**

Item tabled until next week's Administrative Meeting.

### **5. Other County Business**

None.

### **6. Adjournment**

12.10pm

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Klamath County Commissioners' Weekly Calendar is subject to change without notice.

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