



Board of Commissioners' Work Session Meeting
July 3, 2019 ~ 10:00 am ~ Room 214

7/3/2019 - Minutes

1. Call To Order & Those Present

10:00am; Commissioner Boyd, Commissioner DeGroot, Commissioner Morris, Sandy Cox/Admin Staff, Stephanie Brown/Community Development, Lisa Jackson, Alyssa Gentry/Human Resources, Paul Hanson/KFLS

2. Approve Minutes From Last Meeting

Commissioner Boyd approves minutes from June 26, 2019 meeting.

3. Brett Way Discussion

Commissioner DeGroot asks if the Board is ready to move forward with the agreement presented to us by ODOT for this project? Commissioner Boyd does not agree that the State is assuming Klamath County is going to "donate" 2 properties to this project, doesn't think it's a good move to just "give" away County assets. Commissioner Morris questions if Director Jeremy Morris had any changes to the agreement? Jarod Johnston (ODOT) replies and indicates the sidewalk request is not specifically in the agreement, but it is strongly being considered. Commissioner Boyd questions page 5 section H, doesn't feel the language regarding the County having to provide a letter of credit is friendly and being a "Good Partner". Johnston replies with the options. Commissioner Boyd also questions section J 12 needs to be changed, Stan Strickland no longer Director. Johnston responds yes, being changed. Commissioner Boyd says let's just get this processed. Commissioner DeGroot states will pass message along to Public Works to get processed.

4. Stephanie Brown - Community Development

1. Timeline For CDD Reclass/Comp Survey

Commissioner Boyd reviews a ongoing discussion he has been having with HR regarding salary survey information. HR has checked into a company to a salary survey for the entire County, would be a minimum of \$25k, HR can not effectively do an entire County study with a 4 person staff. Commissioner Boyd would like HR to reach out to a couple different companies and find out the cost to complete this task. Commissioner Boyd states that some of our positions are severely underpaid, however some are overpaid.

Commissioner Morris has concerns and would prefer HR to do the survey department by department and not County wide all at once. Commissioner Boyd doesn't think HR can even complete that task with their limited staff, explains the time consuming process involved with the study. If a company comes back that we are underpaying our employees, we would not have to "catch up" all at once, additionally an outside company could tell us if we really need all the positions we have. Commissioner Boyd suggests that if

we hire a company then the enterprise departments could pay their share, less burden to General Fund. Alyssa Gentry explains a concern with having the same job title across the whole county as opposed to just Department to Department, Commissioner Boyd disagrees. Commissioner DeGroot would like to think about this and bring it back next week. Commissioner Boyd suggests sending an email to all Department Heads and meet with them July 10 to include them in the discussion. Commissioner DeGroot wants to make sure employees know that we are working on this, but we need to do it right as to not hurt the County. Commissioner Boyd gives figures if we were to do 2% increase across the board. Lisa Jackson does not anticipate that all positions are underpaid. Alyssa Gentry questions how HR should be handling requests from Departments have currently requested salary surveys of their departments? Commissioner DeGroot says let them know BOCC will be discussing this topic next week in the Admin Meeting 7/9/19. Lisa Jackson will send email to them. Commissioner Boyd wants only Department Heads in the meeting next week.

5. Other County Business

None

6. Adjournment

10:27 am

Audio recordings of all proceedings are available at the County Commissioners' office. The meeting facility is handicap accessible. Persons needing materials in alternate format or communication access, should telephone this office at 541-883-5100  (voice/TDD) or the ADA Coordinator at 541-883-4296  at least 48 hours in advance of the scheduled meeting.

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

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