

BOARD OF COMMISSIONERS

MINUTES OF THE BOARD SESSION – Regular Session

Wednesday, June 10, 2015

9:00 a.m.

Senator Hearing Room
555 Court Street NE
Salem, OR 97301

PRESENT: Commissioner Janet Carlson, Commissioner Kevin Cameron and Commissioner Sam Brentano. Also present were John Lattimer as chief administrative officer, Gloria Roy as county counsel and Kim Hulett as recorder.

Commissioner Carlson called the meeting to order at 9:00 a.m.

PUBLIC COMMENT

None.

Video Time (00:01:12)

MOTION: Commissioner Brentano moved to withdraw action item #5 until a later date. Seconded by Commissioner Cameron; motion carried. A voice vote was unanimous.

CONSENT

Video Time (00:01:43)

COMMUNITY SERVICES

Approve a resolution selecting Neighbor to Neighbor as the Community Dispute Resolution grant recipient.

Approve two appointments to the Marion County Children and Families Commission for terms ending January 31, 2018:

- a) Sam Osborn to fill an existing vacancy on the Commission; and
- b) Janet Carlson to serve as board designee on the Commission.

FINANCE

Approve the sale of five tax foreclosed properties from the 2015 Real Property Auction.

HEALTH

Approve amendment #4 with Pelton Project Inc., for \$15,720 to provide rent subsidy payments and extend the term until June 30, 2018.

Approve amendment #3 with Lane County for \$102,000 to provide on-line food handler testing and extend the term until June 30, 2018.

PUBLIC WORKS

Approve a contract with K&E Excavation, Inc. for \$968,238.84 to provide widening and construction services on Cordon Road.

Approve a contract with Knife River Corporation NW for \$627,499.15 to resurface various Marion County Roads.

Approve intergovernmental agreement with the Oregon Department of Transportation for \$2,065,251 to construct bike lanes and sidewalks along Brown Road NE.

Schedule a public hearing for June 24, 2015, to consider the application of Whitewind Productions, LLC for a small mass gathering permit.

Approve an order appointing Wayne Rawlins as vice-chair of the Marion County Parks Commission to a term ending June 30, 2017.

MOTION: Commissioner Brentano moved approval of the consent calendar. Seconded by Commissioner Cameron; motion carried. A voice vote was unanimous.

ACTION

Video Time (00:04:10)

BUSINESS SERVICES – HUMAN RESOURCES

1. Consider approval of the first amendment to the 2011 Restatement of the Marion County Deferred Compensation Plan as recommended by the Marion County Retirement Plan Committee. – Justine Flora

Summary of presentation:

- Option to add post-tax retirement option;
- Allows employees to make post tax contributions;
- Retirement Investment Committee reviewed this option over last several years;
- Plan administrator, Voya can assist with information technology issues;
- Plan amendment to allow this post tax contribution; and
- Submitted the amendment as it was presented to the Retirement Investment Committee.

MOTION: Commissioner Cameron moved approval of the first amendment to the 2011 Restatement of the Marion County Deferred Compensation Plan as recommended by the Marion County Retirement Plan Committee. Seconded by Commissioner Brentano; motion carried. A voice vote was unanimous.

2. Consider approval of the third amendment to the 2011 Restatement of the Marion County 401(k) Employee Savings Plan as recommended by the Marion County Retirement Plan Committee. – Justine Flora

Summary of presentation:

- IRS requirement following Windsor decision:
 - 2013 Supreme Court case declaring unconstitutional, section three of the Federal Defense of Marriage Act (DOMA).
- Provided that marriage was between one man and one woman;
- After DOMA it covers marriage of same sex; and
- Changes language to be in compliance with Windsor decision.

MOTION: Commissioner Cameron moved approval of the third amendment to the 2011 Restatement of the Marion County 401(k) Employee Savings Plan as recommended by the Marion County Retirement Plan Committee. Seconded by Commissioner Brentano; motion carried. A voice vote was unanimous.

3. Consider approval of the Marion County Budget Committee's referral of the Compensation Study recommendations. – Commissioner Carlson and Amy Rose Fish (PowerPoint attached)

Summary of presentation:

- Wanted to fix inefficiencies in the general structure;
- Multiple pay plans and market reviews;
- Wanted to see if improvements could be made;
- Study funded in fiscal year 2014-15;
- Hired CPS HR Consulting through a competitive Request for Proposals process;
- The consultant chosen has a lot of experience with government entities;
- Their focus was on compensation structural systems;
- The first issue was that the county has two different pay structures; one, 37 hour work week and the other is 40 hour work week;
- Recommendation to change over to 40 hour work week over four years;
- Issue two is the pay plan structure:
 - Consultant suggested that Marion County have one large pay plan structure.
- Recommendation is to keep the five percent for pay step increases:
 - Will have internal review by Human Resources to review internal equity and proper span between different grades.
- Issue three, should longevity follow the employee if they move to another position:
 - It was decided that longevity should stay with the position.
- Issue four is what Marion County should adopt as our labor market position:
 - Used a plus or minus 5 percent as a methodology which became the policy;

- Many of the positions are close to zero; and
- Recommendation is when a market review is done, have the position paygrade closest to mean.
- Issue five is should Marion County adopt additional comparable agencies as our labor market:
 - Marion County has three strike prohibited bargaining units:
 - There was a court case that Marion County was involved in where they said they would use four counties as comparators:
 - Lane, Jackson, Deschutes and Clackamas Counties; and
 - Added Linn, Benton and Yamhill Counties.
- Chose not to use State of Oregon and City of Salem as a comparable but are being used as backups;
- Decided not to use the private sector due to different type of work and environment;
- Last issue was should Marion County adopt a total compensation approach to market reviews; and
- Requesting Board approve these recommendations.

Board discussion:

- Majority of positions would look at public sector; and
- Fiscal impact depends on how this is implemented over time.

MOTION: Commissioner Brentano moved approval of the Marion County Budget Committee's referral of the Compensation Study recommendations. Seconded by Commissioner Carlson; motion carried. A voice vote was unanimous.

COMMUNITY SERVICES

4. Consider approval of an order forming the Marion County Extension and 4-H Service District. – Tamra Goettsch, Derek Godwin

Summary of presentation:

- Tamra reviewed the steps taken to get the Extension and 4-H Service District in Marion County; and
- Derek Godwin stated that he was excited about the opportunity and looks forward to working with Marion County and serving the community.

MOTION: Commissioner Cameron moved approval of an order forming the Marion County Extension and 4-H Service District. Seconded by Commissioner Brentano; motion carried. A voice vote was unanimous.

5. Consider approval of an intergovernmental agreement between Marion County and the Marion County Extension and 4-H Service District.

REMOVED FROM AGENDA BY MOTION AT BEGINNING OF MEETING.

HEALTH

6. Consider approval of a proclamation designating the week of June 14-20, 2015, as Intellectual Developmental Disability Awareness Week in Marion County. – Cary Moller, Drew Wright, Michelle Kimball, Lisa Sadler, David Beem

Summary of presentation:

- Request Board approve proclamation designating the week of June 14-20, 2015, as Intellectual Developmental Disability Awareness Week in Marion County;
- Reviewed the services in Marion County; and
- Marion County serves 2,400 individuals in developmental disabilities.

MOTION: Commissioner Brentano moved approval of a proclamation designating the week of June 14-20, 2015, as Intellectual Developmental Disability Awareness Week in Marion County. Seconded by Commissioner Cameron; motion carried. A voice vote was unanimous.

The commissioners then read the proclamation.

7. Consider approval of the contract with Pelton Project, Inc., for \$530,000 to provide personal care and habilitating services for the Community and Provider Services program. – Rod Calkins, Cary Moller

Summary of presentation:

- Requesting approval of this two year contract;
- Pelton Project Inc. chosen after competitive process;
- Habilitative services provided by Medicaid;
- Maintain a level of independence;
- Rehabilitative services provided by Health Department:
 - Medication support;
 - Group therapy; and
 - Skills training.
- Services wanting to contract through Pelton are supporting individuals in their home through community integration program; and
- Pelton Project Inc. comes with a very extensive mental health history and current works with Marion County in the Wraparound Programs.

MOTION: Commissioner Cameron moved approval of the contract with Pelton Project, Inc. for \$530,000 to provide personal care and habilitating services for the Community and Provider Services program. Seconded by Commissioner Brentano; motion carried. A voice vote was unanimous.

PUBLIC WORKS

8. Consider approval of a contract with Baldwin General Contracting, Inc., for \$283,553 to replace the concrete floor with radiant heat in building #2 at Public Works, Silverton Road Campus. – Alan Haley

Summary of presentation:

- Project been working on for about 10 years;

- Radiant floor heat provides heat while mechanics are working in building;
- Far more efficient heating system;
- Replace existing type floor heat system; and
- Request Board approve contract.

MOTION: Commissioner Brentano moved approval of a contract with Baldwin General Contracting, Inc., for \$283,553 to replace the concrete floor with radiant heat in building #2 at Public Works, Silverton Road Campus. Seconded by Commissioner Cameron; motion carried. A voice vote was unanimous.

CONTRACT REVIEW BOARD

9. Consider approval of the Contract-Specific Special Procurement with CFM Strategic Communications, Inc. to provide federal lobbying services for federal grants and legislative programs. – Barb Young, Camber Schlag

Summary of presentation:

- Requesting an exemption to allow the use of an alternative competitive process for contracts with the federal lobbyist;
- The Board’s Office requests to issue a contract with CFM Strategic Communications Inc. for five years with an option to renew for an additional five years;
- CFM has offices in Washington, D.C. and Portland, OR;
- Have been providing Marion County with expert guidance and advocacy on the federal level including, legislative strategy, direct lobbying and federal grant assistance;
- In 2013, CFM began assisting Marion County with a long term economic development strategy for the upper north Santiam Canyon region;
- Project began as a result of the Omnibus Parks and Public Lands Management Act of 1996, which authorized the creation of Opal Creek;
- Also authorized approval of \$15,000,000 in economic development funding;
- 15 years later, the \$15,000,000 has not shown up;
- CFM has stepped in to help remedy the issue;
- CFM has been active partner with Marion County in formation of strategic plan for the Santiam Canyon and developing a three stage strategy to garner the federal resources for the canyon community;
- Strategy includes requesting a line item in President’s budget:
 - Requesting a line item in the United States Department of Agriculture’s budget; and
 - Providing direct assistance to Marion County and the canyon communities to apply for these complex grant and loan packages.
- Updating the North Santiam Economic Development Opportunity Study plan that was ten years old;
- Suggested meeting with governors economic development staff which the commissioners have done;
- CFM has set up meetings in Washington, D.C. with the granting agencies and our commissioners;
- CFM developed a plan for the Workshop held on April 7, 2015 in the canyon;

- Next steps include obtaining a grant to work with Mid-Willamette Valley Council of Governments to look at more developable land inventories;
- Looking at a feasibility study on sanitary service district in the canyon;
- Working to apply to United States Environmental Protection Agency for a program called, Vision to Action;
- The contract is funded by the county's general fund;
- Request the Board approve the contract;
- Camber stated that the county issued a special procurement notice which closed June 10, 2015 at 9:00 a.m. and no protests were received; and
- Request the Boards approval of the special procurement.

MOTION: Commissioner Cameron moved approval of the contract-specific Special Procurement with CFM Strategic Communications, Inc. to provide federal lobbying services for federal grants and legislative programs for five years with an option to renew an additional five years. Seconded by Commissioner Brentano; motion carried. A voice vote was unanimous.

**PUBLIC HEARING
9:30 A.M.**

None.

Commissioner Carlson read the weekly calendar.

Commissioner Carlson adjourned the meeting at 10:47 a.m.

Attachments: (A) Compensation Study recommendations



CHAIR



COMMISSIONER



COMMISSIONER

Board Sessions can be viewed on-line at <http://www.youtube.com/watch?v=VYF8Y6U7178>.

