



CURRY COUNTY BOARD OF COMMISSIONERS

Approval Date:

July 15, 2020

Commissioners' Hearing Room, Courthouse Annex
94235 Moore Street, Gold Beach, Oregon

www.co.curry.or.us

SPECIAL MEETING MINUTES

July 6, 2020

1. CALL TO ORDER & PLEDGE OF ALLEGIANCE

Chair Paasch called meeting to order at 1:30 p.m. Present: Chair Chris Paasch, Vice Chair Court Boice, Commissioner Sue Gold

Also present was County Counsel John Huttel, Director of County Operations Julie Schmelzer, and Administrative Assistant John Jezuit.

2. APPROVAL/AMENDMENT OF THE AGENDA

Prior to Agenda Approval /Amendment, Boice announced he will be leaving the meeting to participate in an important teleconference.

Motion by Gold, seconded by Boice, to approve the agenda as written. Motion carried unanimously.

3. ACTION/DISCUSSION ITEMS

A. Wage Adjustment for County Employees

Schmelzer praised Julie Swift, Payroll and Personnel Coordinator's, work; explained charts and worksheets describing the wage study; recommends approval; and commented the Master Payroll must be adopted. A discussion ensued. Boice suggested delaying the vote for 90 days due to the gap between citizens and government employees, restaurants going out of business, the state revenue forecast not looking good, the new county vehicles, and the growing bureaucracy here which he did not see in his first two (2) years in office. Boice stated he is concerned with the timing of the decision. Gold stated she appreciates the work on the charts comparing old salaries to new salaries; and observed, based on the numbers, approving the wage study is doable for one (1) year, but expressed concern for a three (3) year implementation timeframe. Paasch asked about when the CAFFA (County Assessment Function Funding Assistance) grant monies will come in; suggested a 60 day delay on the decision because the Board will then have a better assessment of what is going on in the County; noted the Board can look at retroactive implementation; and believes, because the employment numbers are increasing, it will be prudent to delay the decision. Assessor Jim Kolen stated the CAFFA grant has been approved by the DOR (Department of Revenue), noted the CAFFA funds will be available this calendar year, and

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observed Curry County employees are significantly underpaid compared to other counties. Swift stated she needs direction from the Board as any changes made will affect the Master Payroll. Richard Christensen, Roadmaster, stated the Road Department is in a different area than the rest of the county, observed the Road Department has an union now because of compensation decisions made during the past couple of years, and noted, when hiring new employees, he cannot compete locally.

Motion by Boice, seconded by Gold, to delay decision for 60 days. Motion carried unanimously

After the motion was made and passed the discussion continued - -

Gold stated, with grants, we can easily pay for the wage study for one (1) year; observed making a three (3) year commitment year is kind of hard, and asked about the effect adopting the wage study for one (1) year will have on the CAFFA grant.

1:53PM Boice leaves meeting for teleconference.

Huttl noted the Board still needs to adopt the master payroll, stated the current revenues cover salary schedule for one (1) year, noted the Master Payroll is a snapshot, and stated the Master Payroll can be amended. Swift explained the compensation differences between non-represented employees and union employees and asked specific details about re-doing the Master Payroll. Schmelzer spoke about the SEIU (Service Employees International Union) contract employees compared to non-represented employees. Paasch would like more details on cost of implementing the wage study and suggested recessing to allow Swift time to compile numbers for one (1) year wage study implementation only. Kolen stated CAFFA grant used existing salary schedule.

2:06PM Paasch asked if the Board can get Boice to return the Board meeting.

2:07PM Boice returns to the Board meeting.

The discussion continued - -

Paasch agreed with Gold and Huttl; stated looking at the numbers, including CAFFA grant funds and PILT (Payments In Lieu of Taxes) reserves, the Board can approve the wage study as a one (1) year term but not a three (3) year term; noted he favors the 60 day delay, and commented the Board can re-evaluate after 60 days with a retroactive effective date, if needed. Huttl stated adopting Master Payroll does not lock the Board into anything. Boice stated a one (1) year term is certainly worth considering, noted he still has his apprehensions, observed it's a tough call, stated he is concerned about the message it sends to the people out there, noted the Board has a strong responsibility for everybody in the county, and commented he appreciated being called back into the meeting. Gold suggested implementing the wage study for six (6) months, then re-evaluate if things are bad.

Swift observed the order calls for all employees to work 40 hours.

2:17 Boice leaves the meeting to re-join teleconference.

The discussion continued - -

Swift asked detailed questions about redoing the Master Payroll, COLA (Cost of Living Adjustment), step increases and stated she could have more detailed charts and worksheets prepared in about a half hour. Schmelzer spoke about the effect of union contracts, the impact of upcoming labor negotiations, and the 60 day delay on the wage study decision. Gold asked, because the County is bound by the union contracts, what will be the cost to the County if the wage study is implemented now. Gold also suggested a meeting the following day, July 7, 2020,

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to allow staff time to prepare spreadsheets with the exact numbers so that the Board can make a thoroughly informed decision on implementing the wage study.

Paasch agreed with Gold, recessed the meeting at 2:25PM, and reconvened at 3:05P.

Swift presented a summary of the charts and worksheets showing SEIU employees, Road Department employees, and non-represented employees. Paasch observed with revenues on hand from various sources, the County is definitely covered for one year and noted the Board can go back and re-evaluate in 2021 if circumstances change. Boice asked about union negotiations and projected labor costs. Huttel stated to vote on implementing the wage study for one (1) year, a motion to reconsider the earlier motion approving the 60 day delay must be passed.

Motion by Paasch, seconded by Gold to reconsider the previous motion. Motion carried unanimously.

Motion by Gold, seconded by Boice, to approve adopting a new wage scale for one (1) year, effective July 1, 2020, and review the order prior to June 30, 2021. Motion carried unanimously.

B. 2020-2021 FY (Fiscal Year) Master Payroll

Motion by Gold, seconded by Boice, to approve the master payroll. Motion carried unanimously.

4. OTHER (ORS.192.640(1) ". . . notice shall include a list of the principal subjects anticipated to be considered at the meeting, but this requirement shall not limit the ability of a governing body to consider additional subjects.")

5. ADJOURN

Chair Paasch adjourned meeting at 3:16 p.m.

Dated this 15th day of July, 2020.



Christopher S Paasch, Chair



Court Boice, Vice Chair



Sue Gold, Commissioner

Minutes prepared by: John Jezuit, Administrative Assistant

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