

BEFORE THE BOARD OF COMMISSIONERS  
FOR COLUMBIA COUNTY, OREGON

WORK SESSION

January 25, 2005

The Columbia County Board of Commissioners met in scheduled session with Commissioner Anthony Hyde, Commissioner Joe Corsiglia and Commissioner Rita Bernhard, together with John Knight, County Counsel, and Jan Greenhalgh, Board Secretary.

Commissioner Hyde called the meeting to order and led the flag salute.

**SLIDE SHOW OF CAMP WILKERSON:**

Lonny Welter, Road Department, came before the Board to present a slide show of Camp Wilkerson. Lonny made a grant application for a restroom/shower facility at Camp Wilkerson. The County is required to make a presentation to the State Parks for this grant and he will be presenting that tomorrow. The grant is for \$98,500 with a 50% required match.

First, Lonny gave a brief update on the projects the "Reduce Illegal Dumping" Task Force has been doing and the cleanup efforts that have taken place on Beaver Falls, Smith Road, Nehalem River, etc.

Lonny then gave his presentation for the grant, explaining the needs and benefits at Camp Wilkerson and what the grant funding will provide for. This will allow the park to expand its usage by one-third. He reviewed the overall operating budget for the Parks. This project is identified in the Parks Master Plan and has had a lot of public review and comment. The project design is ADA accessible. The matching funds of \$98,500 will come from dedicated park timber revenues.

After the slide show, Commissioner Hyde suggested that Lonny stress the amount of expansion this will provide while making his presentation to the State.

**REQUEST FOR VACATION LIMIT EXEMPTION:**

Jean Ripa, Human Resources, and Stan Mendenhall, Juvenile Director, approached the Board to discuss Stan's request for a vacation limit exemption. Jean reviewed her memo to the Board. The County Personnel Rules provide that non-union employees lose any vacation time over the allowed 400 hours. The County, on rare occasions, have granted individual exemptions to this rule. She explained that increased vacation accruals are granted as incentives and rewards for longevity, however, it is sometimes difficult for the employees to use those accruals. It's a catch 22. A problem with increasing vacation accrual limits is that it increases what is already a very large, unfunded, liability at the County. If the Board does increase the limit, she would suggest it apply to non-union employees with more than 20 years of service. One option would be to develop a vacation buy back program which allows long term employees to get paid off for a certain amount of unused vacation each year. However, knowing the budget situation, she would not recommend that. Her first recommendation is to keep the current accrual level and simply have those employees take the

time off. As an alternative, she would recommend that the Board increase the vacation accrual limit to 500 hours for any non-union employee with 20 or more years of service.

Stan feels it is a disincentive for employees that need to be here but lose vacation time because of it. Because of longevity, he earns 29 days per year, plus 16 holidays. That's a lot of time to take off. He has not lost any vacation yet, but he is finding it increasingly difficult to stay under the 400 hours. He is requesting that the Board increase his vacation accrual limit to 500 hours.

Commissioner Hyde feels that employees can chose to take the time off. Employees need and should take that time. However, understanding that this doesn't always happen and as long as it doesn't effect the PERS formula, he would agree to increase the accrual limit to 500 hours for non-union employees who have 20 or more years with the County. Commissioner Corsiglia and Commissioner Bernhard agreed. Jean will get back to the Board on the PERS issue and have some language ready for the consent agenda.

**EXECUTIVE SESSION UNDER ORS 192.660(1)(h)(f)(d):**

The Board recessed the regular session to go into Executive Session as allowed under ORS 192.660(1)(h)(d)(f). Upon coming out of Executive Session, no action was taken by the Board.

With nothing further coming before the Board, the meeting was adjourned.

Dated at St. Helens, Oregon this 25<sup>th</sup> of January, 2005.

NOTE: A tape of this meeting is available for purchase by the public or interested parties.

BOARD OF COUNTY COMMISSIONERS  
FOR COLUMBIA COUNTY, OREGON

By:   
Anthony Hyde, Chair

By:   
Joe Corsiglia, Commissioner

By:   
Rita Bernhard, Commissioner

Board Secretary:

By:   
Jan Greenhalgh