

COLUMBIA COUNTY BOARD OF COMMISSIONERS  
BOARD MEETING

MINUTES

March 3, 2004

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

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

**MINUTES:**

Commissioner Hyde moved and Commissioner Corsiglia seconded to approve the minutes of the February 24, 2004 Work Session and February 25, 2004 Board meeting. The motion carried unanimously.

**VISITOR COMMENTS:**

Bob Short, Glacier NW, has heard over the past week some comments about the nature of the organization for which he works, that it's large and it's foreign. He just wants to be on record that he has worked for this company for 23 years and is damn proud of it. When people talk negatively about this company, they are talking about him and he takes that personally.

**CONSENT AGENDA:**

Commissioner Bernhard read the consent agenda in full. With that, Commissioner Hyde moved and Commissioner Corsiglia seconded to approve the consent agenda as follows:

- (A) Ratify the Select-to-Pay for 3/2/04.
- (B) Order No. 12-2004, (Finalizing Vacation Proceedings), "In the Matter of the Proposed Vacation of An Unnamed Road or Alleyway Lying Adjacent to the Neer City Subdivision, Goble, Oregon [Godsey Petition]".
- (C) Order No. 13-2004, "In the Matter of the Proposed Vacation of Portions of the Following Five Platted Roadways within the Hillcrest Subdivision Parts 3 and 4: Madrona Street, Swager Road Fernridge Street, Lakeside Drive and Valley View Near Scappoose, Oregon [Susan Russell Petition]".

The motion carried unanimously.

**REVIEW POSITION OF CODE ENFORCEMENT OFFICER:**

Todd Dugdale, LDS Director, approached the Board to request a salary range adjustment for the Code Enforcement Officer from a salary range 24 to salary range 26. He presented a memo to the Board explaining his justification for this request which he reviewed at this time. Todd is proposing some changes to the job description which reflect the growing complexities and duties of the job, such as criminal law enforcement and enforcement of the surface mining/depletion fee ordinance. This is one of the most difficult public contact law enforcement jobs in the County. The position requires a very broad knowledge of a variety of codes relating to solid waste, planning, surface mining, building and on-site sanitation in order to be effective. He sees a significant expansion of this position. Todd noted that between 1996 and 1998, code enforcement was handled by the Solid Waste Planner position which was assigned a salary range 26. Todd feels it is important for the county to compete at a higher level to attract and retain better than average candidates. Another issue that he did not put in his memo but feels it is important to say. He is concerned about the system that we have. We currently have an exceptional incumbent in this position and Todd understands that that reason alone is not enough to make an adjustment to the system, however, the system itself should reward excellence and frankly, the system doesn't. Todd is frustrated with that. Our system is based on compensating an average salary. That wouldn't be so bad if we also had a way of rewarding excellence. Todd has come to realize that this position makes all the other programs look good. Being in the regulatory program, you lose the integrity of the programs if you don't have effective enforcement. That said, he feels there is justification for his request to increase the Code Enforcement Officer from a salary range 22 to salary range 26. The financial impact would be an increase of \$229 per month. This increased cost can be absorbed by non-general fund revenue sources (surface mining depletion fees and solid waste revenues), so there would be no impact to the General Fund.

Jean Ripa reviewed her recommendation to the Board. She has discussed this with Todd in detail. Her recommendation is slightly different than Todd's. She could recommend that the position be increased to a salary range 24. The Board needs to assign the salary range based on the position and its qualifications. The external salary survey pointed out that the county is actually above market at range 22. However, there have been some changes to the duties and because of that, she would recommend a range 24. The Board needs to remember that any rollups that they do, if it cannot be justified, you then risk demands for other rollups. The County needs to be competitive, but cannot apply a higher salary range than is justified on the facts. Jean does agree that the county does not have a merit based system that strongly attracts and rewards excellence. That is not unusual for public employers. The Board could decide some day to change that and she would be happy to discuss that with the Board. With her recommendation to increase this position to a range 24, she would also recommend it be retroactive to January 1, 2004. This would give the employee some more money right away and he is immediately eligible in April for another step increase.

After some discussion, Commissioner Hyde moved and Commissioner Corsiglia seconded to assign a salary range 24 to the Code Enforcement Officer, effective January 1, 2004. The motion

carried unanimously.

**CONSULTING SERVICES FOR COUNTY SURVEYOR FEES:**

Todd Dugdale presented. At a previous meeting, the Board directed Todd to work with the consulting service that did the last fee schedule survey for the County to conduct a review of the surveyor fees. Todd has received a scope of work from Financial Consulting Solutions Group, Inc. for a cost of \$5,000. Regarding where this money would come from, he would first suggest the surveyors budget, however, maybe it should come out of contingency and then have any fee increases repay it, assuming that any fees are increased. Todd noted that surveyor fees have not been increased in 14 years, so it is fairly safe to assume there will be some increases. The Board felt it is justifiable and with that, Commissioner Hyde moved and Commissioner Corsiglia seconded to allow Todd Dugdale to work with County Counsel to draft a contract with Financial Consulting Solutions Group to conduct a review of the surveyor fees. The motion carried unanimously.

**COMMISSIONER BERNHARD COMMENTS:**

Commissioner Bernhard attended a meeting last night in Mist with people from NW Natural Gas. There was a fairly good turnout and it was a good opportunity to obtain some information.

Commissioner Bernhard wanted to thank Todd for the work he did on the builders roundtable discussion held last week. There have been some concerns and complaints about the turnover in Land Development Services. Todd did a great job in including everyone. The builders are very pleased with this communication process.

The Board attended the grand opening of the Rainier Senior Center last week. There were several hundred people who attended.

Last week, Rocky Johnson of Community Action Team held a meeting with representatives from all senior centers for training and education on the Area Agency on Aging process. It was an excellent meeting and people walked away very pleased with how things are going.

**COMMISSIONER HYDE COMMENTS:**

He also attended the Rainier Senior Center opening last Wednesday. It became quite evident that the only senior center in the county not moving forward is the one in Clatskanie. They are on the needs and issues list.

He did a walk through at Camp Wilkerson to look at the potential expansion of the park and the thinning project.

Friday, he attended the Governors budget meeting in Beaverton. He brought back a packet of information for the Board to look at.

On Monday, he was in Tillamook to meet with representatives from BLM to discuss the Crown Zellerbach linear trail and what the next steps are to acquire the property.

**COMMISSIONER CORSIGLIA COMMENTS:**

Commissioner Corsiglia attended a Clatskanie coalition meeting Monday night. Discussion was held on the shooting incident that took place in Clatskanie and it has intensified community concern. They are organizing a community watch system where they will e-mail the police when they see things in their neighborhoods that are of concern.

Gary Dinsmore has resigned from the Traffic Safety Committee and the committee has recommended appointing Ray Scholl to replace him. With that, Commissioner Corsiglia moved and Commissioner Hyde seconded to appoint Ray Scholl to the Traffic Safety Committee to complete the term of Gary Dinsmore. The motion carried unanimously.

There was no Executive Session held.

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

Dated at St. Helens, Oregon this 3<sup>rd</sup> day of March, 2004.

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: \_\_\_\_\_

Rita Bernhard, Chair

By: \_\_\_\_\_

Anthony Hyde, Commissioner

By: \_\_\_\_\_

Joe Corsiglia, Commissioner

Recording Secretary:

By: \_\_\_\_\_

Jan Greenhalgh