

**MINUTES OF THE GOAL SETTING MEETING
BENTON COUNTY BOARD OF COMMISSIONERS
July 9, 2024 at 9:00 a.m.**

Present: Xanthippe Augerot, Chair; Nancy Wyse, Vice Chair; Pat Malone, Commissioner; Vance Croney, County Counsel; Rachel McEneny, County Administrator

Elected Officials: Jef Van Arsdall, Sheriff; John Haroldson, District Attorney

Staff: Cory Grogan, Public Information Officer; JonnaVe Stokes, Communications; April Holland, Lacey Mollel, Damien Sands, Health; Maura Kwiatkowski, Amanda Makepeace, Board Staff; Sean McGuire, Sustainability; Erika Milo, Board Recorder; Jesse Ott, Natural Areas, Parks, and Events; Deven Kephart, Gary Stockhoff, Public Works; Matt Wetherell, Juvenile Department; Debbie Sessions, Financial Services; Tracy Martineau, Regan Orsborn, Chip Polito, Tammy Webb, Human Resources; Bailey Payne, Community Development

Guests: Mason Leavitt, Stephanie Peck, Andrew Brown

1. Call to Order and Introductions

Chair Augerot called the meeting to order at 9:00 a.m.

2. Review and Approve Agenda

No changes were made to the agenda.

3. Discussion Topics

3.1 Introduction of Deven Kephart, Fleet Manager – Gary Stockhoff, Public Works

Kephart introduced himself and his professional background. Kephart spent 15 years working for United Rentals, then began working for Wilson Equipment; Kephart assisted in the development of the companies processes and programs.

Augerot mentioned that Kephart has experience with a wide variety of equipment.

McEneny asked if Kephart had a background in building Electric Vehicle (EV) infrastructure or at analyzing its growth and demand.

Kephart said yes. In 2010, at United Rentals, Kephart operated in three different locations; within that purview, Kephart found inaccuracies and potential cost concerns

that could lead to inefficiencies. Kephart worked at a 20 acre facility in Fairbanks, Alaska, and one of the initiatives was to downsize the property because the facility size was unnecessary; Kephart worked on a similar initiative at another facility location. The projects cut company expenses in half within the first year. Kephart summarized the initiatives as experience in property planning, growth, and negotiations, along with a skillset in knowing when to recommend replacement versus maintenance of equipment.

Augerot asked how that experience could relate to EV infrastructure.

Kephart acknowledged the importance of hybrid vehicles but expressed some skepticism regarding EV's due to the manner in which infrastructure needs to be set up and the reliability of service. Kephart is interested in how future EV batteries will be developed for water use to prevent excessive degradation. Kephart has concerns with EV's feasibility of in-house maintenance and repair. Kephart discussed the value in hybrid vehicles and views hybrids as an ideal starting point until EV technology is developed to be more reliable in the next five years.

Augerot mentioned the importance of charging infrastructure with the emergence of hybrid buses.

McEneny added that the Federal Government has funding available to municipalities to build EV infrastructure, and it will be important to train County mechanics to work on EVs.

Kephart agreed and would like to be ready before hybrid buses are used regularly.

Augerot asked if Kephart has worked with the Linn-Benton Community College (LBCC) Automotive Program.

Kephart said no, but has reached out to individuals working at Wilson Equipment and through that, Kephart has witnessed Bobcat, an equipment brand, pushing for EV in heavy equipment. Because the technology is present, Benton County needs to recruit technicians who are currently training with EV, along with providing classes to existing County technicians.

Malone asked Kephart about his plans and vision for Benton County's Fleet Program.

Kephart spent the first month with the County getting to know team members and those working in Public Works. Kephart stated that first responders, such as the Benton County Sheriff's Department and the Corvallis Fire Department, are a priority. Kephart stated that maintenance scheduling needs more work to be proactive when service is due and to communicate to drivers to schedule maintenance early. Kephart's 90 day plan is to continually evaluate every asset to know where to mitigate extenuating costs. For example, older vehicles have high mileage, whereas newer vehicles are more reliable with additional safety features.

3.2 Sustainable Materials Management Plan (SMMP) Update and Timeline – Sean McGuire, Sustainability; Bailey Payne, Community Development

McGuire stated that Benton County Talks Trash (BCTT) resulted in a positive outcome, where participants had the opportunity to discuss various components and find common ground. McGuire discussed different components within BCCT: the Conditional Use Permit (CUP) process, which is solely pertaining to Coffin Butte Landfill (CBL), and the Environmental and Natural Resources Advisory Committee (ENRAC), that is assuming the Solid Waste Advisory Council's (SWAC) role to advise the Planning Commission, which also focused on CBL. SMMP is a broader project that does not ignore CBL, but addresses the fundamental issues. During BCTT, there was a consensus that CBL will be full in approximately 12 years, and a new approach can take a decade to fully institute.

McGuire requested the Board share its expectations of the SMMP and what updates it would like to receive moving forward. McGuire provided a map that visualizes what SMMP is defining as Western Oregon, which encompasses 13 counties, along with a statewide focus involving the Department of Environmental Quality (DEQ) and the Environmental Protection Agency (EPA). McGuire provided a timeline for each SMMP update to the Board and categories that are being evaluated. McGuire stressed the importance of managing the membership of the SMMP and maintaining focus on the selected topics. McGuire wants to discuss the contract with Republic Services (RS) to obtain a status update and ensure there is agreement on expectations.

By July 3, 2024, McGuire will have clarified and confirmed Board involvement and updates; Goal-setting meetings are the ideal forum for SMMP updates. By mid-August 2024, McGuire will have a better understanding on the details of the SMMP kickoff meeting; the tentative date for the kickoff meeting is October 14, 2024. By August 7, 2024, McGuire plans for the SMMP member list to be finalized. Next steps will then include discussions with DEQ, because SMMP cannot move forward until that happens. McGuire expressed the difficulties of an agency not having the resources to staff a regional approach to waste management; thus it is important that all parties are in agreement on a process.

Augerot asked if McGuire and Payne will integrate purpose rationale while focusing on SMMP interviews and identifying the context and if the teams will present the information to the Board at the August 14, 2024 Goal-setting meeting so the Board can review the rationale and understand future outcomes.

McGuire confirmed and discussed a few of the Frequently Asked Questions (FAQs) in the packet. For example, when CBL reaches its end of life, where will Newport residents take household waste? SMMP will discuss the regional effects of CBL closing and future options. McGuire stated during BCTT, the terms "waste management" and "materials management" were used interchangeably even though the terms are different. SMMP will assemble waste management experts to discuss the difference between waste and materials. SMMP will also discuss economic development opportunities, legislation, policy, procedures, and equity issues.

Payne added that DEQ will be a very important partner to the SMMP and mentioned it helpful if an elected official joins McGuire and Payne when ready to initiate a conversation with DEQ. Payne informed the Board that Marion County was having issues with the Marion Reworld Waste Management Facility in Brooks. Marion County is currently sending approximately two-thirds of its waste to CBL; and if Reworld shuts down, there could be a significant increase in waste sent to CBL.

Augerot asked if McGuire and Payne were reaching out to a diverse group of individuals to ensure there is a systems perspective, both economically and technically, in terms of waste and materials management.

McGuire responded that he, Payne, and Crager are discussing the possibility of hiring a facilitator who would represent everyone involved.

Augerot asked if the list will be comprised of guest speakers, people participating directly, or if it will evolve over time.

McGuire discussed standardizing the process for efficiency.

Payne believes the County's contractor, RRS, will present ideas for innovative technologies that could be worth investigating.

Malone suggested that CBL stakeholders be invited to the discussion and asked if there are different levels of participation.

McGuire stated SMMP will address the core issue, then review how stakeholders, partners, and innovation experts can help and when. McGuire plans to create a framework, and then collaborate with the relevant individuals when needed.

Wyse asked if SMMP membership would be flexible as time progressed and if the meetings were considered public.

McGuire said yes, the meetings would likely be hybrid with a webinar option and to have the in-person meetings take place in Salem.

Wyse asked if all of the meetings would take place in Salem.

McGuire said the kickoff meeting would, and after that meeting, McGuire and Payne will have a better understanding on the future format.

Wyse does not want the SMMP to lose the focus of being a Benton County initiative.

McGuire agreed.

Wyse asked if it is possible for other counties participating to contribute funds.

McGuire was looking into that option. McGuire stated RRS's first deliverable was a map of all the current, planned, and proposed waste management projects in the region; that information will set the tone for the future discussions.

Payne and McGuire discussed current landfills in the region. Payne mentioned that the Rickreall Dairy Facility is being considered as a potential transfer station.

McGuire stated RRS's second deliverable is the analysis of benefits and consequences of waste management scenarios or opportunities.

Augerot stated the analysis is focused on facilities and owners of the facilities and asked if RRS will also research who the facility haulers are.

Payne will ask RRS and added that most of the information was public record.

McGuire mentioned the importance of transportation policy to waste management; for example, what will happen when Lincoln County has to travel farther to dispose its waste? McGuire is hopeful that Deliverable 2 will direct the next steps.

Augerot asked if when establishing the benefits and consequences, will it be done at a regional or more local scale, because community members are interested in having that analysis done for CBL.

McGuire stated the intent was to focus on the entire western region.

Augerot asked if there will still be a focus on CBL within the regional context.

McGuire responded that the SMMP will not only discuss how to minimize waste going to CBL but also how to transform the entire waste management system.

Augerot asked if SMMP is considering benefits and costs in the metric of greenhouse gases or the effect on local communities.

McGuire acknowledged the process will take time. SMMP will consider the most important metrics and then research those with the greatest impact.

Malone mentioned the importance of the timeline to communicate with the community.

3.3 Historic Courthouse Next Steps – Jesse Ott; Natural Areas, Parks and Events.

Augerot expressed concern that if next steps are not considered from the report and recommendations, the new courthouse will be built and the County will be unprepared on next steps for the Historic Courthouse.

Ott agreed in maintaining a forward progress, especially for community members looking for updates on the new courthouse. The committee identified various options, including, government, civic, arts and culture; some being more feasible than others. Ott

suggested the County needs to work on its transition and to tell the story from the Historic Courthouse Advisory Subcommittee (HCAS) to present day. Ott mentioned the messaging on the County's website dropped once the subcommittee's work had complete. A reoccurring theme Ott has noticed in other successful projects is good website management, including information on what the committee is doing, updating partnerships, and grant opportunities. The work itself has not stopped; staff has researched events and other communities with similar projects, including how to facilitate dialogue and community interest in public-private partnership. For example, Lincoln County, North Carolina has a similar courthouse in the center of town and went through a process similar to Benton County; although, Benton County has the added seismic retrofit challenges. Lincoln County, North Carolina's courthouse is similarly not conducive to a remodel, yet that county is finding methods to make it work. Ott is reviewing the Lincoln County example to determine if Benton County can model its methods; a large portion of Lincoln County's funding originated from the National Park funding that Benton County is working to secure. Benton County is asking for \$400,000. Ott added that if Benton County is awarded the appropriation, the County could receive funds by the end of summer 2024. If awarded, the National Park funds could be used to produce conceptual design drawings and pay for consultants to assist throughout the project. Ott acknowledged many of the ideas being long-term; therefore, it will be necessary to continue messaging while the County addresses and forms partnerships.

Augerot suggested additional outreach to Senator Jeff Merkley's staff on the Interior Appropriations Subcommittee with an update regarding Lincoln County, North Carolina's experience and why the funding is important to Benton County, along with the inclusion of community members who are engaged with the project. Augerot was told that the Subcommittee will have the appropriations markup in approximately two weeks.

Ott responded the timing coincides well with the conversations NAPE had with Visit Corvallis; the two entities meet monthly. Additionally, NAPE could utilize Visit Corvallis's resources to market the Historic Courthouse to private industry, which would be similar to Lincoln County, North Carolina's courthouse that designated one floor as civic space and the other floors were developed into commercial space. Visit Corvallis has outreach experience, and Ott agreed the County should continue to emphasize the importance of the project. NAPE has identified a series of smaller grants that do not require a match; and if NAPE does not receive the Federal funding, there is approximately \$100,000 in grant funding that could help further courthouse design and outreach.

McEneny asked if the Lincoln County, North Carolina courthouse was open yet and whether any private donors contributed to the project.

Ott responded that the courthouse was still in the process of opening. Ott is not aware of Lincoln County's funding structure, but emailed the County's Public Works Director to gain more information.

McEneny mentioned that Benton County has State Historic Preservation Office (SHPO) funds and asked if there were additional engagement opportunities through SHPO.

Ott said there is opportunity but not in funding.

Augerot mentioned the cost of a seismic retrofit being approximately \$25 million plus the additional costs associated with building upgrades. Augerot suggested in the future, the County advertise to determine if any private companies are interested to invest in a public-private partnership.

Ott agreed and stated that was the intention when connecting with Visit Corvallis. Additionally, Ott wants to prepare for next steps when the District Court functions moves from the Historic Courthouse and the County is required to maintain the building.

Malone asked about the type of in-house capacity the County has to track grants and opportunities that could fund the project.

Ott stated NAPE has minimal capacity, but Public Works has a grant manager who is assisting.

McEneny stated Benton County has 23 historic properties that are in need of renovation and preservation assistance. The County needs a strategy for all of the historic properties and to identify methods to advertise and connect with foundations that may have interest. The County will need to rely heavily on private donations and donors who take an interest in the historic buildings, and the website should advertise the buildings.

Wyse stated the Courthouse Preservation Committee had issues with the public outreach process; and because of that, the Board of Commissioners Office would help initiate additional outreach. Wyse asked about the outreach plan and whether NAPE is waiting for confirmation on additional grant funding.

Ott stated it was helpful having confirmation of grant funding to advertise to the community. Outreach has been challenging for NAPE, including public tours, because it is difficult to coordinate public tours inside the Historic Courthouse while it is functioning as a courthouse. NAPE conducted a public survey and a social media campaign. Ott re-emphasized the importance of redesigning the website.

Augerot stated the Historic Resources Commission (HRC) could be a potential partner.

Ott indicated the HRC had not been heavily involved with the Historic Courthouse thus far, but there is a possibility for that opportunity. Ott suggested NAPE seek HRC support for visioning and outreach.

Augerot was not aware the National Park funding opportunity included technical support and agrees with the benefits the funding would bring.

Ott discussed the programs within the National Park Service, including the potential for mentoring.

Malone suggested NAPE host an event at the Historic Courthouse grounds.

Ott agreed.

Augerot recessed the meeting at 10:08 AM and reconvened at 10:14 AM.

3.4 2024 Pay Equity Analysis and Organizational Demographics – Tracy Martineau, Tammy Webb, Chip Polito; Human Resources

Polito discussed Oregon's Pay Equity Law, including comparable work pay requirements, discrimination in pay, unlawful pay cuts, and additional protections and requirements. When conducting the pay equity analysis, Human Resources (HR) assumed every employee of Benton County could potentially fall into at least one of the categories of discrimination: race, color, religion, sex, sexual orientation, national origin, marital status, veteran status, disability, or age. Polito explained the difference between pay equity and pay equality; when analyzing pay equity, the two primary factors are education and experience. The merit system and seniority system were underlying factors of Benton County's pay system. Polito confirmed those factors of basis originated from Oregon law.

The three groups HR chose for additional analysis based on outcomes were gender, race, and age. Polito acknowledged there are additional groups to analyze; however, those groups, such as disability or sexual orientation, are not tracked as judiciously within Benton County. The analysis used 'Caucasian' and 'male' as a basis, meaning those were assumed as the dominant groups. Those are not always the dominant groups in terms of population in certain jobs or pay grades, but it is the consistent basis that many other organizations use as well.

Augerot asked if that meant everyone else is measured relative to the Caucasian and male grouping.

Polito confirmed.

A commonly used statistic is the unadjusted pay gap, which objectively matters, but in relation to Oregon law does not matter as much. Nationally, women make 83 to 84 cents on the dollar. Polito stated that although it is an important statistic to analyze, the unadjusted pay gap statistic does not take into account any of the bona fide factors that Oregon law allows. HR analyzed Benton County's unadjusted pay gap average pre-payment analysis and post-payment analysis. For women the percentage average dropped from 80% to 79%, and for Persons of Color (POC) the percentage stayed at an average of 80 percent. Oregon released an analysis for the state in 2023; and after two rounds of payment increases since 2015, Oregon's unadjusted pay gap for women stayed at 83% for both studies, whereas, the percentage for POCs worsened by 3 percent.

McEneny asked Polito if HR analyzed the State of Oregon's percentages with regard to pay gaps.

Polito stated the unadjusted pay gap for women had maintained at 83% from 2015 to 2022 after two rounds of pay increases. The reasoning behind the statistic is due to

more men and Caucasians in the higher decision bands and the higher pay grades, which is a reflection of recruitment into the higher paying roles rather than a performance of pay analysis across all levels.

Wyse asked if the gender gap percentage is reflective of all Benton County employees.

Polito confirmed.

Martineau added that seeing the gender gap triggered HR's interest to analyze the data in-depth.

Polito reviewed decision bands, which are ranked from A (lowest paid jobs) to F (highest paid jobs). When reviewing County employees, men were most likely to be in decision band C and women were most likely in decision band B. The ranking was similar when evaluating decision bands by race. White employees were likely to be in C, whereas POC employees were likely in band B. To align the unadjusted pay gap number, a higher population of women and POCs would need to be within the higher decision bands.

Martineau stated that decision band C is the entry level for Benton County's professional and supervisory management positions whereas A and B bands are operational positions.

Polito shared a chart of pay gaps adjusted for decision bands; when reviewing the decision bands, excluding band B and C, the pay equity is closer to 100 percent. Pay gaps in B and C are still prevalent because of premium pay grades built within the decision bands and the population within bands B and C are predominately White and male. Polito shared demographic impacts within Benton County. Bands D, E and F are populated by Administrators, Directors, Physicians and Sheriff's Office Leadership; 39% of those employees are female and 10% of those employees are a POC. Band B and C were 62% male and 89% White and included Roads and Fleet, Dental Hygienists, Information Technology (IT), and Physicians Assistants. Band A, which 79% of employees are women, consisted of Administrative and Maintenance Assistants and Customer Service Representatives.

Martineau stated Benton County has less turnover in decision bands C and higher, which indicates fewer opportunities to hire within those bands. Additionally, individuals likely stay within a higher band for a longer period of time, whereas individuals in a B band could be pursuing a higher level of education that would qualify for a C band position.

Webb added that C band positions that have been held by individuals who are White and male have been employed by Benton County for numerous years. It is difficult for HR to address the diversity aspect currently; but when there is a vacancy, HR can implement a more diverse recruitment process.

Augerot stated the information indicates a higher rate of diversity within the lower decision bands due to a higher turnover rate. But if one or two higher level band

employees were female or a POC, that would have a stronger influence on the percentage due to higher salary rates.

Martineau acknowledged that Benton County is an organization that values promoting from within and that has to be balanced through external outreach in order to promote diversity, adding that Benton County is primarily a White organization.

Polito stated when adjustments are made to reflect actual pay grades and individuals are placed into higher pay grades, there is a higher amount of alignment in pay equity. Meaning Benton County does well for pay equity in the higher pay grade positions. When analyzing all pay groups within Benton County, Polito found that more proportionally, men received pay increases. In terms of population, ages 50 to 59 are not the dominant group; however, that age group received a higher increase in pay than other age groups. Polito discussed AFSCME pay increases of employees by gender; men had one more year of experience on average than women. Polito also shared pay equity by age for AFSCME employees. After pay equity, AFSCME employees were aligned when analyzed by race.

Augerot asked about the difference between the chart sections “unreported” and “blanks.”

Polito said “unreported” was people choosing not to report and “blanks” was data that was not completed when an individual was onboarded.

Martineau stated when Benton County hires a new employee, the person is asked to complete an ethnicity identification form, but it is not required by law. If the person does not complete the form, HR is required to complete the form using an observational method.

Webb added it is not just ethnicity; if an employee chooses not to report gender, HR must assume that field as well.

Polito concluded the findings of the study revealed Benton County was in alignment with the law and should continue to conduct the study every few years as required. Another takeaway was Benton County has gaps in placing people into the right roles to close pay equity gaps.

Augerot mentioned based on the County employee chart by race and ethnicity, Benton County did better than expected regarding POC employees versus overall population.

Polito discussed hiring opportunities when reviewing race and ethnicity.

Webb explained the next data set HR reviewed was the Benton County labor force. In regard to recruitment by gender, more women apply to open County positions, which leads to a higher percentage of women hired. However, men and women move through Benton County’s recruitment process in a similar rate. Benton County applicants are predominantly White, then Hispanic. Webb explained the national labor force participation rates, which consist of individuals either unemployed and actively looking

for work, or individuals actively working. The percentages of labor force participation by race were relatively the same; in theory, if the labor force participation by race is equal, then that should reflect equal applicant demographics. Webb said that was not accurate and added that some industries and occupations could receive higher interest from one demographic group than another. Webb shared Oregon's labor force participation rate from 2018 to 2022.

Webb shared data on the national labor force educational attainment; the data is important in relation to Benton County's minimum qualifications for applicants and whether that creates a barrier of entry for POC applicants. Predominately White individuals received a Bachelor's degree, then Black individuals; Hispanic and Latino individuals has a higher population of attaining less than a high school diploma.

McEneny asked for an example of a County job description where HR lowered the minimum qualifications and received a greater variety of applicants.

Martineau responded that HR has not studied that outcome yet.

Webb added that HR had created lower level positions to attract more applicants, knowing the County would train the individuals to qualify for a standard position. For example, Medical Assistants, Fleet, and Paralegals.

Martineau mentioned during the most recent AFSCME contract, the County renegotiated in automatic reclassifications based on experience levels. Meaning, there are occupational groups within the County that are automatically promoted when gaining experience or certifications.

Webb mentioned a study done by the Pew Research Center that stated women accounted for more than 50% of the college-educated labor force. Webb shared a graph on the national data on occupation by ethnicity; management positions were held by a majority of the Asian population, then White. In production, transportation, and materials industries, more Black or African American individuals are hired.

Polito discussed the link between the labor force educational attainment by ethnicity and occupation industries by ethnicity. For example, the Hispanic and Latino population have a higher level of individuals working in natural resources, construction, and maintenance; therefore, that population group could be targeted for premium level jobs in roads and maintenance.

Webb added that Benton County could do an overall better job on broadening its outreach.

McEneny was interested in options Benton County could use to target diverse groups and balance its pay equity laws. McEneny mentioned that Benton County's data should be analyzed to compare with the national data.

Webb shared the occupation industry by ethnicity data specific to Oregon. The total Oregon workforce population by ethnicity is predominantly White. The distribution of Benton County employees by ethnicity is comparable to the State's distribution.

Polito stated approximately 60% of Hispanic individuals internally at Benton County are in bilingual job titles, and 83% of Hispanic individuals are in Health Department positions.

Webb shared 2022 national data on occupation by gender; there are higher rates of women in management, business, financial, professional, and service roles. Benton County could better promote roads, fleet, and parks positions toward women.

Augerot clarified the national data shows a more equitable distribution between men and women in management and professional occupations; but within Benton County, women attribute to 39% of those roles.

Martineau confirmed that Benton County's demographics differ from national percentages.

In Oregon, the professional occupation workforce is predominately female; but in Benton County, the professional occupation workforce is predominantly male. Webb provided next step recommendations for the County, including attracting more diversity of applicants through the recruitment process. Webb mentioned positions that have been traditionally predominantly White and male are difficult to change, but HR is reviewing creative solutions to attract more candidates.

McEneny asked how many HR employees are trained to review applicants.

Webb confirmed two individuals are in recruitment, adding the importance for department leads and managers to be actively involved in the recruitment process.

McEneny mentioned the ability to recruit for diversity, but the inability to retain diversity, and how to fix that issue.

Martineau discussed the Employer's Partnership for Diversity, which focuses on building capacity for cultural proficiency and literacy. Benton County partners with several organizations and employers to provide opportunities for capacity building within the County.

Polito stated the analysis is being used, and a methodology is in place for new hires. There are pay equity gaps in areas that lack communication between HR and department managers. Moving forward, there will be better structures in place to review and hire individuals, taking experience into account.

Webb discussed the communication process between HR and department managers when reviewing applicant qualifications and pay grade placements.

Augerot mentioned this being the second analysis done on Benton County pay grades and asked if fewer employees needed adjustments.

Webb said no, because the first review was done when the pay equity law went into effect. Between then and the most recent study, HR did not have a structure in place to ensure pay alignment remained. HR has added more structure to ensure County positions maintain the pay equity goal. The reclassification of positions will be discussed alongside budget in order for a department to confirm if a reclassification will work within a given budget, then HR will review the legitimacy of the reclassification.

Martineau discussed previous examples of reclassifications, such as department managers advocating a higher pay rate for an employee to retain the position that in some cases may not have aligned with pay equity standards; this happened at a greater rate during COVID-19.

Augerot expressed concern regarding a data-driven process if it does not account for merit and experience.

McEneny mentioned the NeoGov Platform that requires directors to continually evaluate County employees.

Webb stated HR reviews reclassifications from a data driven perspective to ensure all employees are treated equally. Additionally, HR examined groups of individuals to ensure employees and potential applicants were not treated as a data point.

McEneny requested when HR evaluates applicants to engage with the department's leads who are knowledgeable on relevant applicant experience and education. McEneny requested a pay equity analysis with a presentation to be done annually, stating the analysis assists with the County's gender and equity, diversity, and inclusion (EDI) goals.

Martineau stated there currently are no requirements to report to the State on pay equity implementations; however, there is a process regarding pay equity complaints.

Webb added that since Benton County has completed a pay equity study, if issued a complaint, the County would not receive a penalty.

Martineau concluded that since there are no requirements to report, there is no measure of success to compare with, but the study is a structural tool when reviewing an aspect of equity within Benton County.

Augerot asked what a pay equity study costs to conduct annually.

Martineau confirmed HR can update the presentation annually, but the pay equity study is a time-consuming endeavor.

Augerot agreed and suggested a three-year cycle for a pay equity study, with an annual presentation on the data analysis of Benton County's workforce.

4. County Updates

4.1 County Administrator Updates – Rachel McEneny, County Administrator

- Lacey Mollel is the new Executive Director of the Community Health Centers.
- Met with Deanne Hammond, Jesse Ott, Laurel Byer, and Russell Barlow on GIS Solutions and the County's GIS capabilities and potential.
- The County is working with a national recruiter for the Chief Financial Officer hiring search.
- Met with Petra Schuetz, acting Interim Community Development Director.
- Attended the Community Health Centers Board Meeting.
- Met with Paul Odenthal, Finance and Administration at Oregon State University (OSU), to discuss solutions for people who work in Benton County to also live in Benton County.
- Toured the Coffin Butte Landfill (CBL), the new Mental Health Center, and the Monroe Health Center.
- Met with Andrea Myhre, the Director of Corvallis Housing First.
- Collaborating with Martineau on County leadership and engagement.
- Attending the HOPE Executive Committee Meeting the week of July 8, 2024.
- Participating in Active Shooter Training.
- Scheduling a tour of the Jackson-Frazier Boardwalk with Senators Jeff Merkley and Ron Wyden.
- The Philomath Frolic and Rodeo is July 13th-14th, 2024.
- Participated in the Emergency Management training.

4.2 Commissioner Updates – Benton County Commissioners

Commissioner Wyse:

- Took a tour of CBL.
- Will be out of office in the upcoming week.
- Was asked to judge a Chainsaw Competition at the Philomath Frolic and Rodeo.

Commissioner Malone:

- Met with Dan Rayfield to discuss Benton County. Rayfield is collaborating with Representative Sarah Finger McDonald on legislation.
- Met with the Oregon Department of Forestry (ODF) and reviewed lightning strike data from the previous summer. Malone discussed the Bureau of Land Management, firefighting, and better communication between the County and ODF.
- Attended two meetings in Salem regarding transportation.
- Discussed potential funding from ConnectOregon for a Corvallis Municipal Airport project.

- Next week the Joint Committee on Transportation will tour projects in Linn County and follow-up with a round-table discussion at Linn Benton Community College. The ideas discussed will potentially be used in a transportation funding package for the 2025 Legislative Session.
- The Annual Open Streets Bike event is July 21.

Commissioner Augerot:

- Will be out of office July 25 through August 2.
- Met with Commissioner candidate Gabe Shepherd to discuss the role of County Commissioner.
- Participated in a follow-up meeting with the Inter-community Health Network Board regarding investments of funding. Augerot provided the meeting information to April Holland.
- Attended Rick Crager's Deflection Meeting regarding Measure 110.
- Met with Judge Joan Demarest to discuss another judge who will be appointed in late August or early September.
- Meeting with other County Commissioners in Oregon regarding OSU Extension Services.
- Attended the Willamette Criminal Justice Council (WCJC) Executive Committee meeting regarding strategic planning. The new Chair for the WCJC is Chief Anderson from OSU.
- Continues to attend the Local Government Advisory Committee for the Oregon Health Authority and Department of Human Services.
- Reviewing detention guidelines for the State within the Juvenile Justice Committee. Will participate in a site visit for the Extended Detention Center in Deschutes County.
- Has an upcoming meeting with Lincoln County Commissioner Kaety Jacobson.
- Linn County Commissioner William Tucker inquired if Benton County would host him and Branden Pursinger from the Association of Oregon Counties to give a presentation on the outcomes of the negotiated small group forestry conversation.
- Spoke with Sophia from Senator Jeff Merkley's office regarding CBL and solid waste. Augerot sent Merkley's, Senator Ron Wyden's, and Representative Val Hoyle's offices a flowchart of the Conditional Use Permit (CUP) process.
- The softball competition between the Linn County and the Benton County's Sheriff's Offices will be on July 24. It is free to attend and donations will go to ABC House.

McEneny and the Board discussed the CUP process and the distribution of the flowchart.

5. Announcements

No announcements were made.

6. Other

No other business was discussed.

7. Adjournment

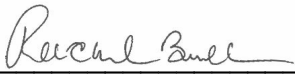
Chair Augerot adjourned the meeting at 11:58 a.m.



Nancy Wyse, 2025 Chair



Erika Milo, Recorder



Rachel Bulder, Transcriptionist

* NOTE: Items denoted with an asterisk do NOT have accompanying written materials in the meeting packet.