

## **FY 19-20 Budget Committee Questions and Answers – May 14, 2019 Meeting**

1. **Question from Kamala Shugar:**

State Funds likely for homeless housing?

1. **Answer:**

Currently we are anticipating the same level of State funding for homeless programs. Last biennium we received additional one-time funding from the State and an increase in funding that came after the beginning of the biennium giving us a higher level of funding this fiscal year.

2. **Question from Kamala Shugar:**

It is concerning that this critical component of the public safety system continues to operate without being fully staffed, up to 8 vacancies. Are the salaries & compensation being offered adequately competitive considering the job qualification requirements?

2. **Answer:**

Parole and Probation's 8% Vacancy Variance represents 4 vacancies within the division. When examined last year, the salaries and compensation were within market. Officers were roughly 1% over market at midrange and 1% under market at the top of the range. Parole and Probation leadership believe the vacancies are due not to compensation but to the challenges in recruiting, selecting and training new officers. It is not just the technical process with interviews, background checks, physicals and psychological evaluations. It is a challenge to truly identify individuals who encompass the traits that make a good Parole Officer. And while there has been some turnover during the initial probationary phase, the vacancies are also due to adding positions in the last couple biennium's when new positions were added. Parole and Probation and Human Resources are very active in reviewing and improving the selection process to get the vacancies filled.

3. **Question from Unknown:**

M&S increase for Quality and Compliance, 50% increase, what is this?

3. **Answer:**

Direct TS charges increase by \$42k and that is for software licensing fees.

Indirect TS charges increased by \$28k, but concluding conversations with TS this has to do with a change in methodology of allocation of resources/systems. All of our divisions realized an increase in this line item.

County Indirect charges increased by \$77k.

4. **Question from Timothy Morris:**

Mandatory & evidence based inmate service, Out of the roughly 500 participants, how many successful completion?

4. **Answer:**

We have about a 62% success rate on programs. It is important to note that all participants in these programs are either serving a sentence, sanction or doing a program in lieu of a fine or fee. Those that do not complete or considered unsuccessful are still required to complete their obligation. Examples would be a sentenced offender that is placed into the Sheriff's Work Crew Program. If the individual doesn't show up to complete the program, their sentence is added back if they return to custody. Unsuccessful P&P sanctions are returned back to Probation Officer for review, and fines or fee situations are returned back to the court for follow up.

5. **Question from Commissioner Sorenson:**

Are there any options for providing more general funds to DA's office to avoid a cut of \$320,000+ ?

5. **Answer:**

There are no specifically identified options at this time. In order to maintain structural balance of the General Fund, there would need to be: 1) additional ongoing revenue identified or 2) reduction of another ongoing expenditure elsewhere within the General Fund.

6. **Question from Kamala Shugar:**

In addition to the baseline need for 5 more deputies to serve rural patrols, how many additional deputies do we need to actually respond & investigate a burglary in rural lane county?

6. **Answer:**

The Lane County Community Public Safety Repair Plan can be located here: [PSCC - Public Safety Repair Plan Document](#)

With our current staffing level of 25 Deputies (Phase 1 of the Community Public Safety Repair Plan), we are only rarely able to provide an in person contact for burglaries. We are not able to complete virtually any but the simplest of follow up on these cases, such as cases where there is a named, known suspect. All other cases virtually receive no follow up or further investigation.

If we move to Phase 2 of the Lane County Community Public Safety Repair Plan, which is 30 deputies, an additional patrol sergeant (from 6 to 7) and an additional detective (from 4 to 5) then we would be able to get to a few more of these burglaries, however it would not be a significant change because our first priority for additional staff would be to complete follow up on person crime (primarily domestic violence) cases that are already being shortchanged or neglected because there are more of them coming in than we have staff to handle them to completion.

Moving to Phase 3 of the Lane County Community Public Safety Repair Plan for just rural patrol services would get us to a full service police response to all initial calls for service, including the initial investigation and evidence collection on burglaries (50 patrol deputies, 12 sergeants, 2 lieutenants).

In a nutshell, any additional staff over our current staffing level of 25 deputies would be welcome and gives us the ability to “chip away” at responding to and investigating more of these burglary calls. Our police services staffing is so low that any addition to staffing makes a difference to the current staff, even if it isn’t large enough to be noticed by the public overall, it would be noticed by the victims that were able to receive service that otherwise would not have.

The national average for officers per thousand residents is 2.40 officers per thousand. The Oregon Sheriff’s Offices (our 36 Counties) average .80 officers per thousand. Two of our comparable Counties are Clackamas and Marion Counties at .36 and .37 officers per thousand. Lane County is .18 officers per thousand. Just to get to Marion County’s level of .36 officers per thousand, Lane County would have to hire 63 more patrol deputies. Lane County has a higher population than Marion County and is three times in geographic size (1194 square miles compared to 4600 + square miles)

7. **Question from Timothy Morris:**

How long was resident deputies been into effect, is there data on the crime rates?

7. **Answer:**

The Resident Deputy program started with federal grant funding (COPS grant) in FY10 and the obligations of the grant were completed in FY14. This grant paid for a portion of salaries and wages for three deputies for three years, but required they be retained for an additional two years with non-grant funding. At the end of the obligated period, the SO had been funding these positions with GF dollars and we were able to sustain the program. With our current number of budgeted positions, deputies who are in training, and deputies who are on modified duty due to injury, we have had to pull the resident deputies into the main office patrol in order to maintain 24/7 coverage countywide. Pulling the three budgeted “resident” deputies into the main office patrol program brings the total budgeted deputy positions in that program to 25; just 5 short of the PERF recommended 30 to be assigned to that function just to maintain the level of work we are already performing.

With respect to data on crime rates, I would love the opportunity to come back and have a conversation with the budget committee about that, as it isn't a simple two sentence answer. That said, I will share the following two sentences to go along with my offer to come back for more dialogue:

- o The data says that Lane County has a low property crime rate, but what we actually have is a low property crime reporting rate, because we don't have the staff to take the report.
- o Assigning a resident deputy to a particular community will make the data look like the deputy caused the crime rate to increase instead of decrease, but that is because there will be a larger ratio of crime reporting once a deputy starts building a relationship with a community.

The below chart was created using the US Dept. of Justice Uniform Crime Reporting Statistics website at

<https://www.ucrdatatool.gov/Search/Crime/Local/RunCrimeJurisbyJuris.cfm>

- One of the first things that jumped out at me after running this report is that the data says Property Crime decreases when we lay off personnel (Burglary from 2008-2013).

- I also noted that Violent Crime and Aggravated Assault increases as Property Crime stats decrease. I would suggest that unlike Property Crime, Violent Crime and Assaults still get reported even when we are running a bare bones police resource, and that the bare bones police resources allows increased opportunity/environment for violent crime.

**Crime reported by Lane County Sheriff Office, Oregon**

Year	Months reporting	Population coverage	Number of offenses reported										Violent Crime rate
			Violent crime					Property crime					
			Violent crime total	Murder and nonnegligent manslaughter	Legacy rape <sup>1</sup>	Revised rape <sup>2</sup>	Robbery	Aggravated assault	Property crime total	Burglary	Larceny-theft	Motor vehicle theft	
1985	12		48	1	11		7	29	1,369	476	828	65	
1986	12		14	1	3		8	2	853	269	551	33	
1987	12		25	1	7		9	8	1,105	400	640	65	
1988	12		104	1	15		10	78	1,431	545	825	61	
1989	12		83	3	6		8	66	1,413	523	815	75	
1990	12		77	1	13		11	52	1,241	401	772	68	
1991	12		107	3	21		15	68	1,445	453	895	97	
1992	7		57	3	10		11	33	836	247	520	69	
1993	12		94	0	17		23	54	1,612	534	979	99	
1994	12		46	1	28		12	5	2,167	788	1,192	187	
1995	12		137	4	26		27	80	2,052	756	1,104	192	
1996	12		191	5	25		27	134	2,239	791	1,236	212	
1997	12		187	0	34		20	133	1,993	671	1,119	203	
1998	12		189	6	18		20	145	1,893	676	1,000	217	
1999	12		161	3	15		16	127	1,678	646	842	190	
2000	12		181	4	21		18	138	1,715	573	979	163	
2001	12		131	1	15		6	109	1,453	469	792	192	
2002	12		141	3	12		19	107	1,363	459	732	172	
2003	12		162	1	24		20	117	1,743	618	909	216	
2004	12		158	1	22		13	122	1,771	765	762	244	
2005	12		190	3	18		21	148	1,986	757	886	343	
2006	12		253	3	22		21	207	1,693	701	758	234	
2007	12		277	0	15		22	240	1,483	605	693	185	
2008	12		300	4	25		21	250	1,485	567	708	210	
2009	12		256	1	20		12	223	1,301	547	584	170	
2010	12		242	3	25		15	199	1,039	474	461	104	
2011	12		241	2	20		17	202	1,146	484	545	117	
2012	12		203	7	22		21	153	1,105	436	558	111	
2013	6		52	0	6		3	43	357	144	182	31	

8. **Question from Kamala Shugar:**

I notice that different divisions are structured differently with different levels or manager/supervisors/program managers who appear to be charged with running the program. What is the reason for these differences or did it just evolve over time?

8. **Answer:**

Yes, there are different organizational structures depending on the needs of each division in terms of size, complexity, risk, and program focus and outcomes. And, the number of supervisor or manager positions is sometimes limited by funding availability—for instance, in many areas we would benefit by having smaller ratios of staff to supervisors, but funding limitations have resulted in larger spans of control than would be ideal. As programs shift and change, adjustments are made to organizational structures to best manage the work of that divisions. If there are questions about the structure of any specific division, I am happy to answer in more detail.

9. **Question from Commissioner Sorenson:**

What are the responsibilities of HHS workforce services and Lane workforce partnership? Do they do the same things?

9. **Answer:**

The responsibilities are different, although related and collaborative. Lane Workforce Partnership is a private entity that does systems level planning in the community, but is prohibited from providing direct client services—instead, they contract out those direct client services.

H&HS provides Workforce Innovation and Opportunity Act Title 1B services under contract with Lane Workforce Partnership. These services are provided out of the WorkSource Lane Center and consist primarily of career advising appointments, job search and life skills workshop facilitation, assisting people in navigating short term vocational training through scholarship funding, and helping businesses train their workforce through On-the-Job Training agreements.

H&HS also manages a SNAP 50/50 employment and training program at WorkSource Lane that is funded through a contract with the state. This program provides intensive services to customers who are primarily unstably housed or homeless. The goal of this program is to get people moving up on the continuum of their career pathway and their housing pathway simultaneously.

Under contract with the Department of Human Services (DHS) we have a team of staff who manage the JOBS program. These staff conduct job search and life skills workshops, assist people with getting into On-the-Job Training (known as JOBS Plus), and work experience opportunities. The JOBS team also provides career advising appointments to

our customers. We also have a small contact with DHS that is designed to help TANF recipients navigate into and through completion of vocational training programs.

10. **Question from Unknown:**

Data on commissioner assistant structure in our 5 comparable counties?

10. **Answer:**

\*Please see attachment

11. **Question from Commissioner Sorenson:**

HHS & Public works are starting or are using Tableau software, is that true?  
Are the DA or SO using this software?

11. **Answer:**

Public Works is beginning to set up and implement Tableau. We hope to be actively using it in January 2020.

That is correct. H&HS is starting to use Tableau software. Let me know if there is anything specific that they would like to know.

To my knowledge, no one in the SO uses this.

The DA didn't get any further than expressing an interest in getting on the County's list of departments to roll it out to.

12. **Question from Commissioner Sorenson:**

Youth Services, Some people, years ago, told me that Lane County Youth Services has a disproportionate contact, prosecution and detention based upon the race of the kids. Is that true now? Do you have data to disprove this allegation?

12. **Answer:**

Since 2017 Youth Services has used to fidelity the Annie E. Casey Foundation Juvenile Detention Risk Assessment Instrument (RAI) to ensure objectivity and uniformity in detainment decisions. When youth are brought by law enforcement to the detention facility, the RAI is administered to determine if the youth will be held or detained until court. The RAI has been demonstrated to reduce disproportionate minority confinement.

Youth Services also uses the Juvenile Crime Prevention (JCP) assessment. The JCP is a validated risk assessment that identifies the risk of a new law enforcement referral within 12 months. Using criminogenic risk and protective factors, it is used to guide the case planning and responses to violations. Youth Services also uses a Disposition Matrix that assists staff in making informed and consistent disposition recommendations. The JCP and the Disposition Matrix, used in conjunction, ensure that youth receive consistent responses to similar behavior.

The initial contact made with youth is by law enforcement, and prosecution decisions are made by the District Attorney's office. Those agencies may be able to provide the information requested regarding contact and prosecution.

13. **Question from Kamala Shugar:**

Youth Services, How do you track disproportionate minority contract?

13. **Answer:**

All youth referrals are entered into the statewide Juvenile Justice Information System (JJIS). Through this database we are able to review the race and ethnicity data for youth referred to the juvenile department.

14. **Question from Commissioner Sorenson:**

Does the DA's office have race data on offenders prosecuted over 2 or 3 years? How many non-white were prosecuted compared to white people?

14. **Answer:**

These numbers reflect individuals prosecuted in the given year.

	2018	2017	2016
White defendant	3226	3359	3579
Non-white defendant	317	307	301
Unknown/Not reported	19	23	18
Total	3562	3689	3898



15. **Question from Kamala Shugar:**

Do the service departments (HR, TS) bill the other departments for their use? If not.....

15. **Answer:**

Yes, all central service departments bill for their service and yes there is value in the model that we use to bill the costs, especially when billing grants and ensuring equitable cost distribution.

16. **Question from Kamala Shugar:**

Is there a value to this model? Does it increase/improve use of services or fine tune requests?

16. **Answer:**

Costs are billed through a full cost allocation plan using metrics specific to the service being provided (i.e. FTE, total budget, number of financial transactions, workstations, space occupied, number of contracts or hours spent, etc.) Using this plan enables the County to equitably allocated central costs among the programs and funds within the County and allows the billing of grants for these costs. The charges billed are the last audited actual expenditures and billed to programs/funds in the next budget year. For example, the FY 19-20 budget contains charges for the FY 17-18 audited actuals. The cost plan is updated each year as needed. TS rates are also charged via an indirect plan, but they are based initially upon projected budget and then reconciled following the audit of actual expenditures and time spent.

17. **Question from Kamala Shugar:**

When imagining a more evidence-based approach like yours for adult prosecution, how can you recommend the parts of the system to better coordinate and integrate?

17. **Answer:**

The Public Safety Coordinating Council (PSCC) gives the opportunity for system coordination and integration. Law enforcement agencies, District Attorney, adult and juvenile systems, as well as community partners are members of the PSCC. The juvenile department and adult parole & probation have collaborated on trainings, and the District Attorney's office has representation on juvenile department committees. One way Youth Services can offer to continue coordination and integration is to provide juvenile department overview and processes to new law enforcement recruits and to bring that same presentation into communities to allow for a better understanding of the purpose, mission, and work of the juvenile system.

18. **Question from Kamala Shugar:**

What is the ratio of managers to staff for each department & division?

18. **Answer:**

<b>Direct Reports : Reports To</b>	
<b>Department</b>	<b>Ratio</b>
<b>A&amp;T</b>	<b>9:1</b>
<b>CAO</b>	<b>4:1</b>
<b>CC</b>	<b>3:1</b>
<b>DA</b>	<b>6:1</b>
<b>HHS</b>	<b>9:1</b>
<b>HR</b>	<b>3:1</b>
<b>PW</b>	<b>7:1</b>
<b>SO</b>	<b>8:1</b>
<b>TS</b>	<b>7:1</b>
<b>Lane County</b>	<b>7:1</b>

The challenge to provide a ratio by division is that some supervisors span across more than one division. If there is a specific area of interest, we could try to get to that number.

19. **Question from Kamala Shugar:**

Does the county follow the state mandated 11:1 employee to manager ratio? If not, why not?

19. **Answer:**

The County does not follow the ratio the State previously had in place for State departments. We have a variety of ratios around the County for how many supervisors and/or managers have direct reports. The state repealed this requirement effective January 1, 2018. The State departments now provide a baseline ratio based upon State identified factors. The County does not use a duplicate system but does take into account many of the factors the State relies upon when discussing organizational structure including supervision of employees. Those factors are:

- Safety of the public or of state agency employees;
- Geographic location of the agency's employees;
- Complexity of the agency's duties;
- Industry best practices and standards;
- Size and hours of operation of the agency
- Unique personnel needs of the agency, including the agency's use of volunteers or seasonal or temporary employees, or the exercise of supervisory authority by agency supervisory employees over personnel who are not agency employees; and
- Financial scope and responsibility of the agency

20. **Question from Unknown:**

Women and people of color in management positions?

20. **Answer:**

Women - 50% in management positions

People of color - 11.41% in management positions.

21. **Question from Larry Abel:**

Who actually does bargaining?

21. **Answer:**

Individuals, for both the union teams and the County teams, are chosen for a variety of reasons, depending on the contract being negotiated. Inga Wood is the chief spokesperson for the County on Strike Permitted units and Andrea Nagles is the chief spokesperson for the strike prohibited units. The County team normally has a program specialist from human resources, a senior HR analyst, representatives from the Department that may have the majority of the bargaining unit in their specific department and a representative from the Budget office.

22. **Question from Larry Abel:**

Do we know if interest based bargaining will actually work?

22. **Answer:**

We know from other public agencies that this type of approach has been very successful. The Employment Relations Board is an advocate for this type of bargaining and provides training for those interested in this method of negotiations. County management along with Local 626 took this training together in order to launch the current IBB process. We believe it will work and already have other unions interested in this process.

23. **Question from Larry Abel:**

Why is retire medical increasing? I thought that was going away?

23. **Answer:**

Retiree medical insurance costs are determined by the number of eligible individuals, their age, their medical claims (if under age 65), the cost of Medicare Part B, and the cost of Medicare supplement plans (if age 65 or better).

While number of eligible individuals is finite and is beginning to plateau, the cost of medical claims, Medicare Part B, and Medicare Supplement Plans is increasing.

This is a lifetime benefit, so it will not go away until the last eligible individual passes away.

24. **Question from Kamala Shugar:**

Has the county engaged in an analysis or pay equity similar to that by the state? (Relative to gender gap or other disparities)

24. **Answer:**

As mentioned during our presentation, we have had a policy in place for many years at the County that looks at equity upon exceptional hire. The County also has a process where employees are able to request an equity analysis at any time. In addition to this the County is actively looking at the best approach to our analysis. We have requested information from other cities and counties regarding the RFP process they went through in order to hire a consultant. We believe a consultant will be able to provide us an extra layer of analysis and assist us in this next level of pay equity.

25. **Question from Timothy Morris:**

Are the only two budget proposals with an expense in DP Supplies? Why is that?

25. **Answer:**

\*Please see attachment

Attached is a concept and initial estimate for the \$75,000 EOC improvements plan. The remaining \$2,000 in DP Supplies is for computer supplies for staff being added in FY 19-20.

26. **Question from Commissioner Sorenson:**

How much money in the proposed budget will be transferred from tipping fees to the Land Management Division?

26. **Answer:**

In 2009, when the original "Other Fee" sunset, the Board of Commissioners designated a specific "Other Solid Waste Fee" to be collected on behalf of Land Management at all Waste Management sites in addition to fees collected for Waste Disposal and WM System Benefit. These fees were set by the Board of Commissioners to provide support for services provided by the Land Management that did not have associated revenue. This option was selected rather than providing General Fund support for customer service, long range planning, board projects, and code compliance.

The "other Fee" is a critical part of Land Management's operating budget and funds essential functions such as customer service, code compliance services, board projects and long range planning.

This revenue is collected at Waste Management sites and is directly accounted for in the Land Management Fund, similar to the method used by A&T to collect tax dollars for

schools and other taxing districts. The revenue is included in LMD Fees & Charges. The FY 18-19 and 19-20 budgets both include \$1,459,262 in revenue for LMD.

This LMD revenue does not reduce revenue or services for WMD and no transfer is used to account for the revenue.

27. **Question from Kamala Shugar:**

- What are the legal risks to choosing to hire interns instead of hiring 1.0 FTE assistant?
- Is there an issue with the union? (Less than FT, temp, etc.)
- What about benefits?

27. **Answer:**

\*Please see attachment

28. **Question from Kamala Shugar:**

How could the 1.0 FTE assistant help with the workload as others who support the board?

28. **Answer:**

As proposed, the position would report to a supervisor / manager in County Administration. If and when there is downtime from directly assisting commissioners, that person would be able to:

- Assist as a backup for front desk coverage (walk-ins and phone calls for County Administration, Human Resources and County Counsel)
- Assist other programs in County Administration with clerical and administrative activities
- Assist other programs in County Administration with research, analyses, and presentations

29. **Question from Unknown:**

When did Land Management add FTE (Current year – which supplemental)

29. **Answer:**

The two FTE for LMD were added in Supplemental #2.

30. **Question from Kamala Shugar:**

Can we use our system to better examine or track the same type of data at the adult level?

30. **Answer:**

Response from HHS - Shawn, I think this question would be best answered by Donovan and/or Patty since it pertains to the adult system. I'm not sure what DMC information is tracked in that system.

\*This question was forwarded on to Patty Perlow, DA and Donovan Dumire, Parole and Probation, Community Corrections Manager.

### Commissioner Assistants Research

County	Marion	Washington	Multnomah	Linn	Deschutes	Clackamas
Contact	Cindy Johnson	Bob Davis	Patsy Moushey	Yes	Sharon Keith	Mary Raphike
Have Commissioner Assistants?	Just to schedule	None - but will in very near future	Yes	Yes	Yes	Yes
How many?	1 for all 3 commissioners	3 total	5 plus	2	2	1 for each commissioner
Full / Part Time	Full	Full	Full	Full Time	Full	Full (4 -Full Time, 1-30 hrs/wk by choice)
Dedicated to just the commissioners?	No - assistance to County Administrator too	Yes	Yes	No - Assists County Administrator too	No - Assists County Exec Team also	Yes
Classification	Admin Assistant, and Policy Analysts - topic issue	Sr. Board Assistant, 2-Board Assistants	Each commissioner can choose up to 3 positions, Chief of Staff, Sr. Policy Analyst, Constituent Relations (Staff Assistant).		Executive Assistant, Admin Assistant	Each commissioner has a "Policy Advisor" which used to be "staff assistant" to schedule, attend meetings, respond to emails, etc. Those 5 report to a Supervisor in County Administration.
How does that structure work?		New Structure	Good	Good		Good
Notes	In addition to a scheduler, they have Policy Analysts to assist commissioners	3 new Commissioners in January, just created 2 staff positions. The Board Chair is full time, the other commissioners are part time.	Office Help, scheduling, prep meetings, attend meetings, set up coffee talk meetings, etc	Assistant, Office Manager. only 3 commissioners in Linn County		Also in County Administration is an Office Manager, Board Assistant 1 and Board Assistant 2 to assist with both the Board and County Administration.



# Lane County EOC Development

**TASK:** Use existing County space to create LC EOC based on lessons learned from previous activations – Accessibility, Space, Sustainability, Multi-use, and location

**PURPOSE:** To ensure continuity of countywide response efforts in the event of a county emergency

**DISCUSSION:** The common functions of EOCs is to **collect, gather and analyze** data; make decisions that protect life and property, maintain continuity of the organization, within the scope of applicable laws; and disseminate those decisions to all concerned agencies and individuals

## Perfect World



## Possible



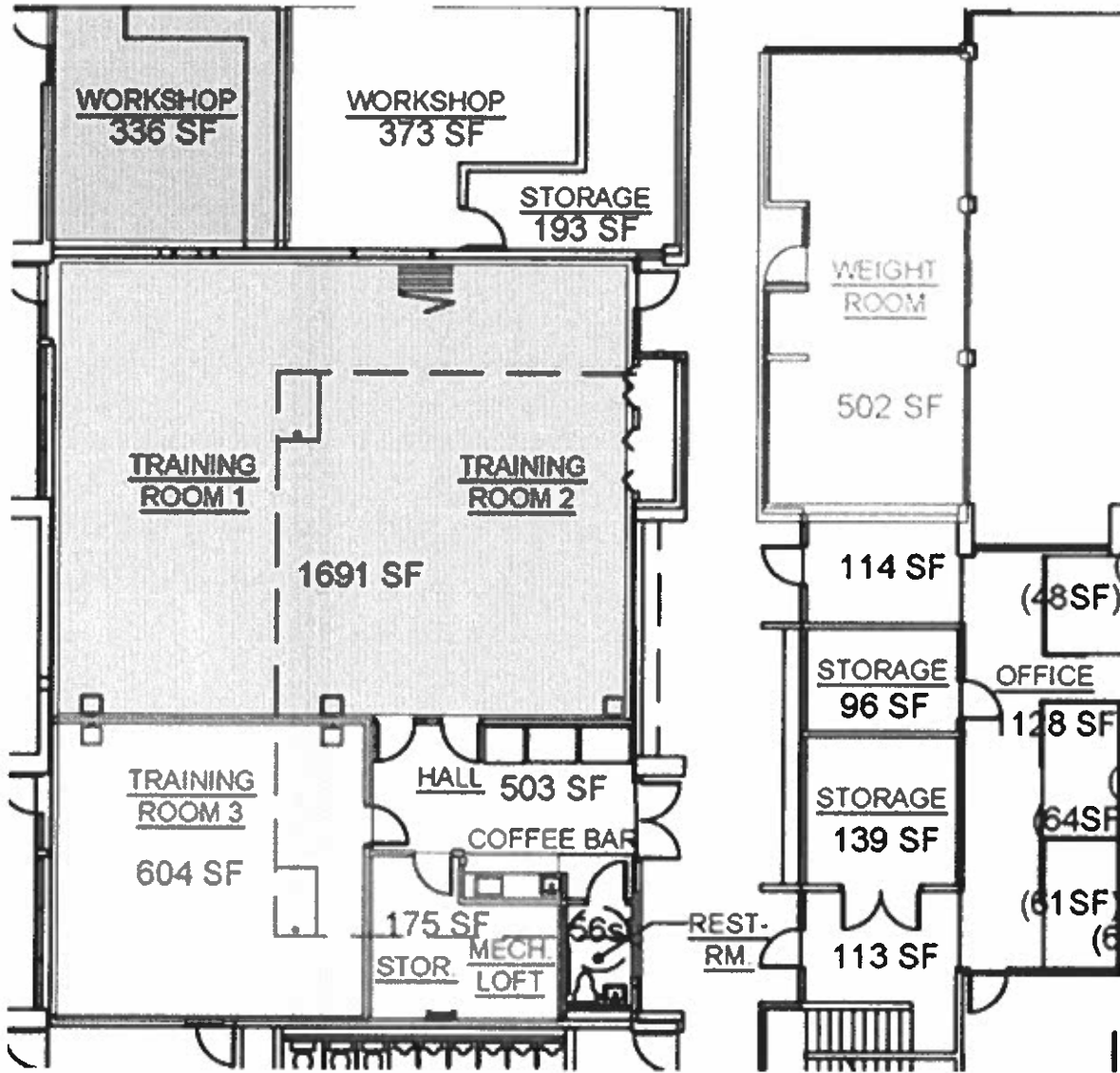
## Within Reach



## Realistic



# Willamette Building



\$ Est	INITIAL CONCEPT of REQUIREMENTS
\$30K	Goodson – Would be main EOC (8 Screens / wiring / gen pwr / access ports / smart boards)
\$12K	Lowell – JIC / Policy group (4 Screens / wiring / gen pwr / access ports/ smart boards)
N/A	Small emergency kitchen ( <i>PW Funds</i> )
\$8K	Storage for Tables and EOC equipment \$ supplies
\$25K	EM and staff daily office – (Smart board/TV, table)

## COMPARISON OF FTE TO INTERN

	<b>1.0 FTE</b>	<b>Paid Intern (Extra Help or Unclassified Part-time)</b>
<b>Duration</b>	Indefinite	520 Extra Help or 2079 Unclassified hours
<b>Assigned Duties</b>	Provide Confidential Support for Board	Provide Confidential Support for Board
<b>Ancillary Duties</b>	Dependent upon needs from the Board	Support staff who support board (reception, phones, clerical)
<b>PERS</b>	After 6 months	After 600 hours, unless approve exception for interns who are working in area of study (PPPM)
<b>Health Benefits</b>	Full benefits medical, dental etc. after 30 days.	N/A
<b>Paid time off</b>	Accrues per pay period	Oregon Sick (40 hours)
<b>General Liability Protection</b>	Covered under County Policy	Covered under County Policy
<b>Affiliation</b>	Non-represented based on assigned work (See PECBA)	Non-represented based on assigned work (See PECBA)
<b>Workers Compensation/ Injury Protection</b>	Yes	Yes
<b>Compensation</b>	Based on Classification	At least minimum wage
<b>Recruitment</b>	NEOGOV	NEOGOV
<b>Reporting Structure</b>	County Administration	Board of County Commissioners

**\*Legal Risks:**

If position reports to County Administration then it is covered by the Administrative Procedures Manual, employment laws and regulations, provide training, ensure correct pay, coaching, and discipline if needed.

If position is a direct report to the Board of County Commissioners more independent decision making ability since BCC are elected officials. With the possibility of less day-to-day oversight, unintentional violations on a variety of issues.