

1 IN THE BOARD OF COUNTY COMMISSIONERS

2 FOR WASHINGTON COUNTY, OREGON

3 In the Matter of Establishing a Salary ) RESOLUTION AND ORDER  
4 Commission Pursuant to Section of the )  
Washington County Charter ) No. \_\_\_\_\_

5 This matter having come before the Washington County Board of County Commissioners  
6 at its regular meeting of December 22, 2020; and

7 It appearing to the Board that the Board of Commissioners submitted a Charter  
8 Amendment to the County voters on November 3rd, 2020 concerning whether to establish a  
9 Salary Commission to set commissioner salaries; and

10 It appearing to the Board the voters approved the amendment; and

11 It appearing to the Board that Chapter III, Section 30(e) of the Charter requires that:  
12 “The Board shall appoint a five-member salary commission, composed of qualified human  
13 resource professionals with compensation experience, by January 1 of each odd year. The salary  
14 commission shall set the salaries for the chair of the Board of County Commissioners and County  
15 Commissioners, documenting the basis of its decisions. All elected or appointed Washington  
16 County officials and employees are prohibited from serving on the salary commission”; and

17 It appearing to the Board that to implement the approved amendment to the Charter, a  
18 Salary Commission must be formed; now therefore, it is

19 RESOLVED AND ORDERED that the Washington County Salary Commission is hereby  
20 established; and it is further

21 RESOLVED AND ORDERED that the Salary Commission shall be made up of five members

1 appointed by the Board and be composed of qualified human resource professionals with  
2 management level compensation design experience and no Salary Commissioner may be an  
3 appointed or elected County official or a County employee; and it is further

4 RESOLVED AND ORDERED, that the County Administrator is directed to contract with an  
5 independent consultant to assist in the creation of the Salary Commission and the County  
6 Administrator is directed take any such additional actions to facilitate the creation and operation  
7 of the Salary Commission; and it is further

8 RESOLVED AND ORDERED, that the Salary Commission members shall not be a family  
9 member, related party, married or member household of any County Commissioner; and it is  
10 further

11 RESOLVED AND ORDERED, that the Salary Commission has discretion to set the final  
12 salaries of the Board until the next Salary Commission convenes under the Charter and the Board  
13 has no authority to change the Salary Commission's determination of the salaries; and it is further

14 RESOLVED AND ORDERED, that once the Salary Commission members are appointed, it  
15 shall convene at the earliest practicable time; and it is further

16 RESOLVED AND ORDERED, that the Salary Commission shall convene make a final  
17 determination of the Board of Commissioner's salaries documenting the basis of its decision; and  
18 it is further

19 RESOLVED AND ORDERED, that once the Salary Commission has made a final  
20 determination of the Board of Commissioner's salaries it shall be provided to the County  
21 Administrator so that it can be implemented in the County budget.

1 DATED this 22nd day of December, 2020.

2 BOARD OF COUNTY COMMISSIONERS  
3 FOR WASHINGTON COUNTY, OREGON

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*CHAIR*

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*RECORDING SECRETARY*

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