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Memorandum Date:  
Order Date:

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**TO:** Board of County Commissioners  
**DEPARTMENT:** Public Works  
**PRESENTED BY:** Orin Schumacher, Vegetation Management Coordinator

**AGENDA ITEM TITLE: IN THE MATTER OF AUTHORIZING THE PUBLIC WORKS DEPARTMENT TO EXPEND AN AMOUNT NOT TO EXCEED \$118,000 TO HIRE 7 SEASONAL ROAD MAINTENANCE 1 WORKERS**

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**I. MOTION**

Authorize the Department of Public Works to fill 7 seasonal Road Maintenance 1 positions not to exceed \$118,000, instead of the 2 FTE Road Maintenance 2 positions authorized in Board Order 08-6-18-1.

**II. AGENDA ITEM SUMMARY**

The Board of County Commissioners is being asked to authorize the Department of Public Works to hire 7 seasonal Road Maintenance 2 workers instead of the 2 FTE Road Maintenance 2 positions authorized in Board Order 08-6-18-1.

**III. BACKGROUND / IMPLICATIONS OF ACTION**

**A. Board Action and Other History**

The Board of Health, in June of 2008, unanimously approved the continued moratorium on the use of herbicides for roadside vegetation management by the Department of Public Works, for an indefinite time period. The Board also approved an additional \$118,000 to hire two additional full time FTE Road Maintenance staff to assist with the mechanical/manual maintenance of problematic roadside vegetation within Lane County rights-of-way.

The Department of Public Works believes this additional work could be accomplished with the use of seasonal hires, allowing for increased staffing at a lower cost to the County. The equivalent of 7 seasonal Road Maintenance staff could be hired at a lower cost compared to hiring 2 fulltime FTE Road Maintenance positions.

**B. Board Goals**

The County Strategic Plan, Part IV states in part that "Lane County" Government exists to ensure the safety and well being of the people who live, work and visit our communities". At a time of reduced funding and potential layoffs at Lane County we are faced with the challenges of spending County funds wisely to maintain adequate levels of roadside safety and protect human health concerns with limited staffing and funds. This proposal would increase the level of staffing to manage a road safety concern without increased funding from what has already been approved by the Board.

**C. Financial and/or Resource Considerations**

The Board of County Commissioners acting as the Board of Health authorized an additional \$118,000 to fund 2 additional full time FTE Road Maintenance positions to assist the Department of Public Works in mechanical/manual control of problematic vegetation within Lane County rights-of-way. This decision was based upon the need to offset the increased costs associated with eliminating herbicides to manage these areas.

If the Department of Public Works is authorized to hire 7 seasonal Road Maintenance staff instead of hiring 2 FTE Road Maintenance 2 positions, the County would be increasing the labor force to complete the needed work at a lower fiscal cost to the County (Attachment 1).

**D. Analysis**

The Board of County Commissioners acting as the Board of Health voted to support the 2 additional hires in June 2008 at a cost of \$118,000, understanding the additional workload stemming from the continued moratorium on herbicide use in roadside vegetation management. Public Works is proposing to hire 7 seasonal employees based upon the funds allocated in the original request to hire 2 additional Road Maintenance 2 staff. The Board approved an increase of \$118,000 to assist in hiring additional staff to manage problematic vegetation areas in lieu of herbicide use, and at that level of funding Public Works would be able to hire either 7 seasonal employees or 2 full time Road Maintenance 2 staff members. The proposed language changes would only impact how the Department of Public Works can hire these positions within the additional funding level of \$118,000 previously approved by the Board in June of 2008.

**E. Alternatives/Options**

1. Allow the Department of Public Works to hire up to 7 additional seasonal Road Maintenance 1 positions instead of the 2 FTE Road Maintenance 2 positions authorized in Board Order 08-6-18-1
2. Make no changes and continue with the direction to hire 2 additional full time FTE Road Maintenance staff.

**VI. RECOMMENDATION**

Alternative #1: Allow the Department of Public Works to hire up to 7 additional seasonal Road Maintenance 1 positions instead of the 2 FTE Road Maintenance 2 positions authorized in Board Order 08-6-18-1

**VII. ATTACHMENTS**

Attachment #1: Cost Comparison Table

**Attachment #1**

**Cost Comparison Tables:** based on FY08/09 figures with all benefits incorporated

**Table 1:** expense of hiring two additional full time FTE Road Maintenance (RM2) staff

<u>Title Description</u>	<u>Annual Cost</u>	<u>Total Cost</u>
Road Maintenance 2	\$59,000	\$118,000

**Table 2:** expense of hiring seven additional seasonal Road Maintenance (RM1) staff

<u>Title Description</u>	<u>Annual Cost</u>	<u>Total Cost</u>
Road Maintenance 1	\$15,048	\$105,336

IN THE BOARD OF COUNTY COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO. ( IN THE MATTER OF AUTHORIZING THE PUBLIC  
( WORKS DEPARTMENT TO EXPEND AN AMOUNT  
( NOT TO EXCEED \$118,000 TO HIRE 7 SEASONAL  
( ROAD MAINTENANCE 1 WORKERS  
(  
(

**WHEREAS**, the Board of Health, in June 2008, approved an indefinite moratorium on the use of herbicides for roadside vegetation management within Lane County rights-of-way; and

**WHEREAS**, the Board authorized the Lane County Department of Public Works to utilize an additional \$118,000 in funding to hire 2 FTE Road Maintenance staff to assist the department in managing problematic roadside vegetation in lieu of herbicide use in Board Order 08-6-18-1; and

**WHEREAS**, the Department of Public Works believes that additional seasonal staffing, at an increase of 1.5 FTE would better help manage the issue of problematic roadside vegetation compared to hiring to full time Road Maintenance positions; and

**WHEREAS**, The County would save money by funding 7 seasonal road maintenance positions compared to filling 2 FTE road Maintenance positions; **NOW THEREFORE, IT IS HEREBY**

**ORDERED**, that the Department of Public Works is authorized to expend an amount not to exceed \$118,000 to hire up to 7 seasonal Road Maintenance 1 positions, an increase of 1.5 FTE, instead of the 2 FTE Road Maintenance 2 positions previously authorized by the Board.

DATED this \_\_\_\_\_ day of \_\_\_\_\_, 2008

\_\_\_\_\_  
Faye Stewart, Chair  
Lane County Board of Commissioners

APPROVED AS TO FORM

Date 8-14-08 lane county

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OFFICE OF LEGAL COUNSEL