

IN THE BOARD OF COMMISSIONERS OF THE
HOMES FOR GOOD HOUSING AGENCY, OF LANE COUNTY OREGON

ORDER 23-12-20-06H

In the Matter of Approving the Sixth
Amendment of the Executive Director
Employment Contract following the Annual
Executive Director Performance Evaluation

WHEREAS, Homes for Good believes that its employees are the organization's most valuable assets; and

WHEREAS, Homes for Good believes that all employees deserve to have a balanced and meaningful performance evaluation; and

WHEREAS, Homes for Good believes that the performance evaluation process is necessary to drive organizational performance; and

WHEREAS, it is the role of the Human Resources Director to oversee the Performance Evaluation process for all Homes for Good employees; and

WHEREAS, the Executive Director is required to be provided an annual performance evaluation from the board as outlined in their employment agreement;

WHEREAS, the Executive Director's annual performance evaluation reflects performance that exceeds expectations, frequently & consistently exceeding job requirements;

NOW THEREFORE, the Board of Commissioners of Homes for Good Housing Agency ORDERS as follows:

1. Approval of the 2023 Annual Executive Director Performance Evaluation and recommendations
2. Approval of the Sixth Amendment of the Executive Director's Employment Contract

DATED this 20th day of December, 2023

Heather Buch

Heather Buch (Dec 21, 2023 09:23 PST)

Chair, Homes for Good Board of Commissioners

JAP

Secretary, Homes for Good Board of Commissioners



**SIXTH AMENDMENT TO
EMPLOYMENT AGREEMENT BETWEEN
HOMES FOR GOOD HOUSING AGENCY AND JACOB FOX**

This fifth Amendment to the Employment Agreement between the Homes for Good Board of Commissioners and Jacob Fox, dated December 20, 2023 (FOX EMPLOYMENT AGREEMENT), is made by the following parties: Homes for Good Board of Commissioners, acting as the governing body of the Homes for Good Housing Agency, hereinafter referred to as the (BOARD), and Jacob P. Fox, hereinafter referred to as (FOX).

AGREEMENT

The parties hereby agree that paragraphs A, B, C and D for the FOX EMPLOYMENT AGREEMENT are amended as follows:

A. Salary. Effective December 26, 2023, BOARD shall approve a merit increase for FOX of 5% from the previous evaluation period.

B. Benefits. BOARD shall provide FOX with the same benefits received by other non-represented Agency staff, including the Agency’s 401(k) Plan, medical, dental, and life insurance. BOARD shall provide FOX with a car allowance of \$300.00 per month for Agency business in Lane County. BOARD shall provide FOX with a Time Management (TM) accrual rate of 25.667 hours per month. None of the salary described in paragraph (B) or the benefits listed in this paragraph (C) shall be taken by FOX in any other form without the written approval of the BOARD.

C. Performance Evaluations. The BOARD may conduct a performance evaluation of FOX each year. If an evaluation is conducted it will be conducted using a process, and in a format determined by the BOARD with input from FOX. Any evaluation shall be held in executive session unless FOX request that it be held in a public session.

D. Merit Increase. The BOARD agrees to consider a merit increase following FOX’s performance evaluation. The range for the merit increase shall be between 0 and 5 percent of gross salary. A merit increase, if any shall be within the exclusive discretion of the BOARD.

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This fifth amendment to FOX’s employment agreement has been executive on the dates set forth below.

DATED: December 20th, 2023

Heather Buch
Heather Buch (Dec 21, 2023 09:23 PST)
Chairperson, Homes for Good
Housing Agency Board

DATED: December 20th, 2023

JAF
Jacob P. Fox










Board Order - ED Performance Evaluation

Final Audit Report

2023-12-21

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"Board Order - ED Performance Evaluation" History

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