

Department: **Elected Officials**
Compensation Study

FY 2012 Proposed Budget

Mandated Services:

ORS 204.112 County compensation board; members; compensation review and recommendations.

(1) Each county governing body shall appoint a county compensation board. A county compensation board shall consist of from three to five members, who are knowledgeable in personnel and compensation management.

(2) The county compensation board shall annually recommend a compensation schedule for the county elective officers mentioned in ORS 204.005.

(3) The county compensation board shall annually review the compensation paid to persons comparably employed by the State of Oregon, local public bodies and private businesses within a labor market deemed appropriate by the board for each elective officer. The county compensation board shall take into account such factors as the number of employees supervised and the size of the budget administered by each elective officer, the duties and responsibilities of each elective officer, and the compensation paid to subordinates and other appointed employees who serve in positions of comparable management responsibility. The county compensation board shall prepare and approve by majority vote a recommended compensation schedule for the elective officers and shall submit the recommended compensation schedule to the county governing body.

(4) Notwithstanding subsections (1) to (3) of this section, the sheriff's salary shall be fixed in an amount which is not less than that for any member of the sheriff's department. [1989 c.941 §1]

Committee Overview:

- ❖ ORS Chapter 204 provides guidance in regard to compensation of County Officers, Deputies and Other Employees
- ❖ ORS 204.112 states that the county governing body shall appoint a county compensation board with three to five members, who are knowledgeable in personnel and compensation management.
 - By Resolution No. 2011-051, three members were appointed
 - Sue Kirby (City of Klamath Falls)
 - Wade Reddell (Jeld-Wen)
 - Estella Alvarado (Express Employment Professionals)

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Process Overview:

- ❖ New comparators established by evaluating all counties
 - Comparators based on
 - Population
 - General Law Counties and Comparable Home Rule Counties
 - County Demographics

| COUNTY | POPULATION | BUDGET | FTE |
|-----------|------------|---------------|--------|
| Tillamook | 25,250 | \$62,000,000 | 233.01 |
| Union | 25,748 | \$37,471,126 | 132.5 |
| Lincoln | 46,034 | \$81,248,507 | 351.05 |
| Columbia | 49,351 | \$61,000,000 | 185 |
| Klamath | 66,380 | \$211,704,459 | 533.25 |
| Polk | 75,403 | \$47,084,744 | 270 |
| Umatilla | 75,889 | \$59,791,928 | 321 |
| Josephine | 82,713 | \$107,253,250 | 416.05 |
| Yamhill | 99,193 | \$84,781,223 | 449.65 |

- ❖ Evaluated Klamath County Officials to the comparators averages of
 - Salary
 - Staff
- ❖ Committee considered
 - Contract negotiated increases of subordinates of 2.1%
 - County's Resolution No. 2006-025

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❖ Compensation evaluation

- Comparator averages on the graphs are considered 100%
- Standard Compensation practices consider +/- 5% to be a comparable match for increases when adjusting salary
 - +5% = 105%
 - -5% = 95%
- Comp Committee expanded that due to the variation in comparables to include +/-10%
 - +10% = 110%
 - -10% = 90%
- Compared Klamath County actual as a ratio to comparator averages
 - Staffing
 - Salary
- Increase in salary for all Elected Officials (except the Sheriff)
 - Over last year was 0.5%
 - Sheriff's increase was 2.5%
 - Due to subordinates and ORS 204.112(4)
“(4) Notwithstanding subsections (1) to (3) of this section, the sheriff's salary shall be fixed in an amount which is not less than that for any member of the sheriff's department.”

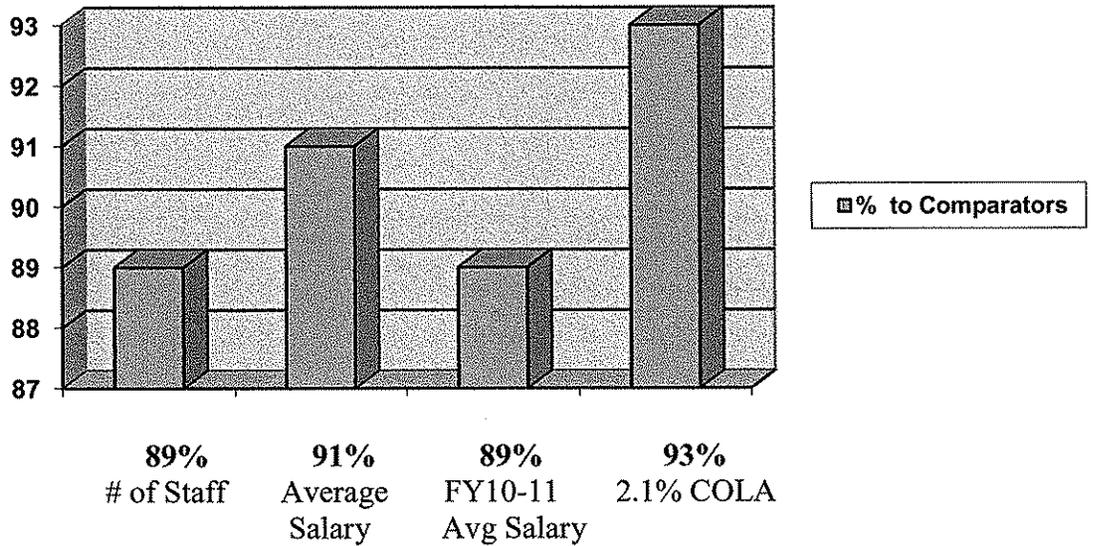
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Individual Elected Official Overview:

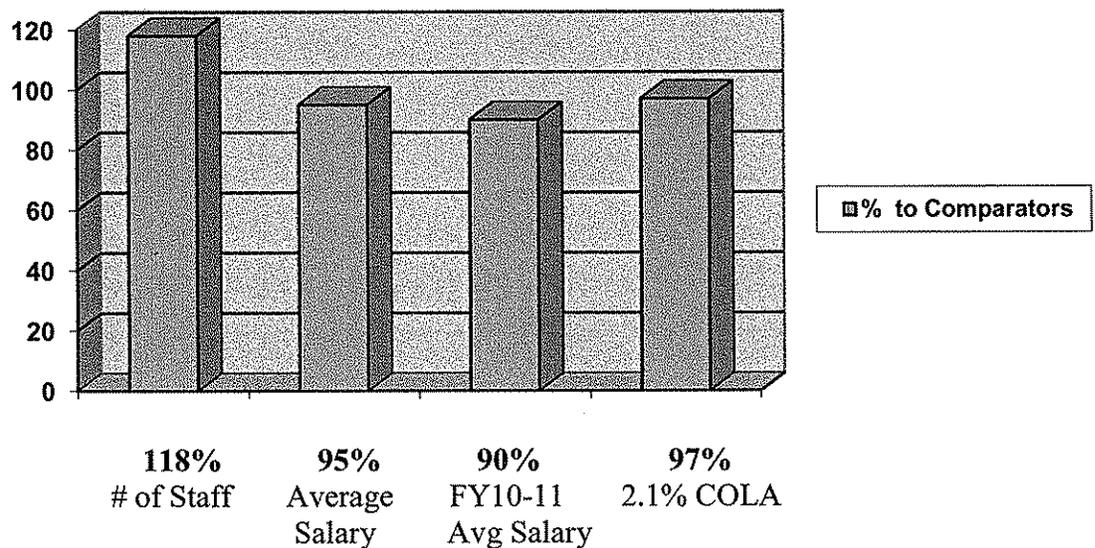
Assessor

Headcount: 14
 Current Annual Salary: \$66,823



Clerk

Headcount: 5
 Current Annual Salary: \$64,258

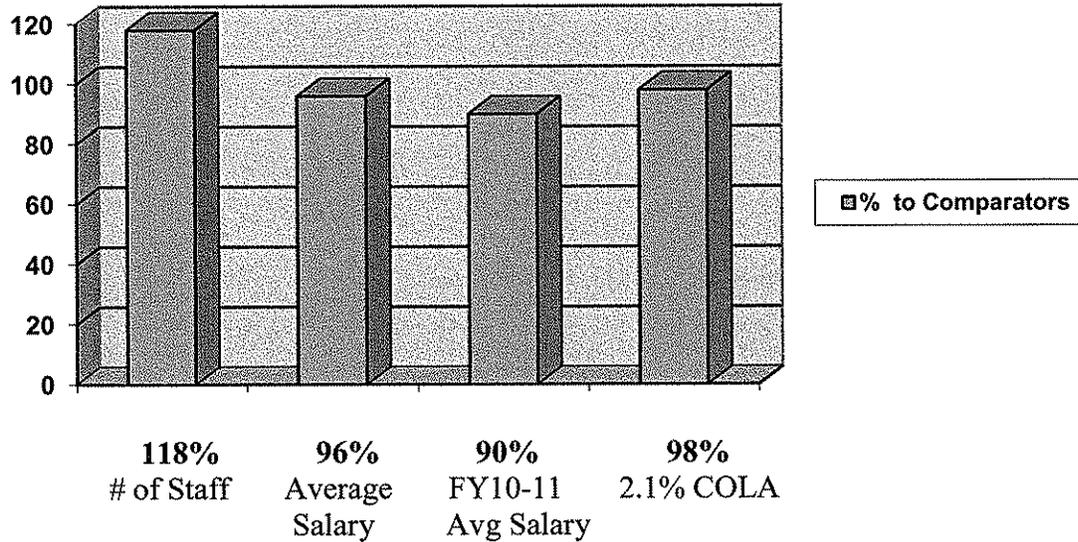


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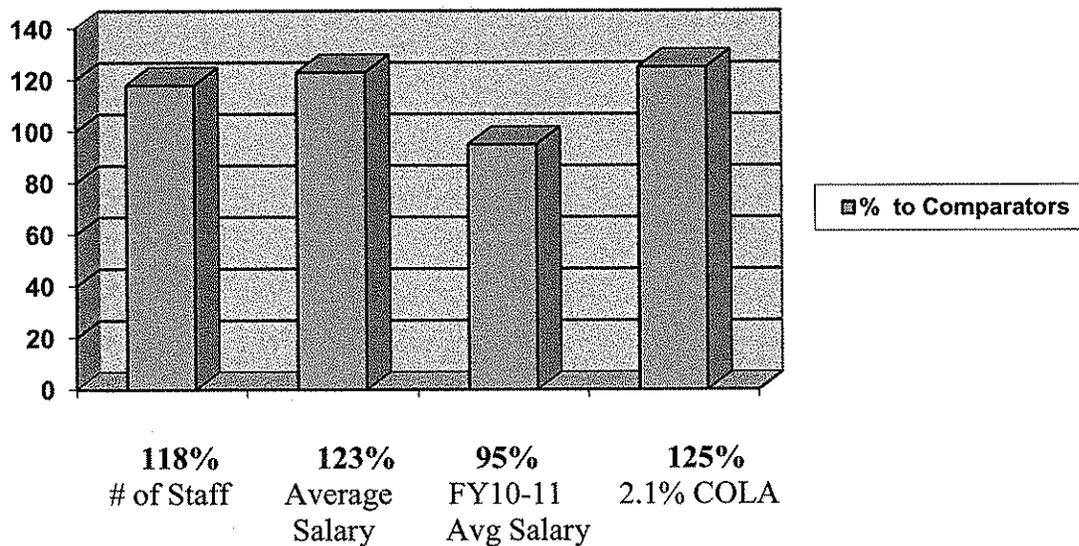
Commissioners

Headcount: 5
 Current Annual Salary: \$68,068



District Attorney

Headcount: 22
 Current Annual Salary: \$17,640

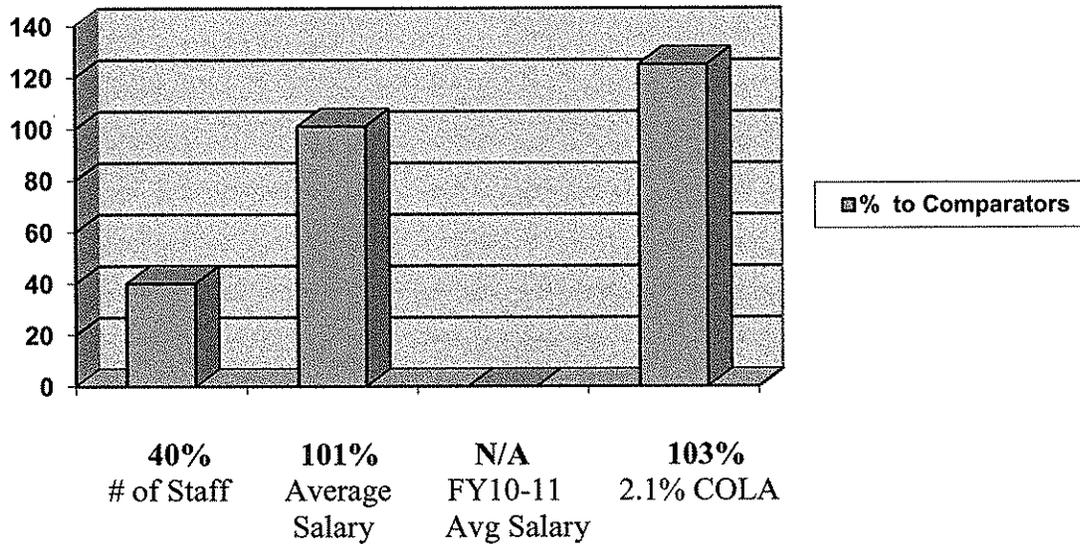


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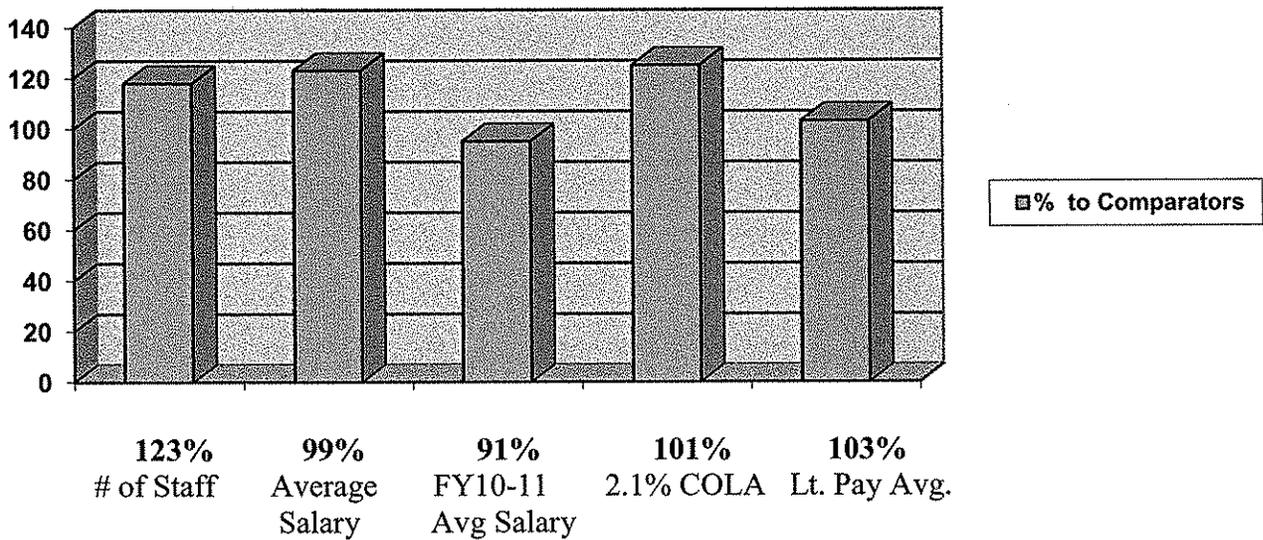
Justice of the Peace

Headcount: 3
 Current Annual Salary: \$39,976



Sheriff

Headcount: 77
 Current Annual Salary: \$81,240

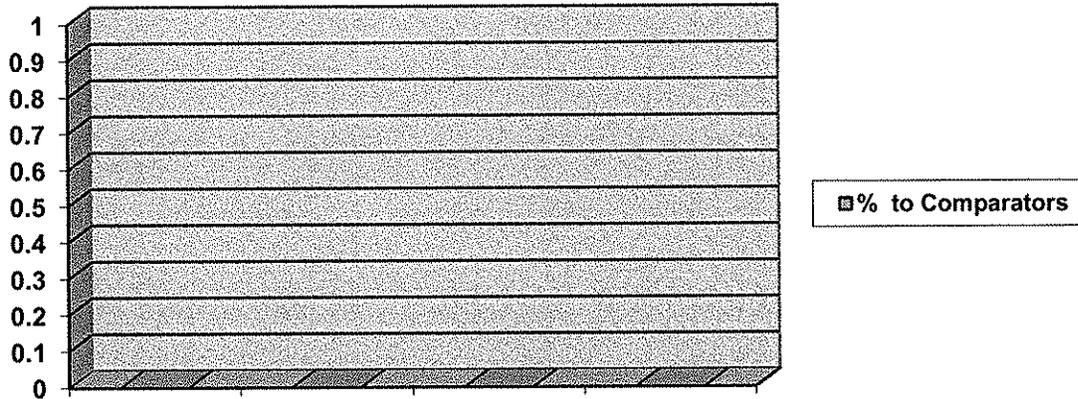


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Surveyor

Headcount: 1.0 (FTE 0.3)
 Current Annual Salary: \$17,985

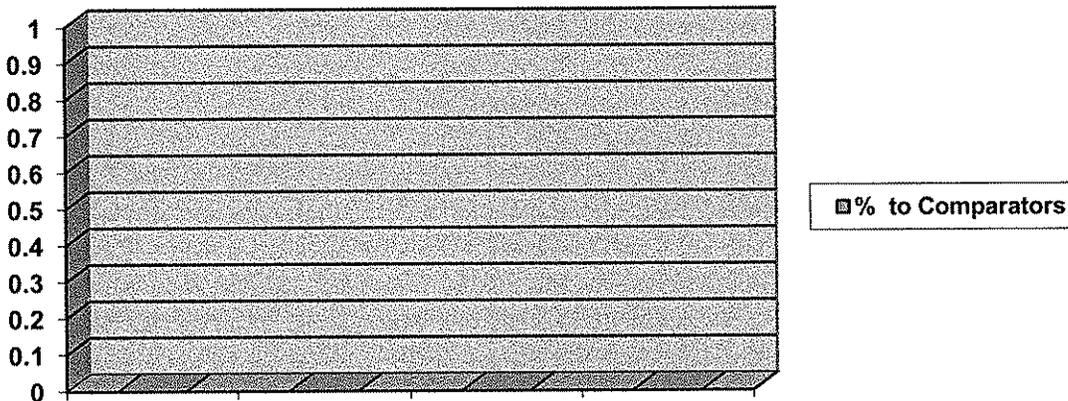


NO COMPARABLES

| # of Staff | Average Salary | FY10-11 Avg Salary | 2.1% COLA |
|------------|----------------|--------------------|-----------|
| 1 | | | |

Treasurer

Headcount: 1.0
 Current Annual Salary: \$17,818



NO COMPARABLES

| # of Staff | Average Salary | FY10-11 Avg Salary | 2.1% COLA |
|------------|----------------|--------------------|-----------|
| 1 | | | |

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Compensation Board Recommendation:

- ❖ Zero increase in salary for all Elected Officials (except the Sheriff)
 - Sheriff's increase by 3.3%
 - Due to subordinates and ORS 204.112(4)
 - New Annual Wage of \$83,928

Summary of Recommended Pay Actions for 2011-2012 Budget Cycle:

| Position | Recommended Increase | Approved Increase |
|----------------------|---|-------------------|
| Assessor | 0% | |
| Clerk | 0% | |
| Commissioners | 0% | |
| District Attorney | 0% | |
| Justice of the Peace | 0% | |
| Sheriff | 3.3% - based on ORS 204.112(4) | |
| Surveyor | 0% | |
| Treasurer | 0% - accept recent Budget Committee recommendation | |