

Elected Officials Compensation Study



Analysis & Proposals

Mandated Services



- 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)

Overview of Process



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

Overview of Process

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

Overview of Process



- 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
 - Compensation Committee expanded that due to the variation in comparables to consider +/-10%

Overview of Process

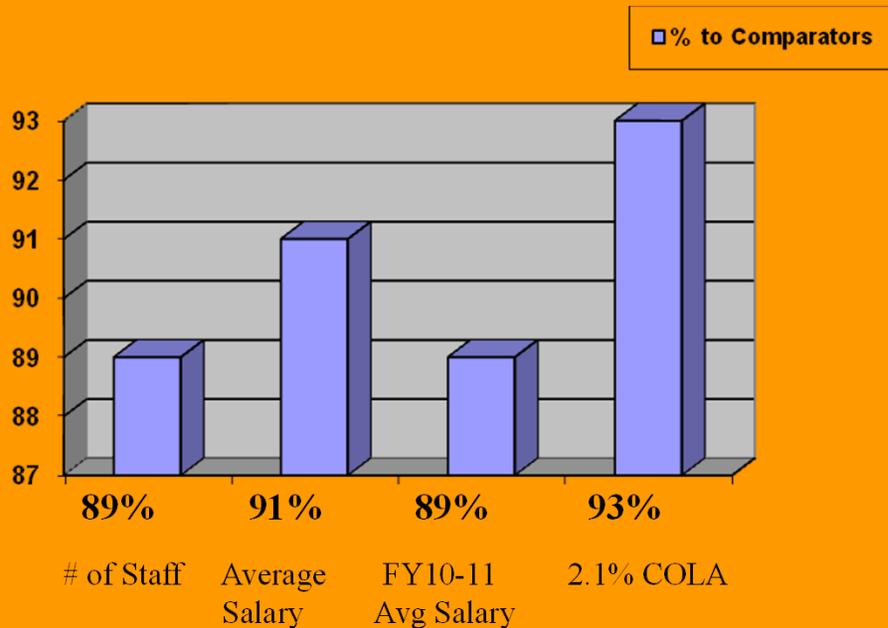


- Evaluated Klamath County Officials to the comparators averages of
 - Salary
 - Staff
- Committee considered
 - Contract negotiated increases of subordinates of 2.1%
 - County's Resolution No. 2006-025

County Assessor



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

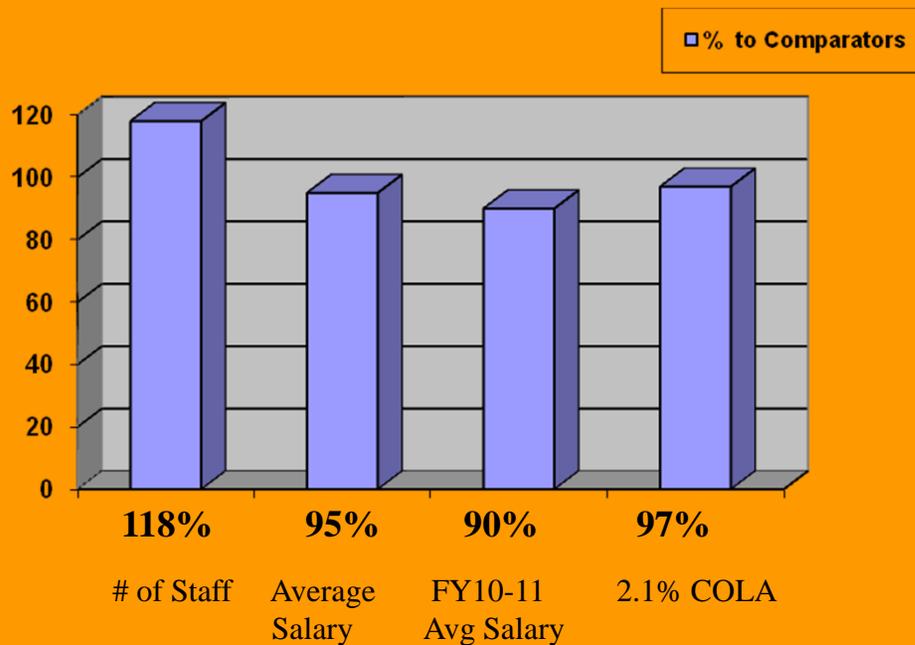


- Standard Compensation practices consider +/- 5% (+5% = 105% / -5% = 95%) to be a comparable match for increases when adjusting salary
- Comp Committee expanded that due to the variation in comparables to include +/-10% (+10% = 110% / -10% = 90%)
- Compared Klamath County actual as a ratio to comparator averages
 - Staffing
 - Salary
- Recommendation for the Assessor is to have Zero increase in this budget year
 - Increase over last year 0.5%
 - 2.1% will be within 7% of average

County Clerk



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



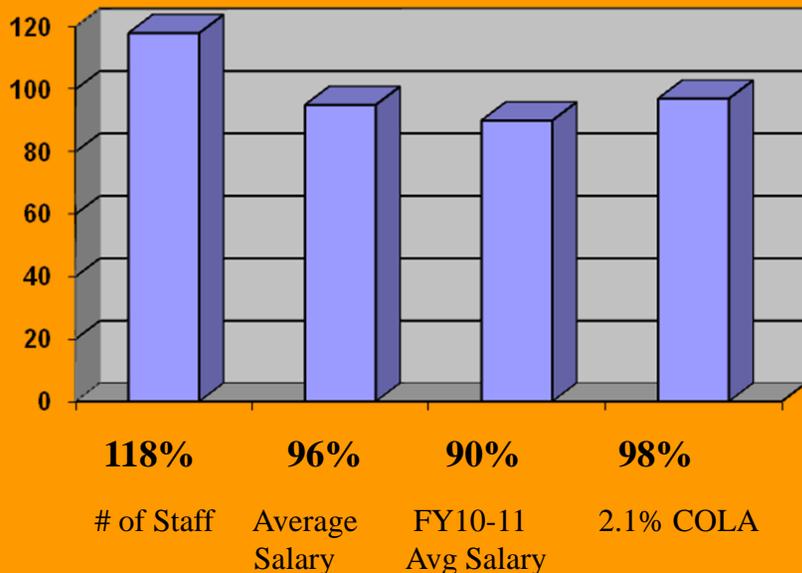
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(+5% = 105% / -5% = 95%)
to be a comparable match for increases when adjusting salary
- Comp Committee expanded that due to the variation in comparables to include +/-10%
(+10% = 110% / -10% = 90%)
- Compared Klamath County actual as a ratio to comparator averages
 - Staffing
 - Salary
- Recommendation for the Clerk is to have Zero increase in this budget year
 - Increase over last year 0.5%
 - 2.1% will be within 3% of average

County Commissioner



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

□ % to Comparators

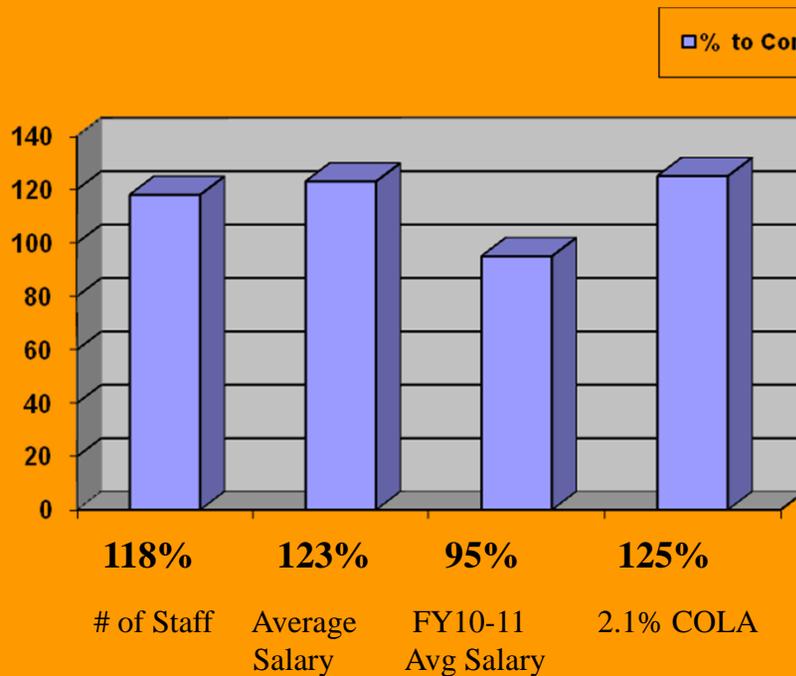


- Standard Compensation practices consider +/- 5% (+5% = 105% / -5% = 95%) to be a comparable match for increases when adjusting salary
- Comp Committee expanded that due to the variation in comparables to include +/-10% (+10% = 110% / -10% = 90%)
- Compared Klamath County actual as a ratio to comparator averages
 - Staffing
 - Salary
- Recommendation for the Commissioners is to have Zero increase in this budget year
 - Increase over last year 0.5%
 - 2.1% will be within 3% of average

District Attorney



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

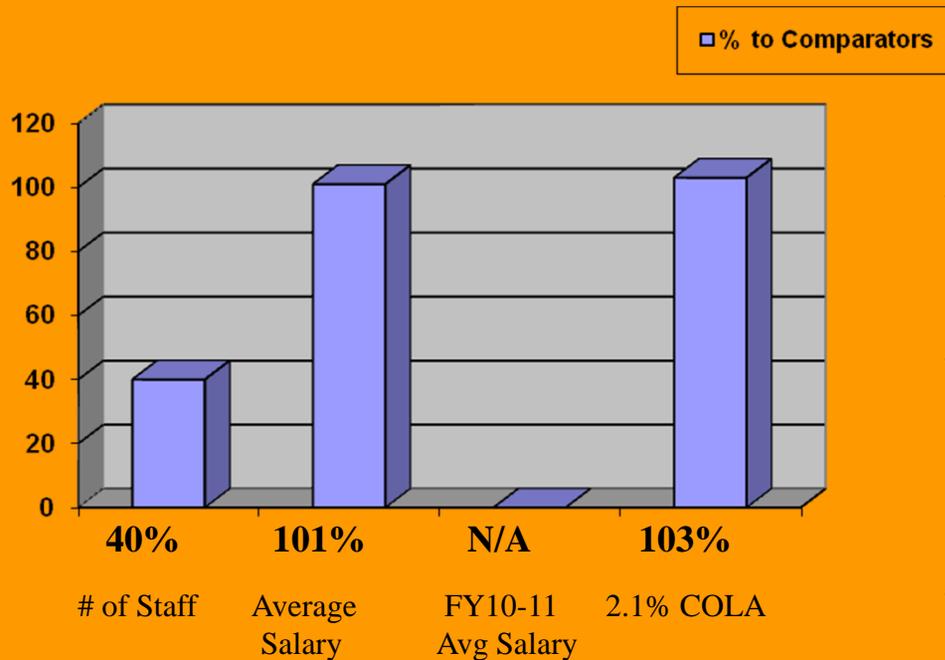


- Standard Compensation practices consider +/- 5%
 (+5% = 105% / -5% = 95%)
 to be a comparable match for increases when adjusting salary
- Comp Committee expanded that due to the variation in comparables to include +/-10%
 (+10% = 110% / -10% = 90%)
- Compared Klamath County actual as a ratio to comparator averages
 - Staffing
 - Salary
- Recommendation for the District Attorney is to have Zero increase in this budget year
 - Increase over last year 0.5%
 - 2.1% will be within 25% of average

Justice of the Peace



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

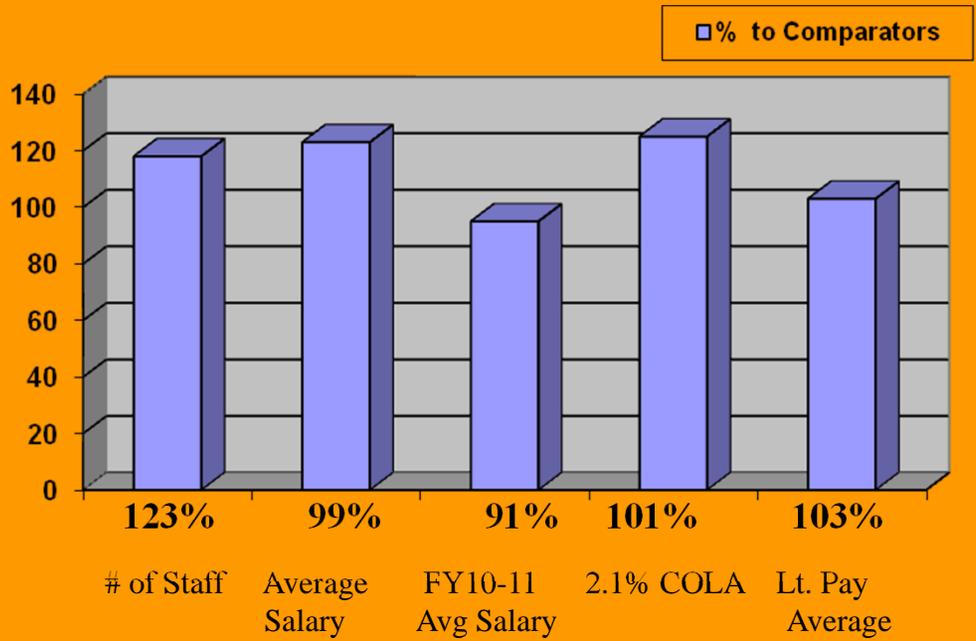


- Standard Compensation practices consider +/- 5% (+5% = 105% / -5% = 95%) to be a comparable match for increases when adjusting salary
- Comp Committee expanded that due to the variation in comparables to include +/-10% (+10% = 110% / -10% = 90%)
- Compared Klamath County actual as a ratio to comparator averages
 - Staffing
 - Salary
- Recommendation for the Justice of the Peace is to have Zero increase in this budget year
 - Increase over last year 0.5%
 - 2.1% will be within 3% of average

County Sheriff



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

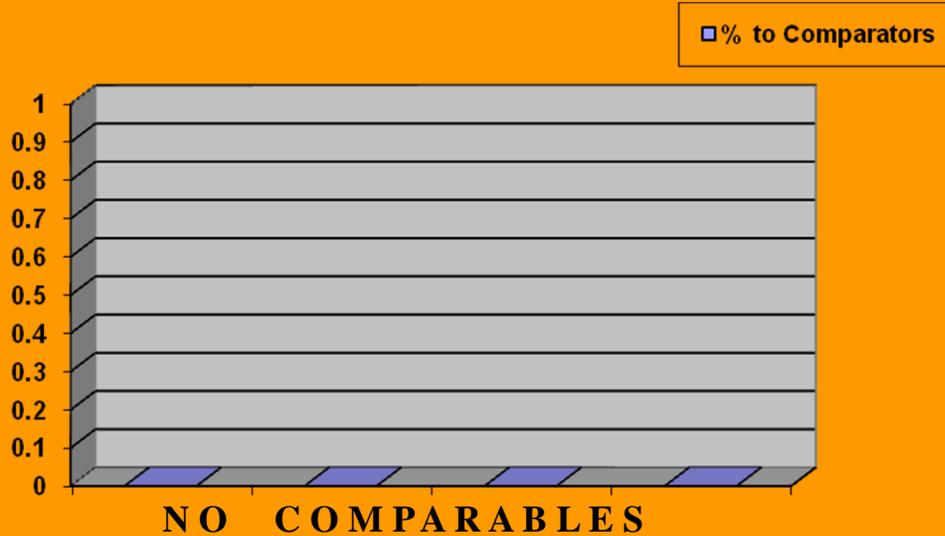


- Standard Compensation practices consider +/- 5% (+5% = 105% / -5% = 95%) to be a comparable match for increases when adjusting salary
- Comp Committee expanded that due to the variation in comparables to include +/-10% (+10% = 110% / -10% = 90%)
- Compared Klamath County actual as a ratio to comparator averages
 - Staffing
 - Salary
- Recommendation for the Sheriff is to have Zero increase; however, due to ORS same pay as Lieutenant (\$83,928)
 - Increase over last year 2.5%
 - Recommendation of same pay as Lt. will result in a 3.3% increase
 - 2.1% will be within 2.28% of average

County Surveyor



Headcount: 1 (FTE 0.3)
Current Annual Salary: \$17,985



# of Staff	Average Salary	FY10-11 Avg Salary	2.1% COLA
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 to be a comparable match for increases when adjusting salary
- 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
- Recommendation for the Surveyor of the Peace is to have Zero increase in this budget year
 - Increase over last year 0.5%
 - Difficult to get valid comparators

County Treasurer



Headcount: 1
Current Annual Salary: \$17,818



# of Staff	Average Salary	FY10-11 Avg Salary	2.1% COLA
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- Standard Compensation practices consider +/- 5% (+5% = 105% / -5% = 95%) to be a comparable match for increases when adjusting salary
- 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
- Recommendation for the Treasurer is to have Zero increase in this budget year
 - Prorated Full-time Comparators at 25%
 - Comfortable with recent Budget Committee recommended salary

Klamath County Elected Officials Summary of 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	