

**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)

Department: Elected Officials  
 Compensation Study

FY 2013 Proposed Budget

**Process Overview:**

- ❖ Comparators established in Fiscal Year 2011-12 by evaluating all counties remains unchanged
  - Comparators based on
    - Population
    - General Law Counties and Comparable Home Rule Counties
  - County Demographics

COUNTY	POPULATION	BUDGET	FTE
Tillamook	25,250	\$62,000,000	215.10
Union	25,748	\$37,403,011	125
Lincoln	46,034	\$79,398,008	377
Columbia	49,351	\$61,587,000	175
Klamath	66,380	\$201,758,522	480.87
Polk	75,403	\$50,657,728	272.76
Umatilla	75,889	\$62,105,061	300
Josephine	82,713	\$92,643,700	413
Yamhill	99,193	\$87,188,106	453.91

- ❖ Evaluated Klamath County Officials to the comparators averages of
  - Salary
  - Staff
- ❖ Committee considered
  - Contract negotiations for subordinates are all pending
  - County's Resolution No. 2006-025

Department: Elected Officials  
Compensation Study

FY 2013 Proposed Budget

❖ 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 %
  - Sheriff's increase was 8.5%
    - 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.”

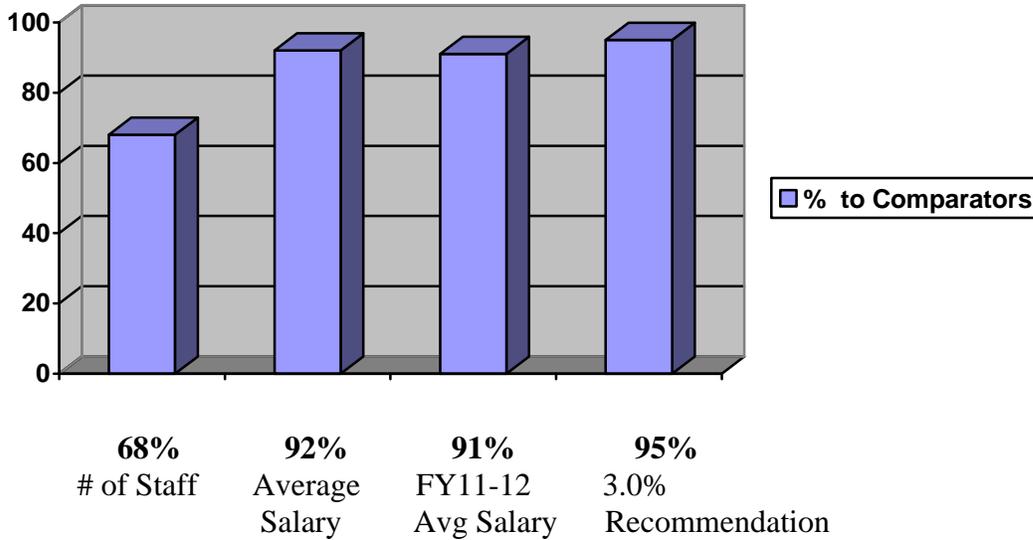
Department: Elected Officials  
Compensation Study

FY 2013 Proposed Budget

Individual Elected Official Overview:

Assessor

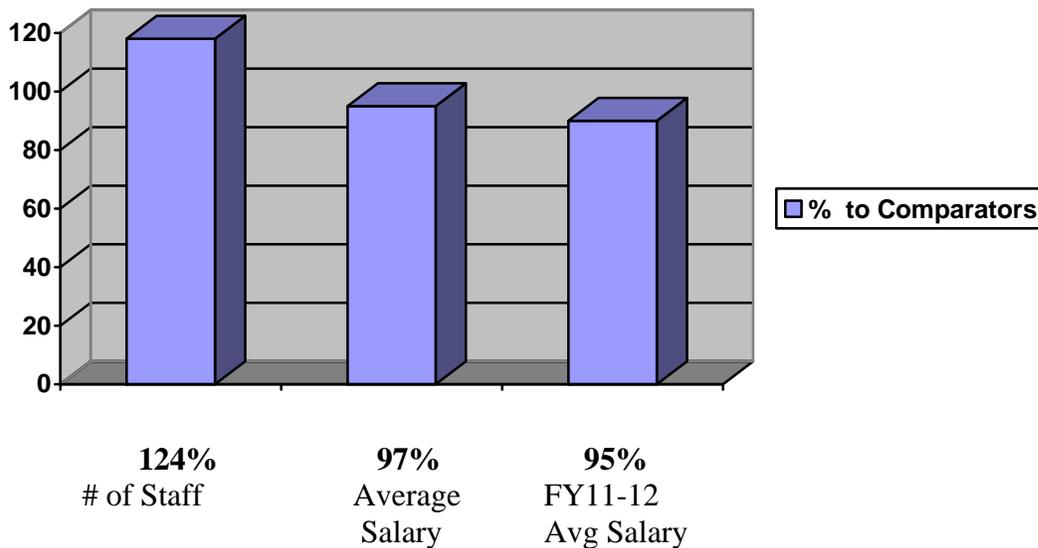
Headcount: 12  
Current Annual Salary: \$66,823



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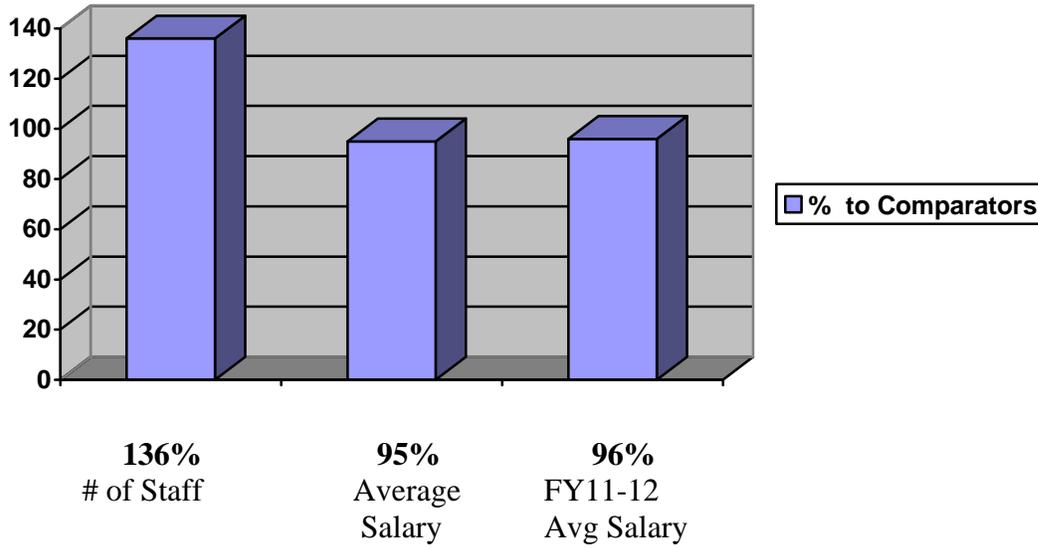
Clerk

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



Commissioners

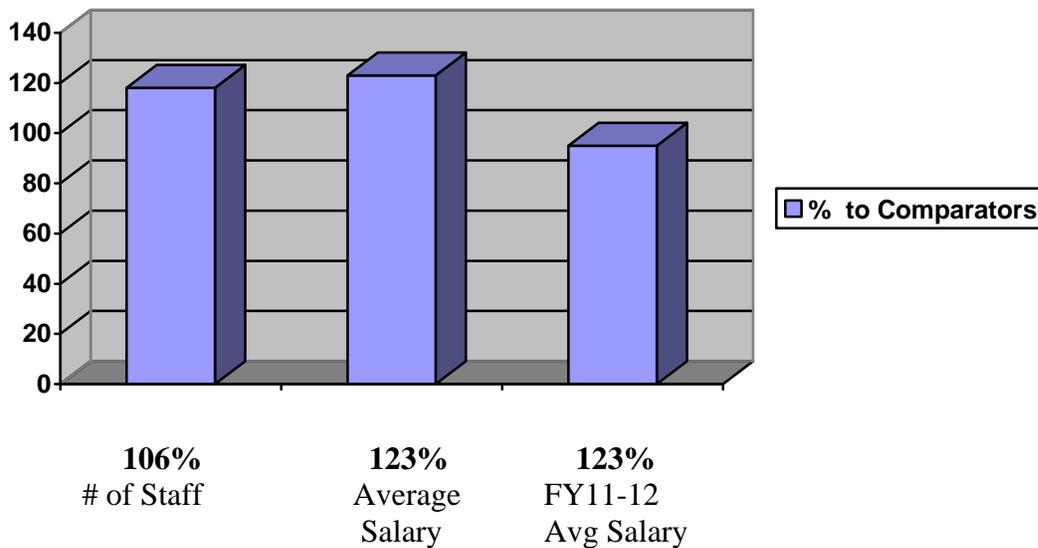
Headcount: 5  
Current Annual Salary: \$68,068



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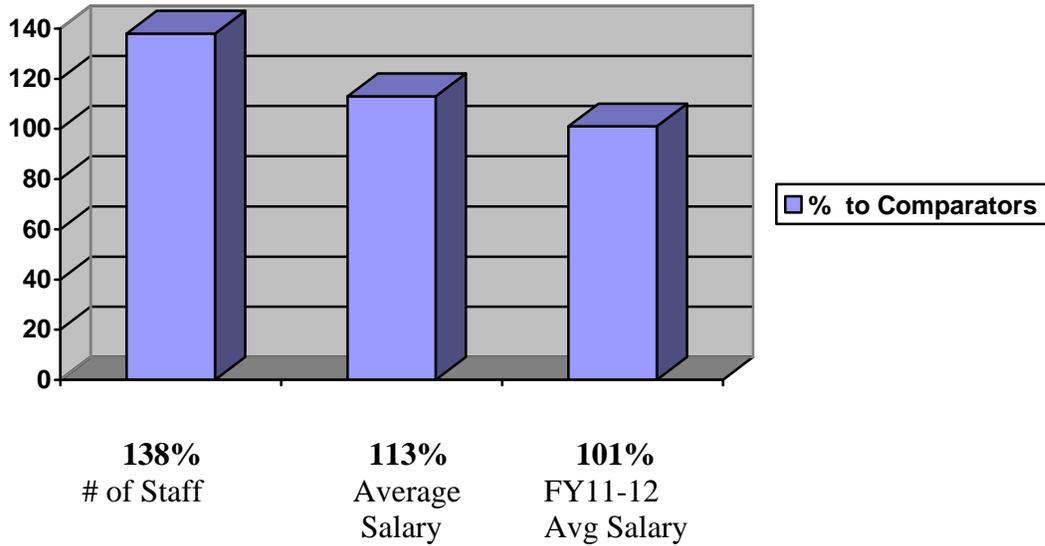
District Attorney

Headcount: 18  
Current Annual Salary: \$17,640



**Justice of the Peace**

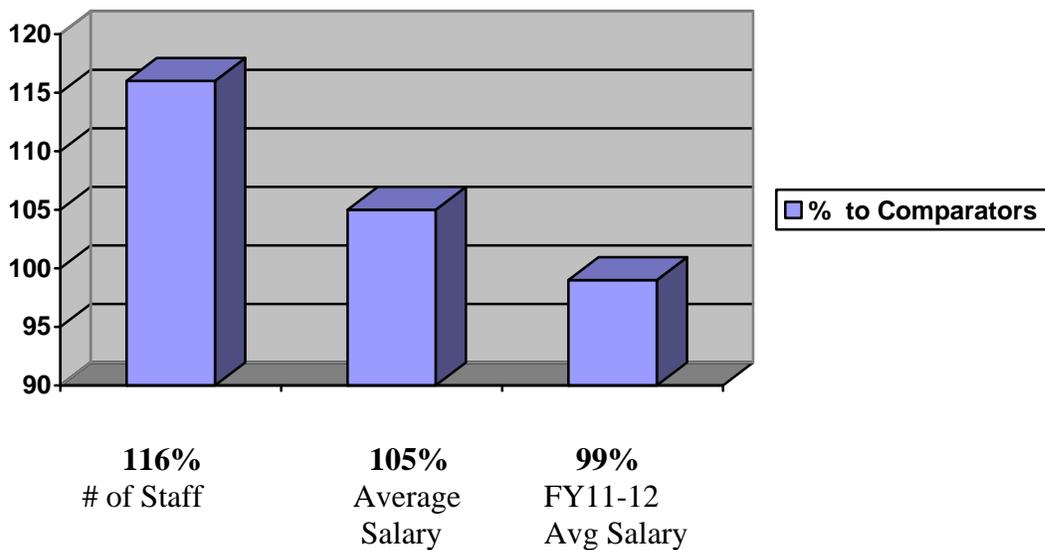
Headcount: 3  
Current Annual Salary: \$39,976



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**Sheriff**

Headcount: 73  
Current Annual Salary: \$88,148

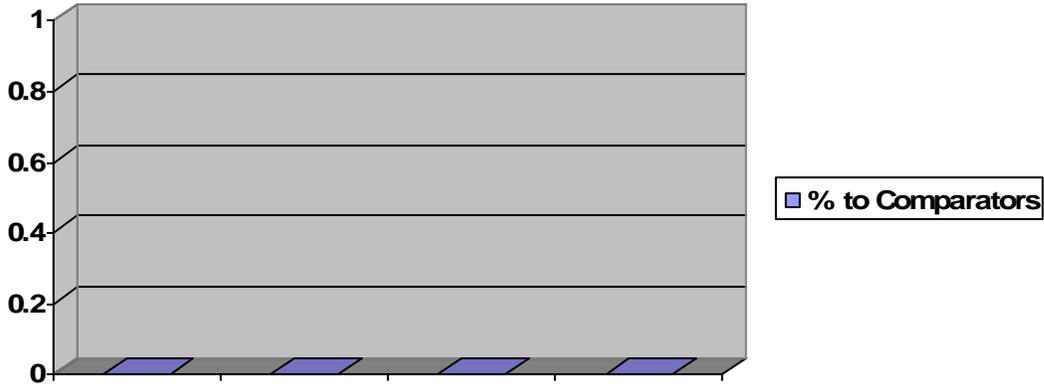


Department: Elected Officials  
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Surveyor

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

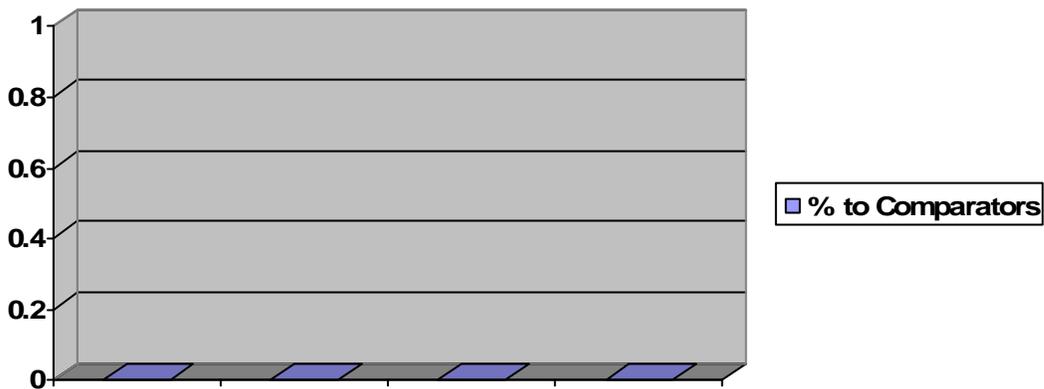


**NO COMPARABLES**

# of Staff	Average Salary	FY11-12 Avg Salary
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Treasurer

Headcount: 1.0  
 Current Annual Salary: \$17,730



**NO COMPARABLES**

# of Staff	Average Salary	FY11-12 Avg Salary
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Department: Elected Officials  
 Compensation Study

FY 2013 Proposed Budget

**Compensation Board Recommendation:**

- ❖ Zero increase in salary for all Elected Officials (except the Assessor and Sheriff)
  - Assessor recommended, to keep the compensation within the comparator range
  - Sheriff's increase will be by \$1.00
    - Due to subordinates and ORS 204.112(4)
    - New Annual Wage will be determined after contract negotiations have concluded
  
- ❖ Decrease in salary recommended for the Treasurer position
  - Due to recent changes in the holding and investment funds
  - Taking into consideration that the position will work approximately 4 to 5 hours per week

**Summary of Recommended Pay Actions for 2012-2013 Budget Cycle:**

Position	Recommended Increase	Approved Increase
Assessor	3%	
Clerk	0%	
Commissioners	0%	
District Attorney	0%	
Justice of the Peace	0%	
Sheriff	\$1.00 based on ORS 204.112(4)	
Surveyor	0%	
Treasurer	32.3% - Decrease Recommend	