

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. 2013-047, three members were appointed
 - Sherry Kennerley-Walton (Quail Park at Crystal Terrace)
 - Wade Reddell (JELD-WEN)
 - Ron McCutcheon (OIT)

Department: Elected Officials
 Compensation Study

FY 2015 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	25,287	\$81,445,299	229
Union	25,759	\$32,873,782	115
Lincoln	46,151	\$81,842,228	351
Columbia	49,286	\$42,654,794	150
Klamath	69,912	\$188,234,720	397
Polk	76,820	\$49,400,000	270
Umatilla	76,353	\$60,856,296	282
Josephine	82,930	\$68,800,000	280
Yamhill	100,255	\$???????????	???

- ❖ 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

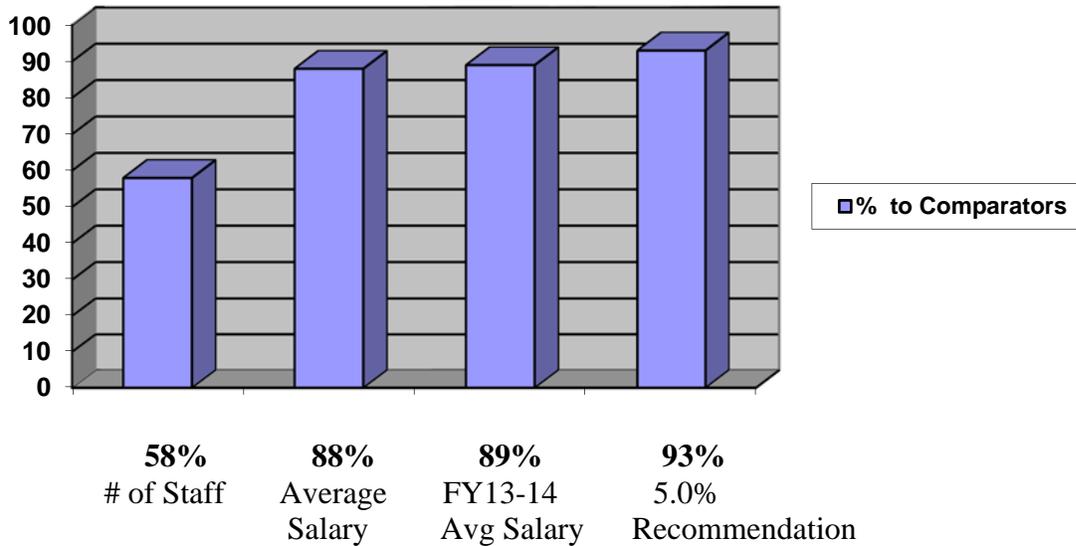
❖ Compensation evaluation

- 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%
- Compensation 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
 - Salary
 - Staffing
- All comparator counties, except Josephine County, received increases ranging between 1% and 3% in Fiscal Year 13-14
- Increase in salary for all Elected Officials
 - Over last year was 0 %

Individual Elected Official Overview:

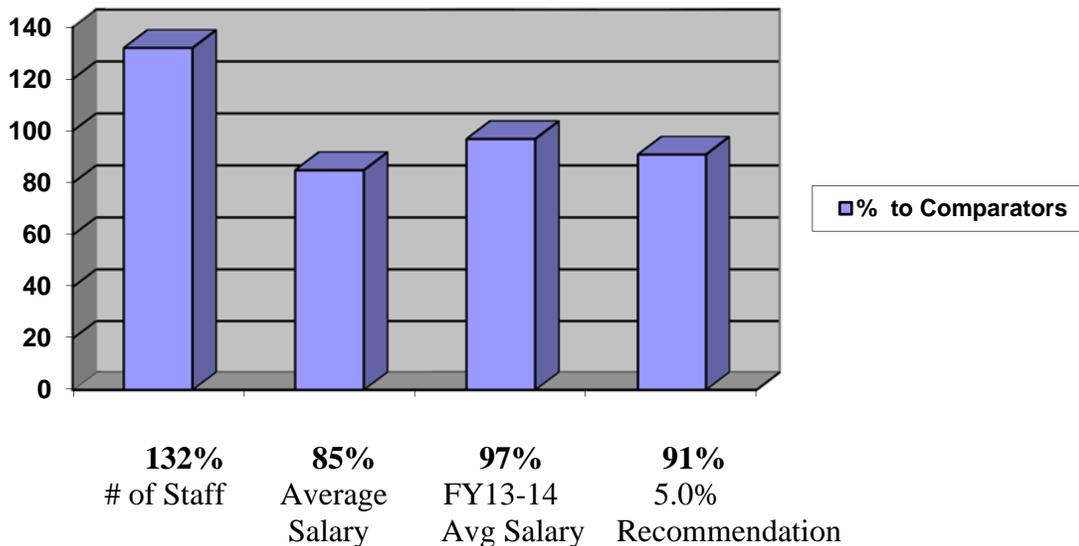
Assessor

Headcount: 10
 Current Annual Salary: \$66,823



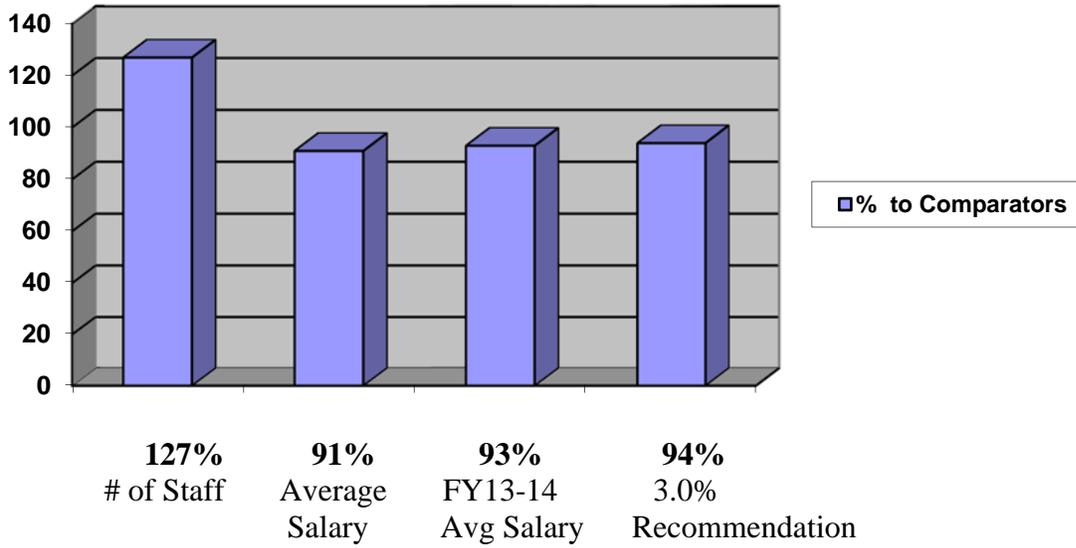
Clerk

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



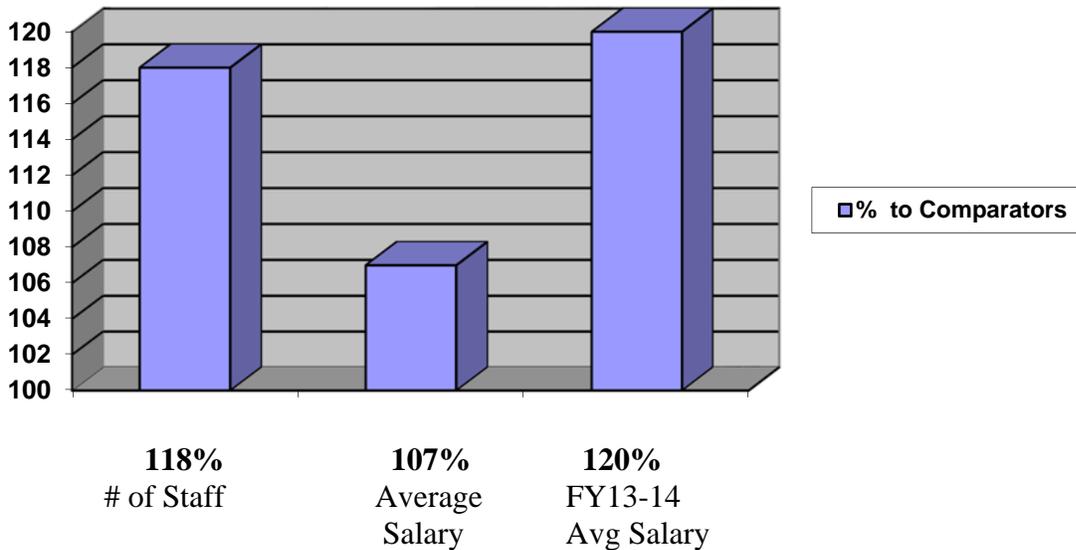
Commissioners

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



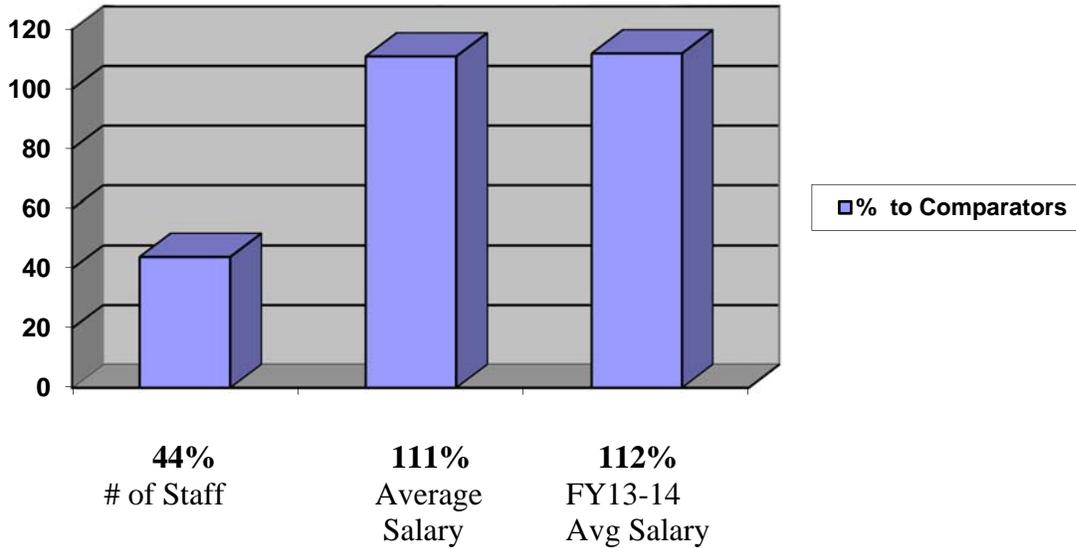
District Attorney

Headcount: 19
 Current Annual Salary: \$17,640



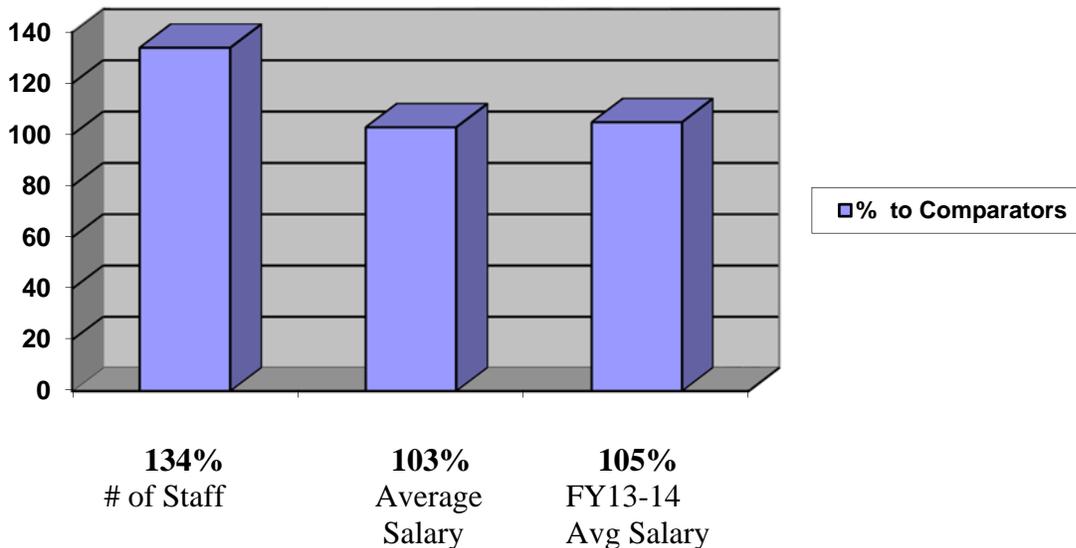
Justice of the Peace

Headcount: 1.5
Current Annual Salary: \$39,976



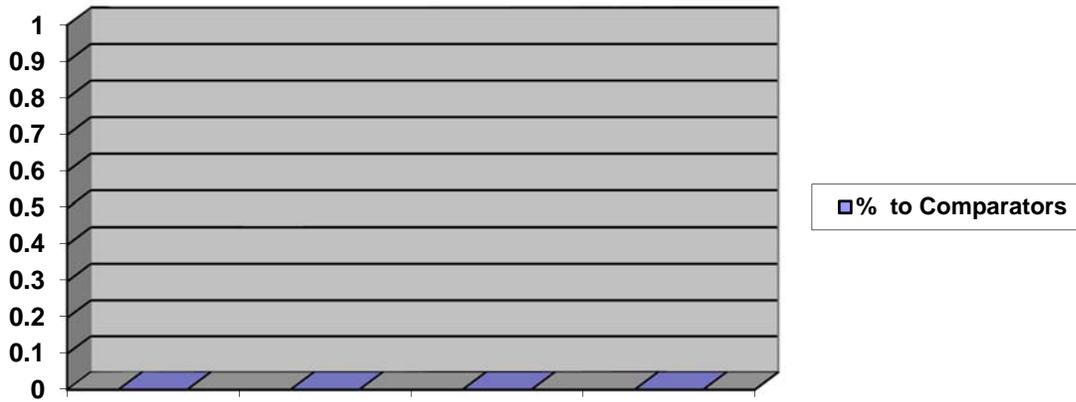
Sheriff

Headcount: 82
Current Annual Salary: \$88,148
FY 14-15 Salary: \$89,843



Surveyor

Headcount: 1.0 (FTE 0.48)
 Current Annual Salary: \$17,985

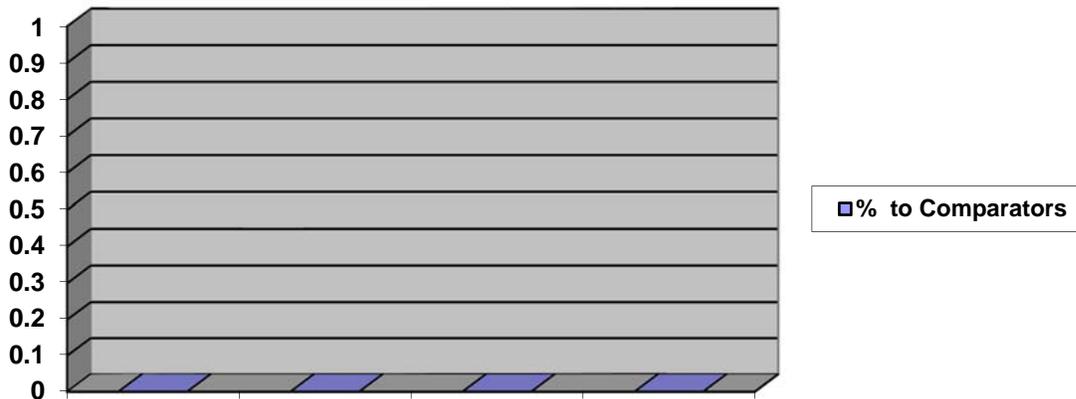


NO COMPARABLES

# of Staff	Average Salary	FY13-14 Avg Salary
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Treasurer

Headcount: 2 (FTE 0.75)
 Current Annual Salary: \$17,730



NO COMPARABLES

# of Staff	Average Salary	FY12-13 Avg Salary
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Department: Elected Officials
 Compensation Study

FY 2015 Proposed Budget

Compensation Board Recommendation:

- ❖ Increases in salary for the Assessor, Clerk, Commissioner, Sheriff and Surveyor)
 - Assessor, Clerk Commissioner and Surveyor 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

Summary of Recommended Pay Actions for 2014-2015 Budget Cycle:

Position	Recommended Increase	Approved Increase
Assessor	5%	
Clerk	5%	
Commissioners	3%	
District Attorney	Decrease to “0” pay	
Justice of the Peace	0%	
Sheriff	\$1.00 based on ORS 204.112(4)	
Surveyor	5%	
Treasurer	0%	