

### **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.

### **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. 2015-049, three members were appointed
    - Andrew G. Biggs (Researcher in Washington D.C.)
    - Wade Reddell (JELD-WEN)
    - Ron McCutcheon (OIT)

### **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

Department: Elected Officials  
 Compensation Study

FY 2016 Proposed Budget

COUNTY	POPULATION	BUDGET	FTE
Tillamook	25,287	\$74,364,389	246
Union	26,325	\$32,430,999	152
Lincoln	46,350	\$88,046,741	372
Columbia	49,850	\$49,000,853	175
Klamath	65,910	\$177,431,589	405
Polk	76,794	\$50,000,000	280
Umatilla	76,353	\$60,856,296	282
Josephine	83,306	\$84,107,700	290
Yamhill	100,725	\$99,340,108	494

❖ 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 comparable to include +/- 10%
  - +10% = 110%
  - -10% = 90%

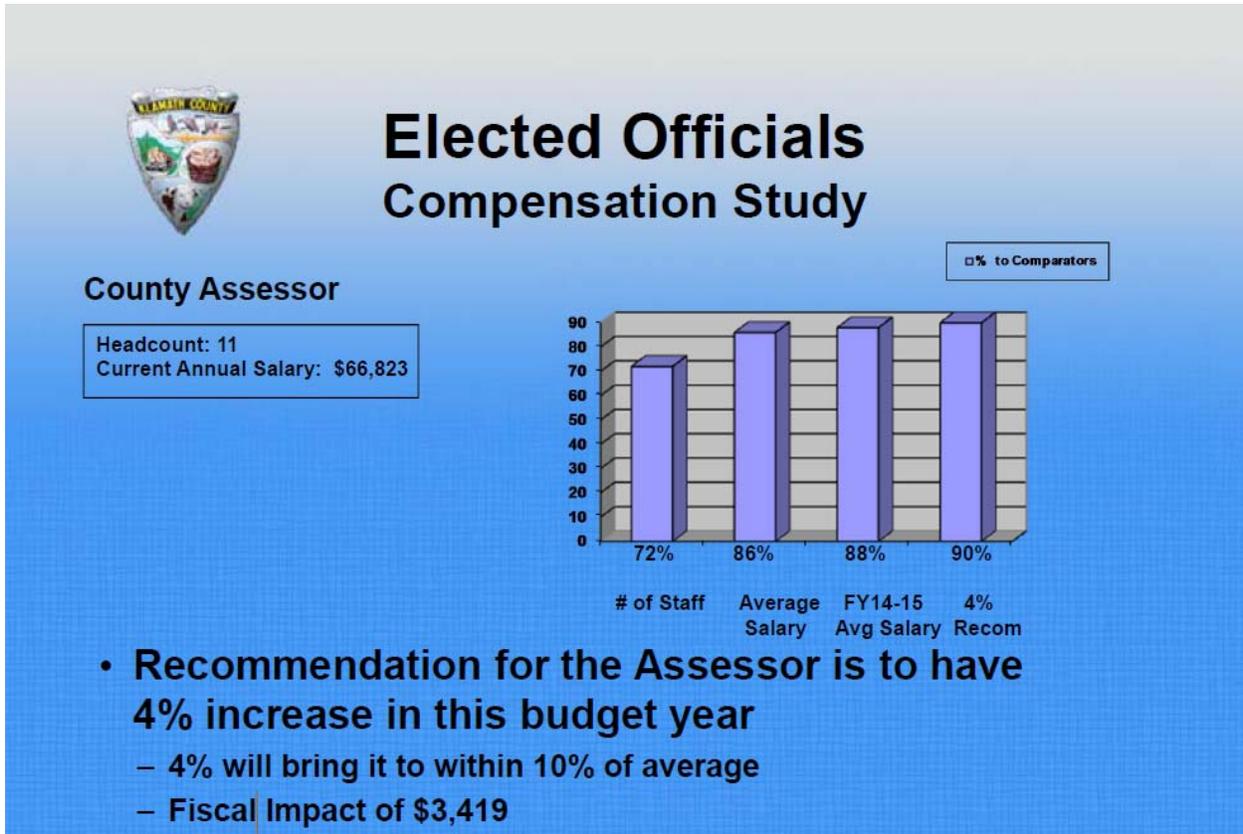
Department: Elected Officials  
Compensation Study

FY 2016 Proposed Budget

- Compared Klamath County actual as a ratio to comparator averages
  - Salary
  - Staffing
  
- Increase in salary for all Elected Officials
  - Over last year was 0 %

**Individual Elected Official Overview:**

**Assessor**



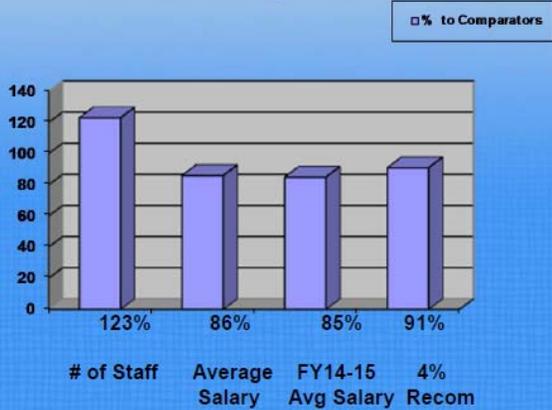
Clerk



# Elected Officials Compensation Study

## County Clerk

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



- **Recommendation for the Clerk is to have 4% increase in this budget year**
  - 4% will bring it to within 9% of average
  - Fiscal Impact of \$3,288

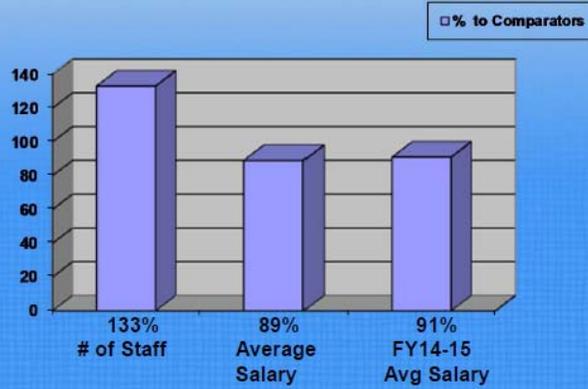
Commissioner



# Elected Officials Compensation Study

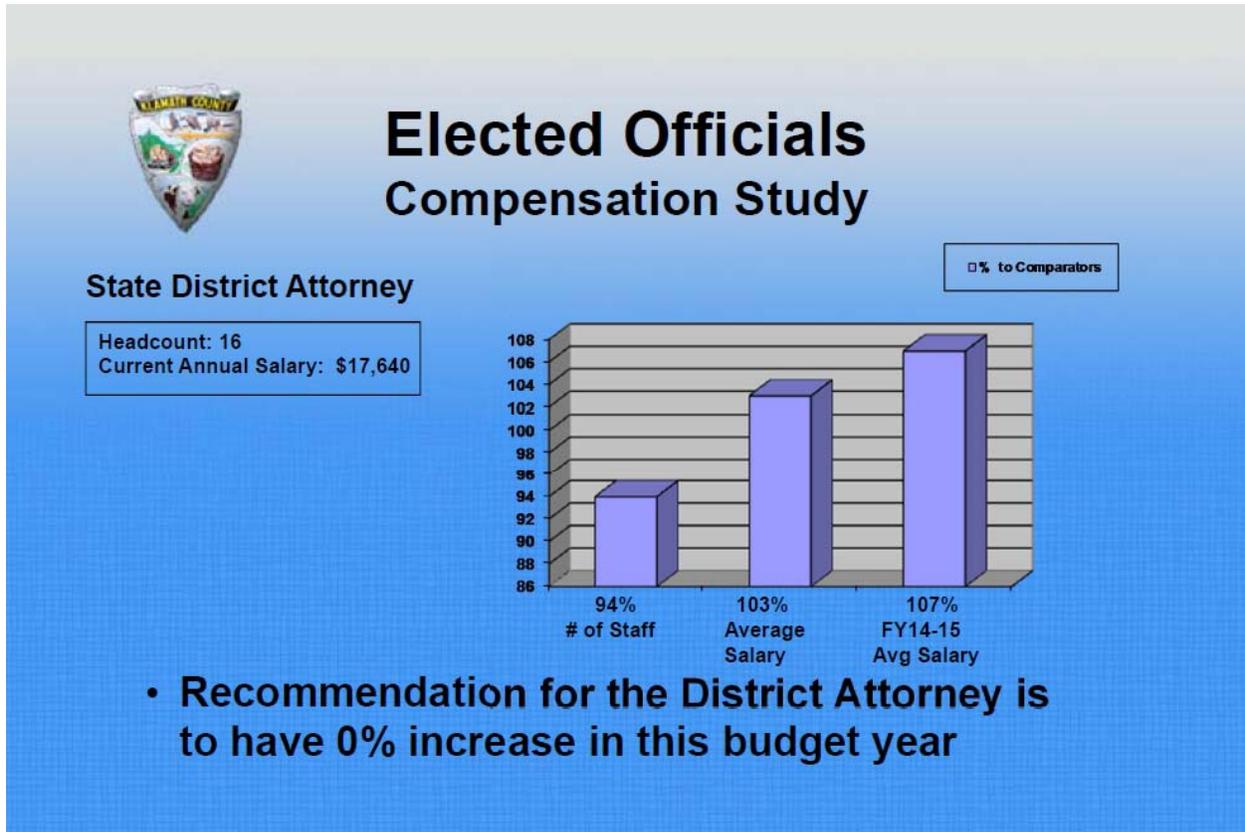
## County Commissioner

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



- **Recommendation for the Commissioners is to have 0% increase in this budget year**

District Attorney



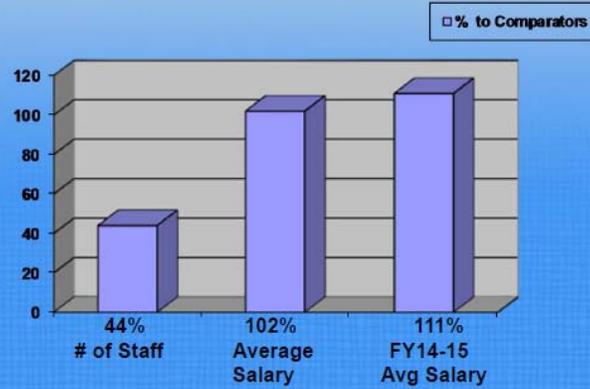
Justice of the Peace



# Elected Officials Compensation Study

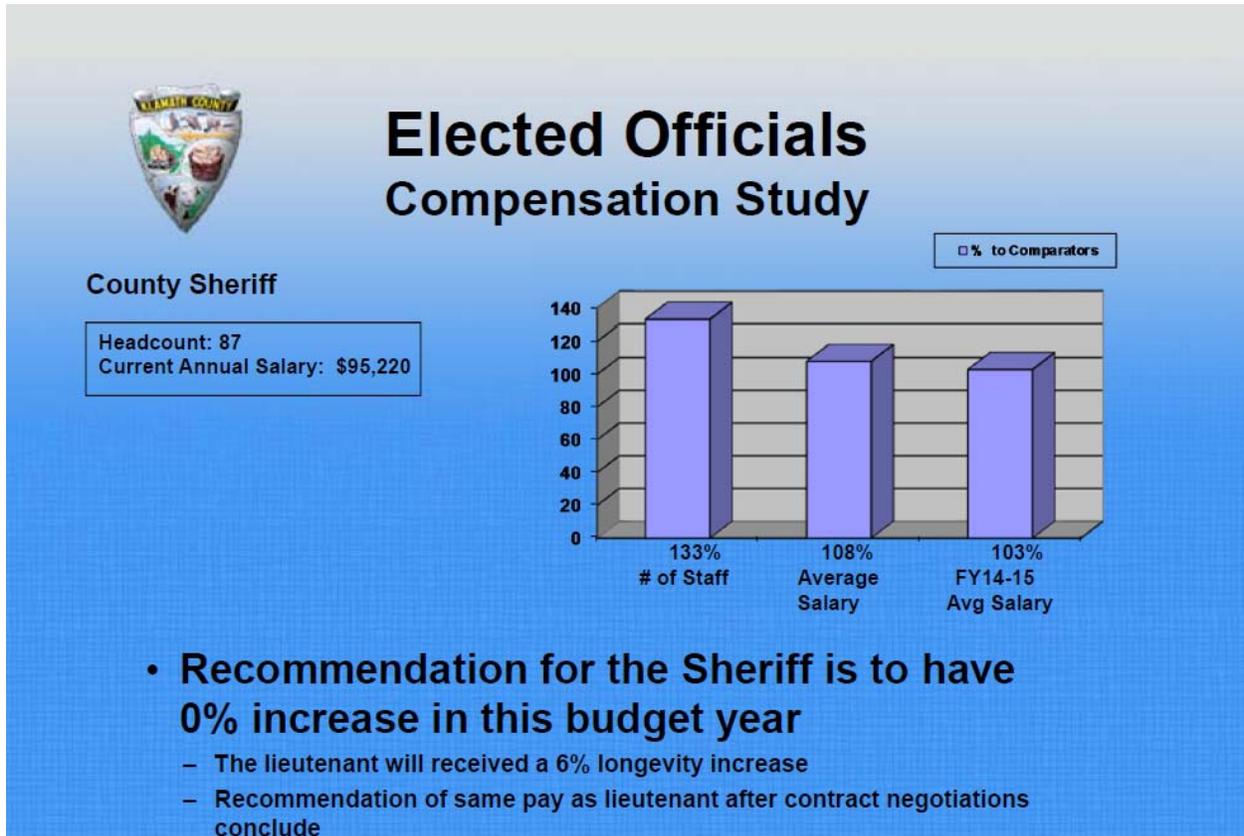
## County Justice of the Peace

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

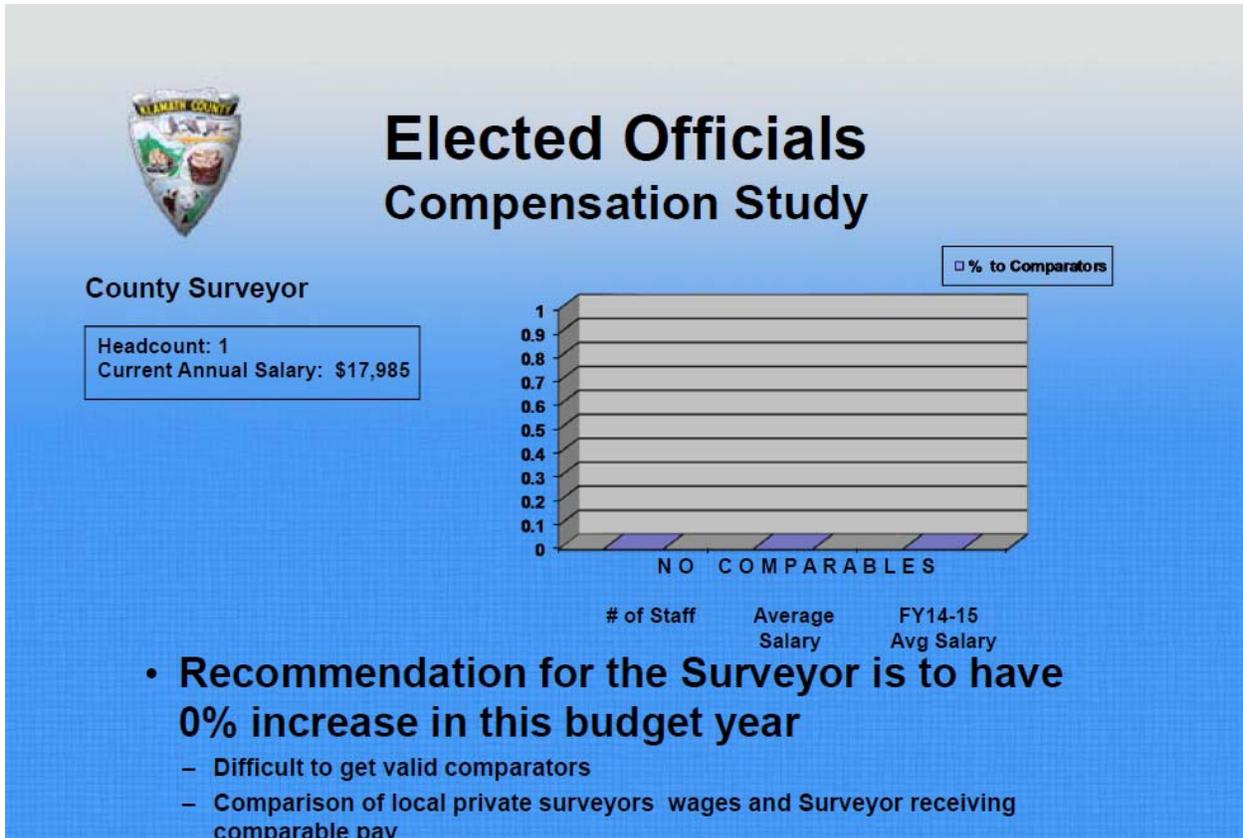


- **Recommendation for the Justice of the Peace is to have 0% increase in this budget year**

Sheriff



Surveyor



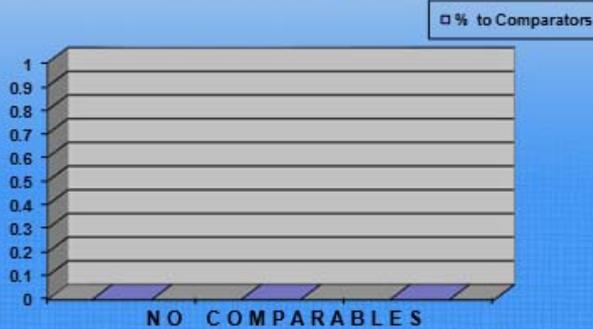
Treasurer



# Elected Officials Compensation Study

## County Treasurer

Headcount: 2  
Current Annual Salary: \$17,730



# of Staff	Average Salary	FY14-15 Avg Salary
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- **Recommendation for the Treasurer is to have 0% increase in this budget year**
  - Difficult to get valid comparators

**Compensation Board Recommendation:**

- ❖ Increases in salary for the Assessor, Clerk and Sheriff
  - Assessor, and Clerk 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 2015-2016 Budget Cycle:**

Position	Recommendation	Approved
Assessor	Increase 4%	
Clerk	Increase 4%	
Commissioner	No Change	
District Attorney	No Change	
Justice of the Peace	No Change	
Sheriff	Increase \$1 based on ORS 204.112(4)	
Surveyor	No Change	
Treasurer	No Change	