



Elected Officials

Compensation Study

Analysis & Proposals



Elected Officials Compensation Study

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, DC)
Wade Reddell (JELD-WEN)
Ron McCutcheon (OIT)



Elected Officials Compensation Study

Overview of Process:

Comparators established by evaluating all counties

Comparators based on:

Population

**General Law Counties and Comparable Home Rule
Counties**



Elected Officials Compensation Study

County Demographics

County	Population	Budget	FTE
Tillamook	25,375	\$74,364,389	245.93
Union	26,325	\$32,430,999	152
Lincoln	46,350	\$88,046,741	381.71
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	289.85
Yamhill	100,725	\$99,340,108	494.07



Elected Officials Compensation Study

- **Compensation Evaluation**
 - **Comparable averages on the graphs are considered 100%**
 - **Standard compensation practices consider +/- 5% to be comparable match for increases when adjusting salary**
 - **Compensation Committee expanded this practice to consider +/- 10% to be comparable match.**



Elected Officials Compensation Study

Evaluated Klamath County Officials to the comparators averages of:

- **Salary**
- **Staff**

Committee considered:

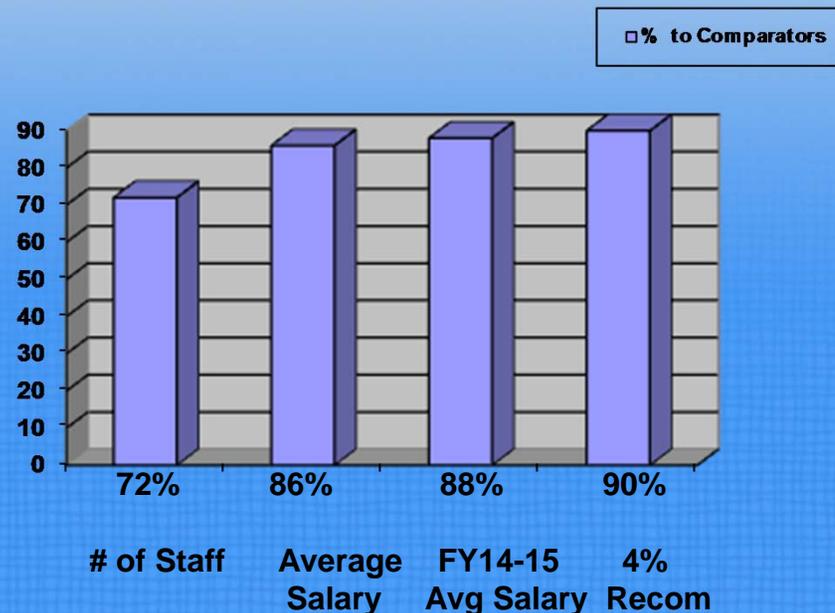
- **Contract negotiated for subordinates that are pending**
- **County's Resolution No. 2006-025**
- **Salary increases that comparator Counties received after last year's recommendations**



Elected Officials Compensation Study

County Assessor

Headcount: 11
Current Annual Salary: \$66,823



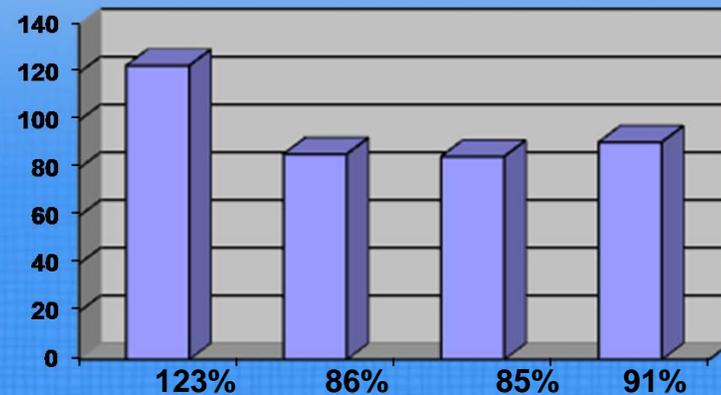
- **Recommendation for the Assessor is to have 4% increase in this budget year**
 - 4% will bring it to within 10% of average
 - Fiscal Impact of \$3,419



Elected Officials Compensation Study

County Clerk

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



of Staff Average FY14-15 4%
Salary Avg Salary Recom

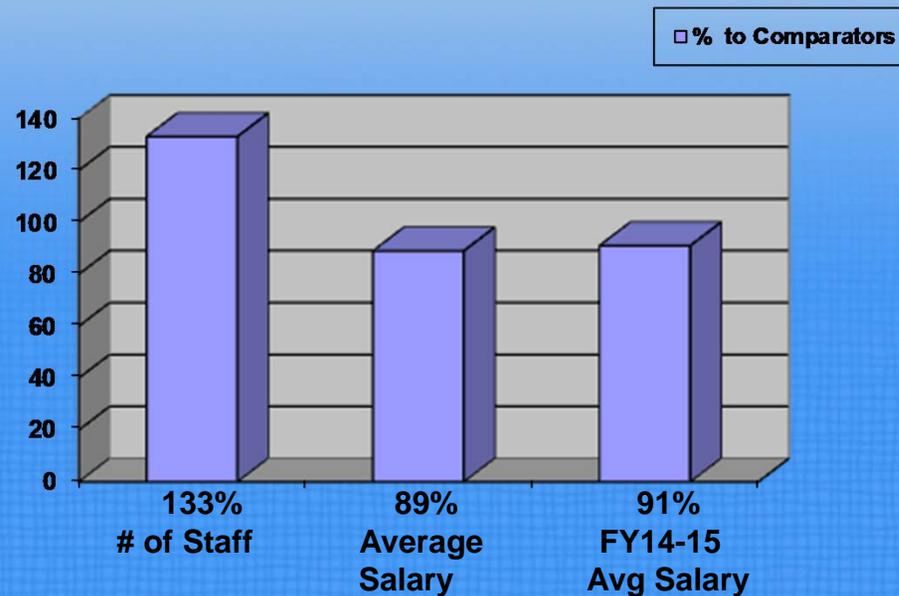
- **Recommendation for the Clerk is to have 4% increase in this budget year**
 - 4% will bring it to within 9% of average
 - Fiscal Impact of \$3,288



Elected Officials Compensation Study

County Commissioner

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



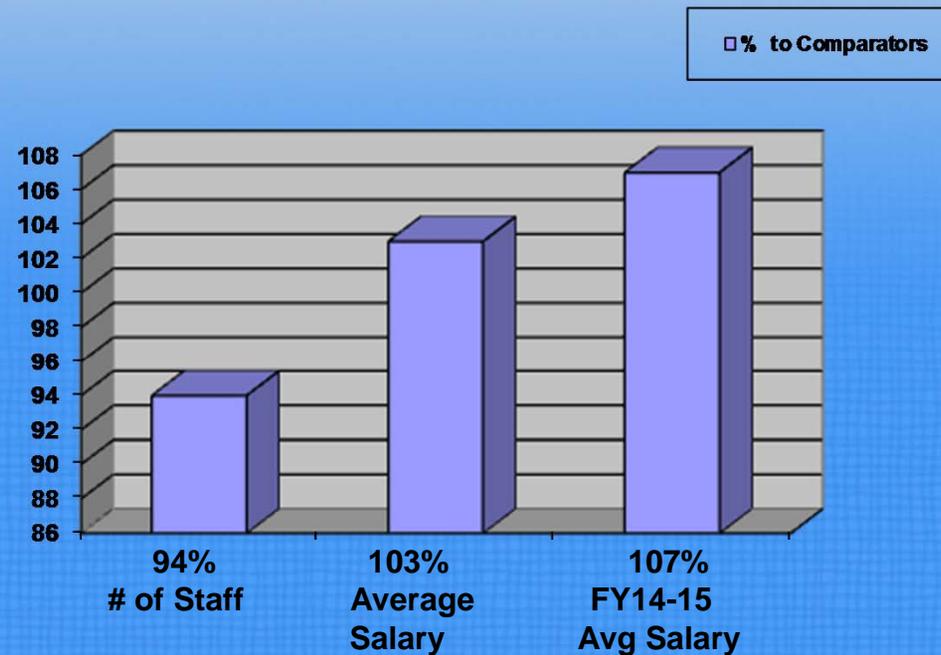
- **Recommendation for the Commissioners is to have 0% increase in this budget year**



Elected Officials Compensation Study

State District Attorney

Headcount: 16
Current Annual Salary: \$17,640



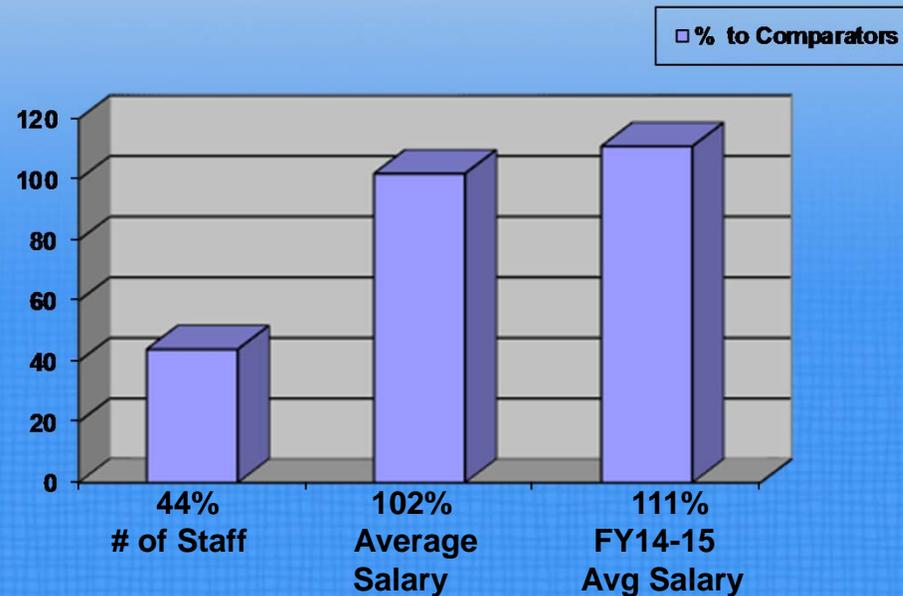
- **Recommendation for the District Attorney is to have 0% increase in this budget year**



Elected Officials Compensation Study

County Justice of the Peace

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



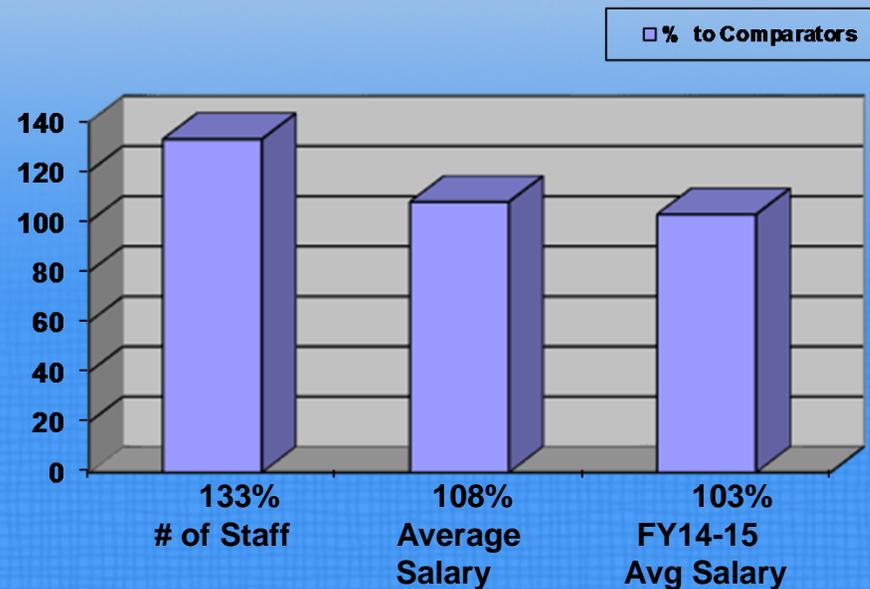
- **Recommendation for the Justice of the Peace is to have 0% increase in this budget year**



Elected Officials Compensation Study

County Sheriff

Headcount: 87
Current Annual Salary: \$95,220



- **Recommendation for the Sheriff is to have 0% increase in this budget year**
 - The lieutenant will received a 6% longevity increase
 - Recommendation of same pay as lieutenant after contract negotiations conclude



Elected Officials Compensation Study

County Surveyor

Headcount: 1
Current Annual Salary: \$17,985



of Staff Average Salary FY14-15 Avg Salary

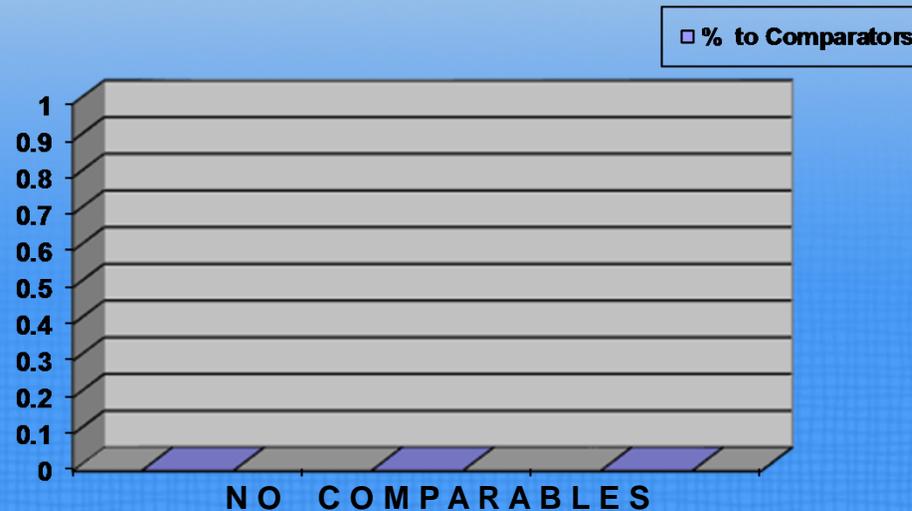
- **Recommendation for the Surveyor is to have 0% increase in this budget year**
 - Difficult to get valid comparators
 - Comparison of local private surveyors wages and Surveyor receiving comparable pay



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



Elected Officials Compensation Study

Summary of 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	