

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. 2015-049, three members were appointed
 - Andrew G. Biggs (Researcher in Washington, DC)
 - Wade Reddell (Stewart Restaurant Group)
 - Ron McCutcheon (OIT)

Department: Elected Officials
 Compensation Study

FY 2017 Proposed Budget

Process Overview:

- ❖ Comparators established in Fiscal Year 2011-12 by evaluating all counties remains unchanged
 - AOC survey results for all counties to conduct a comparable analysis to consider new comparables not yet received
 - Will re-evaluate next year
 - Current comparables contacted and Umatilla County was unresponsive
 - Information not available on their website
 - Did not include them in the average calculation
 - Comparators based on
 - Population
 - General Law Counties and Comparable Home Rule Counties
 - County Demographics

COUNTY	POPULATION	BUDGET	FTE
Tillamook	25,375	\$71,015,285	238
Union	26,325	\$32,535,051	152
Lincoln	46,560	\$84,817,267	423.89
Columbia	49,850	\$51,148,782	157.95
Klamath	66,810	\$185,452,903	374.25
Polk	77,065	\$50,000,000	300
Josephine	82,815	\$78,843,700	349
Yamhill	101,400	\$119,718,066	517

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

Department: Elected Officials
Compensation Study

FY 2017 Proposed Budget

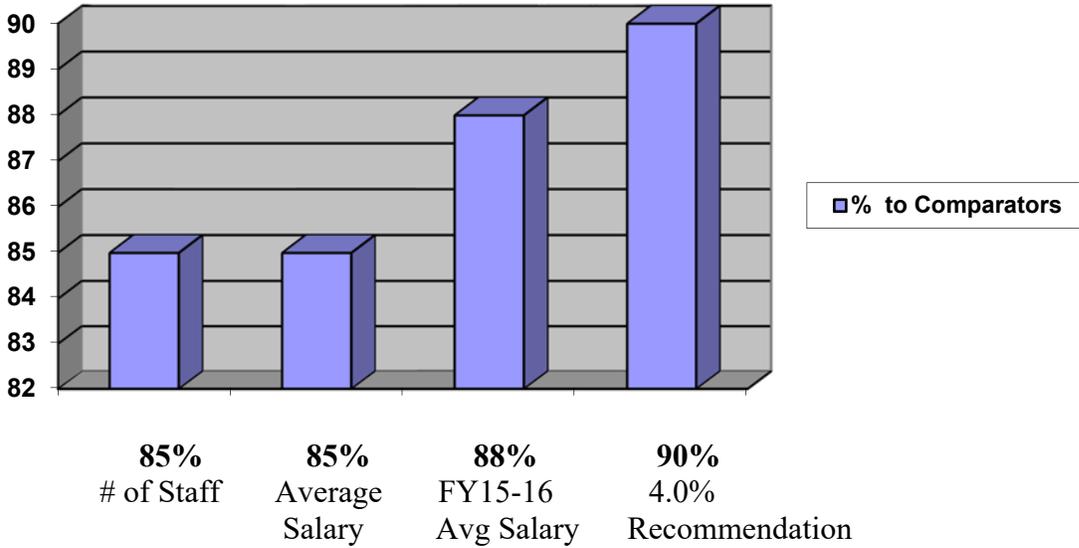
❖ Compensation evaluation

- 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%
- 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
- Surveyor, Justice of the Peace and Treasurer
 - Converted comparables available to hourly wage based on hours worked
 - Compared the hourly wage average
 - If there was an extremely high or low wage that was not within the range of the other pay rate, that county was not included in the average
- Increase in salary for all Elected Officials
 - Over last year was 1%
 - Assessor received 2%
 - Clerk received 4%
 - Sheriff received 6% increase due to ORS 204.112(4)
- A 1% cost of living increase is budgeted in this fiscal year

Individual Elected Official Overview:

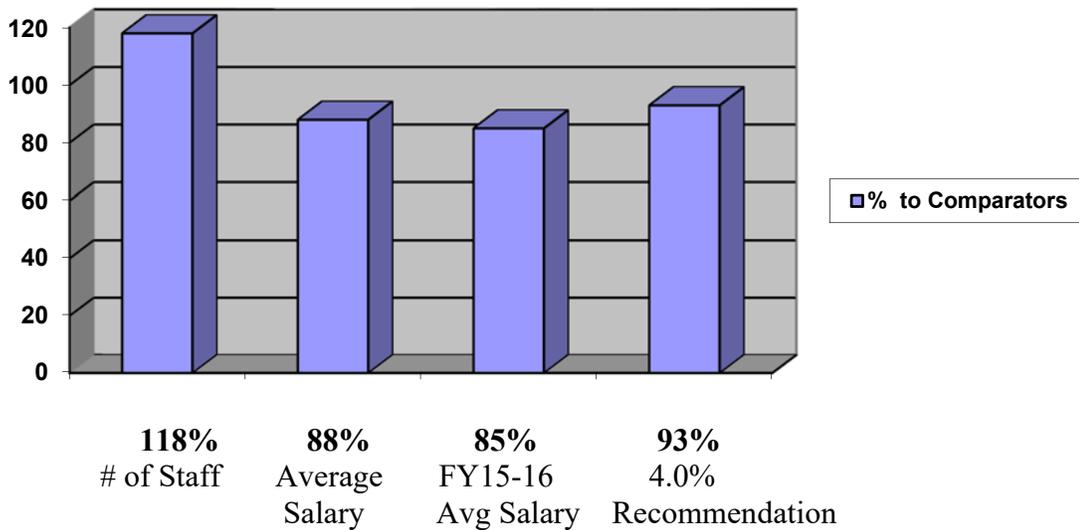
Assessor

Headcount: 12
 Current Annual Salary: \$68,166



Clerk

Headcount: 5
 Current Annual Salary: \$66,989

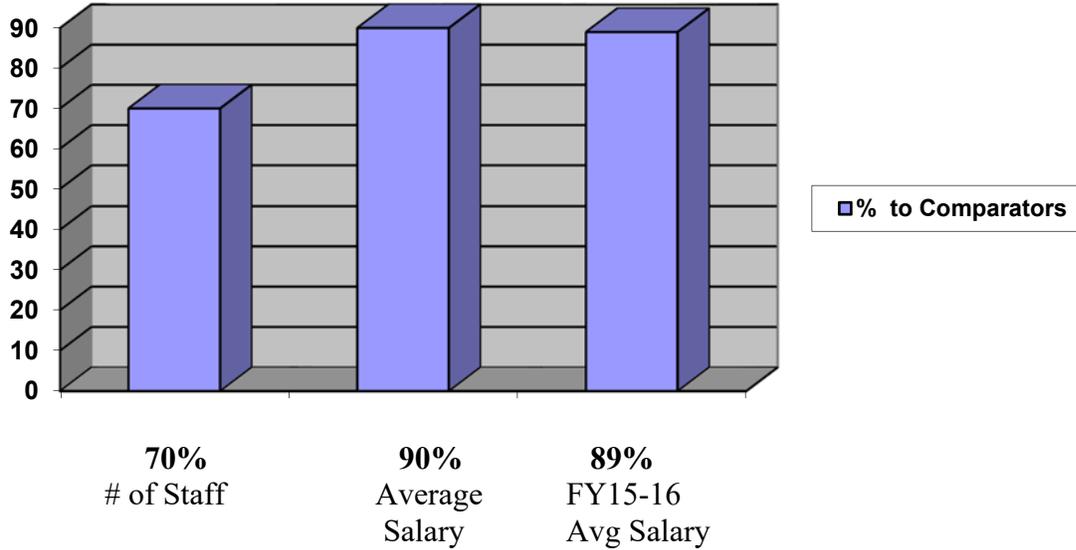


Department: Elected Officials
Compensation Study

FY 2017 Proposed Budget

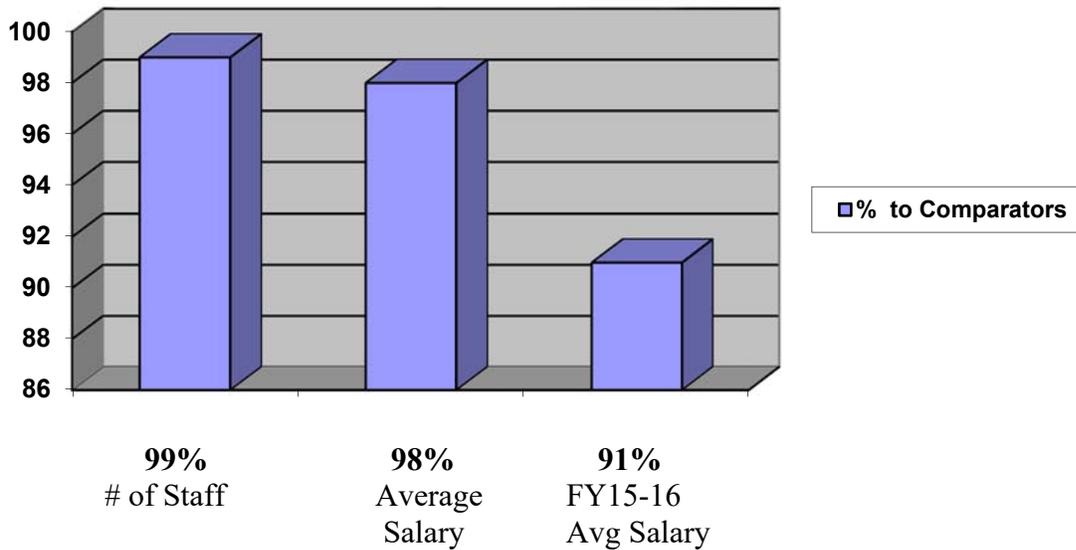
Commissioners

Headcount: 3
Current Annual Salary: \$68,749



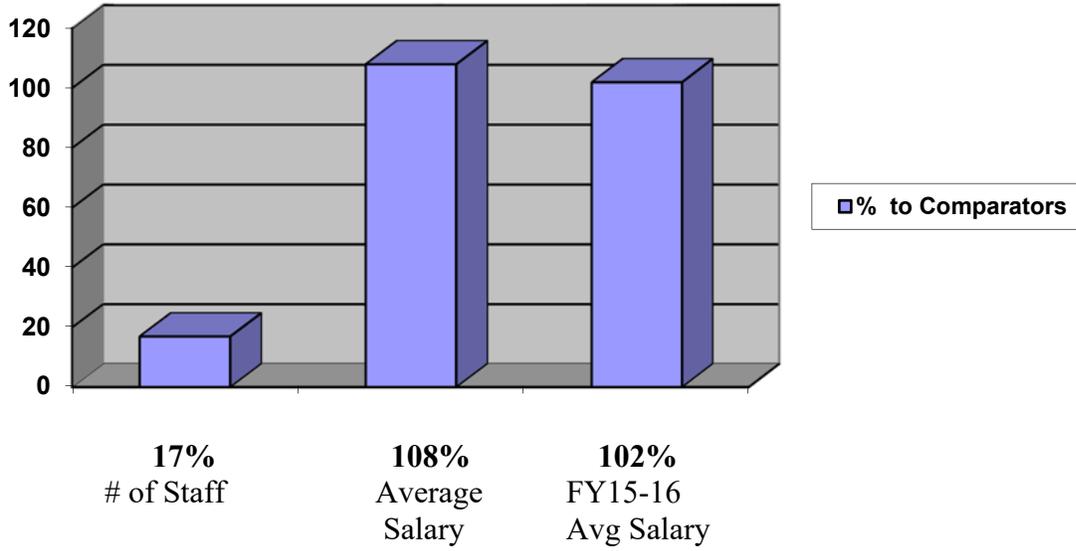
District Attorney

Headcount: 17
Current Annual Salary: \$17,816



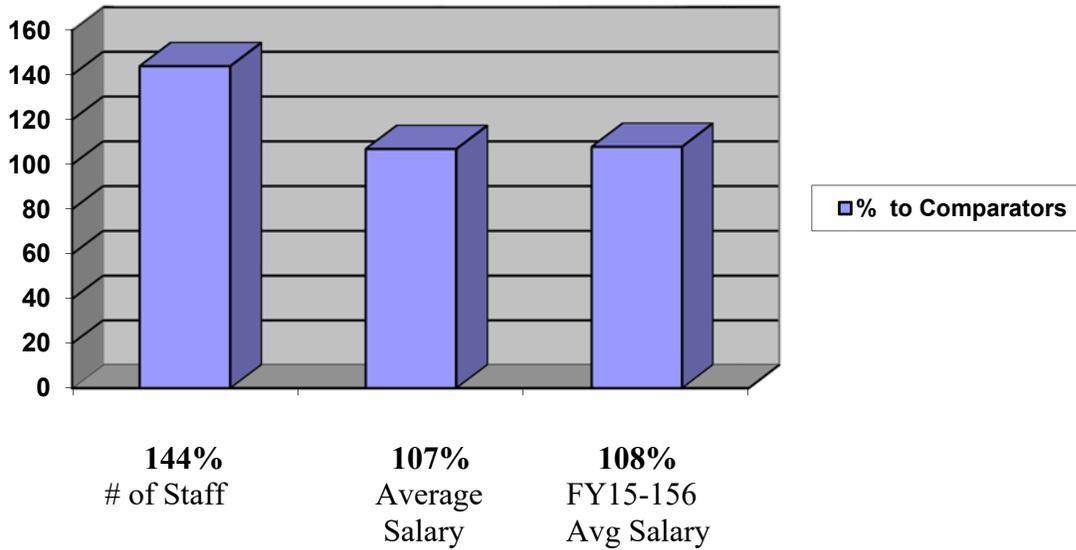
Justice of the Peace

Headcount: 1.5
Current Annual Salary: \$40,376



Sheriff

Headcount: 87
Current Annual Salary: \$98,184

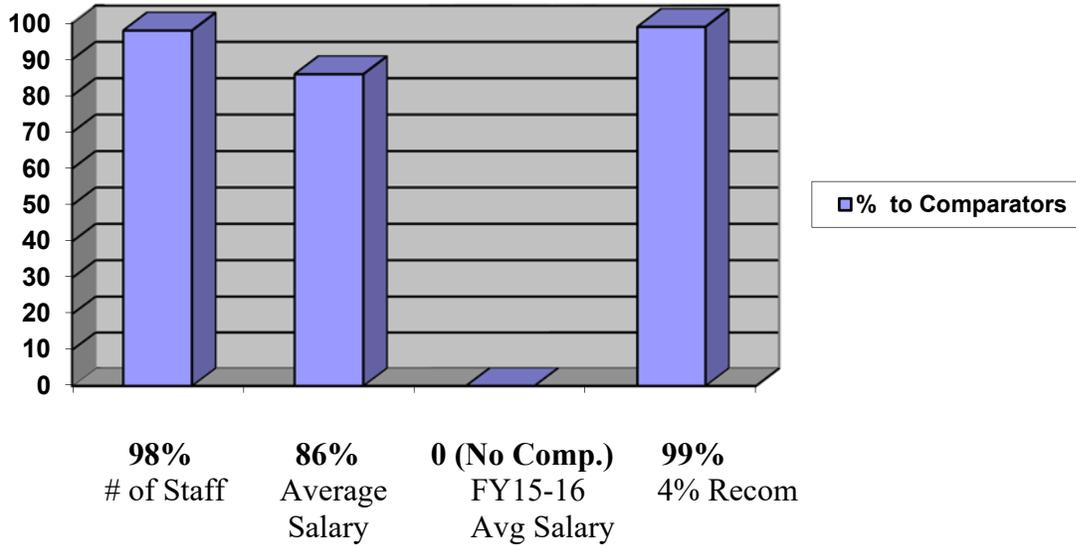


Department: Elected Officials
Compensation Study

FY 2017 Proposed Budget

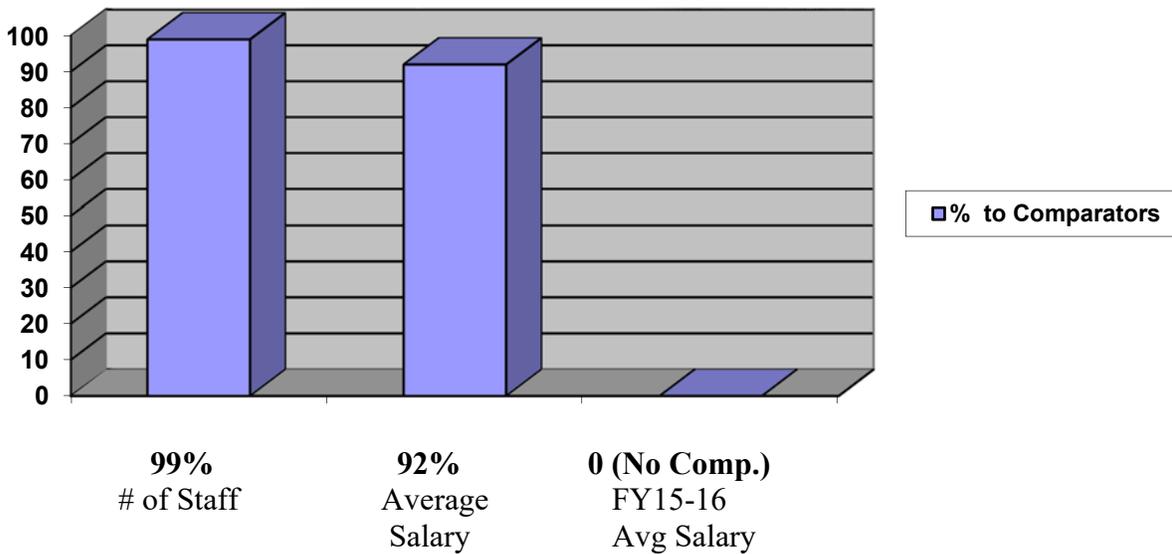
Surveyor

Headcount: 1.0 (FTE 0.48)
Current Annual Salary: \$18,165



Treasurer

Headcount: 2 (FTE 0.75)
Current Annual Salary: \$17,907



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Compensation Board Recommendation:

- ❖ Increases in salary for the Assessor, Clerk and Surveyor
 - Assessor, Clerk, 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 by contract negotiations

Summary of Recommended Pay Actions for 2016-2017 Budget Cycle:

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