



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 (American Enterprise Institute)
Wade Reddell (Stewart Restaurant Group)
Ron McCutcheon (OIT)**



Elected Officials Compensation Study

Overview of Process:

Comparators established by evaluating all counties

- **Umatilla County was unresponsive**
- **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	\$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
Umatilla	76,353	\$-	-
Josephine	82,815	\$78,843,700	349
Yamhill	101,400	\$119,718,066	517



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:

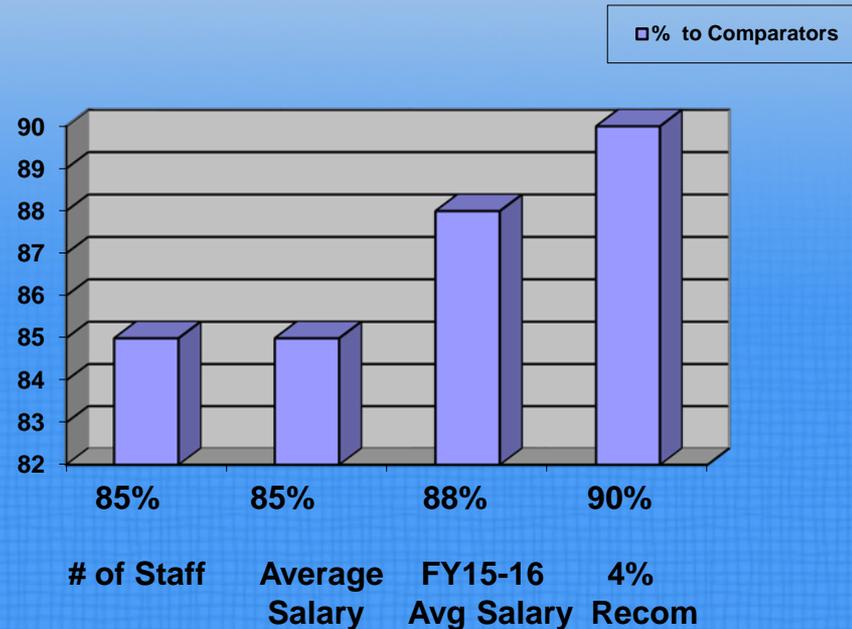
- **Contract negotiated for subordinates**
- **County's Resolution No. 2006-025**
- **Salary increases that comparator Counties received after last year's recommendations**
- **Extreme high or low wages were not included in average**
- **Converted comparables available to hourly wage based on hours worked**
- **Compared the average hourly wage**



Elected Officials Compensation Study

County Assessor

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



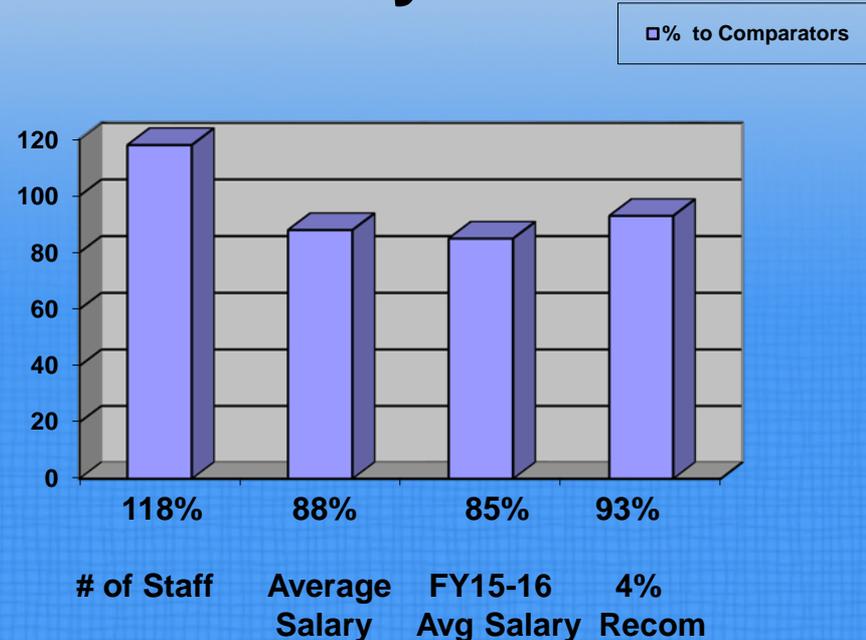
- **Recommendation for the Assessor is to have 4% increase in this budget year**
 - 4% will bring it to within 10% of average
 - Fiscal Impact of \$3,453



Elected Officials Compensation Study

County Clerk

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



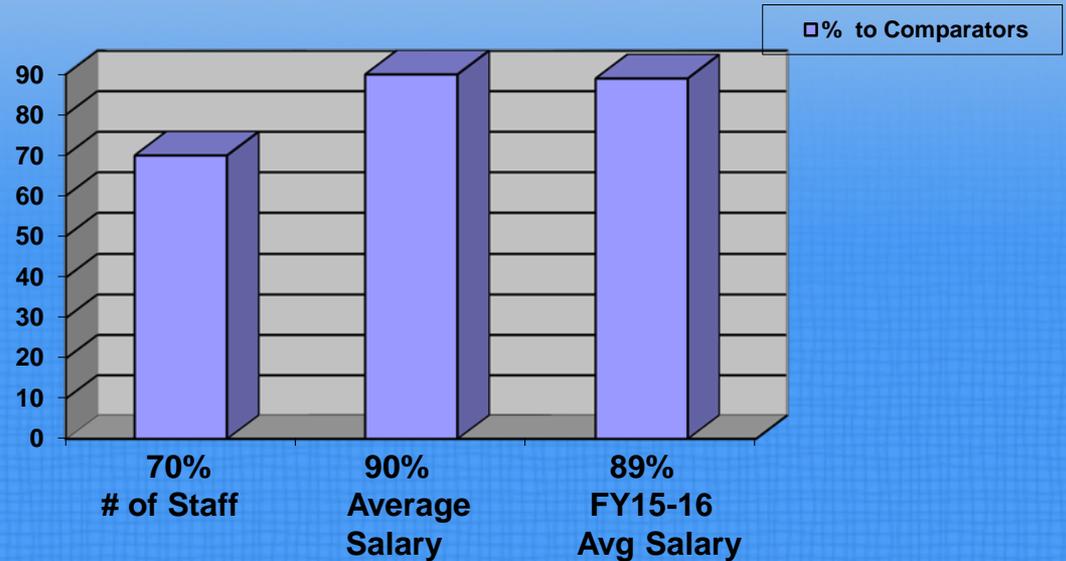
- **Recommendation for the Clerk is to have 4% increase in this budget year**
 - 4% will bring it to within 9% of average
 - Fiscal Impact of \$3,393



Elected Officials Compensation Study

County Commissioner

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



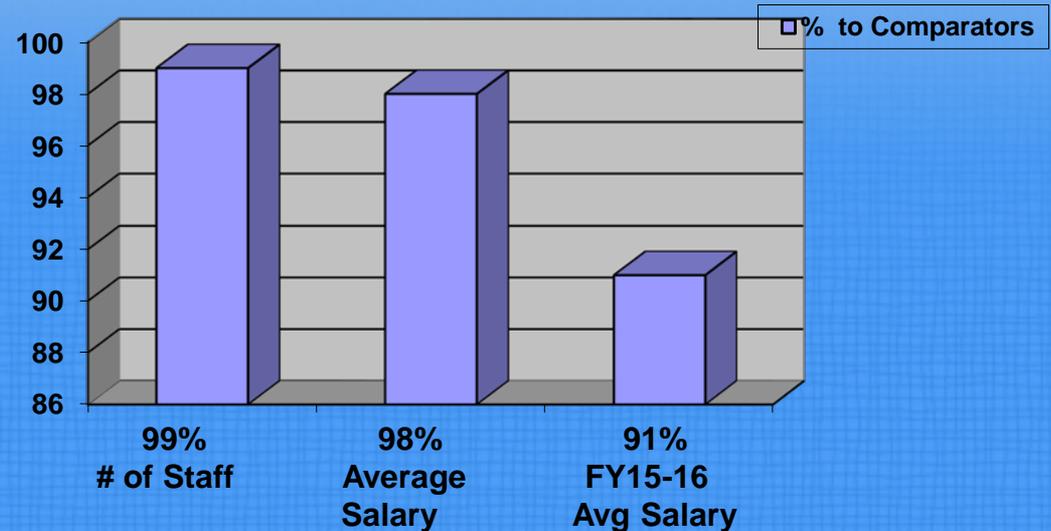
- **Recommendation for the Commissioners is to have 0% increase in this budget year**



Elected Officials Compensation Study

State District Attorney

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



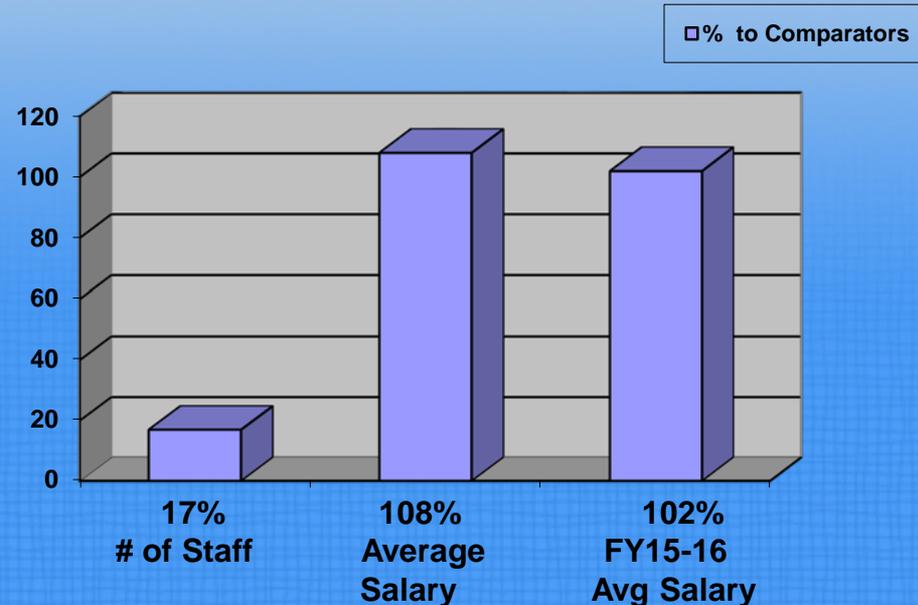
- **Recommendation for the District Attorney is to have 0% increase in this budget year**



Elected Officials Compensation Study

County Justice of the Peace

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



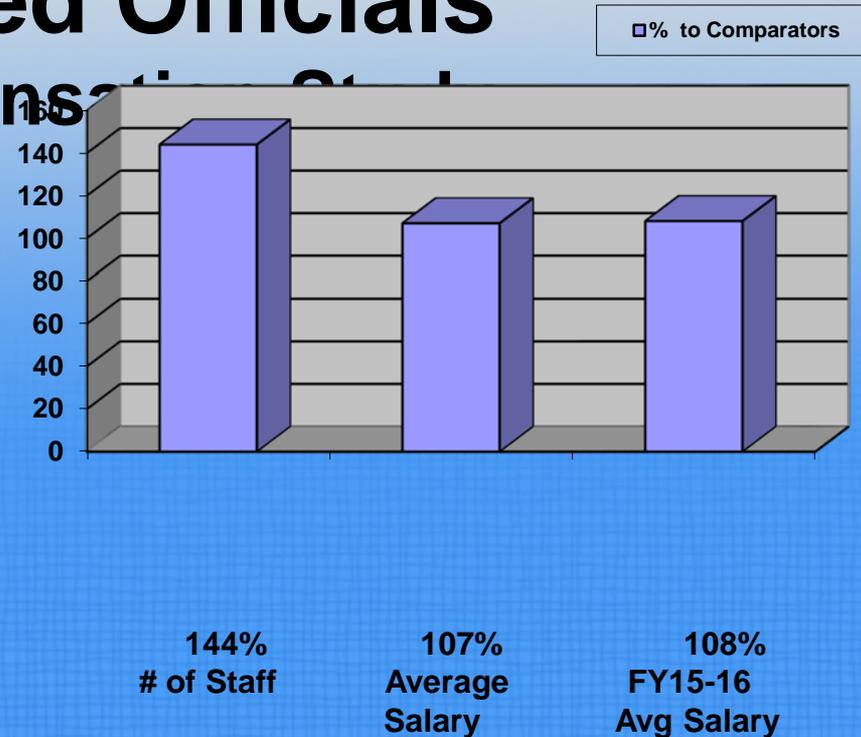
- **Recommendation for the Justice of the Peace is to have 0% increase in this budget year**
 - Justice of the Peace is over the comparator Average



County Sheriff

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

Elected Officials Compensation Study



- **Recommendation for the Sheriff is to have 0% increase in this budget year**
 - Due to ORS 204.112(4)



Elected Officials Compensation Study

County Surveyor

Headcount: 1 (FTE 0.48)
Current Annual Salary: \$18,165



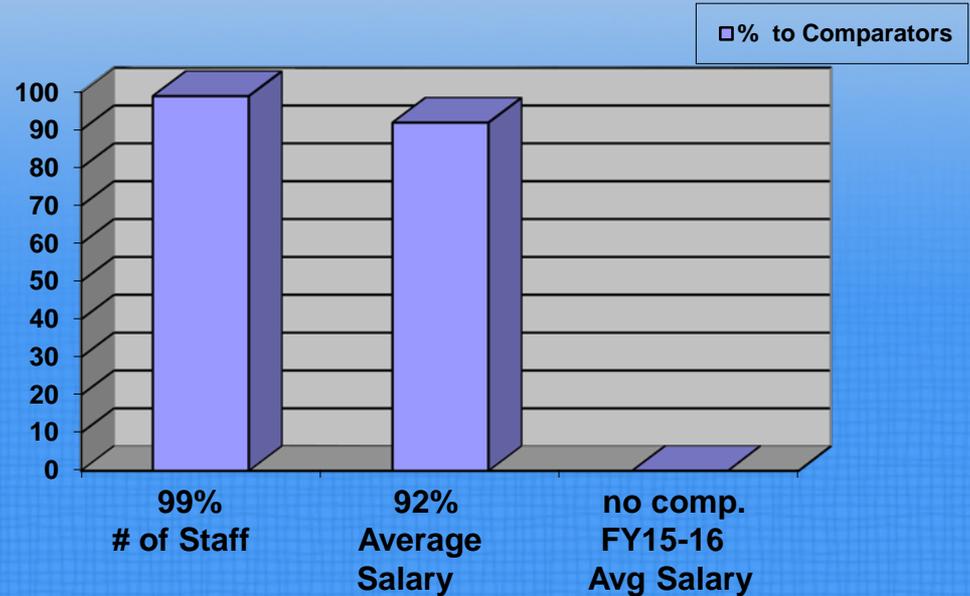
- **Recommendation for the Surveyor is to have 4% increase in this budget year**
 - 4% will bring it to within 10% of average
 - Fiscal impact of \$920



Elected Officials Compensation Study

County Treasurer

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



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



Elected Officials Compensation Study

Summary of Pay Actions for 2016-2017 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	Increase 4%	
Treasurer	No Change	