

Department: **Elected Officials
Compensation Study**

FY 2018 Proposed Budget

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 Order No. 2017-038, three members were appointed
 - Andrew G. Biggs (American Enterprise Institute)
 - Wade Reddell (Stewart Restaurant Group)
 - Jeff Moresi (Columbia Forest Products)

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Process Overview:

- Comparators established in Fiscal Year 2011-12 by evaluating all counties remains unchanged
 - 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
 - In addition to analyzing salaries, for a sample of positions we obtained data on the fully loaded cost of positions inclusive of salaries and benefits. In general, we found that percentage differences in total compensation between Klamath and our comparison counties were similar to the percentage differences in salaries alone. From this, we infer that comparing salaries for elected officials is a reasonable approximation of differences in total compensation.

County Demographics

COUNTY	POPULATION	BUDGET	FTE
Tillamook	25,653	\$78,652,245	241
Union	25,652	\$37,063,285	152
Lincoln	45,000	\$94,930,478	416.13
Columbia	50,000	\$54,237,904	146.185
Klamath	66,810	\$185,452,903	400
Polk	76,000	\$65,000,000	343
Josephine	83,000	\$91,769,000	334
Yamhill	95,925	\$139,719,414	481

- Evaluated Klamath County Officials to the comparators averages of
 - Salary
 - Staff

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- Committee considered
 - Contract negotiations for subordinates
 - 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
 - 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
 - A 1% cost of living increase is budgeted in this fiscal year

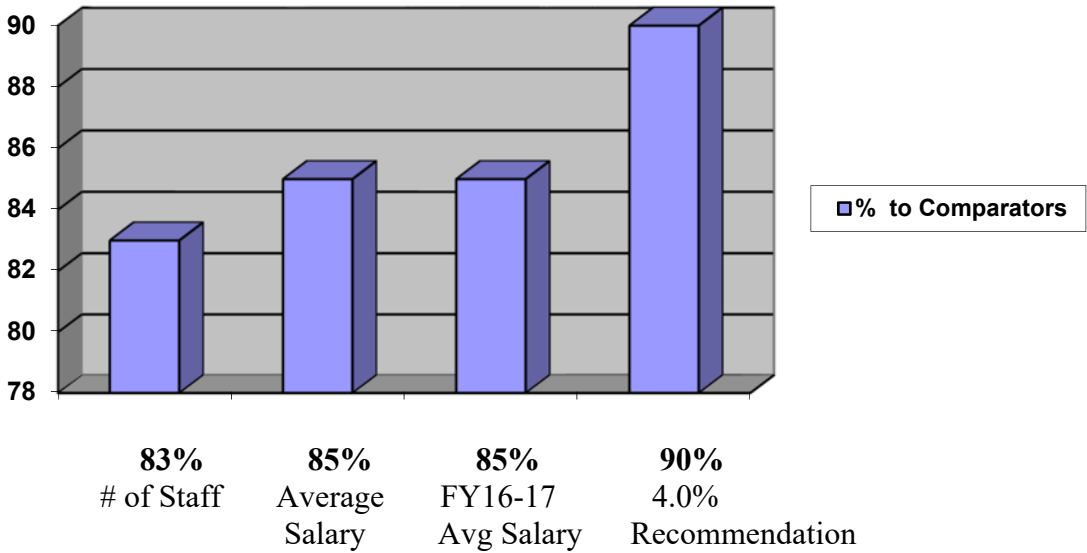
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Individual Elected Official Overview:

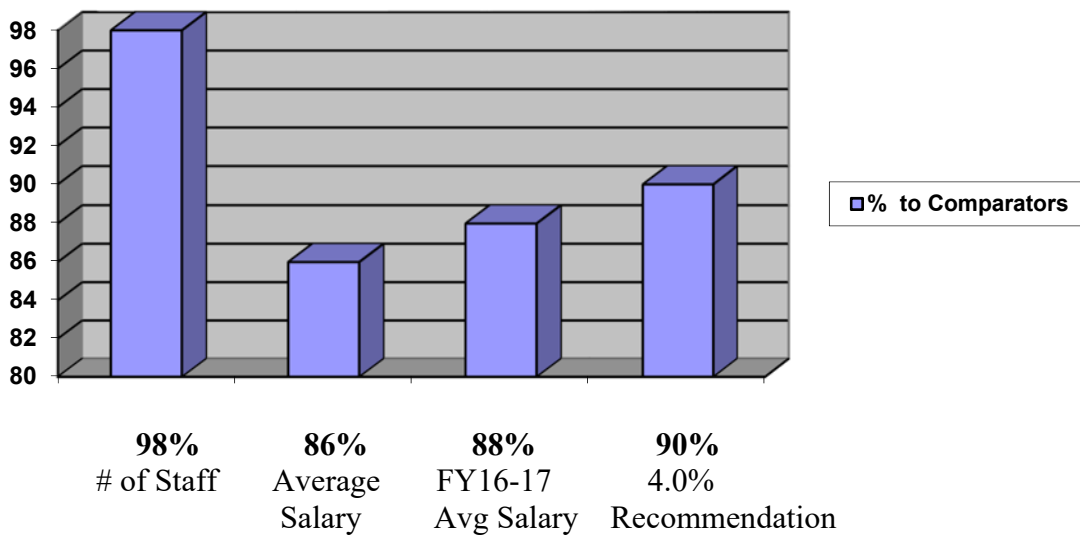
Assessor

Headcount: 12
 Current Annual Salary: \$68,848



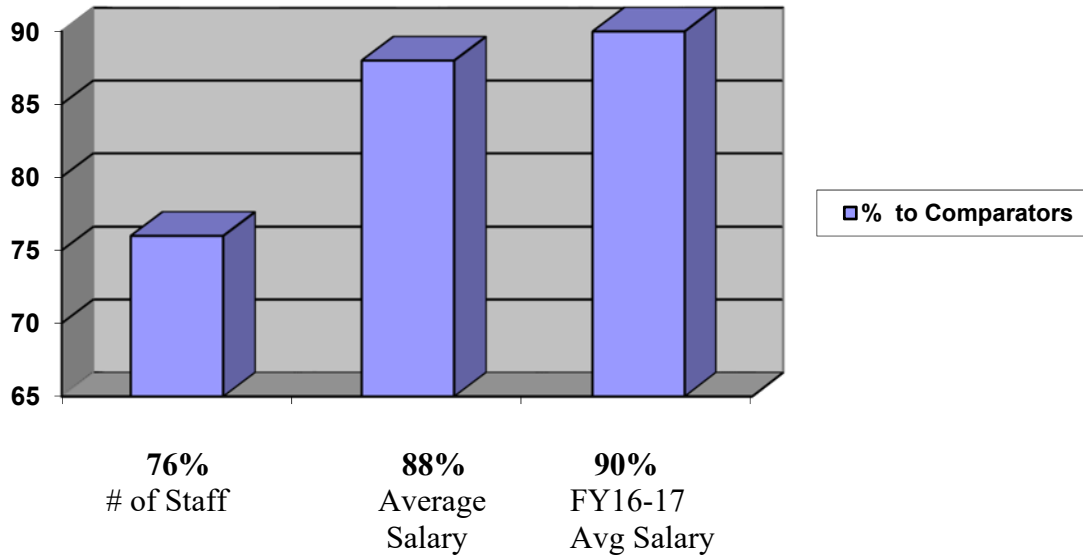
Clerk

Headcount: 4
 Current Annual Salary: \$67,659



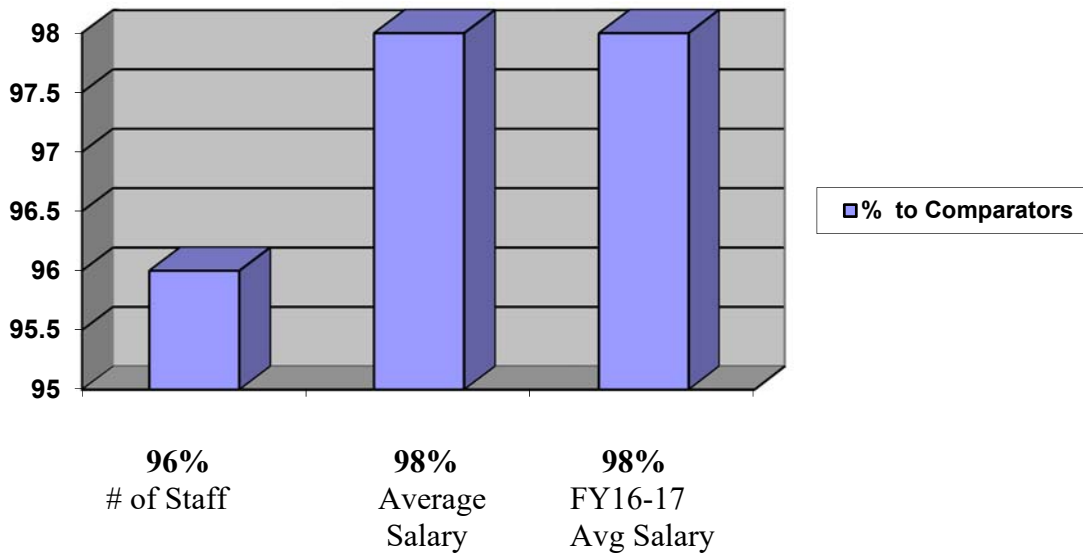
Commissioners

Headcount: 3
Current Annual Salary: \$69,436



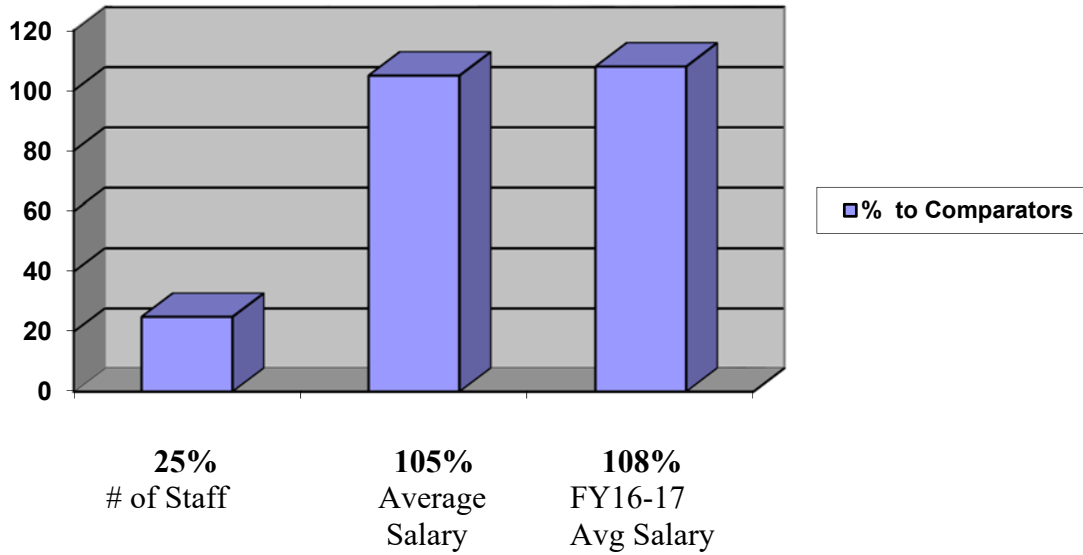
District Attorney

Headcount: 17
Current Annual Salary: \$17,994



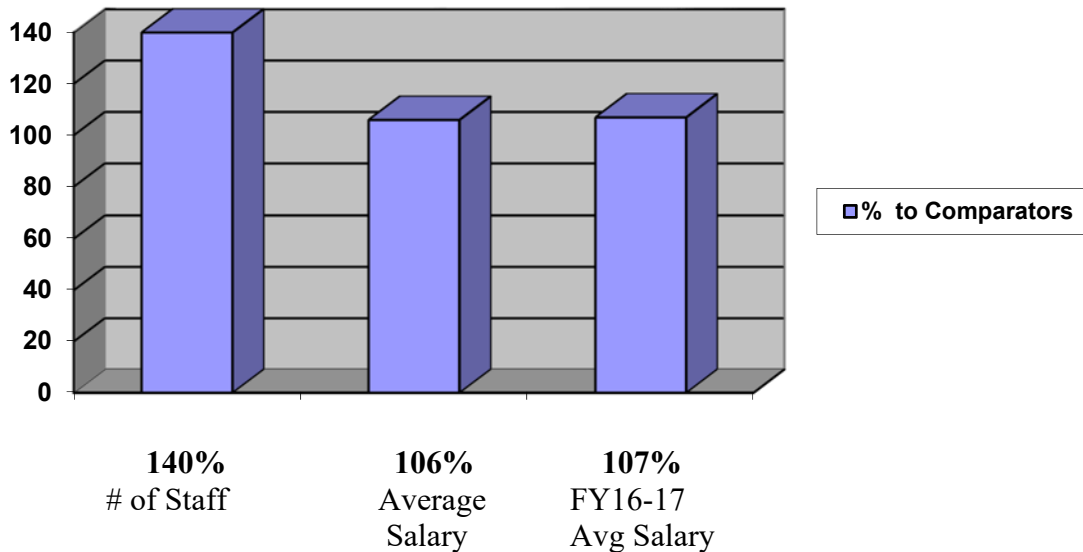
Justice of the Peace

Headcount: 1
Current Annual Salary: \$40,772



Sheriff

Headcount: 87
Current Annual Salary: \$100,140

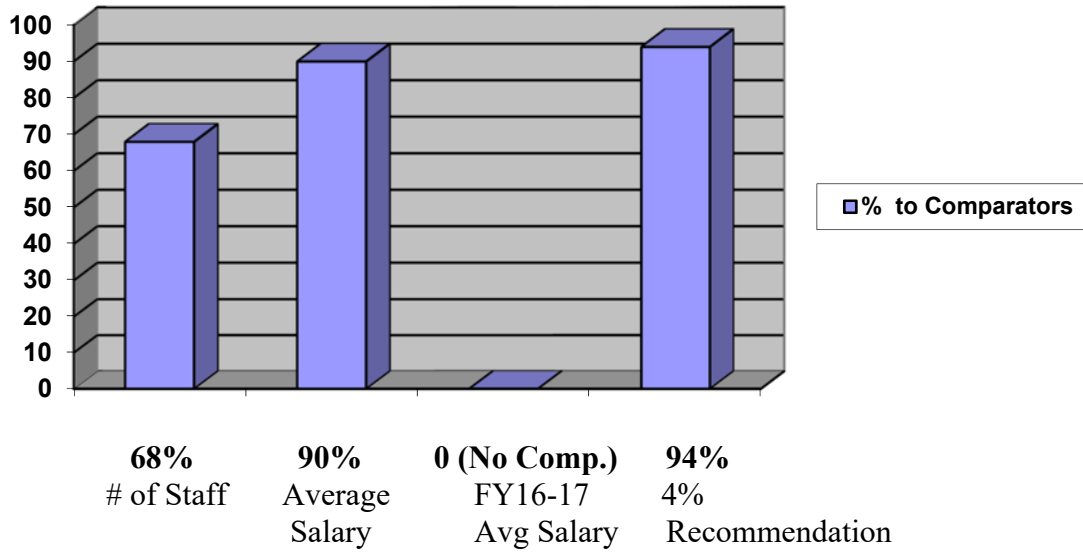


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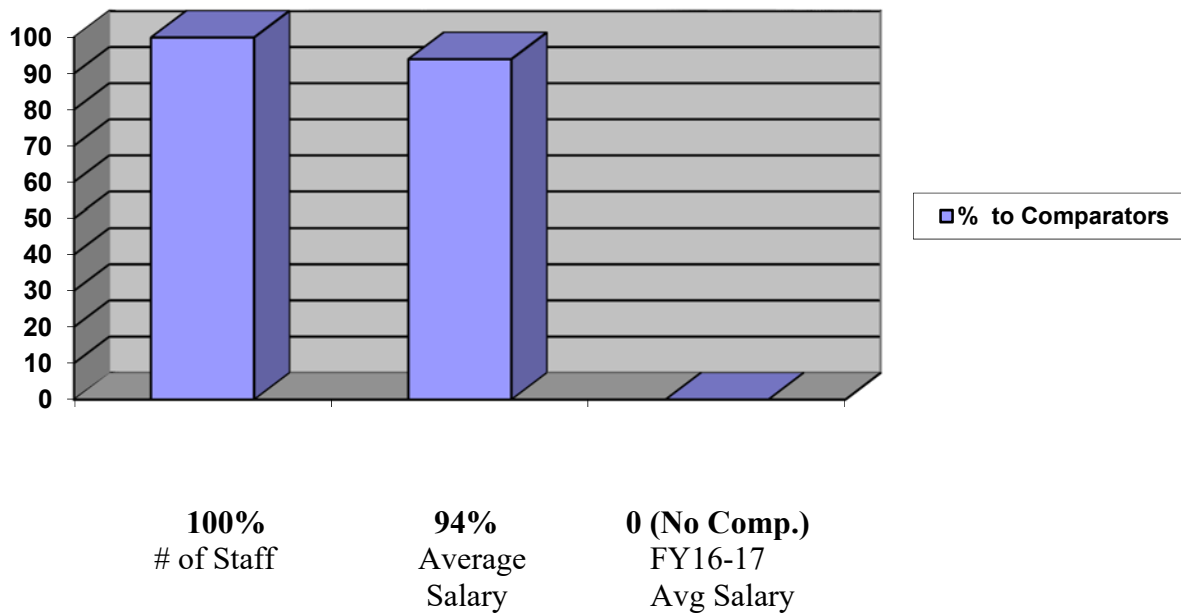
Surveyor

Headcount: 1.0 (FTE 0.48)
 Current Annual Salary: \$18,346



Treasurer

Headcount: 2 (FTE 0.75)
 Current Annual Salary: \$18,086



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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

Summary of Recommended Pay Actions for 2017-2018 Budget Cycle:

Position	Recommended Increase	Approved Increase
Assessor	4%	
Clerk	4%	
Commissioners	0%	
District Attorney	0%	
Justice of the Peace	0%	
Sheriff	0%	
Surveyor	4%	
Treasurer	0%	