



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



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

- **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.**



Elected Officials Compensation Study

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
Umatilla	76,353	\$-	-
Josephine	83,000	\$91,769,000	334
Yamhill	95,925	\$139,719,414	481



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**

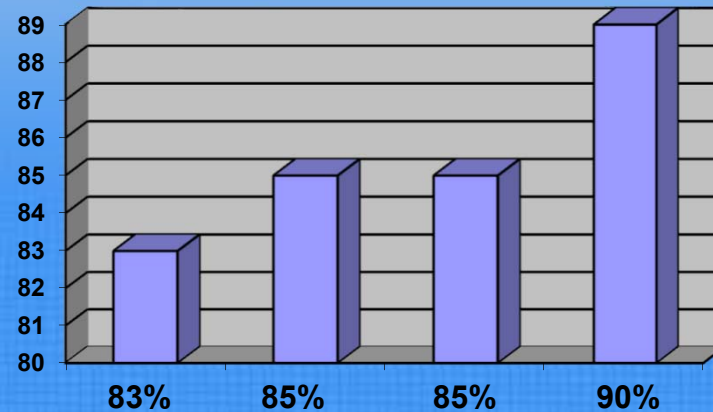


Elected Officials Compensation Study

□ % to Comparators

County Assessor

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



of Staff Average Salary FY16-17 Avg Salary 4% Recom

- **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 \$3,480.94

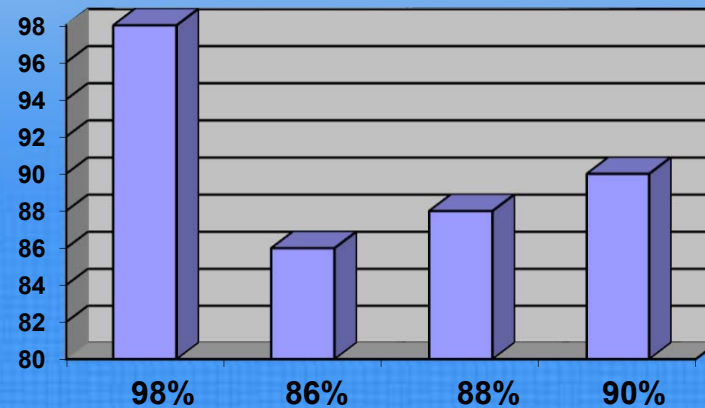


Elected Officials Compensation Study

□ % to Comparators

County Clerk

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



of Staff Average FY16-17 4%
Salary Avg Salary Recom

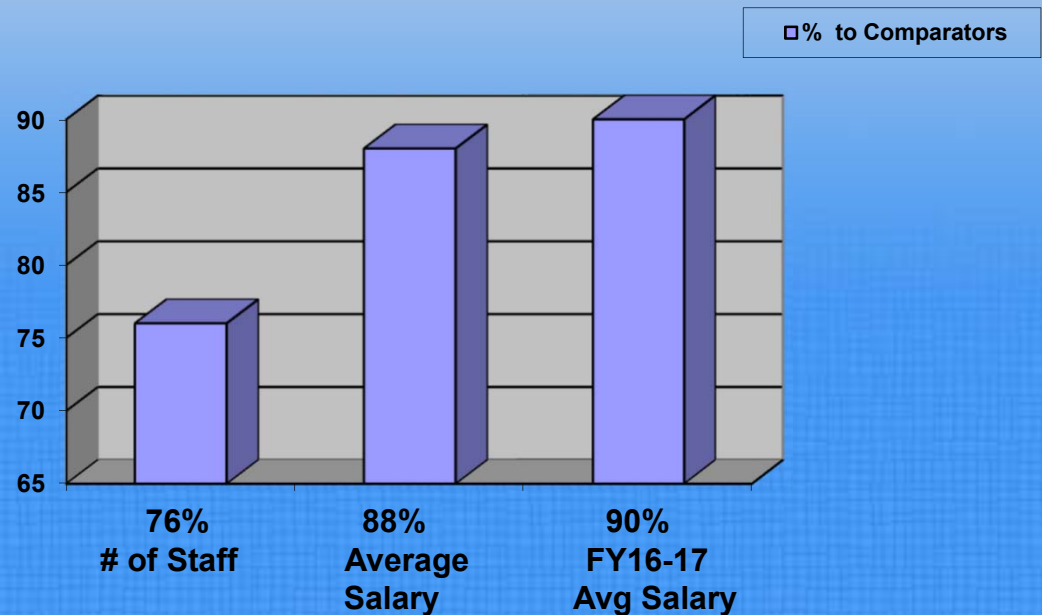
- **Recommendation for the Clerk is to have 4% increase in this budget year**
 - 4% will bring it to within 9% of average
 - Fiscal Impact of \$3,455.04



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County Commissioner

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



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

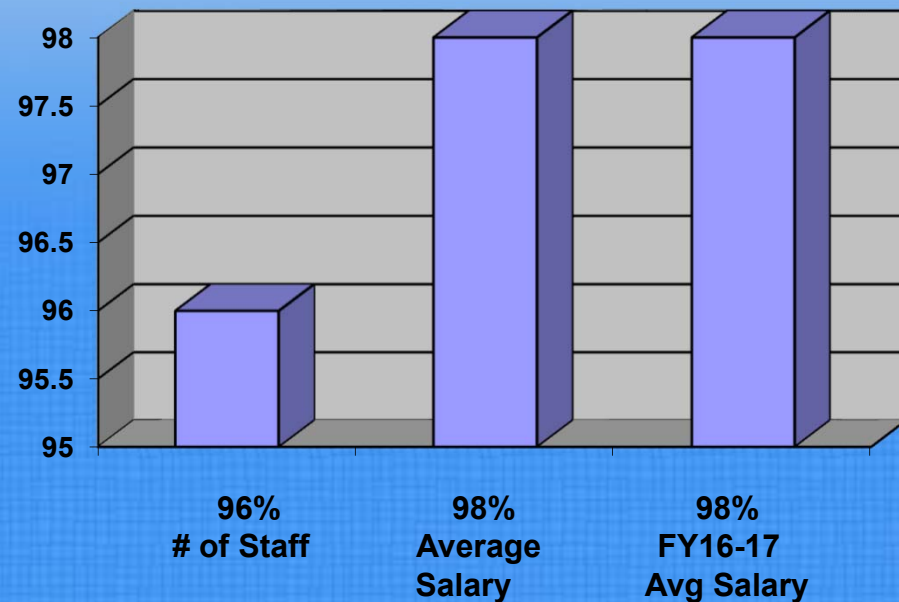


Elected Officials Compensation Study

□ % to Comparators

State District Attorney

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



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

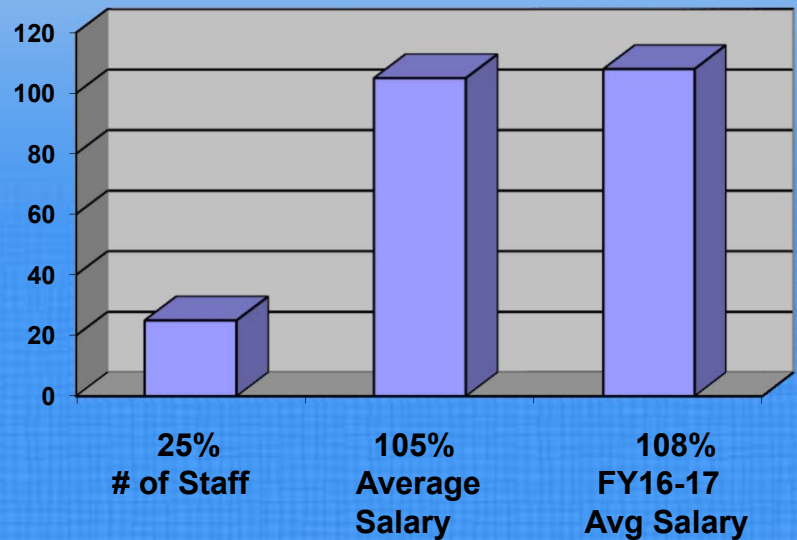


Elected Officials Compensation Study

□ % to Comparators

County Justice of the Peace

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



- **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

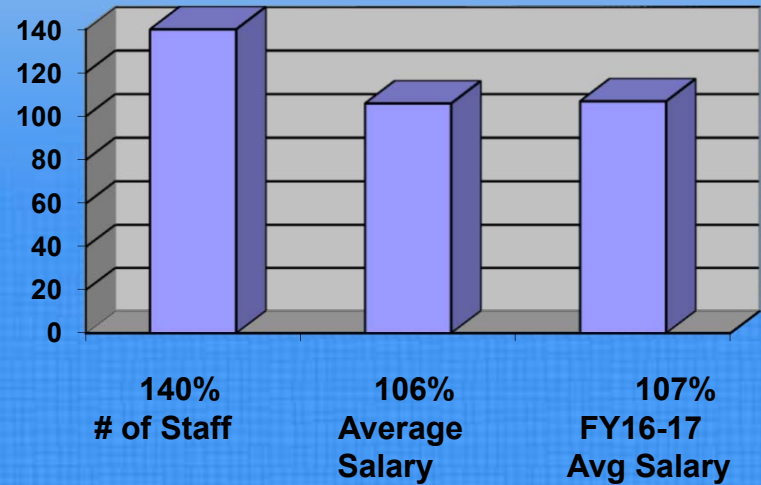


Elected Officials Compensation Study

□ % to Comparators

County Sheriff

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



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

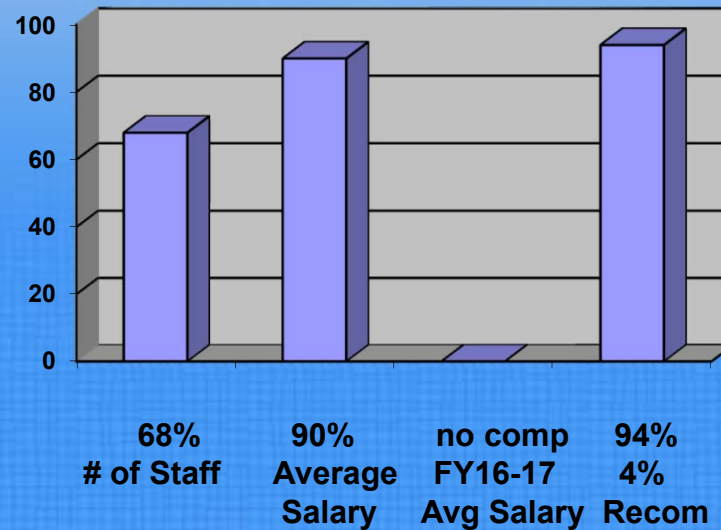


Elected Officials Compensation Study

□ % to Comparators

County Surveyor

Headcount: 1 (FTE 0.48)
Current Annual Salary: \$18,346



- **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 \$811

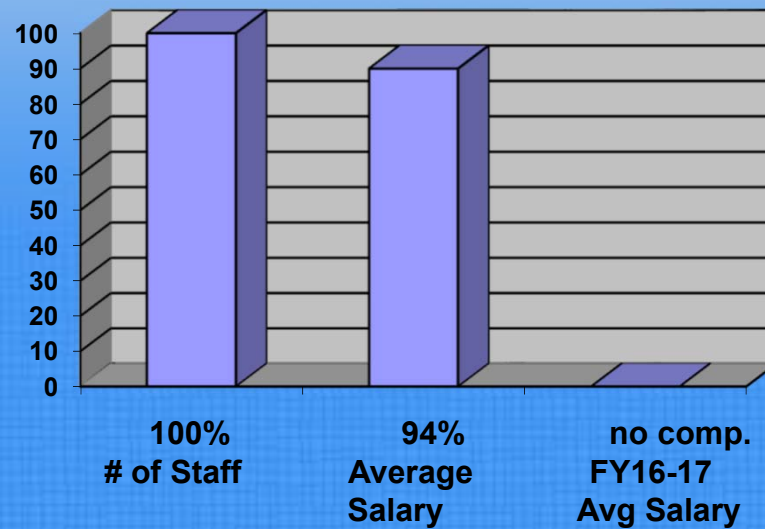


Elected Officials Compensation Study

□ % to Comparators

County Treasurer

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



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



Elected Officials Compensation Study

Summary of Pay Actions for 2017-2018 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	No Change	
Surveyor	Increase 4%	
Treasurer	No Change	