Elected Officials Compensation Study

Analysis & Proposals
Mandated Services

- 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. 2011-051, three members were appointed
    - Sue Kirby (City of Klamath Falls)
    - Wade Reddell (Jeld-Wen)
    - Estella Alvarado (Express Employment Professionals)
Overview of Process

• New comparators established by evaluating all counties
  – Comparators based on
    • Population
    • General Law Counties and Comparable Home Rule Counties
Overview of Process

County Demographics

<table>
<thead>
<tr>
<th>COUNTY</th>
<th>POPULATION</th>
<th>BUDGET</th>
<th>FTE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tillamook</td>
<td>25,250</td>
<td>$62,000,000</td>
<td>233.01</td>
</tr>
<tr>
<td>Union</td>
<td>25,748</td>
<td>$37,471,126</td>
<td>132.5</td>
</tr>
<tr>
<td>Lincoln</td>
<td>46,034</td>
<td>$81,248,507</td>
<td>351.05</td>
</tr>
<tr>
<td>Columbia</td>
<td>49,351</td>
<td>$61,000,000</td>
<td>185</td>
</tr>
<tr>
<td>Klamath</td>
<td>66,380</td>
<td>$211,704,459</td>
<td>533.25</td>
</tr>
<tr>
<td>Polk</td>
<td>75,403</td>
<td>$47,084,744</td>
<td>270</td>
</tr>
<tr>
<td>Umatilla</td>
<td>75,889</td>
<td>$59,791,928</td>
<td>321</td>
</tr>
<tr>
<td>Josephine</td>
<td>82,713</td>
<td>$107,253,250</td>
<td>416.05</td>
</tr>
<tr>
<td>Yamhill</td>
<td>99,193</td>
<td>$84,781,223</td>
<td>449.65</td>
</tr>
</tbody>
</table>
Overview of Process

• 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
  • Compensation Committee expanded that due to the variation in comparables to consider +/-10%
Overview of Process

• Evaluated Klamath County Officials to the comparators averages of
  – Salary
  – Staff

• Committee considered
  – Contract negotiated increases of subordinates of 2.1%
  – County’s Resolution No. 2006-025
• Standard Compensation practices consider +/- 5%
  (+5% = 105% / -5% = 95%) to be a comparable match for increases when adjusting salary
• Comp 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
  – Staffing
  – Salary
• Recommendation for the Assessor is to have Zero increase in this budget year
  – Increase over last year 0.5%
  – 2.1% will be within 7% of average
County Clerk

- Standard Compensation practices consider +/- 5%
  (+5% = 105% / -5% = 95%) to be a comparable match for increases when adjusting salary
- Comp 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
  - Staffing
  - Salary
- Recommendation for the Clerk is to have Zero increase in this budget year
  - Increase over last year 0.5%
  - 2.1% will be within 3% of average
County Commissioner

Headcount: 5
Current Annual Salary: $68,068

- Standard Compensation practices consider +/- 5%
  (+5% = 105% / -5% = 95%) to be a comparable match for increases when adjusting salary
- Comp 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
  - Staffing
  - Salary
- Recommendation for the Commissioners is to have Zero increase in this budget year
  - Increase over last year 0.5%
  - 2.1% will be within 3% of average
District Attorney

Headcount: 22
Current Annual Salary: $17,640

- Standard Compensation practices consider +/- 5% (+5% = 105% / -5% = 95%) to be a comparable match for increases when adjusting salary
- Comp 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
  - Staffing
  - Salary
- Recommendation for the District Attorney is to have Zero increase in this budget year
  - Increase over last year 0.5%
  - 2.1% will be within 25% of average
Justice of the Peace

Headcount: 3
Current Annual Salary: $39,976

- Standard Compensation practices consider +/- 5%
  (+5% = 105% / -5% = 95%) to be a comparable match for increases when adjusting salary
- Comp 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
  - Staffing
  - Salary
- Recommendation for the Justice of the Peace is to have Zero increase in this budget year
  - Increase over last year 0.5%
  - 2.1% will be within 3% of average
County Sheriff

Headcount: 77
Current Annual Salary: $81,240

- Standard Compensation practices consider +/- 5%
  (+5% = 105% / -5% = 95%) to be a comparable match for increases when adjusting salary
- Comp 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
  - Staffing
  - Salary
- Recommendation for the Sheriff is to have Zero increase; however, due to ORS same pay as Lieutenant ($83,928)
  - Increase over last year 2.5%
  - Recommendation of same pay as Lt. will result in a 3.3% increase
  - 2.1% will be within 2.28% of average
County Surveyor

Headcount: 1 (FTE 0.3)  
Current Annual Salary: $17,985

- Standard Compensation practices consider +/- 5%  
  (+5% = 105% / -5% = 95%) to be a comparable match for increases when adjusting salary
- Comp 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  
  - Staffing  
  - Salary
- Recommendation for the Surveyor of the Peace is to have Zero increase in this budget year  
  - Increase over last year 0.5%  
  - Difficult to get valid comparators
County Treasurer

Headcount: 1
Current Annual Salary: $17,818

- Standard Compensation practices consider +/- 5%
  (+5% = 105% / -5% = 95%) to be a comparable match for increases when adjusting salary
- Comp 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
  - Staffing
  - Salary
- Recommendation for the Treasurer is to have Zero increase in this budget year
  - Prorated Full-time Comparators at 25%
  - Comfortable with recent Budget Committee recommended salary
## Klamath County Elected Officials Summary of Pay Actions for 2011-2012 Budget Cycle

<table>
<thead>
<tr>
<th>Position</th>
<th>Recommended Increase</th>
<th>Approved Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assessor</td>
<td>0%</td>
<td></td>
</tr>
<tr>
<td>Clerk</td>
<td>0%</td>
<td></td>
</tr>
<tr>
<td>Commissioners</td>
<td>0%</td>
<td></td>
</tr>
<tr>
<td>District Attorney</td>
<td>0%</td>
<td></td>
</tr>
<tr>
<td>Justice of the Peace</td>
<td>0%</td>
<td></td>
</tr>
<tr>
<td>Sheriff</td>
<td>3.3% - based on ORS 204.112(4)</td>
<td></td>
</tr>
<tr>
<td>Surveyor</td>
<td>0%</td>
<td></td>
</tr>
<tr>
<td>Treasurer</td>
<td>0% - accept recent Budget Committee recommendation</td>
<td></td>
</tr>
</tbody>
</table>