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

- New comparators established by evaluating all counties
  
  - Comparators based on
    - Population
    - General Law Counties and Comparable Home Rule Counties
  
  - 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>
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<tr>
<td>Union</td>
<td>25,748</td>
<td>$37,471,126</td>
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<tr>
<td>Lincoln</td>
<td>46,034</td>
<td>$81,248,507</td>
<td>351.05</td>
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<tr>
<td>Columbia</td>
<td>40,351</td>
<td>$81,000,000</td>
<td>185</td>
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<tr>
<td>Klamath</td>
<td>66,380</td>
<td>$211,704,459</td>
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<tr>
<td>Polk</td>
<td>75,403</td>
<td>$47,084,744</td>
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<tr>
<td>Umatilla</td>
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<tr>
<td>Josephine</td>
<td>82,713</td>
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<tr>
<td>Yamhill</td>
<td>99,193</td>
<td>$84,781,223</td>
<td>449.65</td>
</tr>
</tbody>
</table>

- 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
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%

- 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

- Increase in salary for all Elected Officials (except the Sheriff)
  - Over last year was 0.5%
  - Sheriff’s increase was 2.5%
    - Due to subordinates and ORS 204.112(4)
      “(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.”
Department: Elected Officials
Compensation Study

FY 2012 Proposed Budget

Individual Elected Official Overview:

**Assessor**

- Headcount: 14
- Current Annual Salary: $66,823

**Clerk**

- Headcount: 5
- Current Annual Salary: $64,258
Department: Elected Officials
Compensation Study

Commissioners

Headcount: 5
Current Annual Salary: $68,068

<table>
<thead>
<tr>
<th>% to Comparators</th>
</tr>
</thead>
</table>

118% 96% 90% 98%
# of Staff Average FY10-11 2.1% COLA
Salary Avg Salary

District Attorney

Headcount: 22
Current Annual Salary: $17,640

<table>
<thead>
<tr>
<th>% to Comparators</th>
</tr>
</thead>
</table>

118% 123% 95% 125%
# of Staff Average FY10-11 2.1% COLA
Salary Avg Salary
Department: Elected Officials
Compensation Study

**Justice of the Peace**

- Headcount: 3
- Current Annual Salary: $39,976

<table>
<thead>
<tr>
<th># of Staff</th>
<th>Average FY10-11</th>
<th>N/A Avg Salary</th>
<th>101% 2.1% COLA Lt. Pay Avg.</th>
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</thead>
<tbody>
<tr>
<td>40%</td>
<td>101%</td>
<td>N/A</td>
<td>103%</td>
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</tbody>
</table>

**Sheriff**

- Headcount: 77
- Current Annual Salary: $81,240

<table>
<thead>
<tr>
<th># of Staff</th>
<th>Average FY10-11</th>
<th>101% 2.1% COLA Lt. Pay Avg.</th>
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</thead>
<tbody>
<tr>
<td>123%</td>
<td>99%</td>
<td>103%</td>
</tr>
<tr>
<td>Average Salary</td>
<td>Avg Salary</td>
<td></td>
</tr>
</tbody>
</table>
Department: Elected Officials
Compensation Study

FY 2012 Proposed Budget

Surveyor

Headcount: 1.0 (FTE 0.3)
Current Annual Salary: $17,985

% to Comparators

NO COMPARABLES

# of Staff Average FY10-11 2.1% COLA
Salary Avg Salary

Treasurer

Headcount: 1.0
Current Annual Salary: $17,818

% to Comparators

NO COMPARABLES

# of Staff Average FY10-11 2.1% COLA
Salary Avg Salary
Department: Elected Officials
Compensation Study

Compensation Board Recommendation:

- Zero increase in salary for all Elected Officials (except the Sheriff)
  - Sheriff’s increase by 3.3%
    - Due to subordinates and ORS 204.112(4)
    - New Annual Wage of $83,928

Summary of Recommended 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>
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</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>