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. 2013-047, three members were appointed
    - Sherry Kennerley-Walton (Quail Park at Crystal Terrace)
    - Wade Reddell (JELD-WEN)
    - Ron McCutcheon (OIT)
Elected Officials Compensation Study

Overview of Process:

- Comparators established by evaluating all counties
  - Comparators based on:
    - Population
    - General Law Counties and Comparable Home Rule Counties
# Elected Officials Compensation Study

## 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>25,255</td>
<td>$62,000,000</td>
<td>290</td>
</tr>
<tr>
<td>Union</td>
<td>25,980</td>
<td>$32,677,331</td>
<td>117</td>
</tr>
<tr>
<td>Lincoln</td>
<td>46,155</td>
<td>$89,886,648</td>
<td>377</td>
</tr>
<tr>
<td>Columbia</td>
<td>49,625</td>
<td>$48,296,197</td>
<td>175</td>
</tr>
<tr>
<td>Klamath</td>
<td>66,580</td>
<td>$197,595,909</td>
<td>436.88</td>
</tr>
<tr>
<td>Polk</td>
<td>75,965</td>
<td>$50,600,000</td>
<td>280</td>
</tr>
<tr>
<td>Umatilla</td>
<td>76,580</td>
<td>$60,179,958</td>
<td>283</td>
</tr>
<tr>
<td>Josephine</td>
<td>82,820</td>
<td>$68,043,800</td>
<td>297.74</td>
</tr>
<tr>
<td>Yamhill</td>
<td>99,850</td>
<td>$88,600,035</td>
<td>456.40</td>
</tr>
</tbody>
</table>
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 are all pending
  – County’s Resolution No. 2006-025
Elected Officials Compensation Study

- County Assessor

  Headcount: 10
  Current Annual Salary: $66,823

- Recommendation for the Assessor is to have 4% increase in this budget year
  - 4% will bring it to within 7% of average
Elected Officials Compensation Study

- County Clerk

  Headcount: 5
  Current Annual Salary: $64,258

- Recommendation for the Clerk is to have zero increase in this budget year
  - Clerk is within 6% of average
Elected Officials Compensation Study

- **County Commissioner**

  Headcount: 5  
  Current Annual Salary: $68,068

  ![Bar chart showing salary comparison]

  - # of Staff  
  - Average Salary  
  - FY12-13 Avg Salary

- Recommendation for the Commissioners is to have zero increase in this budget year
  - Commissioners are within 7% of average
Elected Officials Compensation Study

- **District Attorney**

  Headcount: 16  
  Current Annual Salary: $17,640

- Recommendation for the District Attorney is to have zero salary in this budget year
  - Due to budget restraints and the position being vacant
Elected Officials Compensation Study

- **Justice of the Peace**
  
  Headcount: 1.48  
  Current Annual Salary: $39,976

- **Recommendation for the Justice of the Peace is to have zero increase in this budget year**
  - Justice of the Peace is over the comparator average
Elected Officials Compensation Study

- County Sheriff

  Headcount: 76
  Current Annual Salary: $88,148
  Fiscal Year 13-14 Salary: $89,843

- Recommendation for the Sheriff is to have zero increase in this budget year
  - FY 13-14 the lieutenant will receive a 2% longevity increase
    - Above percentages based off of this salary
  - Recommendation of same pay as lieutenant after contract negotiations conclude
Elected Officials Compensation Study

• County Surveyor

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

  Recommendation for the Surveyor is to have zero increase in this budget year
  – Difficult to get valid comparators
Elected Officials Compensation Study

- County Treasurer

  Headcount: 3 (FTE 1.27)
  Current Annual Salary: $17,730

  Recommendation for the Treasurer is to have zero increase in this budget year
### Elected Officials Compensation Study

Summary of Pay Actions for 2013-2014 Budget Cycle

<table>
<thead>
<tr>
<th>Position</th>
<th>Recommendation</th>
<th>Approved</th>
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</thead>
<tbody>
<tr>
<td>Assessor</td>
<td>Increase 4%</td>
<td></td>
</tr>
<tr>
<td>Clerk</td>
<td>No Change</td>
<td></td>
</tr>
<tr>
<td>Commissioner</td>
<td>No Change – note that next year a change will need to be made to stay within the +/- 10%</td>
<td></td>
</tr>
<tr>
<td>District Attorney</td>
<td>Decrease to “0” pay</td>
<td></td>
</tr>
<tr>
<td>Justice of the Peace</td>
<td>No Change</td>
<td></td>
</tr>
<tr>
<td>Sheriff</td>
<td>Increase $1 based on ORS 204.112(4)</td>
<td></td>
</tr>
<tr>
<td>Surveyor</td>
<td>No Change</td>
<td></td>
</tr>
<tr>
<td>Treasurer</td>
<td>No Change</td>
<td></td>
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</tbody>
</table>