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.

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. 2015-049, three members were appointed
  - Andrew G. Biggs (Researcher in Washington D.C.)
  - Wade Reddell (JELD-WEN)
  - Ron McCutcheon (OIT)

Process Overview:

- Comparators established in Fiscal Year 2011-12 by evaluating all counties remains unchanged

  - Comparators based on
    - Population
    - General Law Counties and Comparable Home Rule Counties

  - County Demographics
### FY 2016 Proposed Budget

<table>
<thead>
<tr>
<th>COUNTY</th>
<th>POPULATION</th>
<th>BUDGET</th>
<th>FTE</th>
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<tbody>
<tr>
<td>Tillamook</td>
<td>25,287</td>
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<td>Union</td>
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<td>Lincoln</td>
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<tr>
<td>Columbia</td>
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<td>Klamath</td>
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<td>Polk</td>
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<tr>
<td>Umatilla</td>
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<tr>
<td>Josephine</td>
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<td>Yamhill</td>
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</table>

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

- Committee considered
  - Contract negotiations for subordinates are all pending
  - 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 comparable to include +/- 10%
    - +10% = 110%
    - -10% = 90%
• Compared Klamath County actual as a ratio to comparator averages
  ▪ Salary
  ▪ Staffing

• Increase in salary for all Elected Officials
  ▪ Over last year was 0%
Indiivdual Elected Official Overview:

**Assessor**

- **County Assessor**
  - Headcount: 11
  - Current Annual Salary: $66,823

- **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 $3,419
**Elected Officials Compensation Study**

**County Clerk**
- Headcount: 5
- Current Annual Salary: $64,268

- **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 $3,288
Elected Officials Compensation Study

County Commissioner

- Headcount: 5
- Current Annual Salary: $68,068

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

Elected Officials Compensation Study

State District Attorney

- Headcount: 16
- Current Annual Salary: $17,640

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

Elected Officials
Compensation Study

County Justice of the Peace

- **Headcount:** 1.5
- **Current Annual Salary:** $39,976

- Recommendation for the Justice of the Peace is to have 0% increase in this budget year
County Sheriff

Headcount: 87
Current Annual Salary: $95,220

- Recommendation for the Sheriff is to have 0% increase in this budget year
  - The lieutenant will received a 6% longevity increase
  - Recommendation of same pay as lieutenant after contract negotiations conclude
**Surveyor**

**Elected Officials Compensation Study**

**County Surveyor**

- Headcount: 1
- Current Annual Salary: $17,985

- **Recommendation for the Surveyor is to have 0% increase in this budget year**
  - Difficult to get valid comparators
  - Comparison of local private surveyors wages and Surveyor receiving comparable pay
Treasurer

Elected Officials Compensation Study

County Treasurer

- Headcount: 2
- Current Annual Salary: $17,730

- Recommendation for the Treasurer is to have 0% increase in this budget year
  - Difficult to get valid comparators
Compensation Board Recommendation:

- Increases in salary for the Assessor, Clerk and Sheriff
  - Assessor, and Clerk recommended, to keep the compensation within the comparator range
  - Sheriff’s increase will be by $1.00
    - Due to subordinates and ORS 204.112(4)
    - New Annual Wage will be determined after contract negotiations have concluded

Summary of Recommended Pay Actions for 2015-2016 Budget Cycle:

<table>
<thead>
<tr>
<th>Position</th>
<th>Recommendation</th>
<th>Approved</th>
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<tbody>
<tr>
<td>Assessor</td>
<td>Increase 4%</td>
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<tr>
<td>Clerk</td>
<td>Increase 4%</td>
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<td>Commissioner</td>
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<tr>
<td>District Attorney</td>
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<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>
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<tr>
<td>Surveyor</td>
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<tr>
<td>Treasurer</td>
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