Elected Officials

Compensation Study

Analysis & Proposals
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, DC)
- 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
## 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>25,375</td>
<td>$74,364,389</td>
<td>245.93</td>
</tr>
<tr>
<td>Union</td>
<td>26,325</td>
<td>$32,430,999</td>
<td>152</td>
</tr>
<tr>
<td>Lincoln</td>
<td>46,350</td>
<td>$88,046,741</td>
<td>381.71</td>
</tr>
<tr>
<td>Columbia</td>
<td>49,850</td>
<td>$49,000,853</td>
<td>175</td>
</tr>
<tr>
<td><strong>Klamath</strong></td>
<td><strong>65,910</strong></td>
<td><strong>$177,431,589</strong></td>
<td><strong>405</strong></td>
</tr>
<tr>
<td>Polk</td>
<td>76,794</td>
<td>$50,000,000</td>
<td>280</td>
</tr>
<tr>
<td>Umatilla</td>
<td>76,353</td>
<td>$60,856,296</td>
<td>282</td>
</tr>
<tr>
<td>Josephine</td>
<td>83,306</td>
<td>$84,107,700</td>
<td>289.85</td>
</tr>
<tr>
<td>Yamhill</td>
<td>100,725</td>
<td>$99,340,108</td>
<td>494.07</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 that are pending
• County’s Resolution No. 2006-025
• Salary increases that comparator Counties received after last year’s recommendations
Elected Officials Compensation Study

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: $64,258

**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
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
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
Elected Officials
Compensation Study

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 receive a 6% longevity increase
  - Recommendation of same pay as lieutenant after contract negotiations conclude
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
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
## Elected Officials Compensation Study

### Summary of Pay Actions for 2015-2016 Budget Cycle

<table>
<thead>
<tr>
<th>Position</th>
<th>Recommendation</th>
<th>Approved</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assessor</td>
<td>Increase 4%</td>
<td></td>
</tr>
<tr>
<td>Clerk</td>
<td>Increase 4%</td>
<td></td>
</tr>
<tr>
<td>Commissioner</td>
<td>No Change</td>
<td></td>
</tr>
<tr>
<td>District Attorney</td>
<td>No Change</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>
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</tbody>
</table>