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 (American Enterprise Institute)
Wade Reddell (Stewart Restaurant Group)
Ron McCutcheon (OIT)
Elected Officials
Compensation Study

Overview of Process:

Comparators established by evaluating all counties

- Umatilla County was unresponsive
- 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>25,375</td>
<td>$71,015,285</td>
<td>238</td>
</tr>
<tr>
<td>Union</td>
<td>26,325</td>
<td>$32,535,051</td>
<td>152</td>
</tr>
<tr>
<td>Lincoln</td>
<td>46,560</td>
<td>$84,817,267</td>
<td>423.89</td>
</tr>
<tr>
<td>Columbia</td>
<td>49,850</td>
<td>$51,148,782</td>
<td>157.95</td>
</tr>
<tr>
<td><strong>Klamath</strong></td>
<td><strong>66,810</strong></td>
<td><strong>$185,452,903</strong></td>
<td><strong>374.25</strong></td>
</tr>
<tr>
<td>Polk</td>
<td>77,065</td>
<td>$50,000,000</td>
<td>300</td>
</tr>
<tr>
<td>Umatilla</td>
<td>76,353</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Josephine</td>
<td>82,815</td>
<td>$78,843,700</td>
<td>349</td>
</tr>
<tr>
<td>Yamhill</td>
<td>101,400</td>
<td>$119,718,066</td>
<td>517</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
- County’s Resolution No. 2006-025
- Salary increases that comparator Counties received after last year’s recommendations
- Extreme high or low wages were not included in average
- Converted comparables available to hourly wage based on hours worked
- Compared the average hourly wage
County Assessor

- Headcount: 12
- Current Annual Salary: $68,166

• 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 $3,453
Elected Officials Compensation Study

County Clerk

- Headcount: 5
- Current Annual Salary: $66,989

- 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 $3,393
Elected Officials Compensation Study

County Commissioner

Headcount: 3
Current Annual Salary: $68,749

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

- Headcount: 17
- Current Annual Salary: $17,816

- 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: $40,376

- Recommendation for the Justice of the Peace is to have 0% increase in this budget year
  - Justice of the Peace is over the comparator Average
Elected Officials Compensation Study

County Sheriff

- Headcount: 87
- Current Annual Salary: $98,184

- Recommendation for the Sheriff is to have 0% increase in this budget year
  - Due to ORS 204.112(4)
County Surveyor

Headcount: 1 (FTE 0.48)
Current Annual Salary: $18,165

• Recommendation for the Surveyor is to have 4% increase in this budget year
  – 4% will bring it to within 10% of average
  – Fiscal impact of $920
Elected Officials Compensation Study

County Treasurer

- Headcount: 2 (FTE 0.75)
- Current Annual Salary: $17,907

- Recommendation for the Treasurer is to have 0% increase in this budget year
### Elected Officials Compensation Study

Summary of Pay Actions for 2016-2017 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>
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</tr>
<tr>
<td>Surveyor</td>
<td>Increase 4%</td>
<td></td>
</tr>
<tr>
<td>Treasurer</td>
<td>No Change</td>
<td></td>
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</tbody>
</table>