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 Order No. 2017-038, three members were appointed
  Andrew G. Biggs (American Enterprise Institute)
  Wade Reddell (Stewart Restaurant Group)
  Jeff Moresi (Columbia Forest Products)
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
In addition to analyzing salaries, for a sample of positions we obtained data on the fully loaded cost of positions inclusive of salaries and benefits. In general, we found that percentage differences in total compensation between Klamath and our comparison counties were similar to the percentage differences in salaries alone. From this, we infer that comparing salaries for elected officials is a reasonable approximation of differences in total compensation.
## 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>25,653</td>
<td>$78,652,245</td>
<td>241</td>
</tr>
<tr>
<td>Union</td>
<td>25,652</td>
<td>$37,063,285</td>
<td>152</td>
</tr>
<tr>
<td>Lincoln</td>
<td>45,000</td>
<td>$94,930,478</td>
<td>416.13</td>
</tr>
<tr>
<td>Columbia</td>
<td>50,000</td>
<td>$54,237,904</td>
<td>146.185</td>
</tr>
<tr>
<td><strong>Klamath</strong></td>
<td><strong>66,810</strong></td>
<td><strong>$185,452,903</strong></td>
<td><strong>400</strong></td>
</tr>
<tr>
<td>Polk</td>
<td>76,000</td>
<td>$65,000,000</td>
<td>343</td>
</tr>
<tr>
<td>Umatilla</td>
<td>76,353</td>
<td>$-</td>
<td>-</td>
</tr>
<tr>
<td>Josephine</td>
<td>83,000</td>
<td>$91,769,000</td>
<td>334</td>
</tr>
<tr>
<td>Yamhill</td>
<td>95,925</td>
<td>$139,719,414</td>
<td>481</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
Elected Officials
Compensation Study

County Assessor

Headcount: 12
Current Annual Salary: $68,848

• 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 $3,480.94
County Clerk

- Headcount: 4
- Current Annual Salary: $67,659

- 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 $3,455.04
Elected Officials Compensation Study

County Commissioner

Headcount: 3
Current Annual Salary: $69,436

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

- Headcount: 17
- Current Annual Salary: $17,994

• 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
- Current Annual Salary: $40,772

- 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
County Sheriff

Headcount: 87
Current Annual Salary: $100,140

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

County Surveyor

Headcount: 1 (FTE 0.48)  
Current Annual Salary: $18,346

- 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 $811
Elected Officials Compensation Study

County Treasurer

Headcount: 2 (FTE 0.75)
Current Annual Salary: $18,086

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

### Summary of Pay Actions for 2017-2018 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>No Change</td>
<td></td>
</tr>
<tr>
<td>Surveyor</td>
<td>Increase 4%</td>
<td></td>
</tr>
<tr>
<td>Treasurer</td>
<td>No Change</td>
<td></td>
</tr>
</tbody>
</table>