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. 2018-083, three members were appointed
  Andrew G. Biggs (American Enterprise Institute)
  Jeremy Prinsen (City of Klamath Falls)
  Toni Thompson (City of Klamath Falls)
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>25,653</td>
<td>$73,728,280</td>
<td>249</td>
</tr>
<tr>
<td>Union</td>
<td>25,652</td>
<td>$25,748</td>
<td>155</td>
</tr>
<tr>
<td>Lincoln</td>
<td>47,806</td>
<td>$98,214,757</td>
<td>429.91</td>
</tr>
<tr>
<td>Columbia</td>
<td>50,000</td>
<td>$58,301,274</td>
<td>195</td>
</tr>
<tr>
<td><strong>Klamath</strong></td>
<td><strong>66,380</strong></td>
<td><strong>$184,576,831</strong></td>
<td><strong>476</strong></td>
</tr>
<tr>
<td>Polk</td>
<td>81,000</td>
<td>$51,000,000</td>
<td>360</td>
</tr>
<tr>
<td>Umatilla</td>
<td>76,353</td>
<td>$-</td>
<td>-</td>
</tr>
<tr>
<td>Josephine</td>
<td>85,904</td>
<td>$104,261,000</td>
<td>377</td>
</tr>
<tr>
<td>Yamhill</td>
<td>95,925</td>
<td>$140,701,467</td>
<td>569</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.
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: 11
Current Annual Salary: $69,537

- Recommendation for the Assessor is to have 2% increase in this budget year
  - 2% will bring it to within 13% of average
  - Fiscal Impact of $1,390.74
Elected Officials Compensation Study

County Clerk

- Headcount: 4
- Current Annual Salary: $68,336

- Recommendation for the Clerk is to have 2% increase in this budget year
  - 2% will bring it to within 12% of average
  - Fiscal Impact of $1,366.72
Elected Officials Compensation Study

County Commissioner

- Headcount: 3
- Current Annual Salary: $70,130

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

[Bar graph showing comparisons and recommendation]
State District Attorney

Headcount: 17
Current Annual Salary: $12,000

- 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: $41,187

- 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: $101,141

• 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: $18,530

- Recommendation for the Surveyor is to have 2% increase in this budget year
  - 2% will bring it to within 10% of average
  - Fiscal impact of $370.60
Elected Officials Compensation Study

County Treasurer

Headcount: 2 (FTE 0.75)
Current Annual Salary: $18,267

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

### Summary of Pay Actions for 2018-2019 Budget Cycle

<table>
<thead>
<tr>
<th>Position</th>
<th>Recommendation</th>
<th>Approved</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assessor</td>
<td>Increase 2%</td>
<td></td>
</tr>
<tr>
<td>Clerk</td>
<td>Increase 2%</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 2%</td>
<td></td>
</tr>
<tr>
<td>Treasurer</td>
<td>No Change</td>
<td></td>
</tr>
</tbody>
</table>