



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

County	Population	Budget	FTE
Tillamook	25,653	\$73,728,280	249
Union	25,652	\$25,748	155
Lincoln	47,806	\$98,214,757	429.91
Columbia	50,000	\$58,301,274	195
Klamath	66,380	\$184,576,831	476
Polk	81,000	\$51,000,000	360
Umatilla	76,353	\$-	-
Josephine	85,904	\$104,261,000	377
Yamhill	95,925	\$140,701,467	569



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:

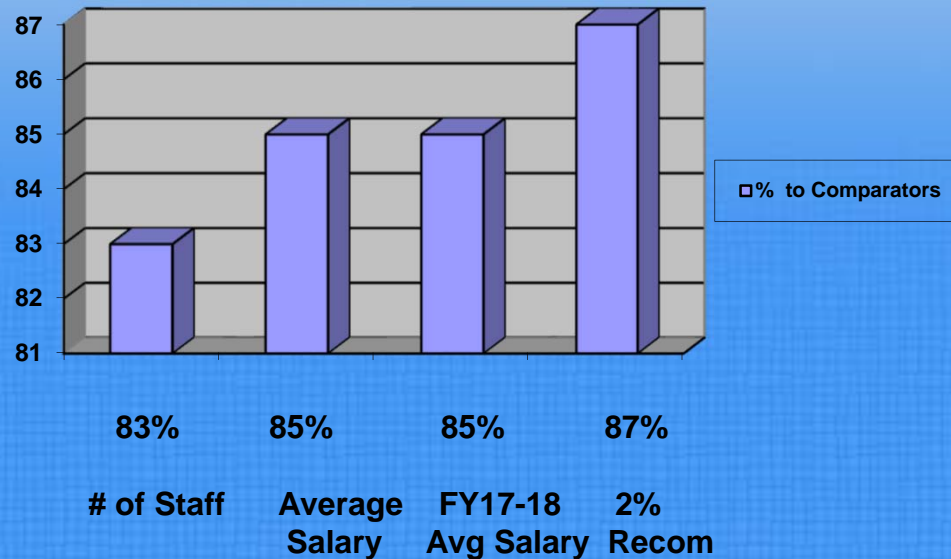
- **Contract negotiated for subordinates**
- **County's Resolution No. 2006-025**
- **Salary increases that comparator Counties received after last year's recommendations**
- **Extreme high or low wages were not included in average**
- **Converted comparables available to hourly wage based on hours worked**
- **Compared the average hourly wage**



Elected Officials Compensation Study

County Assessor

Headcount: 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

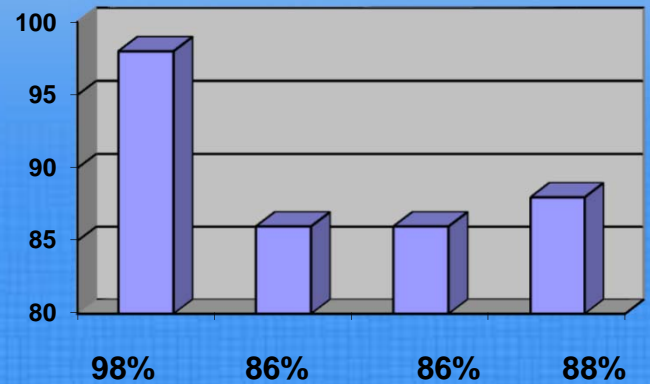


Elected Officials Compensation Study

□ % to Comparators

County Clerk

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



of Staff Average Salary FY17-18 Avg Salary 2% Recom

- **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

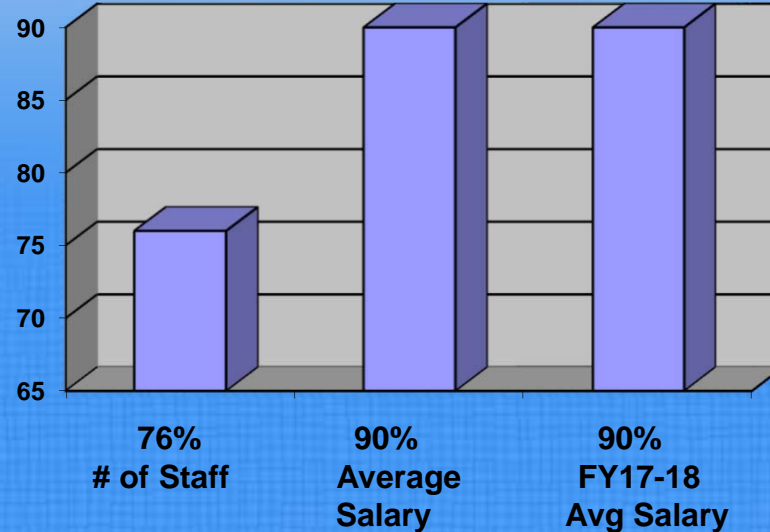


Elected Officials Compensation Study

□ % to Comparators

County Commissioner

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



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

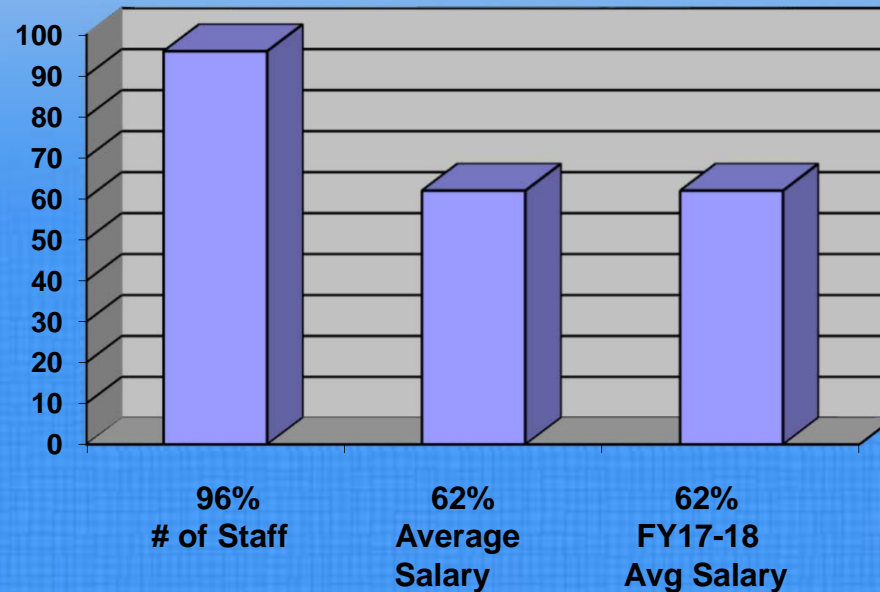


Elected Officials Compensation Study

□ % to Comparators

State District Attorney

Headcount: 17
Current Annual Salary: \$12,000



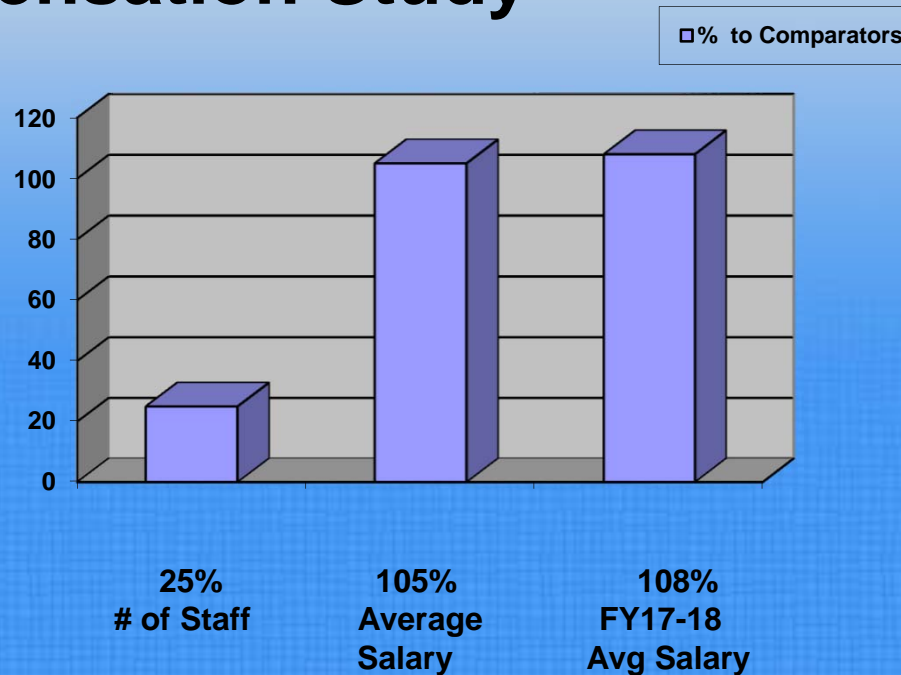
- **Recommendation for the District Attorney is to have 0% increase in this budget year**



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

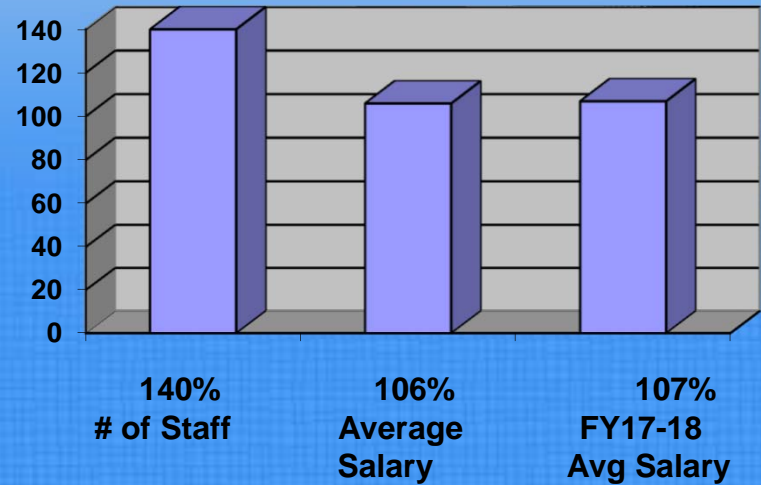


Elected Officials Compensation Study

□ % to Comparators

County Sheriff

Headcount: 87
Current Annual Salary: \$101,141



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

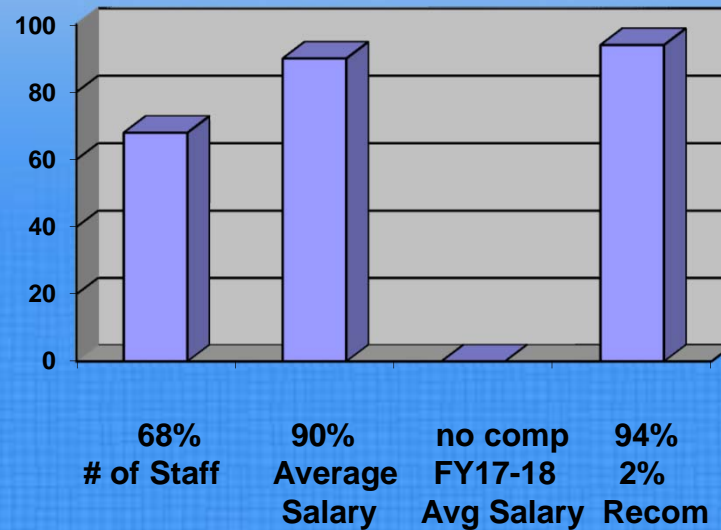


Elected Officials Compensation Study

□ % to Comparators

County Surveyor

Headcount: 1 (FTE 0.48)
Current Annual Salary: \$18,530



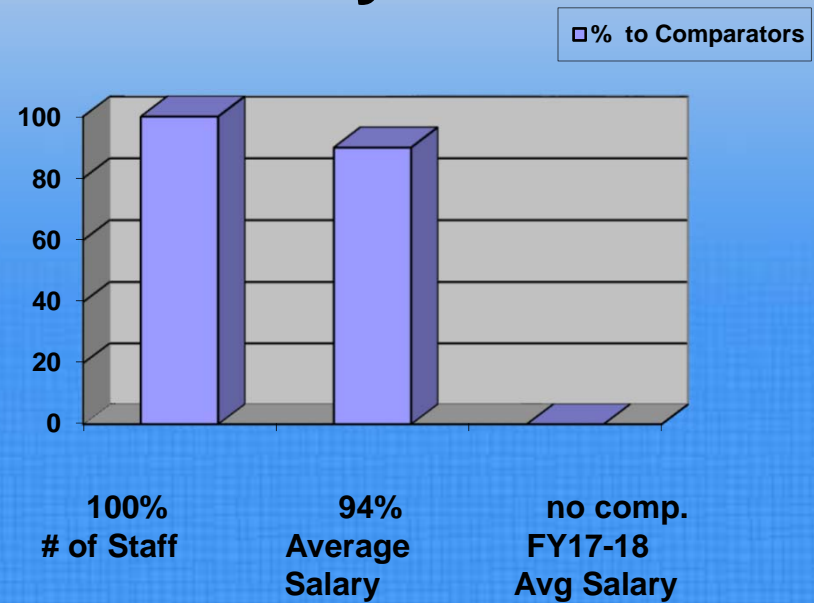
- **Recommendation for the Surveyor is to have 2% increase in this budget year**
 - 2% will bring it to within 10% of average
 - Fiscal impact of \$370.60



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

Position	Recommendation	Approved
Assessor	Increase 2%	
Clerk	Increase 2%	
Commissioner	No Change	
District Attorney	No Change	
Justice of the Peace	No Change	
Sheriff	No Change	
Surveyor	Increase 2%	
Treasurer	No Change	