



Memorandum Date: September 17, 2018

TO:	Lane County Budget Committee
FROM:	Elected Officials Compensation Board (EOCB)
PRESENTED BY:	Joshua Burstein, EOCB Chair Darcy Dillon, Senior Human Resources Analyst
AGENDA ITEM TITLE:	In the Matter of Adjusting the Base Annual Salaries of Lane County's Elected Officials Consistent with the Market Comparators

I. MOTION

APPROVE THE RECOMMENDATION OF THE LANE COUNTY ELECTED OFFICIALS COMPENSATION BOARD IN THE MATTER OF ADJUSTING THE BASE ANNUAL SALARIES OF LANE COUNTY'S ELECTED OFFICIALS CONSISTENT WITH THE MARKET COMPARATORS AND FORWARD THE RECOMMENDATION FOR FINAL APPROVAL TO THE LANE COUNTY BOARD OF COMMISSIONERS

II. AGENDA ITEM SUMMARY

The Budget Committee is being asked to consider the following recommendations of the Lane County Elected Officials Compensation Board (EOCB):

Year 1 –Increase the base annual salary effective the first full pay period following January 1, 2019 for:

District Attorney - \$11,955.00
(Eleven thousand nine hundred fifty-five dollars);

Assessor - \$16,812.20
(Sixteen thousand eight hundred twelve dollars and twenty cents);

Sheriff - \$17,464.49
(Seventeen thousand four hundred sixty-four dollars and forty-nine cents);

Justice of the Peace – 2% or \$933.48

(Two percent or nine hundred thirty-three dollars and forty-eight cents;

Commissioners – three options are provided below:

Option 1: \$15,145.98 (Fifteen thousand one hundred forty-five dollars and ninety-eight cents)

Option 2: \$7,961.67 (Seven thousand nine hundred sixty-one dollars and sixty-seven cents)

Option 3: 2% or \$1,689.14 (Two percent or one thousand six hundred eighty-nine dollars and fourteen cents)

Year 2 – Increase base annual salary by 2% effective the first full pay period following January 1, 2020 for all Lane County elected official positions: District Attorney, Assessor, Sheriff, Justice of the Peace and Commissioners

III. BACKGROUND/IMPLICATIONS OF ACTION

A. Board Action and Other History

Lane Manual 3.600 sets for the scope of the Elected Officials Compensation Board (EOCB) to recommend to the Budget Committee and to the Board of County Commissioners a compensation schedule for County elected officials. On October 29, 2008 (Order 08-10-29-8) the Board of Commissioners approved salary adjustments to elected official compensation as follows:

1. Board of Commissioners: Effective the first full pay period after January 1, 2009, increase base salary by two percent and increase County-paid deferred compensation contribution by one percent. Effective the first full pay period following July 1, 2009, grant the commissioners the same total compensation and/or benefit adjustments approved for other non-represented employees for fiscal year 2009-10, not to exceed the value of the Consumer Price index for Portland-Salem, OR-WA (Urban Wage Earners) for the same period. Effective the first full pay period following July 1, 2010, grant the commissioners the same compensation and/or benefit adjustments approved for other non-represented employees for fiscal year 2010-11, not to exceed the value of the Consumer Price index for Portland-Salem, OR-WA (Urban Wage Earners) for the same period.
2. Sheriff, Assessor and Justices of the Peace: Effective the first full pay period after July 1, 2008, increase base salary by two percent and increase County-paid deferred compensation by one percent.
3. District Attorney: Increase the County-paid stipend by two percent and increase County-paid deferred compensation by one percent, each increase effective the first full paid period after July 1, 2008.

On October 27, 2010 the Board of Commissioners considered the recommendations of the Elected Officials Compensation Board and the Budget Committee and ordered that compensation for elected officials not be increased at that time (Order No. 10-10-27-16) .

On February 8, 2012, the Board of Commissioners opted out of the previously approved, County-paid two percent (2%) deferred compensation.

In 2012 and 2014 recommendations from the Elected Officials Compensation Board were not forwarded to the Board of County Commissioners for consideration.

Oregon Revised Statute (ORS) 204.112(4) requires that a sheriff's "salary" shall not be less than that of any other member of the Sheriff's Office. The salary for the position of chief deputy includes six percent certification pay, which was higher than the Sheriff's annual salary; therefore, effective May 1, 2015 the salary for the Sheriff was increased to comply with ORS 204.112(4).

On June 14, 2016, the Lane County EOCB convened and after consideration recommended annual base salary increases for the Commissioners, the Justice of the Peace and the Sheriff effective January 1, 2017. These increases were recommended based on a total compensation methodology using specified county comparators.

On September 23, 2016, the Lane County Budget Committee reviewed the recommendations of the EOCB and approved forwarding of the Year 1 recommendation (increase effective January 1, 2017) to the Board of Commissioners for consideration, and the Year 2 recommendation with a slight change as detailed in the presentation to the Board of Commissioners on October 11, 2016.

On October 11, 2016, the Board of Commissioners considered the recommendations of the Lane County EOCB and the Lane County Budget Committee and approved an increase to the annual base salary for the Commissioners of \$10,159.52, Justice of the Peace of \$21,136.03 and Sheriff of \$4,680.08, effective January 1, 2017 (Order No. 16-10-11-12).

Also on October 11, 2016, the Board of Commissioners ordered Human Resources to conduct in the fall of 2017 a comparator county market survey for the elected official positions of Assessor, District Attorney, Justice of the Peace and Sheriff using a total compensation methodology and to recommend increases to the Board of Commissioners only if the position's total compensation, with insurance, falls below the average total compensation amount using specified county comparators.

On April 10, 2018 the Board of Commissioners considered the recommendations of Lane County Human Resources and ordered an increase to the annual base salary for the Justice of the Peace of \$68.06 and Sheriff of \$2,395.47 effective the first full pay period following January 1, 2018 (Order No. 18-04-10-03).

Pursuant to the Lane Manual, the Elected Officials Compensation Board convened in 2018 to deliberate and develop the recommendations contained in the following document. The EOCB held three public meetings on July 24, 2018, August 15, 2018 and August 30, 2018, which included testimony by two elected officials and analysis of data provided to the EOCB by county staff.

B. Policy Issues

Compensation for Lane County's elected officials is governed by Lane Manual 3.600, which requires the Human Resources Director to convene the Elected Officials Compensation Board (EOCB) at least once each year in which a general election is held. The EOCB must meet initially by July 31 and if there are recommendations that could result in increases for the Board of Commissioners, those recommendations must be reviewed by the Lane County Budget Committee. If the Budget Committee recommends changes to the Commissioners' compensation, those changes must then be approved by the Board of Commissioners.

Any changes to the Board of Commissioners' compensation cannot take effect until January 1 of the year following the general election. Changes to other elected officials' compensation may take effect immediately, may be retroactive, or may have a future implementation date.

Section 25 of the Lane County Charter sets the timeline under which increases to the Board members' compensation may take place:

“The compensation for the services of a county officer or employee shall be whatever amount the Board of County Commissioners fixes, but no increase in the compensation of a member of the Board may take effect prior to the first odd-numbered year after the first general election after the increase is authorized.”

Section 26 (4) of the Lane County Charter requires that:

“The Board of County Commissioners shall maintain a system of personnel administration, including appeal procedures, in which each person in that service shall receive equitable compensation fixed on the basis of:

- (i) competence in the position with the County,
- (ii) record of service there and elsewhere,
- (iii) the range of compensation paid others by public and private employers for comparable service,
- (iv) the county's financial condition and policies, and
- (v) other factors relevant to the determination of what is fair compensation for the individual.”

In addition, Lane Manual Section 3.705 states:

“The Compensation Board shall consider at least the following when determining the compensation schedule:

- (a) The compensation paid to persons comparably employed by the State of Oregon, local public bodies, private businesses, non-profit agencies, and/or other counties within a labor market deemed appropriate by the Compensation Board for each elected officer.
- (b) The number of employees supervised; the size of the budget administered by each elective officer; the duties and responsibilities of each elective officer; and the compensation paid to subordinates and other appointed employees who serve in positions of comparable management responsibility. In any event, the Sheriff's compensation shall be fixed in an amount which is not less than that for any member of the Department of Public Safety.
- (c) Compensation is to be evaluated on the basis of the total compensation received, as relevant to the particular elected position.”

C. Board Goals

The County's Strategic Plan identifies the following priorities:

- Safe and healthy county
- Vibrant communities
- Robust Infrastructure
- Our People & Partnerships

The County-wide priorities are directed and supported by the Board of Commissioners. The County's ability to attract and retain the best talent for elected official positions is crucial to providing the highest quality services for residents.

D. Financial and/or Resource Considerations

All of these positions are paid through the General Fund. The total compensation analysis used in the comparator surveys includes annual base salary, plus the following employer paid benefits- deferred compensation contributions, certification pay, PERS contributions, phone and auto stipends, and the maximum monthly employee contribution to health insurance premiums. Total Additional Cost for FY 18-19 and FY 19-20 is projected at:

District Attorney - \$26,823
Sheriff - \$41,027
Assessor - \$38,433
Justice of the Peace - \$2,734
Commissioners - \$168,482 (Option 1); or

\$91,411 (Option #2); or

\$24,121 (Option #3)

E. Health Implications

There are no health implications associated with this action.

F. Analysis

The County is charged with maintaining an equitable, competitive and competent workforce to provide County services to the community. Competitive compensation for services is a component of maintaining a vibrant workforce.

The EOCB analyzed market data from June/July 2018 for Clackamas, Deschutes, Jackson, Marion and Washington counties as indicated on the spreadsheets prepared by Lane County staff, See Attachment 1. A decision was made to include Washington County in order to be consistent with the comparators used for all other compensation analyses conducted by the County.

Along with total compensation information, the EOCB considered wage compression with subordinates and the salaries for other appointed department directors as specified in Lane Manual Section 3.705. In determining appropriate base pay recommendations, the EOCB decided to use different methodologies for each position.

District Attorney: The District Attorney position has not received a pay adjustment to the County stipend portion since 2008. On a total compensation basis considering the County stipend portion of this position's base wage, the market data shows that Lane County's District Attorney is currently under market by 14.5%. Comparing the total annual salary of \$156,459.20 with the salaries of Lane County's Department Directors, this position is in alignment with the average of \$140,656.53 but is under the salary of the County Counsel's salary of \$164,860.80. A compression analysis shows that the District Attorney is currently paid 5.1% less than the highest paid subordinate position (vacant Chief Deputy District Attorney), See Attachment 2 and Attachment 3.

Given the concerns over base salary compression, equity with the County Counsel and base wage competitiveness, the EOCB used the average base salary of \$45,630 for the five county comparators to set the District Attorney's salary, See Comps 2018AVG column in Attachment 1. The recommended increase is \$11,955 to the County's stipend bringing the new total base salary to \$168,414 which equates to a 7.6% increase to total base salary (State salary plus Lane County stipend). Additionally, this creates a 2.2% differential with the Chief Deputy District Attorney position and places the District Attorney at 12.0% above market on a total compensation basis

This increase, while above market, is necessary to address internal salary equity concerns between the District Attorney position and the classifications it oversees including the Prosecuting Attorneys. The recommended increase would be effective the first full pay period after January 1, 2019.

For year 2020, the EOCB recommends a 2% COLA to the County stipend in order to keep in alignment with the COLA increases already approved for both non-represented employees and most of the represented employee groups. This will additionally maintain the differential between the District Attorney's position and subordinate employees. The recommended increase would be effective the first full pay period after January 1, 2020.

Assessor: The Assessor position has not received a base pay adjustment since 2008. On a total compensation basis the market data shows that Lane County's Assessor is under market by 11.7%. Comparing the current base salary of \$101,524.80 with the salaries of Lane County's Department Directors, this position is under the average of \$140,656.53. A compression analysis shows that the Assessor is currently paid 11.9% less than the highest paid subordinate position (Sr. Manager), See Attachment 2 and Attachment 3.

The Lane County Assessor position performs the duties of both tax collection and tax assessment which is different from other comparator counties. Because of this difference, the EOCB decided to give more weight to Clackamas County since its Assessor has both tax collection and assessment and has a similar department FTE. Given the concerns over base salary compression and equity with the appointed department directors the EOCB focused on base salary competitiveness. The methodology used was to first calculate the difference between the average base salary of the comparators and the Assessor's current base salary (See Comps 2018AVG column in Attachment 1). Next, the difference between the Clackamas base salary and the Assessor's current base salary was calculated. Those two numbers were next averaged to calculate the recommended base pay increase of \$16,812.20/year.

This recommended increase brings the Assessor base salary to \$118,337.00 which equates to a 16.6% increase and creates a 4.1% differential with the Sr. Manager subordinate position. This also places the Assessor 3.4% above market on a total compensation basis. This increase, while above market, is necessary to address internal salary equity concerns between the Assessor position and the classifications it oversees. The recommended increase would be effective the first full pay period after January 1, 2019.

For year 2020, the EOCB recommends a 2% COLA to the Assessor base salary in order to keep in alignment with the COLA increases already approved for both non-represented employees and most of the represented employee groups. This will additionally maintain the differential between the Assessor's position and subordinate employees. The recommended increase would be effective the first full pay period after January 1, 2020.

Sheriff: On a total compensation basis the market data shows that Lane County's Sheriff is under market by 8.89%. Comparing the current base salary with certification pay of \$138,403.20 with the salaries of Lane County's department directors, this position is slightly under the average of \$140,656.53. A compression analysis shows that the Sheriff is currently paid 1.5% higher than the highest paid subordinate position (Chief Deputy/Assistant Department Director), See Attachment 2 and Attachment 3. After the current Chief Deputy receives a 2% COLA in January 2019 and his regular merit in June 2019, the Sheriff's salary will be 6.5% lower than the Chief Deputy's. Additionally, per ORS 204.112(4), the sheriff's salary shall be fixed in an amount which is not less than that for any member of the sheriff's department. Absent a salary increase at this time, the County will be required to increase the salary of the Sheriff on July 1, 2019.

In comparing Lane County Sheriff's department with the other counties, the EOCB considered that Lane's public safety FTE growth has been restricted for budget reasons and does not accurately reflect the level of responsibility of the Sheriff's job. On base salary alone, Lane County's Sheriff is paid less than all of the comparator counties except Jackson. Given the concerns over base salary compression, equity with the appointed department directors, and base wage competitiveness, the EOCB used the average base salary of \$156,911.42 for the five county comparators to set the Sheriff's salary, See Comps 2018AVG column in Attachment 1. The recommended increase to base salary without certification pay is \$17,464.49 bringing the new total base salary with certification pay to \$156,911.42 which equates to a 12.6% increase to total base salary (base salary plus certification pay). Additionally, this creates a 8.11% differential with the Chief Deputy position after COLA and merit are taken into account and places the Sheriff at 3.47% above market on a total compensation basis. The recommended increase would be effective the first full pay period after January 1, 2019.

For year 2020, the EOCB recommends a 2% COLA to the County stipend in order to keep in alignment with the COLA increases already approved for both non-represented employees and most of the represented employee groups. This will additionally help maintain a 5.8% differential between the Sheriff position and the Chief Deputy after accounting for COLA and merit. The recommended increase would be effective the first full pay period after January 1, 2020.

Justice of the Peace: The Justice of the Peace has received pay increases in 2017 and 2018. On a total compensation basis the market data shows that Lane County's Justice of the Peace is under market by 5.19%. The EOCB considered salary compression equity and appointed department director positions, and determined there were no equity concerns and the position is not comparable with appointed department director positions. In considering the comparability with Justice of the Peace positions in other counties, the EOCB considered the number of personnel and the number of cases filed across the counties, and noted there was a substantial difference in both. Lane County had 1,393 cases filed in

2017 compared to more than 20,000 in Clackamas and Marion, and over 11,000 cases in Jackson all of which have full-time positions. As a result, while the EOCB considered salary data from comparator counties, it ultimately concluded that the Lane County Justice of the Peace position is substantially different than Justice of the Peace positions in the comparator counties.

Given the differences between the Justice of the Peace positions in Lane County and comparator counties and the lack of internal equity concerns, the EOCB believed that this position did not need a larger dollar amount increase. Instead, the EOCB recommends a 2% increase, which represents the COLA increase already approved for both non-represented County employees and most of the represented County employee groups. The current base salary for the Justice of the Peace is \$46,673.69 and with the recommended 2% COLA increase, the new base salary is \$47,607.17. The recommended increase would be effective the first full pay period after January 1, 2019.

For year 2020, the EOCB recommends a 2% COLA to the base salary in order to keep in alignment with the COLA increases already approved for both non-represented employees and most of the represented employee groups. The recommended increase would be effective the first full pay period after January 1, 2020.

Commissioners: Prior to 2017's increase, there had been no salary increases for the Commissioners since 2010 and there were no increases approved for 2018. On a total compensation basis the market data shows that Lane County Commissioners are under market by 16.7%. The EOCB determined that their primary focus was to try to keep pace with the market for the Commissioner positions but understood that moving their salaries in large increments could be problematic. In order to balance the need to provide some increase to the Commissioners with the ability to pay and political nuances, the EOCB developed three options of recommendations based on three different methodologies for the Budget Committee and Board of Commissioners to consider.

Option 1- Year 1 (2019), the EOCB matched the total compensation of Commissioners with the average total compensation of the market comparators, See Comps 2018AVG column in Attachment 1. The current base salary for the Commissioners is \$84,457.12 and the EOCB recommends a \$15,145.89 increase to base salary for a new base salary of \$99,603.01. This represents a 17.9% base pay increase. The recommended increase would be effective the first full pay period after January 1, 2019.

Year 2 (2020), the EOCB recommends a 2% COLA to the base salary in order to keep in alignment with the COLA increases already approved for both non-represented employees and most of the represented employee groups. The recommended increase would be effective the first full pay period after January 1, 2020.

This option best supports the ability of Lane County to attract and retain strong county commissioners and is the option preferred by the EOCB.

Option 2- Year 1 (2019), the EOCB matched the total compensation of Commissioners with the lowest comparator's total compensation (Deschutes) in order to maintain some market competitiveness, See Deschutes column in Attachment 1. The current base salary for the Commissioners is \$84,457.12 and the EOCB recommends a \$7,961.67 increase for a new base salary of \$92,418.79. This represents a 9.4% base pay increase and brings total compensation to 7.3% under market. The recommended increase would be effective the first full pay period after January 1, 2019.

Year 2 (2020), the EOCB recommends a 2% COLA to the base salary in order to keep in alignment with the COLA increases already approved for both non-represented employees and most of the represented employee groups. The recommended increase would be effective the first full pay period after January 1, 2020.

Option 3- Year 1, (2019), The EOCB determined at a minimum it is desirable to keep the Commissioner's salary moving similar with the non-represented employees. Although it will not keep the Commissioner position in line to be able to stay market competitive, the EOCB recommends a 2% COLA increase to the current base salary of \$84,457.12, for a new base salary of \$86,146.26. The recommended increase would be effective the first full pay period after January 1, 2019.

Year 2 (2020), the EOCB recommends a 2% COLA to the base salary in order to keep in alignment with the COLA increases already approved for both non-represented employees and most of the represented employee groups. The recommended increase would be effective the first full pay period after January 1, 2020.

G. Alternatives/Options

There are five options the EOCB is recommending to the Budget Committee. The first three options vary only in the amount of increase for the Commissioners in Year 1.

Option 1: Year 1 - Effective the first full pay period following January 1, 2019. Increase the annual base salary of the following positions:

District Attorney - \$11,955.00
(Eleven thousand nine hundred fifty-five dollars);

Assessor - \$16,812.20
(Sixteen thousand eight hundred twelve dollars and twenty cents);

Sheriff - \$17,464.49

(Seventeen thousand four hundred sixty-four dollars and forty-nine cents);

Justice of the Peace – 2% or \$933.48

(Two percent or nine hundred thirty-three dollars and forty-eight cents);

Commissioners - \$15,145.98

(Fifteen thousand one hundred forty-five dollars and ninety-eight cents)

Year 2 – Increase base annual salary by 2% effective the first full pay period following January 1, 2020 for all Lane County elected official positions: District Attorney, Assessor, Sheriff, Justice of the Peace and Commissioners

Option 2: Year 1 - Effective the first full pay period following January 1, 2019. Increase the annual base salary of the following positions:

District Attorney - \$11,955.00

(Eleven thousand nine hundred fifty-five dollars);

Assessor - \$16,812.20

(Sixteen thousand eight hundred twelve dollars and twenty cents);

Sheriff - \$17,464.49

(Seventeen thousand four hundred sixty-four dollars and forty-nine cents);

Justice of the Peace – 2% or \$933.48

(Two percent or nine hundred thirty-three dollars and forty-eight cents);

Commissioners - \$7,961.67

(Seven thousand nine hundred sixty-one dollars and sixty-seven cents)

Year 2 – Increase base annual salary by 2% effective the first full pay period following January 1, 2020 for all Lane County elected official positions: District Attorney, Assessor, Sheriff, Justice of the Peace and Commissioners

Option 3: Year 1 - Effective the first full pay period following January 1, 2019. Increase the annual base salary of the following positions:

District Attorney - \$11,955.00

(Eleven thousand nine hundred fifty-five dollars);

Assessor - \$16,812.20

(Sixteen thousand eight hundred twelve dollars and twenty cents);

Sheriff - \$17,464.49

(Seventeen thousand four hundred sixty-four dollars and forty-nine cents);

Justice of the Peace – 2% or \$933.48
(Two percent or nine hundred thirty-three dollars and forty-eight cents);

Commissioners - 2% or \$1,689.14
(Two percent or one thousand six hundred eighty-nine dollars and fourteen cents)

Year 2 – Increase base annual salary by 2% effective the first full pay period following January 1, 2020 for all Lane County elected official positions: District Attorney, Assessor, Sheriff, Justice of the Peace and Commissioners

Option 4: Adjust the salary of the elected officials by some other amount.

Option 5: Do not approve the motion and do not make any changes to elected officials' compensation.

IV. RECOMMENDATION

The Elected Officials Compensation Board prefers Option 1 and recommends that the Budget Committee forward all three options to the Board of Commissioners for consideration.

V. TIMING/IMPLEMENTATION

Staff will forward the Budget Committee's recommendations to the Board of Commissioners.

VI. FOLLOW-UP

Staff will prepare the Board packet for the October 16, 2018 board meeting.

VII. ATTACHMENTS

1. EOCB Compensation Study 2018
2. Wage Compression Report
3. Lane County Department Director Salaries
4. EOCB Summary of Recommendations-Revised

Lane County Assessor Compensation Survey June 2018
w/Washington County

County	Clackamas 2018	Deschutes 2018	Jackson 2018	Marion 2018	Washington 2018	Lane 2018	Comps 2018AVG	*Comps vs LC
Demographics								
County Population	413,000	182,930	216,900	339,200	588,957	370,600	348,197	
County FTE	2049.00	960.21	864.40	1708.28	2001.18	1582.99	1,517	
Department Personnel Services Budget	\$5,949,959	\$3,321,826	\$2,890,810	\$4,826,622	\$10,113,337	\$4,501,922	\$5,420,511	
Department FTE	57.00	33.00	33.50	51.00	96.00	49.00	54.10	
Notes	Includes 3.0% Adj 7/1/18	Includes COLA	Includes COLA, does not collect taxes	Includes 1.87% Adj 7/1/18, does not collect taxes	Includes COLA			
Compensation								
Annual Base Salary	\$116,112.00	\$114,045.72	\$99,548.80	\$109,761.60	\$163,343.32	\$101,524.80	\$120,562	18.8%
Deferred Compensation	6.27%	3.00%	0.00%	7.50%	0.00%	2%		
Employer PERS Contribution	6%	6%	6%	6%	0%	6%		
Most recent COLA	4.00%	3.00%	2.65%	1.50%	2.80%	-		
COLA Effective Date	7/1/2017	7/1/2018	7/9/2018	7/1/2018	7/1/2018	-		
Projected COLAs		-	-	2% 7/1/2019	-	-		
Base Salary w/ Def. Comp & PERS	\$130,356.94	\$124,309.83	\$105,521.73	\$124,579.42	\$163,343.32	\$109,646.78	\$129,623	18.2%
Annual Phone / PDA / Tech	\$0.00	\$900.00	\$0.00	\$0.00	\$2,088.00	\$840.00	\$597.60	-29%
Annual Housing	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		
Annual Auto	\$0.00	\$0.00	\$0.00	\$0.00	\$4,260.00	\$6,540.00		
Total Compensation w/o Insurance	\$130,358.94	\$125,209.83	\$105,521.73	\$124,579.42	\$169,691.32	\$117,026.78	\$131,072	12.0%
Insurance								
Employee Contribution Required?	Yes	Yes	Yes	Yes	Yes	Yes		
Employee Annual Premium Amount**	\$1,425.24	\$1,080.00	\$593.40	\$1,602.24	\$1,919.12	\$840.00	\$1,325	
Employer paid % of total premium	95%	Flat	Flat	Flat	90%	Flat		
Life Insurance- Employer or employee paid?	Employer	Employer	Employer	Employer	Employer	Employer		
STD/LTD- Employer or employee paid?	Employer	Employer	Employer	Employer	Employer LTD Only	Employer		
Total Compensation with Insurance Contributions	\$128,930.70	\$124,129.83	\$104,928.33	\$122,977.18	\$167,772.20	\$116,186.78	\$129,747.65	11.7%

Survey information as per county's staff response to survey. *WA City has paid sick and vacation

**negative indicates comparable rates are lower than LC.

**Based on highest possible contribution level

*Marion City has paid holidays

Lane County District Attorney Compensation Survey June 2018
w/Washington County

County	Clackamas 2018	Deschutes 2018	Jackson 2018	Marion 2018	Washington 2018	Lane 2018	Comps 2018AVG	*Comps vs LC
Demographics								
County Population	413,000	182,930	216,900	339,200	588,957	370,600	348,197	
County FTE	2,049.00	960.21	864.40	1,708.28	2001.18	1582.99	1,517	
Department Personnel Services Budget	\$10,662,034	\$5,630,137	\$4,826,794	\$10,403,974	\$11,206,042	\$8,911,108	\$8,545,796	
Department FTE	77.3	51.95	50.5	91.03	87.9	71	71.74	
Notes	Includes 14.5% adj 7/1/18, has a Chief Deputy	Includes COLA	Includes COLA, has a Chief Deputy	Includes 0.83% adj 7/1/18 & COLA	Includes COLA, has a Chief Deputy			
Compensation								
Annual Base Salary	\$53,556	\$31,759	\$28,309	\$34,736	\$79,789	\$33,675	\$45,630	35.5%
Deferred Compensation	6.27%	3.00%	0.00%	7.50%	0.00%	2.00%		
Employer PERS Contribution	6%	6%	6%	6%	0%	6%		
State Contribution	\$122,784	\$122,784	\$122,784	\$122,784	\$122,784	\$122,784		
Most recent COLA since 2014	7.80%	7.00%	2.65%	1.50%	2.80%	-		
COLA Effective Date	7/1/2015	7/1/2018	7/9/2018	7/1/2018	7/1/2018	-		
Projected COLAs	-	-	-	2% 7/1/2019	-	-		
Base Salary w/ Def. Comp & PERS	\$60,127.32	\$34,616.95	\$30,007.33	\$39,425.36	\$70,789.25	\$36,369.22	\$48,793	34.2%
Annual Phone / PDA / Tech	\$0.00	\$900.00	\$635.96	\$0.00	\$2,568.00	\$840.00	\$820.79	-2%
Annual Housing	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		
Annual Auto	\$0.00	\$0.00	\$0.00	\$0.00	\$4,260.00	\$6,540.00	\$852.00	-87%
Total Compensation w/o Insurance	\$60,127.32	\$35,516.95	\$30,643.29	\$39,425.36	\$86,617.25	\$43,749.22	\$50,466	15.4%
Insurance								
Employee Contribution Required?	Yes	Yes	Yes	Yes	Yes	Yes		
Employee Annual Premium Amount**	\$1,428.24	\$1,080.00	\$593.40	\$1,602.24	\$1,919.12	\$840.00	\$1,325	
Employer paid % of total premium	95%	Flat	Flat	Flat	90%	Flat		
Life Insurance- Employer or employee paid?	Employer	Employer	Employer	Employer	Employer	Employer		
STD/LTD- Employer or employee paid?	Employer	Employer	Employer	Employer	Employer LTD Only	Employer		
Total Compensation with Insurance Contributions	\$58,699.08	\$34,436.95	\$30,049.89	\$37,823.12	\$84,698.13	\$42,909.22	\$49,141.43	14.5%

Survey information as per county's staff response to survey.

*negative indicates comparable rates are lower than LC.

**Based on highest possible contribution level

*Marion City has paid sick and vacation

*Marion City has paid holidays

Lane County Sheriff Compensation Survey June 2018 - Revised 8/30/2018

w/Washington County

County	Clackamas 2018	Deschutes 2018	Jackson 2018	Marion 2018	Washington 2018	Lane 2018	Comps 2018AVG	*Comps vs LC
Demographics								
County Population	413,000	182,930	216,900	339,200	588,957	365,940	348,197	-4.85%
County FTE	2,049.00	960.21	864.40	1,708.28	2001.18	1,515.57	1,516.61	0.07%
Department Personnel Services Budget	\$77,870,021	\$31,929,129	\$21,843,667	\$44,749,887	\$78,195,008	\$38,137,400	\$50,917,542	33.51%
Department FTE	569.00	227.50	170.25	362.50	585.50	286.75	382.95	33.55%
Notes	Includes 2.8% adj 7/1/18	Includes COLA	Includes adj & COLA	Includes adj 7/1/18 & COLA	Includes COLA			
Compensation								
Annual Base Salary, including cert pay	\$178,380.00	\$147,349.70	\$122,262.40	\$156,270.40	\$180,294.59	\$138,403.20	\$156,911.42	13.37%
Deferred Compensation	6.27%	3.00%	0.00%	7.50%	0.00%	2%	3.35%	67.70%
Employer PERS Contribution	6%	6%	6%	6%	0%	6%		
Certification Pay	0%	0%	0%	0%	0%	6%		
Most recent Market/COLA since 2014	2.00%	2.10%	2.65%	1.50%	2.80%	\$2,395.47		
Market/COLA Effective Date	7/1/2016	7/1/2018	7/9/2018	7/1/2018	7/1/2018	4/10/2018		
Projected COLAs	-	-	-	2% 7/1/2019	-	-		
Base Salary w/ Def. Comp & PERS	\$200,267.23	\$160,611.17	\$129,598.14	\$177,366.90	\$180,294.59	\$149,475.46	\$169,627.61	13.48%
Annual Phone / PDA / Tech	\$0.00	\$900.00	\$0.00	\$0.00	\$1,248.00	\$840.00	\$429.60	-48.86%
Annual Housing	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		
Annual Auto	\$0.00	\$0.00	\$0.00	\$0.00	\$5,793.96	\$6,540.00		
Total Compensation w/o Insurance	\$200,267.23	\$161,511.17	\$129,598.14	\$177,366.90	\$187,336.55	\$156,855.46	\$171,216.00	9.16%
Insurance								
Employee Contribution Required?	Yes	Yes	Yes	Yes	Yes	Yes		
Employee Annual Premium Amount**	\$1,428.24	\$1,080.00	\$593.40	\$1,602.24	\$1,918.12	\$840.00	\$1,325	
Employer paid % of total premium	95%	Flat	Flat	Flat	90%	Flat		
Life Insurance- Employer or employee paid?	Employer	Employer	Employer	Employer	Employer	Employer		
STD/LTD- Employer or employee paid?	Employer	Employer	Employer	Employer	Employer LTD Only	Employer		
Total Compensation with Insurance Contributions	\$198,838.99	\$160,431.17	\$129,004.74	\$175,764.66	\$185,417.43	\$156,015.46	\$169,891	8.89%

Survey information as per county's staff response to survey. *Marion City has paid holidays **WA City has paid sick and vacation

*negative indicates comparable rates are lower than LC.

**Based on highest possible contribution level

Lane County Justice of the Peace Compensation Survey June 2018 w/Washington County

County	Clackamas 2018	Deschutes 2018	Jackson 2018	Marion 2018	Washington 2018	Lane 2018	Comps 2018AVG	Comps vs LC*
Demographics								
County Population	413,000	182,930	216,900	339,200	588,957	370,600	348,197	
County FTE	2,049.00	960.21	864.40	1,708.28	2001.18	1582.99	1,517	
Department Personnel Services Budget	\$1,147,216	\$486,471	\$416,901	\$660,423	\$754,708	\$203,371	\$693,144	
Department FTE	10	4	5	8	7	1.5	7	
JP Full/ Part time	Full time	Part time (.6 FTE)	Full time	Full time	Full time	Part time	0.90	
JP required to be an attorney/or is an attorney?	Yes	Yes	Yes	No	No	No	Yes	
Notes	Includes 2.8% salary adj 7/1/18, 20,020 cases	Includes COLA, cases not provided	Includes COLA, 11,466 cases in '17	Includes COLA, 20,771 cases in '17	Includes COLA, 3,000 cases/yr			
Compensation								
Base Salary for 1 FTE	\$100,980.00	\$98,220.20	\$84,678.86	\$96,657.60	\$111,166.08	\$93,347.38	\$98,341	5.35%
Base Salary @ .5 FTE	\$50,490.00	\$49,110.10	\$42,339.43	\$48,328.80	\$55,583.04	\$46,673.69	49,170	5.35%
Deferred Compensation	6%	3%	0%	7.5%	0.0%	2%	3.35%	67.70%
Employer PERS Contribution	6%	6%	6%	6%	0%	6%		
Most recent COLA/Market since 2014	2.1%	2.1%	2.7%	1.50%	2.80%	\$2,395.47		
COLA/Market Effective Date	7/1/2015	7/1/2018	7/9/2018	7/1/2018	7/1/2018	4/10/2018		
Projected COLAs	-	-	-	2% 7/1/2019	-	-		
Base Salary w/ Def. Comp & PERS (@ .5 FTE)	\$56,685.12	\$53,530.01	\$44,879.80	\$54,853.19	\$55,583.04	\$50,407.59	\$53,106	5.35%
Annual Phone / PDA / Tech	\$900.00	\$900.00	\$0.00	\$0.00	\$0.00	\$0.00	\$360.00	
Annual Housing	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		
Annual Auto	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		
Total Compensation w/o Insurance (@ .5 FTE)	\$57,585.12	\$54,430.01	\$44,879.80	\$54,853.19	\$55,583.04	\$50,407.59	\$53,466.23	6.07%
Insurance								
Employee Contribution Required?	Yes	Yes	Yes	Yes	Yes	Yes		
Employee Annual Premium Amount**	\$1,428.24	\$1,080.00	\$593.40	\$1,602.24	\$1,919.12	\$840.00	\$1,325	
Employer paid % of total premium	95%	Flat	Flat	Flat	90%	Flat		
Life Insurance- Employer or employee paid?	Employer	Employer	Employer	Employer	Employer	Employer		
STD/LTD- Employer or employee paid?	Employer	Employer	Employer	Employer	Employer LTD Only	Employer		
Total Compensation with Insurance Contributions (@ .5 FTE)	\$56,156.88	\$53,350.01	\$44,286.40	\$53,250.95	\$53,663.92	\$49,567.59	\$52,141.63	5.19%

Survey information as per county's staff response to survey.

*negative indicates comparable rates are lower than LC.

**Based on highest possible contribution level

*Marion City has paid holidays

*WA City has paid sick and vacation

**Lane County Commissioner Compensation Survey June 2018
w/Washington County**

County	Clackamas 2018	Deschutes 2018	Jackson 2018	Marion 2018	Washington 2018	Lane 2018	Comps 2018AVG	*Comps vs LC
Demographics								
County Population	413,000	182,930	216,900	339,200	588,957	370,600	348,197	
County FTE	2,049.00	960.21	864.40	1,708	2001.18	1582.99	1,517	
Department Personnel Services Budget	\$2,616,343	\$424,187	\$674,509	\$2,214,424	\$462,126	\$845,935	\$1,278,318	
Department FTE	17.42	33.00	5.55	15.00	5.00	6.00	15.19	
Notes	Includes 6.4% inc 7/1/18	Includes COLA	Includes COLA, two levels of pay	Includes 2.18% adj 7/1/18 & COLA	Includes COLA, all but chair are P/T, salary based on 40% of chair			
Compensation								
Annual Base Salary	\$100,944.00	\$96,040.29	\$109,720.00	\$97,760.00	\$108,780.45	\$84,457.12	\$102,649	21.5%
Deferred Compensation	6.27%	3.00%	0.00%	7.50%	0.00%	0%		
Employer PERS Contribution	6%	6%	6%	6%	0%	6%		
Most recent COLA	N/A	3.00%	2.65%	1.50%	2.80%	-		
COLA Effective Date		7/1/2018	7/9/2018	7/1/2018	7/1/2018	-		
Projected COLAs	-	-	-	2% 7/1/2019	-	-		
Base Salary w/ Def. Comp & PERS	\$113,329.83	\$104,683.92	\$116,303.20	\$110,957.60	\$108,780.45	\$89,524.55	\$110,811	23.8%
Annual Phone / PDA / Tech	\$0.00	\$900.00	\$635.96	\$0.00	\$2,568.00	\$840.00	\$820.79	-2%
Annual Housing	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		
Annual Auto	\$0.00	\$0.00	\$4,800.00	\$0.00	\$4,260.00	\$6,540.00		
Total Compensation w/o Insurance	\$113,329.83	\$105,583.92	\$121,739.16	\$110,957.60	\$115,608.45	\$96,304.55	\$113,444	17.1%
Insurance								
Employee Contribution Required?	Yes	Yes	Yes	Yes	Yes	Yes		
Employee Annual Premium Amount**	\$1,428.24	\$1,080.00	\$593.40	\$1,602.24	\$1,919.12	\$840.00	\$1,325	
Employer paid % of total premium	95%	Flat	Flat	Flat	90%	Flat		
Life Insurance- Employer or employee paid?	Employer	Employer	Employer	Employer	Employer	Employer		
STD/LTD- Employer or employee paid?	Employer	Employer	Employer	Employer	Employer LTD Only	Employer		
Total Compensation with Insurance Contributions	\$111,901.59	\$104,503.92	\$121,145.76	\$109,355.36	\$113,689.33	\$96,064.55	\$112,119.19	16.7%

Survey/Information as per county's staff response to survey.

*Marion City accrues sick, vacation & holiday

**Lane City has paid sick and vacation

**Salary is Chair's=80% of Circuit Court Judge

*** 1 Full time, 4 Part time

*negative indicates comparable rates are lower than LC.

**Based on highest possible contribution level

CURRENT DISTRICT ATTORNEY SALARY COMPRESSION REPORT

8/8/2018

DEPT ID	DEPT NAME	JOB CODE	JOB TITLE	GRADE	STEP	ANNUAL RATE	GROUP	R/T
11010	Crmnl Pros	V021	District Attorney	0	0	\$33,675.20	Dir/Elect	Reg
					w/State	\$156,459.20		
EMPLOYEES								
11010	Crmnl Pros	N3005	Program Manager/Deputy DA	D82	9	\$164,860.80	Management	vacant
11010	Crmnl Pros	N4610	Prosecutor, Sr	C52	9	\$139,380.80	Pros Attny	Reg
11010	Crmnl Pros	N4610	Prosecutor, Sr	C52	9	\$139,380.80	Pros Attny	Reg
11020	Criminal	N4610	Prosecutor, Sr	C52	9	\$139,380.80	Pros Attny	Reg
11010	Crmnl Pros	N4610	Prosecutor, Sr	C52	9	\$139,380.80	Pros Attny	Reg
11010	Crmnl Pros	Y010	Extra Help	0	0	\$104,000.00	Extra Help	Temp
11010	Crmnl Pros	N4005	Professional/Technical Supv	C43	9	\$82,680.00	Supervisor	Reg
11030	Family Law	N3016	Program Supervisor	C41	9	\$74,942.40	Supervisor	Reg
11010	Crmnl Pros	N4102	Management Analyst	C41	9	\$74,942.40	Profession	Reg
11010	Crmnl Pros	A032	Accountant	32	10	\$65,852.80	AFSCME	Reg
11050	Death Invest	N4004	Professional/Technical Supv	C43	4	\$65,457.60	Supervisor	Reg
11010	Crmnl Pros	A033	Accounting Analyst	30	10	\$62,691.20	AFSCME	Reg
11010	Crmnl Pros	N7001	Administrative Support Supv	B31	6	\$56,243.20	Supervisor	Reg
11010	Crmnl Pros	A028	Paralegal	26	9	\$54,787.20	AFSCME	Reg
11010	Crmnl Pros	N7001	Administrative Support Supv	B31	3	\$48,214.40	Supervisor	Reg
EMPLOYEE COUNT =		14						

% Difference Between EO and Highest Paid Subordinate:

-5.1%

CURRENT ASSESSOR SALARY COMPRESSION REPORT

7/19/2018

DEPT ID	DEPT NAME	JOB CODE	JOB TITLE	GRADE	STEP	ANNUAL RATE	GROUP	R/T
1010	A & T Adm	V020	Assessment & Taxation Director	0	0	\$101,524.80	Dir/Elect	Reg
EMPLOYEES								
1030	Property	N2022	Manager, Sr	D71	9	\$113,651.20	Management	Reg
1020	Appraisal	N2032	Manager	D63	5	\$90,188.80	Management	Reg
1010	A & T Adm	N7010	Administrative Support Spec	B22	9	\$55,556.80	Non-Rep	Reg
EMPLOYEE COUNT =		3						

% Difference Between EO and Highest Paid Subordinate:

-11.9%

CURRENT SHERIFF SALARY COMPRESSION REPORT
7/19/2018

DEPT ID	DEPT NAME	JOB CODE	JOB TITLE	GRADE	STEP	ANNUAL W/PRE	GROUP	R/T
5010	Sheriff	V022	Public Safety Director	0	0	\$138,403.20	Dir/Elect	Reg
EMPLOYEES								
5020	Support	N2011	Assist Department Director	E83	8	\$136,344.83	Management	Reg
						\$145,141.98		
5040	Correction	N2020	Manager, Sr	D72	5	\$102,419.20	Management	Reg
5010	Sheriff	N7010	Administrative Support Spec	B22	88	\$56,763.20	Non-Rep	Reg
EMPLOYEE COUNT =		3						

% Difference Between EO and Highest Paid Subordinate:

1.5%

% Difference Between EO and Highest Paid Subordinate After COLA & Merit :

-6.5%

CURRENT JUSTICE OF THE PEACE SALARY COMPRESSION REPORT

7/19/2018

DEPT ID	DEPT NAME	JOB CODE	JOB TITLE	GRADE	STEP	ANNUAL RATE	GROUP	R/T
3200	LCJstDist	V023	Justice of the Peace	0	0	\$93,350.40	Dir/Elect	Reg
EMPLOYEES								
3200	LCJstDist	Y010	Extra Help	0	0	\$93,204.80	Extra Help	Temp
3200	LCJstDist	A019	Justice Court Clerk, Sr	24	10	\$54,059.20	AFSCME	Reg
3200	LCJstDist	A018	Justice Court Clerk	18	4	\$37,564.80	AFSCME	Temp
EMPLOYEE COUNT =		3						

% Difference Between EO and Highest Paid Subordinate:

0.2%

LANE COUNTY DEPARTMENT DIRECTOR SALARIES

ATTACHMENT 3

AS OF 7/20/18

Position Title	Grade	Step	Annual Salary	Dept	Service Dt	Supervisor	Dept FTE
County Counsel	000	0	\$164,860.80	County Counsel	1/20/2012	Leiken, Sidney W.	11.00
Department Director	E84	9	\$138,923.20	Technology Services	9/15/2003	Mokrohisky, Steve M.	66.25
Health & Human Svcs Director	E85	8	\$137,113.60	Health & Human Svcs	4/4/1990	Mokrohisky, Steve M.	613.6
Department Director	E84	9	\$138,923.20	Human Resources	12/11/2017	Mokrohisky, Steve M.	17.00
Public Works Director	E85	6	\$125,195.20	Public Works	12/21/2004	Mokrohisky, Steve M.	356.14
Department Director	E84	9	\$138,923.20	County Operations	9/8/2015	Mokrohisky, Steve M.	106.25
Average:			\$140,656.53				

ATTACHMENT 4

ELECTED OFFICIALS COMPENSATION BOARD SUMMARY OF AUGUST 30, 2018 MEETING

POSITION	PROPOSED	EFFECTIVE DATES	CURRENT BASE	PROPOSED BASE	% Salary Increase for Year 1	COMPRESSION	METHODOLOGY
District Attorney	Increase base salary \$11,955/year	First full pay period after 1/1/2019	Co: \$33,675.20 TB: \$156,459.20	Co: \$45,630 TB: \$168,414	35.5% on County Contribution 7.6% on Total Base	2.2% (w/vacant Chief Deputy DA)	Use 5 Co comparators, Match to average base of 5 comparators
	2% COLA to base salary	First full pay period after 1/1/2020					
Assessor	Increase Salary \$16,812.20/year	First full pay period after 1/1/2019	\$101,524.80	\$118,337.00	16.6%	4.10%	Average of the differences of #1: Average comparator based - Assessor base and #2 Clackamas base-Assessor base. Used Clackamas since it does both tax & assessment
	2% COLA to base salary	First full pay period after 1/1/2020					
Sheriff	Increase base salary \$17,464.49/year	First full pay period after 1/1/2019	Base only: \$130,565.15 Base w/cert: \$138,403.20	Base only: \$148,029.64 Base w/cert: \$156,911.42	13.4% on Base 12.6% on Base w/cert	8.11% (w/Chief Deputy after COLA & Merit)	Use 5 Co comparators, Match base salary w/certification pay to comp avg base
	2% COLA to base salary	First full pay period after 1/1/2020					
Justice of Peace	2% COLA to base salary	First full pay period after 1/1/2019	\$46,673.69	\$47,607.17	2% n/a		Use 5 Co comparators
	2% COLA to base salary	First full pay period after 1/1/2020					

ELECTED OFFICIALS COMPENSATION BOARD
SUMMARY OF AUGUST 30, 2018 MEETING

POSITION	PROPOSED	EFFECTIVE DATES	CURRENT BASE	PROPOSED BASE	% Salary Increase for Year 1	COMPRESSION	METHODOLOGY
Commissioners	3 Options						
Option 1:	Year 1: Increase base salary \$15,145.89	First full pay period after 1/1/2019	\$84,457.12	\$99,603.01	17.90%	n/a	5 co comparator, match total comp to total omp Avg of comparators
	Year 2: 2% COLA to base salary	First full pay period after 1/1/2020					
Option 2:	Year 1: Increase base salary \$7,961.67	First full pay period after 1/1/2019	\$84,457.12	\$92,418.79	9.40%	n/a	Match total comp to Deschutes total comp as the lowest comparator
	Year 2: 2% COLA to base salary	First full pay period after 1/1/2020					
Option 3:	Year 1: 2% COLA to base salary	First full pay period after 1/1/2019	\$84,457.12	\$86,146.26	2.00%	n/a	Use 5 Co comparators
	Year 2: 2% COLA to base salary	First full pay period after 1/1/2020					