

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 18-10-16-12

IN THE MATTER ADJUSTING THE BASE
ANNUAL SALARIES OF LANE
COUNTY'S BOARD OF
COMMISSIONERS CONSISTENT WITH
THE MARKET COMPARATORS

WHEREAS, 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;

WHEREAS, Lane County staff conducted a comparator county (Clackamas, Deschutes, Jackson, Washington and Marion) market survey for the elected positions of Assessor, District Attorney, Sheriff, Justice of the Peace and Commissioner;

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

WHEREAS, The EOCB presented 3 possible options to the Budget Committee:

Option 1: Match the total compensation of Commissioners with the average total compensation of the market comparators. Option 1 would increase the base Commissioners salary by \$15,145.89 (a 17.9% increase) effective the first full pay period after January 1 in 2019 and a 2% COLA in 2020.

Option 2: Match the total compensation of the Commissioners with the lowest comparator's total compensation. Option 2 would increase the base Commissioners salary by \$7,961.67 (a 9.4 % increase) effective the first full pay period after January 1, 2019 and a 2% COLA in 2020.

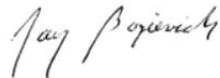
Option 3: The EOCB determined that a minimum recommendation would be a 2% COLA effective the first full pay period after January 1, 2019, increasing base Commissioners salary by \$1,689.14 in 2019 and a 2% COLA in 2020.

WHEREAS, On September 17, 2018, the Lane County Budget Committee reviewed the recommendations of the Elected Officials Compensation Board and developed its own recommendations for the Board of Commissioner positions. The Budget Committee recommended a 3% market adjustment plus a 2% COLA in both Year 1 and Year 2, effective the first full pay periods after January 1 of 2019 and 2020 respectively

NOW, THEREFORE, the Board of County Commissioners of Lane County **ORDERS** as follows:

1. That effective the first full pay period following January 1, 2019, increase the annual base salary of the Commissioners by a two percent (2%) COLA or one thousand six hundred eighty-nine dollars and fourteen cents (\$1,689.14) for a new base salary of \$86,146.26; and
2. That effective the first full pay period following January 1, 2020, increase base annual salary for the Commissioners by a two percent (2%) COLA.

ADOPTED this 16th day of October, 2018.



Jay Bozievich, Chair
Lane County Board of Commissioners