



**LANE COUNTY**

HUMAN RESOURCES DIVISION / 125 East 8th Ave. / Eugene, OR 97401  
Phone: (541) 682-3665/ Fax: (541) 682-4290

Budget  
Committee  
mtg

**AGENDA COVER MEMORANDUM**

**AGENDA DATE:** October 26, 2004  
**PRESENTED TO:** Lane County Budget Committee  
**PRESENTED BY:** Greta Utecht, Human Resources Manager  
**AGENDA TITLE:** **IN THE MATTER OF ADJUSTING THE SALARIES OF ELECTED OFFICIALS**

**I. MOTION**

**APPROVE RECOMMENDATION FROM ELECTED OFFICIALS  
COMPENSATION BOARD, DATED OCTOBER 12, 2004 IN THE MATTER OF  
ADJUSTING THE SALARIES AND BENEFITS OF ELECTED OFFICIALS**

**II. ISSUE**

The Elected Officials Compensation Board (EOCB) is required to review the salaries of Lane County's elected officials and any changes must be recommended to the Lane County Budget Committee. Because elected officials are considered unclassified non-represented employees and other non-represented employees received a 1% deferred compensation contribution in addition to a 2% cost of living adjustment effective July 1, 2004, it was necessary for the EOCB to meet and review the compensation of the elected officials. The EOCB met on October 12, 2004 to review salary data and to make recommendations regarding each elected position. In developing their recommendations, the members of the board reaffirmed their belief that the salaries of Lane County's elected officials need to be kept current with those of other non-represented employees in order to attract qualified candidates for public office.

### **III. DISCUSSION**

#### **A. Background**

Up until 2003 all employees were covered by basically the same medical insurance plan. In the course of contract negotiations, each bargaining unit ended up agreeing to a different benefit package and now the County administers a variety of different medical insurance packages. As a result of last year's negotiations, Lane County Public Works Association Local 626 (626) chose the least costly benefit package for the County: their package now includes the highest out-of-pocket and deductible levels, and a three-tier drug formulary.

To directly recognize and encourage these types of voluntary changes, the Board of County Commissioners granted 626 members a 1% Deferred Compensation contribution. (This percentage is equal in value to the savings that have been realized from the health plan modifications.) Non-represented employees have the same medical health insurance package and were also granted the 1% deferred compensation contribution. As unclassified non-represented employees, elected officials are on the same medical insurance plan as the classified non-represented employees, and the Elected Officials Compensation Board members discussed the merits of continuing to align the elected officials' medical benefits (and associated deferred compensation contribution) with those received by other non-represented employees.

#### **B. Analysis**

This year, the EOCB reviewed a variety of information materials, including the following:

- Cover memo from staff dated October 8, 2004 (Attachment 1)
- Number of FTE's & Budget by Department (Attachment 2)
- Timeline for Implementation of Changes (Attachment 3)
- Elected Officials & Department Director Salaries as of 10/8/04 (Attachment 4)
- Lane Manual, 3.660 Other Appointed Committees. (Attachment 5)
- Lane County, Cost of Living Adjustments (COLA's) Spreadsheet (Attachment 6)
- Consumer Price Index, September 2004 (Attachment 7).

There were no COLA's granted in 2003, but in July 2004, non-represented employees in the County received a 2% COLA, and a 1% deferred compensation contribution, as referenced in the background information above. In accordance with Board Order 02-6-19-1 (Attachment 8), the Board of County Commissioners also received a 2% cost of living adjustment on July 1, 2004, but none of the other elected officials were granted a COLA and none of the elected officials, including

the Board of Commissioners received the 1% deferred compensation contribution granted other non-represented employees.

This difference in timing for salary change implementation is because the Lane County Charter specifically states that compensation changes for members of the Board of County Commissioners cannot be implemented until January 1 after the first general election after the increase is authorized. This means that any compensation changes for the commissioners must be recommended by the EOCB and approved by the Budget Committee (a Lane Manual requirement) prior to a general election, and then implemented on January 1 following the general election. Given the prospective nature of the changes, any COLA's or compensation adjustments for the commissioners cannot be effective until January 1, 2005. When the commissioners' salaries were last adjusted, the 2002 Board order included the provision that any COLA granted to the non-represented employees effective July 1, 2004 also be granted to the commissioners, but there was no similar language for the other elected officials. As a result, the commissioners received a 2% COLA on July 1, 2004 but the other elected officials did not. The prospective charter restriction does not apply to the other elected officials, and they can be granted compensation adjustments retroactively.

Because of the analysis and recommendations made by the Elected Officials Compensation Board in 2002, Lane County's elected officials' salaries are now internally comparable to other similar County positions. Lane County's compensation system is an internal equity system, using market data as a "reality" check rather than as the standard. Due to this fact, it was staff's recommendation that the EOCB consider granting all the elected officials except the Commissioners the same COLA and deferred compensation contribution granted to non-represented employees in July 2004, effective July 2004, and that all elected officials, including the Commissioners, be granted the same (if any) COLA and deferred compensation contribution granted to non-represented employees in 2005 and 2006.

The EOCB also reviewed whether to recommend that the 1% deferred compensation contribution apply to the District Attorney's full salary or only to the salary supplement paid by the County. It was clarified that nothing currently comes from the State to the District Attorney in the form of deferred compensation and the District Attorney is covered by the same medical plan as other non-represented County employees. The members of the EOCB agreed that since the District Attorney is doing his work here in Lane County, it made sense to go with the full compensation.

Based on the information reviewed and discussed, the Elected Officials Compensation Board recommends that:

1. All Non-Board Elected Officials be granted the same COLA and Deferred Compensation contribution as the Non-Represented effective July 1<sup>st</sup> 2004.

The District Attorney's Deferred Compensation shall be based on the combined State and County salary supplement.

2. All Elected Officials be granted the same insurance benefits as the Non-Represented employees receive.
3. Board of County Commissioners to be granted a 1% Deferred Compensation contribution effective January 1<sup>st</sup>, 2005.
4. All Elected Officials, including commissioners, be granted the same COLA and benefit changes as Non-Represented employees receive in FY2005-2006 and FY2006-2007.

(Attachment 9: Elected Officials Compensation Board Order dated October 12, 2004.)

**C. Alternatives/Options**

1. Approve the Elected Officials Compensation Board's recommendations.
2. Do not approve the Elected Officials Compensation Board's recommendations.

**D. Recommendation**

Approve Option 1.

**IV. IMPLEMENTATION/FOLLOW-UP**

Following Budget Committee action, the changes in salaries and deferred compensation for non-Board elected officials will be applied retroactively to July 1, 2004. Changes to the Commissioners deferred compensation will be implemented January 1, 2005.

**V. ATTACHMENTS**

- Attachment 1: Cover memo from staff dated October 8, 2004
- Attachment 2: Number of FTE's & Budget by Department
- Attachment 3: Timeline for Implementation of Changes
- Attachment 4: Elected Officials & Department Director Salaries as of 10/8/04
- Attachment 5: Lane Manual, 3.660 Other Appointed Committees.
- Attachment 6: Lane County, Cost of Living Adjustments (COLA's) Spreadsheet
- Attachment 7: Consumer Price Index, September 2004

Attachment 8: Board of County Commissioners Order 02-6-19-1  
Attachment 9: Elected Officials Compensation Board Order dated October 12, 2004.  
Attachment 10: Elected Officials Compensation Board Minutes, October 12, 2004





# LANE COUNTY

HUMAN RESOURCES DIVISION / 125 East 8th Ave. / Eugene, OR 97401  
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## MEMORANDUM

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**DATE:** October 8, 2004  
**TO:** Elected Officials Compensation Board Members  
**FROM:** Greta Utecht, Human Resources Manager  
**RE:** Meeting of October 12, 2004  
**CC:** Interested Parties

The Elected Officials Compensation Board (EOCB) will meet on Tuesday morning, October 12, 2004 in the Board room of the Downtown Athletic Club, 999 Willamette Street. The club receptionist will direct you to the appropriate elevator. A light breakfast buffet will be served. This year our members are:

Lauren Chouinard, Human Resources Director, City of Eugene  
Noreen Franz-Hovis, Human Resources Director, Pacific Source Health Plans  
Patricia Kenney, Human Resources Director, Oregon State Foundation  
Marilou Heriot, Human Resources Director, Jerry's Home Improvement Center  
Mary Neidig, Human Resources Director, Lane Transit District.

I've included an agenda and materials for your review. They are:

1. Agenda for October 12th Meeting.
2. Agenda Item Cover Memo for Lane County Board of County Commissioners' Meeting of 5/28/02.
3. Memorandum to the Board of County Commissioners, dated 6/6/02.
4. Section 3.600 from the Lane Manual, describing the duties of the EOCB.
5. Lane County Cost of Living Adjustments 1994-2004
6. CPI for September 2004
7. EOCB Order of May 23, 2002
8. Board of County Commissioners Board Order 02-6-19-1.
9. Lane County Elected Officials and Department Directors Salaries Comparison

In reviewing item 5, you will note that in 2002, all the elected officials except the Justice Court Judges had compensation adjustments to bring them current with internal positions and more comparable to other Counties. There were no COLA's granted in 2003, but in July 2004, non-represented employees in the County received a 2% COLA, and a 1% deferred compensation contribution. Because any changes to the Commissioners salaries cannot take affect until after the next general election, they did not receive the same retroactive COLA in July 2002 that the other elected officials received. In consideration of this, they DID receive the same COLA in July 2004 that the

non-represented employees received. However, the deferred compensation contribution has not been approved for them.

Because of the hard work completed by the Elected Official Compensation Board in 2002, our elected officials' salaries are now internally comparable to other similar County positions. Lane County's compensation system is an internal equity system, using market data as a "reality" check rather than as the standard. Due to this fact, it is staff's recommendation that you consider granting all the elected officials except the Commissioners the same COLA and deferred compensation contribution granted to non-represented employees in July 2004, effective July 2004, and that all elected officials, including the Commissioners, be granted the same (if any) COLA and deferred compensation contribution granted to non-represented employees in 2005 and 2006.

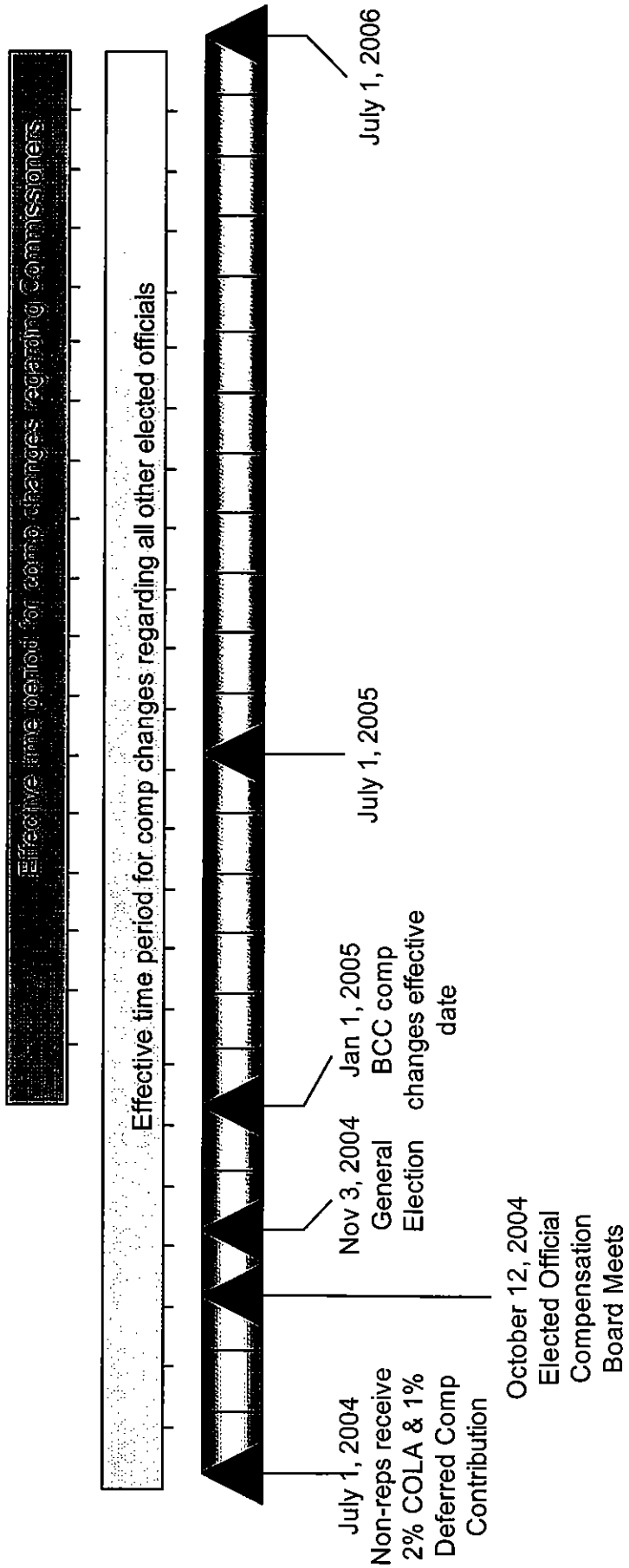
Please call me if you have any questions about any of the materials. I can be reached at 682-3689, or by email at [greta.utecht@co.lane.or.us](mailto:greta.utecht@co.lane.or.us). See you on Tuesday!



## FTE'S & BUDGET BY DEPARTMENT

Department	FTE's by Dept.	Adopted FY2005 Budget
A&T	55.00	\$ 5,116,529
CAO	19.50	\$ 2,370,143
H&HS	272.63	\$ 76,370,614
Sheriff's Office	385.00	\$ 46,628,291
Public Works	387.48	\$ 139,500,479
Workforce Partnership	40.00	\$ 6,959,502
Information Services	45.00	\$ 8,672,167
RIS (Now merged with IS)	36.25	\$ 10,944,716
Youth Services	72.35	\$ 9,251,998
District Attorney	71.00	\$ 7,081,769
Children & Families	8.00	\$ 3,732,788
County Counsel	8.75	\$ 1,219,231
JJC's	11.75	\$ 3,044,530
Management Services	85.00	\$ 15,634,250
Fair Board	21.00	\$ 5,508,531
<b>TOTAL</b>	<b>1,518.71</b>	<b>\$ 342,035,538</b>

# TIMELINE FOR IMPLEMENTATION OF CHANGES



**ELECTED OFFICIALS & DEPARTMENT DIRECTOR SALARIES (revised 10/8/04)**

**ELECTED OFFICIALS**

Name	Job Title	Hrly Rate	Annual Rt
Gangle, Jimmie M.	Assessment & Taxation Director	\$45.99	\$95,659.20
Dwyer, William J.	County Commissioner	\$34.33	\$71,406.40
Green Sr., Bobby L.	County Commissioner	\$34.33	\$71,406.40
Hampton, Donald E.	County Commissioner	\$34.33	\$71,406.40
Morrison, Anna M.	County Commissioner	\$34.33	\$71,406.40
Sorenson, C. Peter	County Commissioner	\$34.33	\$71,406.40
Gardner, Alexander R.	District Attorney	\$9.27	\$19,281.60
Cable, Cindy L.	Justice of the Peace (3/4 time)	\$23.08	\$36,004.80
Navarro Jr., Charles V.	Justice of the Peace (1/2 time)	\$23.08	\$24,003.20
Sinclair, Cynthia M.	Justice of the Peace (full-time)	\$23.08	\$48,006.40
Clements, Jan E.	Public Safety Director	\$52.48	\$109,158.40

**DIRECTORS**

Name	Job Title	Hrly Rate	Annual Rt	Step
Hays, Alicia A.	Children and Families Director	\$34.08	\$70,886.40	5
Van Vactor, William A.	County Administrator	\$56.85	\$118,248.00	N/A
Wilson, Teresa J.	County Counsel	\$48.46	\$100,796.80	N/A
Forster, Chuck E.	Executive Director JTPA (Workforce Partnership)	\$44.57	\$92,705.60	N/A
Rockstroh, Robert A.	Health and Human Services Dir	\$46.27	\$96,241.60	12
Black, Tony H.	Information Services Director	\$46.27	\$96,241.60	12
Suchart, David S.	Management Services Director	\$46.27	\$96,241.60	12
Snowden II, Oliver P.	Public Works Director	\$46.27	\$96,241.60	12
Smith, Lisa D.	Youth Services Director	\$43.85	\$91,208.00	11

\*District Attorneys receive a salary from the State, in addition to what they are paid by the County. The amount paid by the State depends on the size, population, administrative responsibility, and crime rate of the County. As of 1/1/2004, the Lane County DA receives \$7,556/month (\$90,672 annually) from the State.

Higher Education (U of O)  
K-12 selected by the Lane County

Superintendents' Group

- (3) Labor
- (2) Community Based Organizations
- (3) Local Elected Officials
  - Lane County Commissioner
  - City of Eugene Councilor
  - City of Springfield Councilor
- (3) Public Agencies
  - Employment Department
  - Adult and Family Services
  - Vocational Rehabilitation
- (1) Economic Development

Business representatives shall be selected from among individuals nominated by general purpose business organizations. The number of such nominations must be at least 150 percent of the number of business and industry slots to be filled. Labor representatives shall be recommended by recognized state and local labor organizations or appropriate building trades councils. The remaining members shall be individuals recommended by interested organizations. Each jurisdiction shall appoint one-third of the business and industry membership whenever possible. Public sector and labor appointments shall be made by unanimous agreement of the chair of the Lane County Board of Commissioners and the mayors of Eugene and Springfield.

TERM: 3 years, ending December 31 (*Revised by Order No. 00-8-16-1; Effective 8.17.00*)

**3.572 Metropolitan Wastewater Management Commission.**

Operates and maintains the regional sewerage facilities, adopts financing plan and operation budget.

STAFFING: City of Eugene

MEETS: Variable

NONMANDATED

MEMBERSHIP: (7) Consists of one elected official each from Lane County, the City of Eugene and the City of Springfield, plus two lay citizens appointed by the City of Eugene, one by Lane County and one by the City of Springfield.

TERM: 3 years, ending June 30 (*Revised by Order No. 00-8-16-1; Effective 8.17.00*)

**OTHER APPOINTED COMMITTEES**

**3.600 Elected Officials Compensation Board (Lane County).**

Recommends to the Budget Committee a compensation schedule for County elected officials. Compensation Board is established pursuant to the authority granted by the Lane County Home Rule Charter.

STAFFING: Office of County Administration

MEETS: As needed

NONMANDATED

MEMBERSHIP: (5) Consists of five members appointed by the County Administrator.

TERM: 4 years, ending December 31.

**DUTIES:** Annually recommends to the Budget Committee a compensation schedule for County elected officials (County Commissioners, Assessor, Sheriff, and Justices of the Peace). 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 and private businesses 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 salary shall be fixed in an amount which is not less than that for any member of the Department of Public Safety.

The Compensation Board shall prepare and approve by majority vote a recommended compensation schedule for the elective officers and shall submit the recommended schedule to the Budget Committee, with a copy provided to the Board of County Commissioners. *(Revised by Order No. 00-8-16-1; Effective 8.17.00)*

### **3.700 Hearings Official.**

Pursuant to the authority granted to the Board of Lane County by ORS Chapter 215, the Lane County Home Rule Charter and Lane Code Chapter 2, a Hearings Official is established for Lane County.

#### **(1) Appointment.**

(a) The Hearings Official shall be appointed by the Board upon recommendation from the County Administrator and serve at the pleasure of the Board.

(b) The Hearings Official shall be appointed solely on the basis of said Hearings Official's qualifications for the duties of the office and shall have such training and experience as will qualify said Hearings Official to conduct administrative and quasi-judicial hearings, and to discharge the other functions conferred upon the office.

#### **(2) Duties and Functions.**

(a) The Hearings Official shall receive and examine available information, conduct public hearings, and prepare a record thereof and enter findings and conclusions for the adoption or rejection of land use applications as provided for in the Lane Code.

(b) The Hearings Official shall perform such other duties as may be prescribed by County ordinance or order of the Board.

#### **(3) General Procedures.**

(a) The Hearings Official shall adopt rules and procedures for the transaction of business and shall keep a record of said Hearings Official's findings, recommendations and determinations, which record shall be a public record.

(b) The Planning Director shall provide staff services and recommendations on matters coming before the Hearings Official.

(c) Any discussion, except at a public hearing, between the Hearings Official and an applicant or applicant's representative, or any other person with a direct interest concerning a specific case while such matter is scheduled or likely to come before the Hearings Official shall be made known, and the substance thereof related at the beginning of the public hearing, all of which shall be entered into the record.

(d) The Hearings Official shall not render decisions upon any matter in which the Hearings Official is directly or indirectly interested in a personal or financial sense. In the event of such conflict of interest, the Hearings

**LANE COUNTY**  
**Cost-of-Living Adjustments (COLAs)**

Date of Increase	AFSCME (01 & 02)	626 (03)	LCPOA (05)	Prosc Att (06)	Dept Dir (07)	Elected Off (07)	Non-Rep (8-12)	Admin/Pro (13)	Teamster (14)	LCPOA-GRP (15)	Comments
7-1-94	---	---	---	---	---	---	---	---	---	---	
12-3-94	6%*	6%*	6%*	6%*	6%*	---	6%*	6%*	6%*		6% to offset employee contribution to PERS
7-1-95	2%	2%	2%	2%	2%	---	2%	2%	2%		
7-1-96	---	---	---	---	---	---	---	---	---		
7-1-97	3%	---	2%	3%	3%	3%	3%	3%	---		
12-27-97	---	---	2%	---	---	---	---	---	---		
3-21-98	---	---	---	---	---	---	---	---	3%		
7-1-98	2%	---	1.7%	2%	2%	2%	2%	2%	2%	New Union 7-20-98	LCPOA-GRP (15) – previously were non-represented (09)
1-1-99	---	---	2%	---	---	---	---	---	8-26-98 *	---	*Teamsters (14) transferred to Admin/Pro (13)
4-1-99	---	5%	---	---	---	---	---	---	X	---	626 went to 14 step scale 4/1/99
7-1-99	2%	2%	2%	2%	2%	2% *	2%	2%	X	2% **	* All elected officials, <u>except for County Commissioners</u> ** Gave GRP a 2% COLA on 7/1/99. Rescinded it on 8/7/99. Gave it back effective 8/8/99 (on paycheck dated 6/16/00).
7-1-2000	3.25%	3.25%	2%	3.25%	3.25%	3.25% *	3.25%	3.25%	X	2%	* All elected officials, <u>except for County Commissioners</u>
1-1-2001	---	---	---	---	---	2% ****	---	---	X	---	**** County Commissioners only.
7-1-2001	3.25%	3.25%	6%	3.25%	3.25%	3.25%	3.25%	3.25%	X	3.25%	
1-1-2002	---	---	1.0%	---	---	---	---	---	X	---	
7-1-2002	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%*	3.25%	3.25%	X	3.25%	*Except Commissioners & Justices; Also – Sheriff Base ▲ -\$105,707/yr Assessor Base ▲ - \$92,642/yr *DA Supplemental ▲ - *3.25%
1-1-2003	---	---	---	---	---	---	---	---	X	---	*BCC Base ▲ to \$70,000/yr
7-1-03	---	---	---	---	---	---	---	---	X	---	
7-1-04		2%	2%	2%	2%	*2%	2%	2%	X	2%	Elected Officials – COLA only for Commissioners (same as non-reps).
7-1-05		2%						2%	X		
7-1-06									X		
10-08-04									X		

Oregon Employment Department  
 Workforce & Economic Research  
 875 Union Street NE  
 Salem, OR 97311  
 Contact: Kathi Riddell  
 (503) 947-1266  
 www.QualityInfo.org

U.S. Bureau of Labor Statistics  
 PO Box 193766  
 San Francisco, CA 94119-3766  
 (415) 975-4350  
 Fax on Demand: (415) 975-4567  
 Portland CPI Hotline (503) 326-2081  
 http://www.bls.gov/cpi

Consumer Price Index <sup>1</sup>  
 All Items, 1982-84=100

U.S. City Average					Portland-Salem, OR-WA <sup>2</sup>				
	Urban Consumers		Urban Wage Earners and Clerical Workers			Urban Consumers		Urban Wage Earners and Clerical Workers	
	Index	% Change	Index	% Change		Index	% Change	Index	% Change
1970	38.8	5.7	39.0	5.7	1970	38.7	4.3	39.3	4.2
1971	40.5	4.4	40.7	4.4	1971	39.7	2.6	40.3	2.5
1972	41.8	3.2	42.1	3.4	1972	40.8	2.8	41.5	3.0
1973	44.4	6.2	44.7	6.2	1973	43.5	6.6	44.2	6.5
1974	49.3	11.0	49.6	11.0	1974	48.8	12.2	49.5	12.0
1975	53.8	9.1	54.1	9.1	1975	53.5	9.6	54.3	9.7
1976	56.9	5.8	57.2	5.7	1976	57.0	6.5	57.9	6.6
1977	60.6	6.5	60.9	6.5	1977	61.6	8.1	62.5	7.9
1978	65.2	7.6	65.6	7.7	1978	67.8	10.1	69.0	10.4
1979	72.6	11.3	73.1	11.4	1979	77.0	13.6	78.3	13.5
1980	82.4	13.5	82.9	13.4	1980	87.2	13.2	88.2	12.6
1981	90.9	10.3	91.4	10.3	1981	95.0	8.9	95.8	8.6
1982	96.5	6.2	96.9	6.0	1982	98.0	3.2	98.8	3.1
1983	99.6	3.2	99.8	3.0	1983	99.1	1.1	99.2	0.4
1984	103.9	4.3	103.3	3.5	1984	102.8	3.7	102.1	2.9
1985	107.6	3.6	106.9	3.5	1985	106.7	3.8	105.1	2.9
1986	109.6	1.9	108.6	1.6	1986	108.2	1.4	106.0	0.9
1987	113.6	3.6	112.5	3.6	1987	110.9	2.5	108.5	2.4
1988	118.3	4.1	117.0	4.0	1988	114.7	3.4	112.0	3.2
1989	124.0	4.8	122.6	4.8	1989	120.4	5.0	117.6	5.0
1990	130.7	5.4	129.0	5.2	1990	127.4	5.8	124.2	5.6
1991	136.2	4.2	134.3	4.1	1991	133.9	5.1	130.8	5.3
1992	140.3	3.0	138.2	2.9	1992	139.8	4.4	136.6	4.4
1993	144.5	3.0	142.1	2.8	1993	144.7	3.5	141.5	3.6
1994	148.2	2.6	145.6	2.5	1994	148.9	2.9	145.6	2.9
1995	152.4	2.8	149.8	2.9	1995	153.2	2.9	149.9	3.0
1996	156.9	3.0	154.1	2.9	1996	158.6	3.5	155.2	3.5
1997	160.5	2.3	157.6	2.3	1997	164.0	3.4	160.4	3.4
1998	163.0	1.6	159.7	1.3	1998	167.1	1.9	162.9	1.6
1999	166.6	2.2	163.2	2.2	1999	172.6	3.3	167.9	3.1
2000	172.2	3.4	168.9	3.5	2000	178.0	3.1	173.2	3.2
2001	177.1	2.8	173.5	2.7	2001	182.4	2.5	177.5	2.5
2002	179.9	1.6	175.9	1.4	2002	183.8	0.8	179.0	0.8
2003	184.0	2.3	179.8	2.2	2003	186.3	1.4	181.8	1.6
2004 <sup>3</sup>	188.8	2.7 <sup>3</sup>	NA	NA	2004 <sup>3</sup>	190.3	2.2 <sup>3</sup>	NA	NA
2004					2002				
Jan.	185.2	1.9 <sup>4</sup>	180.9	1.8 <sup>4</sup>	Jan. - June	183.5	1.3 <sup>5</sup>	178.7	1.3 <sup>5</sup>
Feb.	186.2	1.7 <sup>4</sup>	181.9	1.5 <sup>4</sup>	July - Dec.	184.0	0.2 <sup>5</sup>	179.3	0.4 <sup>5</sup>
Mar.	187.4	1.7 <sup>4</sup>	182.9	1.4 <sup>4</sup>					
Apr.	188.0	2.3 <sup>4</sup>	183.5	2.1 <sup>4</sup>	2003				
May	189.1	3.1 <sup>4</sup>	184.7	3.0 <sup>4</sup>	Jan. - June	186.0	1.4 <sup>5</sup>	181.7	1.7 <sup>5</sup>
June	189.7	3.3 <sup>4</sup>	185.3	3.2 <sup>4</sup>	July - Dec.	186.5	1.4 <sup>5</sup>	182.0	1.5 <sup>5</sup>
July	189.4	3.0 <sup>4</sup>	184.9	3.0 <sup>4</sup>					
Aug.	189.5	2.7 <sup>4</sup>	185.0	2.6 <sup>4</sup>	2004				
Sept.	available 10/19/04				Jan. - June	189.8	2.0 <sup>5</sup>	184.9	1.8 <sup>5</sup>
Oct.	available 11/17/04				July - Dec.	available mid-February 2005			
Nov.	available 12/17/04								
Dec.	available 1/19/05								

<sup>1</sup> Monthly and semiannual indexes are not adjusted for seasonality.

<sup>2</sup> Effective in 1998, the geographic area covered by the Portland-Vancouver CPI has been expanded to include the Salem MSA. The new name for the eight county CPI index (including Clark County, WA) is Portland-Salem, OR-WA.

<sup>3</sup> Projections prepared by the Oregon Department of Administrative Services. (September 2004)

<sup>4</sup> Percent change from the same month in the previous year.

<sup>5</sup> Percent change from the same 6-month period in the previous year.

**PASSED**

IN THE BOARD OF COUNTY COMMISSIONERS  
OF LANE COUNTY, OREGON

ORDER NO. 02-6-19-1 ) IN THE MATTER OF ADJUSTING THE  
 ) SALARIES OF ELECTED OFFICIALS

WHEREAS, the duly convened Lane County Elected Officials Compensation Board met on May 23, 2002 and recommended a compensation schedule for elected officials to the Budget Committee; and met again on June 6, 2002 and made a recommendation regarding the District Attorney's health insurance benefits; and

WHEREAS, the duly convened Lane County Budget Committee met on May 30, 2002 and reviewed the recommendation of the Elected Officials Compensation Board; and

WHEREAS, the Lane County Budget Committee has now recommended to the Board a compensation schedule for the elected officials; and

WHEREAS, the Board of Commissioners has now duly considered the recommendations of the Elected Officials Compensation Board and the Budget Committee, now therefore, it is hereby

ORDERED that salary increases for elected officials be adopted as follows:


1. Board of County Commissioners: Increase base salary to \$70,000, effective January 1, 2003. The base salary shall be increased by any COLA for non-represented employees which takes effect as of July 1, 2003 and by any COLA granted to non-represented employees which takes effect as of July 1, 2004.
2. Sheriff: Increase base salary to \$105,707, effective July 1, 2002. Further increase this base salary by an amount equivalent to any COLA for LCPOA employees which takes effect in 2002.
3. Assessor: Increase base salary to \$92,642, effective July 1, 2002. Further increase this base salary by an amount equivalent to any COLA for AFSCME employees which takes effect in 2002.
4. District Attorney: Increase County base supplemental pay by the 3.25% COLA granted to non-represented employees in 2002, effective July 1, 2002. The District Attorney shall be entitled to receive the County health insurance benefit.
5. Justices of the Peace: No change.

DATED this 19th day of June, 2002.

APPROVED AS TO FORM

Date 6-19-2002 lane county

  
OFFICE OF LEGAL COUNSEL

  
Chair, Lane County Board of  
Commissioners



Lane County Compensation Board

ORDER

)  
)

IN THE MATTER OF ADJUSTING  
THE SALARIES OF ELECTED

WHEREAS, the Lane County Elected Officials Compensation Board was duly convened and met on October 12, 2004 and after due consideration, it recommends the following salary adjustments to the Budget Committee and Board of County Commissioners:

1. All Non-Board Elected Officials be granted the same COLA and Deferred Compensation as Non-Represented employees effective July 1<sup>st</sup>, 2004. The District Attorney's Deferred Compensation shall be based on the combined state and county salary supplement.
2. All Elected Officials be granted the same insurance benefits as the Non-Represented employees receive.
3. Board of County Commissioners be granted a 1% deferred compensation contribution effective January 1<sup>st</sup>, 2005.
4. All Elected Officials be granted the same COLA and benefit changes as Non-Represented employees receive for FY2005-2006 and FY2006-2007.

Dated this 12<sup>th</sup> day of October 2004.



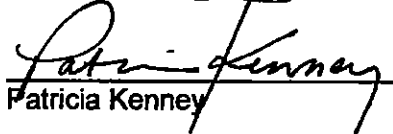
Lauren Chouinard



Mary Neidig



Noreen Franz-Hovis



Patricia Kenney



Marilou Heriot

**LANE COUNTY ELECTED OFFICIALS COMPENSATION BOARD**

TUESDAY, October 12, 2004

7:30-9:00 a.m.

Downtown Athletic Club - Board Room,

Minutes Recorder: Loretta Careccia, HR Assistant

**Committee Members Present: Lauren Chouinard-City of Eugene, Chair; Noreen Franz-Hovis-Pacific Source; Marilou Heriot-Jerry's Home Improvement; Pat Kenney-Oregon State University; Mary Neidig-Lane Transit District;**

**Committee Members Absent: None**

**Staff Present: Greta Utecht, Human Resources Manager; Teresa Wilson, Lane County Counsel; Loretta Careccia, Human Resources Assistant**

**Visitors: Jim Gangle, Lane County Tax Assessor; Alex Gardner, Interim Lane County District Attorney**

**1. INTRODUCTIONS**

7:45 a.m. roundtable introductions

**2. CALL TO ORDER**

Lauren Chouinard called the meeting to order at 7:50 a.m.

**LAUREN CHOUINARD**

**3. REVIEW OF MATERIALS**

**GRETA UTECHT**

- Handout 1 – FTE's & Budget by Department
- Handout 2 – Timeline for Implementation of Changes
- Handout 3 – Elected Officials & Department Director Salaries (revised 10/8/04).
- Handout 4 – Elected Officials Compensation Board Members Cover Memo
- Handout 5 – Lane County Elected Officials Compensation Board Agenda
- Handout 6 – May 28, 2002 Agenda Cover Memorandum adjusting the salaries of Elected Officials.
- Handout 7 – October 8, 2004 Memorandum regarding District Attorney's Health Benefits.
- Handout 8 – Lane Manual, 3.660 Other Appointed Committees.
- Handout 9 – Lane County, Cost of Living Adjustments (COLA's) Spreadsheet
- Handout 10 – Consumer Price Index, September 2004.
- Handout 11 – Lane County Compensation Board Proposal.
- Handout 12 – Board of County Commissioners, Board Order 02-6-19-1

#### 4. DISCUSSION AND DELIBERATIONS

Mr. Chouinard opened the discussion with the potential decisions that the committee needed to address.

1. Judge Cable's Position:

Ms. Wilson clarified that Judge Cable is listed as  $\frac{3}{4}$  time, and she didn't believe the Board has officially reduced her schedule, but that she voluntarily reduced her hours and salary. The committee will need to make a compensation decision as whether to list the position as  $\frac{3}{4}$  or full time before the next Justice of the Peace election.

**Action:** The committee will place this as a future discussion item before the next election.

2. Grant all of the Elected Officials, except the commissioners. a 2% COLA and a 1% deferred compensation contribution, effective July 1, 2004. Grant the County Commissioners a 1% deferred compensation contribution, effective January 1, 2005.

Ms. Utecht and Ms Wilson explained the timing issues related to compensation changes for the elected officials: The Lane County Charter specifically states that compensation changes for members of the Board of County Commissioners cannot be implemented until January 1 after the first general election after the increase is authorized. This means that any compensation changes for the commissioners must be recommended by the EOCB and approved by the Budget Committee (a Lane Manual requirement) prior to a general election, and then implemented on January 1 following the general election. Given the prospective nature of the changes, any COLA's or compensation adjustments for the commissioners cannot be effective until January 1, 2005. When the commissioners' salaries were last adjusted, the 2002 Board order included the provision that any COLA granted to the non-represented employees effective July 1, 2004 also be granted to the commissioners, but there was no similar language for the other elected officials. As a result, the commissioners received a 2% COLA on July 1, 2004 but the other elected officials did not.

The prospective charter restriction does not apply to the other elected officials, and they can be granted compensation adjustments retroactively. When asked about the advisability of differentiating between the commissioners and the other elected officials with regard to effective dates of changes, Ms. Wilson indicated that because it's charter driven, it's always been understood as a normal feature of our elected officials' compensation structure. Ms. Utecht also explained that there is some validity in aligning effective dates for the non-Board of Commissioners elected official salary changes with those of classified employees, since all the non-Board officials also serve as department directors. Ms. Kenney asked if we had salary compaction issues with our department directors and their direct reports, and Ms. Utecht said that was indeed the case and that the compaction issues are growing. The group then agreed that differentiating between the commissioners and

the other officials as to implementation date was not an issue.

3. Indexing Elected Officials' benefits with those received by non-represented employees.

Ms. Utecht stated that up until last year all employees were basically covered by the same insurance. In 2003, contract negotiations resulted in each bargaining unit receiving a different benefit package. The County now administers a variety of different medical insurance packages. As a result of last year's negotiations, Lane County Public Works Association Local 626 (626) chose the least costly benefit package for the County: their package now includes the highest out-of-pocket and deductible levels, and a three-tier drug formulary.

To directly recognize and encourage these types of voluntary changes, the Board of County Commissioners granted 626 members a 1% Deferred Compensation contribution. (This percentage is equal in value to the savings that have been realized from the health plan modifications.) Non-represented employees have the same medical health insurance package and were also granted the 1% deferred compensation contribution. As unclassified non-represented employees, elected officials are on the same medical insurance plan as the classified non-represented employees, and the Elected Officials Compensation Board members discussed the merits of continuing to align the elected officials' medical benefits (and associated deferred compensation contribution) with those received by other non-represented employees.

The discussion continued with Ms. Utecht confirming that none of the elected officials had been granted the 1% deferred compensation contribution effective July 1, 2004. EOCB members then informally agreed to grant all non-Board elected officials a 1% deferred compensation contribution effective July 1, 2004. This benefit, if approved by the Budget Committee, will remain intact until a change is recommended by the EOCB.

Ms. Wilson asked if the EOCB's intent was to have the 1% deferred compensation contribution apply to the District Attorney's full salary or only to the salary supplement paid by the County. It was clarified that nothing currently comes from the State to the District Attorney in the form of deferred compensation and the District Attorney is covered by the same medical plan as other non-represented County employees. Mr. Chouinard felt that since the District Attorney is doing his work here in Lane County, it made sense to go with the full compensation.

## 5. RECOMMENDATIONS

### Motion: Mr. Chouinard

- i. To grant all Non-Board Elected Officials the same COLA and Deferred Compensation contribution as the Non-Represented effective July 1<sup>st</sup> 2004.

- ii. All Elected Officials, including commissioners, be granted the same COLA and benefit changes as Non-Represented in FY2005-2006 and FY2006-2007.
- iii. The District Attorney's Deferred Compensation shall be based on the combined State and County salary supplement.
- iv. Bi-furcating so that the Commissioners will be effective Jan 1, 2005 any others to be retro back to July 2004.
- v. All Elected Officials be granted the same insurance benefits as the Non-Represented employees receive.
- vi. Board of County Commissioners to be granted a 1% Deferred Compensation contribution effective January 1<sup>st</sup>, 2005.

**Second: Norrine Franz-Hovis**

**Motion approved: Unanimous**

**6. PREPARATION OF ORDER**  
8:15 a.m.

**7. ADJOURN**  
Meeting adjourned: 8:40 a.m.