

IN THE BOARD OF COUNTY COMMISSIONERS OF LANE COUNTY, OREGON

RESOLUTION AND) IN THE MATTER OF ADJUSTING
ORDER 04-) THE COMPENSATION OF ELECTED
) OFFICIALS

WHEREAS, the Lane County Elected Officials Compensation Board was duly convened and met on October 12, 2004, and after due consideration, it recommended compensation and insurance benefit adjustments for elected officials to the Budget Committee; and

WHEREAS, the duly convened Lane County Budget Committee met on October 26, 2004 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 compensation and insurance adjustments for elected officials be adopted as follows:

1. All Non-Board Elected Officials be granted the same COLA and Deferred Compensation as the Non-Represented employees effective July 1st 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, 2005.
4. All Elected officials be granted the same COLA and insurance benefit changes as Non-Represented employees receive for FY2005-2006 and FY2006-2007.

Dated this _____ day of _____, 2004.

Bobby Green, Sr., Chair
Board of County Commissioners

APPROVED AS TO FORM
Date 10/27/04 Lane County
Terrence White
OFFICE OF LEGAL COUNSEL

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

ELECTED OFFICIALS

Name	Job Title	Hrly Rate	Annual Rt	W/ 2%
Gangle, Jimmie M.	Assessment & Taxation Director	\$45.99	\$95,659.20	\$97,572.38
Dwyer, William J.	County Commissioner	\$34.33	\$71,406.40	N/A
Green Sr., Bobby L.	County Commissioner	\$34.33	\$71,406.40	N/A
Hampton, Donald E.	County Commissioner	\$34.33	\$71,406.40	N/A
Morrison, Anna M.	County Commissioner	\$34.33	\$71,406.40	N/A
Sorenson, C. Peter	County Commissioner	\$34.33	\$71,406.40	N/A
Gardner, Alexander R.	District Attorney	\$9.27	\$19,281.60	\$19,667.23
Cable, Cindy L.	Justice of the Peace (3/4 time)	\$23.08	\$36,004.80	\$36,724.90
Navarro Jr., Charles V.	Justice of the Peace (1/2 time)	\$23.08	\$24,003.20	\$24,483.26
Sinclair, Cynthia M.	Justice of the Peace (full-time)	\$23.08	\$48,006.40	\$48,966.53
Clements, Jan E.	Public Safety Director	\$52.48	\$109,158.40	\$111,341.57

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 III, 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 1/12/04, the Lane County DA receives \$7,556/month (\$90,672 annually) from the State.

2004 ELECTED OFFICIAL COMPENSATION SURVEY COUNTY COMMISSIONERS

COMPARISON DATA	CLACKAMAS	MARION (See note at bottom re credits)	MULTNOMAH	WASHINGTON	LANE
1 Annual Salary	\$70,094	\$65,728	\$72,398	\$65,100 - 1 Chair \$22,332 - 4 Part time	\$71,406
2 How many Commissioners	3	3	5	1 full time; 4 part time	5
3 Deferred Comp?	457 plan. 6.27% is County paid	401k; County pays 7.5% for Elected Officials. Optional deferred comp plan available	Optional. Employee paid	Optional. Employee paid	Optional. Employee paid
4 Is employee's portion of PERS paid by employer?	YES	No	No	Optional Participation; employee pays the 6%	No
5 County Paid Life Ins.	Yes	Yes	Yes	Yes	Yes
6 County Paid AD&D	No	Yes	Not eligible	Yes	Yes
7 County Paid LTD	\$3,333/mo. pd. Employee can purchase up to 5K	Yes	Not eligible for STD or LTD	Yes	Yes
8 Health Insurance	Several plans. Some have employee co-pay.	2 plans: 1 fully paid; 1 w/ co-pay	Yes - 100% County Paid	Yes - 100% County Paid	Yes - 100% County Paid
9 Car Allowance	County vehicle or mileage reimbursement	County vehicle or mileage reimbursement	County vehicle or mileage reimbursement	Car Allowance - \$355/mo.	Car Allowance - \$365/mo
10 Compensation Credits	No	* Can sell comp credit, a value for Elected Officials of 5 weeks (9.61%) of base salary.	No	No	No
11 Offer retirement health? If so, who pays for elected official?	Yes: Commissioner pays	Retiree health insurance is available, but at the employee's cost	Retirement health benefits are available. Employee pays.	Retirees can participate in the County's health plan until age 65, based on the law, at employee's cost.	If hired before 3/5/91, County pays medical insurance for retirees until they are eligible for Medicare, and pays supplemental insurance thereafter. Elected officials can self pay for dental & vision until going on Medicare. If hired after 3/5/91, the County does not pay for insurance.
12 For those employees who accrue vacation or time management, is the annual sale of time mgmt, comp, and/or vacation allowed?	Can sell one week of vacation/year if employee has taken a week that year. Longevity does not increase amount that can be sold. (Elected officials do not accrue)	Sale of vacation is not allowed	Not allowed	Not allowed	No TM Accrual for Elected Officials
13 Compensation differences in rows 3, 4, & 10 & 1% deferred comp for Lane County	\$78,695	2 @ \$72,570.72 1 @ \$67,371.04	\$72,398	\$62,628 - 1 Chair \$21,480 - 4 Part Time	\$72,120

* Marion: Compensation Credits. Elected Officials do not get vacation or sick time. They are paid base salary whether or not they work. In addition to base salary, on July 1st of every year they get a compensation credit is 5 paid weeks off, a value of 9.61%, as additional compensation. Elected Officials can take the time off, which means they would be double paid, or cash out by June 30th of the following year. All cash it out. Comp cred in the 80's when the largest union negotiated additional time off instead of a salary increase.

2004 ELECTED OFFICIAL COMPENSATION SURVEY DISTRICT ATTORNEY

COMPARISON DATA	CLACKAMAS	MARION (See note at bottom re credits)	MULTNOMAH	WASHINGTON	LANE
1 Annual Salary	\$17,888	\$20,987	\$14,032	\$25,404	\$18,678
2 Deferred Comp?	457 plan. 6.27% Is County paid	401k: County pays 7.5% for Elected Officials. Optional deferred comp plan available	Optional. Employee paid	Optional. Employee paid	Optional. Employee paid
3 Is employee's portion of PERS paid by employer?	YES	No	No	Optional Participation; employee pays the 6%	No
4 County Paid Life Ins.	Yes	Yes	Yes	Yes	Yes
5 County Paid AD&D	No	Yes	Not eligible	Yes	Yes
6 County Paid LTD	\$3,333/mo. pd. Employee can purchase up to 5K	Yes	Not eligible for STD or LTD	Yes	Yes
7 Health Insurance	Several plans. Some have employee co-pay.	2 plans: 1 fully paid; 1 w/co-pay	Yes - 100% County Paid	Yes - 100% County Paid	Yes
8 Car Allowance	County vehicle or mileage reimbursement	County vehicle or mileage reimbursement	County vehicle or mileage reimbursement	Car Allowance - \$355/mo.	Car Allowance - \$365/mo
9 Compensation Credits	No	* Can sell comp credit, a value for Elected Officials of 5 weeks (9.61%) of base salary.	No	No	No
10 Offer retirement health? If so, who pays for elected official?	Yes: DA pays	Retiree health insurance is available, but all the employee's cost	Retirement health benefits are available. Employee pays.	Retirees can participate in the County's health plan until age 65, based on the law, at employee's cost.	If hired before 3/5/91, County pays medical insurance for retirees until they are eligible for Medicare, and pays supplemental insurance thereafter. Elected officials can self pay for dental & vision until going on Medicare. If hired after 3/5/91, the County does not pay for insurance. (DA is a State employee)
11 For those employees who accrue vacation or time management, is the annual sale of time mgmt, comp, and/or vacation allowed?	Can sell one week of vacation per calendar year if employee has taken a week that year. Longevity does not increase amount that can be sold. (Elected Officials do not accrue)	Sale of vacation is not allowed	Not allowed	Not allowed	No TM Accrual for Elected Officials
12 Total compensation, adjusted for differences in rows 2, 3, & 9 and with 2%, COLA & 1% deferred comp for Lane County Officials	\$20,083	\$24,578	\$14,032	\$25,404	\$19,958

Note: EOCB recommendation is for 1% deferred compensation on DA's entire salary, including the \$90,672 annual payment from State.

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2004 ELECTED OFFICIAL COMPENSATION SURVEY SHERIFF

COMPARISON DATA		CLACKAMAS	MARION <small>(See note at bottom re credits)</small>	MULTNOMAH	WASHINGTON	LANE
1	Annual Salary	\$109,319	\$97,123	\$110,410	\$116,076	\$109,158
2	Deferred Comp?	457 plan. 6.27% is County paid	401k. County pays 7.5% for Elected Officials. Optional deferred comp plan available	Optional. Employee paid	Optional. Employee paid	Optional. Employee paid
3	Is employee's portion of PERS paid by employer?	YES	No	No	Optional Participation. employee pays the 6%	No
4	County Paid Life Ins.	Yes	Yes	Yes	Yes	Yes
5	County Paid AD&D	No	Yes	Not eligible	Yes	Yes
6	County Paid LTD	\$3,333/mo. pd. Employee can purchase up to \$K additional.	Yes	Not eligible for STD or LTD	Yes	Yes
7	Health Insurance	Several plans. Some have employee co-pay.	2 plans: 1 fully paid; 1 w/ co-pay	Yes - 100% County Paid	Yes - 100% County Paid	Yes - 100% County Paid
8	Car Allowance	County vehicle or mileage reimbursement	County vehicle or mileage reimbursement	County vehicle or mileage reimbursement	Car Allowance - \$355/mo.	Car Allowance - \$365/mo
9	Compensation Credits	No	* Can sell comp credit, a value for Elected Officials of 5 weeks (9.61%) of base salary.	No	No	No
10	Offer retirement health? If so, who pays for elected official?	NOTE: Sheriff has county paid health up to age 65 or Medicare eligibility	Retiree health insurance is available, but at the employee's cost	Retirement health benefits are available. Employee pays.	Retirees can participate in the County's health plan until age 65, based on the law, at employee's cost.	If hired before 3/5/91, County pays medical insurance for retirees until they are eligible for Medicare, and pays supplemental insurance thereafter. Elected officials can self pay for dental & vision until going on Medicare. If hired after 3/5/91, the County does not pay for insurance.
11	For those employees who accrue vacation or time management, is the annual sale of time mgmt., comp, and/or vacation allowed?	Can sell one week of vacation per calendar year, if employee has taken a week that year. Longevity does not increase amount that can be sold. <i>(Elected officials do not accrue vacation)</i>	Sale of vacation is not allowed	Not allowed	Not allowed	No TM Accrual for Elected Officials
12	Total compensation, adjusted for differences in rows 2, 3, & 9 and with 2% COLA & 1% deferred comp for Lane County Officials	\$122,732	\$113,741	\$110,410	\$116,076	\$112,455

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2004 ELECTED OFFICIAL COMPENSATION SURVEY COUNTY ASSESSOR

	CLACKAMAS	MARION <small>(See note at bottom re credits)</small>	MULTNOMAH <small>(NOT elected)</small>	WASHINGTON <small>(NOT elected)</small>	LANE
1	Annual Salary \$79,349	\$77,105	\$92,219.00	\$110,484.00	\$96,241
2	Deferred Comp? 457 plan, 6.27% is County paid	401k: County pays 7.5% for Elected Officials. Optional deferred comp plan available	Optional. Employee paid	Optional. Employee paid	Optional. Employee paid
3	Is employee's portion of PERS paid by employer? YES	No	YES	Optional Participation; employee pays the 6%	No
4	County Paid Life Ins. Yes	Yes	Yes	Yes	Yes
5	County Paid AD&D No	Yes	Yes	Yes	Yes
6	County Paid LTD \$3,333/mo. pd. Employee can purchase up to 5K	Yes	Yes	Yes	Yes
7	Health Insurance Several plans. Some have employee co-pay.	2 plans: 1 fully paid; 1 w/co-pay	Yes - 100% County Paid	Yes - 100% County Paid	Yes - 100% County Paid
8	Car Allowance County vehicle or mileage reimbursement	County vehicle or mileage reimbursement	County vehicle or mileage reimbursement	Car Allowance - \$355/mo.	Car Allowance - \$355/mo
9	Compensation Credits No	* Can sell comp credit, a value for Elected Officials of 5 weeks (9.61%) of base salary.	No	No	No
10	Offer retirement health? If so, who pays for elected official? Yes. Assessor pays	Retiree health insurance is available, but at the employee's cost	Retirement health benefits are available. Employee pays	Retirees can participate in the County's health plan until age 65, based on the law, at employee's cost.	If hired before 3/5/91, County pays medical insurance for retirees until they are eligible for Medicare, and pays supplemental insurance thereafter. Elected officials can sell pay for dental & vision until going on Medicare. If hired after 3/5/91, the County does not pay for insurance.
11	For those employees who accrue vacation or time management, is the annual sale of time mgmt., comp, and/or vacation allowed? Can sell one week of vacation/year. If employee has taken a week that year, longevity does not increase amount that can be sold. (Elected officials do not accrue)	Sale of vacation is not allowed	Not allowed	Not allowed	No TM for Elected Officials
12	Total compensation, adjusted for differences in rows 2, 3, & 9 and 2% COLA for Lane County + 1% deferred compensation \$89,085	\$90,298	\$97,752	\$110,484	\$99,147

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2004 ELECTED OFFICIAL COMPENSATION SURVEY JUSTICE OF THE PEACE

COMPARISON DATA		MARION	WASHINGTON	LANE
1	Annual Salary	\$41,241	** JUSTICE COURT JUDGE \$77,304	Full time (1 JOP) - \$48,006 .5 JOP - \$24,003; .75 JOP - \$36,004
2	More than 1 Justice Court? How many?	2	Info not available	3
3	Ave courts full time?	Yes	Yes	1 full time; 2 part time
4	# of employees in each court	5 - Stayton/East Marion County 3 - Woodburn/North Marion County	Info not available	Central=8.0; Oakridge=1.5; Florence=1.5
5	Deferred Comp?	40%: County pays 7.5% for Elected Officials. Optional deferred comp plan available	Optional. Employee paid	Optional. Employee paid
6	Is employee's portion of PERS paid by employer?	No	Optional Participation; employee pays the 6%	No
7	County Paid Life Ins.	Yes	Yes	Yes
8	County Paid AD&D	Yes	Yes	Yes
9	County Paid LTD	Yes	Yes	Yes
10	Health Insurance	2 plans: 1 fully paid; 1 w/co-pay	Yes - 100% County Paid	Yes - 100% County Paid
11	Car Allowance	County vehicle or mileage reimbursement	Car Allowance - \$355/mo.	Mileage reimbursement
12	Compensation Credits	* Can sell comp credit, a value for Elected Officials of 5 weeks (9.61%) of base salary.	No	No
13	Offer retirement health? If so, who pays for elected official?	Retiree health insurance is available, but at the employee's cost	Retirees can participate in the County's health plan until age 65, based on the law, at employee's cost.	If hired before 3/5/91, County pays medical insurance for retirees until they are eligible for Medicare and pays supplemental insurance thereafter. Elected officials can sell pay for dental & vision until going on Medicare. If hired after 3/5/91, the County does not pay for insurance.
For employees who accrue vacation or time management, is the annual sale of time mgmt., comp, and/or vacation allowed?				
14		Sale of vacation is not allowed	Not allowed	No TM Accrual for Elected Officials
15	Total compensation, adjusted for differences in rows 5, 6, & 12	\$48,297	\$77,304	Full time - \$49,455 Part time - \$37,091 (.75 FTE): \$24,727 (.5 FTE)

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** Washington now has a Justice Court Judge in the position. Until a few years ago it was a Justice of the Peace with job duties and salary equivalent to JOP's in other counties, but the position and salary have been upgraded. They currently have an attorney in the position, although it does not need to be filled by an attorney, anyone can run. Washington cites cases from the regular court to the Justice Court.