



LANE COUNTY

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

W. 12. b.

AGENDA COVER MEMORANDUM

AGENDA DATE: February 22, 2006

PRESENTED TO: Board of County Commissioners

PRESENTED BY: Greta Utecht, Human Resources Manager

AGENDA TITLE: **IN THE MATTER OF ADJUSTING THE COMPENSATION OF THE SHERIFF, THE ASSESSOR, THE JUSTICES OF THE PEACE AND THE DISTRICT ATTORNEY**

I. MOTION

MOVE APPROVAL OF ORDER 06 -- _____ IN THE MATTER OF ADJUSTING THE COMPENSATION OF THE SHERIFF, THE ASSESSOR, THE JUSTICES OF THE PEACE AND THE DISTRICT ATTORNEY.

II. ISSUE

The issues that need your attention are:

1. Consideration of whether the Sheriff, the Assessor, the District Attorney (DA) and the Justices of the Peace officials should be eligible to receive a cell phone stipend from the County of \$30 per month for the use of their personal cell phone for County business;
2. Consideration of whether the County should pay the employee's portion of the Public Employee Retirement System (PERS) payment which is six percent (6%) of gross salary for the afore-mentioned elected officials; and
3. Whether the base salary for the Assessor and the County paid stipend for the District Attorney should be adjusted for internal equity considerations.

1. With those elected positions that are compared with other Lane County positions for internal equity (i.e., Sheriff, Assessor and District Attorney) the sale of Time Management (TM) hours was included as part of the total compensation figure. The reality is that most all employees at this level in the County sell the full 80 hours each year, and because many of our management and director salaries are not at market, the TM sale is used as a recognized portion of our compensation.
2. Calculations include figures as to how far below or above market elected Lane County positions are.
3. In reviewing the data, you'll find that using a market methodology is in conflict with an internal equity methodology for the District Attorney and for the Assessor, leading to issue number 3 identified above. This was the most difficult issue for the EOCB to resolve. In order to respond to the equity issues without impacting base salary for the Assessor, they chose to recommend that he receive a one time bonus that will bring his total salary up to the same level as his peer directors. To address the equity issue with the DA, they recommend that the DA make only slightly more (approximately \$130) than the Chief Deputy DA. In addition, they have asked to reconvene later this summer after results from the supervisory classification study are released. At that time, the consultant for the study will provide the EOCB with options for constructing new methodologies for determining salaries for all of our elected officials.
4. Jackson County is a new addition to the list of Oregon counties used for comparable analysis. It has been added because its population is now 58% of Lane County's. However, in almost every case, it has a considerable impact on the average. For those positions which we have not used Jackson County as a comparable in the past, a note has been added on the bottom of the worksheet indicating what the average compensation would be without Jackson, and where Lane County would be in comparison.
4. There are three worksheets related to the District Attorney. One is the comparative jurisdiction salary information, one provides the comparative data using only those counties with a population of at least 50% of Lane County's, and the third is an option sheet with four different packages, calculated and compared to our Chief Deputy District Attorney's compensation.

When looking at the other counties having Chief Deputies, only Clackamas County's DA makes less than their Chief Deputy (10%). In all other cases, the DA makes more. Differentials are: 2% in Multnomah County, 6% in Washington County and 23% in Jackson County. Clackamas County will be reviewing their elected officials' salaries in January 2006 and our human

Approve Option 1.

IV. IMPLEMENTATION/FOLLOW-UP

Following Board action, staff will inform the affected departments so that retroactive adjustments for the DA and Assessor can be made. Staff will also prepare materials to present to the Budget Committee regarding the EOCB's recommendations for compensation adjustments for the commissioners.

V. ATTACHMENT

Board Order

Elected Officials Compensation Board Order of January 4, 2006

2005 Elected Officials Compensation Survey for Sheriff, Assessor, County
Commissioners, Justices of Peace, District Attorney

Lane County Elected Officials Compensation Board

ORDER) **IN THE MATTER OF ADJUSTING**
) **THE SALARIES OF ELECTED**
) **OFFICIALS**

WHEREAS, the Lane County Elected Officials Compensation Board was duly convened and met on November 22, 2005 and on January 4, 2006 and after due consideration, it recommends the following salary adjustments to the Budget Committee:

1. Board of County Commissioners: County to contribute employee portion of PERS/IAP payment (six (6) percent of salary) effective the first pay period following January 1, 2007. Commissioners to be eligible for cell phone stipend pursuant to Administrative Procedures Manual Chapter 1, Section 22 and Chapter 2, Section 11, effective the first pay period following January 1, 2007.

2. Sheriff and Justices of the Peace: County to contribute employee portion of PERS/IAP payment (six (6) percent of salary) effective the first pay period following July 1, 2006. Sheriff and Justices to be eligible for cell phone stipend pursuant to Administrative Procedures Manual Chapter 1, Section 22 and Chapter 2, Section 11, effective the first pay period following January 1, 2006.

3. Assessor: A one time bonus of \$2,662.00 to be paid in fiscal year 05-06 in order to bring total compensation in parity with other Department Directors. County to contribute employee portion of PERS/IAP payment (six (6) percent of salary) effective the first pay period following July 1, 2006. Assessor to be eligible for cell phone stipend pursuant to Administrative Procedures Manual Chapter 1, Section 22 and Chapter 2, Section 11, effective the first pay period following January 1, 2006.

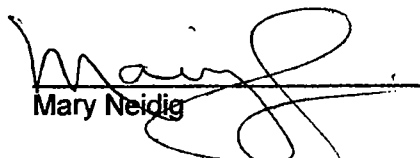
4. District Attorney: Remove deferred compensation benefit from state salary effective January 1, 2006. Increase County paid stipend to \$27,000 effective first pay period following July 1, 2005. Increase County paid stipend to \$27,500 effective first pay period following January 1, 2006. Increase County paid stipend to \$33,000 effective the first pay period following July 1, 2006. County to contribute employee portion of PERS/IAP payment (six (6) percent of salary) on County paid stipend effective the first pay period following July 1, 2006. District Attorney to be eligible for cell phone stipend pursuant to Administrative Procedures Manual Chapter 1, Section 22 and Chapter 2, Section 11, effective the first pay period following January 1, 2006.

5. The Elected Officials compensation board will meet in a mid year meeting to evaluate theories and best practices for Elected Officials.

Dated this 4th day of January, 2006.



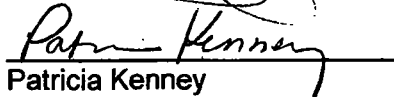
Lauren Chouinard



Mary Neidig



Noreen Franz-Hovis



Patricia Kenney

 Marilou Heriot

2005 ELECTED OFFICIAL COMPENSATION SURVEY SHERIFF

							LANE (population 329,400)		
		CLACKAMAS (population 353,450)	JACKSON* (population 189,100)	MARION * (population 295,500)	MULTNOMAH (population 677,850)	WASHINGTON (population 472,600)	Sheriff	Captain	Proposed as of 7/2006
1	Annual Salary	\$103,319	\$83,970	\$96,782 <i>(see note at bottom re comp credits)</i>	\$122,824	\$119,902	\$113,568	\$98,530 \$104,442	\$113,568 (Sheriff)
2	Deferred Comp?	457 plan. 6.27% is County paid	Optional - Employee paid	401k: County pays 7.5% for Elected Officials. Optional deferred comp plan available	Optional. Employee paid	Optional. Employee paid	1% County paid contribution to deferred comp plan.	1% County paid contribution to deferred comp plan.	1% County paid contribution to deferred comp plan.
3	Is employee's portion of PERS paid by employer?	YES	YES	No	YES	Optional Participation for elected officials; employee pays the 6%.	No	Not currently. It will be paid by County beginning 7/06.	Yes
4	County Paid Life Ins.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
5	County Paid AD&D	No	Yes	Yes	Not eligible	Yes	Yes	Yes	Yes
6	County Paid LTD	\$3,333/mo. pd. Employee can purchase up to 5K additional.	Yes	Yes	Not eligible for STD or LTD	Yes	Yes	Yes	Yes
7	Health Insurance	Several plans. Some have employee co-pay.	Yes, with some employee co-pay	2 plans fully paid; 2 have co-pay	Yes - 100% County Paid	Yes - 100% County Paid	Yes - 100% County Paid	Yes - 100% County Paid	Yes - 100% County Paid
8	Compensation Credits	No	No	* Can sell comp credit, a value for Elected Officials of 5 weeks (9.62%) of base salary.	No	No	No	No	No
9	Offer retirement health? If so, who pays for elected official?	NOTE: Sheriff has county paid health up to age 65 or Medicare eligibility	Eligible for early retiree health ins. Employee pays.	Retiree health insurance is available, but at the employee's cost	Retirement health benefits are available. Employee pays.	Retirees can participate in County's health plan until age 65 at their cost.	If hired after 3/5/91, the County does not pay for retiree health insurance. Current Sheriff was hired after 3/5/91.	If hired after 3/5/91, the County does not pay for retiree health insurance. Capt. Williams was hired after 3/5/91.	If hired after 3/5/91, the County does not pay for retiree health insurance. Current Sheriff was hired after 3/5/91.
10	Does elected officials accrue vacation or time mgmt? If so, can any of it be sold?	Elected officials do not accrue vacation	Elected officials do not accrue vacation	Elected officials do not accrue vacation	Not allowed	Not allowed	Elected Officials do not accrue Time Management.	Accrues Time Management; can sell up to 80 hours/year (\$47.37/hr x 80 = \$3,790)	Elected Officials do not accrue Time Management.
11	Total compensation, adjusted for differences in rows 2, 3, 8, & 10	\$115,996	\$89,008	\$113,351	\$130,193	\$119,902	\$114,704 (1% above market)	\$109,482 <i>(base + def comp + \$3,790 TM sale + cert pay)</i> \$115,622 <i>(base + def. comp + cert pay + \$3,790 TM sale+PERS pickup after 7/06)</i>	\$121,518
						Average total comp:	\$113,690		

* **Jackson:** This is the first year that we have included Jackson County as one of our comparables. The reason that we have done so is because JC's population is now more than 50% of Lane County's. If Jackson County were removed from the survey, the average salary for the remaining 4 counties would be \$119,860, putting Lane County 5% below market.

* **Marion:** Compensation credits. Elected Officials do not get vacation or sick time. They receive base salary whether or not they work. In addition to base, on July 1st annually they get a comp credit of 5 paid weeks off, a value of 9.62% of their salary. They can take the time off or cash out by June 30th the following year. All cash out. Comp credits started in the 80's when the largest union negotiated additional time off instead of a salary increase. All employees get some degree of comp credits.

**2005 ELECTED OFFICIAL COMPENSATION SURVEY
COUNTY ASSESSOR**

COMPARISON DATA	CLACKAMAS (population 353,450)	JACKSON* (population 189,100)	MARION * (population 295,500)	MULTNOMAH (population 677,850)	WASHINGTON* (population 472,600)	LANE (population 329,400)		
is position a full department director?	Yes	Yes	Yes	No	Yes	Yes	Yes	Proposed: Increase base by \$2,662 7/05 & pick up PERS 7/06
1 Annual Salary	\$79,348	\$77,126	\$79,414 <small>(see note at bottom re comp credits)</small>	\$97,865.00 <small>(Pgm Mgr 2; NOT elected)</small>	\$114,132.00 <small>(Director, A&T (NOT elected))</small>	\$99,528 Assessor	\$98,405 <small>(indexed to highest paid dept. director)</small>	\$102,190
2 Deferred Comp?	457 plan. 6.27% is County paid	Optional - Employee paid	401k: County pays 7.5% for Elected Officials. Optional deferred comp plan available	Optional - employee paid	Employee paid	1% County paid contribution to deferred comp plan.	1% County paid contribution to deferred comp plan.	1% County paid contribution to deferred comp plan.
3 Is employee's portion of PERS paid by employer?	YES	YES	No	YES	No	No	Not currently. It will be paid by County beginning 7/06.	YES
4 County Paid Life Ins.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
5 County Paid AD&D	No	Yes	Yes	Employee paid	Yes	Yes	Yes	Yes
6 County Paid LTD	\$3,333/mo. pd. Employee can purchase up to 5K additional.	Yes	Yes	County paid	Yes	Yes	Yes	Yes
7 Health Insurance	Several plans. Some have employee co-pay.	Yes, with some employee co-pay	2 plans fully paid; 2 have co-pay	100% County paid	Yes - 100% County paid	Yes - 100% County Paid	Yes - 100% County Paid	Yes - 100% County Paid
8 Compensation Credits	No	No	* Can sell comp credit, a value for Elected Officials of 5 weeks (9.62%) of base salary.	No	No	No	No	No
9 Offer retirement health? If so, who pays for elected official?	Yes; Assessor pays	Eligible for early retiree health ins. Employee pays.	Retiree health insurance is available, but at the employee's cost	Retirement health benefits available. Employee pays.	Retirees can participate in County's health plan until age 65 at their 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	If hired before 3/5/91, County pays medical insurance for retirees until they are eligible for Medicare, and pays supplemental insurance thereafter. The employee can then self pay for dental & vision until going on Medicare. If hired after 3/5/91, the	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
10 Does elected officials accrue vacation or time mgmt? If so, can any of it be sold?	Elected officials do not accrue vacation	Elected officials do not accrue vacation	Elected officials do not accrue vacation	Not allowed	Not allowed	Elected Officials do not accrue Time Management.	Accrues Time Management; can sell up to 80 hours/year (\$47.31/hour x 80 hours = \$3,785)	Elected Officials do not accrue Time Management.
11 Total comp, adjusted for differences in rows 2, 3, 8 & 10	\$89,084	\$81,754	\$93,010	\$103,737	\$114,132	\$100,523 (5% above market)	\$103,212 <small>(base + \$3,785 TM sale x 1.01 def comp)</small> \$109,343 <small>(7/06: base +\$3,785 TM sale+ def. comp + PERS pick-up)</small>	\$103,212 <i>As of 7/05</i> \$109,343 <i>As of 7/06</i>
				Average total comp of Assessors:	\$96,343			

* **Jackson:** This is the first year that we have included Jackson County as one of our comparables. The reason that we have done so is because JC's population is now more than 50% of Lane County's. If Jackson County were removed from the survey, the average salary for the remaining 4 counties would be \$99,990, putting Lane County 1% above market.

* **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 which is 5 paid weeks off, a value of 9.62%, 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 credits started back in the 80's when the largest union negotiated additional time off instead of a salary increase.

* **Washington:** The Director responsible for property assessment is also responsible for many other programs including elections, animal services and records management among other things.

**2005 ELECTED OFFICIAL COMPENSATION SURVEY
COUNTY COMMISSIONERS**

COMPARISON DATA		CLACKAMAS (population 353,450)	JACKSON * (population 189,100)	MARION* (population 295,500)	MULTNOMAH* (population 677,850)	WASHINGTON (population 472,600)	LANE (population 329,400)	
							Current	Proposed
1	Annual Salary	\$70,094	\$64,979	\$67,704 (see note at bottom re comp credits)	\$76,908 \$90,789	\$67,188 \$23,052.00	\$72,842	\$72,842
2	Number of Commissioners	3	3	3	5, including Chair who is elected as such.	5 total: 1 full time, 4 part-time	5	5
3	Deferred Comp?	457 plan. 6.27% is County paid	Optional - Employee paid	401k: County pays 7.5% for Elected Officials. Optional deferred comp plan available	Optional. Employee paid	Optional. Employee paid	1% County paid contribution to deferred comp plan.	1% County paid contribution to deferred comp plan.
4	Is employee's portion of PERS paid by employer?	YES	YES	NO	YES	Optional Participation for elected officials; employee pays the 6%.	NO	YES as of 1st payroll period in January, 2007.
5	County Paid Life Ins.	Yes	Yes	Yes	Yes	Yes	Yes	Yes
6	County Paid AD&D	No	Yes	Yes	Not eligible	Yes	Yes	Yes
7	County Paid LTD	\$3,333/mo. pd. Employee can purchase up to 5K additional	Yes	Yes	Not eligible for STD or LTD	Yes	Yes	Yes
8	Health Insurance	Several plans. Some have employee co-pay.	Yes, with some employee co-pay	2 plans fully paid; 2 have co-pay	Yes - 100% County Paid	Yes - 100% County Paid	Yes - 100% County Paid	Yes - 100% County Paid
9	Compensation Credits	No	No	* Can sell comp credit, a value for Elected Officials of 5 weeks (9.62%) of base salary.	No	No	No	No
10	Offer retirement health? If so, who pays for elected official?	Yes: Commissioner pays	Eligible for early retiree health insurance. Employee 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 at employee's cost.	If hired after 3/5/91, the County does not pay for retiree health insurance. All 5 current Commissioners were hired after the 1991 date.	If hired after 3/5/91, the County does not pay for retiree health insurance. All 5 current Commissioners were hired after the 1991 date.
11	Does elected officials accrue vacation or time mgmt? If so, can any of it be sold?	Elected officials do not accrue vacation	Elected officials do not accrue vacation	Elected officials do not accrue vacation	Not allowed	Not allowed	Elected Officials do not accrue Time Management.	Elected Officials do not accrue Time Management.
12	Total comp, adjusted for differences in rows 3, 4, and 9.	\$78,695	\$68,878	\$79,295	\$81,522 \$96,236	\$67,188.00 \$23,052.00	\$73,570 (2% below average)	\$77,941
						Average total comp (Multnomah: used Commissioner salary; Washington: used Chair)		\$75,116

* **Jackson:** This is the first year that we have included Jackson County as one of our comparables. The reason that we have done so is because JC's population is now more than 50% of Lane County's. If Jackson County were removed from the survey, the average salary for the remaining 4 counties would be \$76,674, putting Lane County 4% below market.

* **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 which is 5 paid weeks off, a value of 9.62%, 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 credits started back in the 80's when the largest union negotiated additional time off instead of a salary increase.

* **Multnomah:** The salary approved by Salary Review Commission for the Chair is \$114,960. However, the Chair has declined increases for several years and only takes \$90,789. There are 4 districts; each elects their own board member. The Chair does not rotate. It is an individually elected position by all 4 districts.

**2005 ELECTED OFFICIAL COMPENSATION SURVEY
JUSTICE OF THE PEACE**

COMPARISON DATA	CLACKAMAS (population 353,450)	JACKSON (population 189,100)	MARION (population 295,500)	MULTNOMAH (population 677,850)	WASHINGTON (population 472,600)	LANE (population 329,400)	
						Current	Proposed
1 Annual Salary	N/A. This is a State function.	\$36,525 \$34,778 (one full time; one part time)	\$41,241 <i>(see note at bottom re comp credits)</i>	N/A	** JUSTICE COURT JUDGE \$85,992 <i>(see note below)</i>	\$49,941 \$37,456 \$24,970	\$49,941 \$37,456 \$24,970
2 More than 1 Justice Court? How many?		2	2		1	3	3
3 Are courts full time?		1 full time; 1 part time	Yes, though work hours are not tracked		Yes	Yes	Yes
4 # of employees in each court		.9 each court (there are a total of 2.8 employees, who travel between the 2 courts)	5 - Stayton /East Marion County 3 - Woodburn/North Marion County		7	Central=7.0; Oakridge=2.5; Florence=1.75	Central=7.0; Oakridge=2.5; Florence=1.75
5 Deferred Comp?		Optional - Employee paid	401k: County pays 7.5% for Elected Officials. Optional deferred comp plan available		Optional. Employee paid	1% County paid contribution to deferred comp plan.	1% County paid contribution to deferred comp plan.
6 Is employee's portion of PERS paid by employer?		YES	No		Optional Participation for elected officials; employee pays the 6%.	No	YES
7 County Paid Life Ins.		Yes	Yes		Yes	Yes	Yes
8 County Paid AD&D		Yes	Yes		Yes	Yes	Yes
9 County Paid LTD		Yes	Yes		Yes	Yes	Yes
10 Health Insurance		Yes, with some employee co-pay	2 plans fully paid; 2 have co-pay		Yes - 100% County Paid	Yes - 100% County Paid	Yes - 100% County Paid
11 Compensation Credits		No	* Can sell comp credit, a value for Elected Officials of 5 weeks (9.62%) of base salary.		No	No	No
12 Offer retirement health? If so, who pays for elected official?		Eligible for early retiree health ins. Employee pays.	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 self pay for dental & vision until going on Medicare. If hired after 3/5/91, the County does not pay for insurance.	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.
13 Does elected officials accrue vacation or time mgmt? If so, can any of it be sold?		Elected officials do not accrue vacation	Elected officials do not accrue vacation		Not allowed	Elected Officials do not accrue Time Management.	Elected Officials do not accrue Time Management.
14 Total compensation, adjusted for differences in rows 5, 6 & 11		\$38,717 \$36,865	\$48,301		\$85,992	\$50,440 \$37,831 \$25,220 (One Justice works 40 hours week, one 30 hours, one 20 hours)	\$53,437 \$40,078 \$26,718 (One Justice works 40 hours week, one 30 hours, one 20 hours)
						Average total comp full-time Justices of the Peace (excludes Washington's JCJ)	\$43,509
						Average total comp of full-time Justices, plus Washington's Justice Court Judge	\$57,670

* 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 which is 5 paid weeks off, a value of 9.62%, 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 credits started back in the 80's when the largest union negotiated additional time off instead of a salary increase.

** 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.

2005 ELECTED OFFICIAL COMPENSATION SURVEY
Includes All Counties in State's Category One
DISTRICT ATTORNEY

COMPARISON DATA		CLACKAMAS (population 353,450)	DESCHUTES (population 130,500)	DOUGLAS (pop. 101,800)	JACKSON (population 189,100)	LINN (population 104,900)	MARION (population 295,500)	MULTNOMAH (population 677,850)	WASHINGTON (population 472,600)	LANE (population 329,400)	
1	COUNTY PAID Annual Salary:	\$17,888	\$22,589	\$23,504	\$17,742	\$14,460 (see note at bottom re longevity)	\$21,382 (see note at bottom re comp credits)	\$35,000	\$26,244	\$20,072 (District Attorney)	\$119,829 (Chief Deputy DA)
2	STATE PAID Annual Salary:	\$92,484	\$92,484	\$92,484	\$92,484	\$92,484	\$92,484	\$92,484	\$92,484	\$92,484	N/A
3	PERS pick up on ee's County-paid salary?	YES	YES	YES	YES	YES	No	YES	Optional Participation for elected officials; employee pays the 6%.	No	Not currently. It will be paid by County beginning 7/06.
4	State pays employee's portion of PERS on State wages.	YES	YES	YES	YES	YES	YES	YES	YES	YES	N/A
5	Deferred Comp?	457 plan. 6.27% is County paid, based on County wages only (not State)	Optional; employee paid	Optional - Employee paid	Optional - employee paid	Optional - Employee Paid	County paid contribution of 7.5% (on County-paid wages only) to a 401k. Optional deferred comp plan available, employee paid.	Optional - employee paid	Optional - employee paid	1% County paid contribution, based on the combined salaries received from both County and State.	1% County paid contribution to deferred comp plan.
6	County Paid Life Ins.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
7	County Paid AD&D	No	Yes	Optional - Employee paid	Yes	Yes	Yes	Not eligible	Yes	Yes	Yes
8	County Paid LTD	\$3,333/mo. pd. Employee can purchase up to 5K additional.	Yes	Optional - employee paid	Yes	Optional - Employee Paid	Yes	Not eligible for STD or LTD	Yes	Yes	Yes
9	Health Insurance	Several plans. Some have employee co-pay.	Yes; \$35/month employee co-pay	Yes, with some employee co-pay	Yes, with some employee co-pay	Yes. County pays 100% for employees. Depending on plan, there may be small co-pay for dependents	2 plans fully paid; 2 have co-pay	Yes - 100% County Paid	Yes - 100% County Paid	Yes - 100% County paid	Yes - 100% County paid
10	Compensation Credits	No	No	No	No	No	* Can self comp credit, a value for Elected Officials of 5 weeks (9.62%) of base salary.	No	No	No	No
11	Offer retirement health? If so, who pays for elected official?	Yes; DA pays	Yes, DA pays, or pro-rated with County contribution beginning with 15 years of service	COBRA: Elected official pays	Eligible for early retiree health insurance. Employee pays.	Retirement health benefits available if elected official applies for PERS retirement. Elected official would then pay full amount of health insurance + 2 percent admin fee	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 retiree medical insurance until they are Medicare eligible, & supplemental insurance thereafter. The employee can self pay for dental & vision until going on Medicare. The current DA was hired in 1976.	If hired before 3/5/91, County pays retiree medical insurance until they are Medicare eligible, & supplemental insurance thereafter. The employee can self pay for dental & vision until going on Medicare. Chief Deputy DA was hired in 1987.
12	Does elected officials accrue vacation or time mgmt? If so, can any of it be sold?	Elected officials do not accrue vacation	No accrual	Not allowed	Elected officials do not accrue vacation	Not allowed	Elected officials do not accrue vacation	Not allowed	Not allowed	Elected Officials do not accrue Time Management.	Accrues Time Management; can sell up to 80 hours/year (\$4,609).
13	Total comp, adjusted for differences in rows 3, 4, 5, 10, 12	\$118,116	\$121,977	\$122,947	\$116,840	\$113,361	\$123,076	\$135,133	\$124,277	\$119,231	\$125,682
									Average total comp of DA's:	\$121,966	Lane County 3% below market

* 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 which is 5 paid weeks off, a value of 9.62%, as additional compensation. Elected Officials can take the time off or cash out by June 30th of the following year. All cash it out. Comp credits started back in the 80's when the largest union negotiated additional time off instead of a salary increase.

Linn: Elected Officials are eligible for 2.5% longevity pay after 10 years, & an additional 2.5% after 15 years. The longevity, when received, is added to base pay. Figures shown include any longevity.

2005 COMPENSATION SURVEY OF COMPARABLE COUNTIES WITH AT LEAST 50% LANE COUNTY POPULATION

DISTRICT ATTORNEY

	COMPARISON DATA	CLACKAMAS (population 353,450)	JACKSON (population 189,100)	MARION (population 295,500)	MULTNOMAH (population 677,850)	WASHINGTON (population 472,600)	LANE (population 329,400)		
1	COUNTY PAID Annual Salary:	\$17,888	\$17,742	\$21,382 (see note at bottom re comp credits)	\$35,000	\$26,244	\$20,072 (District Attorney)	\$119,829 (Chief Deputy DA)	
2	STATE PAID Annual Salary:	\$92,484	\$92,484	\$92,484	\$92,484	\$92,484	\$92,484	N/A	
3	PERS pick up on ee's County-paid salary?	YES	YES	No	YES	Optional Participation for elected officials; employee pays the 6%.	No	Not currently. It will be paid by County beginning 7/06.	
4	State pays employee's portion of PERS on State wages.	YES	YES	YES	YES	YES	YES	N/A	
5	Deferred Comp?	457 plan. 6.27% is County paid, based on County wages only (not State)	Optional - employee paid	County paid contribution of 7.5% (on County-paid wages only) to a 401k. Optional deferred comp plan available, employee paid.	Optional - employee paid	Optional - employee paid	1% County paid contribution, based on the combined salaries received from both County and State.	1% County paid contribution to deferred comp plan.	
6	County Paid Life Ins.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
7	County Paid AD&D	No	Yes	Yes	Not eligible	Yes	Yes	Yes	
8	County Paid LTD	\$3,333/mo. pd. Employee can purchase up to 5K additional.	Yes	Yes	Not eligible for STD or LTD	Yes	Yes	Yes	
9	Health Insurance	Several plans. Some have employee co-pay.	Yes, with some employee co-pay	2 plans fully paid; 2 have co-pay	Yes - 100% County Paid	Yes - 100% County Paid	Yes - 100% County paid	Yes - 100% County paid	
10	Compensation Credits	No	No	* Can sell comp credit, a value for Elected Officials of 5 weeks (9.62%) of base salary.	No	No	No	No	
11	Offer retirement health? if so, who pays for elected official?	Yes; DA pays	Eligible for early retiree health insurance. Employee 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 retiree medical insurance until they are Medicare eligible, & supplemental insurance thereafter. The employee can self pay for dental & vision until going on Medicare. The current DA was hired in 1976.	If hired before 3/5/91, County pays retiree medical insurance until they are Medicare eligible, & supplemental insurance thereafter. The employee can self pay for dental & vision until going on Medicare. Chief Deputy DA was hired in 1987.	
12	Does elected officials accrue vacation or time mgmt? if so, can any of it be sold?	Elected officials do not accrue vacation	Elected officials do not accrue vacation	Elected officials do not accrue vacation	Not allowed	Not allowed	Elected Officials do not accrue Time Management.	Accrues Time Management; can sell up to 80 hours/year (\$4,609).	
13	Total comp, adjusted for differences in rows 3, 4, 5, 10, 12	\$118,116	\$116,840	\$123,076	\$135,133	\$124,277	\$119,231	\$125,682	
							Average total comp of DA's:	\$123,488	Lane County 4% below mkt

* Marion: Compensation credits. Elected Officials do not get vacation or sick time. They receive base salary whether or not they work. In addition to base, on July 1st annually they get a comp credit of 5 paid weeks off, a value of 9.62% of their salary. They can take the time off or cash out by June 30th the following year. All cash out. Comp credits started in the 80's when the largest union negotiated additional time off instead of a salary increase. All employees get some degree of comp credits.

* Jackson: This is the first year that we have included Jackson County as one of our comparables. The reason that we have done so is because JC's population is now more than 50% of Lane County's. If Jackson County were removed from the survey, the average salary for the remaining 4 counties would be \$125,150, putting Lane County 5% below market.

District Attorney Possible Compensation Options

COMPARISON DATA		Current as of 10/2005		County picks up EE PERS as of 7/2006*	Option 1	Option 2	Option 3	Option 4
		DA:	Chief Deputy	CDA	Increase stipend eff. 7/05 to \$27,500: remove def cmp from state salary	County picks up DA PERS as of 7/2006	Increase stipend as of 7/05 to \$27,500: Pick up PERS 7/06 (Option1+2)	Incr stipend 7/06 to \$33,000; no def cmp on state; Pick up PERS
1	COUNTY PAID Annual Salary:	\$20,072	\$119,829	\$119,829	\$27,500	\$20,072	\$27,500	\$33,000
2	STATE PAID Annual Salary:	\$92,484	N/A	N/A	\$92,484	\$92,484	\$92,484	\$92,484
3	PERS pick up on ee's County-paid salary?	No	Not currently. It will be paid by County beginning 7/06.	YES	NO	YES	YES	YES
4	State pays employee's portion of PERS on State wages.	YES	N/A	N/A	YES	YES	YES	YES
5	Deferred Comp?	1% County paid contribution, based on the <u>combined</u> salaries received from both County and State.	1% County paid contribution to deferred comp plan.	1% County paid contribution to deferred comp plan.	1% County paid contribution, based on the <u>combined</u> salaries received from both County and State.	1% County paid contribution, based on the <u>combined</u> salaries received from both County and State.	1% County paid contribution, based on the <u>combined</u> salaries received from both County and State.	1% County paid contribution, based on the <u>combined</u> salaries received from both County and State.
6	County Paid Life Ins.	Yes	Yes	Yes	Yes	Yes	Yes	Yes
7	County Paid AD&D	Yes	Yes	Yes	Yes	Yes	Yes	Yes
8	County Paid LTD	Yes	Yes	Yes	Yes	Yes	Yes	Yes
9	Health Insurance	Yes - 100% County paid	Yes - 100% County paid	Yes - 100% County paid	Yes - 100% County paid	Yes - 100% County paid	Yes - 100% County paid	Yes - 100% County paid
10								
11	Compensation Credits	No	No	No	No	No	No	No
12	Offer retirement health? If so, who pays for elected official?	If hired before 3/5/91, County pays retiree medical insurance until they are Medicare eligible, & supplemental insurance thereafter. The employee can self pay for dental & vision until going on Medicare. The current DA was hired in 1976.	If hired before 3/5/91, County pays retiree medical insurance until they are Medicare eligible, & supplemental insurance thereafter. The employee can self pay for dental & vision until going on Medicare. Chief Deputy DA was hired in 1987.	If hired before 3/5/91, County pays retiree medical insurance until they are Medicare eligible, & supplemental insurance thereafter. The employee can self pay for dental & vision until going on Medicare. Chief Deputy DA was hired in 1987.	If hired before 3/5/91, County pays retiree medical insurance until they are Medicare eligible, & supplemental insurance thereafter. The employee can self pay for dental & vision until going on Medicare. The current DA was hired in 1976.	If hired before 3/5/91, County pays retiree medical insurance until they are Medicare eligible, & supplemental insurance thereafter. The employee can self pay for dental & vision until going on Medicare. The current DA was hired in 1976.	If hired before 3/5/91, County pays retiree medical insurance until they are Medicare eligible, & supplemental insurance thereafter. The employee can self pay for dental & vision until going on Medicare. The current DA was hired in 1976.	If hired before 3/5/91, County pays retiree medical insurance until they are Medicare eligible, & supplemental insurance thereafter. The employee can self pay for dental & vision until going on Medicare. The current DA was hired in 1976.
13	Does elected officials accrue vacation or time mgmt? If so, can any of it be sold?	Elected Officials do not accrue Time Management.	Accrues Time Management; can sell up to 80 hours/year (\$4,609).	Accrues Time Management; can sell up to 80 hours/year (\$4,609).	Elected Officials do not accrue Time Management.	Elected Officials do not accrue Time Management.	Elected Officials do not accrue Time Management.	Elected Officials do not accrue Time Management.
14	Total comp, adjusted for differences in rows 3, 4, 5, 10, 12	\$119,231	\$125,682	\$133,149	\$125,808	\$119,510	\$127,458	\$133,343

2005 COMPENSATION SURVEY OF COMPARABLE COUNTIES WITH AT LEAST 50% LANE COUNTY POPULATION

CHIEF DEPUTY DISTRICT ATTORNEY

	COMPARISON DATA	CLACKAMAS (population 353,450)	JACKSON* (population 189,100)	MARION (population 295,500)	MULTNOMAH (population 677,850)	WASHINGTON (population 472,600)	LANE (population 329,400)
	Job Title	Chief Deputy DA	Chief Deputy DA	NO MATCH. Trial Team Supervisor is closest; assists DA in admin/direction of DA's office.	Chief Deputy DA (political appointee; no salary range) There are two Chief Deputy DA's; same salary for each	Chief Deputy DA	Chief Deputy DA
1	Base Salary (TOP STEP OF THE SALARY RANGE HAS BEEN USED, WHERE APPLICABLE)	\$114,041	\$82,618		\$124,907	\$116,976	\$119,829
2	PERS pick up on ee's County-paid salary?	YES	YES		YES	No	Not currently. It will be paid by County beginning 7/06.
3	Deferred Comp? 401k?	457 plan. 6.27% is County paid	Optional deferred comp plan - employee paid		Optional deferred comp plan - employee paid	Optional deferred comp plan - employee paid	1% County paid contribution to deferred comp plan.
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 additional.	Yes		Yes	Yes	Yes
7	Health Insurance	Several plans. Some have employee co-pay.	Employee co-pay: \$22.82/pay period (\$593/year)		Yes - 100% County Paid	Yes - 100% County Paid	Yes - 100% County paid
8	Compensation Credits	No	No		No	No	No
9	Offer retirement health? If so, who pays premiums?	Yes; employee pays	Eligible for early retiree health insurance. Employee pays.		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 retiree medical premiums until Medicare eligible, & supplemental premiums thereafter. Employee can self pay for dental & vision until going on Medicare. Chief Deputy DA hired in 1987.
10	Can any vacation or time mgmt be sold?	Can sell back up to 40 hours (\$2,193). Deferred comp is paid on sell back.	No maximum number of sell-back vacation hours. Just need to keep 40 hours on the books. 80 hours (\$3,178) is used for this survey.		Not allowed	Not allowed	Accrues Time Management; can sell up to 80 hours/year (\$4,609). Deferred comp is paid on sell back.
11	Total comp, adjusted for differences in rows 2, 3, 7, 8, & 10	\$130,364	\$90,160		\$132,401	\$116,976	\$125,682
							\$133,149
						Average total comp of other counties=	\$117,475
						Average total comp less Jackson County=	\$126,581

* Jackson: This is the first year that we have included Jackson County as one of our comparables. The reason that we have done so is because JC's population is now more than 50% of Lane County's. If Jackson County were removed from the survey, the average salary for the remaining 4 counties would be \$119,860, putting Lane County 5% below market.