



Memorandum Date: January 19, 2022

TO: Lane County Budget Committee

FROM: Elected Officials Compensation Board (EOCB)

PRESENTED BY: Joshua Burstein, EOCB Chair
Cheri Billard, EOCB Member
Penny Daughtery, EOCB Member
Janice Reynolds, EOCB Member
Darcy Dillon, Senior Workforce Analyst

AGENDA ITEM TITLE: In the Matter of Adjusting the Base Annual Salaries of Lane County's Elected Officials Consistent with the Market Comparators

I. MOTION

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

II. AGENDA ITEM SUMMARY

The Budget Committee is being asked to consider the base salary increase recommendations of the Lane County Elected Officials Compensation Board (EOCB) as outlined below.

The EOCB recommends the following annual base salary increases for each non-board elected position for calendar year 2022 follows:

Assessor

10.72% or \$12,945 (Ten and seventy-two hundredths percent or twelve thousand nine hundred and forty-five dollars), effective retroactive to the first full pay period following January 1, 2022 for a new base salary of \$133,648;

District Attorney

32.17% increase on county base salary or \$14,974 (Thirty-two and seventeen hundredths percent or fourteen thousand nine hundred and seventy-four dollars), effective retroactive to the first full pay period following January 1, 2022, for a new county base salary of \$61,516;

Justice of the Peace

19.15% or \$9,299 (Nineteen and fifteen hundredths percent or nine thousand two hundred and ninety-nine dollars), effective retroactive to the first full pay period following January 1, 2022, for a new base salary of \$57,859;

Sheriff

13.16% or \$19,874 (Thirteen and sixteen hundredths percent or nineteen thousand eight hundred seventy-four dollars), effective retroactive to the first full pay period following January 1, 2022 for a new base salary before certification pay of \$170,865;

The EOCB recommends that in lieu of the above preferred increases, the Budget Committee and Board of Commissioners consider a minimum 2% annual increase to base salary for each of the non-board elected positions.

The EOCB recommends the following increase to the annual base salary for the commissioner positions for calendar year 2023 as follows:

Commissioners

27.15% or \$23,856 (Twenty-seven and fifteen hundredths percent or twenty-three thousand eight hundred and fifty-six dollars), effective the first full pay period following January 1, 2023 for a new base salary of \$111,725.

The EOCB recommends that in lieu of the above preferred increase, the Budget Committee and Board of Commissioners consider a minimum 2% annual increase to the base salary for the commissioner positions.

III. **BACKGROUND/IMPLICATIONS OF ACTION**

A. **Board Action and Other History**

Lane Manual 3.705 sets for the scope of the Elected Officials Compensation Board (EOCB) to recommend to the Budget Committee and to the Board of County Commissioners a compensation schedule for County elected officials.

For a history of EOCB activity from 2008 to April 2018, see Attachment 1 Elected Officials Compensation History.

The Budget Committee met last on August 24, 2020 to review EOCB

recommendations for calendar years 2021 and 2022. All recommendations of the EOCB were rejected and the Budget Committee approved forwarding a recommendation to the Lane County Board of Commissioners to freeze the salaries of elected officials for the following two years, 2021 and 2022.

Regarding frequency of meetings and process, County Counsel clarified that Oregon Revised Statute (ORS) 204.112 requires the EOCB to annually review and make recommendations regarding the compensation of elected officials. Additionally, ORS 204.126 specifies that the recommendations for compensation changes for all elected officers must go to the Budget Committee.

On October 6, 2020, Herb Vloedman, Budget Committee Chair, Joshua Burstein, Elected Officials Compensation Board Chair, Alana Holmes, Chief Human Resources Officer and Darcy Dillon, Sr. Workforce Analyst, presented the recommendations to the Lane County Board of Commissioners to freeze elected officials salaries for 2021 and 2022.

On October 20, 2020, Lane County Board of Commissioners approved freezing the salaries for all elected officials for calendar years 2021 and 2022. See Attachment 2 Board Order 20-10-06-01.

Pursuant to the Lane Manual and ORS 204.112, the EOCB convened in 2021 to deliberate and develop the recommendations contained in the following document. Three members of the EOCB that were present for the 2020 deliberations returned for this session along with one new member. There is currently one vacant position on the EOCB.

The EOCB held two public meetings on August 18, 2021 and September 29, 2021, which included analysis and deliberations of the data provided by County staff.

B. Policy Issues

Oregon Revised Statute (ORS) 204.112 requires the EOCB to annually review and make recommendations regarding the compensation of elected officials. Additionally, ORS 204.126 specifies that the recommendations for compensation changes for all elected officers must go to the Budget Committee. Annually has been interpreted to mean in alignment with the County's fiscal year, July 1 through June 30.

Additionally, compensation for Lane County's elected officials is governed by Lane Manual 3.705, which requires the Human Resources Director to convene the Elected Officials Compensation Board (EOCB) at least once each year in which a general election is held. The EOCB must meet initially by July 31 and if there are recommendations that could result in increases for the Board of Commissioners, those recommendations must be reviewed by the Lane County Budget Committee.

If the Budget Committee recommends changes to the Commissioners' compensation, those changes must then be approved by the Board of Commissioners. The Lane Manual only requires the Budget Committee to review compensation changes for commissioner positions. However, the current Budget Officer, Steve Mokrohisky, has requested Budget Committee review of all Elected Official positions and to forward its recommendations to the full Board of Commissioners.

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

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

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

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

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

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

In addition, Lane Manual Section 3.705 states:

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

- (a) The compensation paid to persons comparably employed by the State of Oregon, local public bodies, private businesses, non-profit agencies, and/or other counties within a labor market deemed appropriate by the Compensation Board for each elected officer.

- (b) The number of employees supervised; the size of the budget administered by each elective officer; the duties and responsibilities of each elective officer; and the compensation paid to subordinates and other appointed employees who serve in positions of comparable management responsibility. In any event, the Sheriff's compensation shall be fixed in an amount which is not less than that for any member of the Department of Public Safety.
- (c) Compensation is to be evaluated on the basis of the total compensation received, as relevant to the particular elected position....Total compensation includes consideration of insurance benefits, retirement benefits (including pension and deferred compensation programs) time management or vacation and sick leave, life insurance, medical leave, and other fringe components.”

C. Board Goals

County-wide priorities are directed and supported by the Board of Commissioners and the County has a strategic priority of *“Our People & Partnerships: Provide a safe, healthy, and inclusive work environment that attracts and retains a diverse, highly skilled workforce with a deeply embedded commitment to delivering value and service to the residents of Lane County through operational effectiveness, fiscal resilience and partnership.”*

The County’s ability to attract and retain the best talent for elected official positions is crucial to providing the highest quality services for residents and the EOCB recommendations align with this strategic priority.

D. Financial and/or Resource Considerations

All of the elected positions are paid with the General Fund.

Total estimated additional costs for the EOCB recommended market adjustments for FY 21-22, FY 22-23 and FY 24-25 are:

	FY 21-22	FY 22-23	FY 24-25	TOTAL
Assessor	\$ 9,623	\$19,246	\$19,246	\$48,115
District Attorney	\$11,157	\$22,314	\$22,314	\$55,786
Justice of the Peace	\$6,933	\$13,866	\$13,866	\$34,665
Sheriff	\$15,655	\$31,310	\$31,310	\$78,275
Board of Commissioners	-	\$86,436	\$172,873	\$259,309
Total	\$43,368	\$173,172	\$259,608	\$476,148

The total estimated additional costs of a 2% COLA only are:

	FY 21-22	FY 22-23	FY 24-25	TOTAL
Assessor	\$ 1,896	\$3,792	\$3,792	\$9,480
District Attorney	\$694	\$1,388	\$1,388	\$3,471
Justice of the Peace	\$724	\$1,448	\$1,448	\$3,620
Sheriff	\$2,492	\$4,984	\$4,984	\$12,460
Board of Commissioners	-	\$6,879	\$13,757	\$20,636
Total	\$5,806	\$18,491	\$25,369	\$49,666

The total estimated additional costs of a 3% COLA only are:

	FY 21-22	FY 22-23	FY 24-25	TOTAL
Assessor	\$ 2,844	\$5,688	\$5,688	\$14,219
District Attorney	\$1,041	\$2,082	\$2,082	\$5,206
Justice of the Peace	\$1,086	\$2,172	\$2,172	\$5,431
Sheriff	\$3,738	\$7,476	\$7,476	\$18,690
Board of Commissioners	-	\$10,318	\$20,636	\$30,953
Total	\$8,709	\$27,36	\$38,054	\$74,499

See Attachment 7 EOCB 2021 Costing for additional information on effective dates.

E. Health Implications

There are no health implications associated with this action.

F. Analysis

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

The EOCB decided to use an overall total compensation methodology for the elected positions in order to align with the market comparison methodology used for the County's non-elected positions. The EOCB used the same five county comparators that align with the methodology Lane County uses for its non-elected positions. Those county comparators are: Clackamas, Deschutes, Jackson, Marion, and Washington.

The EOCB analyzed market data from June/July 2021 for the five county comparators as indicated on the spreadsheets prepared by Lane County staff, See Attachment 3 2021 EOCB Compensation Study.

Along with total compensation information, the EOCB considered wage compression with subordinates and the salaries for other appointed department directors as specified in Lane Manual Section 3.705.

In reviewing the information, the EOCB observed a trend at several of the comparators to award sometimes substantial increases to base salaries. All five county comparators awarded COLA increases in 2021 to all elected positions in the range from 1.5-2.0%. In addition to the COLA, Jackson County awarded salary adjustments of 5% to Assessor, Commissioners and the Sheriff for 2022 and Deschutes County awarded a 5% salary adjustment to the Assessor.

Further, Clackamas County instituted a new compensation philosophy to ensure a minimum 10% spread between elected department heads and subordinates for the Assessor, District Attorney, Justice of the Peace and Sheriff. This resulted in the District Attorney receiving a total of 50.9% increase to the County stipend portion of annual salary. Lastly, it was discovered that Deschutes County awards longevity pay to the District Attorney, Justice of the Peace and Sheriff and that has not been included in the total compensation calculation as it is individually based and may not be applicable at a particular point in time.

Additionally, based on questions that have arisen over the last several years, County staff added the annual value of vacation, sick and holiday pay to the applicable positions for Washington and Marion counties.

In determining the appropriate increases to recommend, the EOCB discussed the overall goal to pay competitive wages that will retain and attract future elected officials. The EOCB strives to follow the charge of the Lane County Charter and Lane Manual to pay equitable and fair compensation and felt a continuance of low to no salary increases was not in alignment with that charge. As such, the EOCB's approach is to recommend a truing up of base salary so as to align total compensation with the overall average of the comparator group.

Knowing that the amount of the increases needed to true-up salaries might be difficult for the County to accept, the EOCB also considered the COLA increases that have been approved for the County's other non-represented and union represented employees as of December 2021. As noted below in the individual position analyses, the EOCB is recommending that in the absence of truing up the salaries for the elected positions, the Budget Committee and Board of Commissioners consider at least a 2% COLA especially in light of current CPI increase figures showing a 7.4% increase year over year for December 2021 and a 4.9% year over year annual increase from 2020 to 2021. See Attachment 4 CPI West B-C 2021 Year.

Assessor: In January 2019 the Assessor received a base salary increase of \$16,812.20 and then received a 2% COLA in January 2020

The EOCB used the average total compensation of the five county comparators as the benchmark for determining the salary increase needed to maintain market competitiveness for this position, See Comps 2021 Average column in Attachment 3. On a total compensation basis the market data shows that Lane County's Assessor is currently under market by 10.2%.

Comparing the current base salary of \$120,703 with the salaries of Lane County's appointed department directors, this position is under the average of \$169,558. See Attachment 5 Lane County Department Director Salaries. A compression analysis shows that the Assessor is currently paid 10.7% less than the highest paid subordinate position, Deputy Assessor. See Attachment 6 Salary Compression Report.

In order to align the base salary to the average total compensation figure, the EOCB recommends a 10.72% increase effective retroactive to the first full pay period following January 1, 2022 for a new annual base salary of \$133,648. This recommendation provides for a truing up with the market and creates a -1.1% differential with the Deputy Assessor and a 4.3% differential with the Property Tax Manager. The current salary compression with subordinates is of grave concern given the current Assessor is retiring. In order to provide both an opportunity for career progression of potential internal candidates and to present a fair compensation rate internally and externally, the EOCB feels this increase is necessary. Additionally, the increase will bring the Assessor salary closer in alignment with the non-elected department directors.

In the absence of truing up the Assessor salary, the Budget Committee and Board of Commissioners should consider at least a 2% COLA increase.

District Attorney: In January 2019 the District Attorney received a base salary increase of \$11,955 and then received a 2% COLA in January 2020.

Comparing the total annual salary of \$192,714 with the salaries of Lane County's appointed department directors, this position is higher than the average of \$169,558. See Attachment 5. The compression analysis shows that the District Attorney is currently paid 13.8% more than the highest paid subordinate position, Chief Deputy District Attorney. See Attachment 6.

The EOCB used the average total compensation of the five county comparators as the benchmark for determining the salary increase needed to maintain market competitiveness for this position. See Comps 2021 Average column in Attachment 3. On a total compensation basis considering the County stipend portion of base wage only, the market data shows that Lane County's District Attorney is currently under market by 28.4%. This large difference derives from a combination of comparator COLAs, market adjustments and the consideration of time off in the calculations.

In order to align the base salary to the average total compensation figure, the EOCB recommends a 32.17% increase to the County stipend, effective retroactive to the first full pay period following January 1, 2022, for a new annual base salary stipend of \$61,516. This recommendation provides for a truing up with the market.

In the absence of truing up the District Attorney salary, the Budget Committee and Board of Commissioners should consider at least a 2% COLA increase.

Justice of the Peace: The Justice of the Peace received 2% COLA increases in January 2019 and 2020. The current base pay is \$48,559 for .50 FTE. On a total compensation basis the market data shows the Justice of the Peace is under market by 19.4%, see Comps 2021 Average column in Attachment 3.

The EOCB considered the comparability of the position with the five county comparators on the basis of FTE of the position, department FTE, department personnel services budget and case load, in order to determine if using the average total compensation methodology was viable. See Attachment 3. Lane County had 1,748 cases filed and 88 cases heard for the 2020-2021 fiscal year. Clackamas, Jackson and Marion Counties had 10,000+ cases filed and Washington County had 6,000+ cases filed. All of those counties have a 1.0 FTE position. Deschutes County, at .6 FTE had over 4,000 cases filed and heard 84 cases.

Although the caseload is much lower in Lane County, the EOCB felt that the job duties are the same or similar to the other counties. Therefore the EOCB used the same methodology of the other elected positions and used the average total compensation of the five county comparators as the benchmark to compare with.

In order to align the base salary to the average total compensation figure, the EOCB recommends a 19.15% increase effective retroactive to the first full pay period following January 1, 2022 for a new annual base salary of \$57,859. This recommendation provides for a truing up with the market.

In the absence of truing up the Justice of the Peace salary, the Budget Committee and Board of Commissioners should consider at least a 2% COLA increase.

Sheriff: In January 2019 the Sheriff received a base salary increase of \$17,646.49 and then received a 2% COLA in January 2020.

The EOCB used the average total compensation of the five county comparators as the benchmark for determining whether a salary increase is needed to maintain market competitiveness for this position, See Attachment 3. On a total compensation basis, the market data shows that Lane County's Sheriff is currently under market by 12.7%.

Comparing the current base salary with certification pay of \$160,056 with the

salaries of Lane County's appointed department directors, this position is slightly higher than the average of \$169,558. See Attachment 5.

Per ORS 204.112(4), the sheriff's salary shall be fixed in an amount which is not less than that for any member of the sheriff's department. A compression analysis shows that the Sheriff is currently paid 4.2% higher than the highest paid subordinate position, Chief Deputy. See Attachment 6. After the current Chief Deputy receives his regular merit in April 2022, the Sheriff's salary will be 0.5% lower than the Chief Deputy's.

In the absence of an adjustment now, the Sheriff's salary will need to be adjusted in April 2022 outside the EOCB process to comply with the ORS requirement.

In order to align the base salary before certification pay to the average total compensation figure, the EOCB recommends a 13.16% increase effective retroactive to the first full pay period following January 1, 2022 for a new annual base salary before certification pay of \$170,865. This recommendation provides for a truing up with the market and helps create a sufficient differential between the Chief Deputy to account for near-term merit, COLA and salary adjustments.

In the absence of truing up the Sheriff's salary, the Budget Committee and Board of Commissioners should consider at least a 2% COLA increase. A 2% COLA will create a 1.4% differential with the Chief Deputy after taking into account his potential April 2022 merit increase.

Commissioners: In January 2019 the commissioners received a 2% COLA equating to a base salary increase of \$1,689.14 and received a second 2% COLA in January 2020 for a current base salary of \$87,869.

The EOCB used the average total compensation of the five county comparators as the benchmark for determining whether a salary increase is needed to maintain market competitiveness for these positions, See Attachment 3.

On a total compensation basis the market data shows that Lane County Commissioners are continuing to fall precipitously in competitiveness and are currently under market by 25.4%. The EOCB determined that their primary focus was to keep to the charge of providing fair and equitable compensation and true up with the market for the commissioner positions. All of the comparators have made COLA adjustments between 1.5-2% to commissioner salaries since July 2021. Looking at both base salaries and total compensation, Lane County pays the lowest of all five comparator counties.

In order to align the base salary to the average total compensation figure, the EOCB recommends a 27.15% increase effective retroactive to the first full pay period following January 1, 2023 for a new annual base salary of \$111,725. This recommendation provides for a truing up with the market.

In the absence of truing up the Commissioners' salaries, the Budget Committee and Board of Commissioners should consider at least a 2% COLA increase.

For all elected positions, the EOCB feels strongly that the County needs to address the sliding level of competitiveness by truing up salaries. If the County determines this is not feasible or desirable at this time, the EOCB would ask for feedback and assistance on a philosophy and plan to reach comparator compensation levels and achieve the goal of providing fair and equitable compensation for the elected positions.

G. Alternatives/Options

Option 1:

Effective retroactive to the first full pay period following January 1, 2022. Increase the annual base salary of the following non-board positions:

Assessor – 10.72% or \$12,945

(Ten and seventy-two hundredths percent or twelve thousand nine hundred and forty-five dollars);

District Attorney – 32.17% on county base salary stipend or \$14,974

(Thirty-two and seventeen hundredths percent or fourteen thousand nine hundred and seventy-three dollars),

Justice of the Peace – 19.15% or \$9,299 (Nineteen and fifteen hundredths percent or nine thousand two hundred and ninety-nine dollars);

Sheriff – 13.16% or \$19,874 on base salary before certification pay

(Thirteen and sixteen hundredths percent or nineteen thousand eight hundred seventy-four dollars);

Effective the first full pay period following January 1, 2023. Increase the annual base salary of the Commissioners:

27.15% or \$23,856

(Twenty-seven and fifteen hundredths percent or twenty-three thousand eight hundred and fifty-six dollars)

Option 2: Adjust the salary of the elected officials by some other amount.

Option 3: Do not approve the motion and do not make any changes to elected officials' compensation.

IV. RECOMMENDATION

The Elected Officials Compensation Board prefers Option 1 and recommends that the Budget Committee forwards this option to the Board of Commissioners for consideration.

V. TIMING/IMPLEMENTATION

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

VI. FOLLOW-UP

Staff will prepare the Board packet for the March 1, 2022 board meeting.

VII. ATTACHMENTS

1. Elected Officials Compensation History
2. Board Order 20-10-06-01
3. 2021 EOCB Compensation Study
4. CPI West B-C 2021 Year
5. Lane County Department Director Salaries
6. Salary Compression Report
7. EOCB 2021 Costing
8. Summary of Recommendations 1-19-2022

ELECTED OFFICIALS COMPENSATION HISTORY

(2008 through July 2020)

October 29, 2008 the Board of Commissioners approved salary adjustments to elected official compensation as follows (Order 08-10-29-8):

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

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

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

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

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

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

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

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

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

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

On September 17, 2018, the Lane County Budget Committee reviewed the recommendations of the Elected Officials Compensation Board and approved forwarding the Year 1 and Year 2 recommendations for the District Attorney, Assessor, Sheriff and Justice of the Peace to the Board of Commissioners for consideration. For the Commissioner positions, the Lane County Budget Committee rejected the recommendations and developed their own recommendations of a 3% market adjustment to base annual salary plus a 2% COLA for both Year 1 and Year 2.

On October 16, 2018 the Board of Commissioners considered the recommendations of the Lane County EOCB and the Lane County Budget Committee and approved an increase to the annual base salary for the Assessor of \$16,812.20, Sheriff of \$17,646.49, Justice of the Peace of \$933.48 and District Attorney of \$11,955, effective the first full pay period following January 1, 2019 and a 2% COLA effective the first full pay period following January 1, 2020 (Order Nos. 18-10-16-10 and 18-10-16-11).

ATTACHMENT 1

On October 16, 2018 the Board of Commissioners rejected the recommendation of the Lane County Budget Committee for increases to the Commissioner positions and approved a 2% COLA or \$1,689.14 effective the first full pay period following January 1, 2019 and a 2% COLA effective the first full pay period following January 1, 2020 (Order No. 18-10-16-12).

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 20-10-06-01

In the Matter of Adjusting the Base Annual
Salaries of Lane County's Elected Officials

WHEREAS, Lane Manual 3.705 sets for the scope of the Elected Officials Compensation Board (EOCB) to recommend to the Budget Committee and to the Board of County Commissioners a compensation schedule for County elected officials; and

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

WHEREAS, Pursuant to the Lane Manual, the Elected Officials Compensation Board convened three public meetings on July 9, 2020, July 23, 2020 and July 30, 2020 to deliberate and develop salary adjustment recommendations which included an analysis of data provided to the Elected Officials Compensation Board by county staff; and

WHEREAS, On August 24, 2020, the Lane County Budget Committee convened and reviewed the recommendations of the Elected Officials Compensation Board and rejected the calendar year 2021 and calendar year 2022 recommendations for the Assessor; and

WHEREAS, The Lane County Budget Committee approved forwarding a recommendation of no salary increases for all elected positions for calendar year 2021 and 2022;

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

1. That effective for calendar years 2021 and 2022, there will be no increase to the annual base salary of the Commissioners; and
2. That effective for calendar years 2021 and 2022, there will be no increase to the annual base salary of the Assessor; and
3. That effective for calendar years 2021 and 2022, there will be no increase to the annual base salary of the District Attorney; and
4. That effective for calendar years 2021 and 2022, there will be no increase to the annual base salary of the Justice of the Peace; and
5. That effective for calendar years 2021 and 2022, there will be no increase to the annual base salary of the Sheriff.

ADOPTED this 20th day of October, 2020.

A handwritten signature in cursive script, appearing to read "Heather Buch".

Heather Buch, Chair
Lane County Board of Commissioners

Lane County Assessor Compensation Survey August 2021

Survey conducted June/July 2021

County	Clackamas	Deschutes	Jackson	Marion	Washington	Lane	Comps 2021 Average	Comps vs Lane Co
Demographics								
County Population	426,515	197,015	223,240	349,120	620,080	381,635	363,194	
County FTE	2290	1154.41	890.6	1720.54	2305.7	1804.18	1,672	
Department Personnel Services Budget	\$6,800,352	\$4,233,970	\$3,248,393	\$5,058,941	\$14,217,905	\$5,302,912	\$6,711,912	
Department FTE	60.00	35.26	33.50	51.00	119.00	50.00	59.75	
Notes	New comp board philosophy for a 10% spread between elected department head and subordinate, Duties include Tax Collection	Duties include Tax Collection, Position receives longevity pay (\$3,180), not included in base salary	No Tax Collection	No Tax Collection	Not elected, currently vacant, pay range \$142,739-\$180,129, includes Tax Collection	Current Assessor retiring, recruiting for interim Deputy Assessor, see Compression Report		
Compensation								
Annual Base Salary	\$139,404.00	\$141,048.00	\$118,980.00	\$116,544.00	\$152,219.04	\$120,703.73	\$133,639.01	-10.7%
Deferred Compensation	6.27%	3.00%	0.00%	7.50%	0.00%	2.00%		
Employer PERS Contribution	6.00%	6.00%	6.00%	6.00%	0.00%	6.00%		
Most recent COLA	1.8%	1.5%	1.99%	2.00%	1.80%	2.00%		
COLA Effective Date	7/1/2021	7/1/2021	7/5/2021	7/1/2021	7/1/2021	1/11/2020		
Projected COLAs	Unknown	Unknown	Unknown	Unknown	Unknown	Wage Freeze 2021-2022		
Salary Adjustment/Date		5%	\$499.20/mo 1/3/22 (5%)	Unknown	None	Wage Freeze 2021-2022		
Base Salary w/ Def. Comp & PERS	\$156,508.87	\$153,742.32	\$126,118.80	\$132,277.44	\$152,219.04	\$130,360.03	\$144,173.29	-10.6%
Vacation/Sick Leave	\$0.00	\$0.00	\$0.00	\$13,671.51	\$17,563.74	\$0.00		
Holidays	\$0.00	\$0.00	\$0.00	\$4,930.71	\$5,854.58	\$0.00		
Base Salary, Retirement, Time Off	\$156,508.87	\$153,742.32	\$126,118.80	\$150,879.66	\$175,637.35	\$130,360.03	\$152,577.40	-17.0%
Annual Phone / PDA / Tech	\$0.00	\$900.00	\$0.00	\$0.00	\$0.00	\$840.00		
Annual Housing	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		
Annual Auto	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,720.00		
Total Comp w/o insurance	\$156,508.87	\$154,642.32	\$126,118.80	\$150,879.66	\$175,637.35	\$137,920.03	\$152,757.40	-10.8%
Insurance								
Employee Annual Premium Amount	\$1,542.72	\$1,080.00	\$593.40	\$2,667.84	\$2,601.84	\$840.00		
Total Comp w/Insurance Contributions	\$154,966.15	\$153,562.32	\$125,525.40	\$148,211.82	\$173,035.51	\$137,080.03	\$151,060.24	-10.2%
Calculations to Match to Avg Total Compensation								
New Base Salary						\$133,648		
Increase needed						\$12,945	Percent Increase:	10.72%
Adjusted Total Comp with Insurance Contributions						\$151,060.24		
						-1.1%	% Differential w/ Deputy Assessor	
						4.3%	% Differential w/ Property Tax Manager	

Lane County Commissioner Compensation Survey August 2021

Survey conducted June/July 2021

County	Clackamas	Deschutes	Jackson	Marion	Washington	Lane	Comps 2021 Average	Comps vs Lane Co
Demographics								
County Population	426,515	197,015	223,240	349,120	620,080	381,635	363,194	
County FTE	2290	1154.41	890.6	1720.54	2305.7	1804.18	1,672	
Department Personnel Services Budget	\$854,055	\$442,656	\$810,254	\$2,331,503	\$3,993,473	\$934,664	\$1,686,388	
Department FTE	15.00	3.00	5.50	15.00	21.00	6.00	11.90	
Notes	Elected Chair receives 2% extra, 5 commissioners	Elected Chair, no additional salary, no longevity pay, 3 commissioners	Elected Chair, no additional salary, used average salary, 3 commissioners	Elected Chair, no additional salary, 3 commissioners	5 commissioners, Elected Chair receives 10% extra, currently Chair @ \$10541.37/mth; 3 Commissioners @ \$9583.34; 1 Commissioner elected less pay @ \$5031.25/mth.			
Compensation								
Annual Base Salary	\$114,540	\$105,612	\$116,990	\$103,248	\$114,996	\$87,869	\$111,077	-26.4%
Deferred Compensation	6.27%	3.00%	0.00%	7.50%	0.00%	2.00%		
Employer PERS Contribution	6.00%	6.00%	6.00%	6.00%	0.00%	6.00%		
Most recent COLA	1.8%	1.5%	1.99%	2.00%	1.80%	2.00%		
COLA Effective Date	7/1/2021	7/1/2021	7/5/2021	7/1/2021	7/1/2021	1/11/2020		
Projected COLAs	Unknown	Unknown	Unknown	Unknown	Unknown	Wage Freeze 2021-2022		
Salary Adjustment/Date			\$429.87/mo 1/3/22 (5%)	Unknown	None	Wage Freeze 2021-2022		
Base Salary w/ Def. Comp & PERS	\$128,594	\$115,117	\$124,009	\$117,186	\$114,996	\$94,899	\$119,981	-26.4%
Vacation/Sick Leave	\$0	\$0	\$0	\$12,112	\$13,269	\$0		
Holidays	\$0	\$0	\$0	\$4,368	\$4,423	\$0		
Base Salary, Retirement, Time Off	\$128,594	\$115,117	\$124,009	\$133,666	\$132,688	\$94,899	\$126,815	-33.6%
Annual Phone / PDA / Tech	\$0	\$900	\$708	\$0	\$660	\$840		
Annual Housing	\$0	\$0	\$0	\$0	\$0	\$0		
Annual Auto	\$0	\$0	\$4,800	\$0	\$4,260	\$6,720		
Total Compensation w/o insurance	\$128,594	\$116,017	\$129,517	\$133,666	\$137,608	\$102,459	\$129,080	-26.0%
Insurance								
Employee Annual Premium Amount	\$1,543	\$1,080	\$593	\$2,668	\$2,602	\$840		
Total Compensation with Insurance Contributio	\$127,051	\$114,937	\$128,924	\$130,999	\$135,006	\$101,619	\$127,383	-25.4%

Calculations to Match to Avg Total Compensation			
New Base Salary		\$111,725	
Increase needed		\$23,856	Percent Increase: 27.15%
Adjusted Total Comp w/ Insurance Contributions		\$127,383	

Lane County District Attorney Compensation Survey August 2021

Survey conducted June/July 2021

County	Clackamas	Deschutes	Jackson	Marion	Washington	Lane	Comps 2021 Average	Comps vs Lane Co
Demographics								
County Population	426,515	197,015	223,240	349,120	620,080	381,635	363,194	
County FTE	2290	1154.41	890.6	1720.54	2305.7	1804.18	1,672	
Department Personnel Services Budget	\$12,556,871	\$7,006,994	\$6,323,579	\$10,596,199	\$18,615,270	\$9,649,530	\$11,019,783	
Department FTE	90.00	54.1	54.00	91.10	126.80	72.00	83.20	
Notes	New comp board philosophy for a 10% spread between elected department head and subordinate, due to this a salary adjustment was made 7/1/21 resulting in a 50.9% inc to county stipend	Position receives longevity pay (\$120), not included in base salary, Chief Deputy paid \$152,248	Chief Deputy paid \$139,404		Chief Deputy paid \$236,139			
Compensation								
Annual Base Salary (County Stipend)	\$94,324.44	\$42,636.00	\$30,720.00	\$38,355.24	\$114,809.40	\$46,542.81	\$64,169.02	-37.9% Inc from 2020
Deferred Compensation	6.27%	3.00%	0.00%	7.50%	0.00%	2.00%		
Employer PERS Contribution	6.00%	6.00%	6.00%	6.00%	0.00%	6.00%		
State Contribution	\$146,172.00	\$146,172.00	\$146,172.00	\$146,172.00	\$146,172.00	\$146,172.00	8%	
Most recent COLA	1.8%	1.5%	1.99%	2.00%	1.80%	2.00%		
COLA Effective Date	7/1/2021	7/1/2021	7/5/2021	7/1/2021	7/1/2021	1/11/2020		
Projected COLAs	Unknown	Unknown	Unknown	Unknown	Unknown	Wage Freeze 2021-2022		
Salary Adjustment/Date	13% to total (State +Co) salary 7/1/2021			Unknown	None	Wage Freeze 2021-2022		
Base Salary w/ Def. Comp & PERS	\$105,898.05	\$46,473.24	\$32,563.20	\$43,533.20	\$114,809.40	\$50,266.23	\$68,655.42	-36.6%
Vacation/Sick Leave	\$0.00	\$0.00	\$0.00	\$4,499.36	\$13,247.24	\$0.00		
Holidays	\$0.00	\$0.00	\$0.00	\$1,622.72	\$4,415.75	\$0.00		
Base Salary, Retirement, Time Off	\$105,898.05	\$46,473.24	\$32,563.20	\$49,655.28	\$132,472.38	\$50,266.23	\$73,412.43	-46.0%
Annual Phone / PDA / Tech	\$0.00	\$900.00	\$708.00	\$0.00	\$1,344.00	\$840.00		
Annual Housing	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		
Annual Auto	\$0.00	\$0.00	\$0.00	\$0.00	\$4,260.00	\$6,720.00		
Total Compensation w/o insurance	\$105,898.05	\$47,373.24	\$33,271.20	\$49,655.28	\$138,076.38	\$57,826.23	\$74,854.83	-29.4%
Insurance								
Employee Annual Premium Amount	\$1,542.72	\$1,080.00	\$593.40	\$2,667.84	\$2,601.84	\$840.00		
Total Compensation with Insurance Contributions	\$104,355.33	\$46,293.24	\$32,677.80	\$46,987.44	\$135,474.54	\$56,986.23	\$73,157.67	-28.4%
Calculations to Match to Avg Total Compensation								
New Base Salary						\$61,516		
Increase needed						\$14,974	Percent Increase:	32.17%
Adjusted Total Comp with Insurance Contributions						\$73,157.67		
						\$207,688.36	Total Salary with State Salary	
						22.7%	% Differential w/ Chief Deputy DA	
						34.1%	% Differential w/ Sr. Prosecutor	

Lane County Justice of the Peace Compensation Survey August 2021

Survey conducted June/July 2021

County	Clackamas	Deschutes	Jackson	Marion	Washington	Lane	Comps 2021 Average	Comps vs Lane Co
Demographics								
County Population	426,515	197,015	223,240	349,120	620,080	381,635	363,194	
County FTE	2290	1154.41	890.6	1720.54	2305.7	1804.18	1,672	
Department Personnel Services Budget	\$829,070	\$531,006	\$379,707	\$698,340	\$1,031,299	\$227,898	\$693,884	
Department FTE	6.00	4.6	4.00	8.00	9.00	2.00	6.32	
Position Full time or Part time	Full Time	Part Time	Full Time	Full time	Full time	Part time		
Position FTE	1.00	0.6	1.00	1.00	1.00	0.50		
Required to be Attorney	Yes	Yes	Yes	Yes	Yes	No		
Cases Filed	14,304	4,340	11,589	17,318	6,318	Total: 1,748 Violations: 1,699/49		
Cases Heard	14,304	84	380	880	1,001		88	
Violation/Civil Cases Heard	13,569/735	60/24	N/A	N/A	818/183	N/A		
Notes	New comp board philosophy for a 10% spread between elected department head and subordinate, Case numbers down due to	Position receives longevity pay (\$1,980), not included in base salary				Current JoP hired after 1/1/2016, insurance rate is less		
Compensation								
Annual Base Salary @ 1.0 FTE	\$118,112.40	\$122,820	\$91,832	\$100,572	\$121,354	\$97,119	\$110,938	-14.2%
Annual Base Salary @ .5 FTE	\$59,056.20	\$61,410	\$45,916	\$50,286	\$60,677	\$48,559	\$55,469	-14.2%
Deferred Compensation	6.27%	3.00%	0.00%	7.50%	0.00%	2.00%		
Employer PERS Contribution	6.00%	6.00%	6.00%	6.00%	0.00%	6.00%		
Most recent COLA	1.8%	1.5%	1.99%	2.00%	1.80%	2.00%		
COLA Effective Date	7/1/2021	7/1/2021	7/5/2021	7/1/2021	7/1/2021	1/11/2020		
Projected COLAs	Unknown	Unknown	Unknown	Unknown	Unknown	Wage Freeze 2021-2022		
Salary Adjustment/Date				Unknown	None	Wage Freeze 2021-2022		
Base Salary w/ Def. Comp & PERS	\$66,302.40	\$66,937	\$48,671	\$57,075	\$60,677	\$52,444	\$59,932	-14.3%
Vacation/Sick Leave	\$0.00	\$0	\$0	\$5,899	\$7,001	\$0		
Holidays	\$0.00	\$0	\$0	\$2,127	\$2,334	\$0		
Base Salary, Retirement, Time Off	\$66,302.40	\$66,937	\$48,671	\$65,101	\$70,012	\$52,444	\$63,405	-20.9%
Annual Phone / PDA / Tech	\$0.00	\$900	\$0	\$0	\$0	\$0		
Annual Housing	\$0.00	\$0	\$0	\$0	\$0	\$0		
Annual Auto	\$0.00	\$0	\$0	\$0	\$0	\$0		
Total Compensation w/o insurance	\$66,302.40	\$67,837	\$48,671	\$65,101	\$70,012	\$52,444	\$63,585	-21.2%
Insurance								
Employee Annual Premium Amount	\$1,542.72	\$1,080	\$593	\$2,668	\$2,602	\$600		
Total Compensation with Insurance Contribution	\$64,759.68	\$66,757	\$48,078	\$62,433	\$67,410	\$51,844	\$61,887	-19.4%
Calculations to Match to Avg Total Compensation								
New Base Salary						\$57,859		
Increase needed						\$9,299	Percent Increase:	19.15%
Adjusted Total Comp with Insurance Contributions						\$61,887		

Lane County Sheriff Compensation Survey August 2021

Survey conducted June/July 2021

County	Clackamas	Deschutes	Jackson	Marion	Washington	Lane	Comps 2021 Average	Comps vs Lane Co
Demographics								
County Population	426,515	197,015	223,240	349,120	620,080	381,635	363,194	
County FTE	2290	1154.41	890.6	1720.54	2305.7	1804.18	1,672	
Department Personnel Services Budget	\$78,421,713	\$37,361,205	\$25,522,226	\$45,598,636	\$100,344,954	\$42,692,409	\$57,449,747	
Department FTE	549.00	247.5	178.50	357.50	639.00	303.00	394.30	
Notes	New comp board philosophy for a 10% spread between elected department head and subordinate	Position receives longevity pay (\$4,200), not included in base salary,				Per ORS 204.112, Salary shall not be less than that for any member of sheriff's dept		
Compensation								
Annual Base Salary	\$201,120.00	\$175,392	\$146,160	\$161,328	\$201,024	\$150,990	\$177,005	-17.2%
Base w/Certification Pay	\$201,120.00	\$175,392	\$146,160	\$161,328	\$201,024	\$160,056		
Deferred Compensation	6.27%	3.00%	0.00%	7.50%	0.00%	2.00%		
Employer PERS Contribution	6.00%	6.00%	6.00%	6.00%	0.00%	6.00%		
Certification Pay %	0.00%	0.00%	0.00%	0.00%	0.00%	6.00%		
Most recent COLA	1.8%	1.5%	1.99%	2.00%	1.80%	2.00%		
COLA Effective Date	7/1/2021	7/1/2021	7/5/2021	7/1/2021	7/1/2021	1/11/2020		
Projected COLAs	Unknown	Unknown	Unknown	Unknown	Unknown	Wage Freeze 2021-2022		
Salary Adjustment/Date	Unknown	Unknown	\$677.87/mo 1/3/22 (5%)	Unknown	None	Wage Freeze 2021-2022		
Base Salary w/ Def. Comp & PERS	\$225,797.42	\$191,177	\$154,930	\$183,107	\$201,024	\$172,860	\$191,207	-10.6%
Vacation/Sick Leave	\$0.00	\$0	\$0	\$18,925	\$23,195	\$0		
Holidays	\$0.00	\$0	\$0	\$6,825	\$7,732	\$0		
Base Salary, Retirement, Time Off	\$225,797.42	\$191,177	\$154,930	\$208,858	\$231,951	\$172,860	\$202,543	-17.2%
Annual Phone / PDA / Tech	\$0.00	\$900	\$708	\$0	\$0	\$840		
Annual Housing	\$0.00	\$0	\$0	\$0	\$0	\$0		
Annual Auto	\$0.00	\$0	\$0	\$0	\$5,794	\$6,720		
Total Compensation w/o insurance	\$225,797.42	\$192,077	\$155,638	\$208,858	\$237,745	\$180,420	\$204,023	-13.1%
Insurance								
Employee Annual Premium Amount	\$1,542.72	\$1,080	\$593	\$2,668	\$2,602	\$840		
Total Compensation with Insurance Contributions	\$224,254.70	\$190,997	\$155,044	\$206,190	\$235,143	\$179,580	\$202,326	-12.7%
NOTES								
*Based on highest possible contribution level								
Calculations to Match to Avg Total Compensation								
New Base Salary before Certification Pay						\$170,865		
Increase needed						\$19,874	Percent Increase:	13.16%
Adjusted Total Comp with Insurance Contributions						\$202,326		
						\$181,116	Total Salary with Certification Pay	
						17.9%	% Differential with Chief Deputy	
						12.5%	% Differential after merit	

Data extracted on: January 12, 2022 (1:56:13 PM)

CPI for All Urban Consumers (CPI-U)

12-Month Percent Change

Series Id: CUURN400SA0


Not Seasonally Adjusted

Series Title: All items in West - Size Class B/C, all urban consumers, not seasonally adjusted

Area: West - Size Class B/C

Item: All items

Base Period: DECEMBER 1996=100

Download:  [xlsx](#)

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual	HALF1	HALF2
2011	1.2	1.7	2.5	3.0	3.5	3.5	3.3	3.3	3.8	3.7	3.3	2.7	3.0	2.6	3.4
2012	2.6	2.3	2.2	1.8	1.6	1.5	1.1	1.3	1.5	1.6	1.4	1.3	1.7	2.0	1.3
2013	1.0	1.5	1.0	0.8	0.7	1.0	1.6	1.6	1.2	0.8	1.0	1.4	1.1	1.0	1.3
2014	1.5	0.7	0.9	0.9	1.7	1.9	1.8	1.5	1.6	1.6	1.2	0.6	1.3	1.3	1.4
2015	0.0	0.6	0.8	0.9	0.8	0.5	0.3	0.3	0.0	0.1	0.1	0.5	0.4	0.6	0.2
2016	1.3	0.8	0.3	0.5	0.4	0.5	0.6	0.7	1.1	1.3	1.7	1.8	0.9	0.6	1.2
2017	1.8	2.3	2.5	2.3	2.0	2.0	1.9	2.3	2.6	2.7	2.7	2.7	2.3	2.1	2.5
2018	2.8	2.5	2.6	2.6	3.0	3.2	3.2	3.0	2.8	2.9	3.1	2.9	2.9	2.8	3.0
2019	2.5	2.3	2.3	2.7	2.8	2.6	2.6	2.5	2.3	2.5	2.5	2.8	2.5	2.5	2.5
2020	2.8	2.9	2.5	1.5	0.5	0.8	1.5	1.8	2.0	1.6	1.6	1.5	1.7	1.8	1.7
2021	1.6	1.8	2.6	3.9	5.4	6.0	6.0	5.6	5.7	6.3	6.9	7.4	4.9	3.6	6.3

**LANE COUNTY DEPARTMENT DIRECTOR SALARIES
AS OF 01/08/2022**

ATTACHMENT 5

Position Title	Annual Salary	Department	Dept FTE
County Counsel	\$225,014	County Counsel	12.00
Health & Human Svcs Director	\$152,277	Health & Human Services	758.78
Chief Human Resources Officer	\$158,496	Human Resources	23.50
Chief Information Officer	\$162,864	Technology Services	72.25
Chief Operations Officer	\$162,864	County Operations	127.50
Public Works Director	\$155,834	Public Works	352.40
Average Salary	\$169,558		

Includes 3% COLA, and market adjustments.

LANE COUNTY DEPARTMENT DIRECTOR SALARIES

ATTACHMENT 5

Excluding County Counsel

AS OF 8/1/2021

Position Title	Annual Salary	Department	Dept FTE
Health & Human Svcs Director	\$152,277	Health & Human Services	758.78
Chief Human Resources Officer	\$158,496	Human Resources	23.50
Chief Information Officer	\$162,864	Technology Services	72.25
Chief Operations Officer	\$162,864	County Operations	127.50
Public Works Director	\$155,834	Public Works	352.40
Average Salary	\$158,467		

Includes 3% COLA, and market adjustments.

CURRENT ASSESSOR SALARY COMPRESSION REPORT

01/08/2022

DIVISION	JOB TITLE	ANNUAL RATE
A & T Administration	Assessor	\$120,704
EMPLOYEES		
A & T Administration	Deputy Assessor	\$135,158
Property & Tax Mgmt	Property Tax Manager	\$128,107
Appraisal	Appraisal Manager	\$117,333
Property & Tax Mgmt	Management Analyst	\$74,339
A & T Administration	Executive Assistant	\$64,230
EMPLOYEE COUNT =	5	

% Difference Between EO and Highest Paid Subordinate: -10.7%

Rates include 3% COLA and market adjustments

CURRENT DISTRICT ATTORNEY SALARY COMPRESSION REPORT

01/08/2022

DIVISION	JOB TITLE	ANNUAL RATE
Criminal Prosecution	District Attorney	\$46,543
	w/State Salary	\$192,715
EMPLOYEES		
Criminal Prosecution	Chief Deputy District Attorney	\$169,333
Criminal Prosecution	Supervising Sr Prosecutor	\$154,835
Criminal Prosecution	Supervising Sr Prosecutor	\$154,835
Criminal	Supervising Sr Prosecutor	\$154,835
Criminal Prosecution	Extra Help	\$135,200
Criminal Prosecution	Deputy District Attorney 3	\$122,158
Support Services	Support Services Manager	\$105,394
Criminal Prosecution	Extra Help	\$93,600
Criminal Prosecution	Lead Investigator	\$89,814
EMPLOYEE COUNT =	9	

% Difference Between EO and Highest Paid Subordinate:

13.8%

Rates include 3% COLA and market adjustments

CURRENT JUSTICE OF THE PEACE SALARY COMPRESSION REPORT

1/8/2022

DIVISION	JOB TITLE	ANNUAL RATE*
LC Justice District	Justice of the Peace	\$97,115
EMPLOYEES		
LC Justice District	Judge Pro Tem	\$97,115
LC Justice District	Judge Pro Tem	\$97,115
LC Justice District	Justice Court Clerk, Sr	\$44,450
LC Justice District	Justice Court Clerk	\$44,325
EMPLOYEE COUNT =	4	

% Difference Between EO and Highest Paid Subordinate:

0.0%

*Rates are annualized at 1.0FTE for comparison purposes

CURRENT SHERIFF SALARY COMPRESSION REPORT

01/08/2022

DIVISION	JOB TITLE	ANNUAL RATE**
SO Office of the Sheriff	Sheriff	\$160,056
EMPLOYEES		
SO AD Administration Division	Chief Deputy	\$153,629
	Merit due 4/16/2022	\$160,928
SO C Adult Corrections Admin	Captain	\$146,931
SO AD Support Svcs-Police Svcs	Support Services Manager	\$129,355
SO PS Police Services Admin	Captain	\$127,816
SO AD Administration Division	Lieutenant	\$123,614
SO PS Police Services Admin	Lieutenant	\$111,904
SO C Security	Lieutenant	\$111,904
SO C Adult Corrections Admin	Lieutenant	\$117,790
SO Office of the Sheriff	Executive Assistant	\$64,230
*EMPLOYEE COUNT =	9	

*Not all employees report directly to Sheriff, only 2 do.

**annual rate includes certification pay of 6%

Under ORS 204.112 Sheriff's salary cannot be less than any member of sheriff's department

Rates include 3% COLA and market adjustments

% Difference Between EO and Highest Paid Subordinate: 4.2%

% Difference Between EO and Highest Paid Subordinate After Merit : -0.5%

2021 Elected Officials Compensation Board Recommendation Estimated Additional Cost Market Adjustments

Time Period	FY 21-22	FY 22-23	FY 24-25	TOTAL
Assessor 10.72% increase to base salary effective the first full pay period following January 1, 2022.	\$ 9,623	\$ 19,246	\$ 19,246	48,115
District Attorney 32.17% increase to County stipend effective the first full pay period following January 1, 2022.	11,157	22,314	22,314	55,785
Justice of the Peace 19.15% increase to base salary effective the first full pay period following January 1, 2022.	6,933	13,866	13,866	34,665
Sheriff 13.16% increase to base salary effective the first full pay period following January 1, 2022.	15,655	31,310	31,310	78,275
Board of Commissioners 27.15% increase to base salary effective the first full pay period following January 1, 2023	-	86,436	172,872	259,308
Total	43,368	173,172	259,608	476,148

**2021 Elected Officials Compensation Board
Estimated Additional Cost 2% COLA Only**

Time Period	FY 21-22	FY 22-23	FY 24-25	TOTAL
Assessor 2% COLA effective the first full pay period following January 1, 2022.	\$ 1,896	\$ 3,792	\$ 3,792	9,480
District Attorney 2% COLA effective the first full pay period following January 1, 2022.	694	1,388	1,388	3,471
Justice of the Peace 2% COLA effective the first full pay period following January 1, 2022.	724	1,448	1,448	3,620
Sheriff 2% COLA effective the first full pay period following January 1, 2022.	2,492	4,984	4,984	12,460
Board of Commissioners 2% COLA effective the first full pay period following January 1, 2023.	-	6,879	13,757	20,636
Total	5,806	18,491	25,369	49,666

**2021 Elected Officials Compensation Board
Estimated Additional Cost 3% COLA Only**

Time Period	FY 21-22	FY 22-23	FY 24-25	TOTAL
Assessor 3% COLA effective the first full pay period following January 1, 2022.	\$ 2,844	\$ 5,688	\$ 5,688	14,219
District Attorney 3% COLA effective the first full pay period following January 1, 2022.	1,041	2,082	2,082	5,206
Justice of the Peace 3% COLA effective the first full pay period following January 1, 2022.	1,086	2,172	2,172	5,431
Sheriff 3% COLA effective the first full pay period following January 1, 2022.	3,738	7,476	7,476	18,690
Board of Commissioners 3% COLA effective the first full pay period following January 1, 2023.	-	10,318	20,636	30,953
Total	8,709	27,736	38,054	74,499

ELECTED OFFICIALS COMPENSATION BOARD
SUMMARY OF RECOMMENDATIONS 1/19/2022

ATTACHMENT 8

POSITION	PROPOSAL	EFFECTIVE DATE	CURRENT BASE	PROPOSED BASE	% SALARY INCREASE
Assessor	Increase base salary \$12,945/year	First full pay period after 1/1/2022	\$120,704	\$133,648	10.72%
District Attorney	Increase stipend \$14,974/year	First full pay period after 1/1/2022	Stipend: \$46,543 Total Base: \$192,715	Stipend: \$61,516 Total Base: \$207,668	32.17%
Justice of Peace	Increase base salary \$9,299/year	First full pay period after 1/1/2022	\$48,599 (.5 FTE)	\$57,859 (.5 FTE)	19.15%
Sheriff	Increase base salary \$19,874/year	First full pay period after 1/1/2022	Base only: \$150,990 Base w/Cert: \$160,056	Base only: \$170,865 Base w/Cert: \$181,116	13.16%
Commissioner	Increase base salary \$23,856/year	First full pay period after 1/1/2023	\$87,869	\$111,725	27.15%