



LANE COUNTY

PUBLIC SERVICE BUILDING / 125 EAST 8TH AVENUE / EUGENE, OR 97401 / (541) 682-4203 / FAX (541) 682-4616

LANE COUNTY ELECTED OFFICIAL COMPENSATION BOARD

AGENDA

Wednesday, May 5th, 2023

11:00 a.m. – 12:00 p.m.

Remote- Zoom

1. CALL TO ORDER
2. REVIEW AND APPROVAL OF AGENDA
3. PUBLIC COMMENT – 3 minutes each or other time allotment as determined by Board
4. DISCUSSION AND DELIBERATIONS
 - a. VICE-CHAIR ROLE
 - b. ELECTED OFFICIALS COMPENSATION
5. RECOMMENDATIONS AND RESOLUTIONS
6. REVIEW OF NEXT STEPS
7. ADJOURN

Attendees:

Janice Reynolds, Chair – Director of Human Resources, United Way of Lane County

Joshua Burstein – HR Manager, LCOG

Cheri Minick – VP of Human Resources, UO Foundation

Penny Daugherty – Retired Director of AA & EEOC, University of Oregon

Eliza Kashinsky – Sr. Classification and Compensation Analyst, Lane County – Staff

Access Information

Elected Officials Compensation Board will conduct its meetings remotely. To participate, please click on the link below to join the meeting.

Please click the link below to join the webinar:

<https://us06web.zoom.us/j/87647389976?pwd=SUZkS3lIN2NVVm9lSTRkWFhialBkQT09>

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LANE COUNTY

DEPARTMENT of HUMAN RESOURCES / 125 East 8th Ave. / Eugene, OR 97401
Phone: (541) 682-3124/ Fax: (541) 682-4290

Memorandum

Date: May 3, 2023

To: Lane County Budget Committee, Lane County Board of Commissioners

From: Lane County Elected Officials Compensation Board- Janice Reynolds, Chair; Joshua Burstein; Penny Daugherty; Cheri Minick

Prepared by Eliza Kashinsky, Sr. Classification and Compensation Analyst

Re: 2023 Elected Officials Compensation Schedule Recommendations

The Elected Officials Compensation Board met four times between January 2023 and May 2023, and reviewed the compensation of Lane County's elected officials, as well as the compensation of persons comparably employed at other counties. The Elected Officials Compensation Board recommends an adjustment of the compensation of Lane County's elected officials in order to ensure compensation is at a rate that is fair and competitive. Either of the following two options for adjustments would achieve that goal.

Recommended Salary Schedules

Option 1:

Position	Salary	Effective
Assessor	\$144,241	July 2023
District Attorney	\$63,861* (\$209,937 w/ state contribution)	July 2023
Justice of the Peace	\$59,016** (\$118,032 at 1 FTE)	July 2023
Sheriff	\$174,282	July 2023
Commissioners	\$114,026	January 2025

*The State contributes a little over \$146,000 towards compensation for District Attorney's across the state. The amount listed represents Lane County's contribution.

**The Justice of the Peace is a half-time position (0.5 FTE).

Option 2:

Position	Salary	Effective
Assessor	\$143,720	July 2023
District Attorney	\$62,746 (\$208,882 w/ state contribution)	July 2023
Justice of the Peace	\$59,016 (\$118,032 at 1 FTE)	July 2023
Sheriff	\$174,282	July 2023
Commissioners	\$108,280	January 2025



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Option Details:

Option 1: 2% COLA, Match to Market Average

This option provides a 2% COLA to all elected officials, the same as the COLA provided to all other Lane County Employees. It provides an additional market adjustment for the County Assessor, the District Attorney, and the County Commissioners to align their total compensation with the average total compensation of our market comparators.

Position	Current Salary	% difference from comparator total comp	Adjustment Amount	COLA %	Market Adjustment %	New Salary	Effective Date	New % difference from comparator total comp
Assessor	\$133,648	-7.6%	\$10,593	2%	5.81%	\$144,241	7/8/2023	0%
District Attorney	\$61,516	-3.4%	\$2,345	2%	1.78%	\$63,861	7/8/2023	0%
Justice of the Peace	\$57,859	2.7%	\$1,157	2%	0%	\$59,016	7/8/2023	4.7%
Sheriff	\$170,865	-0.7%	\$3,417	2%	0%	\$174,282	7/8/2023	0.8%
Commissioners	\$87,869	-27.6%	\$26,157	2%	27.22%	\$114,026	1/4/2025	0%

Option 2: 2% COLA, Bring to 5% of Market Average, Address Salary Compression

This option provides a 2% COLA to all elected officials, adjusts the County Assessor position to address salary compression with a direct report (when the direct report is making more or almost as much as the supervisor), and ensures that all positions are within 5% of the average total compensation for market comparators. Lane County has historically considered compensation that is within +/- 5% of the average of market comparators to be "highly competitive."

Position	Current Salary	% difference from comparator total comp	Adjustment Amount	COLA %	Market or Compression Adjustment %	New Salary	Effective Date	New % difference from comparator total comp
Assessor	\$133,648	-7.6%	\$10,072	2%	5.43%	\$143,720	7/8/2023	-0.35%
District Attorney	\$61,516	-3.4%	\$1,115	2%	0%	\$62,746	7/8/2023	-1.6%
Justice of the Peace	\$57,859	2.7%	\$1,157	2%	0%	\$59,016	7/8/2023	4.7%
Sheriff	\$170,865	-0.7%	\$3,417	2%	0%	\$174,282	7/8/2023	0.8%
Commissioners	\$87,869	-27.6%	\$20,411	2%	20.81%	\$108,280	1/4/2025	-4.99%



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Recommended Timing of Adjustments:

Under the Lane Charter, any adjustments to County Commissioner salaries cannot go into effect until the first odd-number year after the first general election after the increase is authorized. Any changes to County Commissioner compensation authorized between now and the November 2024 election could not go into effect until 2025. January 4, 2025 is the beginning of the first pay period in 2025.

The above listed timing criteria does not apply to the other elected officials. Adjustments can be made at a time approved by the Board of County Commissioners. The Elected Officials Compensation Board recommends the first pay period of the new fiscal year, which is July 8, 2023.

Methodology and changes in Methodology:

ORS 204.112(3) states:

“The county compensation board shall annually review the compensation paid to persons comparably employed by the State of Oregon, local public bodies and private businesses within a labor market deemed appropriate by the board for each elective officer. The county compensation board shall take into account such factors as the number of employees supervised and 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.”

As has been done in past years and is the standard practice with other positions within the County, the elected officials’ compensation was reviewed against that of comparable positions in Clackamas, Deschutes, Jackson, Marion, and Washington Counties. A total compensation methodology was used, which compared not just the base wages, but also the value of health insurance contributions, retirement contributions, and other benefits that are not part of the base wages. Unlike in past years, the value of paid leave and holidays was not included in the total compensation review. The different counties have different methodologies for providing paid leave for elected officials, which preclude an apples-to-apples comparison. After discussion, the Elected Officials Compensation Board determined that including the paid leave functionally inflated the total compensation for two counties and should be excluded from the analysis.

The Elected Officials Compensation Board also compared the elected officials’ compensation to their direct reports to ensure that elected officials were not experiencing salary compression (when a supervisor’s salary range is lower or only slightly higher than that of their direct report(s)).

Results and Recommendations:

For the District Attorney, Justice of the Peace, and Sheriff, there were no concerns about salary compression when reviewing direct reports, and total compensation was within 5% of the average of the comparators. The Elected Officials Compensation Board recommends a 2% COLA for all three of these positions, in line with the COLAs provided in recent years for other Lane County staff. Option One includes a small additional market adjustment for the District Attorney to bring compensation for that position in line with the comparator average. After the COLA, the Sheriff and Justice of the Peace’s compensation would be in line with or slightly above the comparator average. Option 2 provides the 2% COLA with no additional market adjustments for these three positions.

The Assessor’s total compensation was more than 5% below the average of the comparators, and in addition is experiencing salary compression, where the salary is only slightly higher than that of positions that report to the Assessor. Option 1 provides a 2% COLA and an additional market adjustment

to align the Assessor's compensation with the comparator average; this adjustment would also address the compression concern. Option 2 provides the 2% COLA and an additional adjustment to the Assessor's compensation to address the compression concern.

The County Commissioners' compensation is significantly below that of the comparator average. The Elected Officials Compensation Board remains concerned about the sizable and growing gap between the County Commissioners' compensation and the market averages. Option 1 provides the same 2% COLA as provided to the other elected officials and Lane County staff, and also provides a market adjustment to align the County Commission compensation with the comparator average. Option 2 provides the 2% COLA and a market adjustment that would place the County Commissioners' compensation 5% below the comparator average. As per the Lane Charter, this adjustment would not take effect until 2025.

To Be Added To Memo After Approval:

The Lane County Elected Officials Compensation Board approved by majority *[unanimous]* vote these recommendations, and respectfully submits these recommendations for the compensation schedule for Lane County Elected Officials to the Budget Committee and the Board of County Commissioners.

Lane County Elected Officials Compensation Board

Janice Reynolds, Chair

Joshua Burstein

Penny Daugherty

Cheri Minick

May 3, 2023

Lane County Assessor Compensation Survey December 2022

County	Clackamas	Deschutes	Jackson	Marion	Washington	Lane	Comps 2022 Average	Comps vs Lane Co
Demographics								
County Population	430,483	203,390	226,123	348,616	605,036	381,635	362,730	
County FTE	2,382	1233.51	938	1641.03	2336.9	1968.05	1,706	
Department Personnel Services Budget	\$7,509,956	\$4,679,694	\$3,275,725	\$6,033,594	\$13,087,909	\$5,388,401	\$6,917,376	
Department FTE	54.00	35.26	33.50	55.00	109.00	50.00	57.35	
Notes		No Tax Collection	No Tax Collection	No Tax Collection	Not elected, includes Tax Collection; position filled in 2022 at 60% higher base comp	Newly elected Assessor started Jan 2022. Deputy Assessor position will be eliminated after transition		
Compensation								
Annual Base Salary	\$145,668.00	\$155,160.00	\$123,888.00	\$138,108.00	\$193,752.00	\$133,648.00	\$151,315.20	-13.2%
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%		
Base Salary w/ Def. Comp & PERS	\$163,541.46	\$169,124.40	\$131,321.28	\$156,752.58	\$193,752.00	\$144,339.84	\$162,898.34	-12.9%
Annual Phone / PDA / Tech	\$0.00	\$900.00	\$0.00	\$0.00	\$660.00	\$0.00		
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	\$7,500.00		
Total Comp w/o insurance	\$163,541.46	\$170,024.40	\$131,321.28	\$156,752.58	\$198,672.00	\$151,839.84	\$164,062.34	-8.0%
Insurance								
Employee Annual Premium Amount	\$1,580.40	\$1,080.00	\$593.40	\$2,079.84	\$2,778.60	\$840.00		
Total Comp w/Insurance Contributions	\$161,961.06	\$168,944.40	\$130,727.88	\$154,672.74	\$195,893.40	\$150,999.84	\$162,439.90	-7.6%
NOTES								
<i>*Based on highest possible contribution level</i>								
Calculations to Match to Avg Total Compensation								
Base Salary w/ 2% COLA						\$136,321		
COLA Amount						\$2,673		
Total Comp w/ 2% COLA						\$153,887	Comps vs. Lane	-5.6%
Market Adjustment						\$7,920	Percent Increase:	5.81%
New Base Salary						\$144,241		
Total Increase needed						\$10,593	Percent Increase:	7.93%
Adjusted Total Comp w/ Insurance Contributions						\$162,440	Comps vs. Lane	0%
Calculations to address compression								
Base Salary w/ 2% COLA						\$136,321		
Total Comp w/ 2% COLA						\$153,887	Comps vs. Lane	-5.6%
Compression Adjustment						\$7,399	Percent Increase:	5.43%
New Base Salary- 10% from direct report						\$143,720		
Total Increase needed						\$10,072	Percent Increase:	7.54%
Adjusted Total Comp w/ Insurance Contributions						\$161,877.60	Comps vs. Lane	-0.35%

Lane County Commissioner Compensation Survey December 2022

County	Clackamas	Deschutes	Jackson	Marion	Washington	Lane	Comps 2022 Average	Comps vs Lane Co
Demographics								
County Population	430,483	203,390	226,123	348,616	605,036	381,635	362,730	
County FTE	2,382	1233.51	938	1641.03	2336.9	1968.05	1,706	
Department Personnel Services Budget	\$3,961,618	\$503,964	\$855,886	\$3,172,489	\$897,139	\$950,086	\$1,878,219	
Department FTE	23.00	3.00	5.50	20.00	5.00	6.00	11.30	
Notes	Elected Chair receives 2% extra, 5 commissioners	Chair Rotates, no additional salary, 3 commissioners,	Elected Chair, no additional salary, 3 commissioners	Elected Chair, no additional salary, 3 commissioners	5 commissioners, Elected Chair receives 10% extra, currently Chair @ \$11016.05/mth; 3 Commissioners @ \$10014.59; 1 Commissioner elected less pay @ \$5257.66/mth.			
Compensation								
Annual Base Salary	\$145,668	\$111,420	\$112,403	\$115,296	\$115,000	\$87,869	\$119,957	-36.5%
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%		
Base Salary w/ Def. Comp & PERS	\$163,541	\$121,448	\$119,147	\$130,861	\$115,000	\$94,899	\$130,000	-37.0%
Annual Phone / PDA / Tech	\$0	\$900	\$737	\$0	\$660.00	\$840		
Annual Housing	\$0	\$0	\$0	\$0	\$0.00	\$0		
Annual Auto	\$0	\$0	\$4,800	\$0	\$4,260.00	\$7,500		
Total Compensation w/o insurance	\$163,541	\$122,348	\$124,684	\$130,861	\$119,920	\$103,239	\$132,271	-28.1%
Insurance								
Employee Annual Premium Amount	\$1,580.40	\$1,080	\$593.40	\$2,079.84	\$2,778.60	\$840		
Total Compensation with Insurance Contributio	\$161,961	\$121,268	\$124,091	\$128,781	\$117,141	\$102,399	\$130,648	-27.6%

*Based on highest possible contribution level

Calculations to Match to Avg Total Compensation			
Base Salary w/ 2% COLA		\$89,627	
COLA Amount		\$1,757	
Total Comp w/ 2% COLA		\$104,297	Comps vs. Lane -25.3%
Market Adjustment		\$24,400	Percent Increase: 27.22%
New Base Salary		\$114,026	
Total Increase needed		\$26,157	Percent Increase: 29.77%
Adjusted Total Comp w/ Insurance Contributions		\$130,648	Comps vs. Lane 0%

Calculations to bring to 5% of Avg Total Compensation			
Base Salary w/ 2% COLA		\$89,627	
Total Comp w/ 2% COLA		\$104,296.69	Comps vs. Lane -25.3%
Market Adjustment		\$18,654	Percent Increase: 20.81%
New Base Salary		\$108,280	
Total Increase needed		\$20,411	Percent Increase: 23%
Adjusted Total Comp w/ Insurance Contributions		\$124,442.69	Comps vs. Lane -4.99%

Lane County District Attorney Compensation Survey December 2022

County	Clackamas	Deschutes	Jackson	Marion	Washington	Lane	Comps 2022 Average	Comps vs Lane Co
Demographics								
County Population	430,483	203,390	226,123	348,616	605,036	381,635	362,730	
County FTE	2,382	1233.51	938	1641.03	2336.9	1968.05	1,706	
Department Personnel Services Budget	\$14,472,709	\$8,692,744	\$6,607,919	\$12,206,074	\$18,615,270	\$9,862,770	\$12,118,943	
Department FTE	90.00	70.1	54.00	93.50	131.00	74.00	87.72	
Notes		County Compensation Philosophy: 5% above market average of comps						
Compensation								
Annual Base Salary (County Stipend)	\$105,312.00	\$46,044.00	\$37,728.00	\$47,465.64	\$122,136.00	\$61,516.00	\$71,737.13	-16.6%
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	\$146,076.00	\$146,076.00	\$146,076.00	\$146,076.00	\$146,076.00	\$146,076.00		
Base Salary w/ Def. Comp & PERS	\$118,233.78	\$50,187.96	\$39,991.68	\$53,873.50	\$122,136.00	\$66,437.28	\$76,884.58	-15.7%
Annual Phone / PDA / Tech	\$0.00	\$900	\$737.16	\$0.00	\$1,344.00	\$840.00		
Annual Housing	\$0.00	\$0	\$0.00	\$0.00	\$0.00	\$0.00		
Annual Auto	\$0.00	\$0	\$0.00	\$0.00	\$4,260.00	\$7,740.00		
Total Compensation w/o insurance	\$118,233.78	\$51,087.96	\$40,728.84	\$53,873.50	\$127,740.00	\$75,017.28	\$78,332.82	-4.4%
Insurance								
Employee Annual Premium Amount	\$1,580.40	\$1,080.00	\$593.40	\$2,079.84	\$2,778.60	\$840.00		
Total Compensation with Insurance Contributions	\$116,653.38	\$50,007.96	\$40,135.44	\$51,793.66	\$124,961.40	\$74,177.28	\$76,710.37	-3.4%
NOTES								
*Based on highest possible contribution level								
Calculations to Match to Avg Total Compensation								
Base Salary w/ 2% COLA						\$62,746		
COLA Amount						\$1,230		
Total Comp w/ 2% COLA						\$75,506.03	Comps vs. Lane	-1.6%
Market Adjustment						\$1,115	Percent Increase:	1.78%
New Base Salary						\$63,861		
Total Increase needed						\$2,345	Percent Increase:	3.81%
Adjusted Total Comp w/ Insurance Contributions						\$76,710	Comps vs. Lane	0%

Lane County Justice of the Peace Compensation Survey December 2022

County	Clackamas	Deschutes	Jackson	Marion	Washington	Lane	Comps 2022 Average	Comps vs Lane Co
Demographics								
County Population	430,483	203,390	226,123	348,616	605,036	381,635	362,730	
County FTE	2,382	1233.51	938	1641.03	2336.9	1968.05	1,706	
Department Personnel Services Budget	\$864,226	\$569,648	\$379,707	\$659,794	\$1,031,299	\$227,898	\$700,935	
Department FTE	5.00	4.6	4.00	7.00	9.00	2.00	5.92	
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	TBD	TBD	11,553	21,741	N/A			
Cases Heard	TBD	TBD	494	n/a	N/A			
Violation/Civil Cases Heard	TBD	TBD	N/A	N/A	N/A	N/A		
Notes		County Compensation Philosophy: 5% above market average of comps				Current JoP hired after 1/1/2016, insurance rate is less		
Compensation								
Annual Base Salary @ 1.0 FTE	\$123,432.00	\$129,560	\$74,880	\$112,860	\$129,096	\$115,718	\$113,966	1.5%
Annual Base Salary @ .5 FTE	\$61,716.00	\$64,780	\$37,440	\$56,430	\$64,548	\$57,859	\$56,983	1.5%
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%		1.4%
Base Salary w/ Def. Comp & PERS	\$69,288.55	\$70,610	\$39,686	\$64,048	\$64,548	\$62,488	\$61,636	
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		1.1%
Total Compensation w/o insurance	\$69,288.55	\$71,510	\$39,686	\$64,048	\$64,548	\$62,488	\$61,816	
Insurance								
Employee Annual Premium Amount	\$1,580.40	\$1,080	\$593.40	\$2,079.84	\$2,778.60	\$600		
Total Compensation with Insurance Contribution	\$67,708.15	\$70,430	\$39,093	\$61,968	\$61,769	\$61,888	\$60,194	2.7%
NOTES								
*Based on highest possible contribution level								
Calculations to Match to Avg Total Compensation								
Base Salary w/ 2% COLA						\$59,016		
COLA Amount						\$1,157		
Total Comp w/ 2% COLA						\$63,137	Comps vs. Lane	4.7%

Lane County Sheriff Compensation Survey December 2022

County	Clackamas	Deschutes	Jackson	Marion	Washington	Lane	Comps 2022 Average	Comps vs Lane Co
Demographics								
County Population	430,483	203,390	226,123	348,616	605,036	381,635	362,730	
County FTE	2,382	1233.51	938	1641.03	2336.9	1968.05	1,706	
Department Personnel Services Budget	\$84,155,735	\$42,803,552	\$26,520,660	\$53,833,063	\$100,479,952	\$43,122,764	\$61,558,592	
Department FTE	456.00	263	186.00	376.50	640.00	316.00	384.30	
Notes		County Compensation Philosophy: 5% above market average of comps				Per ORS 204.112, Salary shall not be less than that for any member of sheriff's dept		
Compensation								
Annual Base Salary	\$210,180.00	\$185,040	\$159,852	\$178,776	\$213,852	\$170,865	\$189,540	-10.9%
Base w/Certification Pay	\$210,180.00	\$185,040	\$159,852	\$178,776	\$213,852	\$181,116.90		
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%		
Base Salary w/ Def. Comp & PERS	\$235,969.09	\$201,694	\$169,443	\$202,911	\$213,852	\$195,606	\$204,774	-4.7%
Annual Phone / PDA / Tech	\$0.00	\$900	\$0	\$0	\$0	\$840		
Annual Housing	\$0.00	\$0	\$0	\$0	\$0	\$0		
Annual Auto	\$0.00	\$0	\$0	\$0	\$5,794	\$7,500		
Total Compensation w/o insurance	\$235,969.09	\$202,594	\$169,443	\$202,911	\$219,646	\$203,946	\$206,113	-1.1%
Insurance								
Employee Annual Premium Amount	\$1,580.40	\$1,080	\$593.40	\$2,079.84	\$2,778.60	\$840		
Total Compensation with Insurance Contributions	\$234,388.69	\$201,514	\$168,850	\$200,831	\$216,867	\$203,106	\$204,490	-0.7%
NOTES								
*Based on highest possible contribution level								
Calculations to Match to Avg Total Compensation								
Base Salary w/ 2% COLA						\$174,282		
COLA Amount						\$3,417		
Total Comp w/ 2% COLA						\$206,182	Comps vs. Lane	0.8%