



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 very 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.

The Lane County Elected Officials Compensation Board approved by 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