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From: Perry,Lauren [mailto:lperry@jerryshome.com]

Sent: Wednesday, August 15, 2018 9:21 AM

To: DILLON Darcy S

Subject: Re: Parking Pass

Good morning,

I wish I had time to prepare better notes for you but these are my high level thoughts that I was hoping to discuss today. So sorry I can't be there to join you.

DA - This position should be paid at or above the Deputy DA total Comp, even though there is no current incumbent. Given current job duties that seems more than justified. Also need to be mindful of any potential issues with gender disparity depending on where previous incumbents have been paid.

Assessor - Should also be higher than N2022 position. Given the tax info you sent us, it appears that Lane Co has a significantly higher tax base than Deschutes and Marion counties but Lane Co assessor is paid significantly less. Look to increase total Comp range. Also need to consider competition for talent given the succession concerns over the next few years.

Sheriff - Consider a modest adjustment now with a provision to ensure he stays above the pay of position N2011 when a future step increases takes effect.

County Commissioners - these are far below market. Need to make a recommendation that these be brought up. I'm concerned that this position has been underpaid historically and prior recommendations have been ignored by the BC and BCC, and in some cases not even forwarded for consideration. Without an adjustment, these positions will become harder to find qualified candidates for and a much larger adjustment will be necessary at some future point. Better to address this issue with incremental increases over time rather than have a large increase later.

Hopefully these notes make sense. If I can break away to join you at some point I will.

Thanks,
Lauren Perry

Sent from my iPhone