# Lane County Assessor Compensation Survey June 2020

| County | Clackamas 2020 | Deschutes 2020 | Jackson 2020 | Marion 2020 | Lane 2020 | Comps 2020AVG | *Comps vs LC |
|---|---|---|---|---|---|---|---|
| **Demographics** | | | | | | | |
| County Population | 416,075 | 193,000 | 221,290 | 365,579 | 375,120 | 298,986 | |
| County FTE | 2045.00 | 1,043.00 | 878.05 | 1518.00 | 1732.73 | 1,371 | |
| Department Personnel Services Budget | $6,752,773 | $4,014,065 | $2,958,102 | $5,058,941 | $5,033,790 | $4,695,970 | |
| Department FTE | 60.00 | 35.26 | 33.50 | 51.00 | 50.00 | 44.94 | |
| Notes | Includes 9.0% Adj 7/1/19, Tax Collection | Does not collect taxes | Tax Collection | COLA includes 2.05% adjustment, does not collect taxes | | | |
| **Compensation** | | | | | | | |
| Annual Base Salary | $126,552.00 | $136,500.00 | $108,180.00 | $114,252.00 | $120,703.00 | $121,371 | 0.6% |
| Deferred Compensation | 6.27% | 3.00% | 0.00% | 7.50% | 2% | | |
| Employer PERS Contribution | 6% | 6% | 6% | 6% | 6% | | |
| Most recent COLA | 9.00% | 20.00% | 3.53% | 4.05% | 2.00% | | |
| COLA Effective Date | 7/1/2019 | 7/1/2019 | 7/8/2019 | 7/1/2019 | 1/1/2020 | | |
| Projected COLAs | | - | - | | - | | |
| **Base Salary w/ Def. Comp & PERS** | **$142,079.93** | **$148,785.00** | **$114,670.80** | **$129,676.02** | **$130,359.24** | **$133,803** | **2.6%** |
| Annual Phone / PDA / Tech | $0.00 | $900.00 | $0.00 | $0.00 | $840.00 | | |
| Annual Housing | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | | |
| Annual Auto | $0.00 | $0.00 | $0.00 | $0.00 | $6,900.00 | | |
| **Total Compensation w/o insurance** | **$142,079.93** | **$149,685.00** | **$114,670.80** | **$129,676.02** | **$138,099.24** | **$134,028** | **-2.9%** |
| **Insurance** | | | | | | | |
| Employee Contribution Required? | Yes | Yes | Yes | Yes | Yes | | |
| Employee Annual Premium Amount** | $1,481.52 | $1,080.00 | $593.40 | $2,694.24 | $840.00 | $1,462 | |
| Employer paid % of total premium | 95% | Flat | Flat | Flat | Flat | | |
| Life Insurance- Employer or employee paid? | Employer | Employer | Employer | Employer | Employer | | |
| STD/LTD- Employer or employee paid? | Employer | Employer | Employer | Employer | Employer | | |
| **Total Compensation with Insurance Contributions** | **$140,598.41** | **$148,605.00** | **$114,077.40** | **$126,981.78** | **$137,259.24** | **$132,565.65** | **-3.4%** |

Survey information as per county's staff response to survey and budget documents.
Negative % indicates comparable rates are lower than LC.
**Based on highest possible contribution level

Clackamas has paid holidays

*Marion has paid sick, vacation and holidays

# Lane County Assessor Compensation Survey June 2020
## w/Washington County

| County | Clackamas 2020 | Deschutes 2020 | Jackson 2020 | Marion 2020 | Washington 2020 | Lane 2020 | Comps 2020AVG | *Comps vs LC |
|---|---|---|---|---|---|---|---|---|
| **Demographics** | | | | | | | | |
| County Population | 416,075 | 193,000 | 221,290 | 365,579 | 601,592 | 375,120 | 359,507 | |
| County FTE | 2045.00 | 1,043.00 | 878.05 | 1518.00 | 2188.36 | 1732.73 | 1,534 | |
| Department Personnel Services Budget | $6,752,773 | $4,014,065 | $2,958,102 | $5,058,941 | $13,107,786 | $5,033,790 | $6,378,333 | |
| Department FTE | 60.00 | 35.26 | 33.50 | 51.00 | 96.00 | 50.00 | 55.15 | |
| Notes | Includes 9.0% Adj 7/1/19 | Does not collect taxes | Tax Collection | COLA includes 2.05% adjustment, does not collect taxes | Not Elected, Tax Collection, Currently Vacant | | | |
| **Compensation** | | | | | | | | |
| Annual Base Salary | $126,552.00 | $136,500.00 | $108,180.00 | $114,252.00 | $177,516.00 | $120,703.00 | $132,600 | 9.9% |
| Deferred Compensation | 6.27% | 3.00% | 0.00% | 7.50% | 0.00% | 2% | | |
| Employer PERS Contribution | 6% | 6% | 6% | 6% | 0% | 6% | | |
| Most recent COLA | 9.00% | 20.00% | 3.53% | 4.05% | 3.50% | 2.00% | | |
| COLA Effective Date | 7/1/2019 | 7/1/2019 | 7/8/2019 | 7/1/2019 | 7/1/2019 | 1/1/2020 | | |
| Projected COLAs | | - | - | | 2.6% 7/1/2020 | - | | |
| **Base Salary w/ Def. Comp & PERS** | **$142,079.93** | **$148,785.00** | **$114,670.80** | **$129,676.02** | **$177,516.00** | **$130,359.24** | **$142,546** | **9.3%** |
| Annual Phone / PDA / Tech | $0.00 | $900.00 | $0.00 | $0.00 | $2,088.00 | $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 | $6,900.00 | | |
| **Total Compensation w/o insurance** | **$142,079.93** | **$149,685.00** | **$114,670.80** | **$129,676.02** | **$183,864.00** | **$138,099.24** | **$143,995** | **4.3%** |
| **Insurance** | | | | | | | | |
| Employee Contribution Required? | Yes | Yes | Yes | Yes | Yes | Yes | | |
| Employee Annual Premium Amount** | $1,481.52 | $1,080.00 | $593.40 | $2,694.24 | $867.24 | $840.00 | $1,343 | |
| Employer paid % of total premium | 95% | Flat | Flat | Flat | 90% | Flat | | |
| Life Insurance- Employer or employee paid? | Employer | Employer | Employer | Employer | Employer | Employer | | |
| STD/LTD- Employer or employee paid? | Employer | Employer | Employer | Employer | Employer LTD Only | Employer | | |
| **Total Compensation with Insurance Contributions** | **$140,598.41** | **$148,605.00** | **$114,077.40** | **$126,981.78** | **$182,996.76** | **$137,259.24** | **$142,651.87** | **3.9%** |

Survey information as per county's staff response to survey and budget documents.
Negative % indicates comparable rates are lower than LC.
**Based on highest possible contribution level

Clackamas has paid holidays

*Marion has paid sick, vacation and holidays

*WA Cty has paid sick, vacation & holidays
Position is currently vacant,

# Lane County Commissioner Compensation Survey June 2020

| County | Clackamas 2020 | Deschutes 2020 | Jackson 2020 | Marion 2020 | Lane 2020 | Comps 2020AVG | *Comps vs LC |
|---|---|---|---|---|---|---|---|
| **Demographics** | | | | | | | |
| County Population | 416,075 | 193,000 | 221,290 | 365,579 | 375,120 | 298,986 | |
| County FTE | 2,045.00 | 1,043.00 | 878.05 | 1518.00 | 1732.73 | 1,371 | |
| Department Personnel Services Budget | $3,146,270 | $433,224 | $789,904 | $2,331,503 | $928,535 | $1,675,225 | |
| Department FTE | 24.00 | 9.75 | 5.50 | 15.00 | 6.00 | 12.05 | |
| Notes | Includes 3.5% inc 7/1/19, Chair receives 2% additional | | | COLA includes 1.5% adjustment | | | |
| **Compensation** | | | | | | | |
| Annual Base Salary | $106,488.00 | $102,204.00 | $125,232.00 | $101,212.80 | $87,869.00 | $108,784 | 23.8% |
| Deferred Compensation | 6.27% | 3.00% | 0.00% | 7.50% | 0% | | |
| Employer PERS Contribution | 6% | 6% | 6% | 6% | 6% | | |
| Most recent COLA since 2014 | 3.50% | 6.00% | 3.53% | 3.50% | 2.00% | | |
| COLA Effective Date | 7/1/2019 | 7/1/2019 | 7/8/2019 | 7/1/2019 | 1/1/2020 | | |
| Projected COLAs | - | - | - | | - | | |
| **Base Salary w/ Def. Comp & PERS** | **$119,554.08** | **$111,402.36** | **$132,745.92** | **$114,876.53** | **$93,141.14** | **$119,645** | **28.5%** |
| Annual Phone / PDA / Tech | $900.00 | $900.00 | $675.84 | $0.00 | $840.00 | | |
| Annual Housing | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | | |
| Annual Auto | $0.00 | $0.00 | $4,800.00 | $0.00 | $6,900.00 | | |
| **Total Compensation w/o insurance** | **$120,454.08** | **$112,302.36** | **$138,221.76** | **$114,876.53** | **$100,881.14** | **$121,464** | **20.4%** |
| **Insurance** | | | | | | | |
| Employee Contribution Required? | Yes | Yes | Yes | Yes | Yes | | |
| Employee Annual Premium Amount** | $1,481.52 | $1,080.00 | $593.40 | $2,694.24 | $840.00 | $1,462 | |
| Employer paid % of total premium | 95% | Flat | Flat | Flat | Flat | | |
| Life Insurance- Employer or employee paid? | Employer | Employer | Employer | Employer | Employer | | |
| STD/LTD- Employer or employee paid? | Employer | Employer | Employer | Employer | Employer | | |
| **Total Compensation with Insurance Contributions** | **$118,972.56** | **$111,222.36** | **$137,628.36** | **$112,182.29** | **$100,041.14** | **$120,001.39** | **20.0%** |

Survey information as per county's staff response to survey and budget documents.
Negative % indicates comparable rates are lower than LC.
**Based on highest possible contribution level

Clackamas has paid holidays

*Marion has paid sick, vacation and holidays

# Lane County Commissioner Compensation Survey June 2020
## w/Washington County

| County | Clackamas 2020 | Deschutes 2020 | Jackson 2020 | Marion 2020 | Washington 2020 | Lane 2020 | Comps 2020AVG | *Comps vs LC |
|---|---|---|---|---|---|---|---|---|
| **Demographics** | | | | | | | | |
| County Population | 416,075 | 193,000 | 221,290 | 365,579 | 601,592 | 375,120 | 359,507 | |
| County FTE | 2,045.00 | 1,043.00 | 878.05 | 1518.00 | 2188.36 | 1732.73 | 1,534 | |
| Department Personnel Services Budget | $3,146,270 | $433,224 | $789,904 | $2,331,503 | $462,126 | $928,535 | $1,432,605 | |
| Department FTE | 24.00 | 9.75 | 5.50 | 15.00 | 7.00 | 6.00 | 12.25 | |
| Notes | Includes 3.5% inc 7/1/19, Chair receives 2% additional | | two levels of pay | COLA includes 1.5% adjustment | P/T-.40 FTE, Chair full time, salary based on 40% of chair, salary below is FT | | | |
| **Compensation** | | | | | | | | |
| Annual Base Salary | $106,488.00 | $102,204.00 | $125,232.00 | $101,212.80 | $113,708.76 | $87,869.00 | $109,769 | 24.9% |
| Deferred Compensation | 6.27% | 3.00% | 0.00% | 7.50% | 0.00% | 0% | | |
| Employer PERS Contribution | 6% | 6% | 6% | 6% | 0% | 6% | | |
| Most recent COLA | 3.50% | 6.00% | 3.53% | 3.50% | 3.50% | 2.00% | | |
| COLA Effective Date | 7/1/2019 | 7/1/2019 | 7/8/2019 | 7/1/2019 | 7/1/2019 | 1/1/2020 | | |
| Projected COLAs | - | - | - | | 2.6% 7/1/2020 | - | | |
| **Base Salary w/ Def. Comp & PERS** | **$119,554.08** | **$111,402.36** | **$132,745.92** | **$114,876.53** | **$113,708.76** | **$93,141.14** | **$118,458** | **27.2%** |
| Annual Phone / PDA / Tech | $900.00 | $900.00 | $675.84 | $0.00 | $2,088.00 | $840.00 | | |
| Annual Housing | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | | |
| Annual Auto | $0.00 | $0.00 | $4,800.00 | $0.00 | $4,260.00 | $6,900.00 | | |
| **Total Compensation w/o insurance** | **$120,454.08** | **$112,302.36** | **$138,221.76** | **$114,876.53** | **$120,056.76** | **$100,881.14** | **$121,182** | **20.1%** |
| **Insurance** | | | | | | | | |
| Employee Contribution Required? | Yes | Yes | Yes | Yes | Yes | Yes | | |
| Employee Annual Premium Amount** | $1,481.52 | $1,080.00 | $593.40 | $2,694.24 | $867.24 | $840.00 | $1,343 | |
| Employer paid % of total premium | 95% | Flat | Flat | Flat | 90% | Flat | | |
| Life Insurance- Employer or employee paid? | Employer | Employer | Employer | Employer | Employer | Employer | | |
| STD/LTD- Employer or employee paid? | Employer | Employer | Employer | Employer | Employer LTD Only | Employer | | |
| **Total Compensation with Insurance Contributions** | **$118,972.56** | **$111,222.36** | **$137,628.36** | **$112,182.29** | **$119,189.52** | **$100,041.14** | **$119,839.02** | **19.8%** |

Survey information as per county's staff response to survey and budget documents.
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**Based on highest possible contribution level

Clackamas has paid holidays

*Marion has paid sick, vacation and holidays

**Salary is Chair's=80% of Circuti Court Judge
*** 1 Full time, 4 Part time

# Lane County District Attorney Compensation Survey June 2020

| County | Clackamas 2020 | Deschutes 2020 | Jackson 2020 | Marion 2020 | Lane 2020 | Comps 2020AVG | *Comps vs LC |
|---|---|---|---|---|---|---|---|
| **Demographics** | | | | | | | |
| County Population | 416,075 | 193,000 | 221,290 | 365,579 | 375,120 | 298,986 | |
| County FTE | 2,045.00 | 1,043.00 | 878.05 | 1,518.00 | 1732.73 | 1,371 | |
| Department Personnel Services Budget | $12,128,460 | $6,729,158 | $5,679,427 | $10,596,199 | $9,449,000 | $8,783,311 | |
| Department FTE | 78.5 | 52.95 | 54 | 91.1 | 72 | 69.14 | |
| Notes | Includes 3% adj 7/1/19, has a Chief Deputy | Includes COLA, Has Deputy DA | Has a Chief Deputy | Does not include 7/1/2020 COLA, includes 6.08% adjustment | Per SOO 3% COLA to State Salary on 10/1/2020 | | |
| **Compensation** | | | | | | | |
| Annual Base Salary | $59,147 | $39,996 | $29,304 | $34,902 | $46,542 | $40,837 | -12.3% |
| Deferred Compensation | 6.27% | 3.00% | 0.00% | 7.50% | 2.00% | | |
| Employer PERS Contribution | 6% | 6% | 6% | 6% | 6% | | |
| State Contribution | $135,480 | $135,480 | $135,480 | $135,480 | $135,480 | | |
| Most recent COLA since 2014 | 3.00% | 26.00% | 3.53% | 8.08% | 2.00% | | |
| COLA Effective Date | 7/1/2019 | 7/1/2019 | 7/8/2019 | 7/1/2019 | 1/1/2020 | | |
| Projected COLAs | - | - | - | 2% on 7/1/2020 | - | | |
| **Base Salary w/ Def. Comp & PERS** | **$66,403.84** | **$43,595.64** | **$31,062.24** | **$39,614.18** | **$50,265.36** | **$45,169** | **-10.1%** |
| Annual Phone / PDA / Tech | $0.00 | $900.00 | $675.84 | $0.00 | $840.00 | | |
| Annual Housing | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | | |
| Annual Auto | $0.00 | $0.00 | $0.00 | $0.00 | $6,900.00 | | |
| **Total Compensation w/o insurance** | **$66,403.84** | **$44,495.64** | **$31,738.08** | **$39,614.18** | **$58,005.36** | **$45,563** | **-21.5%** |
| **Insurance** | | | | | | | |
| Employee Contribution Required? | Yes | Yes | Yes | Yes | Yes | | |
| Employee Annual Premium Amount** | $1,481.52 | $1,080.00 | $593.40 | $2,694.24 | $840.00 | $1,462 | |
| Employer paid % of total premium | 95% | Flat | Flat | Flat | Flat | | |
| Life Insurance- Employer or employee paid? | Employer | Employer | Employer | Employer | Employer | | |
| STD/LTD- Employer or employee paid? | Employer | Employer | Employer | Employer | Employer | | |
| **Total Compensation with Insurance Contributions** | **$64,922.32** | **$43,415.64** | **$31,144.68** | **$36,919.94** | **$57,165.36** | **$44,100.65** | **-22.9%** |

Survey information as per county's staff response to survey and budget documents.
Negative % indicates comparable rates are lower than LC.
**Based on highest possible contribution level

Clackamas has paid holidays

*Marion has paid sick, vacation and holidays

# Lane County District Attorney Compensation Survey June 2020

## w/Washington County

| County | Clackamas 2020 | Deschutes 2020 | Jackson 2020 | Marion 2020 | Washington 2020 | Lane 2020 | Comps 2020AVG | *Comps vs LC |
|---|---|---|---|---|---|---|---|---|
| **Demographics** | | | | | | | | |
| County Population | 416,075 | 193,000 | 221,290 | 365,579 | 601,592 | 375,120 | 359,507 | |
| County FTE | 2,045.00 | 1,043.00 | 878.05 | 1,518.00 | 2188.36 | 1732.73 | 1,534 | |
| Department Personnel Services Budget | $12,128,460 | $6,729,158 | $5,679,427 | $10,596,199 | $16,733,053 | $9,449,000 | $10,373,259 | |
| Department FTE | 78.5 | 52.95 | 54 | 91.1 | 122.3 | 72 | 79.77 | |
| Notes | Includes 3% adj 7/1/19, has a Chief Deputy | Includes COLA, Has Chief Deputy DA | Has a Chief Deputy | COLA includes 6.08% adjustment | Has a Chief Deputy | Per SOO 3% COLA to State Salary on 10/1/2020 | | |
| **Compensation** | | | | | | | | |
| Annual Base Salary | $59,147 | $39,996 | $29,304 | $34,902 | $111,900 | $46,542 | $55,050 | 18.3% |
| Deferred Compensation | 6.27% | 3.00% | 0.00% | 7.50% | 0.00% | 2.00% | | |
| Employer PERS Contribution | 6% | 6% | 6% | 6% | 0% | 6% | | |
| State Contribution | $135,480 | $135,480 | $135,480 | $135,480 | $135,480 | $135,480 | | |
| Most recent COLA since 2014 | 3.00% | 26.00% | 3.53% | 8.08% | 3.50% | 2.00% | | |
| COLA Effective Date | 7/1/2019 | 7/1/2019 | 7/8/2019 | 7/1/2019 | 7/1/2019 | 1/1/2020 | | |
| Projected COLAs | - | - | - | 2% on 7/1/2020 | 2.6% 7/1/2020 | - | | |
| **Base Salary w/ Def. Comp & PERS** | **$66,403.84** | **$43,595.64** | **$31,062.24** | **$39,614.18** | **$111,900.00** | **$50,265.36** | **$58,515** | **16.4%** |
| Annual Phone / PDA / Tech | $0.00 | $900.00 | $675.84 | $0.00 | $2,568.00 | $840.00 | $828.77 | -1% |
| 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 | $6,900.00 | $852.00 | -88% |
| **Total Compensation w/o insurance** | **$66,403.84** | **$44,495.64** | **$31,738.08** | **$39,614.18** | **$118,728.00** | **$58,005.36** | **$60,196** | **3.8%** |
| **Insurance** | | | | | | | | |
| Employee Contribution Required? | Yes | Yes | Yes | Yes | Yes | Yes | | |
| Employee Annual Premium Amount** | $1,481.52 | $1,080.00 | $593.40 | $2,694.24 | $867.24 | $840.00 | $1,343 | |
| Employer paid % of total premium | 95% | Flat | Flat | Flat | 90% | Flat | | |
| Life Insurance- Employer or employee paid? | Employer | Employer | Employer | Employer | Employer | Employer | | |
| STD/LTD- Employer or employee paid? | Employer | Employer | Employer | Employer | Employer LTD Only | Employer | | |
| **Total Compensation with Insurance Contributions** | **$64,922.32** | **$43,415.64** | **$31,144.68** | **$36,919.94** | **$117,860.76** | **$57,165.36** | **$58,852.67** | **3.0%** |

Survey information as per county's staff response to survey and budget documents.
Negative % indicates comparable rates are lower than LC.
**Based on highest possible contribution level

Clackamas has paid holidays

*Marion has paid sick, vacation and holidays

# Lane County Justice of the Peace Compensation Survey June 2020

| County | Clackamas 2020 | Deschutes 2020 | Jackson 2020 | Marion 2020 | Lane 2020 | Comps 2020AVG | Comps vs LC* |
|---|---|---|---|---|---|---|---|
| **Demographics** | | | | | | | |
| County Population | 416,075 | 193,000 | 221,290 | 365,579 | 375,120 | 298,986 | |
| County FTE | 2,045.00 | 1,043.00 | 878.05 | 1,518.00 | 1732.73 | 1,371 | |
| Department Personnel Services Budget | $909,068 | $516,868 | $384,328 | $698,340 | $212,138 | $627,151 | |
| Department FTE | 8 | 4.6 | 4 | 8 | 2 | 6 | |
| JP Full/ Part time | Full time | Part time (.6 FTE) | Full time | Full time | Part time | 0.90 | |
| JP required to be an attorney/or is an attorney? | Yes | Yes | Yes | No | No | Yes | |
| Notes | 21,900 total - 20,000 violation cases and 1,900 civil cases including small claims and landlord/tenant cases. | CY 2019: 6,300 offense cases, 955 small claim/civil filings | CY 2019: 17,378 cases | CY2019: 19,120 cases | CY 2019: 1161 cases filed, 98 cases heard | | |
| **Compensation** | | | | | | | |
| Base Salary for 1 FTE | $100,980.00 | $121,000.00 | $87,672.00 | $98,592.00 | $97,118.00 | $102,061 | 5.09% |
| Base Salary @ .5 FTE | $50,490.00 | $60,500.00 | $43,836.00 | $49,296.00 | $48,559.00 | 51,031 | 5.09% |
| Deferred Compensation | 6.27% | 3% | 0% | 7.5% | 2% | | |
| Employer PERS Contribution | 6% | 6% | 6% | 6% | 6% | | |
| Most recent COLA/Market since 2014 | 2.1% | 23.0% | 3.5% | 2.00% | 2.0% | | |
| COLA/Market Effective Date | 7/1/2015 | 7/1/2019 | 7/8/2019 | 7/1/2019 | 1/1/2020 | | |
| Projected COLAs | - | - | - | | - | | |
| **Base Salary w/ Def. Comp & PERS (@ .5 FTE)** | **$56,685.12** | **$65,945.00** | **$46,466.16** | **$55,950.96** | **$52,443.72** | **$56,262** | **7.28%** |
| Annual Phone / PDA / Tech | $900.00 | $900.00 | $0.00 | $0.00 | $0.00 | | |
| Annual Housing | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | | |
| Annual Auto | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | | |
| **Total Compensation w/o insurance (@ .5 FTE)** | **$57,585.12** | **$66,845.00** | **$46,466.16** | **$55,950.96** | **$52,443.72** | **$56,711.81** | **8.14%** |
| **Insurance** | | | | | | | |
| Employee Contribution Required? | Yes | Yes | Yes | Yes | Yes | | |
| Employee Annual Premium Amount** | $1,481.52 | $1,080.00 | $593.40 | $2,694.24 | $840.00 | $1,462 | |
| Employer paid % of total premium | 95% | Flat | Flat | Flat | Flat | | |
| Life Insurance- Employer or employee paid? | Employer | Employer | Employer | Employer | Employer | | |
| STD/LTD- Employer or employee paid? | Employer | Employer | Employer | Employer | Employer | | |
| **Total Compensation with Insurance Contributions (@ .5 FTE)** | **$56,103.60** | **$65,765.00** | **$45,872.76** | **$53,256.72** | **$51,603.72** | **$55,249.52** | **7.06%** |

Survey information as per county's staff response to survey and budget documents.
Negative % indicates comparable rates are lower than LC.
**Based on highest possible contribution level

Clackamas has paid holidays

*Marion has paid sick, vacation and holidays

# Lane County Justice of the Peace Compensation Survey June 2020

## w/Washington County

| County | Clackamas 2020 | Deschutes 2020 | Jackson 2020 | Marion 2020 | Washington 2020 | Lane 2020 | Comps 2020AVG | Comps vs LC* |
|---|---|---|---|---|---|---|---|---|
| **Demographics** | | | | | | | | |
| County Population | 416,075 | 193,000 | 221,290 | 365,579 | 601,592 | 375,120 | 359,507 | |
| County FTE | 2,045.00 | 1,043.00 | 878.05 | 1,518.00 | 2188.36 | 1732.73 | 1,534 | |
| Department Personnel Services Budget | $909,068 | $516,868 | $384,328 | $698,340 | $846,377 | $212,138 | $670,996 | |
| Department FTE | 8 | 4.6 | 4 | 8 | 8 | 2 | 7 | |
| JP Full/ Part time | Full time | Part time (.6 FTE) | Full time | Full time | Full time | Part time | 0.90 | |
| JP required to be an attorney/or is an attorney? | Yes | Yes | Yes | No | Yes | No | Yes | |
| Notes | 21,900 total - 20,000 violation cases and 1,900 civil cases including small | CY 2019: 6,300 offense cases, 955 small claim/civil filings | CY 2019: 17,378 cases | CY2019: 19,120 cases | Up to approx. 3000 cases in calendar year. | CY 2019: 1161 cases filed, 98 cases heard | | |
| **Compensation** | | | | | | | | |
| Base Salary for 1 FTE | $100,980.00 | $121,000.00 | $87,672.00 | $98,592.00 | $118,284.00 | $97,118.00 | $105,306 | 8.43% |
| Base Salary @ .5 FTE | $50,490.00 | $60,500.00 | $43,836.00 | $49,296.00 | $59,142.00 | $48,559.00 | 52,653 | 8.43% |
| Deferred Compensation | 6% | 3% | 0% | 7.5% | 0.0% | 2% | | |
| Employer PERS Contribution | 6% | 6% | 6% | 6% | 0% | 6% | | |
| Most recent COLA/Market since 2014 | 2.1% | 23.0% | 3.5% | 2.00% | 3.50% | 2% | | |
| COLA/Market Effective Date | 7/1/2015 | 7/1/2019 | 7/8/2019 | 7/1/2019 | 7/1/2019 | 1/1/2020 | | |
| Projected COLAs | - | - | - | | 2.6% 7/1/2020 | - | | |
| **Base Salary w/ Def. Comp & PERS (@ .5 FTE)** | **$56,685.12** | **$65,945.00** | **$46,466.16** | **$55,950.96** | **$59,142.00** | **$52,443.72** | **$56,838** | **8.38%** |
| Annual Phone / PDA / Tech | $900.00 | $900.00 | $0.00 | $0.00 | $0.00 | $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 | $0.00 | $0.00 | | |
| **Total Compensation w/o insurance (@ .5 FTE)** | **$57,585.12** | **$66,845.00** | **$46,466.16** | **$55,950.96** | **$59,142.00** | **$52,443.72** | **$57,197.85** | **9.07%** |
| **Insurance** | | | | | | | | |
| Employee Contribution Required? | Yes | Yes | Yes | Yes | Yes | Yes | | |
| Employee Annual Premium Amount** | $1,481.52 | $1,080.00 | $593.40 | $2,694.24 | $867.24 | $840.00 | $1,343 | |
| Employer paid % of total premium | 95% | Flat | Flat | Flat | 90% | Flat | | |
| Life Insurance- Employer or employee paid? | Employer | Employer | Employer | Employer | Employer | Employer | | |
| STD/LTD- Employer or employee paid? | Employer | Employer | Employer | Employer | Employer LTD Only | Employer | | |
| **Total Compensation with Insurance Contributions (@ .5 FTE)** | **$56,103.60** | **$65,765.00** | **$45,872.76** | **$53,256.72** | **$58,274.76** | **$51,603.72** | **$55,854.57** | **8.24%** |

Survey information as per county's staff response to survey and budget documents.
Negative % indicates comparable rates are lower than LC.
**Based on highest possible contribution level

Clackamas has paid holidays

*Marion has paid sick, vacation and holidays

# Lane County Sheriff Compensation Survey June 2020

| County | Clackamas 2020 | Deschutes 2020 | Jackson 2020 | Marion 2020 | Lane 2020 | Comps 2020AVG | *Comps vs LC |
|---|---|---|---|---|---|---|---|
| **Demographics** | | | | | | | |
| County Population | 416,075 | 193,000 | 221,290 | 365,579 | 375,120 | 298,986 | -20.30% |
| County FTE | 2,045.00 | 1,043.00 | 878.05 | 1,518.00 | 1732.73 | 1,371.01 | -20.88% |
| Department Personnel Services Budget | $88,998,685 | $34,395,142 | $24,793,956 | $45,598,636 | $41,381,228 | $48,446,605 | 17.07% |
| Department FTE | 568.75 | 239.50 | 177.50 | 357.50 | 304.75 | 335.81 | 10.19% |
| Notes | | Includes P&P, Emergency Mgmt, Animal Control | | Includes P&P | | | |
| **Compensation** | | | | | | | |
| Annual Base Salary | $178,380.00 | $159,996.00 | $132,912.00 | $159,411.24 | $150,990.00 | $157,674.81 | 4.43% |
| Deferred Compensation | 6.27% | 3.00% | 0.00% | 7.50% | 2% | | |
| Employer PERS Contribution | 6% | 6% | 6% | 6% | 6% | | |
| Most recent Market/COLA since 2014 | 2.80% | 9.00% | 3.53% | 2.00% | 2% | | |
| Market/COLA Effective Date | 7/1/2018 | 7/1/2019 | 7/8/2019 | 7/1/2019 | 1/1/2020 | | |
| Projected COLAs | - | - | - | | - | | |
| **Base Salary w/ Def. Comp & PERS** | **$200,267.23** | **$174,395.64** | **$140,886.72** | **$180,931.76** | **$163,069.20** | **$174,120.34** | **6.78%** |
| Annual Phone / PDA / Tech | $0.00 | $900.00 | $0.00 | $0.00 | $840.00 | | |
| Annual Housing | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | | |
| Annual Auto | $0.00 | $0.00 | $0.00 | $0.00 | $6,900.00 | | |
| Certification Pay | 0% | 0% | 0% | 0% | 0% | | |
| **Total Compensation w/o insurance** | **$200,267.23** | **$175,295.64** | **$140,886.72** | **$180,931.76** | **$170,809.20** | **$174,345.34** | **2.07%** |
| **Insurance** | | | | | | | |
| Employee Contribution Required? | Yes | Yes | Yes | Yes | Yes | | |
| Employee Annual Premium Amount** | $1,481.52 | $1,080.00 | $593.40 | $2,694.24 | $840.00 | $1,462 | |
| Employer paid % of total premium | 95% | Flat | Flat | Flat | Flat | | |
| Life Insurance- Employer or employee paid? | Employer | Employer | Employer | Employer | Employer | | |
| STD/LTD- Employer or employee paid? | Employer | Employer | Employer | Employer | Employer | | |
| **Total Compensation with Insurance Contributions** | **$198,785.71** | **$174,215.64** | **$140,293.32** | **$178,237.52** | **$169,969.20** | **$172,883** | **1.71%** |

Survey information as per county's staff response to survey and budget documents.
Negative % indicates comparable rates are lower than LC.
**Based on highest possible contribution level

Clackamas has paid holidays

*Marion has paid sick, vacation and holidays

Current LC Sheriff not being paid for Certification pay

# Lane County Sheriff Compensation Survey June 2020

| County | Clackamas 2020 | Deschutes 2020 | Jackson 2020 | Marion 2020 | Lane 2020 | Comps 2020AVG | *Comps vs LC |
|---|---|---|---|---|---|---|---|
| **Demographics** | | | | | | | |
| County Population | 416,075 | 193,000 | 221,290 | 365,579 | 375,120 | 298,986 | -20.30% |
| County FTE | 2,045.00 | 1,043.00 | 878.05 | 1,518.00 | 1732.73 | 1,371.01 | -20.88% |
| Department Personnel Services Budget | $88,998,685 | $34,395,142 | $24,793,956 | $45,598,636 | $41,381,228 | $48,446,605 | 17.07% |
| Department FTE | 568.75 | 239.50 | 177.50 | 357.50 | 304.75 | 335.81 | 10.19% |
| Notes | | Includes P&P, Emergency Mgmt, Animal Control | | Includes P&P | | | |
| **Compensation** | | | | | | | |
| Annual Base Salary | $178,380.00 | $159,996.00 | $132,912.00 | $159,411.24 | $150,990.00 | $157,674.81 | 4.43% |
| Deferred Compensation | 6.27% | 3.00% | 0.00% | 7.50% | 2% | | |
| Employer PERS Contribution | 6% | 6% | 6% | 6% | 6% | | |
| Most recent Market/COLA since 2014 | 2.80% | 9.00% | 3.53% | 2.00% | 2% | | |
| Market/COLA Effective Date | 7/1/2018 | 7/1/2019 | 7/8/2019 | 7/1/2019 | 1/1/2020 | | |
| Projected COLAs | - | - | - | | - | | |
| **Base Salary w/ Def. Comp & PERS** | **$200,267.23** | **$174,395.64** | **$140,886.72** | **$180,931.76** | **$163,069.20** | **$174,120.34** | **6.78%** |
| Annual Phone / PDA / Tech | $0.00 | $900.00 | $0.00 | $0.00 | $840.00 | | |
| Annual Housing | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | | |
| Annual Auto | $0.00 | $0.00 | $0.00 | $0.00 | $6,900.00 | | |
| Certification Pay | 0% | 0% | 0% | 0% | 6% | | |
| **Total Compensation w/o insurance** | **$200,267.23** | **$175,295.64** | **$140,886.72** | **$180,931.76** | **$179,868.60** | **$174,345.34** | **-3.07%** |
| **Insurance** | | | | | | | |
| Employee Contribution Required? | Yes | Yes | Yes | Yes | Yes | | |
| Employee Annual Premium Amount** | $1,481.52 | $1,080.00 | $593.40 | $2,694.24 | $840.00 | $1,462 | |
| Employer paid % of total premium | 95% | Flat | Flat | Flat | Flat | | |
| Life Insurance- Employer or employee paid? | Employer | Employer | Employer | Employer | Employer | | |
| STD/LTD- Employer or employee paid? | Employer | Employer | Employer | Employer | Employer | | |
| **Total Compensation with Insurance Contributions** | **$198,785.71** | **$174,215.64** | **$140,293.32** | **$178,237.52** | **$179,028.60** | **$172,883** | **-3.43%** |

Survey information as per county's staff response to survey and budget documents.
Negative % indicates comparable rates are lower than LC.
**Based on highest possible contribution level

Clackamas has paid holidays

*Marion has paid sick, vacation and holidays

Current LC Sheriff not being paid for Certification pay

# Lane County Sheriff Compensation Survey June 2020

## w/Washington County

| County | Clackamas 2020 | Deschutes 2020 | Jackson 2020 | Marion 2020 | Washington 2020 | Lane 2020 | Comps 2020AVG | *Comps vs LC |
|---|---|---|---|---|---|---|---|---|
| **Demographics** | | | | | | | | |
| County Population | 416,075 | 193,000 | 221,290 | 365,579 | 601,592 | 375,120 | 359,507 | -4.16% |
| County FTE | 2,045.00 | 1,043.00 | 878.05 | 1,518.00 | 2188.36 | 1732.73 | 1,534.48 | -11.44% |
| Department Personnel Services Budget | $88,998,685 | $34,395,142 | $24,793,956 | $45,598,636 | $89,988,965 | $41,381,228 | $56,755,077 | 37.15% |
| Department FTE | 568.75 | 239.50 | 177.50 | 357.50 | 627.75 | 304.75 | 394.20 | 29.35% |
| Notes | | Includes P&P, Emergency Mgmt, Animal Control | | Includes P&P | | | | |
| **Compensation** | | | | | | | | |
| Annual Base Salary | $178,380.00 | $159,996.00 | $132,912.00 | $159,411.24 | $195,936.00 | $150,990.00 | $165,327.05 | 9.50% |
| Deferred Compensation | 6.27% | 3.00% | 0.00% | 7.50% | 0.00% | 2% | 3.35% | 67.70% |
| Employer PERS Contribution | 6% | 6% | 6% | 6% | 0% | 6% | | |
| Most recent Market/COLA since 2014 | 2.80% | 9.00% | 3.53% | 2.00% | 3.50% | 2% | | |
| Market/COLA Effective Date | 7/1/2018 | 7/1/2019 | 7/8/2019 | 7/1/2019 | 7/1/2019 | 1/1/2020 | | |
| Projected COLAs | - | - | - | | 2.6% 7/1/2020 | - | | |
| **Base Salary w/ Def. Comp & PERS** | **$200,267.23** | **$174,395.64** | **$140,886.72** | **$180,931.76** | **$195,936.00** | **$163,069.20** | **$178,483.47** | **9.45%** |
| Annual Phone / PDA / Tech | $0.00 | $900.00 | $0.00 | $0.00 | $1,248.00 | $840.00 | $429.60 | -48.86% |
| Annual Housing | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | | |
| Annual Auto | $0.00 | $0.00 | $0.00 | $0.00 | $5,793.96 | $6,900.00 | | |
| Certification Pay | 0% | 0% | 0% | 0% | 0% | 0% | | |
| **Total Compensation w/o insurance** | **$200,267.23** | **$175,295.64** | **$140,886.72** | **$180,931.76** | **$202,977.96** | **$170,809.20** | **$180,071.86** | **5.42%** |
| **Insurance** | | | | | | | | |
| Employee Contribution Required? | Yes | Yes | Yes | Yes | Yes | Yes | | |
| Employee Annual Premium Amount** | $1,481.52 | $1,080.00 | $593.40 | $2,694.24 | $867.24 | $840.00 | $1,343 | |
| Employer paid % of total premium | 95% | Flat | Flat | Flat | 90% | Flat | | |
| Life Insurance- Employer or employee paid? | Employer | Employer | Employer | Employer | Employer | Employer | | |
| STD/LTD- Employer or employee paid? | Employer | Employer | Employer | Employer | Employer LTD Only | Employer | | |
| **Total Compensation with Insurance Contributions** | **$198,785.71** | **$174,215.64** | **$140,293.32** | **$178,237.52** | **$202,110.72** | **$169,969.20** | **$178,729** | **5.15%** |

Survey information as per county's staff response to survey and budget documents.

Clackamas has paid holidays

*Marion has paid sick, vacation and holidays

Negative % indicates comparable rates are lower than LC.
**Based on highest possible contribution level

# Lane County Sheriff Compensation Survey June 2020

## w/Washington County

| County | Clackamas 2020 | Deschutes 2020 | Jackson 2020 | Marion 2020 | Washington 2020 | Lane 2020 | Comps 2020AVG | *Comps vs LC |
|---|---|---|---|---|---|---|---|---|
| **Demographics** | | | | | | | | |
| County Population | 416,075 | 193,000 | 221,290 | 365,579 | 601,592 | 375,120 | 359,507 | -4.16% |
| County FTE | 2,045.00 | 1,043.00 | 878.05 | 1,518.00 | 2188.36 | 1732.73 | 1,534.48 | -11.44% |
| Department Personnel Services Budget | $88,998,685 | $34,395,142 | $24,793,956 | $45,598,636 | $89,988,965 | $41,381,228 | $56,755,077 | 37.15% |
| Department FTE | 568.75 | 239.50 | 177.50 | 357.50 | 627.75 | 304.75 | 394.20 | 29.35% |
| Notes | | Includes P&P, Emergency Mgmt, Animal Control | | Includes P&P | | | | |
| **Compensation** | | | | | | | | |
| Annual Base Salary | $178,380.00 | $159,996.00 | $132,912.00 | $159,411.24 | $195,936.00 | $150,990.00 | $165,327.05 | 9.50% |
| Deferred Compensation | 6.27% | 3.00% | 0.00% | 7.50% | 0.00% | 2% | 3.35% | 67.70% |
| Employer PERS Contribution | 6% | 6% | 6% | 6% | 0% | 6% | | |
| Most recent Market/COLA since 2014 | 2.80% | 9.00% | 3.53% | 2.00% | 3.50% | 2% | | |
| Market/COLA Effective Date | 7/1/2018 | 7/1/2019 | 7/8/2019 | 7/1/2019 | 7/1/2019 | 1/1/2020 | | |
| Projected COLAs | - | - | - | | 2.6% 7/1/2020 | - | | |
| **Base Salary w/ Def. Comp & PERS** | **$200,267.23** | **$174,395.64** | **$140,886.72** | **$180,931.76** | **$195,936.00** | **$163,069.20** | **$178,483.47** | **9.45%** |
| Annual Phone / PDA / Tech | $0.00 | $900.00 | $0.00 | $0.00 | $1,248.00 | $840.00 | $429.60 | -48.86% |
| Annual Housing | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | | |
| Annual Auto | $0.00 | $0.00 | $0.00 | $0.00 | $5,793.96 | $6,900.00 | | |
| Certification Pay | 0% | 0% | 0% | 0% | 0% | 6% | | |
| **Total Compensation w/o insurance** | **$200,267.23** | **$175,295.64** | **$140,886.72** | **$180,931.76** | **$202,977.96** | **$179,868.60** | **$180,071.86** | **0.11%** |
| **Insurance** | | | | | | | | |
| Employee Contribution Required? | Yes | Yes | Yes | Yes | Yes | Yes | | |
| Employee Annual Premium Amount** | $1,481.52 | $1,080.00 | $593.40 | $2,694.24 | $867.24 | $840.00 | $1,343 | |
| Employer paid % of total premium | 95% | Flat | Flat | Flat | 90% | Flat | | |
| Life Insurance- Employer or employee paid? | Employer | Employer | Employer | Employer | Employer | Employer | | |
| STD/LTD- Employer or employee paid? | Employer | Employer | Employer | Employer | Employer LTD Only | Employer | | |
| **Total Compensation with Insurance Contributions** | **$198,785.71** | **$174,215.64** | **$140,293.32** | **$178,237.52** | **$202,110.72** | **$179,028.60** | **$178,729** | **-0.17%** |

Survey information as per county's staff response to survey and budget documents.

Clackamas has paid holidays

*Marion has paid sick, vacation and holidays

*WA Cty has paid sick and vacation

Negative % indicates comparable rates are lower than LC.
**Based on highest possible contribution level

Phone/PDA Allowance
Cell phone= $35/mo x 12 mos = $420
PDA = $35/mo x 12 mos = $420
Cell & PDA = $70/mo x 12 mos = $840

Auto Allowance
Either IRS rate x 12,000 miles/year for use of personal vehicle or;
For 2020 IRS rate is .575 = $575/month
$30.00 per pay period for fleet vehicle usage allowance

Decision was made to use the Cell& PDA rate and use the personal vehicle rate

For JoP decision made to not include the vehicle allowance because the judges have never been paid the allowance. Interpretation was that the Lane Manual didn't mean to include them.

8/16/18: discovered that PERS and Deferred comp are calculated on Sheriff Cert pay, auto allowance and phone allowance.
Decided to move certification pay into base salary for Sheriff

6/30/2020 - current Sheriff, Cliff Harrold does not receive certification pay