



# LANE COUNTY

HUMAN RESOURCES DEPARTMENT / 125 East 8th Ave. / Eugene, OR 97401  
Phone: (541) 682-3665/ Fax: (541) 682-4290

W. 16a.

## AGENDA COVER MEMO

Memorandum Date: August 29, 2008  
Order Date: September 3, 2008

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**TO:** Board of County Commissioners  
**DEPARTMENT:** Human Resources  
**PRESENTED BY:** Greta Utecht  
**AGENDA ITEM TITLE:** ORDER/IN THE MATTER OF ADJUSTING THE  
COMPENSATION OF ELECTED OFFICIALS

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### I. MOTION

**MOVE APPROVAL OF ORDER 08 -- \_\_\_\_\_ IN THE MATTER OF ADJUSTING THE  
COMPENSATION OF ELECTED OFFICIALS**

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### II. AGENDA ITEM SUMMARY

The Board is being asked to approve adjustments to the Commissioners', the Sheriff's, the Assessor's and the Justices of the Peace total compensation, and to the District Attorney's county-paid stipend. ...

The Elected Officials Compensation Board met on July 23, 2008 and made recommendations for adjusting the elected officials' compensation. The budget Committee met on September 3, 2008 to review those recommendations.

Attached are the materials reviewed by the Budget Committee, and a board order adopting the recommendations of the Elected Officials Compensation Board and Budget Committee.

### III. ATTACHMENTS

Board Order  
Memo to Budget Committee dated August 28, 2008  
Attachment A: EOCB Minutes  
Attachment B: EOCB Order 072308  
Attachment C: Elected Officials Compensation Survey  
Attachment D: EOCB 08 Recommendations Cost Analysis  
Attachment E: CPI COLA Elected Comps 94-08

**IN THE BOARD OF COUNTY COMMISSIONERS OF LANE COUNTY, OREGON**

**ORDER 08-**                    ) **IN THE MATTER OF ADJUSTING THE**  
                                  ) **COMPENSATION OF ELECTED**  
                                  ) **OFFICIALS**

**WHEREAS**, the Lane County Elected Officials Compensation Board was duly convened and met on July 23, 2008 and after due consideration, it recommended that the compensation for the Commissioners, the Sheriff, the Assessor, the Justices of the Peace and the District Attorney be adjusted; and

**WHEREAS**, the Lane County Budget Committee was duly convened and met on September 3, 2008 and amended the recommendations of the Elected Officials Compensation Board; and

**WHEREAS**, the Board of Commissioners has now duly considered the recommendations of the Elected Officials Compensation Board and the Budget Committee; now, therefore

**IT IS HEREBY RESOLVED AND ORDERED**, that compensation for elected officials be adopted as follows:

1. Board of County Commissioners: Increase base salary to \$78,400, effective the first full pay period after January 1, 2009. Also effective the first full pay period after January 1, 2009, increase base salary by the same cost of living adjustment (COLA) granted to non-represented employees for fiscal year 2008-2009, and increase County-paid deferred compensation contribution by the same percentage granted to non-represented employees for fiscal year 2008-2009. Effective the first full pay period following July 1, 2009, increase base salary by the same COLA granted to non-represented employees for fiscal year 2009-2010 and increase deferred compensation contribution by same percentage granted to non-represented employees which takes effect in fiscal year 2009-2010.

2. Sheriff: Increase base salary to \$122,000, effective the first full pay period after July 1, 2008. Also effective the first full pay period after July 1, 2008, increase base salary by same COLA granted to non-represented employees for fiscal year 2008-2009, and increase County-paid deferred compensation contribution by same percentage granted to non-represented employees for fiscal year 2008-2009. Effective the first full pay period following July 1, 2009, increase base salary by same COLA granted to non-represented employees for fiscal year 2009-2010 and increase deferred compensation contribution by same percentage granted to non-represented employees which takes effect in fiscal year 2009-2010.

3. Assessor and Justices of the Peace: Increase base salary by same COLA granted to non-represented employees for fiscal year 2008-2009, and increase County-paid deferred compensation contribution by same percentage granted to non-represented employees for fiscal year 2008-2009, each increase effective the first full pay period after July 1, 2008. Effective the first full pay period following July 1, 2009, increase base salary by same COLA granted to non-represented employees for fiscal year 2009-2010 and increase deferred compensation

contribution by same percentage granted to non-represented employees which takes effect in fiscal year 2009-2010.

4. District Attorney. Increase the County-paid stipend by same COLA granted to non-represented employees for fiscal year 2008-2009 and increase County-paid deferred compensation contribution calculated on the value of the stipend by same percentage granted to non-represented employees for fiscal year 2008-2009, each increase effective the first full pay period after July 1, 2008. Effective the first full pay period following July 1, 2009, increase County-paid stipend by same COLA granted to non-represented employees for fiscal year 2009-2010 and increase deferred compensation contribution calculated on the value of the stipend by same percentage granted to non-represented employees which takes effect in fiscal year 2009-2010.

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 2008.

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Faye Stewart, Chair  
Board of County Commissioners



# LANE COUNTY

HUMAN RESOURCES DEPARTMENT / 125 East 8th Ave. / Eugene, OR 97401  
Phone: (541) 682-3665/ Fax: (541) 682-4290

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Memorandum Date: August 28, 2008

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**TO:** Lane County Budget Committee

**DEPARTMENT:** Human Resources

**PRESENTED BY:** Greta Utecht, Human Resources Director

**AGENDA ITEM TITLE:** **IN THE MATTER OF ADJUSTING THE SALARIES AND BENEFITS OF LANE COUNTY ELECTED OFFICIALS**

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I. **MOTION**

**APPROVE THE RECOMMENDATION OF THE LANE COUNTY ELECTED OFFICIALS COMPENSATION BOARD, DATED JULY 23, 2008 IN THE MATTER OF ADJUSTING THE SALARIES AND BENEFITS OF LANE COUNTY'S ELECTED OFFICIALS**

II. **AGENDA ITEM SUMMARY**

The Budget Committee is being asked to approve the recommendations of the Lane County Elected Officials Compensation Board (EOCB) for changes to the total compensation for the Assessor, the Justices of the Peace, the District Attorney, the Sheriff and the Board of Commissioners. Recommendations include increasing the base salary of the Sheriff to \$122,000 in order to meet state statute AND Lane Manual provisions, increasing the base salary of the Commissioners to \$78,400 to maintain market equity, and to apply any cost of living adjustment (COLA) granted to other non-represented employees to the salaries of the Assessor, the Justices, the Commissioners and the Sheriff, and to apply the same COLA to the District Attorney's County-paid supplement. *Attachment A* reflects the discussion held by the Elected Officials Compensation Board on July 23, 2008, *Attachment B* is the Elected Officials Compensation Board order for all recommendations and *Attachment C* is the compensation survey used for the EOCB's deliberations.

III. **BACKGROUND/IMPLICATIONS OF ACTION**

A. **Board Action and Other History**

Compensation for Lane County's elected officials is governed by Lane

Manual 3.600, which requires the Human Resources director to convene the Elected Officials Compensation Board at least once each year in which there is held a general election. The EOCB must meet 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, it must then be approved by the Board of Commissioners. Recommendations that may impact the other elected officials (non-Board) may go directly to the Board of Commissioners. The Board has requested staff to present the full list of recommendations to the Budget Committee for deliberation.

Any changes to the Board of Commissioners' compensation do not take effect until January 1 of the year following the general election. Changes to the other elected officials' compensation can take effect immediately, can be retroactive, or can have future implementation timelines.

**B. Policy Issues**

Section 27 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 28 (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 3.600 states that "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. For example, the District Attorney position receives health insurance benefits from the State of Oregon as a State official. 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**

The EOCB last met in 2006 and made several recommendations that were subsequently approved by the Budget Committee and adopted by the Board of Commissioners, including the County payment of the employee portion of the IAP (PERS) contribution. In addition, the Board affirmed the methodology to be used in determining each elected official position's compensation:

- For the District Attorney, use market as identified by the State when it categorizes the counties into groups for purposes of setting state salary amounts.
- For the Sheriff, use State Statute guidelines stipulating that the Sheriff should be paid more than the highest paid appointed employee in the Sheriff's Office.
- For the Assessor, index his/her salary to the comparable Lane County department directors and to those of other comparable counties.
- For the County Commissioners, use average of other comparable counties.
- For Justice Court Judges, use average when possible.

Since 2002, the Board has also indexed compensation changes for elected officials to those approved for other Lane County non-represented employees.

### **D. Financial and/or Resource Considerations**

The EOCB recommends that the Sheriff's base salary be increased from \$112,568 to \$122,000. When statutory benefit costs are applied to this amount, the total increased cost to the County is \$11,715. If approved,

raising the Sheriff's base to \$122,000 will place him approximately 6% above the Undersheriff until February 2009 and then, if no additional changes are recommended or approved, the difference will decrease to 1.6%.

The EOCB's recommendation for increasing the Commissioners' base salaries to \$78,400 will equate to an additional \$27,790 and when statutory benefit costs are applied, the total increased cost to the County is \$38,609.

For all elected official positions, the EOCB recommends that they be granted the same cost of living adjustments (COLAs) granted to other non-represented employees. The Board has directed staff to prepare a Board Order granting non-represented employees a two percent (2%) COLA and an additional one percent (1%) contribution to employees' deferred compensation accounts, which will be added to the existing one percent contribution.

*Attachment D* provides cost estimates for a one percent, two percent and three percent COLA. At most, increased costs would total approximately \$111,190 for FY08-09, since a combined two percent COLA and one percent deferred compensation contribution costs the County less than a three percent COLA. *Attachment E* reflects the cost of living adjustments granted Lane County's employee groups since 1994.

#### **E. Analysis**

*Attachment C* indicates that the Commissioners are currently 10.6% below the average of other commissioners in comparable Oregon counties. If the base salary for the commissioners is increased to \$78,400, it will place them at 2.8% below average market, and when the COLA and deferred are factored in, they would be just \$98 (.01 percent) above average.

The Sheriff's compensation is approximately 1.1% less than his Undersheriff. Prior to the Undersheriff receiving a 1.6% annual merit increase in February 2008 (less than the average because of the cost saving implementation strategy of a new compensation plan for non-represented employees), the Sheriff's compensation was just slightly higher. The change that the EOCB has recommended is very conservative, especially once the Undersheriff receives his annual merit increase of approximately 4% in February 2009. In addition to the internal equity analysis, *Attachment C* indicates that the Sheriff is presently about 6.6% below his market comparators.

As for the other non-Board elected officials, they are at or very close to market and other than keeping them at par with the other non-represented employees of the County, the EOCB does not recommend any additional

changes.

**F. Alternatives/Options**

There are three options open to the Budget Committee:

1. Approve the recommendation of the EOCB listed in the EOCB order dated July 23, 2008 (Attachment B) to increase the base salary of the Sheriff effective the first full pay period following July 1, 2008; increase the base salary of the Commissioners effective the first full pay period following January 1, 2009, and amend and approve the recommendation of the EOCB to grant a two percent COLA and a one percent deferred compensation contribution to the Sheriff, the Assessor, the Justices and District Attorney effective the first full pay period following July 1, 2008, and the same COLA and deferred compensation contribution to the Commissioners effective the first full pay period following January 1, 2009.
2. Amend the recommendation regarding base salary adjustments and/or COLAs and deferred compensation contributions for the elected officials.
3. Do not approve the motion and do not make any changes to the elected officials' compensation.

**IV. TIMING/IMPLEMENTATION**

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

**V. RECOMMENDATION**

Human resources and the Elected Officials Compensation Board recommend Option 1 above.

**VI. FOLLOW-UP**

Staff has tentatively scheduled this item with the Board of Commissioners for the afternoon of September 3, 2008.

**VII. ATTACHMENTS**

Board Order

Attachment A: Minutes from EOCB July 23, 2008 Meeting

Attachment B: EOCB Order dated July 23, 2008

Attachment C: Elected Officials 2008 Compensation survey

Attachment D: EOCB Recommendations Cost Analysis

Attachment E: CPI COLAs Elected Comps 94-08



**LANE COUNTY ELECTED OFFICIALS COMPENSATION BOARD**

**Wednesday, July 23, 2008**

7:30-9:00 a.m.

Carmichael Training Room

Lane County Juvenile Justice Center

Eugene, OR 97404

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**Members Present:** Mary Adams, Lauren Fox, Patricia Kenney, Glenda Surdam

**Members Absent:** Noreen Franz-Hovis

**Other Attendees:** Greta Utecht, Human Resources Director; Jan Wilbur, Personnel Services Manager, Teresa Wilson, County Counsel

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**Election of Chair**

Ms. Adams was nominated and this was seconded by Ms. Kenney.

**Compensation Survey**

Ms. Utecht began by explaining the 2008 Elected Officials Compensation Survey. Lane County was compared to counties 50% to 200% its size (and Multnomah, which falls slightly outside of that range). These counties are considered category 1. The survey showed base compensation and total compensation, taking COLAs into account.

**Topics of Discussion:**

**District Attorney**

**Issues:**

Accounting for the fact that the state has raised their portion of the salary, Lane County's DA total compensation with the County stipend is now 4.6% above average. During the ensuing discussion, Ms. Utecht pointed out that members of the Elected Officials Compensation Board (EOCB) could consider reducing the stipend, in light of the incoming DA having less experience than the current DA. This is similar to what occurred when the previous long term Assessor was replaced by a less experienced Assessor.

Current DA Doug Harclerod is retiring. Alex Gardner, currently the Chief Deputy DA will become the new DA. It is not clear if Gardner will fill the Chief Deputy DA position or personally take on duties for both positions.

If the Chief Deputy DA position is left vacant, the next highest paid position would be the Senior Prosecutor 3, resulting in a 16.5% differential between the DA and the highest paid employee in the office. If the Chief Deputy DA position is not filled, Gardner's scope of work will be much greater and the differential will be justified.

Gardner will probably not make the decision to fill or leave vacant the position until further into the fiscal year, depending on the department budget.

**Elected Officials Compensation Board Recommendation:**

The EOCB recommends that the County-paid stipend be increased by any COLA granted to non-represented employees, but that no further increase or decrease of the stipend for the District Attorney be given at this time.

**COLAs**

**Issues:**

Deputies received a 2% COLA, while COLAs in other counties have been 3% to 4.25%. AFSCME is currently in the bargaining process, asking for COLAs, a reduction in pay plan steps, and longevity pay.

With only a 2% COLA currently budgeted in the County's financial plan, we are still below market, but the Commissioners are very concerned about the County's ability to pay.

Ms. Utecht may take any proposals from this meeting to the Board of Commissioners, along with any proposals for non-represented employee COLAs or benefit changes, before the AFSCME contract is finalized in order to lead by example, and because there is no way to know at this point in time how long bargaining may last.

**Sheriff**

**Issues:**

The Sheriff must be paid more than any of his or her top-paid employees, which the Lane Manual has defined as total compensation. The 80 hours of Time Management sell-back are included in the total compensation calculation.

Effective July 28, the Undersheriff (assistant department director) will be eligible for a merit increase, raising his total compensation above that of the Sheriff.

An adjustment in the Sheriff's base salary to \$122,000 would put his total compensation at \$130,540, bringing the Sheriff's total compensation slightly higher (6.24%) than the Undersheriff's.

**Elected Officials Compensation Board Recommendation:**

The EOCB recommends that the Sheriff's base salary be adjusted to \$122,000 and that he receive the same COLA that non-represented employees receive.

**Assessor**

**Issues:**

The Assessor's salary is at a fair place in the market.

**Elected Officials Compensation Board Recommendation:**

The EOCB recommends that no changes be made other than the COLAs granted to non-represented employees.

**Justices**

**Issues:**

The Justices' salaries are at a fair place in the market

There has been some discussion about reorganizing or combining positions, and also about making the Florence position part time, but no further action has been taken.

**Elected Officials Compensation Board Recommendation:**

The EOCB recommends that no changes be made other than the COLAs granted to non-represented employees.

**Commissioners**

**Issues:**

Commissioners are currently paid 10.6% below market.

Ms. Utecht reminded the EOCB that any recommendation about the Board of Commissioners' salary goes first to the Budget Committee, not the Board of Commissioners.

There was a community backlash in 2002 when, after several years of not approving COLAs for Commissioners, Commissioners' salaries had to be increased by 30% in order to be brought up to market. They have only accepted below market COLAs since that time. Political concerns may make it difficult for Commissioners to accept a salary increase, but that should not affect the EOCB's recommendation in terms of best compensation practices. A recommendation by the EOCB to do nothing would be inconsistent with the other elected officials' market positions.

**Elected Official Compensation Board Recommendation:**

The EOCB recommends that the Commissioners' base salary be adjusted from \$72,842 to \$78,400 and that they receive any COLA that non-represented employees receive. This equates to a 7.6% increase.

**Summary of Recommendations:**

The Lane County Elected Officials Compensation Board recommends the following compensation adjustments:

- The base salary for the Board of Commissioners be increased to \$78,400 and by any COLA granted to non-represented employees in FY 08-09, effective Jan 1, 2009; and any COLA granted to non-represented employees in FY 09-10.
- The base salary for the Sheriff be increased to \$122,000 and by any COLA granted to non-represented employees in FY 08-09 and FY 09-10.
- The base salary for the Assessor be increased by any COLA granted to non-represented employees in FY 08-09 and FY 09-10.
- The base salary for the Justices of the Peace be increased by any COLA granted to non-represented employees in FY 08-09 and FY 09-10.
- The base salary for the District Attorney be increased by any COLA granted to non-represented employees in FY 08-09 and FY 09-10.

Meeting Adjourned Approximately 9:00 a.m.

Lane County Elected Officials Compensation Board

ORDER ) IN THE MATTER OF ADJUSTING
) THE SALARIES OF ELECTED
) OFFICIALS

WHEREAS, the Lane County Elected Officials Compensation Board was duly convened and met on July 23, 2008 and after due consideration, it recommends the following salary adjustments to the Budget Committee:

- 1. Board of County Commissioners: Increase base salary to \$78,400, effective the first full pay period after January 1, 2009. Also effective the first full pay period after January 1, 2009, the base salary shall be increased by any COLA granted to non-represented employees which takes effect after the first full pay period after July 1, 2008. Effective the first full pay period following July 1, 2009, increase base salary by any COLA granted to non-represented employees which takes effect for the fiscal year 2009-2010.
2. Sheriff: Increase base salary to \$122,000, effective the first full pay period after July 1, 2008. The base salary shall be increased by any COLA granted to non-represented employees which takes effect after the first full pay period after July 1, 2008 and by any COLA granted to non-represented employees which takes effect for the fiscal year 2009-2010.
3. Assessor and Justices of the Peace: The base salary shall be increased by any COLA granted to non-represented employees which takes effect after the first full pay period after July 1, 2008 and by any COLA granted to non-represented employees which takes effect for the fiscal year 2009-2010.
4. District Attorney. The County-paid stipend shall be increased by any COLA granted to non-represented employees which takes effect after the first full pay period after July 1, 2008 and by any COLA granted to non-represented employees which takes effect for the fiscal year 2009-2010.

Dated this 23rd day of July, 2008.

Mary Adams signature and name

(Absent) Noreen Franz-Hovis signature and name

Glenda Surdam signature and name

Lauren Fox signature and name

Patricia Kenney signature and name

# 2008 ELECTED OFFICIAL COMPENSATION SURVEY SHERIFF

Attachment C

COMPARISON DATA	LANE (population 339,740)						Undersheriff (7/28/08)
	CLACKAMAS (population 367,040)	JACKSON* (population 198,615)	MARION (population 306,665)	MULTNOMAH (population 761,545)	WASHINGTON (population 560,565)	Sheriff	
1 Annual Salary	\$120,287	\$104,936	\$114,046	\$120,878	\$131,784	\$113,568	\$104,707
2 Deferred Comp?	457 plan. 6.27% is County paid	Optional - Employee paid	401k: County pays 7.5% for Elected Officials. Optional	Optional. Employee paid	Optional. Employee paid	1% County paid contribution to deferred	1% County paid contribution to deferred
3 is employee's portion of PERS paid by	YES	YES	YES	YES	Optional Participation for elected officials.	YES	YES
4 County Paid Life Ins.	Yes	Yes	Yes	Yes	Yes	Yes	Yes
5 County Paid AD&D	No	Yes	Yes	Not eligible	Yes	Yes	Yes
6 County Paid LTD	\$3,333/mo. pd. Employee can purchase up to 5K	Yes	Yes	Not eligible for STD or LTD	Yes	Yes	Yes
7 Health Insurance	Several plans. Some have employee co-pay.	Yes, with some employee co-pay	2 plans fully paid; 2 have co-pay	Yes - 100% County Paid	Yes - 100% County Paid	Yes - 100% County Paid	Yes - 100% County Paid
8 Offer retirement health? if so, who pays for elected official?	<b>NOTE:</b> Sheriff has county paid health up to age 65 or Medicare eligibility	Eligible for early retiree health ins. Employee pays.	Retiree health insurance is available, but at the employee's cost	Retirement health benefits are available. Employee pays.	Retirees can participate in County's health plan until age 65 at their cost.	Retiree health insurance is available, but at the employee's cost	Retiree health insurance is available, but at the employee's cost
9 Does elected officials accrue vacation or time mgmt? if so, can any of it be sold?	Elected officials do not accrue vacation	Elected officials do not accrue vacation	Elected officials do not accrue vacation	Not allowed	Not allowed	Elected Officials do not accrue Time Management.	Accrues Time Management; can sell up to 80 hours/year (\$50.34/hr x 80=\$4,027)
10 Total compensation, adjusted for differences in rows 2, 3, 8, & 10	\$135,046	\$111,232	\$133,571	\$128,131	\$139,691	\$121,518	\$122,869 (base + def. comp + cert pay + \$4,027 TM sale + PERS)
<b>Average total comp:</b>					\$129,534	LC 6.6% below average	Sheriff below Undersheriff = 1.1%

## 2008 ELECTED OFFICIAL COMPENSATION SURVEY COUNTY ASSESSOR

COMPARISON DATA	CLACKAMAS (population 367,040)	JACKSON* (population 198,615)	MARION (population 311,070)	MULTNOMAH (population 701,543)	WASHINGTON (population 472,000)	LANE (population 329,400)
Is position a full department director?	Yes	Yes	Yes	No	Yes	Yes
1 Annual Salary	\$90,067	\$86,341	\$85,924	\$109,974 (Pgm Mgr 2; NOT elected)	\$125,436 (Director, A&T (NOT elected))	\$102,190 ASSESSOR
2 Deferred Comp?	457 plan. 6.27% is County paid	Optional - Employee paid	401k: County pays 7.5% for Elected Officials. Optional deferred comp plan available	Optional - employee paid	Employee paid	1% County paid contribution to deferred comp plan.
3 Is employee's portion of PERS paid by employer?	YES	YES	YES	YES	No	YES
4 County Paid Life Ins.	Yes	Yes	Yes	Yes	Yes	Yes
5 County Paid AD&D	No	Yes	Yes	Employee paid	Yes	Yes
6 County Paid LTD	\$3,333/mo. pd. Employee can purchase up to 5K additional.	Yes	Yes	County paid	Yes	Yes
7 Health Insurance	Several plans. Some have employee co-pay.	Yes, with some employee co-pay	2 plans fully paid; 2 have co-pay	100% County paid	Yes - 100% County paid	Yes - 100% County Paid
8 Compensation Credits	No	No	* Can sell comp credit, a value for Assessors of 4 weeks (7.68%) of base salary.	No	No	No
9 Offer retirement health? If so, who pays for elected official?	Yes; Assessor pays	Eligible for early retiree health ins. Employee pays.	Retiree health insurance is available, but at the employee's cost	Retirement health benefits available. Employee pays.	Retirees can participate in County's health plan until age 65 at their cost.	If hired before 3/5/91, County pays medical insurance for retirees until they are eligible for Medicare, and pays supplemental insurance thereafter. Elected officials can self pay for dental & vision until going on Medicare. If hired after 3/5/91, the
10 Does elected officials accrue vacation or time mgmt? If so, can any of it be sold?	Elected officials do not accrue vacation	Elected officials do not accrue vacation	Elected officials do not accrue vacation	Not allowed	Not allowed	Elected Officials do not accrue Time Management.
11 Total comp, adjusted for differences in rows 2, 3, 8 & 10	\$101,119	\$91,521	\$100,634	\$116,572	\$132,962	\$109,343
				<b>Average total comp of Assessors:</b>	<b>\$108,562</b>	<b>% above average = .07</b>

\* Washington: The Director responsible for property assessment is also responsible for many other programs including elections, animal services and records management among other things.

**2008 ELECTED OFFICIAL COMPENSATION SURVEY  
COUNTY COMMISSIONERS**

COMPARISON DATA	CLACKAMAS (population 367,040)	JACKSON (population 198,615)	MARION (population 311,070)	MULTNOMAH (population 701,545)	WASHINGTON (population 472,899)	LANE (population 329,400)	LANE Proposed	
1 Annual Salary	\$80,865	\$86,341	\$76,606	\$85,116 \$130,917	\$72,859 \$24,991	Current \$72,842	\$78,400 plus 2% Cola = \$79,968	
2 Number of Commissioners	3*	3	3	5, plus Chair who is elected as such.	5 total: 1 full time, 4 part-time	5	5	
3 Deferred Comp? is employee's portion of PERS paid by employer?	457 plan. 6.27% is County paid	Optional - Employee paid	401k: County pays 7.5% for Elected Officials. Optional deferred comp plan available	Optional. Employee paid	Optional. Employee paid	1% County paid contribution to deferred comp plan.	2% County paid contribution to deferred comp plan.	
4 County Paid Life Ins.	YES	YES	YES	YES	Optional Participation for elected officials; employee pays the 6%.	YES	YES	
5 County Paid AD&D	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
6 County Paid LTD	No	Yes	Yes	Not eligible	Yes	Yes	Yes	
7 Health Insurance	\$3,335/mo. per Employee can purchase up to 5K additional	Yes	Yes	Not eligible for STD or LTD	Yes	Yes	Yes	
8 Offer retirement health? If so, who pays for elected official?	Several plans. Some have employee co-pay.	Yes, with some employee co-pay	2 plans fully paid, 2 have co-pay	Yes - 100% County Paid	Yes - 100% County Paid	Yes - 100% County Paid	Yes - 100% County Paid	
9 Does elected officials accrue vacation or time mgmt? If so, can any of it be sold?	Yes: Commissioner pays	Eligible for early retiree health insurance. Employee pays.	Retiree health insurance is available, but at the employee's cost	Retirement health benefits are available. Employee pays.	Retirees can participate in the County's health plan until age 65 at employee's cost	If hired after 3/5/91, the County does not pay for retiree health insurance. All 5 current Commissioners were hired after the 1991 date.	If hired after 3/5/91, the County does not pay for retiree health insurance. All 5 current Commissioners were hired after the 1991 date.	
10 Total comp, adjusted for differences in rows 3, 4, and 9.	\$90,787	\$91,521	\$89,721	\$90,223	\$77,230	\$77,941	\$86,365	
	Average total comp: \$86,237 (Used Mult.'s Commissioner salary; Used Wash.'s Full Time salary)						(10.6% below average)	(.01% above average)

\* Clackamas: On 1/1/09 the Board will be changing from 3 members to 5. The salary will also be increasing at that time, to \$80,865.91.



**2008 ELECTED OFFICIAL COMPENSATION SURVEY  
JUSTICE OF THE PEACE**

COMPARISON DATA	CLACKAMAS (population 367,040)	JACKSON (population 189,100)	MARION (population 311,070)	MULTNOMAH (population 701,645)	WASHINGTON (population 772,000)	LANE (population 329,400)	
1 Annual Salary	N/A. This is a State function.	\$55,661 <i>(one full time)</i>	\$42,099	N/A	** JUSTICE COURT JUDGE \$84,512 <i>(see note below)</i>	Current \$49,941 \$37,456 \$24,970	
2 More than 1 Justice Court? How many?		1	2		1	3	
3 Are courts full time?		1 full time, 1 part time	Yes, though work hours are not tracked		Yes	Yes	
4 # of employees in each court		.9 each court (there are a total of 2.8 employees, who travel between the 2 courts)	5 - Stayton /East Marion County, 3 - Woodburn/North Marion County		7	Central=7.0; Oakridge=2.5; Florence=1.75	
5 Deferred Comp?		Optional - Employee paid	401k: County pays 7.5% for Elected Officials. Optional deferred comp plan available		Optional. Employee paid	1% County paid contribution to deferred comp plan.	
6 Is employer's portion of PERS paid by employer?		YES	YES		Optional Participation for elected officials; employee pays the 6%.	YES	
7 County Paid Life Ins.		Yes	Yes		Yes	Yes	
8 County Paid AD&D		Yes	Yes		Yes	Yes	
9 County Paid LTD		Yes	Yes		Yes	Yes	
10 Health Insurance		Yes, with some employee co-pay	2 plans fully paid; 2 have co-pay		Yes - 100% County Paid	Yes - 100% County Paid	
11 Compensation Credits		No	* Can sell comp credit, a value for Justices of the Peace of 4 weeks (7.68%) of base salary.		No	No	
12 Offer retirement health? If so, who pays for elected official?		Eligible for early retiree health ins. Employee pays.	Retiree health insurance is available, but at the employee's cost		Retirees can participate in the County's health plan until age 65, based on the law, at employee's cost.	If hired before 3/5/91, County pays medical insurance for retirees until they are eligible for Medicare, and pays supplemental insurance thereafter. Elected officials can self pay for dental & vision until going on Medicare. If hired after 3/5/91, the County does not pay for insurance.	
13 Does elected officials accrue vacation or time credit? If so, can any of it be paid?		Elected officials do not accrue vacation	Elected officials do not accrue vacation		Not allowed	Elected Officials do not accrue Time Management.	
14 Total compensation, adjusted for differences in rows 5, 6 & 11		\$59,001	\$49,306		\$100,183	\$53,437 \$40,078 \$26,718 <i>(One Justice works 40 hours week, one 30 hours, one 20 hours)</i>	
** Washington now has a Justice Court Judge in the position. Until a few years ago it was a Justice of the Peace with job duties and salary equivalent to JOP's in other counties, but the position and salary have been upgraded. They currently have an attorney in the position, although it does not need to be filled by an attorney; anyone can run. Washington cites cases from the regular court to the Justice Court.						Average total comp full-time Justices of the Peace (excludes Washington's JCJ)	\$54,154
* Comp Credits: New elected officials will not receive comp credits. Instead, the value is rolled into salary. But incumbents may choose to keep comp credits.						Average total comp of full-time Justices, plus Washington's Justice Court Judge	\$69,497

**2008 ELECTED OFFICIAL COMPENSATION SURVEY**  
Includes All Counties in State's Category One\*

**DISTRICT ATTORNEY**

COMPARISON DATA	CLACKAMAS (population 367,040)	DESCHUTES (population 160,810)	DOUGLAS (pop. 103,815)	JACKSON (population 198,615)	LINN (population 111,489)	MARION (population 311,070)	MULTNOMAH (population 701,545)	WASCO (population 372,600)	LANE (population 339,740)
1 COUNTY PAID Annual Salary:	\$32,276	\$25,814	\$23,732	\$19,488	\$16,272 <small>(see note at bottom re longevity)</small>	\$25,646	\$48,044	\$31,704	\$33,120
2 STATE PAID Annual Salary:	\$100,080	\$100,080	\$100,080	\$100,080	\$100,080	\$100,080	\$100,080	\$100,080	\$100,080
3 PERS pick up on ee's County-paid salary?	YES	YES	YES	YES	YES	YES	Optional Participation for elected officials: employee pays 0%.	Optional Participation for elected officials: employee pays 0%.	YES
4 State pays employee's portion of PERS on State wages.	YES	YES	YES	YES	YES	YES	YES	YES	YES
5 Deferred Comp?	457 plan. 6.27% is County paid, based on County wages only (not State)	Optional; employee paid	Optional - Employee paid	Optional - employee paid	Optional - Employee Paid	County paid contribution of 7.5% (on County-paid wages only) to a 401k. Optional deferred comp plan available, employee paid.	Optional - employee paid	Optional - employee paid	1% County paid contribution, based on the salary received from County.
6 County Paid Life Ins.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
7 County Paid AD&D	No	Yes	Optional - Employee paid	Yes	Yes	Yes	Not eligible	Yes	Yes
8 County Paid LTD	\$3,333/mo. pd. Employee can purchase up to 5K additional.	Yes	Optional - employee paid	Yes	Optional - Employee Paid	Yes	Not eligible for STD or LTD	Yes	Yes
9 Health insurance	Several plans. Some have employee co-pay.	Yes, \$35/month employee co-pay	Yes, with some employee co-pay	Yes, with some employee co-pay	Yes. County pays 100% for employees. Depending on plan, there may be small co-pay for dependents.	2 plans fully paid; 2 have co-pay	Yes - 100% County Paid	Yes - 100% County Paid	Yes - 100% County paid
10 Offer retirement health? If so, who pays for elected official?	Yes, DA pays or pre-rated with County contribution beginning with 15 years of service Yes: DA pays	Yes, DA pays, or pre-rated with County contribution beginning with 15 years of service	COBRA - Elected official pays	Eligible for early retiree health insurance. Employee pays.	Retirement health benefits available if elected official applies for PERS retirement. Elected official would then pay full amount of health insurance + 2% admin fee	Retiree health insurance is available, but at the employee's cost.	Retirement health benefits are available. Employee pays.	Retirees can participate in the County's health plan until age 65, based on the law, at employee's cost.	Retirement health benefits are available. Employee pays
11 Does elected officials accrue vacation or time mgmt? If so, can any of it be sold?	Elected officials do not accrue vacation	No accrual	Not allowed	Elected officials do not accrue vacation	Not allowed	Elected officials do not accrue vacation	Not allowed	Not allowed	Elected Officials do not accrue Time Management.
12 Total comp, adjusted for differences in rows 3, 4, 5, 10, 12	\$142,460	\$133,448	\$131,241	\$126,742	\$123,333	\$136,121	\$157,011	\$139,691	\$142,524
							Average total comp of DA's:	\$136,256	Lane County = 4.6% above average

Linn: Elected Officials are eligible for 2.5% longevity pay after 10 years, & an additional 2.5% after 15 years. The longevity, when received, is added to base pay. Figures shown include any longevity.

**2008 ELECTED OFFICIAL COMPENSATION SURVEY**  
Includes Only Those Counties Comparable in Population

**DISTRICT ATTORNEY**

COMPARISON DATA	CLACKAMAS (population 367,040)	DESCHUTES (population 160,810)	JACKSON (population 198,615)	MARION (population 311,070)	MULTNOMAH (population 761,546)	WASHINGTON (population 772,669)	LANE (population 339,740)
1 COUNTY PAID Annual Salary:	\$32,276	\$25,814	\$19,488	\$25,646	\$48,044	\$31,704	\$33,120
2 STATE PAID Annual Salary:	\$100,080	\$100,080	\$100,080	\$100,080	\$100,080	\$100,080	\$100,080
3 PERS pick up on ee's County-paid salary?	YES	YES	YES	YES	YES	Optional Participation for elected officials; employee pays the 6%.	YES
4 State pays employee's portion of PERS on State wages.	YES	YES	YES	YES	YES	YES	YES
5 Deferred Comp?	457 plan. 6.27% is County paid, based on County wages only (not State)	Optional; employee paid	Optional - employee paid	County paid contribution of 7.5% (on County-paid wages only) to a 401k. Optional deferred comp plan available; employee paid.	Optional - employee paid	Optional - employee paid	1% County paid contribution, based on the \$100,080 received from County.
6 County Paid Life Ins.	Yes	Yes	Yes	Yes	Yes	Yes	Yes
7 County Paid AD&D	No	Yes	Yes	Yes	Not eligible	Yes	Yes
8 County Paid LTD	\$3,333/mo. pd. Employee can purchase up to 5K additional.	Yes	Yes	Yes	Not eligible for STD or LTD	Yes	Yes
9 Health Insurance	Several plans. Some have employee co-pay.	Yes; \$35/month employee co-pay	Yes, with some employee co-pay	2 plans fully paid; 2 have co-pay	Yes - 100% County Paid	Yes - 100% County Paid	Yes - 100% County paid
10 Offer retirement health? if so, who pays for elected official?	Yes; DA pays	Yes, DA pays, or pro-rated with County contribution beginning with 15 years of service	Eligible for early retiree health insurance. Employee pays.	Retiree health insurance is available, but at the employee's cost	Retirement health benefits are available. Employee pays.	Retirees can participate in the County's health plan until age 65, based on the law, at employee's cost.	Retirement health benefits are available. Employee pays.
11 Does elected officials accrue vacation or time mgmt? if so, can any of it be sold?	Elected officials do not accrue vacation	No accrual	Elected officials do not accrue vacation	Elected officials do not accrue vacation	Not allowed	Not allowed	Elected Officials do not accrue Time Management.
12 Total comp. adjusted for differences in rows 3, 4, 5, 10, 12	\$142,460	\$133,448	\$126,742	\$136,121	\$157,011	\$139,691	\$142,524
					Average total comp w/ Multnomah:	\$139,246	Lane County = 2.3% above average
					Average total comp w/o Multnomah:	\$135,692	Lane County = 5% above average

## Elected Officials Compensation Board Recommendations

## FY08-09 Cost Analysis

	<u>Current</u>	<u>Proposed</u>	<u>1% COLA</u>	<u>2% COLA</u>	<u>3% COLA</u>
<b>SHERIFF</b>					
Base Salary	\$113,568	\$122,000			
Total w/ DC & PERS	<b>\$121,518</b>	<b>\$130,540</b>			
Undersheriff Total Comp	<b>\$122,869</b>	<b>\$122,869</b>			
Differential	-1.10%	6.2432%			
W/ statutory benefits	\$157,780	\$169,495			
FY08-09 Incr costs		<b>\$11,715</b>	\$1,695	\$3,390	\$10,170
			<b>Max Inc Costs:</b>		<b>\$21,884</b>
<b>COMMISSIONERS (5)</b>					
Base Salary	\$364,210	\$392,000			
W/ statutory benefits	\$505,997	\$544,606			
FY08-09 Incr costs		<b>\$38,609</b>	\$5,446	\$10,892	\$32,676
			<b>Max Inc Costs:</b>		<b>\$71,285</b>
<b>ASSESSOR</b>	\$102,190	NA			
	\$141,973		\$1,420	\$2,839	\$8,518
<b>DISTRICT ATTORNEY</b>	\$33,120	NA			
	\$46,014		\$460	\$920	\$2,761
<b>JUSTICES OF THE PEACE</b>	\$49,941	NA			
	\$37,456	NA			
	<u>\$24,970</u>	NA			
	\$112,367		\$1,124	\$2,247	\$6,742

<b>Max Total Inc Costs: \$111,190</b>
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**LANE COUNTY**  
**Cost-of-Living Adjustments (COLAs) Compared to Inflation Index (Consumer Price Index)**

	General Employees	LCPOA (Deputies)	Elected Officials <i>Except BCC</i>	Commissioners	CPI for Portland Salem Urban Wage Earners and Clerical Workers
7-1-94	—	—	—	—	2.9%
12-3-94	6%	6%	—	—	
7-1-95	2%	2%	—	—	2.9%
7-1-96	—	—	—	—	3.5%
7-1-97	—	2%	3%	3%	3.4%
12-27-97	—	2%	—	—	
3-21-98	—	—	—	—	
7-1-98	—	1.7%	2%	2%	1.9%
1-1-99	—	2%	—	—	—
4-1-99	5%	—	—	—	—
7-1-99	2%	2%	2%	—	3.3%
7-1-00	3.25%	2%	3.25%	—	3.1%
1-1-01	—	—	—	2%	—
7-1-01	3.25%	6.0%	3.25%	3.25%	2.5%
1-1-02	—	1.0%	—	—	—
7-1-02	3.25%	3.25%	3.25%	3.25%	.8%
7-1-03	—	—	—	—	1.6%
7-1-04	2%	2%	2%	2%	2.3%
7-1-05	2%	2%	2%	2%	2.6%
7-1-06	—	—	—	—	2.7%
7-1-07	—	2%	—	—	3.7%
7-1-08	—	2%	—	—	4.1%
<b>Total:</b>	<b>28.75%</b>	<b>37.95%</b>	<b>20.75%</b>	<b>17.5%</b>	<b>41.3%</b>