



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, April 5th, 2023

10:00 a.m. – 11:30 a.m.

Remote- Zoom

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

Attendees:

Joshua Burstein – HR Manager, LCOG

Cheri Billard – VP of Human Resources, UO Foundation

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

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

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.

<https://us06web.zoom.us/j/86096752634?pwd=T0k1eG8rRG4vanUvc3dJOE8vUUlvZz09>

Passcode: 543047

Or One tap mobile :

US: +12063379723,,86096752634# or +12532158782,,86096752634#

Or Telephone:

Dial(for higher quality, dial a number based on your current location):

US: +1 206 337 9723 or +1 253 215 8782

Webinar ID: 860 9675 2634

International numbers available: <https://us06web.zoom.us/j/kcSJFwxwE>

To: Lane County Elected Officials Compensation Board
From: Eliza Kashinsky, Sr. Classification and Compensation Analyst
Date: 3/14/2023- Updated 3/23/2023
Re: Elected Officials Compensation Adjustment Options

Options Provided:

The below tables provide several options for potential adjustments of Lane County Elected Officials compensation.

- Option 1 includes all elected officials receiving a 2% Cost of Living Adjustment, which is consistent with the Cost of Living Adjustments that have been provided to represented and non-represented staff.
- Option 2 includes a 2% COLA for all positions, and an additional market adjustment for the County Commissioners, District Attorney, Sheriff¹, and potentially the Assessor to bring compensation within the “highly competitive” range in comparison with the average of our five county comparators. Highly competitive is defined as a +/-5% difference from the comparator average.
- Option 3 includes a 2% COLA for all positions, and an additional market adjustment for all positions to bring the compensation as close as possible to the average of our comparators.

Exclusion of Paid Leave from Total Compensation Calculations:

Lane County’s standard methodology for determining total compensation includes accounting for the variations in Paid Leave accruals provided to employees of different Counties. Lane County and all our comparator counties provide some amount of paid leave accruals to their regular, full-time employees. However, only Marion and Washington County report providing paid leave accruals to elected officials.

This does not mean that Lane County’s elected officials are unable to take vacation or a sick day; rather, that they are paid on a true salaried basis and receive their full salaries even when taking time for sick or vacation without being required to use a paid leave bank or take unpaid leave. The ability of Lane County Elected Officials to take paid leave even without receiving a specific paid leave accrual is not reflected in the total compensation methodology, and creates a kind of apples-to-oranges comparison between Marion and Washington in this particular area of compensation. It particularly impacts the District Attorney and Justice of the Peace positions². To better reflect variation the way in which paid leave for elected officials is handled between Counties, comparisons were included that show Lane County’s difference from market average excluding the Paid Leave portion, and as well 2 additional options were provided that show what adjustments would be needed to bring compensation into the “highly competitive” range and to match the average as closely as possible with the paid leave factor excluded from the analysis.

Assessor Compression:

A final chart shows the impact of each scenario on salary compression between the Assessor and their highest paid report. Scenarios that relieve the compression are highlighted in green; those that do not are highlighted in red. No other elected officials are experiencing potential compression.

¹ During the course of creating the scenarios, an error was found in the attribution of the Sheriff’s Certification Pay in the December 2022 Compensation Study. A corrected survey for the Sheriff is attached.

² For the District Attorney, this is because the Counties are responsible for only a portion of the salary, with the state paying for the rest. For the Justice of the Peace, this is because the Lane County position is part time.

Scenario 1: 2% Cost of Living Adjustment

	Current Salary	% COLA Increase	Market Adjustment	Total % Increase	\$ Increase	New Salary	Comps vs Lane Co	Comps vs. Lane Co (exclude Paid Leave)
Assessor (a)	\$133,648	2%	0%	2%	\$2,672	\$136,320	-13.3%	-5.6%
Assessor (b)	\$133,648	2%	0%	2%	\$2,672	\$136,320	-4.3%	0.4%
Commissioner	\$87,869	2%	0%	2%	\$1,757	\$89,626	-33.3%	-25.3%
District Attorney*	\$61,516	2%	0%	2%	\$1,230	\$62,746	-9.3%	-1.6%
JoP**	\$57,859	2%	0%	2%	\$1,157	\$59,016	-2.4%	4.7%
Sheriff	\$170,865	2%	0%	2%	\$3,417	\$174,282	-5.6%	1.2%

Assessor (a) includes Washington County's unelected assessor in the comparators. Assessor (b) omits Washington County's unelected assessor. Red highlighted Assessor scenarios do not address compression; green highlighted assessor scenarios do address compression.

*District Attorney reflects Lane County contribution to salary. State contribution of \$146,172 is not included.

**Justice of the Peace is a half-time position.

Scenario 2: 2% Cost of Living Adjustment, plus market adjustment to bring within 5%

	Current Salary	% COLA Increase	Market Adjustment	Total % Increase	\$ Increase	New Salary	Comps vs Lane Co	Comps vs. Lane Co (exclude Paid Leave)
Assessor (a)	\$133,648	2%	8.3%	10.3%	\$13,765	\$147,413	-5.1%	2.1%
Assessor (b)	\$133,648	2%	0%	2%	\$2,672	\$136,320	-4.3%	0.4%
Commissioner	\$87,869	2%	29.7%	31.7%	\$27,854	\$115,723	-4.9%	1.4%
District Attorney*	\$61,516	2%	4.6%	6.6%	\$4,061	\$65,576	-5%	2.4%
JoP**	\$57,859	2%	0%	2%	\$1,247	\$59,016	-2.4%	4.7%
Sheriff	\$170,865	2%	.6%	2.6%	\$4,442	\$175,307	-5%	1.8%

Scenario 3: 2% Cost of Living Adjustment, plus market adjustment to match comparator average

	Current Salary	% COLA Increase	Market Adjustment	Total % increase	\$ Increase	New Salary	Comps vs Lane Co	Comps vs. Lane Co (exclude Paid Leave)
Assessor (a)	\$133,648	2%	13.92%	15.92%	\$21,647	\$155,295	0%	6.8%
Assessor (b)	\$133,648	2%	4.51%	6.51%	\$8,816	\$142,464	0%	4.5%
Commissioner	\$87,869	2%	35.84%	37.84%	\$32,121	\$121,748	0%	5.4%
District Attorney*	\$61,516	2%	10.33%	12.33%	\$6,480	\$69,226	0%	7%
JoP**	\$57,859	2%	2.33%	4.33%	\$2,532	\$60,391	0%	6.9%
Sheriff	\$170,865	2%	5.83%	7.83%	\$13,378	\$184,243	0%	6.4%

Scenario 4: 2% Cost of Living Adjustment, plus market adjustment to match comparator average w/out paid leave

	Current Salary	% COLA Increase	Market Adjustment	Total % increase	\$ Increase	New Salary	Comps vs. Lane Co (exclude Paid Leave)
Assessor (a)	\$133,648	2%	5.81%	7.81%	\$10,593	\$144,241	0%
Assessor (b)	\$133,648	2%	0%	2%	\$2,673	\$136,321	0.4%
Commissioner	\$87,869	2%	25.06%	27.06%	\$24,221	\$112,090	0%
District Attorney*	\$61,516	2%	1.78%	3.78%	\$2,345	\$63,861	0%
JoP**	\$57,859	2%	0%	2%	\$1,247	\$59,016	4.7%
Sheriff	\$170,865	2%	0%	2%	\$3,417	\$174,282	1.2%

Scenario 5: 2% Cost of Living Adjustment, plus market adjustment to bring within 5% w/out paid leave

	Current Salary	% COLA Increase	Market Adjustment	Total % increase	\$ Increase	New Salary	Comps vs. Lane Co (exclude Paid Leave)
Assessor (a)	\$133,648	2%	1%	3%	\$4,009	\$137,657	-4.6%
Assessor (b)	\$133,648	2%	0%	2%	\$8,816	\$136,321	0.4%
Commissioner	\$87,869	2%	19.1%	21.1%	\$18,540	\$106,409	-5%
District Attorney*	\$61,516	2%	0%	2%	\$1,230	\$62,746	-4.7%
JoP**	\$57,859	2%	0%	2%	\$1,247	\$59,016	4.7%
Sheriff	\$170,865	2%	0%	2%	\$3,417	\$174,282	1.2%

Assessor Compression Under Different Scenarios

Scenario	Proposed Assessor Salary	Direct Report Salary	% Difference
2% COLA	\$136,321	\$130,666	4.3%
2% COLA, 8.3% Market (Scenario 2a)	\$147,413	\$130,666	12.8%
2% COLA, 13.92% Market (Scenario 3a)	\$155,295	\$130,666	18.8%
2% COLA, 4.51% Market (Scenario 3b)	\$142,464	\$130,666	9%
2% COLA, 5.81% Market (Scenario 4a)	\$144,241	\$130,666	10.4%
2% COLA, 1% Market (Scenario 5a)	\$137,657	\$130,666	5.4%

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%
Vacation/Sick Leave	\$0.00	\$0	\$0.00	\$20,972	\$24,675	\$0		
Holidays	\$0.00	\$7,829	\$0.00	\$8,251.20	\$9,047.58	\$0		
Base Salary, Retirement, Time Off	\$235,969.09	\$209,522	\$169,443	\$232,134	\$247,575	\$195,606	\$218,929	-11.9%
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	\$210,422	\$169,443	\$232,134	\$253,369	\$203,946	\$220,267	-8.0%
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	\$209,342	\$168,850	\$230,054	\$250,590	\$203,106	\$218,645	-7.7%
NOTES								
*Based on highest possible contribution level								

Compression Review		
17.0%	% Differential with Chief Deputy	
11.9%	% Differential after merit	