



Elected Officials

Compensation Study

Analysis & Proposals



Elected Officials Compensation Study

- ORS Chapter 204 provides guidance in regard to compensation of County Officers, Deputies, and Other Employees.
- ORS 204.112 states that the county governing body shall appoint a county compensation board with three to five members, who are knowledgeable in personnel and compensation management.
- By Order No. 2018-083, three members were appointed in 2018. Appointments are conducted as members resign from the committee.
 - Andrew G. Biggs (American Enterprise Institute)
 - Jeremy Prinsen (City of Klamath Falls)
 - Toni Thompson (City of Klamath Falls)



Elected Officials Compensation Study

Overview of Process:

- **Comparators are established by evaluating all counties based upon:**
 - Population
 - General Law Counties and Comparable Home Rule Counties
- **Tillamook and Lincoln Counties were unresponsive.**



Elected Officials Compensation Study

County Demographics

County	Population	Budget	FTE
Tillamook	25,845	\$84,035,085	255
Union	26,222	\$39,604,801	156
Lincoln	44,520	\$101,420,417	242
Columbia	50,000	\$65,000,000	200
Klamath	66,443	\$200,987,440	479
Polk	81,826	\$86,738,809	396
Josephine	86,352	\$122,089,000	436
Yamhill	105,035	\$138,029,214	601



Elected Officials Compensation Study

- **Compensation Evaluation**
 - On the following pages, the graphs show Klamath County's figures compared to the Comparables' averages as 100%.
 - Standard compensation practices consider +/- 5% to be comparable match for increases when adjusting salary
 - The Compensation Committee expanded this practice to consider +/- 10% to be comparable match and the historical CPI increases.



Elected Officials Compensation Study

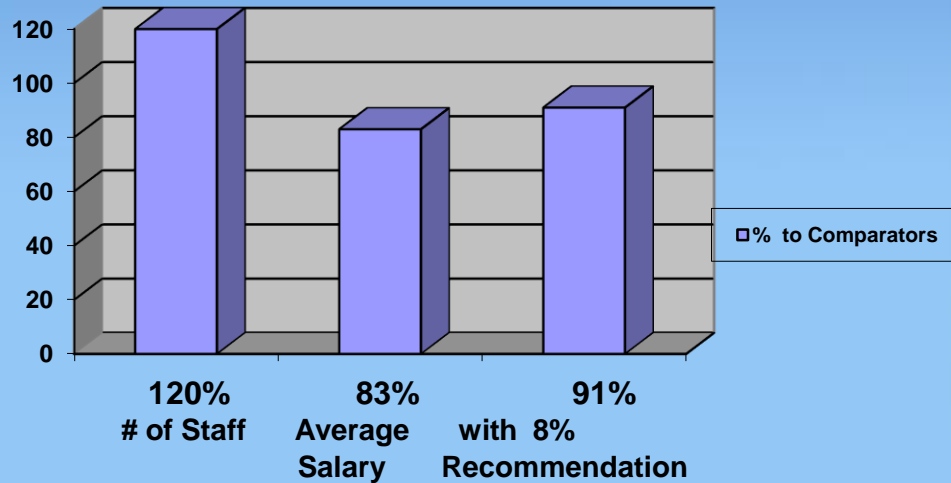
- **Klamath County Officials are evaluated against the comparators' averages of:**
 - Salary
 - Staff
- **Committee Considered:**
 - Each position's actual wage increases verses CPI over the last 14 years.
 - Extreme high or low comparable wages were discussed.
 - Comparables with different FTEs were compared based upon hours worked and rates of pay.
 - The average annual salary of the comparables.



Elected Officials Compensation Study

County Assessor

Headcount: 12
Current Annual Salary: \$70,580



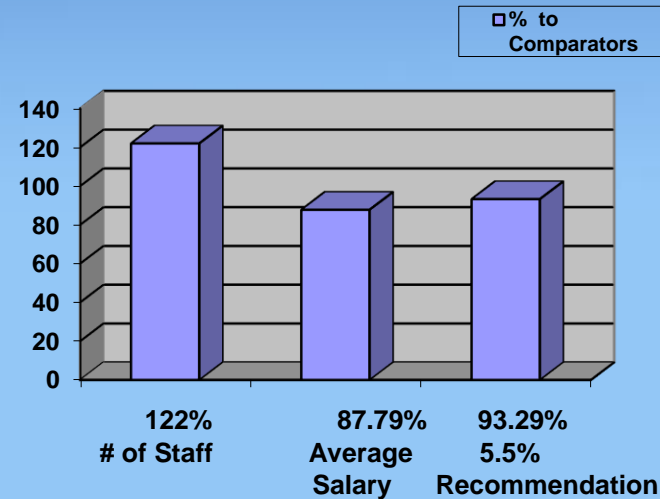
- The recommendation for the Assessor is an 8% increase in lieu of a COLA for 2019-2020
 - 8% will bring it to within 8.8% of average
 - Fiscal Impact (unloaded) of \$5,647



Elected Officials Compensation Study

County Clerk

Headcount: 4.875
Current Annual Salary: \$69,361.20



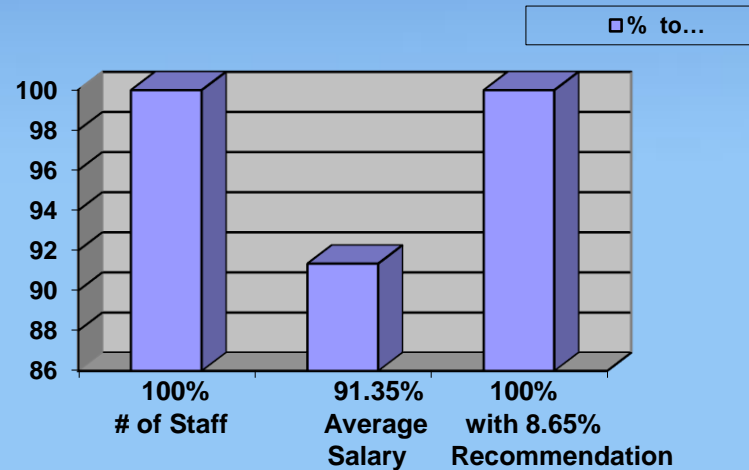
- The recommendation for the Clerk is an 5.5% increase in lieu of a COLA for 2019-2020
 - 5.5% will bring it to within 6.7% of average
 - Fiscal Impact (unloaded) of \$3,815



Elected Officials Compensation Study

County Commissioner

Headcount: 3
Current Annual Salary: \$71,182.08



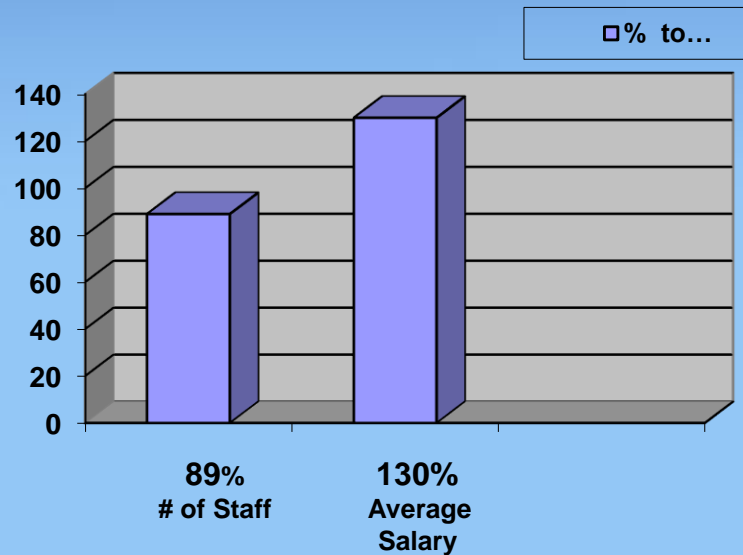
- The recommendation for the Commissioners is an 8.65% increase in lieu of a COLA for 2019-2020
 - 8.65% will bring the wage to average
 - Fiscal Impact (unloaded) of \$6,154.21 per Commissioner



Elected Officials Compensation Study

State District Attorney

Headcount: 17
Current Annual Salary: \$20,901



- The recommendation for the DA is a 2% COLA increase only for 2019-2020
 - The District Attorney is over the comparator Average



Elected Officials Compensation Study

County Justice of the Peace

Headcount: 1

Current Annual Salary: \$43,800

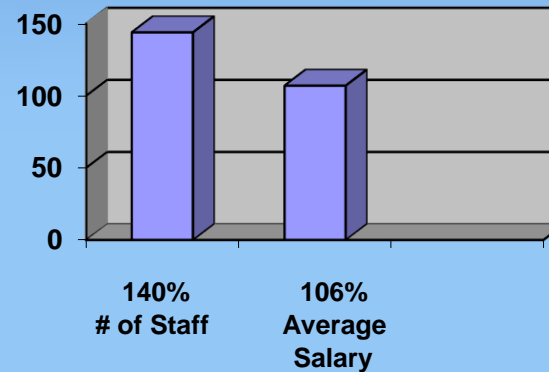
- The recommendation for the Justice of the Peace is the 2% COLA increase only for 2019-2020
- There were only two (2) responses from comparable Counties and each of the counties have such a vast difference on hours worked/way to pay/benefits that it was difficult to use them as comparables. The committee determined that the rate of pay was acceptable to not provide an additional increase above the COLA



Elected Officials Compensation Study

County Sheriff

Headcount: 95
Current Annual Salary: \$101,141



- The recommendation for the Sheriff is a 2% COLA increase only for 2019-2020
 - The Sheriff is over the comparator average



Elected Officials Compensation Study

County Surveyor

Headcount: 0
Current Annual Salary: \$18,808

- The recommendation for the Surveyor is the 2% COLA increase only for 2019-2020
- The responses from the comparable Counties have such a vast difference on hours worked/way to pay/benefits that it was difficult to use them as comparables. The committee determined that the rate of pay was acceptable to not provide an additional increase above the COLA



Elected Officials Compensation Study

County Treasurer

Headcount: 1

Current Annual Salary: \$18,541

- The recommendation for the Treasurer is the 2% COLA increase only for 2019-2020
- The responses from the comparable Counties have such a vast difference on hours worked/way to pay/benefits that it was difficult to use them as comparables. The committee determined that the rate of pay was acceptable to not provide an additional increase above the COLA



Elected Officials Compensation Study

Summary of Pay Actions for 2018-2019 Budget Cycle

Position	Recommendation	Approved
Assessor	Increase 8% (No Cola)	
Clerk	Increase 5.5% (No Cola)	
Commissioner	Increase 8.65% (No Cola)	
District Attorney	2% Cola Only	
Justice of the Peace	2% Cola Only	
Sheriff	2% Cola Only	
Surveyor	2% Cola Only	
Treasurer	2% Cola Only	