



Memorandum Date: August 24, 2020

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TO: Lane County Budget Committee

FROM: Elected Officials Compensation Board (EOCB)

PRESENTED BY: Joshua Burstein, EOCB Chair  
Darcy Dillon, Senior Workforce Analyst

AGENDA ITEM TITLE: In the Matter of Adjusting the Base Annual Salaries of Lane County's Elected Officials Consistent with the Market Comparators

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I. MOTION

APPROVE THE RECOMMENDATION OF THE LANE COUNTY ELECTED OFFICIALS COMPENSATION BOARD IN THE MATTER OF ADJUSTING THE BASE ANNUAL SALARIES OF LANE COUNTY'S ELECTED OFFICIALS CONSISTENT WITH THE MARKET COMPARATORS AND FORWARD THE RECOMMENDATIONS FOR FINAL APPROVAL TO THE LANE COUNTY BOARD OF COMMISSIONERS

II. AGENDA ITEM SUMMARY

The Budget Committee is being asked to consider the base salary increase recommendations of the Lane County Elected Officials Compensation Board (EOCB) as outlined below.

Increase the base annual salaries for each elected position for calendar years 2021 and 2022 as follows:

Assessor

The EOCB recommends the following preferred allocation:

Year 1: 4.1% or \$4,993 (Four and one-tenth percent or four thousand nine hundred ninety-three dollars), effective the first full pay period following January 1, 2021, for a new base salary of \$125,696; and

Year 2: 2.0% (Two percent) increase effective the first full pay period following January 1, 2022;

Alternatively, provide a combined increase of 6.1% (Six and one-tenth percent) over the two calendar years with the allocation between the two years determined by the Lane County Commissioners.

**District Attorney**

The EOCB recommends the following preferred allocation:

Year 1: 3.4% increase on county base salary stipend or \$1,562 (Three and four-tenths percent or one thousand five hundred sixty-two dollars), effective the first full pay period following January 1, 2021, for a new county base salary of \$48,104; and

Year 2: 1.0% (One percent) increase on county base salary stipend effective the first full pay period following January 1, 2022;

Alternatively, provide a combined increase of 4.4% (Four and four-tenths percent) over the two calendar years with the allocation between the two years determined by the Lane County Commissioners.

**Justice of the Peace**

The EOCB recommends the following preferred allocation:

Year 1: 2% or \$971 (Two percent or nine hundred seventy-one dollars), effective the first full pay period following January 1, 2021, for a new base salary of \$49,530; and

Year 2: 2% (Two percent) effective the first full pay period following January 1, 2022;

Alternatively, provide a combined increase of 4.0% (Four percent) over the two calendar years with the allocation between the two years determined by the Lane County Commissioners.

**Sheriff**

The EOCB recommends the following preferred allocation:

Year 1: No increase for calendar year 2021

Year 2: 1.0% (One percent) effective the first full pay period following January 1, 2022;

Alternatively, provide a combined increase of 1.0% (One percent) over the two calendar years with the allocation between the two years determined by the Lane County Commissioners.

**Commissioners** – three options are provided below.

**Option 1:** The EOCB recommends the following preferred allocation:

Year 1: 21.3% or \$18,677 (Twenty-one and three-tenths percent or eighteen thousand six hundred seventy-seven dollars), effective the first full pay period following January 1, 2021, for a new base salary of \$106,546; and

Year 2: 1% (One percent) effective the first full pay period following January 1, 2022;

Alternatively, provide a combined increase of 22.3% (Twenty-two and three-tenths percent) over the two calendar years with the allocation between the two years determined by the Lane County Commissioners.

**Option 2:** The EOCB recommends the following preferred allocation:

Year 1: 15.2% or \$13,344 (Fifteen and two-tenths percent or thirteen thousand three hundred forty-four dollars) effective the first full pay period following January 1, 2021, for a new base salary of \$101,213; and

Year 2: 2.0% (Two percent) effective the first full pay period following January 1, 2022;

Alternatively, provide a combined increase of 17.2% (Seventeen and two-tenths percent) over the two calendar years with the allocation between the two years determined by the Lane County Commissioners.

**Option 3:** The EOCB recommends the following preferred allocation:

Year 1: 9.43% or \$8,283 (Nine and forty-three hundredths percent or eight thousand two hundred eighty-three dollars), effective the first full pay period following January 1, 2021, for a new base salary of \$96,152; and

Year 2: 2.0% (Two percent) effective the first full pay period following January 1, 2022.

Alternatively, provide a combined increase of 11.43% (Eleven and forty-three hundredths percent) over the two calendar years with the allocation between the two years determined by the Lane County Commissioners.

### III. BACKGROUND/IMPLICATIONS OF ACTION

#### A. Board Action and Other History

Lane Manual 3.705 sets for the scope of the Elected Officials Compensation Board (EOCB) to recommend to the Budget Committee and to the Board of County Commissioners a compensation schedule for County elected officials.

On September 17, 2018, the Lane County Budget Committee reviewed the recommendations of the Elected Officials Compensation Board and approved forwarding the Year 1 and Year 2 recommendations for the District Attorney, Assessor, Sheriff and Justice of the Peace to the Board of Commissioners for consideration.

For the Commissioner positions, the Lane County Budget Committee rejected the recommendations and developed their own recommendations of a 3% market adjustment to base annual salary plus a 2% COLA for both Year 1 and Year 2.

On October 16, 2018 the Board of Commissioners considered the recommendations of the Lane County EOCB and the Lane County Budget Committee and approved an increase to the annual base salary for the Assessor of \$16,812.20, Sheriff of \$17,646.49, Justice of the Peace of \$933.48 and District Attorney of \$11,955, effective the first full pay period following January 1, 2019 and a 2% COLA effective the first full pay period following January 1, 2020 (Order Nos. 18-10-16-10 and 18-10-16-11).

On October 16, 2018 the Board of Commissioners rejected the recommendation of the Lane County Budget Committee for increases to the Commissioner positions and approved a 2% COLA or \$1,689.14 effective the first full pay period following January 1, 2019 and a 2% COLA effective the first full pay period following January 1, 2020 (Order No. 18-10-16-12).

Pursuant to the Lane Manual, the Elected Officials Compensation Board convened in 2020 to deliberate and develop the recommendations contained in the following document. All four members of the EOCB members that were present for the 2018 deliberations returned for this session. There is currently one vacant position on the EOCB.

The EOCB held three public meetings on July 9, 2020, July 23, 2020 and July 30, 2020 which included analysis of data provided by county staff. The Justice of the Peace, Rick Brissenden attended the meeting on July 9 and the Assessor, Mike Cowles, attended all three meetings.

For a history of activity from 2008 to April 2018, see Attachment 5.

B. Policy Issues

Compensation for Lane County's elected officials is governed by Lane Manual 3.705, which requires the Human Resources Director to convene the Elected Officials Compensation Board (EOCB) at least once each year in which a general election is held. The EOCB must meet initially 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, those changes must then be approved by the Board of Commissioners. The Lane Manual only requires the Budget Committee to review

compensation changes for commissioner positions. However, the current Budget Officer, Steve Mokrohisky, has requested Budget Committee review of all Elected Official positions and to forward their recommendations to the full Board of Commissioners.

Any changes to the Board of Commissioners' compensation cannot take effect until January 1 of the year following the general election. Changes to other elected officials' compensation may take effect immediately, may be retroactive, or may have a future implementation date.

Section 25 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 26 (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 3.705 states:

“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....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

County-wide priorities are directed and supported by the Board of Commissioners and the County has a strategic priority of “*Our People & Partnerships: Provide a safe, healthy, and inclusive work environment that attracts and retains a diverse, highly skilled workforce with a deeply embedded commitment to delivering value and service to the residents of Lane County through fiscal resilience and partnership.*”

The County’s ability to attract and retain the best talent for elected official positions is crucial to providing the highest quality services for residents and the EOCB recommendations align with this strategic priority.

D. Financial and/or Resource Considerations (pending from Budget)

All of these positions are paid with the General Fund. Total Additional Cost for the EOCB recommendations for FY 20-21 and FY 21-22 are projected at:

Assessor - \$3,696 Year 1; \$9,252 Year 2 for Total of \$12,948

District Attorney – \$1,158 Year 1; \$2,656 Year 2 for Total of \$3,814

Sheriff - \$0 Year 1; \$1,164; Year 2 for Total of \$1,164

Justice of the Peace- \$720 Year 1; \$2,176 Year 2 for Total of \$2,896

Commissioners -

(Option 1) \$67,682 Year 1; \$139,205 Year 2 for Total \$206,887; or

(Option #2) \$48,383 Year 1; \$104,024 Year 2 for Total \$152,407; or

(Option #3) \$29,993 Year 1; \$66,905 Year 2 for Total \$96,898

E. Health Implications

There are no health implications associated with this action.

F. Analysis

The County is charged with maintaining an equitable, competitive and competent workforce to provide County services to the community. Competitive compensation for services is a component of maintaining a vibrant workforce.

The EOCB analyzed market data from March/April 2020 for Clackamas, Deschutes, Jackson, Marion and Washington counties as indicated on the spreadsheets prepared by Lane County staff, See Attachment 1.

Along with total compensation information, the EOCB considered wage compression with subordinates and the salaries for other appointed department directors as specified in Lane Manual Section 3.705.

In the 2018 EOCB session, different methodologies were used for each position in order to more aggressively obtain market competitiveness. For this 2020 session, the EOCB decided to use an overall total compensation methodology for the elected positions in order to align with the market comparison methodology used for the County's non-elected positions, with the exception of the Justice of the Peace position. The EOCB also determined to continue using all five county comparators, including Washington County, in its analysis to again align with the methodology used by Lane County for its non-elected positions.

The overarching goals were to treat the first year recommendations as a truing up to align with the market comparators and then to avoid falling behind compensation in the second year. Additionally, the EOCB considered the COLA increases approved for the County's non-represented employees and those already bargained for under its eight collectively bargained agreements impacting years 2020, 2021 and 2022.

In determining the appropriate increases for the positions, the EOCB discussed the current COVID-19 pandemic, the unknown duration of the pandemic, and the uncertain impact on County revenue. At the same time, the EOCB did not want the County to lose any more ground in market competitiveness of the elected positions. Therefore, the EOCB is providing both a preferred recommendation on the allocation of increases and is also providing the County with flexibility to alternatively consider the combined percent of increase for the two years and to allocate the recommended pay increases over the two years in a manner the County sees fit.

Assessor: Prior to the 2018 increase, the Assessor position had not received a pay increase since 2008 and was experiencing significant compression issues with a subordinate position. In January 2019 the Assessor received a base salary increase of \$16,812.20 and received a 2% COLA in January 2020.

The EOCB used the average total compensation of the five county comparators as the benchmark for determining the salary increase needed to maintain market competitiveness for this position, See Comps 2020AVG column in Attachment 1.

On a total compensation basis the market data shows that Lane County's Assessor is currently under market by 3.9%.

Comparing the current base salary of \$120,703 with the salaries of Lane County's appointed department directors, this position is under the average of \$154,665. See Attachment 2. A compression analysis shows that the Assessor is currently paid 2.0% less than the highest paid subordinate position (Sr. Manager), See Attachment 3.

In order to align the base salary to the average total compensation figure, the EOCB preferably recommends a 4.1% increase in Year 1, effective the first full pay period following January 1, 2021 for a new annual base salary of \$125,696. This recommendation provides for a truing up in the first year with the market and creates a 1.1% differential with the highest paid subordinate classification. Given the concerns over base salary compression and equity with the appointed department directors the EOCB is recommending a 2% COLA in Year 2 effective the first full pay period after January 1, 2022.

Although the above 4.1% increase in Year 1 and 2% increase in Year 2 is the *preferred* recommendation, the EOCB is alternatively recommending that the Lane County Commissioners consider the combined total increase of 6.1% over two years and allocate accordingly in order to allow for flexibility in these uncertain times due to the pandemic.

District Attorney: Prior to the 2018 increase, the District Attorney position had not received a pay adjustment to the County stipend portion since 2008. In January 2019 the District Attorney received a base salary increase of \$11,955 and received a 2% COLA in January 2020.

Comparing the total annual salary of \$182,022.81 with the salaries of Lane County's appointed department directors, this position is higher than the average of \$154,665, and is also higher than the County Counsel's salary of \$178,630. See Attachment 2. The compression analysis shows that the District Attorney is currently paid 19.1% more than the highest paid subordinate position, Sr. Prosecutor. Additionally, the EOCB considered the salary of the Deputy District Attorney classification, although not a currently approved and budgeted position, and found the District Attorney is currently paid 1.9% higher than the top of the range for the potential position. The current District Attorney confirmed there is no intention to fill the Deputy District Attorney role at this time but future District Attorneys may decide differently; therefore, the EOCB did not want to totally dismiss an analysis of pay compression between the two roles. See Attachment 3.

The EOCB used the average total compensation of the five county comparators as the benchmark for determining the salary increase needed to maintain market competitiveness for this position. See Comps 2020AVG column in Attachment 1. On a total compensation basis considering the County stipend portion of base wage, the market data shows that Lane County's District Attorney is currently under market by 3.0%.

In order to align the base salary to the average total compensation figure, the EOCB preferably recommends a 3.4% increase in Year 1, effective the first full pay period following January 1, 2021, for a new annual base salary of \$48,104. This recommendation provides for a truing up in the first year with the market. Considering the lack of compression issues with subordinates and no equity issues with other county department heads, the EOCB is recommending a 1.0% COLA in Year 2 effective the first full pay period after January 1, 2022 to keep pace with the other county employee groups.

Although the above 3.4% increase in Year 1 and 1.0% increase in Year 2 is the *preferred* recommendation, the EOCB is alternatively recommending that the Lane County Commissioners consider the combined total increase of 4.4% over two years and allocate accordingly in order to allow for flexibility in these uncertain times due to the pandemic.

Justice of the Peace: The Justice of the Peace received pay increases in 2017 and 2018 and received 2% COLA increases in January 2019 and 2020. The current base pay is \$48,559 for .50 FTE. On a total compensation basis the market data shows the Justice of the Peace is under market by 8.2%, see Comps 2020AVG column in Attachment 1.

The EOCB considered the comparability of the position with the five county comparators on the basis of FTE of the position, department FTE, department personnel services budget and case load, in order to determine if using the average total compensation methodology was viable. See Attachment 1. Lane County had 1,161 cases filed in 2019, compared to 20,000+ cases in Clackamas County, 17,000+ cases in Jackson, and Marion Counties, 6,300 cases in Deschutes County and 3,000 cases in Washington County.

The EOCB also considered the difference in base salary compared to the county with the most similar population size, Marion County. Marion County pays 1.5% higher base salary. The EOCB additionally considered salary compression and equity with appointed department director positions, and determined there were no compression concerns and the position is not comparable with appointed department director positions. Based on the disparity between Lane County's Justice of the Peace and the other five counties, the EOCB felt that a cost of living increase would be appropriate and would keep the salary increase similarly aligned with increases already approved for the other employee groups.

The EOCB therefore preferably recommends a 2.0% increase in Year 1, effective the first full pay period following January 1, 2021, for a new annual base salary of \$52,495 and a 2.0% increase in Year 2 effective the first full pay period following January 1, 2022.

Although the above 2.0% increase in Year 1 and 2% increase in Year 2 is the *preferred* recommendation, the EOCB is alternatively recommending that the Lane County Commissioners consider the combined total increase of 4.0% over two years and allocate accordingly in order to allow for flexibility in these uncertain times due

to the pandemic.

Sheriff: Using the average total compensation of the five county comparators as the benchmark for determining whether a salary increase is needed to maintain market competitiveness for this position, the market data shows that Lane County's Sheriff is over market by 0.57%. See Comps 2020AVG column in Attachment 1.

Comparing the current base salary with certification pay of \$160,049 with the salaries of Lane County's appointed department directors, this position is slightly higher than the average of \$154,665. See Attachment 2.

Per ORS 204.112(4), the sheriff's salary shall be fixed in an amount which is not less than that for any member of the sheriff's department. A compression analysis shows that the Sheriff is currently paid 23.6% higher than the highest paid subordinate position (Chief Deputy/Assistant Department Director). See Attachment 3. After the current Chief Deputy receives his regular merit in April 2021, the Sheriff's salary will be 20.0% higher than the Chief Deputy's, therefore there are no current or near-future compression issues.

In order to be consistent with its methodology of using total compensation, and seeing no compression or internal equity issues, the EOCB does not recommend a salary increase in calendar year 2021. The EOCB then considered what increase, if any, would be appropriate for 2022. In comparing the Lane County Sheriff's base salary with the other counties, the Sheriff's salary is 3.3% under market. The EOCB determined a need to balance the total compensation alignment with the under-market base salary and therefore recommends a 1.0% COLA in Year 2, effective the first full pay period following January 1, 2022.

Although the above recommendation of no increase in Year 1 and 1% increase in Year 2 is the *preferred* recommendation, the EOCB is alternatively recommending that the Lane County Commissioners consider the combined total increase of 1.0% over two years and allocate accordingly in order to allow for flexibility in these uncertain times due to the pandemic.

Commissioners: Prior to 2017's increase, there had been no salary increases for the commissioners since 2010 and there were no increases approved for 2018. In January 2019 the commissioners received a 2% COLA equating to a base salary increase of \$1,689.14 and received a second 2% COLA in January 2020 for a current base salary of \$87,869.

On a total compensation basis the market data shows that Lane County Commissioners are continuing to fall in competitiveness and are currently under market by 19.8%. The EOCB again determined that their primary focus was to try to keep pace with the market for the commissioner positions but understood that moving their salaries in large increments could be problematic. In order to balance the need to provide some increase to the Commissioners with the ability

to pay, political nuances, and the uncertainty of the pandemic, the EOCB again developed three options of recommendations based on three different methodologies for the Budget Committee and Board of Commissioners to consider.

**Option 1:** The EOCB used the average total compensation of the five county comparators as the benchmark for determining the salary increase needed to maintain market competitiveness for this position, See Comps 2020AVG column in Attachment 1.

The EOCB preferably recommends the following:

Year 1: 21.3% or \$18,677 (Twenty-one and three-tenths percent or eighteen thousand six hundred seventy-seven dollars) increase, effective the first full pay period following January 1, 2021, for a new base salary of \$106,546; and

Year 2: 1% (One percent) effective the first full pay period following January 1, 2022

Although the above 21.3% increase in Year 1 and 1% increase in Year 2 is the *preferred* recommendation, the EOCB is alternatively recommending that the Lane County Commissioners consider the combined total increase of 22.3% over two years and allocate accordingly in order to allow for flexibility in these uncertain times due to the pandemic.

This option best supports the ability of Lane County to attract and retain strong county commissioners and is the option preferred by the EOCB. In determining this option, the EOCB focused on the directives outlined in the Lane County Charter which requires the Board of Commissioners to ensure that employees receive *equitable* compensation on the basis of the range of compensation paid others by public and private employers for comparable service.

**Option 2:** The EOCB matched base salary to the base salary of the lowest county comparator, Marion County. See Attachment 1. This option was developed in order to align with at least the low end of the market comparators on base salary. Additionally, this method ensures that the commissioners are within 5% of the average of the market comparators – considered a compensation practices benchmark of competitiveness in the field of compensation.

The EOCB recommends the following allocation:

Year 1: 15.2% or \$13,344 (Fifteen and two-tenths percent or thirteen thousand three hundred forty-four dollars) effective the first full pay period following January 1, 2021, for a new base salary of \$101,213; and

Year 2: 2.0% (Two percent) effective the first full pay period following January 1, 2022;

Although the above 15.2% increase in Year 1 and the 2.0% increase in Year 2 is the preferred allocation, the EOCB is alternatively recommending that the Lane County Commissioners consider the combined increase of 17.2% over the two calendar years with the allocation between the two years determined by the Lane County Commissioners in order to allow for flexibility.

**Option 3:** The EOCB again focused on base salary and set a benchmark to pay within 5% of the lowest comparator, Marion County. This option is based on the EOCB's understanding of the practice of Lane County to target market competitiveness within a plus or minus 5% factor. In addition, the EOCB felt that the bare minimum market point that should be strived for is within 5% of the lowest market data point for base salary given that most counties provide a comparable suite of fringe benefits.

The EOCB recommends the following allocation:

Year 1: 9.43% or \$8,283 (Nine and forty-three hundredths percent or eight thousand two hundred eighty-three dollars), effective the first full pay period following January 1, 2021, for a new base salary of \$96,152; and

Year 2: 2.0% (Two percent) effective the first full pay period following January 1, 2022.

Although the above 9.43% increase in Year 1 and the 2.0% increase in Year 2 is the preferred allocation, the EOCB is alternatively recommending that the Lane County Commissioners consider the combined increase of 11.43% over the two calendar years with the allocation between the two years determined by the Lane County Commissioners in order to allow for flexibility.

G. Alternatives/Options

There are five options the EOCB is recommending to the Budget Committee. The first 3 options vary only in the amount of increase for the commissioners.

**Option 1:**

Year 1 - Effective the first full pay period following January 1, 2021.  
Increase the annual base salary of the following positions:

Assessor – 4.1% or \$4,993  
(Four and one-tenth percent or four thousand nine hundred ninety-three dollars);

District Attorney – 3.4% or \$1,562  
(Three and four-tenths percent or one thousand five hundred sixty-two dollars);

Justice of the Peace – 2% or \$971  
(Two percent or nine hundred seventy-one dollars);

Sheriff – no increase

Commissioners – 21.3% or \$18,677  
(Twenty-one and three-tenths percent or eighteen thousand six hundred and seventy-seven dollars)

Year 2 – Effective the first full pay period following January 1, 2022, increase the annual base salary of the following positions:

Assessor – 2% (Two percent)

District Attorney – 1% (One percent)

Justice of the Peace – 2% (Two percent)

Sheriff – 1% (One percent)

Commissioners – 1% (One percent)

Alternatively, increase the annual base salary of the following positions by the total two year percentage, allocated across the two years as determined by the Board of Commissioners.

Assessor – 6.1% (Six and one-tenth percent)

District Attorney – 4.4% (Four and four-tenths percent)

Justice of the Peace – 4% (Four percent)

Sheriff – 1% (One percent)

Commissioners – 22.3% (Twenty-two and three-tenths percent)

**Option 2:**

Year 1 - Effective the first full pay period following January 1, 2021. Increase the annual base salary of the following positions:

Assessor – 4.1% or \$4,993  
(Four and one-tenth percent or four thousand nine hundred ninety-three dollars);

District Attorney – 3.4% or \$1,562

(Three and four-tenths percent or one thousand five hundred sixty-two dollars);

Justice of the Peace – 2% or \$971  
(Two percent or nine hundred seventy-one dollars);

Sheriff – no increase

Commissioners –15.2% or \$13,344  
(Fifteen and two-tenths percent or thirteen thousand three hundred and forty-four dollars)

Year 2 – Effective the first full pay period following January 1, 2022, increase the annual base salary of the following positions:

Assessor – 2% (Two percent)

District Attorney – 1% (One percent)

Justice of the Peace – 2% (Two percent)

Sheriff – 1% (One percent)

Commissioners – 2% (Two percent)

Alternatively, increase the annual base salary of the following positions by the total two year percentage, allocated across the two years as determined by the Board of Commissioners.

Assessor – 6.1% (Six and one-tenth percent)

District Attorney – 4.4% (Four and four-tenths percent)

Justice of the Peace – 4% (Four percent)

Sheriff – 1% (One percent)

Commissioners – 17.2 % (Seventeen and two-tenths percent)

**Option 3:**

Year 1 - Effective the first full pay period following January 1, 2021. Increase the annual base salary of the following positions:

Assessor – 4.1% or \$4,993  
(Four and one-tenth percent or four thousand nine hundred ninety-three

dollars);

District Attorney – 3.4% or \$1,562  
(Three and four-tenths percent or one thousand five hundred sixty-two dollars);

Justice of the Peace – 2% or \$971  
(Two percent or nine hundred seventy-one dollars);

Sheriff – no increase

Commissioners –9.43% or \$8,283  
(Nine and forty-three hundredths percent or eight thousand two hundred and eighty-three dollars)

Year 2 – Effective the first full pay period following January 1, 2022, increase the annual base salary of the following positions:

Assessor – 2% (Two percent)

District Attorney – 1% (One percent)

Justice of the Peace – 2% (Two percent)

Sheriff – 1% (One percent)

Commissioners – 2% (Two percent)

Alternatively, increase the annual base salary of the following positions by the total two year percentage, allocated across the two years as determined by the Board of Commissioners.

Assessor – 6.1% (Six and one-tenth percent)

District Attorney – 4.4% (Four and four-tenths percent)

Justice of the Peace – 4% (Four percent)

Sheriff – 1% (One percent)

Commissioners – 11.43 % (Eleven and forty-three hundredths percent)

**Option 4:** Adjust the salary of the elected officials by some other amount.

**Option 5:** Do not approve the motion and do not make any changes to elected officials' compensation.

IV. RECOMMENDATION

The Elected Officials Compensation Board prefers Option 1 and recommends that the Budget Committee forward all options to the Board of Commissioners for consideration.

V. TIMING/IMPLEMENTATION

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

VI. FOLLOW-UP

Staff will prepare the Board packet for the October 6, 2020 board meeting.

VII. ATTACHMENTS

1. EOCB Compensation Study 2020 8-24-20 FINAL
2. Lane County Department Director Salaries
3. Wage Compression Report
4. Summary Chart of Recommended Increases
5. Elected Officials Compensation History
6. EOCB 2021 Costing

**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
<b>Demographics</b>								
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	Does not collect taxes	COLA includes 2.05% adjustment, does not collect taxes	Not Elected, Tax Collection, Currently Vacant			
<b>Compensation</b>								
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	-		
<b>Base Salary w/ Def. Comp &amp; PERS</b>	<b>\$142,079.93</b>	<b>\$148,785.00</b>	<b>\$114,670.80</b>	<b>\$129,676.02</b>	<b>\$177,516.00</b>	<b>\$130,359.24</b>	<b>\$142,546</b>	<b>9.3%</b>
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		
<b>Total Compensation w/o insurance</b>	<b>\$142,079.93</b>	<b>\$149,685.00</b>	<b>\$114,670.80</b>	<b>\$129,676.02</b>	<b>\$183,864.00</b>	<b>\$138,099.24</b>	<b>\$143,995</b>	<b>4.3%</b>
<b>Insurance</b>								
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		
<b>Total Compensation with Insurance Contributions</b>	<b>\$140,598.41</b>	<b>\$148,605.00</b>	<b>\$114,077.40</b>	<b>\$126,981.78</b>	<b>\$182,996.76</b>	<b>\$137,259.24</b>	<b>\$142,651.87</b>	<b>3.9%</b>

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, vacation & holidays

Position is currently vacant, salary=max

Negative % indicates comparable rates are lower than LC.

\*\*Based on highest possible contribution level

**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
<b>Demographics</b>								
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			
<b>Compensation</b>								
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	-		
<b>Base Salary w/ Def. Comp &amp; PERS</b>	<b>\$119,554.08</b>	<b>\$111,402.36</b>	<b>\$132,745.92</b>	<b>\$114,876.53</b>	<b>\$113,708.76</b>	<b>\$93,141.14</b>	<b>\$118,458</b>	<b>27.2%</b>
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		
<b>Total Compensation w/o insurance</b>	<b>\$120,454.08</b>	<b>\$112,302.36</b>	<b>\$138,221.76</b>	<b>\$114,876.53</b>	<b>\$120,056.76</b>	<b>\$100,881.14</b>	<b>\$121,182</b>	<b>20.1%</b>
<b>Insurance</b>								
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		
<b>Total Compensation with Insurance Contributions</b>	<b>\$118,972.56</b>	<b>\$111,222.36</b>	<b>\$137,628.36</b>	<b>\$112,182.29</b>	<b>\$119,189.52</b>	<b>\$100,041.14</b>	<b>\$119,839.02</b>	<b>19.8%</b>

Survey information as per county's staff response to survey and budget documents. Clackamas has paid holidays

Negative % indicates comparable rates are lower than LC.

\*\*Based on highest possible contribution level

\*Marion has paid sick, vacation and holidays

\*\*Salary is Chair's=80% of Circuit Court Judge

\*\*\* 1 Full time, 4 Part time

**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
<b>Demographics</b>								
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		
<b>Compensation</b>								
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	-		
<b>Base Salary w/ Def. Comp &amp; PERS</b>	<b>\$66,403.84</b>	<b>\$43,595.64</b>	<b>\$31,062.24</b>	<b>\$39,614.18</b>	<b>\$111,900.00</b>	<b>\$50,265.36</b>	<b>\$58,515</b>	<b>16.4%</b>
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%
<b>Total Compensation w/o insurance</b>	<b>\$66,403.84</b>	<b>\$44,495.64</b>	<b>\$31,738.08</b>	<b>\$39,614.18</b>	<b>\$118,728.00</b>	<b>\$58,005.36</b>	<b>\$60,196</b>	<b>3.8%</b>
<b>Insurance</b>								
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		
<b>Total Compensation with Insurance Contributions</b>	<b>\$64,922.32</b>	<b>\$43,415.64</b>	<b>\$31,144.68</b>	<b>\$36,919.94</b>	<b>\$117,860.76</b>	<b>\$57,165.36</b>	<b>\$58,852.67</b>	<b>3.0%</b>

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 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*
<b>Demographics</b>								
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		
<b>Compensation</b>								
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	-		
<b>Base Salary w/ Def. Comp &amp; PERS (@ .5 FTE)</b>	<b>\$56,685.12</b>	<b>\$65,945.00</b>	<b>\$46,466.16</b>	<b>\$55,950.96</b>	<b>\$59,142.00</b>	<b>\$52,443.72</b>	<b>\$56,838</b>	<b>8.38%</b>
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		
<b>Total Compensation w/o insurance (@ .5 FTE)</b>	<b>\$57,585.12</b>	<b>\$66,845.00</b>	<b>\$46,466.16</b>	<b>\$55,950.96</b>	<b>\$59,142.00</b>	<b>\$52,443.72</b>	<b>\$57,197.85</b>	<b>9.07%</b>
<b>Insurance</b>								
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		
<b>Total Compensation with Insurance Contributions (@ .5 FTE)</b>	<b>\$56,103.60</b>	<b>\$65,765.00</b>	<b>\$45,872.76</b>	<b>\$53,256.72</b>	<b>\$58,274.76</b>	<b>\$51,603.72</b>	<b>\$55,854.57</b>	<b>8.24%</b>

Survey information as per county's staff response to survey and budget documents. Clackamas has paid holidays  
Negative % indicates comparable rates are lower than LC.

\*Marion has paid sick, vacation and holidays

\*\*Based on highest possible contribution level

**Lane County Sheriff Compensation Survey June 2020  
w/Washington County  
(Includes Certification Pay)**

County	Clackamas 2020	Deschutes 2020	Jackson 2020	Marion 2020	Washington 2020	Lane 2020	Comps 2020AVG	*Comps vs LC
<b>Demographics</b>								
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				
<b>Compensation</b>								
Annual Base Salary	\$178,380.00	\$159,996.00	\$132,912.00	\$159,411.24	\$195,936.00	\$150,990.00		
Base w/Certification Pay	\$178,380.00	\$159,996.00	\$132,912.00	\$159,411.24	\$195,936.00	\$160,049.40	\$165,327.05	3.30%
Deferred Compensation	6.27%	3.00%	0.00%	7.50%	0.00%	2%		
Employer PERS Contribution	6%	6%	6%	6%	0%	6%		
Certification Pay %	0%	0%	0%	0%	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	-		
<b>Base Salary w/ Def. Comp &amp; PERS</b>	<b>\$200,267.23</b>	<b>\$174,395.64</b>	<b>\$140,886.72</b>	<b>\$180,931.76</b>	<b>\$195,936.00</b>	<b>\$172,853.35</b>	<b>\$178,483.47</b>	<b>3.26%</b>
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		
<b>Total Compensation w/o insurance</b>	<b>\$200,267.23</b>	<b>\$175,295.64</b>	<b>\$140,886.72</b>	<b>\$180,931.76</b>	<b>\$202,977.96</b>	<b>\$180,593.35</b>	<b>\$180,071.86</b>	<b>-0.29%</b>
<b>Insurance</b>								
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		
<b>Total Compensation with Insurance Contributions</b>	<b>\$198,785.71</b>	<b>\$174,215.64</b>	<b>\$140,293.32</b>	<b>\$178,237.52</b>	<b>\$202,110.72</b>	<b>\$179,753.35</b>	<b>\$178,729</b>	<b>-0.57%</b>

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

LANE COUNTY DEPARTMENT DIRECTOR SALARIES  
AS OF 7/1/2020

Position Title	Grade	Step	Annual Salary	Department	Service Date	Supervisor	Dept FTE
County Counsel	D82	9	\$178,630	County Counsel	1/20/2012	Berney, Joseph	11.00
Health & Human Svcs Director	E85	9	\$155,064	Health & Human Services	1/2/1990	Mokrohisky, Steven	701.83
Human Resources Director	E84	9	\$150,550	Human Resources	12/11/2017	Mokrohisky, Steven	22.50
Information Services Director	E84	9	\$150,550	Technology Services	9/15/2003	Mokrohisky, Steven	69.25
Department Director	E84	9	\$150,550	County Operations	9/8/2015	Mokrohisky, Steven	121.25
Public Works Director	E85	7	\$142,646	Public Works	12/21/2004	Mokrohisky, Steven	352.90
<b>Average Salary</b>			<b>\$154,665</b>				

DEPT ID	DEPT NAME	JOB CODE	JOB TITLE	GRADE	STEP	ANNUAL RATE
01010	A & T Administration	V020	Assessor	0	0	\$120,703.73
<b>EMPLOYEES</b>						
01030	Property & Tax Mgmt	N2022	Manager, Sr	D71	9	\$123,156.80
01020	Appraisal	N2032	Appraisal Manager	D63	5	\$98,529.60
01030	Property & Tax Mgmt	N4102	Management Analyst	C41	5	\$68,224.00
01010	A & T Administration	N7010	Executive Assistant	B22	9	\$60,216.00
<b>EMPLOYEE COUNT =</b>		<b>4</b>				

**% Difference Between EO and Highest Paid Subordinate:**

**-2.0%**

DEPT ID	DEPT NAME	JOB CODE	JOB TITLE	GRADE	STEP	ANNUAL RATE
11010	Criminal Prosecution	V021	District Attorney	0	0	\$46,542.81
					w/State	\$182,022.81
<b>EMPLOYEES</b>						
11010	Criminal Prosecution	N4610	Prosecutor, Sr	C52	8	\$147,347.20
11010	Criminal Prosecution	N4610	Prosecutor, Sr	C52	8	\$147,347.20
11010	Criminal Prosecution	N4610	Supervising Sr Prosecutor	C52	8	\$147,347.20
11010	Criminal Prosecution	N4610	Supervising Sr Prosecutor	C52	8	\$147,347.20
11020	Family Law	N4610	Supervising Sr Prosecutor	C52	8	\$147,347.20
11010	Criminal Prosecution	N4005	Lead Investigator	C43	9	\$89,606.40
11060	Support Services	N2034	Support Services Manager	D61	5	\$89,377.60
11010	Criminal Prosecution	A028	Paralegal	026	10	\$59,092.80
11060	Support Services	A032	Accountant	034	10	\$17,992.00
<b>EMPLOYEE COUNT =</b>		<b>9</b>				

**% Difference Between EO and Highest Paid Subordinate:**

**19.1%**

DEPT ID	DEPT NAME	JOB CODE	JOB TITLE	GRADE	STEP	ANNUAL RATE
11010	Criminal Prosecution	V021	District Attorney	0	0	\$46,542.81
					w/State	\$182,022.81
<b>EMPLOYEES</b>						
11010	Criminal Prosecution	N3005	Program Mgr/Deputy DA	D82	9	\$178,630.00
11010	Criminal Prosecution	N4610	Prosecutor, Sr	C52	8	\$147,347.20
11010	Criminal Prosecution	N4610	Prosecutor, Sr	C52	8	\$147,347.20
11010	Criminal Prosecution	N4610	Supervising Sr Prosecutor	C52	8	\$147,347.20
11010	Criminal Prosecution	N4610	Supervising Sr Prosecutor	C52	8	\$147,347.20
11020	Family Law	N4610	Supervising Sr Prosecutor	C52	8	\$147,347.20
11010	Criminal Prosecution	N4005	Lead Investigator	C43	9	\$89,606.40
11060	Support Services	N2034	Support Services Manager	D61	5	\$89,377.60
11010	Criminal Prosecution	A028	Paralegal	026	10	\$59,092.80
11060	Support Services	A032	Accountant	034	10	\$17,992.00
<b>EMPLOYEE COUNT =</b>		<b>9</b>				

**% Difference Between EO and Highest Paid Subordinate:**

**1.9%**

DEPT ID	DEPT NAME	JOB CODE	JOB TITLE	GRADE	STEP	ANNUAL RATE*
03200	LC Justice District	V023	Justice of the Peace	0	0	\$97,118.63
<b>EMPLOYEES</b>						
03200	LC Justice District	A019	Justice Court Clerk, Sr	024	10	\$56,243.20
03200	LC Justice District	A018	Justice Court Clerk	018	6	\$21,008.00
<b>EMPLOYEE COUNT =</b>		<b>2</b>				

**% Difference Between EO and Highest Paid Subordinate: 42.1%**

\*JOP is .5FTE, rate is annualized at 1.0FTE for comparison purposes

DEPT ID	DEPT NAME	JOB CODE	JOB TITLE	GRADE	STEP	ANNUAL RATE*
05010	SO Office of the Sheriff	V022	Sheriff	0	0	\$160,049.65
<b>EMPLOYEES</b>						
05020	SO AD Administration Division	N2011	Chief Deputy	E83	5	\$122,200.00
			<b>Merit due 4/17/2021</b>			\$128,003.00
05030	SO PS Police Services Admin	N2020	Captain	D72	7	\$118,976.00
05040	SO C Adult Corrections Admin	N2020	Captain	D72	7	\$118,976.00
05033	SO AD Support Svcs-Police Svcs	N2032	Support Services Manager	D63	9	\$117,312.00
05020	SO AD Administration Division	N2036	Lieutenant	D62	9	\$111,716.80
05040	SO C Adult Corrections Admin	N2036	Lieutenant	D62	9	\$111,716.80
05010	SO Office of the Sheriff	N7010	Executive Assistant	B22	9	\$60,216.00
<b>*EMPLOYEE COUNT =</b>		<b>7</b>				

\*Not all employees report directly to Sheriff, only 2 do.

\*\*annual rate includes certification pay of 6%

**% Difference Between EO and Highest Paid Subordinate: 23.6%**

**% Difference Between EO and Highest Paid Subordinate After Merit : 20.0%**

**ELECTED OFFICIALS COMPENSATION BOARD  
SUMMARY OF JULY 30, 2020 MEETING**

**ATTACHMENT 4**

<b>POSITION</b>	<b>PROPOSED</b>	<b>EFFECTIVE DATES</b>	<b>CURRENT BASE</b>	<b>PROPOSED BASE</b>	<b>% SALARY INCREASE FOR YEAR 1</b>	<b>METHODOLOGY</b>
<b>Assessor</b>	Increase Salary \$4,993/year	First full pay period after 1/1/2021	\$120,703	\$125,696	4.1%	Use 5 Co comparators, match total comp to average total of comparators
	2% COLA to base salary	First full pay period after 1/1/2022				
	<i>Alternatively total of 6.1% over two calendars</i>					
<b>District Attorney</b>	Increase base salary \$1,562/year	First full pay period after 1/1/2021	Co: \$46,542 TB: \$182,022	Co: \$48,104 TB: \$183,584	3.4% on County Contribution	Use 5 Co comparators, match total comp to average total of comparators
	1% COLA to base salary	First full pay period after 1/1/2022				
	<i>Alternatively total of 4.4% over two calendars</i>					
<b>Justice of Peace</b>	2% COLA to base salary (\$971/year)	First full pay period after 1/1/2021	\$48,559	\$49,530	2%	Considered 5 Co comparators, used 2% COLA
	2% COLA to base salary	First full pay period after 1/1/2022				
	<i>Alternatively total of 4% over two calendars</i>					

**ELECTED OFFICIALS COMPENSATION BOARD  
SUMMARY OF JULY 30, 2020 MEETING**

**ATTACHMENT 4**

<b>POSITION</b>	<b>PROPOSED</b>	<b>EFFECTIVE DATES</b>	<b>CURRENT BASE</b>	<b>PROPOSED BASE</b>	<b>% SALARY INCREASE FOR YEAR 1</b>	<b>METHODOLOGY</b>
<b>Sheriff</b>	No Increase to base	First full pay period after 1/1/2021	Base only: \$150,990 Base w/cert: \$160,049	same	0%	Use 5 Co comparators, match total comp to average total of comparators
	1% COLA to base salary	First full pay period after 1/1/2022				
	<i>Alternatively total of 1% over two calendars</i>					

**ELECTED OFFICIALS COMPENSATION BOARD  
SUMMARY OF JULY 30, 2020 MEETING**

**ATTACHMENT 4**

<b>POSITION</b>	<b>PROPOSED</b>	<b>EFFECTIVE DATES</b>	<b>CURRENT BASE</b>	<b>PROPOSED BASE</b>	<b>% SALARY INCREASE FOR YEAR 1</b>	<b>METHODOLOGY</b>
<b>Commissioners</b>	3 Options					
<b>Option 1:</b>	Year 1: Increase base salary \$18,677/year	First full pay period after 1/1/2021	\$87,869	\$106,546	21.3%	Use 5 Co comparators, match total comp to average total of comparators
	Year 2: 1% COLA to base salary	First full pay period after 1/1/2022				
	<i>Alternatively total of 22.3% over two calendars</i>					
<b>Option 2:</b>	Year 1: Increase base salary \$13,344/year	First full pay period after 1/1/2021	\$87,869	\$101,213	15.2%	Match base salary to Marion County as the lowest comparator
	Year 2: 2% COLA to base salary	First full pay period after 1/1/2022				
	<i>Alternatively total of 17.2% over two calendars</i>					
<b>Option 3:</b>	Year 1: Increase base salary \$8,283/year	First full pay period after 1/1/2021	\$87,869	\$96,152	9.43%	Match within 5% of base salary of Marion County as the lowest comparator
	Year 2: 2% COLA to base salary	First full pay period after 1/1/2022				
	<i>Alternatively total of 11.43% over two calendars</i>					

**ELECTED OFFICIALS COMPENSATION HISTORY**

(2008 to April 2018)

October 29, 2008 the Board of Commissioners approved salary adjustments to elected official compensation as follows (Order 08-10-29-8):

1. Board of Commissioners: Effective the first full pay period after January 1, 2009, increase base salary by two percent and increase County-paid deferred compensation contribution by one percent. Effective the first full pay period following July 1, 2009, grant the commissioners the same total compensation and/or benefit adjustments approved for other non-represented employees for fiscal year 2009-10, not to exceed the value of the Consumer Price index for Portland-Salem, OR-WA (Urban Wage Earners) for the same period. Effective the first full pay period following July 1, 2010, grant the commissioners the same compensation and/or benefit adjustments approved for other non-represented employees for fiscal year 2010-11, not to exceed the value of the Consumer Price index for Portland-Salem, OR-WA (Urban Wage Earners) for the same period.
2. Sheriff, Assessor and Justices of the Peace: Effective the first full pay period after July 1, 2008, increase base salary by two percent and increase County-paid deferred compensation by one percent.
3. District Attorney: Increase the County-paid stipend by two percent and increase County-paid deferred compensation by one percent, each increase effective the first full paid period after July 1, 2008.

October 27, 2010, the Board of Commissioners considered the recommendations of the Elected Officials Compensation Board and the Budget Committee and ordered that compensation for elected officials not be increased at that time (Order No. 10-10-27-16) .

February 8, 2012, the Board of Commissioners opted out of the previously approved, County-paid two percent (2%) deferred compensation.

In 2012 and 2014 recommendations from the Elected Officials Compensation Board were not forwarded to the Board of County Commissioners for consideration.

## ATTACHMENT 5

Oregon Revised Statute (ORS) 204.112(4) requires that a sheriff's "salary" shall not be less than that of any other member of the Sheriff's Office. The salary for the position of chief deputy includes six percent certification pay, which was higher than the Sheriff's annual salary; therefore, effective May 1, 2015 the salary for the Sheriff was increased to comply with ORS 204.112(4).

On June 14, 2016, the Lane County EOCB convened and after consideration recommended annual base salary increases for the Commissioners, the Justice of the Peace and the Sheriff effective January 1, 2017. These increases were recommended based on a total compensation methodology using specified county comparators.

On September 23, 2016, the Lane County Budget Committee reviewed the recommendations of the EOCB and approved forwarding of the Year 1 recommendation (increase effective January 1, 2017) to the Board of Commissioners for consideration, and the Year 2 recommendation with a slight change as detailed in the presentation to the Board of Commissioners on October 11, 2016.

On October 11, 2016, the Board of Commissioners considered the recommendations of the Lane County EOCB and the Lane County Budget Committee and approved an increase to the annual base salary for the Commissioners of \$10,159.52, Justice of the Peace of \$21,136.03 and Sheriff of \$4,680.08, effective January 1, 2017 (Order No. 16-10-11-12).

Also on October 11, 2016, the Board of Commissioners ordered Human Resources to conduct in the fall of 2017 a comparator county market survey for the elected official positions of Assessor, District Attorney, Justice of the Peace and Sheriff using a total compensation methodology and to recommend increases to the Board of Commissioners only if the position's total compensation, with insurance, falls below the average total compensation amount using specified county comparators.

On April 10, 2018 the Board of Commissioners considered the recommendations of Lane County Human Resources and ordered an increase to the annual base salary for the Justice of the Peace of \$68.06 and Sheriff of \$2,395.47 effective the first full pay period following January 1, 2018 (Order No. 18-04-10-03).

**Elected Officials Compensation Board  
2021 Recommendations**

<b>Time Period</b>	<b>FY 20-21</b>	<b>FY 21-22</b>	<b>TOTAL</b>
<b>District Attorney</b> - Year 1 – 3.4% increase to base salary effective the first full pay period following 1/1/2021. - Year 2 - a COLA increase of 1% effective first full pay period following 1/1/2022. <i>OR 4.4% total over two years and leave it to County Commissioners to decide how to implement the 4.4% over the 2 years.</i>	\$ 1,158	\$ 2,656	\$ <b>3,814</b>
<b>Sheriff</b> - Year 1 no increase for 1/1/2021 - Year 2 recommend a 1% COLA effective first full pay period following 1/1/2022. <i>OR 1% total over two years and leave it to County Commissioners to decide how to implement the 1% over the 2 years.</i>	\$ -	\$ 1,164	\$ <b>1,164</b>
<b>Assessor</b> -Year 1 - 4.1% increase to base salary effective the first full pay period following 1/1/2021. -Year 2 - A COLA increase of 2% effective first full pay period following 1/1/2022. <i>OR 6.1% total over two years and leave it to County Commissioners to decide how to implement the 6.1% over the 2 years.</i>	\$ 3,696	\$ 9,252	\$ <b>12,948</b>
<b>BCC</b> <b>Option 1</b> – Year 1 increase base pay 21.3% effective first full pay period following 1/1/2021. Year 2 – 1% COLA effective the first full pay period following 1/1/2022.	\$ 67,682	\$ 139,205	\$ <b>206,887</b>
<b>Option 2</b> – Year 1 increase base pay 15.2% effective first full pay period following 1/1/2021. Year 2 – 2% COLA effective the first full pay period following 1/1/2022.	\$ 48,383	\$ 104,024	\$ <b>152,407</b>
<b>Option 3</b> – Year 1 increase base pay 9.43% effective first full pay period following 1/1/2021. Year 2 – 2% COLA effective the first full pay period following 1/1/2022 <i>OR Give commissioners discretion to decide how to implement the 2 year combined % across the years (option 1 - 22.3%, option 2 - 17.2%, option 3 - 11.43%)</i>	\$ 29,993	\$ 66,905	\$ <b>96,898</b>
<b>Justice of the Peace</b> - 2% COLA base salary in both year 1 & 2; effective first full pay periods following 1/1/2021 & 1/1/2022. <i>OR 4% total over two years and leave it to County Commissioners to decide how to implement the 4 % over the 2 years</i>	\$ 720	\$ 2,176	\$ <b>2,896</b>
<b>Option 1 Total</b>	\$ 73,256	\$ 154,453	\$ 227,709
<b>Option 2 Total</b>	\$ 53,957	\$ 119,272	\$ 173,229
<b>Option 3 Total</b>	\$ 35,567	\$ 82,153	\$ 117,720