

Recommendation of the Josephine County Elected Official Compensation Committee to 2013/2014 Budget Committee

The Josephine County Elected Official Compensation Committee (EOCC) thanks the Budget Committee and the Commissioners for this opportunity. The Committee met twice to complete the assigned review, on April 2 and April 18, 2013. The meetings were conducted in accordance with Oregon's open meetings laws and the ORSs relevant to the subject matter. Several Elected Officials and private citizens attended.

The recommendations of the Committee are as follows:

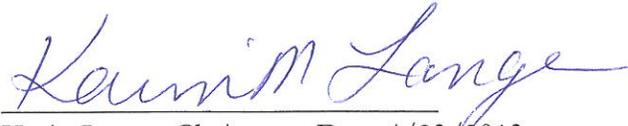
1. Based on the fact that Josephine County elected officials have not received a cost of living (COLA) increase in four years, the Committee would have recommended the elected officials receive a COLA as provided to the non-union employee group if economic conditions were better.
2. The review of Josephine County elected officials overall compensation shows they are satisfactorily aligned with their peers in the comparator counties at this time.
3. Due to an ORS requirement that the Sheriff be paid more than any other person in his Office, the salary for the Sheriff is an issue the Committee has addressed in the past. With the retirement of the Undersheriff and the fact that the position has not been filled, this is not an issue the Committee needs to address this year.
4. The EOCC recommends no adjustments to Elected Official compensation at this time.

Comments:

1. Per ORS 204, the committee is to "review comparable compensation of persons in public bodies and private businesses". Data was provided from the Association of Oregon Counties (AOC) for comparable counties in the State Oregon. Comparable data from public businesses was not available. The Committee understands that data from the private sector is not easily accessible but feels it is important information to have to make an educated recommendation to the Budget Committee. Committees members would like to work with Human Resources prior to meeting in 2014 to gather comparable data from the private sector.
2. The Committee had a lengthy discussion on the statutory requirements of the Committee. This discussion included only being able to use comparable data, the choice of the counties used for comparison, and the restrictions on what the Committee is able to recommend. The Committee recommendation was based on the statutory requirements. However, there was further discussion regarding the compensation of the Elected Officials as they relate to the current budgetary conditions of the County. There was a difference of opinion between the four members as to what should be included in the recommendation to the Budget Committee with half the members feeling that Elected Officials need to share in this and their compensation should be cut due to the lack of revenue. The opinion of the other half of these members was that elected official

compensation should be based on comparable positions and the nature of the work rather than availability of funding.

3. The Committee thanks Sara Moye and the HR Department for their efforts in providing the necessary information to the Committee in advance of the meeting.

A handwritten signature in blue ink that reads "Karin M Lange". The signature is written in a cursive style with a horizontal line underneath the name.

Karin Lange, Chair Date 4/23/2013

Attachment: Compensation Schedule

**ELECTED OFFICIALS COMPENSATION SCHEDULE
EFFECTIVE 1/1/2013**

		<u>Annual</u>	<u>Monthly</u>	
E 03	Assessor	\$ 71,902.32	\$ 5,991.86	
E 03A	Clerk	\$ 71,902.32	\$ 5,991.86	
E 04	Commissioners	\$ 75,391.80	\$ 6,282.65	
E 02	District Attorney	\$ 21,159.48	\$ 1,763.29	(excludes State Salary of \$90,972)
E 06	Legal Counsel	\$ 94,284.24	\$ 7,857.02	
E 05	Sheriff	\$ 84,360.12	\$ 7,030.01	
E 01	Surveyor (Part-time status)	\$ 7,680.00	\$ 640.00	(Paid hourly rate for hours in excess of 20 per month)
E 03T	Treasurer (Includes Tax Collector - 40%)	\$ 71,902.32	\$ 5,991.86	