

Wage & Salary Presentation Outline

1. Oregon State Law and the purpose of the Wage & Salary Committee

A. ORS 204.112 (3)

1. outside and above the County Charter.
2. Section 25(2) County Charter: Superseded by legal case *Pumilia V. Hudson* circuit court case# 90-CV-139: determined among other things: That Oregon State statues preempted section 25 of the Charter. (1990).

B. Purpose: The state requires a comparable Wage & Salary study based upon comparable counties resulting in recommendations to County Budget Committees. This is an advisory presentation not a decision for Wage & Salaries.

2. Wages & Salary's are decided by the Budget Committee.

3. Read Committee letter of recommendations.

1. Demonstrations and specific recommendations

4. Open for questions.

Exhibit B

Budget meeting

4/19/14

W&S committee 2016

To: Josephine County Budget Committee
From: Larry West: Wage & Salary Chairman

April 19, 2016

The Elected Officials Compensation Committee have met and studied many statistical documents and other relevant materials pertaining to Wage & Salary Compensation for the 10 Elected Josephine County Officials. The study was based on Oregon State requirements to provide a non-biased comparable study to other like counties in the State. The specific "like" Counties compared to are: Benton, Coos, Douglas, Klamath, Linn, Polk, Umatilla, Yamhill Lincoln and Josephine County. Thereafter, an average was created and that is the number the committee compared Josephine County to. The committee also glanced at "non-like" counties such as Jackson because of the close proximity and its effect on Josephine County. "Non-like" counties were not a consideration in the committee's results and recommendations. From all the comparable data to the listed comparable counties, we developed recommendations for the Budget committee to consider.

Our goals were clear: 1. use comparable information 2. Concern for the ability to attract and retain qualified officials 3. Ability to maintain specialized talent and 4. to keep hold of experienced staff. As we look at the gap that is occurring due to the lack of funding in the County, we are making the following specific recommendations to the Budget Committee.

1. We recommend specific salary adjustment for any elected official position that has fallen more than -5% of the average total to comparable counties in comparable positions. The object of the policy is to keep our officials within a 5% ban compared to the same position in "like" counties. Conversely, if an official falls more than +5% over/higher the average an adjustment may also take place.

For example: Assume the salary of the County Clerk is -13% under the comparable average salary, we would recommend the Budget Committee adjust the salary accordingly for that single position to bring it within the 5% range. This policy attracts qualified persons to the position.

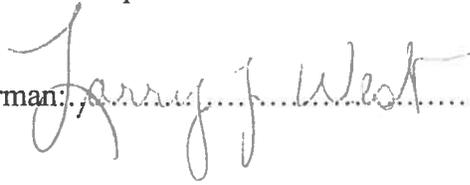
2. We also recommend that the Budget Committee recognize longevity, experience and tenure of the ten elected officials by implementing a tiered salary step system based on re-election. One example used was Lincoln County where the base rate is determined at the first term. In the event an elected official is re-elected to a second term, then the base salary is increased by +5%. This policy decision eliminates the need to implement across the board increases for similar positions such as a County Commissioner. However, the policy recognizes the success of any official as recognized by the voters and the County retains the valued experience of the person. If the official does not gain re-election the position falls back to the original beginning level.

The study group did not look at the person in any job but rather looked at how to provide the best fairness to the position and performance. Josephine County expects its elected official to serve its residents well, often with additional workloads, the personal expense of managing individual election campaigns, dealing with turnover that impacts workloads and etc. Our recognition recognizes the hard work that is done by the individuals and provides a systemic way to reach comparability with others doing the same work.

Respectfully Submitted:

The Elected Officials Compensation Committee

Larry West Chairman:



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% PERS - Salary Comparison Summary
 REVISED: 4/01/2016

	Assessor		Clerk		Commissioner		District Attorney		Legal Counsel		Sheriff		Surveyor		Treasurer	
	Base	w/6% PERS	Base	w/6% PERS	Base	w/6% PERS	Base	w/6% PERS	Base	w/6% PERS	Base	w/6% PERS	Base	w/6% PERS	Base	w/6% PERS
Benton	\$109,186	6% \$115,737	\$109,186	6% \$115,737	\$89,029	6% \$94,371	\$30,157	6% \$31,966	\$117,054	6% \$124,077	\$110,245	6% \$116,880	\$57,612	6% \$61,069	\$57,612	6% \$61,069
Coos	\$57,612	6% \$61,069	\$57,612	6% \$61,069	\$53,228	6% \$57,022	\$24,211	6% \$25,864	\$79,500	6% \$84,270	\$72,876	6% \$77,249	\$57,612	6% \$61,069	\$57,612	6% \$61,069
Douglas	\$64,034	6% \$67,876	\$61,193	6% \$64,855	\$75,941	6% \$80,497	\$17,816	0% \$17,816	\$98,790	6% \$104,717	\$101,324	6% \$107,403	\$64,043	6% \$67,886	\$62,421	6% \$66,166
Klamath	\$68,166	0% \$68,166	\$66,989	0% \$66,989	\$68,749	0% \$68,749	\$17,816	0% \$17,816	\$105,864	0% \$105,864	\$96,750	0% \$96,750	\$18,165	0% \$18,165	\$18,165	0% \$18,165
Linn**	\$92,400	6% \$97,844	\$92,172	6% \$97,702	\$92,172	6% \$97,702	\$19,764	6% \$20,950	\$107,376	6% \$113,819	\$112,932	6% \$119,708	\$84,996	6% \$90,096	\$89,772	6% \$95,158
Polk	\$74,472	6% \$78,840	\$73,572	6% \$77,986	\$65,532	6% \$69,464	\$16,297	6% \$17,275	\$99,624	6% \$105,400	\$90,000	6% \$95,400	\$82,572	6% \$87,526	\$71,748	6% \$76,053
Umatilla	\$78,252	6% \$82,847	\$69,920	6% \$74,115	\$80,052	6% \$84,855	\$19,694	6% \$20,876	\$78,252	6% \$82,947	\$85,157	6% \$90,266			\$78,252	6% \$82,947
Yamhill	\$78,844	6% \$83,575	\$76,548	0% \$76,548	\$73,076	6% \$77,461	\$15,828	0% \$15,828	\$100,062	6% \$106,066	\$87,647	6% \$92,905			\$78,252	6% \$82,947
Lincoln	\$80,364	0% \$80,364	\$76,548	0% \$76,548	\$80,628	0% \$80,628	\$121,944	0% \$121,944	\$98,040	0% \$98,040	\$98,040	0% \$98,040			\$76,548	0% \$76,548
Average	\$78,148		\$75,899		\$76,490		\$20,538		\$100,941		\$94,997		\$61,478		\$72,726	
Josephine	\$71,902	0% \$71,902	\$71,902	0% \$71,902	\$75,392	0% \$75,392	\$21,159	0% \$21,159	\$94,284	0% \$94,284	\$84,348	0% \$84,348	\$7,680	0% \$7,680	\$71,902	0% \$71,902
Percent Difference	-7.99%		-5.27%		-1.44%		3.03%		-6.59%		-11.21%		-15.14%		-1.13%	

Recommend #1 3.00%
 within 5% box goal \$74,059.39

Recommend #2 5.00%
 Re-election tier \$77,762.36

Wage & Salary Committee Recommendation:
 Recommendation #1: Salary adjustments who fall outside a 5% window. Goal is to adjust to be within the 5% range.
 Recommendation #2: Re-election tiered adjustment upon re-election

2.00%
 \$96,169.92

6.25%
 \$89,619.75

ELECTED OFFICIALS COMPENSATION SCHEDULE
Effective 1/1/2016

		Annual	Monthly	Hourly	
E 03	Assessor	\$ 71,902.32	\$ 5,991.86	\$ 34.57	
E 03	Clerk	\$ 71,902.32	\$ 5,991.86	\$ 34.57	
E 04	Commissioners (3)	\$ 75,391.80	\$ 6,282.65	\$ 36.25	
E 02	District Attorney	\$ 21,159.48	\$ 1,763.29	\$ 10.17	(excludes State Salary of \$90,972)
E 06	Legal Counsel	\$ 94,284.24	\$ 7,857.02	\$ 45.33	
E 05	Sheriff	\$ 84,360.12	\$ 7,030.01	\$ 40.56	
E 01	Surveyor (part-time status)	\$ 8,296.80	\$ 691.40	\$ 34.57	(Paid hourly rate for hours in excess of 20 per month)
E 03	Treasurer (incl. tax collector)	\$ 71,902.32	\$ 5,991.86	\$ 34.57	