



For Recording Stamp Only

Deschutes County Board of Commissioners
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MINUTES OF BUDGET MEETING
COMPENSATION FOR ELECTED OFFICIALS

WEDNESDAY, JUNE 1, 2016

Allen Room, Deschutes Services Building

Present were Tom Anderson, County Administrator; Erik Kropp, Deputy County Administrator; Mike Maier, Jimm Burton and Bruce Barrett, citizen members of the Budget Committee; Loni Burk, Finance; Danielle Fegley and Terri Lorenz, Human Resources; and citizen Phil Henderson.

Meeting minutes were taken by Bonnie Baker.

The topic of discussion was elected officials' compensation.

Chair Bruce Barrett opened the meeting at 12:05 p.m.

Danielle Fegley provided a handout showing comparable compensation of similar Oregon counties. *(A copy is attached for reference.)* Some of the positions are not handled in the same way, and some are not elected. There are benchmark counties that can work for this analysis.

A compensation study is now being compiled on many County positions since this has not been done for years. She explained how they use the percentile figures for this process. Erik Kropp stated that it is important to look at the position and not the person.

The Treasurer position is difficult to evaluate because it is a part-time elected official. To change this, the County would have to be a home rule county. The classification and compensation study will look at the Finance/Treasurer position as a whole.

Most cost of living adjustments are set at 1.5%, except for a negotiated 2% for AFSCME for the coming year.

Regarding the annual base salaries, other counties are going through the same process so their numbers will likely change. Mike Maier noted that Deschutes County is the only one that requires the Justice of the Peace to be an attorney.

Ms. Fegley stated that as far as they can learn from other counties, extras such as deferred compensation, a vehicle allowance, longevity and other compensation are shown in the total annual compensation percentiles.

Two Clerks are non-elected. The Clerk's pay is less than the median of others. The Commissioners receive less than all but one other county. The District Attorney is on par with the median but receives less than two other counties.

Bruce Barrett said there is a movement for term limits for elected officials. He sees the benefit of longevity. Mr. Maier stated that he does not recall any Commissioner being here for more than two terms except for two. He does not think a slight increase in compensation would make someone decide to run for another term.

Mr. Barrett asked if they could develop salary steps and not have to address longevity pay. Mr. Maier feels that salary should be the same but longevity is different. They need either to keep this or adjust salary to include it. Ms. Fegley said most counties work off a number and do not have longevity pay. Mr. Kropp stated that some counties offer a vehicle allowance and other types of pay that they do not have here. Mr. Maier feels this amount is a small recognition of the experience they bring to the job. Jimm Burton feels there is a lot of benefit from having someone here for a while. Mr. Maier said it is not based on a percentage.

Mr. Barrett suggested that they eliminate longevity pay and make an adjustment another way, with a benchmark to base pay.

MAIER: Move to eliminate longevity pay for Commissioners.

BARRETT: Second.

VOTE: MAIER: Yes.
BARRETT: Yes.
BURTON: Yes.

Mr. Maier said that to offset this amount, they should go to a 5% COLA, but it would still be below the median.

MAIER: Move a 5% COLA for the Commissioners on base salary.
BARRETT: Second.

VOTE: MAIER: Yes.
BARRETT: Yes.
BURTON: Yes.

Motions were made, seconded and approved as follows (with all else to remain the same):

- Adjust the Assessor with a 2% COLA.
- Adjust the Clerk with a 3% COLA.
- Adjust the District Attorney with a 1.5% COLA.
- Adjust the Justice of the Peace with a 1.5% COLA.
- Adjust the Treasurer with a 1.5% COLA on the stipend piece.

Mr. Kropp noted that the Finance Director part would be 1.5% anyway, so the Treasurer/Finance position would be 1.5% overall.

Mr. Maier noted that the Sheriff's compensation is higher than most of the others. Some of this has to do with the length of the person being in the Department. No COLA was given last year. Labor contracts for the deputies have usually come in at a COLA for 1.5%. Mr. Maier stated that the Sheriff has to earn a certain amount more than the next in command. Ms. Fegley said the Captains are part of the non-represented pay study underway. The top step for a Captain is about \$132,000. The compression level is also being analyzed.

- The Committee agreed to a 1.5% COLA for the Sheriff, with all else to remain the same.

Being no further discussion, the session ended at 12:55 p.m.

DATED this 8th Day of June 2016 for the
Deschutes County Board of Commissioners.

Alan Unger
Alan Unger, Chair

Tammy Baney
Tammy Baney, Vice Chair

ATTEST SIGNATURES:

Bonnie Baker
Recording Secretary

Anthony DeBone
Anthony DeBone, Commissioner



DESCHUTES COUNTY

Summary
Elected Officials Survey
May 27, 2016

This survey includes the following elected positions:

Assessor
Clerk
Commissioner
District Attorney
Sheriff
Justice of the Peace
Treasurer

Salary data was collected from the following Oregon Counties:

	<u><i>Population</i></u>
Benton	90,005
Clackamas	397,385
Deschutes	170,740
Jackson	210,975
Lane	362,150
Marion	329,770



DESCHUTES COUNTY

Summary

May 27, 2016

Recap

Compensation Philosophy: 2014 Recap at 50% percentile

Treasurer comparison difficulties

457 Contribution for Elected Officials is a "match" - maximum 3%

Deschutes County is only entity to receive Longevity Add Pay

Elected Official COLA Summary

Elected Officials	7/1/2014 COLA	1/1/2015 Base 50th Percentile	7/1/2015 COLA	1/1/2016 Base 50th Percentile
Assessor	4.0%	-0.60%	1.5%	0.88%
Clerk	4.0%	-1.87%	6.0%	-1.07%
Commissioners	3.0%	-5.23%	3.0%	-5.87%
DA	3.0%	1.26%	1.0%	0.89%
Sheriff	3.0%	10.98%	0.0%	10.33%
Treasurer	0.0%	21.95%	0.0%	6.24%
JOP	3.0%	7.86%	0.0%	3.84%

JOP - Justice of Peace

Non-elected positions

Bargaining Unit	7/1/2014 COLA	7/1/2015 COLA	7/1/2016 COLA
NonReps, IUOE, DCDA, FOPPO	1.6%	1.5%	1.5%
911, DCSEA	1.6%	1.5%	under negotiation
AFSCME	1.6%	2.0%	2.0%

DESCHUTES COUNTY SALARY SURVEY
for
ELECTED OFFICIALS
May 2016

Annual Base Salary Percentile

Percentile.	50%						
Percentile	75%						
County	Assessor	Clerk	Commissioners	DA	Sheriff	Finance Director / Treasurer	Justice of the Peace (JOP)
	Base Salary	Base Salary	Base Salary	Base Salary (State and County)	Base Salary	Base Salary	Base Salary
Benton	\$108,826	\$108,826	\$94,071	\$131,677	\$110,245	\$134,387	
Clackamas	\$106,264	\$96,257	\$89,542	\$166,272	\$165,009	\$165,473	\$98,227
Jackson	\$99,622	\$92,622	\$94,956	\$142,788	\$111,072	\$115,378	\$80,766
Lane	\$101,524	\$106,691	\$74,298	\$153,171	\$123,489	\$133,721	\$47,755
Marion	\$100,194	\$90,938	\$84,968	\$146,702	\$134,826	\$124,312	\$94,286
Deschutes	\$102,427	\$95,238	\$84,574	\$148,025	\$137,718	\$142,613	\$91,020
50th percentile	\$101,524	\$96,257	\$89,542	\$146,702	\$123,489	\$133,721	\$87,526
DC to 50th P	0.88%	-1.07%	-5.87%	0.89%	10.33%	6.24%	3.84%
75th percentile	\$106,264	\$106,691	\$94,071	\$153,171	\$134,826	\$134,387	\$95,271
DC to 75th P	-3.75%	-12.03%	-11.23%	-3.48%	2.10%	5.77%	-4.67%

Notes:

Salary and comp is current as of January 1, 2016

For non-elected positions with a salary range, the top step of the range is presented

DESCHUTES COUNTY SALARY SURVEY
for
ELECTED OFFICIALS
May 2016

Annual Compensation Percentile

Percentile: 50%
Percentile: 75%

County	Assessor		Clerk		Commissioners		DA - Combined Salary		Sheriff		Finance Director/Treasurer		Justice of Peace (JOP)	
	Base Salary	Total Pay	Base Salary	Total Pay	Base Salary	Total Pay	Base Salary	Total Pay	Base Salary	Total Pay	Base Salary	Total Pay	Base Salary	Total Pay
Benton	\$108,826	\$118,816	\$108,826	\$118,816	\$94,071	\$102,707	\$131,677	\$140,537	\$110,245	\$120,365	\$134,387	\$146,724		
Clackamas	\$106,264	\$119,702	\$96,257	\$108,430	\$89,542	\$100,866	\$166,272	\$179,357	\$165,009	\$185,876	\$165,473	\$186,399	\$98,227	\$110,649
Jackson	\$99,622	\$105,599	\$92,622	\$98,179	\$94,956	\$105,741	\$142,788	\$151,355	\$111,072	\$117,736	\$115,378	\$122,301	\$80,766	\$85,612
Lane	\$101,524	\$117,098	\$106,691	\$115,354	\$74,298	\$85,943	\$153,171	\$170,262	\$123,489	\$140,847	\$133,721	\$144,579	\$47,755	\$51,633
Marion	\$100,194	\$114,171	\$90,938	\$103,624	\$84,968	\$96,821	\$146,702	\$158,181	\$134,826	\$153,634	\$124,312	\$141,654	\$94,286	\$107,439
Deschutes	\$102,427	\$114,679	\$95,238	\$105,881	\$84,574	\$93,288	\$148,025	\$157,814	\$137,718	\$154,160	\$142,613	\$151,536	\$91,020	\$100,515
50th percentile	\$101,524	\$117,098	\$96,257	\$108,430	\$89,542	\$100,866	\$146,702	\$158,181	\$123,489	\$140,847	\$133,721	\$144,579	\$87,526	\$96,525
DC to 50th P	0.88%	-2.11%	-1.07%	-2.41%	-5.87%	-8.12%	0.89%	-0.23%	10.33%	8.64%	6.24%	4.59%	3.84%	3.97%
75th percentile	\$106,264	\$118,816	\$106,691	\$115,354	\$94,071	\$102,707	\$153,171	\$170,262	\$134,826	\$153,634	\$134,387	\$146,724	\$95,271	\$108,241
DC to 75th P	-3.75%	-3.61%	-12.03%	-8.95%	-11.23%	-10.10%	-3.48%	-7.89%	2.10%	0.34%	5.77%	3.18%	-4.67%	-7.69%

Notes:
For non-elected positions with a salary range, the top step of the range is presented
Total Pay includes 6% PERS, deferred comp, car allowance, and for Deschutes County, also longevity

DESCHUTES COUNTY SALARY SURVEY
for
ELECTED OFFICIALS
May 2016

Assessor - Annual

County	Annual Salary	PERS Contribution	401(K)/457 Contribution	Other Add Pay	Total Pay
Benton <i>(non-elected)</i>	\$108,826	6.00%	3.00%		<u>\$118,816</u>
Clackamas	\$106,264	6.00%	6.27%		<u>\$119,702</u>
Jackson	\$99,622	6.00%	0.00%		<u>\$105,599</u>
Lane	\$101,524	6.00%	2.00%	\$6,780	<u>\$117,098</u>
Marion	\$100,194	6.00%	7.50%		<u>\$114,171</u>
Median	\$101,524				<u>\$117,098</u>
Deschutes County	<u>\$102,427</u>	6.00%	3.00%	\$2,610	<u>\$114,679</u>
Difference in \$	\$903				-\$2,419
DC Compared to Median	0.88%				-2.11%

Notes:

Lane receives a car allowance of \$6,780 per year - included as Other Add Pay

Salary and comp is current as of January 1, 2016

For non-elected positions, the top step of the range is presented (Benton)

* DC Assessor receives longevity pay - included as Other Add Pay

DESCHUTES COUNTY SALARY SURVEY
for
ELECTED OFFICIALS
May 2016

Clerk - Annual

County	Annual Salary	PERS Contribution	401(K)/457 Contribution	Other Add Pay	Total Pay
Benton <i>(non-elected)</i>	\$108,826	6.00%	3.00%		\$118,816
Clackamas	\$96,257	6.00%	6.27%		\$108,430
Jackson	\$92,622	6.00%	0.00%		\$98,179
Lane <i>(non-elected)</i>	\$106,691	6.00%	2.00%		\$115,354
Marion	\$90,938	6.00%	7.50%		\$103,624
Median	\$96,257				\$108,430
Deschutes County	<u>\$95,238</u>	6.00%	3.00%	\$1,740	<u>\$105,881</u>
Difference in \$	-\$1,019				-\$2,549
DC Compared to Median	-1.07%				-2.41%

Notes:

Salary and comp is current as of January 1, 2016

For non-elected positions, the top step of the range is presented (Benton and Lane)

* DC Clerk receives longevity pay - included as Other Add Pay

DESCHUTES COUNTY SALARY SURVEY
for
ELECTED OFFICIALS
May 2016

Commissioners - Annual

County	Annual Salary	PERS Contribution	401(K)/457 Contribution	Other Add Pay	Total Pay
Benton	\$94,071	6.00%	3.00%		\$102,707
Clackamas	\$89,542	6.00%	6.27%		\$100,866
Jackson	\$94,956	6.00%	0.00%	\$4,800	\$105,741
Lane	\$74,298	6.00%	0.00%	\$6,780	\$85,943
Marion	\$84,968	6.00%	7.50%		\$96,821
Median	\$89,542				\$100,866
Deschutes County	<u>\$84,574</u>	6.00%	3.00%	\$870	<u>\$93,288</u>
Difference in \$	-\$4,968				-\$7,578
DC Compared to Median	-5.87%				-8.12%

Notes:

Jackson receives a car allowance of \$4,800 per year - included as Other Add Pay

Lane receives a car allowance of \$6,780 per year - included as Other Add Pay

Lane County Commissioners voluntarily waived their 2% deferred comp for 2016

Salary and comp is current as of January 1, 2016

* Two of three Deschutes County Commissioners receive longevity pay - included as Other Add Pay. Third Commissioner has not reached the 5-year minimum service.

DESCHUTES COUNTY SALARY SURVEY
for
ELECTED OFFICIALS
May 2016

District Attorney - Annual

County	State Salary	County Portion	Base Salary (State and County)	PERS Contribution	401(K)/457 Contribution	Other Add Pay	Total Pay
Benton	\$101,520	\$30,157	\$131,677	6.00%	3.00%		\$140,537
Clackamas	\$119,496	\$46,776	\$166,272	6.00%	6.27%		\$179,357
Jackson	\$119,496	\$23,292	\$142,788	6.00%	0.00%		\$151,355
Lane	\$119,496	\$33,675	\$153,171	6.00%	2.00%	\$6,780	\$170,262
Marion	\$119,496	\$27,206	\$146,702	6.00%	7.50%		\$158,181
Median			\$146,702				\$158,181
Deschutes County	<u>\$119,496</u>	<u>\$28,529</u>	<u>\$148,025</u>	6.00%	3.00%		<u>\$157,814</u>
Difference in \$			\$1,323				-\$368
DC Compared to Median			0.89%				-0.23%

Notes:

401/457 deferred amounts are calculated on the county portion only for all entities
PERS contribution of 6% is assumed on total salary - paid by County and State respectively
Lane receives a car allowance of \$6,780/annually - included as Other Add Pay
Salary and comp is current as of January 1, 2016
* DC DA has not reached the 5-year minimum service to receive longevity pay

DESCHUTES COUNTY SALARY SURVEY
for
ELECTED OFFICIALS
May 2016

Sheriff - Annual

County	Annual Salary	PERS Contribution	401(K)/457 Contribution	Other Add Pay	Total Pay
Benton	\$110,245	6.00%	3.00%		\$120,365
Clackamas	\$165,009	6.00%	6.27%		\$185,876
Jackson	\$111,072	6.00%	0.00%		\$117,736
Lane	\$123,489	6.00%	2.00%	\$6,780	\$140,847
Marion	\$134,826	6.00%	7.50%		\$153,634
Median	\$123,489				\$140,847
Deschutes County	<u>\$137,718</u>	6.00%	3.00%	\$3,480	<u>\$154,160</u>
Difference in \$	\$14,229				\$13,313
DC Compared to Median	10.33%				8.64%

Notes:

Lane receives a car allowance of \$6,780 per year - included as Other Add Pay

Salary and comp is current as of January 1, 2016

* DC Sheriff receives longevity pay - included in Other Add Pay

DESCHUTES COUNTY SALARY SURVEY
for
ELECTED OFFICIALS
May 2016

Justice of the Peace (JOP) - Annual

County	Annual Salary	PERS Contribution	401(K)/457 Contribution	Other Add Pay	Total Pay
Benton <i>(no position)</i>					
Clackamas	\$98,227	6.00%	6.27%		\$110,649
Jackson	\$80,766	6.00%	0.00%		\$85,612
Lane	\$47,755	6.00%	2.00%		\$51,633
Marion	\$94,286	6.00%	7.50%		\$107,439
Median	\$87,526				\$96,525
Deschutes County	<u>\$91,020</u>	6.00%	3.00%	\$1,044	<u>\$100,515</u>
<u>Difference in \$</u>	\$3,494				\$3,990
DC Compared to Median	3.84%				3.97%

Notes:

Deschutes County is part-time: salary is annualized (actual is \$55,522 for .61 FTE)

Lane County is also part time: salary is annualized (actual is \$38,204 for .8 FTE)

Lane County JOP does not receive the car allowance

Salary and comp is current as of January 1, 2016

* DC DA receives longevity pay - included in Other Add Pay

DESCHUTES COUNTY SALARY SURVEY
for
ELECTED OFFICIALS
May 2016

Finance Director/Treasurer - Full Salary Annual

County	Annual Salary	PERS Contribution	401(K)/457 Contribution	Other Add Pay	Total Pay
Benton <i>(one combined position that handles both functions)</i>	\$134,387	6.00%	3.00%		\$146,724
Clackamas <i>(* Non-rep CFO plus elected Treasurer sals combined)</i>	\$165,473	6.00%	6.27%		\$186,399
Jackson <i>(one combined position that handles both functions)</i>	\$115,378	6.00%	0.00%		\$122,301
Lane <i>(*CFO/Treasurer combined)</i>	\$133,721	6.00%	2.00%		\$144,579
Marion <i>(* Non-rep CFO plus elected Treasurer sals combined)</i>	\$124,312	6.00%	7.50%		\$141,654
Median	\$133,721				\$144,579
Deschutes County <i>(Financial Director/Treasurer combined)</i>	<u>\$142,613</u>	6.00%	3.00%		<u>\$151,535</u>
Difference in \$	\$8,892				\$6,956
DC Compared to Median	6.24%				4.59%

Notes:

Benton and Jackson have non-elected positions that include treasurer duties - no stipend or elected post - top step of range is used

Deschutes County 457 match is on Treasurer stipend only (\$345 added into total pay)
Salary and comp is current as of January 1, 2016

DC Treasurer has not reached the 5-year minimum service to receive longevity pay

* For Clackamas and Marion (counties with an elected and a non-rep), we used 90% CFO salary (top step) and 10% Treasurer salary

*Lane County has two non-elected positions: Sr Manager handles Treasurer duties and Dir of Operations handles Finance Dept - used same 90/10 logic and top step of both salary ranges

Clackamas, Lane and Marion pay deferred comp on their non-rep positions