



Elected Officials Compensation Board - Overview

Deschutes County's Elected Official Compensation Board is a member advisory board responsible to conduct an annual review of Deschutes County Elected Officials' salaries and to recommend an appropriate compensation package in accordance with ORS 204.112, summarized below.

County Officers - ORS 204.112 - County Compensation Board

- (1) Each county governing body shall appoint a county compensation board. A county compensation board shall consist of from three to five members, who are knowledgeable in personnel and compensation management.
 - *The County has designated these duties to the public members of the Budget Committee.*
- (2) The county compensation board shall annually recommend a compensation schedule for the county elective officers mentioned in ORS 204.005 (Election or appointment of county officers).
- (3) The county compensation board shall annually
 - review the compensation paid to persons comparably employed by the State of Oregon, local public bodies and private businesses within a labor market deemed appropriate by the board for each elective officer;
 - the county compensation board shall take into account such factors as the number of employees supervised and 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;
 - prepare and approve by majority vote a recommended compensation schedule for the elective officers and shall submit the recommended compensation schedule to the county governing body.
- (4) Notwithstanding subsections (1) to (3) of this section, the sheriff's salary shall be fixed in an amount, which is not less than that for any member of the sheriff's department. [1989 c.941 §1]

Human Resources provides the Board with an analysis report for review and consideration. This report is comprised of data from the comparable counties of Clackamas, Lane, Jackson, and Marion. The report also includes compensation data for the Elected Officer's subordinates, as well as County Director positions as comparable.

The County's Compensation Strategy is also taken into consideration when reviewing the compensation survey data. In December of 2017, the Board of County Commissioners adopted the following:

- **Compensation Philosophy**
At Deschutes County, our employees enjoy a rewarding work culture that is proudly focused on providing innovative and comprehensive services to our community. Our goal is to attract, reward, and retain a talented and diverse workforce to deliver these services. We value our employees and recognize their commitment by providing them with a competitive compensation, benefits, and retirement package that is internally equitable and fiscally responsible to the citizens and taxpayers of Deschutes County. In administering our total compensation program, the County remains committed to sound stewardship of public funds and recognize our responsibility to those we serve in a manner that supports long-term financial sustainability.
- **County's Competitive Labor Market:** include only comparable public sector organizations: Clackamas, Lane, Jackson, and Marion counties.
- **Where to Anchor Pay Grade Structure:** lead the Market by using overall market average +5%, recognizes desire to attract and retain high-quality workforce; high-growth area, high-cost of living.