AGENDA COVER MEMO

Memorandum Date: 10/18/2023

Order Date: 10/31/2023

TO:	Board of County Commissioners
DEPARTMENT:	Human Resources
PRESENTED BY:	Janice Reynolds, EOCB Chair Alana Holmes, Director of Human Resources Eliza Kashinsky, Sr. Classification & Compensation Analyst
AGENDA ITEM TITLE:	ORDER: IN THE MATTER OF ADJUSTING THE BASE ANNUAL SALARIES OF LANE COUNTY'S ELECTED OFFICIALS

I. MOTIONS

Move to approve order 23-10-31-XX in the matter of adjusting the base annual salary of Lane County's elected Assessor.

Move to approve order 23-10-31-XX in the matter of adjusting the base annual salary of Lane County's elected District Attorney.

Move to approve order 23-10-31-XX in the matter of adjusting the base annual salary of Lane County's elected Justice of the Peace.

Move to approve order 23-10-31-XX in the matter of adjusting the base annual salary of Lane County's elected Sheriff.

Move to approve order 23-10-31-XX in the matter of adjusting the base annual salaries of Lane County's elected County Commissioners.

II. AGENDA ITEM SUMMARY

The Board is being asked to approve adjustments to the base salaries of the Assessor, the County Commissioners, the District Attorney, the Justice of the Peace, and the Sheriff, to align the salaries with those of comparable positions in other Oregon counties.

III. BACKGROUND/IMPLICATIONS OF ACTION

A. Board Action and Other History

Lane Manual Chapter 3, Section 3.100.010 gives responsibility to the Elected Officials Compensation Board (EOCB) to recommend to the Budget Committee and to the Board of County Commissioners a compensation schedule for Lane County elected officials.

In the packet from the Budget Committee meeting (Attachment G), attachment 1 Elected Officials Compensation History describes EOCB activity from 2013 to 2022.

Pursuant to Lane Manual and ORS 204.112, the EOCB convened in 2023 to deliberate and develop recommended adjustments. Four members of the EOCB present for the 2021/2022 deliberations returned for the 2022/2023 session. There is currently one vacant position on the EOCB.

The EOCB held four public meetings (January 25, 2023, February 23, 2023, April 5, 2023, and May 3, 2023), which included analysis and deliberations of the data provided by County staff.

The EOCB presented two options for adjustments to elected officials' compensation to the Lane County Budget Committee on September 28th, 2023. Option 1 aligned compensation for elected officials to match the average of the compensation paid by comparator counties. Option 2 adjusted compensation to be within 5% of the compensation paid by comparator counties. The Budget Committee voted to forward Option 1 to the Board of County Commissioners for consideration.

B. Policy Issues

Oregon Revised Statute (ORS) 204.112 requires the EOCB to annually review and make recommendations regarding the compensation of elected officials. Additionally, ORS 204.126 specifies the recommendations for compensation changes for all elected officials must go to the Budget Committee. The term Annually has been interpreted to mean in alignment with the County's fiscal year, July 1 through June 30.

Additionally, compensation for Lane County's elected officials is governed by Lane Manual Chapter 3, Section 3.100.010, 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. If the EOCB has 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 agrees with the recommended changes to the commissioners' compensation, those changes must then be approved by the Board

of Commissioners. Lane Manual only requires the Budget Committee to review compensation changes for commissioner positions. However, the current Budget Officer, Steve Mokrohisky, has requested that the Budget Committee review all elected official positions and forward its recommendations to the Lane County Board of Commissioners.

Any changes to the Commissioners' compensation cannot take effect until January 1 of the year following the general election (in this case, January 1, 2025). 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, in regard to determining elected officials compensation, Lane Manual Chapter 3, Section 3.100.010 states:

"The Compensation Board will 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 EOCB 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 will be fixed in an amount which is not less than that for any member of the Department of Public Safety; and

(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

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. The recommended options are in alignment with the County's 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 operational effectiveness, fiscal resilience and partnership.*"

D. Financial and/or Resource Considerations

All elected official compensation is budgeted under the General Fund.

Total estimated additional costs for the EOCB recommended options for FY 23-24, FY 24-25 and FY 25-26 are as follows:

	FY 23-24	**FY 24-25**	**FY 25-26**	**TOTAL**
Assessor	$15,804	$15,804	$15,804	**$47,412**
District Attorney	$3,485	$3,485	$3,485	**$10,455**
Justice of the Peace	$1,810	$1,810	$1,810	**$5,430**
Sheriff	$5,015	$5,015	$5,015	**$15,046**
Board of Commissioners	-	$93,669	$187,337	**$281,006**
Total	**$26,114**	**$119,783**	**$213,451**	**$359,349**

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, including for those working in elected positions.

The standard practice to determine market competitiveness for all County positions is to review against comparable positions in Clackamas, Deschutes, Jackson, Marion, and Washington Counties. These reviews use a total compensation methodology, which compares not just the base wages, but also the value of health insurance contributions, retirement contributions, and other financial benefits.

Effective January of 2022, the Assessor, District Attorney, Justice of the Peace, and Sheriff received adjustments that aligned the rates of pay with the market. The Commissioners have not received a market adjustment since 2016 and their compensation remains significantly below the market comparators. Under the majority of Lane County's collective bargaining agreements, represented employees receive cost of living adjustments on a yearly basis. In addition, non-represented employees have received cost of living adjustments once a year since 2015. The EOCB recommends that the adjustments for the Assessor, District Attorney, Justice of the Peace, and Sheriff be made effective retroactive to the first full pay period after July 1, 2023, which would be approximately 18 months after their previous adjustment.

Under the Lane Charter, any adjustments to Commissioner salaries cannot go into effect until the first odd-number year after the first general election after the increase is authorized. Any changes to Commissioner compensation authorized between now and the November 2024 general election could not go into effect until 2025. January 4, 2025 is the beginning of the first pay period in 2025. This requirement does not apply to other elected officials.

The EOCB recommends a two percent (2%) Cost of Living Adjustment (COLA) for all elected officials, as well as additional adjustments for specific elected official positions as outlined below. The two percent (2%) COLA is consistent with COLAs provided to represented and non-represented Lane County employees. Providing a COLA, as well as the other recommended adjustments, helps ensure that the compensation of elected officials remains competitive and reduces the likelihood that larger market adjustments, as were provided in 2022, will be required at a later date.

Assessor: The assessor's total compensation was 7.6% below the average total compensation of the assessor positions at the comparator counties. In order to align the assessor's compensation with the market average, a 5.81% market adjustment in addition to the 2% COLA is recommended, for a total increase of $10,593.

County Commissioners: The Commissioners total compensation was 27.6% below the average total compensation of commissioners at the comparator counties. In order to align the Commissioners with the market average, a 27.22% market adjustment in addition to the 2% COLA is recommended, for a total increase of $26,157.

District Attorney: The District Attorney's total compensation was 3.4% below the average total compensation of the district attorney positions in the comparator counties. In order to align the district attorney's compensation with the market average, a 1.78% market adjustment in addition to the 2% COLA is recommended, for a total increase of $2,345.

Justice of the Peace/Sheriff: After the 2% COLA, the compensation for both the Justice of the Peace and the Sheriff will be aligned with the average compensation for the comparable positions and no additional market adjustment is recommended for these positions.

G. Alternatives/Options

1. Approve the adjustments to elected officials' compensation as recommended by the Elected Officials Compensation Board and the Budget Committee.
    a. Increase the annual base salary of the Assessor by $10,593 effective retroactive to the first full pay period following July 1, 2023.
    b. Increase the annual base salary of the District Attorney by $2,345 effective retroactive to the first full pay period following July 1, 2023.
    c. Increase the annual base salary of the Justice of the Peace by $1,157 effective retroactive to the first full pay period following July 1, 2023.
    d. Increase the annual base salary of the Sheriff by $3,417 effective retroactive to the first full pay period following July 1, 2023.
    e. Increase the annual base salary of the Commissioners by $26,157 effective the first full pay period following January 1, 2025.

2. Request that staff return with a motion that would adjust the elected officials' compensation by some other amount.

3. Do not approve the motion and do not adjust the elected officials' compensation.

IV. RECOMMENDATION

Staff recommends approval of the adjustments, in accordance with the recommendations from the Elected Officials Compensation Board and the Lane County Budget Committee.

V. TIMING/IMPLEMENTATION

If option 1 is chosen, the adjustments for the Assessor, District Attorney, Justice of the Peace and Sheriff will be effective retroactively to July 8, 2023. The adjustments for the Commissioners will become effective the first full pay period after January 1, 2025.

VI. FOLLOW-UP

If the Board chooses to adjust elected officials' compensation by some other amount, staff will return at a future meeting with a revised motion and Board Order. As the Elected Officials Compensation Board is charged with reviewing compensation on a yearly basis, the Elected Officials compensation board will complete an analysis and forward recommendations regarding elected officials' compensation in 2024.

VII. ATTACHMENTS

A. Board Order 23-10-31-XX
B. Board Order 23-10-31-XX
C. Board Order 23-10-31-XX
D. Board Order 23-10-31-XX
E. Board Order 23-10-31-XX
F. Draft Budget Committee Meeting Minutes, 9-28-2023
G. Agenda Cover Memo and attachments from 9-28-2023 Budget Committee Meeting

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO:	In the Matter of Adjusting the Base Annual Salary of Lane County's Elected Assessor

WHEREAS, Lane Manual Chapter 3, Section 3.100.010 gives responsibility to the Elected Officials Compensation Board (EOCB) to recommend to the Budget Committee and to the Board of County Commissioners a compensation schedule for Lane County elected officials; and

WHEREAS, pursuant to the Lane Manual, the EOCB convened four public meetings in 2023, considered the compensation schedule for Lane County elected officials in comparison to elected officials compensation in comparable counties, and recommended adjustments to the Lane County Elected Officials compensation schedules to align with the compensation provided to elected officials in comparable positions; and

WHEREAS, on September 28th, 2023, the Lane County Budget Committee convened and reviewed the recommendations of the Elected Officials Compensation Board and approved forwarding the recommendation to the Board of Commissioners for consideration.

NOW, THEREFORE, the Board of County Commissioners of Lane County **ORDERS** as follows:

That effective retroactive to the first full pay period following July 1, 2023, increase the annual base salary of the Assessor by ten thousand, five hundred and ninety three dollars ($10,593) for a new base salary of $144,233.

ADOPTED this ___ day of_____, 2023.

_____
Pat Farr, Chair
Lane County Board of Commissioners

APPROVED AS TO FORM

Date_____

_____
LANE COUNTY OFFICE OF LEGAL COUNSEL

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO:	In the Matter of Adjusting the Base Annual Salary of Lane County's Elected District Attorney

WHEREAS, Lane Manual Chapter 3, Section 3.100.010 gives responsibility to the Elected Officials Compensation Board (EOCB) to recommend to the Budget Committee and to the Board of County Commissioners a compensation schedule for Lane County elected officials; and

WHEREAS, pursuant to the Lane Manual, the EOCB convened four public meetings in 2023, considered the compensation schedule for Lane County elected officials in comparison to elected officials compensation in comparable counties, and recommended adjustments to the Lane County Elected Officials compensation schedules to align with the compensation provided to elected officials in comparable positions; and

WHEREAS, on September 28th, 2023, the Lane County Budget Committee convened and reviewed the recommendations of the Elected Officials Compensation Board and approved forwarding the recommendation to the Board of Commissioners for consideration.

NOW, THEREFORE, the Board of County Commissioners of Lane County **ORDERS** as follows:

That effective retroactive to the first full pay period following July 1, 2023, increase the annual base salary of the District Attorney by two thousand, three hundred and forty five dollars ($2,345) for a new base salary of $63,861.

ADOPTED this ___ day of_____, 2023.

_____
Pat Farr, Chair
Lane County Board of Commissioners

APPROVED AS TO FORM

Date_____

_____
LANE COUNTY OFFICE OF LEGAL COUNSEL

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO:	In the Matter of Adjusting the Base Annual Salary of Lane County's Elected Justice of the Peace

WHEREAS, Lane Manual Chapter 3, Section 3.100.010 gives responsibility to the Elected Officials Compensation Board (EOCB) to recommend to the Budget Committee and to the Board of County Commissioners a compensation schedule for Lane County elected officials; and

WHEREAS, pursuant to the Lane Manual, the EOCB convened four public meetings in 2023, considered the compensation schedule for Lane County elected officials in comparison to elected officials compensation in comparable counties, and recommended adjustments to the Lane County Elected Officials compensation schedules to align with the compensation provided to elected officials in comparable positions; and

WHEREAS, on September 28th, 2023, the Lane County Budget Committee convened and reviewed the recommendations of the Elected Officials Compensation Board and approved forwarding the recommendation to the Board of Commissioners for consideration.

NOW, THEREFORE, the Board of County Commissioners of Lane County **ORDERS** as follows:

That effective retroactive to the first full pay period following July 1, 2023, increase the annual base salary of the Justice of the Peace by one thousand, one hundred and fifty seven dollars ($1,157) for a new base salary of $59,016.

ADOPTED this ___ day of_____, 2023.

_____
Pat Farr, Chair
Lane County Board of Commissioners

APPROVED AS TO FORM

Date_____

_____
LANE COUNTY OFFICE OF LEGAL COUNSEL

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO:	In the Matter of Adjusting the Base Annual Salary of Lane County's Elected Sheriff

WHEREAS, Lane Manual Chapter 3, Section 3.100.010 gives responsibility to the Elected Officials Compensation Board (EOCB) to recommend to the Budget Committee and to the Board of County Commissioners a compensation schedule for Lane County elected officials; and

WHEREAS, pursuant to the Lane Manual, the EOCB convened four public meetings in 2023, considered the compensation schedule for Lane County elected officials in comparison to elected officials compensation in comparable counties, and recommended adjustments to the Lane County Elected Officials compensation schedules to align with the compensation provided to elected officials in comparable positions; and

WHEREAS, on September 28th, 2023, the Lane County Budget Committee convened and reviewed the recommendations of the Elected Officials Compensation Board and approved forwarding the recommendation to the Board of Commissioners for consideration.

NOW, THEREFORE, the Board of County Commissioners of Lane County **ORDERS** as follows:

That effective retroactive to the first full pay period following July 1, 2023, increase the annual base salary of the Sheriff by three thousand, four hundred and seventeen dollars ($3,417) for a new base salary of $174,282.

ADOPTED this ___ day of_____, 2023.

_____
Pat Farr, Chair
Lane County Board of Commissioners

APPROVED AS TO FORM

Date_____

_____
LANE COUNTY OFFICE OF LEGAL COUNSEL

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO:	In the Matter of Adjusting the Base Annual Salaries of Lane County's Elected Commissioners

WHEREAS, Lane Manual Chapter 3, Section 3.100.010 gives responsibility to the Elected Officials Compensation Board (EOCB) to recommend to the Budget Committee and to the Board of County Commissioners a compensation schedule for Lane County elected officials; and

WHEREAS, pursuant to the Lane Manual, the EOCB convened four public meetings in 2023, considered the compensation schedule for Lane County elected officials in comparison to elected officials compensation in comparable counties, and recommended adjustments to the Lane County Elected Officials compensation schedules to align with the compensation provided to elected officials in comparable positions; and

WHEREAS, on September 28th, 2023, the Lane County Budget Committee convened and reviewed the recommendations of the Elected Officials Compensation Board and approved forwarding the recommendation to the Board of Commissioners for consideration.

NOW, THEREFORE, the Board of County Commissioners of Lane County **ORDERS** as follows:

That effective the first full pay period following January 1, 2025, increase the annual base salary of the Commissioners by twenty six thousand, one hundred and fifty seven dollars ($26,157) for a new base salary of $114,026.

ADOPTED this ___ day of_____, 2023.

_____
Pat Farr, Chair
Lane County Board of Commissioners

APPROVED AS TO FORM

Date_____

_____
LANE COUNTY OFFICE OF LEGAL COUNSEL

Lane County Budget Committee
Thursday, September 28, 2023,
3:30 pm – BCC Conference Room
& Virtual Meeting

Budget Committee members present: citizen members; Sarah Means, Bruce Weber, Holly Mar-Conte, Herb Vloedman, Chris Pryor, and Lane County Commissioners; Ryan Ceniga, David Loveall, Heather Buch, Pat Farr, and Laurie Trieger.

Staff Present: Lane County Administrator, Steve Mokrohisky, Budget and Financial Planning Manager, Christine Moody, Budget Staff; Kevin Mahoney, Jennifer Violette, Michele Stark, and Jason Miles.

I. CALL MEETING TO ORDER

Chair Means called the meeting to order at 3:31pm.

II. COMMITTEE BUSINESS

Minutes from the 05/18/23 meeting were reviewed. Herb Vloedman, noted the minutes incorrectly indicated he had chaired the meeting on 05/18/23, which was in fact chaired by Sarah Means. Herb Vloedman moved to approve the minutes as amended, 2nd by Bruce Webber. Motion Passes.

III. PRESENTATION

Janice Reynolds, Chair – Lane County Elected Officials Compensation Board (EOCB) and Eliza Kashinsky, Sr. Classification & Compensation Analyst.

Janice Reynolds presented the following points:

- The EOCB is a five-member board charged under state law with reviewing elected officials' compensation and providing recommendations to the Budget Committee, who then makes recommendations to the Board of County Commissioners.
- The Lane County Charter limits the effective dates for compensation adjustments to the Board of Commissioners to occur after the next general election in 2025.
- The Assessor, District Attorney, Justice of the Peace, and Sheriff all received market adjustments effective January of 2022. There have been no market adjustments for the County Commissioners since 2016. The County Commissioners received 2% cost of living (COLA) increases in 2019 and 2020.
- The EOCB used five comparator counties for their recommendations: Clackamas, Deschutes, Jackson, Marion, and Washington.

The EOCB presented two options for the Budget Committee:

Option one matches compensation for elected officials to the average of comparator counties.
Option two matches compensation for elected officials to within 5% of the average of comparator counties.

The Sheriff and Justice of the Peace are already aligned with comparator counties, and the EOCB recommends only a 2% cost of living increase with both options.

The District Attorney is only slightly under the comparator average. Option one provides a 1.78% market adjustment in addition to the 2% COLA increase to bring compensation in line in the comparator average.

The Assessor is both under market and experiencing compression , which is when a directly reporting employee's compensation is close to or exceeds the elected official's compensation. Option One provides a 5.81% market adjustment in addition to the 2% COLA increase to align with the comparator average. Option two provides a 5.43% compression adjustment in addition to the 2% COLA to ensure an appropriate difference between the Assessor and their highest paid directly reporting employee.

The Board of County Commissioners' compensation is 27.6% below the comparator average and their base salary is approximately $23,000 less then the lowest paid comparator county. The EOCB is concerned about the sizable and growing gap in the County Commissioner's compensation with comparator counties. Option one provides a 27.22% market adjustment in addition to the 2% COLA to match the comparator average. Option two provides a 20.81% market adjustment in addition to the 2% COLA to bring the County Commissioners to a point that is 5% lower than the comparator average. Janice Reynolds emphasized that any adjustment to the County Commissioner's compensation would not take effect until after the next general election.

IV. BUDGET COMMITTEE DISCUSSION / DELIBERATION

Commissioner Trieger expressed how awkward and difficult it is for County Commissioners to vote to raise their own salaries. She also expressed concern over the risk of continuing to create inequity in compensation for the leadership of the organization and the impact that may have on people deciding to run for office. Commissioner Trieger said the County would continue to wrestle with this issue until someone is bold and brave enough to do the right thing and help the community understand why that matters.

Chris Pryor inquired about the budget impact of approving increases to the elected officials' compensation. Budget and Financial Planning Manager Christine Moody provided a brief overview of the budget impact. Due to the timing of the adjustments taking effect for the County Commissioners, the current fiscal year increase would be approximately $26,000 in COLAs. The FY24-25 increase would be approximately $120,000 in adjustments and 3rd year (FY25-26) would be approximately $213,000 for the recommended adjustment. Discussion continued between Chris Pryor, Christine Moody, and County Administrator Steve Mokrohisky regarding how the potential increases would affect the County Budget.

Lane County Assessor and Tax Collector Mary Vuksich-Schafer asked if an option to increase compensation for the County Commissioners was approved, could the increase be staggered over multiple years.

Commissioner Buch pointed out the gap in compensation continues to grow. In response to the Assessor's question, she indicated the County Commissioners have options on how to implement any increases in the Commissioners' compensation. Eliza Kashinsky reminded the Committee that any increases to County Commissioners' compensation must take effect after a general election.

Commissioner Farr provided some recent historical context to previous votes by the County Commissioners regarding compensation increases. He also reiterated the issues raised by Commissioner Trieger regarding the perception of voting to increase Commissioner compensation, as well as future impacts to the compensation gap if an increase in compensation is not approved.

Bruce Webber agreed that a 27% compensation adjustment appears to be a large number but does not believe an adjustment should be deferred into the future.

Commissioner Loveall stated he only realized two months into the campaign that it was a paid position. He

asked Commissioner Trieger to expand on her comment regarding someone needing to "take a courageous step". Commissioner Trieger explained her comment was regarding the perception involved with voting to raise the Commissioners' compensation as a commissioner themselves. She stated that how the topic is discussed and framed can have an impact on public perception. She further talked about understanding structural and compounding inequalities and what it means to the community if the conversation is used one-way verses another.

Commissioner Farr stated that leaders always tell the truth. He said that whatever is done, a bright light should be shined on the issue so there is clarity on what was done and why.

Chris Pryor spoke about his view that an adjustment would not be a raise, but an adjustment to correct compensation for officials that is not in line with comparator counties.

Assessor Vuksich-Schafer talked about how running for office is expensive and time consuming. In her view it is more accessible to run for office for people with wealth, particularly for positions that do not compensate well. She views an adjustment for the County Commissioners as a step towards evening the playing field in running for office.

Commissioner Ceniga spoke about how awkward it is for a commissioner to vote to increase the compensation for their positions, but also expressed concern that the gap with comparator counties would continue to increase.

Janice Reynolds reiterated that if the gap is not addressed, it will continue to grow which will make it harder to recruit and retain talent.

Commissioner Buch spoke about timing being a big part of this decision and talked about prior votes and why the timing did not feel appropriate at that time due to covid, but that the timing is different now.

Holly Mar-Conte said she views the vote as important for equity. As the increases for the Board of County Commissioners would not take effect until after the next general election, she feels it is important for future Commissioners.

Bruce Webber moved to consider option 1 from the EOCB, 2nd by Holly Mar-Conte. Eliza Kashinsky clarified that option 1 would be retroactive to July 1st, 2023, for elected officials other than the County Commissioners.

Motion passes with 8 votes in favor, 2 opposed.

V. ADJOURN

Chair Means adjourned the meeting at 4:13 pm.

Note: A webcast (the "official" record of the meeting's events) is available at:
https://lanecounty.org/how_do_i/view/webcasts

AGENDA COVER MEMO

Memorandum Date: September 28th, 2023

TO:	Lane County Budget Committee
FROM:	Elected Officials Compensation Board (EOCB)
PRESENTED BY:	Janice Reynolds, EOCB Chair Joshua Burstein, EOCB Member Cheri Minick, EOCB Member Penny Daughtery, EOCB Member Alana Holmes, Director of Human Resources Eliza Kashinsky, Senior Classification & Compensation Analyst
AGENDA ITEM TITLE:	In the Matter of Adjusting the Base Annual Salaries of Lane County's Elected Officials

I. MOTION

Move to approve recommended option ____ of the Lane County Elected Officials Compensation Board in the matter of adjusting the base annual salaries of Lane County's elected officials and forward the recommendation for final approval to the Lane County Board of Commissioners.

II. AGENDA ITEM SUMMARY

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

The EOCB is providing two (2) options for considerations to the Budget Committee. Both options ensure competitive rates of compensation for elected officials. Option 1 provides a two percent (2%) cost of living adjustment for all elected officials, and market adjustments to the Assessor, District Attorney, and County Commissioner classifications in order to align their compensation with the market average. Option 2 provides a two percent (2%) cost of living adjustment for all elected officials, addresses internal compression with the Assessor's position, and aligns all elected official positions within five percent (5%) of the market average.

III. BACKGROUND/IMPLICATIONS OF ACTION

A. Board Action and Other History

Lane Manual Chapter 3, Section 3.100.010 gives responsibility to the Elected Officials Compensation Board (EOCB) to recommend to the Budget Committee and to the Board of County Commissioners a compensation schedule for Lane County elected officials.

Attachment 1 Elected Officials Compensation History describes EOCB activity from 2013 to 2022.

Pursuant to Lane Manual and ORS 204.112, the EOCB convened in 2023 to deliberate and develop recommended adjustments. Four (4) members of the EOCB present for the 2021/2022 deliberations returned for the 2022/2023 session. There is currently one (1) vacant position on the EOCB.

The EOCB held four (4) public meetings (January 25, 2023, February 23, 2023, April 5, 2023, and May 3, 2023), which included analysis and deliberations of the data provided by County staff.

B. Policy Issues

Oregon Revised Statute (ORS) 204.112 requires the EOCB to annually review and make recommendations regarding the compensation of elected officials. Additionally, ORS 204.126 specifies the recommendations for compensation changes for all elected officials must go to the Budget Committee. Annually has been interpreted to mean in alignment with the County's fiscal year, July 1 through June 30.

Additionally, compensation for Lane County's elected officials is governed by Lane Manual Chapter 3, Section 3.100.010, 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. Lane Manual only requires the Budget Committee review compensation changes for commissioner positions. However, the current Budget Officer, Steve Mokrohisky, has requested the Budget Committee review all elected official positions and forward its recommendations to the Lane County Board of Commissioners.

Any changes to the commissioners' compensation cannot take effect until January 1 of the year following the general election (in this case, January 1, 2025). 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, in regards to determining elected officials compensation, Lane Manual Chapter 3, Section 3.100.010 states:

"The Compensation Board will 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 will be fixed in an amount which is not less than that for any member of the Department of Public Safety; and

(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

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. The recommended options are in alignment with the County's 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 operational effectiveness, fiscal resilience and partnership.*"

D. Financial and/or Resource Considerations

All elected official compensation is budgeted under the General Fund.

Total estimated additional costs for the EOCB recommended options for FY 23-24, FY 24-25 and FY 25-26 are as follows:

Option 1:

	FY 23-24	FY 24-25	FY 25-26	TOTAL
Assessor	$15,804	$15,804	$15,804	**$47,412**
District Attorney	$3,485	$3,485	$3,485	**$10,455**
Justice of the Peace	$1,810	$1,810	$1,810	**$5,430**
Sheriff	$5,015	$5,015	$5,015	**$15,046**
Board of Commissioners	-	$93,669	$187,337	**$281,006**
Total	**$46,520**	**$151,309**	**$256,098**	**$453,927**

Option 2:

	FY 23-24	FY 24-25	FY 25-26	TOTAL
Assessor	$15,068	$15,068	$15,068	**$45,204**
District Attorney	$1,826	$1,826	$1,826	**$5,478**
Justice of the Peace	$1,810	$1,810	$1,810	**$5,430**
Sheriff	$5,015	$5,015	$5,015	**$15,046**
Board of Commissioners	-	$73,067	$146,133	**$219,200**
Total	**$23,719**	**$96,786**	**$169,852**	**$290,358**

See Attachment 10, EOCB 2023 Costing for additional information on effective dates.

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.

As has been done in past years, and is the standard practice with other positions within the County, the elected officials' compensation was reviewed against that of comparable positions in Clackamas, Deschutes, Jackson, Marion, and Washington Counties. A total compensation methodology was used, which compared not just the base wages, but also the value of health insurance contributions, retirement contributions, and other financial benefits. Unlike in past years, the value of paid leave and holidays was not included in the total compensation review. The comparator counties have different methodologies for providing paid leave for elected officials, which does not lend to a direct comparison. After discussion, the EOCB determined that including paid leave artificially inflated the total compensation for two comparator counties and excluded the data point from the analysis. See Attachment 7, 2023 EOCB Compensation Study.

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 Chapter 3, Section 3.100.010.

In 2022, the Assessor, District Attorney, Justice of the Peace, and Sheriff received adjustments that aligned the rates of pay with the market. With the exception of the Assessor, discussed below, these positions remain well aligned with the market. The County Commissioners did not receive an adjustment in 2022 and their compensation remains significantly below the market comparators.

The EOCB recommends a two percent (2%) Cost of Living Adjustment (COLA) for all elected officials, as well as additional adjustments for specific elected official positions as outlined below. The two percent (2%) COLA is consistent with COLAs provided to represented and non-represented Lane County employees. The provision of a COLA, as well as the other recommended adjustments, helps ensure that the compensation of elected officials remains competitive and reduces the likelihood that larger market adjustments, as were provided in 2022, will be required at a later date.

Assessor: Effective January of 2022, the Assessor's compensation was increased by $12,945, a 10.72% increase, for a new annual base salary of $133,648.

Unlike the other positions that received market adjustments in 2022, the difference in compensation between Assessor and the average market comparators was outside of the +/-5% highly competitive range. The Assessor's compensation was 7.6% below the market average. This is primarily a result of the fact that Washington County, which does not have an elected assessor, hired a new assessor in 2022 and at that time aligned their assessor's compensation with that of the other department heads in the County, resulting in a substantial increase over previous years. Given that Washington County's assessor is not elected, the EOCB discussed whether it was appropriate to continue to include that role in the market data. However, the duties of the Washington County Assessor also align more closely with that of the Lane County Assessor: both Washington and Lane include tax collection within the scope of their assessor's responsibilities, while Deschutes, Jackson, and Marion do not. The EOCB determined that the similarity in duties merited the continued inclusion of Washington County's Assessor, despite the differences in the method of appointment. Option 1 provides a 5.81% market adjustment for the assessor position, in addition to the two percent (2%) COLA, in order to align the assessor's compensation with the market average.

The assessor position is also experiencing salary compression, where the compensation range of the highest paid subordinate is above or very close to that of the supervisor. The Assessor's compensation is only 2.3% above the highest paid subordinate, and without adjustment, the Assessor compensation will be only three hundred sixty dollars ($360) per year above the highest paid subordinate after the next approved COLA for non-represented staff in January of 2024. Option 2 recommends a 5.43% increase adjustment in addition to the two percent (2%) COLA to alleviate compression for the Assessor.

District Attorney: Effective January of 2022, the District Attorney's county base salary was increased by $14,974, a 32.17% increase adjustment, for a new county annual base salary of $61,516. The District Attorney also receives compensation from the State, bringing the total salary to $209,937.

There is no salary compression for the District Attorney, with a 15% difference between the District Attorney and the highest paid subordinate. The county base compensation for the District Attorney was 3.4% below the market average. Lane County has historically considered compensation that is +/- 5% from comparator average to be highly competitive. Option 1 recommends a 1.78% adjustment for the District Attorney, in addition to the two percent (2%)COLA to align the county base compensation with the market average. Option 2 recommends just the two percent (2%) COLA, since the District Attorney's county base compensation falls within the highly competitive +/- 5% range.

Justice of the Peace: Effective January of 2022, the Justice of the Peace received an increase of $9,299, or 19.15%, for a new annual base salary of $57,859.

The Justice of the Peace is a 0.5 FTE position, while comparators have full time Justices of the Peace. When data analysis is adjusted to reflect the differences in FTE for the position, the Justice of the Peace's compensation was 2.7% above the

market average, within the +/- 5% highly competitive range. Given this, both option 1 and option 2 recommend only the two percent (2%) COLA for the Justice of the Peace.

Sheriff: Effective January of 2022, the Sheriff received an increase of $19,874, representing a 13.16% increase, for a new annual base salary, before certification pay, of $170,865.

There is no salary compression for the Sheriff; the compensation is 10.3% more than the highest paid subordinate. The total compensation is 0.7% below the market average. Given this, both option 1 and option 2 recommend only the two percent (2%) COLA for the Sheriff.

Commissioners: In January 2019 the Commissioners received a two percent (2%) COLA equating to a base salary increase of $1,689.14 and received a second two percent (2%) COLA in January 2020 for a current annual base salary of $87,869. The commissioner positions have received no adjustments since January 2020.

Under the Lane Charter, any adjustments to County Commissioner salaries cannot go into effect until the first odd-number year after the first general election after the increase is authorized. Any changes to County Commissioner compensation authorized between now and the November 2024 general election could not go into effect until 2025. January 4, 2025 is the beginning of the first pay period in 2025. This requirement does not apply to other elected officials.

The County Commissioners' total compensation is 27.6% below the market average. The base salary of $87,869 is $23,551 less than that of the lowest paid comparator, Deschutes County. Option 1 provides the same two percent (2%) COLA as provided to the other elected officials and Lane County staff, and also provides a market adjustment of 27.22% to align the County Commission compensation with the market average. Option 2 provides the two percent (2%) COLA and a market adjustment of 20.81% placing the County Commissioners' total compensation 5% below the market average. As per the Lane Charter, this adjustment would not take effect until 2025.

The Elected Officials Compensation Board remains very concerned about the sizable and growing gap between the County Commissioners' compensation and the market average.

G. Alternatives/Options

Option 1:

Effective retroactively to the first full pay period following July 1, 2023, increase the annual base salary of the indicated positions by the following amounts:

Assessor – Ten thousand, five hundred and ninety three dollars ($10,593),
Representing a two percent (2%) Cost of Living Adjustment and a 5.81% market adjustment;

District Attorney – Two thousand, three hundred and forty five dollars ($2,345),
Representing a two percent (2%) Cost of Living Adjustment and a 1.78% market adjustment to the County portion of the salary;

Justice of the Peace – One thousand, one hundred and fifty seven dollars ($1,157),
Representing a 2% Cost of Living Adjustment;

Sheriff – Three thousand, four hundred and seventeen dollars ($3,417),
Representing a two percent (2%) Cost of Living Adjustment to the annual base salary before certification pay;

Effective the first full pay period following January 1, 2025, increase the annual base salary of the Commissioners– twenty six thousand, one hundred and fifty seven dollars ($26,157),
Representing a two percent (2%) Cost of Living Adjustment and a 27.22% market adjustment.

Option 2:

Effective retroactive to the first full pay period following July 1, 2023, increase the annual base salary of the indicated positions by the following amounts:

Assessor – Ten thousand and seventy two dollars ($10,072),
Representing a two percent (2%) Cost of Living Adjustment and a 5.43% compression adjustment;

District Attorney – One thousand, one hundred and fifteen dollars ($1,115),
Representing a two percent (2%) Cost of Living Adjustment;

Justice of the Peace – One thousand, one hundred and fifty seven dollars ($1,157),
Representing a two percent (2%) Cost of Living Adjustment;

Sheriff – Three thousand, four hundred and seventeen dollars ($3,417),

Representing a two percent (2%) Cost of Living Adjustment to the annual base salary before certification pay;

Effective the first full pay period following January 1, 2025, increase the annual base salary of the Commissioners by twenty six thousand, one hundred and fifty seven dollars($20,411),
Representing a two percent (2%) Cost of Living Adjustment and a 20.81% market adjustment.

Option 3: Adjust the salary of the elected officials by some other amount.

Option 4: Do not approve the motion and do not adjust the elected officials' compensation.

IV. RECOMMENDATION

The Elected Officials Compensation Board prefers Option 1 or Option 2 and recommends that the Budget Committee forwards one of those options to the Board of Commissioners for consideration. The EOCB feels that either Option 1 or Option 2 would achieve the goal of fair and competitive rates or compensation for Lane County Elected Officials.

V. TIMING/IMPLEMENTATION

Staff will prepare the Budget Committee's recommendations for consideration by the Lane County Board of Commissioners to be presented at a future date. After consideration and decision by the Board of Commissioners, any approved adjustments would become effective at the date approved by the Board of Commissioners.

VI. FOLLOW-UP

The recommendation of the Budget Committee will be presented to the Board of County Commissioners for consideration and action.

VII. ATTACHMENTS

1. Elected Officials Compensation Board Recommendation Memo
2. Elected Officials Compensation History
3. Board Order 22-03-01-07
4. Board Order 22-03-01-08
5. Board Order 22-03-01-09
6. Board Order 22-03-01-10
7. 2023 EOCB Compensation Study
8. Lane County Department Director Salaries
9. Salary Compression Report
10. EOCB 2023 Costing

Memorandum

Date: May 3, 2023

To: Lane County Budget Committee, Lane County Board of Commissioners

From: Lane County Elected Officials Compensation Board- Janice Reynolds, Chair; Joshua Burstein; Penny Daugherty; Cheri Minick
Prepared by Eliza Kashinsky, Sr. Classification and Compensation Analyst

Re: 2023 Elected Officials Compensation Schedule Recommendations

The Elected Officials Compensation Board met four times between January 2023 and May 2023, and reviewed the compensation of Lane County's elected officials, as well as the compensation of persons comparably employed at other counties. The Elected Officials Compensation Board recommends an adjustment of the compensation of Lane County's elected officials in order to ensure compensation is at a rate that is fair and competitive. Either of the following two options for adjustments would achieve that goal.

Recommended Salary Schedules

Option 1:

Position	**Salary**	**Effective**
Assessor	$144,241	July 2023
District Attorney	$63,861* ($209,937 w/ state contribution)	July 2023
Justice of the Peace	$59,016** ($118,032 at 1 FTE)	July 2023
Sheriff	$174,282	July 2023
Commissioners	$114,026	January 2025

*The State contributes a little over $146,000 towards compensation for District Attorney's across the state. The amount listed represents Lane County's contribution.
**The Justice of the Peace is a half-time position (0.5 FTE).

Option 2:

Position	**Salary**	**Effective**
Assessor	$143,720	July 2023
District Attorney	$62,746 ($208,882 w/ state contribution)	July 2023
Justice of the Peace	$59,016 ($118,032 at 1 FTE)	July 2023
Sheriff	$174,282	July 2023
Commissioners	$108,280	January 2025

Option Details:

Option 1: 2% COLA, Match to Market Average
This option provides a 2% COLA to all elected officials, the same as the COLA provided to all other Lane County Employees. It provides an additional market adjustment for the County Assessor, the District Attorney, and the County Commissioners to align their total compensation with the average total compensation of our market comparators.

Position	Current Salary	% difference from comparator total comp	Adjustment Amount	COLA %	Market Adjustment %	New Salary	Effective Date	New % difference from comparator total comp
Assessor	$133,648	-7.6%	$10,593	2%	5.81%	$144,241	7/8/2023	0%
District Attorney	$61,516	-3.4%	$2,345	2%	1.78%	$63,861	7/8/2023	0%
Justice of the Peace	$57,859	2.7%	$1,157	2%	0%	$59,016	7/8/2023	4.7%
Sheriff	$170,865	-0.7%	$3,417	2%	0%	$174,282	7/8/2023	0.8%
Commissioners	$87,869	-27.6%	$26,157	2%	27.22%	$114,026	1/4/2025	0%

Option 2: 2% COLA, Bring to 5% of Market Average, Address Salary Compression
This option provides a 2% COLA to all elected officials, adjusts the County Assessor position to address salary compression with a direct report (when the direct report is making more or almost as much as the supervisor), and ensures that all positions are within 5% of the average total compensation for market comparators. Lane County has historically considered compensation that is within +/- 5% of the average of market comparators to be “highly competitive.”

Position	Current Salary	% difference from comparator total comp	Adjustment Amount	COLA %	Market or Compression Adjustment %	New Salary	Effective Date	New % difference from comparator total comp
Assessor	$133,648	-7.6%	$10,072	2%	5.43%	$143,720	7/8/2023	-0.35%
District Attorney	$61,516	-3.4%	$1,115	2%	0%	$62,746	7/8/2023	-1.6%
Justice of the Peace	$57,859	2.7%	$1,157	2%	0%	$59,016	7/8/2023	4.7%
Sheriff	$170,865	-0.7%	$3,417	2%	0%	$174,282	7/8/2023	0.8%
Commissioners	$87,869	-27.6%	$20,411	2%	20.81%	$108,280	1/4/2025	-4.99%

Recommended Timing of Adjustments:
Under the Lane Charter, any adjustments to County Commissioner salaries cannot go into effect until the first odd-number year after the first general election after the increase is authorized. Any changes to County Commissioner compensation authorized between now and the November 2024 election could not go into effect until 2025. January 4, 2025 is the beginning of the first pay period in 2025.

The above listed timing criteria does not apply to the other elected officials. Adjustments can be made at a time approved by the Board of County Commissioners. The Elected Officials Compensation Board recommends the first pay period of the new fiscal year, which is July 8, 2023.

Methodology and changes in Methodology:
ORS 204.112(3) states:

> "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."

As has been done in past years and is the standard practice with other positions within the County, the elected officials' compensation was reviewed against that of comparable positions in Clackamas, Deschutes, Jackson, Marion, and Washington Counties. A total compensation methodology was used, which compared not just the base wages, but also the value of health insurance contributions, retirement contributions, and other benefits that are not part of the base wages. Unlike in past years, the value of paid leave and holidays was not included in the total compensation review. The different counties have different methodologies for providing paid leave for elected officials, which preclude an apples-to-apples comparison. After discussion, the Elected Officials Compensation Board determined that including the paid leave functionally inflated the total compensation for two counties and should be excluded from the analysis.

The Elected Officials Compensation Board also compared the elected officials' compensation to their direct reports to ensure that elected officials were not experiencing salary compression (when a supervisor's salary range is lower or only slightly higher than that of their direct report(s)).

Results and Recommendations:
For the District Attorney, Justice of the Peace, and Sheriff, there were no concerns about salary compression when reviewing direct reports, and total compensation was within 5% of the average of the comparators. The Elected Officials Compensation Board recommends a 2% COLA for all three of these positions, in line with the COLAs provided in recent years for other Lane County staff. Option One includes a small additional market adjustment for the District Attorney to bring compensation for that position in line with the comparator average. After the COLA, the Sheriff and Justice of the Peace's compensation would be in line with or slightly above the comparator average. Option 2 provides the 2% COLA with no additional market adjustments for these three positions.

The Assessor's total compensation was more than 5% below the average of the comparators, and in addition is experiencing salary compression, where the salary is only slightly higher than that of positions that report to the Assessor. Option 1 provides a 2% COLA and an additional market adjustment to align the Assessor's compensation with the comparator average; this adjustment would also address the compression concern. Option 2 provides the 2% COLA and an additional adjustment to the Assessor's compensation to address the compression concern.

The County Commissioners' compensation is significantly below that of the comparator average. The Elected Officials Compensation Board remains very concerned about the sizable and growing gap between the County Commissioners' compensation and the market averages. Option 1 provides the same 2% COLA as provided to the other elected officials and Lane County staff, and also provides a market adjustment to align the County Commission compensation with the comparator average. Option 2 provides the 2% COLA and a market adjustment that would place the County Commissioners' compensation 5% below the comparator average. As per the Lane Charter, this adjustment would not take effect until 2025.

The Lane County Elected Officials Compensation Board approved by unanimous vote these recommendations, and respectfully submits these recommendations for the compensation schedule for Lane County Elected Officials to the Budget Committee and the Board of County Commissioners.

Lane County Elected Officials Compensation Board
Janice Reynolds, Chair
Joshua Burstein
Penny Daugherty
Cheri Minick

May 3, 2023

ELECTED OFFICIALS COMPENSATION HISTORY

(2013 through 2022)

2013/2014:
In 2014 recommendations from the Elected Officials Compensation Board were not forwarded to the Board of County Commissioners for consideration.

2015/2016:
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.

2017/2018:
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).

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).

2019/2020:
The Budget Committee met on August 24, 2020 to review EOCB recommendations for calendar years 2021 and 2022. All recommendations of the EOCB were rejected and the Budget Committee approved forwarding a recommendation to the Lane County Board of Commissioners to freeze the salaries of elected officials for the following two years, 2021 and 2022.

On October 20, 2020, Lane County Board of Commissioners approved freezing the salaries for all elected officials for calendar years 2021 and 2022. (Order No. 20-10-06-01).

2021/2022:
On January 19th, 2022, the Lane County Budget Committee met to review EOCB recommendations for 2022. The Budget Committee approved forwarding the recommendations for the Assessor, District Attorney, Justice of the Peace, and Sheriff to the Board of County Commissioners. The Budget Committee did not forward a recommendation to the Board of County Commissioners regarding County Commissioners' salaries.

On March 1st, 2022, the Lane County Board of Commissioners approved salary adjustments for the Assessor, District Attorney, Justice of the Peace, and Sheriff to align with market comparators. See attachment 3- BO 22-03-01-07, attachment 4- BO 22-03-01-08, attachment 5- BO 22-03-01-09, and attachment 6- BO 22-03-01-10.

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER AND RESOLUTION NO: 22-03-01-07	In the Matter of Adjusting the Base Annual Salaries of Lane County's Elected Officials - Assessor

WHEREAS, 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; and

WHEREAS, Lane County staff conducted a comparator county (Clackamas, Deschutes, Jackson, Washington and Marion) market survey for the elected positions of Assessor, Commissioner, District Attorney, Justice of the Peace and Sheriff and provided an analysis of internal equity and wage compression; and

WHEREAS, Pursuant to the Lane Manual, the Elected Officials Compensation Board convened two public meetings on August 18, 2021 and September 29, 2021 to deliberate and develop salary adjustment recommendations which included an analysis of data provided to the Elected Officials Compensation Board by County staff; and

WHEREAS, On January 19, 2022, the Lane County Budget Committee convened and reviewed the recommendations of the Elected Officials Compensation Board and approved forwarding the 2022 base salary increase for the Assessor to the Board of Commissioners for consideration and;

NOW, THEREFORE, the Board of County Commissioners of Lane County **ORDERS and RESOLVES** as follows:

That effective retroactive to the first full pay period following January 1, 2022, increase the annual base salary of the Assessor by twelve thousand nine hundred and forty-five dollars ($12,945) for a new base salary of $133,648

ADOPTED this 1st day of March, 2022.

Pat Farr, Chair
Lane County Board of Commissioners

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER AND RESOLUTION NO: 22-03-01-09	In the Matter of Adjusting the Base Annual Salaries of Lane County's Elected Officials - Justice of the Peace

WHEREAS, 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; and

WHEREAS, Lane County staff conducted a comparator county (Clackamas, Deschutes, Jackson, Washington and Marion) market survey for the elected positions of Assessor, Commissioner, District Attorney, Justice of the Peace and Sheriff and provided an analysis of internal equity and wage compression; and

WHEREAS, Pursuant to the Lane Manual, the Elected Officials Compensation Board convened two public meetings on August 18, 2021 and September 29, 2021 to deliberate and develop salary adjustment recommendations which included an analysis of data provided to the Elected Officials Compensation Board by County staff; and

WHEREAS, On January 19, 2022, the Lane County Budget Committee convened and reviewed the recommendations of the Elected Officials Compensation Board and approved forwarding the 2022 base salary increase for the Justice of the Peace to the Board of Commissioners for consideration and;

NOW, THEREFORE, the Board of County Commissioners of Lane County **ORDERS and RESOLVES** as follows:

That effective retroactive to the first full pay period following January 1, 2022, increase the annual base salary of the Justice of the Peace by nine thousand two hundred and ninety-nine dollars ($9,299) for a new base salary of $57,859.

ADOPTED this 1st day of March, 2022.

Pat Farr, Chair
Lane County Board of Commissioners

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER AND RESOLUTION NO: 22-03-01-08	In the Matter of Adjusting the Base Annual Salaries of Lane County's Elected Officials - District Attorney

WHEREAS, 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; and

WHEREAS, Lane County staff conducted a comparator county (Clackamas, Deschutes, Jackson, Washington and Marion) market survey for the elected positions of Assessor, Commissioner, District Attorney, Justice of the Peace and Sheriff and provided an analysis of internal equity and wage compression; and

WHEREAS, Pursuant to the Lane Manual, the Elected Officials Compensation Board convened two public meetings on August 18, 2021 and September 29, 2021 to deliberate and develop salary adjustment recommendations which included an analysis of data provided to the Elected Officials Compensation Board by County staff; and

WHEREAS, On January 19, 2022, the Lane County Budget Committee convened and reviewed the recommendations of the Elected Officials Compensation Board and approved forwarding the 2022 base salary increase for the District Attorney to the Board of Commissioners for consideration and;

NOW, THEREFORE, the Board of County Commissioners of Lane County **ORDERS and RESOLVES** as follows:

That effective retroactive to the first full pay period following January 1, 2022, increase the annual base salary of the District Attorney by fourteen thousand nine hundred and seventy-four dollars ($14,974) for a new base salary of $61,516.

ADOPTED this 1st day of March, 2022.

Pat Farr, Chair
Lane County Board of Commissioners

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER AND RESOLUTION NO: 22-03-01-10	In the Matter of Adjusting the Base Annual Salaries of Lane County's Elected Officials - Sheriff

WHEREAS, 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; and

WHEREAS, Lane County staff conducted a comparator county (Clackamas, Deschutes, Jackson, Washington and Marion) market survey for the elected positions of Assessor, Commissioner, District Attorney, Justice of the Peace and Sheriff and provided an analysis of internal equity and wage compression; and

WHEREAS, Pursuant to the Lane Manual, the Elected Officials Compensation Board convened two public meetings on August 18, 2021 and September 29, 2021 to deliberate and develop salary adjustment recommendations which included an analysis of data provided to the Elected Officials Compensation Board by County staff; and

WHEREAS, On January 19, 2022, the Lane County Budget Committee convened and reviewed the recommendations of the Elected Officials Compensation Board and approved forwarding the 2022 base salary increase for the Sheriff to the Board of Commissioners for consideration and;

NOW, THEREFORE, the Board of County Commissioners of Lane County **ORDERS and RESOLVES** as follows:

That effective retroactive to the first full pay period following January 1, 2022, increase the annual base salary of the Sheriff by nineteen thousand eight hundred seventy-four dollars ($19,874) for a new base salary of $170,865.

ADOPTED this 1st day of March, 2022.

Pat Farr, Chair
Lane County Board of Commissioners

Lane County Assessor Compensation Survey December 2022

County	Clackamas	Deschutes	Jackson	Marion	Washington	Lane	Comps 2022 Average	Comps vs Lane Co
Demographics								
County Population	430,483	203,390	226,123	348,616	605,036	381,635	362,730	
County FTE	2,382	1233.51	938	1641.03	2336.9	1968.05	1,706	
Department Personnel Services Budget	$7,509,956	$4,679,694	$3,275,725	$6,033,594	$13,087,909	$5,388,401	$6,917,376	
Department FTE	54.00	35.26	33.50	55.00	109.00	50.00	57.35	
Notes		No Tax Collection	No Tax Collection	No Tax Collection	Not elected, includes Tax Collection; position filled in 2022 at 60% higher base comp	Newly elected Assessor started Jan 2022. Deputy Assessor position will be eliminated after transition		
Compensation								
Annual Base Salary	**$145,668.00**	**$155,160.00**	**$123,888.00**	**$138,108.00**	**$193,752.00**	**$133,648.00**	**$151,315.20**	**-13.2%**
Deferred Compensation	6.27%	3.00%	0.00%	7.50%	0.00%	2.00%		
Employer PERS Contribution	6.00%	6.00%	6.00%	6.00%	0.00%	6.00%		
Base Salary w/ Def. Comp & PERS	**$163,541.46**	**$169,124.40**	**$131,321.28**	**$156,752.58**	**$193,752.00**	**$144,339.84**	**$162,898.34**	**-12.9%**
Annual Phone / PDA / Tech	$0.00	$900.00	$0.00	$0.00	$660.00	$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	$4,260.00	$7,500.00		
Total Comp w/o insurance	**$163,541.46**	**$170,024.40**	**$131,321.28**	**$156,752.58**	**$198,672.00**	**$151,839.84**	**$164,062.34**	**-8.0%**
Insurance								
Employee Annual Premium Amount	$1,580.40	$1,080.00	$593.40	$2,079.84	$2,778.60	$840.00		
Total Comp w/Insurance Contributions	**$161,961.06**	**$168,944.40**	**$130,727.88**	**$154,672.74**	**$195,893.40**	**$150,999.84**	**$162,439.90**	**-7.6%**

NOTES

**Based on highest possible contribution level*

Calculations to Match to Avg Total Compensation				
Base Salary w/ 2% COLA	$136,321			
COLA Amount	$2,673			
Total Comp w/ 2% COLA	$153,887	Comps vs. Lane	-5.6%	
Market Adjustment	$7,920	Percent Increase:	5.81%	
New Base Salary	***$144,241***			
Total Increase needed	**$10,593**	***Percent Increase:***	***7.93%***	
Adjusted Total Comp w/ Insurance Contributions	$162,440	Comps vs. Lane	0%	

Calculations to address compression				
Base Salary w/ 2% COLA	$136,321			
Total Comp w/ 2% COLA	$153,887	Comps vs. Lane	-5.6%	
Compression Adjustment	$7,399	Percent Increase:	5.43%	
New Base Salary- 10% from direct report	***$143,720***			
Total Increase needed	**$10,072**	***Percent Increase:***	***7.54%***	
Adjusted Total Comp w/ Insurance Contributions	$161,877.60	Comps vs. Lane	-0.35%	

Lane County Commissioner Compensation Survey December 2022

County	Clackamas	Deschutes	Jackson	Marion	Washington	Lane	Comps 2022 Average	Comps vs Lane Co
Demographics								
County Population	430,483	203,390	226,123	348,616	605,036	381,635	362,730	
County FTE	2,382	1233.51	938	1641.03	2336.9	1968.05	1,706	
Department Personnel Services Budget	$3,961,618	$503,964	$855,886	$3,172,489	$897,139	$950,086	$1,878,219	
Department FTE	23.00	3.00	5.50	20.00	5.00	6.00	11.30	
Notes	Elected Chair receives 2% extra, 5 commissioners	Chair Rotates, no additional salary, 3 commissioners,	Elected Chair, no additional salary, 3 commissioners	Elected Chair, no additional salary, 3 commissioners	5 commissioners, Elected Chair receives 10% extra, currently Chair @ $11016.05/mth; 3 Commissioners @ $10014.59; 1 Commissioner elected less pay @ $5257.66/mth.			
Compensation								
Annual Base Salary	**$145,668**	**$111,420**	**$112,403**	**$115,296**	**$115,000**	**$87,869**	**$119,957**	**-36.5%**
Deferred Compensation	6.27%	3.00%	0.00%	7.50%	0.00%	2.00%		
Employer PERS Contribution	6.00%	6.00%	6.00%	6.00%	0.00%	6.00%		
Base Salary w/ Def. Comp & PERS	**$163,541**	**$121,448**	**$119,147**	**$130,861**	**$115,000**	**$94,899**	**$130,000**	**-37.0%**
Annual Phone / PDA / Tech	$0	$900	$737	$0	$660.00	$840		
Annual Housing	$0	$0	$0	$0	$0.00	$0		
Annual Auto	$0	$0	$4,800	$0	$4,260.00	$7,500		
Total Compensation w/o insurance	**$163,541**	**$122,348**	**$124,684**	**$130,861**	**$119,920**	**$103,239**	**$132,271**	**-28.1%**
Insurance								
Employee Annual Premium Amount	$1,580.40	$1,080	$593.40	$2,079.84	$2,778.60	$840		
Total Compensation with Insurance Contributio	**$161,961**	**$121,268**	**$124,091**	**$128,781**	**$117,141**	**$102,399**	**$130,648**	**-27.6%**

**Based on highest possible contribution level*

Calculations to Match to Avg Total Compensation			
Base Salary w/ 2% COLA	$89,627		
COLA Amount	$1,757		
Total Comp w/ 2% COLA	$104,297	Comps vs. Lane	-25.3%
Market Adjustment	$24,400	Percent Increase:	27.22%
New Base Salary	***$114,026***		
Total Increase needed	**$26,157**	***Percent Increase:***	***29.77%***
Adjusted Total Comp w/ Insurance Contributions	$130,648	Comps vs. Lane	0%

Calculations to bring to 5% of Avg Total Compensation			
Base Salary w/ 2% COLA	$89,627		
Total Comp w/ 2% COLA	$104,296.69	Comps vs. Lane	-25.3%
Market Adjustment	$18,654	Percent Increase:	20.81%
New Base Salary	***$108,280***		
Total Increase needed	**$20,411**	***Percent Increase:***	***23%***
Adjusted Total Comp w/ Insurance Contributions	$124,442.69	Comps vs. Lane	-4.99%

Lane County District Attorney Compensation Survey December 2022

County	Clackamas	Deschutes	Jackson	Marion	Washington	Lane	Comps 2022 Average	Comps vs Lane Co
Demographics								
County Population	430,483	203,390	226,123	348,616	605,036	381,635	362,730	
County FTE	2,382	1233.51	938	1641.03	2336.9	1968.05	1,706	
Department Personnel Services Budget	$14,472,709	$8,692,744	$6,607,919	$12,206,074	$18,615,270	$9,862,770	$12,118,943	
Department FTE	90.00	70.1	54.00	93.50	131.00	74.00	87.72	
Notes		County Compensation Philosophy: 5% above market average of comps						
Compensation								
Annual Base Salary (County Stipend)	**$105,312.00**	**$46,044.00**	**$37,728.00**	**$47,465.64**	**$122,136.00**	**$61,516.00**	**$71,737.13**	**-16.6%**
Deferred Compensation	6.27%	3.00%	0.00%	7.50%	0.00%	2.00%		
Employer PERS Contribution	6.00%	6.00%	6.00%	6.00%	0.00%	6.00%		
State Contribution	$146,076.00	$146,076.00	$146,076.00	$146,076.00	$146,076.00	$146,076.00		
Base Salary w/ Def. Comp & PERS	**$118,233.78**	**$50,187.96**	**$39,991.68**	**$53,873.50**	**$122,136.00**	**$66,437.28**	**$76,884.58**	**-15.7%**
Annual Phone / PDA / Tech	$0.00	$900	$737.16	$0.00	$1,344.00	$840.00		
Annual Housing	$0.00	$0	$0.00	$0.00	$0.00	$0.00		
Annual Auto	$0.00	$0	$0.00	$0.00	$4,260.00	$7,740.00		
Total Compensation w/o insurance	**$118,233.78**	**$51,087.96**	**$40,728.84**	**$53,873.50**	**$127,740.00**	**$75,017.28**	**$78,332.82**	**-4.4%**
Insurance								
Employee Annual Premium Amount	$1,580.40	$1,080.00	$593.40	$2,079.84	$2,778.60	$840.00		
Total Compensation with Insurance Contributions	**$116,653.38**	**$50,007.96**	**$40,135.44**	**$51,793.66**	**$124,961.40**	**$74,177.28**	**$76,710.37**	**-3.4%**
NOTES **Based on highest possible contribution level*								

Calculations to Match to Avg Total Compensation			
Base Salary w/ 2% COLA	$62,746		
COLA Amount	$1,230		
Total Comp w/ 2% COLA	$75,506.03	Comps vs. Lane	-1.6%
Market Adjustment	$1,115	Percent Increase:	1.78%
New Base Salary	***$63,861***		
Total Increase needed	**$2,345**	***Percent Increase:***	***3.81%***
Adjusted Total Comp w/ Insurance Contributions	$76,710	Comps vs. Lane	0%

Lane County Justice of the Peace Compensation Survey December 2022

County	Clackamas	Deschutes	Jackson	Marion	Washington	Lane	Comps 2022 Average	Comps vs Lane Co
Demographics								
County Population	430,483	203,390	226,123	348,616	605,036	381,635	362,730	
County FTE	2,382	1233.51	938	1641.03	2336.9	1968.05	1,706	
Department Personnel Services Budget	$864,226	$569,648	$379,707	$659,794	$1,031,299	$227,898	$700,935	
Department FTE	5.00	4.6	4.00	7.00	9.00	2.00	5.92	
Position Full time or Part time	Full Time	Part Time	Full Time	Full time	Full time	Part time		
Position FTE	1.00	0.6	1.00	1.00	1.00	0.50		
Required to be Attorney	Yes	Yes	Yes	Yes	Yes	No		
Cases Filed	TBD	TBD	11,553	21,741	N/A			
Cases Heard	TBD	TBD	494	n/a	N/A			
Violation/Civil Cases Heard	TBD	TBD	N/A	N/A	N/A	N/A		
Notes		County Compensation Philosophy: 5% above market average of comps				Current JoP hired after 1/1/2016, insurance rate is less		
Compensation								
Annual Base Salary @ 1.0 FTE	**$123,432.00**	**$129,560**	**$74,880**	**$112,860**	**$129,096**	**$115,718**	**$113,966**	**1.5%**
Annual Base Salary @ .5 FTE	**$61,716.00**	**$64,780**	**$37,440**	**$56,430**	**$64,548**	**$57,859**	**$56,983**	**1.5%**
Deferred Compensation	6.27%	3.00%	0.00%	7.50%	0.00%	2.00%		
Employer PERS Contribution	6.00%	6.00%	6.00%	6.00%	0.00%	6.00%		
Base Salary w/ Def. Comp & PERS	**$69,288.55**	**$70,610**	**$39,686**	**$64,048**	**$64,548**	**$62,488**	**$61,636**	**1.4%**
Annual Phone / PDA / Tech	$0.00	$900	$0	$0	$0	$0		
Annual Housing	$0.00	$0	$0	$0	$0	$0		
Annual Auto	$0.00	$0	$0	$0	$0	$0		
Total Compensation w/o insurance	**$69,288.55**	**$71,510**	**$39,686**	**$64,048**	**$64,548**	**$62,488**	**$61,816**	**1.1%**
Insurance								
Employee Annual Premium Amount	$1,580.40	$1,080	$593.40	$2,079.84	$2,778.60	$600		
Total Compensation with Insurance Contribution	**$67,708.15**	**$70,430**	**$39,093**	**$61,968**	**$61,769**	**$61,888**	**$60,194**	**2.7%**
NOTES **Based on highest possible contribution level*								
Calculations to Match to Avg Total Compensation								
Base Salary w/ 2% COLA						$59,016		
COLA Amount						$1,157		
Total Comp w/ 2% COLA						$63,137	Comps vs. Lane	4.7%

Lane County Sheriff Compensation Survey December 2022

County	Clackamas	Deschutes	Jackson	Marion	Washington	Lane	Comps 2022 Average	Comps vs Lane Co
Demographics								
County Population	430,483	203,390	226,123	348,616	605,036	381,635	362,730	
County FTE	2,382	1233.51	938	1641.03	2336.9	1968.05	1,706	
Department Personnel Services Budget	$84,155,735	$42,803,552	$26,520,660	$53,833,063	$100,479,952	$43,122,764	$61,558,592	
Department FTE	456.00	263	186.00	376.50	640.00	316.00	384.30	
Notes		County Compensation Philosophy: 5% above market average of comps				Per ORS 204.112, Salary shall not be less than that for any member of sheriff's dept		
Compensation								
Annual Base Salary	**$210,180.00**	**$185,040**	**$159,852**	**$178,776**	**$213,852**	**$170,865**	**$189,540**	**-10.9%**
Base w/Certification Pay	**$210,180.00**	**$185,040**	**$159,852**	**$178,776**	**$213,852**	**$181,116.90**		
Deferred Compensation	6.27%	3.00%	0.00%	7.50%	0.00%	2.00%		
Employer PERS Contribution	6.00%	6.00%	6.00%	6.00%	0.00%	6.00%		
Certification Pay %	0.00%	0.00%	0.00%	0.00%	0.00%	6.00%		
Base Salary w/ Def. Comp & PERS	**$235,969.09**	**$201,694**	**$169,443**	**$202,911**	**$213,852**	**$195,606**	**$204,774**	**-4.7%**
Annual Phone / PDA / Tech	$0.00	$900	$0	$0	$0	$840		
Annual Housing	$0.00	$0	$0	$0	$0	$0		
Annual Auto	$0.00	$0	$0	$0	$5,794	$7,500		
Total Compensation w/o insurance	**$235,969.09**	**$202,594**	**$169,443**	**$202,911**	**$219,646**	**$203,946**	**$206,113**	**-1.1%**
Insurance								
Employee Annual Premium Amount	$1,580.40	$1,080	$593.40	$2,079.84	$2,778.60	$840		
Total Compensation with Insurance Contributions	**$234,388.69**	**$201,514**	**$168,850**	**$200,831**	**$216,867**	**$203,106**	**$204,490**	**-0.7%**
NOTES **Based on highest possible contribution level*								
Calculations to Match to Avg Total Compensation								
Base Salary w/ 2% COLA						$174,282		
COLA Amount						$3,417		
Total Comp w/ 2% COLA						$206,182	Comps vs. Lane	0.8%

Lane County Department Director Salaries
As of 1/15/2022

Position	Grade	Step	Annual Salary	Department	Dept FTE
County Counsel	N/A	N/A	$179,259	County Counsel	12
Health & Human Serv Director	E86	4	$155,313	Health and Human Serv	788.67
Chief Human Resources Officer	E84	7	$169,041	Human Resources	28.5
Chief Information Officer	E84	8	$173,284	Technology Services	80.5
Chief Operations Officer	E84	88	$180,502	County Operations	73
Public Works Director	E85	6	$166,545	Public Works	378.4
CJRS Director	E84	8	$173,284	CJRS	139.3
Average			***$171,032***		

SALARY COMPRESSION REPORT

1/17/2023

*Rates are annualized at 1.0FTE for comparison purposes

JOB CODE	JOB TITLE	ANNUAL RATE
V020	Assessor	$133,640
EMPLOYEES		
N2022	Manager, Sr	$130,666
N2032	Appraisal Manager	$124,862
N4102	Management Analyst	$82,742
N7010	Executive Assistant	$68,598
EMPLOYEE COUNT =		**1**

% Difference Between EO and Highest Paid Subordinate: 2.3%

JOB CODE	JOB TITLE	ANNUAL RATE
V021	District Attorney	$61,516
	w/State Salary	$207,592
EMPLOYEES		
N3005	Deputy DA	$180,211
N4610	Prosecutor, Sr	$157,934
N4610	Prosecutor, Sr	$157,934
N2034A	Support Services Manager	$112,174
Y010	Extra Help	$148,720
EMPLOYEE COUNT =		**5**

% Difference Between EO and Highest Paid Subordinate: 15.2%

JOB CODE	JOB TITLE	ANNUAL RATE
V023	Justice of the Peace	$115,710
EMPLOYEES		
Y010J	Judge Pro Tem	$115,710
Y010J	Judge Pro Tem	$115,710
A019	Justice Court Clerk, Sr	$48,734
A018	Justice Court Clerk	$46,820
EMPLOYEE COUNT =		**4**

% Difference Between EO and Highest Paid Subordinate: 0.0%

JOB CODE	JOB TITLE	ANNUAL RATE**
V022	Sheriff	$170,865
EMPLOYEES		
N2011	Chief Deputy	$154,856
N2020	Captain	$129,085
N2032	Support Services Manager	$124,467
N2020	Captain	$147,597
N2036	Lieutenant	$124,675
N7010	Exceutive Assistant	$68,598
***EMPLOYEE COUNT =**		**6**

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

**annual rate includes certification pay of 6%

% Difference Between EO and Highest Paid Subordinate: 10.3%

2023 Elected Officials Compensation Board
Estimated Additional Cost Option 1

Time Period	FY 23-24	FY 24-25	FY 25-26	TOTAL
Assessor Effective the first full pay period following July 8, 2023 Salary $133,648 to $144,241 - 7.93% increase	$ 15,804	$ 15,804	$ 15,804	**47,412**
District Attorney Effective the first full pay period following July 8, 2023 Salary $61,516 to $63,861 - 3.81% increase	3,485	3,485	3,485	**10,455**
Justice of the Peace Effective the first full pay period following July 8, 2023 Salary $57,859 to $59,016 - 2.00% increase	1,810	1,810	1,810	**5,430**
Sheriff Effective the first full pay period following July 8, 2023 Salary $170,865 to $174,282 - 2.00% increase	5,015	5,015	5,015	**15,046**
Board of Commissioners Effective the first full pay period following January 4, 2025 Salary $87,869 to $114,026 - 29.77% increase	-	93,669	187,337	**281,006**
Total	**26,114**	**119,783**	**213,451**	**359,349**

2023 Elected Officials Compensation Board
Estimated Additional Cost Option 2

Time Period	FY 23-24	FY 24-25	FY 25-26	TOTAL
Assessor Effective the first full pay period following July 8, 2023 Salary $133,648 to $143,720 - 7.54% increase	$ 15,068	$ 15,068	$ 15,068	**45,204**
District Attorney Effective the first full pay period following July 8, 2023 Salary $61,516 to $62,746 - 2.00% increase	1,826	1,826	1,826	**5,478**
Justice of the Peace Effective the first full pay period following July 8, 2023 Salary $57,859 to $59,016 - 2.00% increase	1,810	1,810	1,810	**5,430**
Sheriff Effective the first full pay period following July 8, 2023 Salary $170,865 to $174,282 - 2.00% increase	5,015	5,015	5,015	**15,046**
Board of Commissioners Effective the first full pay period following January 4, 2025 Salary $87,869 to $108,280 - 23.23% increase	-	73,067	146,133	**219,200**
Total	**23,719**	**96,786**	**169,852**	**290,358**