



AGENDA COVER MEMO

Memorandum Date: October 22nd, 2024

Order Date: November 5, 2024

TO: Board of County Commissioners

DEPARTMENT: Human Resources

PRESENTED BY: Penny Daugherty, Elected Officials Compensation Board;
Alana Holmes, Chief Human Resources Officer; Eliza
Kashinsky, Sr. HR Analyst-Classification and Compensation.

AGENDA ITEM TITLE: In the Matter of Adjusting the Base Annual Compensation of Lane
County's Elected Officials

I. MOTIONS

Move to approve order 24-11-05-06 in the matter of adjusting the base annual compensation of Lane County's Elected Assessor.

Move to approve order 24-11-05-07 in the matter of adjusting the base annual compensation of Lane County's Elected District Attorney.

Move to approve order 24-11-05-08 in the matter of adjusting the base annual compensation of Lane County's Elected Justice of the Peace.

Move to approve order 24-11-05-09 in the matter of providing a cost-of-living compensation adjustment to Lane County's Elected Sheriff.

Move to approve order 24-11-05-10 in the matter of addressing salary compression for the base annual compensation of Lane County's Elected Sheriff.

II. AGENDA ITEM SUMMARY

The Board is being asked to approve adjustments to the compensation of the Assessor, the District Attorney, the Justice of the Peace, and the Sheriff to provide a cost-of-living increase. The Board is being asked to approve adjustments to the compensation of the Sheriff to address salary compression with the position's highest paid direct report.

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 October 7, 2024, Budget Committee meeting (Attachment F), Elected Officials Compensation History describes EOCB activity from 2013 to 2023 within attachment 2 of that document.

Pursuant to Lane Manual and ORS 204.112, the EOCB convened in 2024 to deliberate and develop recommended adjustments. The EOCB held two public meetings, which included analysis and deliberations of the data provided by County staff.

The EOCB presented recommendations to the Lane County Budget Committee on October 7, 2024. The Budget Committee voted to forward recommendations to provide a roughly 2% cost of living adjustment for the Assessor, District Attorney, Justice of the Peace, and Sheriff, as well as an additional adjustment of roughly 6.6% for the Sheriff to address salary compression with the position's highest paid direct report. The Budget Committee declined to forward recommendations to provide a cost-of-living adjustment or a market adjustment for the County Commissioners.

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 Chief Human Resources Officer 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.

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, when 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: Invest in our employees who are the backbone of our organization and invest in our systems and organizational health so that employees can thrive and residents can experience a more effective government.*”

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 24-25	FY 25-26	FY 26-27	TOTAL
Assessor	\$4,133	\$4,133	\$4,133	\$12,399
District Attorney	\$1,981	\$1,981	\$1,981	\$5,943
Justice of the Peace	\$1,779	\$1,779	\$1,779	\$5,338
Sheriff	\$22,014	\$22,014	\$22,014	\$66,042
Total	\$29,907	\$29,907	\$29,907	\$89,721

E. Health Implications

There are no health implications associated with this action.

F. Analysis

For full analysis of this action, please see the Budget Committee agenda summary and associated attachments, Attachment F.

G. Alternatives/Options

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 \$2,885.40 effective retroactively to the first full pay period following July 1, 2024.
 - b. Increase the annual base salary of the District Attorney by \$1,284.60 effective retroactively to the first full pay period following July 1, 2024.
 - c. Increase the annual base salary of the Justice of the Peace by \$1,179.20 effective retroactively to the first full pay period following July 1, 2024.
 - d. Increase the annual base salary of the Sheriff by \$11,773.00 effective retroactively to the first full pay period following July 1, 2024, to address compression.
 - e. Increase the annual base salary of the Sheriff by \$3,474.80 effective retroactively the first full pay period following July 1, 2024, to provide a cost-of-living adjustment.
2. Request that staff return with a motion that would adjust the elected officials' compensation by some other amount.
 3. Do not approve the motions 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 6, 2024.

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. 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 2025.

VII. ATTACHMENTS

- A. Board Order 24-11-05-06 (Assessor)
- B. Board Order 24-11-05-07 (District Attorney)
- C. Board Order 24-11-05-08 (Justice of the Peace)
- D. Board Order 24-11-05-09 (Sheriff)
- E. Board Order 24-11-05-10 (Compensation Adjustment, Sheriff)
- F. Agenda Cover Memo and attachments from 10-7-2024 Budget Committee Meeting
- G. Draft Budget Committee Meeting Minutes from 10-7-2024



AGENDA COVER MEMO

Memorandum Date: October 7th, 2024

TO:	Lane County Budget Committee
DEPARTMENT:	Human Resources
PRESENTED BY:	Penny Daugherty, Elected Officials Compensation Board Member; Alana Holmes, Chief Human Resources Officer; Eliza Kashinsky, Sr. HR Analyst- Classification & Compensation
AGENDA ITEM TITLE:	Elected Officials Compensation Board Budget Committee Recommendation

I. MOTION

Move to approve the recommendation 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 review the recommendations of the Elected Officials Compensation Board (EOCB) and make a recommendation to the Board of Commissioners regarding compensation adjustments for Lane County elected officials.

The EOCB is recommending a 2% Cost of Living Adjustment (COLA) for all elected officials, as well as a compression adjustment for the Sheriff and a market adjustment for the Commissioners.

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 2 Elected Officials Compensation History describes EOCB activity from 2013 to 2023.

Pursuant to Lane Manual and ORS 204.112, the EOCB convened in 2024 to deliberate and develop recommended adjustments. Four members of the EOCB present for the 2023 deliberations returned for the 2024 session, and one new member joined the committee.

The EOCB held two public meetings (May 8th, 2024 and June 24th, 2024), 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 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:

	FY 24-25	FY 25-26	FY 26-27	TOTAL
Assessor	\$4,133	\$4,133	\$4,133	\$12,399
District Attorney	\$1,981	\$1,981	\$1,981	\$5,943
Justice of the Peace	\$1,779	\$1,779	\$1,779	\$5,338
Sheriff	\$22,014	\$22,014	\$22,014	\$66,042
Board of Commissioners	\$17,770	\$35,540	\$35,540	\$88,850
Total	\$47,677	\$65,447	\$65,447	\$178,572

See Attachment 11, EOCB 2024 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 only base wages, but also the value of health insurance contributions, retirement contributions, and other financial benefits.

Unlike for most County employees, 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. The EOCB determined during the last review period that including paid leave artificially inflated the total compensation for two comparator counties and chose to exclude the data point from the analysis, and this practice was carried over to this year. See Attachment 8, 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 2023, the Assessor, District Attorney, Justice of the Peace, and Sheriff received adjustments that aligned the rates of pay with the market. With the implementation of a COLA, these positions remain well aligned with the market. The Board of Commissioners approved an adjustment to align their rates of pay with the market in 2023; however, that adjustment cannot take effect until January of 2025. For the purpose of market comparison, the approved 2025 compensation was used for the County Commissioners as opposed to their current compensation. After the application of the prior approved adjustment, the Commissioners will be below market.

The EOCB recommends a 2% COLA for all elected officials, as well as additional adjustments for the Sheriff and Commissioners as outlined below. The two percent COLA is consistent with increases historically 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 will be required at a later date.

The EOCB recommends adjustments for the Sheriff, Assessor, District Attorney, and Justice of the Peace be made retroactive to the first day of the first pay period following July 1, 2024. This would be one year after the last adjustment to their compensation. The EOCB recommends that adjustments to the Commissioners' compensation be made effective the first day of the first pay period follow January 1, 2025, consistent with the Lane Charter requirement that any adjustments to County Commissioner salaries cannot go into effect until the first odd-number year following the first general election that occurs after the increase is authorized.

Sheriff: Effective July of 2023, the Sheriff received a two percent COLA, but no market adjustment, as the Sheriff's salary was within market. While the Sheriff's salary remains within market, the Sheriff's compensation is compressed with the highest paid direct report, with the Sheriff's compensation being 1.1% above that of the highest paid direct report before the application of a COLA, and 3.2% above after a 2% COLA. Lane County considers a difference of less than 5% between the salary range for a supervisor and the salary range for their direct report to be compressed. In addition, the Sheriff's highest paid direct report is eligible for a salary step increase in April of 2025, at which point, barring adjustment to the Sheriff's compensation, the direct report would be earning more than the Sheriff.

Per ORS 204.112, the Sheriff's salary shall not be less than any member of the Sheriff's Department. Therefore, a compression adjustment for the Sheriff is

necessary to ensure that the Sheriff's salary remains above that of the highest paid direct report.

The EOCB recommends a compression adjustment for the Sheriff of \$11,773 (6.62%) in addition to the COLA to create a 10% difference between the Sheriff's salary and the highest paid direct report. This will ensure that the Sheriff's salary remains above the direct reports, even with anticipated adjustments to the direct report's compensation, until the next review of elected officials' compensation.

Commissioners: In October of 2023, the Board approved a market adjustment that would become effective in January of 2025, and would bring them in line with the comparator average. When reviewing the Commissioners compensation against comparator averages, the approved salary as opposed to current salary was used. The Commissioners 2025 compensation was 10% below the comparator average prior to a COLA, and 8% below the comparator average after a 2% was assumed. Comparator counties do not all have the same requirement that Lane County does that salary adjustments for commissioners occur after the next election and implemented adjustments for their commissioners between December of 2022 (when the data was collected for the 2023 compensation review) and February of 2024 (when the data was collected for the 2024 review) that resulted Lane County's commissioner compensation falling behind market.

Lane County has considers differences in compensation of +/- 5% from the comparator average to be "within market" and "highly competitive." The EOCB recommends a market adjustment of 3% for the commissioners, in addition to the 2% COLA, to bring the commissioner compensation within 5% of the comparator average. Smaller, more regular adjustments to align with market will reduce the likelihood of large misalignments in the future.

G. Alternatives/Options

Option 1:

Effective retroactively to the first full pay period following July 1, 2024 increase the annual base salary of the indicated positions by the following amounts:

- Assessor - \$2,885.40 representing a 2% cost of living adjustment
- District Attorney - \$1,284.60, representing a 2% cost of living adjustment
- Justice of the Peace - \$1,179.20, representing a 2% cost of living adjustment
- Sheriff - \$15,247.60, representing a 2% cost of living adjustment and 6.6% compression adjustment

Effective the first full pay period following January 1, 2025, increase the annual base salary of the commissioners by an additional \$5,823.60, representing a 2% cost of living adjustment and a 3% market adjustment.

Option 2:

Adjust the salary of the elected officials by some other amount.

Option 3:

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

IV. RECOMMENDATION

The Elected Officials Compensation Board recommends the Budget Committee forward Option 1 to the Board of Commissioners for consideration. The EOCB will also note that selecting Option 3, and not adjusting the salary of the Sheriff will result in conflict with ORS 204.112 when the Sheriff's highest paid direct report receives their next scheduled step increase.

V. TIMING/IMPLEMENTATION

Staff will prepare the Budget Committee's recommendations for consideration by the County Board of Commissioners to be presented at a future date. After consideration and decision by the Board of Commissioners, any approved adjustments would be effective at the date approved by the Board of Commissioners. If the Board approves adjustments for Commissioners after November 5th, 2024, those adjustments would not be able to go into effect until January of 2027.

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 23-10-31-04
4. Board Order 23-10-31-05
5. Board Order 23-10-31-06
6. Board Order 23-10-31-07
7. Board Order 23-10-31-08
8. 2024 EOCB Compensation Study
9. Lane County Department Director Salaries
10. Salary Compression Report
11. EOCB 2024 Costing



LANE COUNTY

DEPARTMENT of HUMAN RESOURCES / 125 East 8th Ave. / Eugene, OR 97401
Phone: (541) 682-3124/ Fax: (541) 682-4290

Attachment 1

Date: June 24, 2024

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; Brett Williams

Prepared by Eliza Kashinsky, Sr. Classification and Compensation Analyst

Re: 2024 Elected Officials Compensation Schedule Recommendations

Executive Summary and Recommendation:

The Elected Officials Compensation Board (EOCB) met two times between May 2024 and June 2024, and reviewed the compensation of Lane County's elected officials, as well as the compensation of persons comparably employed at other counties. The EOCB recommends the following adjustment of the compensation of Lane County's elected officials to ensure compensation is at a rate that is fair and competitive.

Position	Current Salary	Recommended COLA	Recommended Market	Recommended Compression	Total Adjustment	Final Salary
Assessor	\$144,233.00	\$2,885.40 ¹ (1.96%)	\$0	\$0	\$2,885.40 (1.96%)	\$147,118.40
Commissioners	\$114,026.00 ²	\$2,287.60 (1.97%)	\$3,536.00 (3.04%)	\$0	\$5,823.60 (5.11%)	\$119,849.60
District Attorney	\$63,861.00 ³	\$1,284.60 (1.97%)	\$0	\$0	\$1,284.60 (1.97%)	\$65,145.60 ⁴
Justice of the Peace	\$59,016.00 ⁵	\$1,179.20 (1.96%)	\$0	\$0	\$1,179.20 (1.96%)	\$60,195.20
Sheriff	\$174,282.00	\$3,474.80 (1.95%)	\$0	\$11,773.00 (6.62%)	\$15,247.60 (8.75%)	\$189,529.60

The EOCB recommends that all adjustments become effective the first day of the pay period following July 1, 2024, with the exception of the Commissioners, which is recommended to become effective the first day of the pay period following January 1, 2025.

¹ The 40 cents and the rounding of the COLA is to ensure that the salary can be entered into the payroll system correctly, without requiring the use of fractions of cents.

² The Commissioners salary is current \$87,869.18; an adjustment to this rate was approved by the Board of Commissioners on October 31, 2023 and will be effective on the first day of the first pay period of January, 2025. For the purposes of this analysis and recommendation, the approved salary, as opposed to the current salary was used.

³ The District Attorney also receives a state contribution to their salary of \$164,520, for a total salary of \$228,381.

⁴ \$229,645.60 after state contribution.

⁵ Half Time Position



LANE COUNTY

DEPARTMENT of HUMAN RESOURCES / 125 East 8th Ave. / Eugene, OR 97401
Phone: (541) 682-3124/ Fax: (541) 682-4290

Methodology and Results:

The Elected Officials Compensation Board reviewed the compensation provided to elected officials at Clackamas, Deschutes, Jackson, Marion, and Washington Counties. These five counties are the same counties used for market compensation review for positions and classifications throughout the County. In addition to base salary, contributions PERS and deferred compensation, auto and technology allowances, and employee contributions for health insurance were also included, to determine an average for total compensation from the comparator counties.

While the salary adjustment approved for the Board of Commissions will not become effective until the first pay period following January 1, 2025, for the purposes of this analysis the approved salary range, as opposed to the current salary range, was used.

Current Market Position:

Position	Assessor	Commissioners	District Attorney	Justice of the Peace	Sheriff
% difference from comparator average	-4.2%	-10.0%	-3.5%	-3.5%	-4.8%

Lane County has historically considered differences between comparator averages of +/- 5% as highly competitive and very well aligned with market, and differences of +/- 10% as being competitive and aligned with market.

COLA:

All of the elected official positions, except for the Commissioners, remain very well aligned with market. However, they are trending towards lagging, as our comparator counties provide COLAs and other adjustments to their elected officials compensation.

The EOCB recommends an approximate 2% Cost of Living Adjustment (COLA) for all elected officials, to ensure that elected officials compensation remains competitive and reduce the likelihood of larger market adjustments being required in the future. A 2% COLA is consistent with the COLAs that will be implemented for those represented employees who have negotiated COLAs scheduled for July of 2024.

Market Position after 2% COLA:

Position	Assessor	Commissioners	District Attorney	Justice of the Peace	Sheriff
% difference from comparator average after 2% COLA	-2.3%	-8.0%	-2.9%	-1.5%	-3.2%

Market Adjustment:

After the COLA, all elected officials, except the Commissioners, are solidly within the +/- 5% highly competitive range. To align the Commissioners with market an additional 3% market adjustment (\$3,536.00) is recommended for the County Commissioners. This would bring the Commissioners to within 5% of the comparator average.

Compression Adjustment:

In addition to comparing to our market comparators, the Elected Officials Compensation Board reviewed elected official's compensation in comparison to their highest paid direct reports. Lane County considers a position compressed if the salary grade for the supervisor is less than 10% above the highest paid direct report. Compression is not reviewed for the Justice of the Peace and the County Commissioners, because of the nature of the reporting structure for those positions.

Difference between elected official wage and highest paid direct report:

	Assessor	District Attorney	Sheriff	Sheriff after Direct Report Step Increase
Pre-COLA	8.2%	19.3%	1.1%	-2.9%
Post-COLA	10.4%	20%	3.2%	-1.0%

Prior to a COLA adjustment, the Assessor is slightly compressed, the District Attorney was not compressed, and the Sheriff was compressed. The recommended COLA adjustment alleviates the compression for the Assessor, but not the Sheriff. In addition, the Sheriff's highest paid direct report is eligible for a salary step increase in April of 2025, at which point, without further adjustment, the direct report would be earning more than the Sheriff. Per ORS 204.112, the Sheriff's salary shall not be less than for any member of the Sheriff's Department. Therefore, a compression adjustment for the Sheriff is necessary to ensure that the Sheriff's salary remains above that of the highest paid direct report. The EOCB recommends a compression adjustment for the Sheriff of \$11,773 (6.62%) in addition to the COLA to create a 10% difference between the Sheriff's salary and the highest paid direct report.

Adjustment Effective Date:

The EOCB recommends the adjustments take effect on the first day of the first pay period following July 1, 2024, for the elected officials, other than the Commissioners. This would be one year after the effective date of their previous adjustment. Adjustments to Commissioners cannot take effect until after the next election, which will occur November of 2024. Therefore, adjustments to the Commissioners salaries are recommended to take effect the first day of the first pay period following January 1, 2025, concurrent with the previously approved adjustments for the Commissioners.

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 (absent from meeting)

Brett Williams

June 24, 2024

ELECTED OFFICIALS COMPENSATION HISTORY

(2013 through 2023)

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. (Order Nos. 22-03-01-07, 22-03-01-08, 22-03-01-09, and 22-03-01-10)

2023:

On September 28th, 2023, the Lane County Budget Committee met to review EOCB recommendations for 2023. The Budget Committee approved forwarding the recommendations for market adjustments and cost of living adjustments for all elected officials to the Board of County Commissioners.

On October 31st, 2023, the Lane County Board of Commissioners approved salary adjustments for the Assessor, District Attorney, Justice of the Peace, and Sheriff, retroactive to July, 2023. They approved salary adjustments for the Commissioners to be effective January of 2025. (Order Nos. 23-10-31-04, 23-10-31-05, 23-10-31-06, 23-10-31-07, and 23-10-31-08.)

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 23-10-31-04

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 31st day of October, 2023.



Pat Farr, Chair
Lane County Board of Commissioners

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 23-10-31-05

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

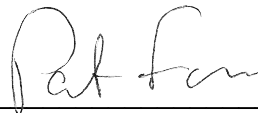
WHEREAS, pursuant to the Lane Manual, the EOCB convened four public meetings in 2023, considered the compensation schedule for Lane County elected officials in comparison to elected officials compensation in comparable counties, and recommended adjustments to the Lane County Elected Officials compensation 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 31st day of October, 2023.



Pat Farr, Chair
Lane County Board of Commissioners

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 23-10-31-06

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

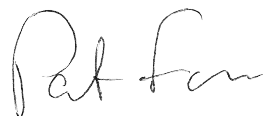
WHEREAS, pursuant to the Lane Manual, the EOCB convened four public meetings in 2023, considered the compensation schedule for Lane County elected officials in comparison to elected officials compensation in comparable counties, and recommended adjustments to the Lane County Elected Officials compensation 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 31st day of October, 2023.



Pat Farr, Chair
Lane County Board of Commissioners

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 23-10-31-07

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 31st day of October, 2023.



Pat Farr, Chair
Lane County Board of Commissioners

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 23-10-31-08

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 31st day of October, 2023.



Pat Farr, Chair
Lane County Board of Commissioners

Lane County Assessor Compensation Survey March 2024

County	Clackamas	Deschutes	Jackson	Marion	Washington	Lane	Comps 2022 Average	Comps vs Lane Co
Demographics								
County Population	424,043	212,141	224,013	352,249	610,245	384,374	364,538	
County FTE	2,492	1,251.76	961	1672.75	2535	2040.09	1,783	
Department Personnel Services Budget	\$15,616,890	\$4,892,955	\$3,781,066	\$6,646,968	\$13,950,066	\$5,582,259	\$8,977,589	
Department FTE	61.00	35.26	36.50	55.00	121.50	49.00	61.85	
Notes		No Tax Collection	No Tax Collection	No Tax Collection	Not elected, includes Tax Collection			
Compensation								
Annual Base Salary	\$152,227.00	\$169,434.00	\$130,083.00	\$145,018.00	\$193,750.00	\$144,233.00	\$158,102.40	-9.6%
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%		
Base Salary w/ Def. Comp & PERS	\$170,905.25	\$184,683.06	\$137,887.98	\$164,595.43	\$193,750.00	\$155,771.64	\$170,364.34	-9.4%
Annual Phone / PDA / Tech	\$0.00	\$900.00	\$0.00	\$0.00	\$1,110	\$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	\$8,040.00		
Total Comp w/o insurance	\$170,905.25	\$185,583.06	\$137,887.98	\$164,595.43	\$199,120.00	\$163,811.64	\$171,618.34	-4.8%
Insurance								
Employee Annual Premium Amount*	\$1,640.40	\$1,332.00	\$599.40	\$2,079.84	\$3,007.80	\$840.00		
Employer paid % of total premium	95%	flat rate	flat rate	flat rate	90/95%	Flat		
Life Insurance- Employer or employee paid?	Employer, \$150,000	Employer, 1X salary	Employer, 2X salary	Employer, 1X salary	Employer 1.5X salary, max \$400K	Employer 2X salary, max \$250K		
STD/LTD- Employer or employee paid?	Yes	Yes	LTD	Yes	LTD	LTD		
Total Comp w/Insurance Contributions	\$169,264.85	\$184,251.06	\$137,288.58	\$162,515.59	\$196,112.20	\$162,971.64	\$169,886.46	-4.2%
NOTES								
*Based on highest possible contribution level								
Calculations Add COLA								
Base Salary w/ 2% COLA						\$147,117.66		
Base Salary w/ 2% COLA- Rounded						\$147,118.40		
COLA Amount						\$2,885.40	Percent Adjustme	1.961%
Total Comp w/ 2% COLA						\$166,087.07	Comps vs. Lane	-2.3%

Lane County Commissioner Compensation Survey March 2024

Attachment 8

County	Clackamas	Deschutes	Jackson	Marion	Washington	Lane	Comps 2022 Average	Comps vs Lane Co
Demographics								
County Population	424,043	212,141	224,013	352,249	610,245	384,374	364,538	
County FTE	2,492	1,251.76	961	1672.75	2535	2040.09	1,783	
Department Personnel Services Budget	\$1,000,171	\$552,547	\$892,179	\$3,010,040	\$895,807	\$943,283	\$1,270,149	
Department FTE	5.00	3.00	5.50	18.00	5.00	6.00	7.30	
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	Elected Chair receives 10% extra			
Compensation								
Annual Base Salary	\$125,085	\$125,149	\$143,416	\$121,077	\$134,836	\$114,026	\$129,913	-13.9%
Deferred Compensation	6.27%	3.00%	0.00%	7.50%	0.00%	0.00%		
Employer PERS Contribution	6.00%	6.00%	6.00%	6.00%	0.00%	6.00%		
Base Salary w/ Def. Comp & PERS	\$140,433	\$136,412	\$152,021	\$137,422	\$134,836	\$120,868	\$140,225	-16.0%
Annual Phone / PDA / Tech	\$0	\$900	\$774	\$0	\$1,430	\$0		
Annual Housing	\$0	\$0	\$0	\$0	\$0.00	\$0		
Annual Auto	\$0	\$0	\$4,800	\$0	\$4,260.00	\$8,040		
Total Compensation w/o insurance	\$140,433	\$137,312	\$157,595	\$137,422	\$140,526	\$128,908	\$142,658	-10.7%
Insurance								
Employee Contribution Required/Monthly*	\$128.56	\$90.00	\$49.45	\$222.32	\$216.82	\$70.00		
Employee Annual Premium Amount*	\$1,640.40	\$1,332.00	\$599.40	\$2,079.84	\$3,007.80	\$840		
Employer paid % of total premium	\$1 flat rate	flat rate	flat rate	flat rate	90/95%	Flat		
Life Insurance- Employer or employee paid?	Employer, \$150,000	Employer, 1X salary	Employer, 2X salary	Employer, 1X salary	Employer 1.5X salary, max \$400K	Employer 2X salary, max \$250K		
STD/LTD- Employer or employee paid?	Yes	Yes	LTD	Yes	LTD	LTD		
Total Compensation with Insurance Contributions	\$138,793	\$135,980	\$156,996	\$135,343	\$137,518	\$128,068	\$140,926	-10.0%
NOTES								
*Based on highest possible contribution level								
Calculations Add COLA								
Base Salary w/ 2% COLA						\$116,307		
COLA Amount						\$2,281		
Total Comp w/ 2% COLA						\$130,485	Comps vs. Lane	-8.0%
Calculations to bring to 5% of Avg Total Compensation								
Base Salary w/ 2% COLA						\$116,306.52		
Base Salary w/ 2% COLA- Rounded						\$116,313.60		
Total Comp w/ 2% COLA						\$130,492.42	Comps vs. Lane	-8.0%
Market Adjustment						\$3,536.00	Percent Increase:	3.0400572%
New Base Salary- Caculated						\$119,841.47		
New Base Salary- Rounded						\$119,849.60		
Total Increase needed						\$5,823.60	Percent Increase:	5.11%
Adjusted Total Comp w/ Insurance Contributions						\$134,240.58	Comps vs. Lane	-4.98%

Lane County District Attorney Compensation Survey March 2024

Attachment 8

County	Clackamas	Deschutes	Jackson	Marion	Washington	Lane	Comps 2022 Average	Comps vs Lane Co
Demographics								
County Population	424,043	212,141	224,013	352,249	610,245	384,374	364,538	
County FTE	2,492	1,251.76	961	1672.75	2535	2040.09	1,783	
Department Personnel Services Budget	\$14,630,069	\$9,717,227	\$7,029,114	\$13,548,244	\$20,515,729	\$11,655,216	\$13,088,077	
Department FTE	93.70	70.6	54.00	96.70	145.78	79.00	92.16	
Notes								
Compensation								
Annual Base Salary (County Stipend)	\$117,003.00	\$62,246.00	\$39,624.00	\$53,851.00	\$122,135.00	\$63,861.00	\$78,971.80	-23.7%
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	\$164,520.00	\$164,520.00	\$164,520.00	\$164,520.00	\$164,520.00	\$164,520.00		
Base Salary w/ Def. Comp, PERS, & State Contribution	\$295,879.27	\$232,368.14	\$206,521.44	\$225,640.89	\$286,655.00	\$233,489.88	\$249,412.95	-6.8%
Annual Phone / PDA / Tech	\$0.00	\$900	\$774.02	\$0.00	\$1,430	\$0.00		
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	\$8,040.00		
Total Compensation w/o insurance	\$295,879.27	\$233,268.14	\$207,295.46	\$225,640.89	\$292,345.00	\$241,529.88	\$250,885.75	-3.9%
Insurance								
Employee Contribution Required/Monthly*	\$128.56	\$90.00	\$49.45	\$222.32	\$216.82	\$70.00		
Employee Annual Premium Amount*	\$1,640.40	\$1,332.00	\$599.40	\$2,079.84	\$3,007.80	\$840.00		
Employer paid % of total premium	95%	flat rate	flat rate	flat rate	90/95%	Flat		
Life Insurance- Employer or employee paid?	Employer, \$150,000	Employer, 1X salary	Employer, 2X salary	Employer, 1X salary	Employer 1.5X salary, max \$400K	Employer 2X salary, max \$250K		
STD/LTD- Employer or employee paid?	Yes	Yes	LTD	Yes	LTD	LTD		
Total Compensation with Insurance Contributions	\$294,238.87	\$231,936.14	\$206,696.06	\$223,561.05	\$289,337.20	\$240,689.88	\$249,153.86	-3.5%
NOTES								
<i>*Based on highest possible contribution level</i>								
Calculations Add COLA								
Base Salary w/ 2% COLA						\$65,138		
Base Salary w/ 2% COLA rounded						\$65,145.60		
Base Salary w/ 2% COLA & State						\$229,665.60		
COLA Amount						\$1,284.60	Percent Increase:	1.972%
Total Comp w/ 2% COLA						\$242,077.25	Comps vs. Lane	-2.9%

Lane County Justice of the Peace Compensation Survey March 2024

Attachment 8

County	Clackamas	Deschutes	Jackson	Marion	Washington	Lane	Comps 2022 Average	Comps vs Lane Co
Demographics								
County Population	424,043	212,141	224,013	352,249	610,245	384,374	364,538	
County FTE	2,492	1,251.76	961	1672.75	2535	2040.09	1,783	
Department Personnel Services Budget	\$940,092	\$651,767	\$420,431	\$799,561	\$1,153,143	\$310,949	\$792,999	
Department FTE	7.00	4.6	4.00	8.00	9.50	2.00	6.62	
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	16,984	5,890	11,553	21,741	9,805			
Cases Heard	unknown	84	494	n/a	8,121			
Violation/Civil Cases Heard	unknown	627	N/A	N/A	N/A	N/A		
Notes						Current JoP hired after 1/1/2016, insurance rate is less		
Compensation								
Annual Base Salary @ 1.0 FTE	\$128,981.00	\$134,751	\$100,402	\$118,518	\$133,616	\$118,032	\$123,254	-4.4%
Annual Base Salary @ .5 FTE	\$64,490.50	\$67,376	\$50,201	\$59,259	\$66,808	\$59,016	\$61,627	-4.4%
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	\$72,403.48	\$73,439	\$53,213	\$67,259	\$66,808	\$63,737	\$66,625	-4.5%
Annual Phone / PDA / Tech	\$0.00	\$900	\$0	\$0	\$1,430	\$0		
Annual Housing	\$0.00	\$0	\$0	\$0	\$0	\$0		
Annual Auto	\$0.00	\$0	\$0	\$0	\$0	\$0		
Total Compensation w/o insurance	\$72,403.48	\$74,339	\$53,213	\$67,259	\$68,238	\$63,737	\$67,091	-5.3%
Insurance								
Employee Contribution Required/Monthly*	\$128.56	\$90	\$49	\$222	\$217	\$50		
Employee Annual Premium Amount*	\$1,640.40	\$1,332.00	\$599.40	\$2,079.84	\$3,007.80	\$600		
Employer paid % of total premium	95%	flat rate	flat rate	flat rate	90/95%	Flat		
Life Insurance- Employer or employee paid?	Employer, \$150,000	Employer, 1X salary	Employer, 2X salary	Employer, 1X salary	Employer 1.5X salary, max \$400K	Employer 2X salary, max \$250K		
STD/LTD- Employer or employee paid?	Yes	Yes	LTD	Yes	LTD	LTD		
Total Compensation with Insurance Contribution	\$70,763.08	\$73,007	\$52,614	\$65,179	\$65,230	\$63,137	\$65,359	-3.5%
NOTES								
*Based on highest possible contribution level								
Calculations Add COLA								
Base Salary w/ 2% COLA						\$60,196		
Base Salary w/ 2% COLA Rounded						\$60,195.20		
COLA Amount						\$1,179.20	Percent Increase	1.96%
Total Comp w/ 2% COLA						\$64,410.82	Comps vs. Lane	-1.5%

Lane County Sheriff Compensation Survey March 2024

County	Clackamas	Deschutes	Jackson	Marion	Washington	Lane	Comps 2022 Average	Comps vs Lane Co
Demographics								
County Population	424,043	212,141	224,013	352,249	610,245	384,374	364,538	
County FTE	2,492	1,251.76	961	1672.75	2535	2040.09	1,783	
Department Personnel Services Budget	\$100,806,630	\$47,515,968	\$28,042,234	\$56,369,094	\$108,774,077	\$50,688,657	\$68,301,601	
Department FTE	590.00	271	194.00	377.50	638.65	319.00	414.23	
Notes						Per ORS 204.112, Salary shall not be less than that for any member of sheriff's dept		
Compensation								
Annual Base Salary	\$219,634.00	\$202,914	\$167,835	\$187,720	\$215,952	\$174,282	\$198,811	-14.1%
Base w/Certification Pay	\$219,634.00	\$202,914	\$167,835	\$187,720	\$215,952	\$184,738.92	\$198,811	-7.6%
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%	6.00%	6.00%		
Certification Pay %	0.00%	0.00%	0.00%	0.00%	0.00%	6.00%		
Base Salary w/ Def. Comp & PERS	\$246,583.09	\$221,176	\$177,905	\$213,062	\$228,909	\$199,518	\$217,527	-9.0%
Annual Phone / PDA / Tech	\$0.00	\$900	\$0	\$0	\$1,430	\$840		
Annual Housing	\$0.00	\$0	\$0	\$0	\$0	\$0		
Annual Auto	\$0.00	\$0	\$0	\$0	\$5,794	\$8,040		
Total Compensation w/o insurance	\$246,583.09	\$222,076	\$177,905	\$213,062	\$236,133	\$208,398	\$219,152	-5.2%
Insurance								
Employee Contribution Required/Monthly*	\$128.56	\$90	\$49	\$222	\$217	\$70		
Employee Annual Premium Amount*	\$1,640.40	\$1,332.00	\$599.40	\$2,079.84	\$3,007.80	\$840		
Employer paid % of total premium	95%	flat rate	flat rate	flat rate	90/95%	Flat		
Life Insurance- Employer or employee paid?	Employer, \$150,000	Employer, 1X salary	Employer, 2X salary	Employer, 1X salary	Employer 1.5X salary, max \$400K	Employer 2X salary, max \$250K		
STD/LTD- Employer or employee paid?	Yes	Yes	LTD	Yes	LTD	LTD		
Total Compensation with Insurance Contributions	\$244,942.69	\$220,744	\$177,306	\$210,982	\$233,125	\$207,558	\$217,420	-4.8%
NOTES								
<i>*Based on highest possible contribution level</i>								
Calculations Add COLA								
Base Salary w/ 2% COLA						\$177,768		
Base Salary w/ 2% COLA- Rounded						\$177,756.80		
COLA Amount						\$3,474.80	Percent Increase	1.95%
Total Comp w/ 2% COLA						\$210,683	Comps vs. Lane	-3.2%
Calculations to address compression								
Base Salary w/ 2% COLA						\$177,768		
Base Salary w/ 2% COLA- Rounded						\$177,756.60		
Total Comp w/ 2% COLA						\$210,683	Comps vs. Lane	-3.2%
Compression Adjustment						\$11,773.00	Percent Increase:	6.62%
New Base Salary- 10% from direct report						\$189,529.60		
Total Increase needed						\$15,247.60	Percent Increase:	8.75%
Adjusted Total Comp w/ Insurance Contributions						\$224,103.74	Comps vs. Lane	100.00%

***Lane County Department Director Salaries
As of 3/13/2024***

Position	Grade	Step	Annual Salary	Department	Dept FTE
County Counsel	N/A	N/A	\$189,217.60	County Counsel	14
Health & Human Serv Director	E85a	6	\$174,304.00	Health and Human Serv	825.14
Chief Human Resources Officer	E84a	8	\$179,899.20	Human Resources	28.5
Chief Information Officer	E84	9	\$184,121.60	Technology Services	79.5
Chief Operations Officer	E84	7	\$169,457.60	County Operations	73
Public Works Director	E85	7	\$177,548.80	Public Works	391.9
Assistant County Administrator/CJRS Director	F12	7	\$186,742.40	CJRS	139.3
<i>Average</i>			<i>\$171,032</i>		

SALARY COMPRESSION REPORT

3/13/2024

Attachment 10

*Rates are annualized at 1.0FTE for comparison purposes

JOB CODE	JOB TITLE	ANNUAL RATE
V020	Assessor	\$144,233
EMPLOYEES		
N2022	Manager, Sr	\$133,286
N2032	Appraisal Manager	\$132,683
N4102	Management Analyst	\$87,900
N7010	Executive Assistant	\$73,153
EMPLOYEE COUNT =		4

% Difference Between EO and Highest Paid Subordinate: 8.2%

JOB CODE	JOB TITLE	ANNUAL RATE
V021	District Attorney	\$63,861
	w/State Salary	\$228,381
EMPLOYEES		
N3005	Deputy DA	\$191,422
N4610	Prosecutor, Sr	\$167,897
N4004	Professional/Technical Supervisor	\$101,712
N2034A	Support Services Manager	\$119,142
Y010	Extra Help	\$156,000
EMPLOYEE COUNT =		5

% Difference Between EO and Highest Paid Subordinate: 19.3%

JOB CODE	JOB TITLE	ANNUAL RATE*
V023	Justice of the Peace	\$118,032
EMPLOYEES		
A019	Justice Court Clerk, Sr	\$52,542
A018	Justice Court Clerk	\$49,608
EMPLOYEE COUNT =		2

% Difference Between EO and Highest Paid Subordinate: 124.6%

JOB CODE	JOB TITLE	ANNUAL RATE**
V022	Sheriff	\$184,739
EMPLOYEES		
N2011	Chief Deputy***	\$182,646
N7010	Executive Assistant	\$57,241
*EMPLOYEE COUNT =		2

*1 FTE equivalent rate for comparison purposes

**annual rate includes certification pay of 6%

***amount includes anticipated step increase

% Difference Between EO and Highest Paid Subordinate: 1.1%

**2024 Elected Officials Compensation Board
Estimated Additional Cost**

Attachment 11

Time Period	FY 24-25	FY 25-26	FY 26-27	TOTAL
Assessor Effective the first day of the pay period following July 1, 2024. Salary \$144,233 to \$147,118 - 1.96% increase	\$ 4,133	\$ 4,133	\$ 4,133	12,399
District Attorney Effective the first day of the pay period following July 1, 2024. Salary \$63,861 to \$65,146 - 1.97% increase	1,981	1,981	1,981	5,943
Justice of the Peace Effective the first day of the pay period following July 1, 2024. Salary \$59,016 to \$60,195 - 1.96% increase	1,779	1,779	1,779	5,338
Sheriff Effective the first day of the pay period following July 1, 2024. Salary \$174,282 to \$189,530 - 8.75% increase	22,014	22,014	22,014	66,042
Board of Commissioners Effective the first full pay period following January 1, 2025 Salary \$114,026 to \$119,850 - 5.11% increase	17,770	35,540	35,540	88,850
Total	47,677	65,447	65,447	178,572

Lane County Budget Committee

Monday, October 07, 2024

3:00 PM – BCC Conference

Room & Virtual Meeting

Budget Committee members present: citizen members; Bruce Weber, Holly Mar-Conte, Herb Vloedman, Sarah Means, Greg Nelson, 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 Webber called the meeting to order at 3:00pm.

II. COMMITTEE BUSINESS

Minutes from the 05/22/24 meeting were reviewed. Commissioner Buch moved to approve the minutes, 2nd by Greg Nelson. Motion Passes.

III. PRESENTATION

Penny Daugherty, Lane County Elected Officials Compensation Board (EOCB), Alana Holmes, Chief Human Resources Officer, and Eliza Kashinsky, Sr. Classification & Compensation Analyst.

Penny Daugherty 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.
- Compensation adjustments were approved for all elected officials in 2023. The Assessor, District Attorney, Justice of the Peace, and Sheriff adjustments were all effective 07/01/2024. The adjustments for County Commissioners are effective 01/01/2025.
- The EOCB used five comparator counties for their recommendations: Clackamas, Deschutes, Jackson, Marion, and Washington.
- The EOCB aligns with County policy in regard to compensation and aims to remain within 5% of comparator counties. The Sheriff, Justice of the Peace, District Attorney, and the Assessor are already within 5%. The EOCB considered the compensation County Commissioners will be receiving after the adjustments approved in 2023 go into effect on 01/01/2025. Using compensation as of 01/01/2025, the County Commissioners will be 10% below the comparator average.
- The Sheriff is close to experiencing compression, which is when a direct report receives more compensation than the elected official. Under Oregon law, the Sheriff must make more than their highest paid direct report.

The EOCB makes the following recommendations to the Budget Committee:

A 2% cost of living adjustment for all elected officials.

A roughly 3% market adjustment for the County Commissioners, in addition to the adjustments approved in 2023 and going into effect on 01/01/2025 to bring them within 5% of the comparator average.

A 6.62% compression adjustment for the Sheriff to ensure that official's compensation remains above their highest paid direct report, including after scheduled adjustments to that report's compensation.

The adjustments for the Sheriff, Justice of the Peace, District Attorney, and the Assessor are recommended to be back dated effective as of the first day of the first pay period after 07/01/2024.

The Lane Charter limits effective dates for compensation adjustments for County Commissioners until after a general election. Therefore, the changes recommended for the County Commissioners would be effective after 01/01/2025.

IV. BUDGET COMMITTEE DISCUSSION / DELIBERATION

Commissioner Farr asked for clarification about the Sheriff's compensation in regard to compression. Eliza Kashinsky clarified that the Sheriff must make more than their direct report according to Oregon law. Currently the Sheriff's compensation is higher, however their direct report has an upcoming scheduled adjustment that would then put the Sheriff into compression.

Greg Nelson expressed support for the recommendations presented.

Commissioner Ceniga stated that he would support addressing compression for the Sheriff but would like to hold off on adjustments to other elected officials due to budgetary concerns.

Commissioner Buch said she was in favor on adjustments for elected officials other than County Commissioners since they have an adjustment already scheduled for January 2025.

Holly Mar-Conte raised concerns that not adjusting the County Commissioners' compensation would leave them more than 5% outside of compensation by comparator counties. Greg Nelson also spoke about the future impact of falling behind comparator counties. Chair Webber added that the size of adjustments in 2023 were due to not keeping up with comparators and expressed support for smaller but more frequent adjustments.

Herb Vloedman asked how adjustments would impact the approved FY24-25 budget. Budget & Financial Planning Manager Christine Moody advised that if there was danger of a budget violation, appropriations would be increased. Herb Vloedman expressed reservations that these adjustments were not discussed when the FY24-25 budget was approved in regard to back-dating the effective date to 07/01/24 for elected officials other than the County Commissioners.

Commissioner Farr moved to recommend a 6.62% compression adjustment for the Sheriff effective retroactively to the first pay period after 07/01/2024, 2nd by Herb Vloedman. Commissioner Buch asked for clarification that the motion did not include cost of living adjustment (COLA) on purpose and asked if that was intended, Commissioner Farr confirmed it was. Further discussion occurred on how the motions would be presented.

Motion passed unanimously.

Commissioner Farr moved to recommend a 2% COLA for all elected officials, which would be effective the first pay period after 07/01/2024 for elected officials other than County Commissioners, and effective first pay period after 01/01/2025 for County Commissioners, 2nd by Greg Nelson.

Motioned failed 5-5.

Commissioner Buch moved to recommend a 2% COLA for all elected officials other than County Commissioners effective first pay period after 07/01/2024, 2nd by Commissioner Trieger.

Motion passed 8-2.

V. ADJOURN

Chair Webber adjourned the meeting at 3:35 pm.

**Lane County Elected Officials Compensation Board
Board of Commissioners Joint Meeting
Tuesday, November 5th, 2024 at 11:00am
Harris Hall, 125 E 8th Ave, Eugene Oregon
EOCB Talking Points**

- **Introduction**

Good morning. My name is Penny Daugherty. I am a member of the Lane County Elected Officials Compensation Board (EOCB) and retired Director of the UO Office of Affirmative Action & Equal Opportunity. With me is Eliza Kashinsky, Lane County Sr. Classification & Compensation Analyst, who provides staff support to the EOCB, and Alana Holmes, Lane County Human Resources Officer

- **EOCB**

EOCB is a 5-member citizen board charged under state law with reviewing elected officials' compensation on a yearly basis and providing recommendations to the Budget Committee and Board.

- Consistent with the Lane County Manual and EOCB By-Laws, in reviewing elected officials' compensation, EOCB considers
 - compensation paid to persons comparably employed in Oregon,
 - the number of employees supervised,
 - the size of the budget administered,
 - the duties and responsibilities of the elected officer, and
 - the compensation paid to the officer's subordinates.
- **The focus of EOCB's review is to recommend compensation that is competitive, allowing Lane County to attract and retain highly qualified individuals to fill these important elected positions.**
- EOCB makes a recommendation to the Budget Committee, who then makes a recommendation to the Board of Commissioners for final approval

- **Compensation following EOCB 2023 Review**

- Following review in 2023, compensation adjustments were approved for all elected officials.

- The Assessor, District Attorney, Justice of the Peace, and Sheriff all received compensation adjustments effective in July of 2023.
- Consistent with the Lane County Charter, the Board of Commissioners are scheduled to receive in January of 2025 the market adjustment that was approved last year.

- **EOCB 2024 Review**

- EOCB met two times, in May and June of 2024
- We reviewed total compensation of Lane County elected officials in comparison to comparably employed persons in Lane County's 5 County Comparators
 - Clackamas, Deschutes, Jackson, Marion, Washington – the same used by HR in evaluating employee compensation
 - Total comp includes not just base salary, but also the value of benefits such as health insurance and retirement contributions and stipends
- For Lane County employees, the County typically targets compensation to be within plus or minus 5% of the comparator average.
 - The Sheriff, Justice of the Peace, District Attorney, and the Assessor are all within 5% of the average of the comparators' compensation.
 - For the Commissioners, EOCB considered the compensation Commissioners will be earning after the adjustment scheduled for January 2025 in its comparator analysis. The Commissioners' January 2025 compensation is 10% below the comparator average, putting their compensation on the brink of being misaligned.
- We also reviewed compensation for compression against direct reports
 - Compression is when the salary range for a direct report is very close to or more than that of their supervisor.
 - The Sheriff is experiencing compression with his highest paid direct report, and after the direct report receives their next step increase, will be making less than the direct report.

- Under Oregon Law, the Sheriff must make more than their highest pay direct report.
- **EOCB Recommendations following its 2024 review:**
 - The EOCB recommended a 2% **Cost of Living Adjustment** for **all the elected officials**, as well as a **Compression Adjustment** for the **Sheriff** and a **Market Adjustment** for the **Commissioners**.
 - A 2% COLA is consistent with the COLA provided to the bargaining units that had contracts in place in at the time the recommendation was produced.
 - The EOCB recommended a roughly **6.62% compression adjustment** for the **Sheriff** to ensure that his compensation remains above that of his highest paid direct report, even after scheduled adjustments to the direct report's compensation.
 - The EOCB recommended a roughly **3% market adjustment** for the **Commissioners**, in addition to the previously approved adjustment, in order to bring the Commissioners salary within 5% of the comparator average.
- **Effective Date**
 - The EOCB recommended that the changes for the Assessor, District Attorney, Justice of the Peace and Sheriff be retroactive to the first day of the first pay period after July 1, 2024.
 - Lane Charter limits the effective date for compensation adjustments for commissioners—those have to occur after a general election.
 - Therefore, the changes recommended for the Commissioners cannot, under the Charter, be effective until the first day of the first pay period after January 1, 2025.
- **Budget Committee Action**
 - The Budget Committee met on October 7th and voted to recommend
 - a roughly 2% Cost of Living adjustment for the Assessor, District Attorney, Justice of the Peace, and Sheriff,
 - a Compression adjustment for the Sheriff
 - and no additional adjustments for the Commissioners.

- More details of the EOCB's recommendation are included in the packet of information that was provided to you.
- The Board Orders before you today reflect the recommendations of the EOCB as voted on by the Budget Committee.
- The Board of Commissioners has the option to approve all, some, or none of these adjustments, or to adjust compensation by a different amount.

That concludes my presentation. Do you have any questions for me.