



AGENDA COVER MEMO

Date: October 15, 2025

TO:	Board of County Commissioners
DEPARTMENT:	Human Resources
PRESENTED BY:	Josh Burstein, 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 Annual Base Compensation of Lane County Elected Officials

I. MOTION

Move to Order number 25-10-15-XX in the matter of providing a cost of living compensation adjustment to Lane County's Elected Assessor.

Move to Order number 25-10-15-XX in the matter of addressing salary compression for the base annual compensation of Lane County's Elected Assessor.

Move to Order number 25-10-15-XX in the matter providing a cost of living compensation adjustment to Lane County's Elected District Attorney.

Move to Order number 25-10-15-XX in the matter providing a cost of living compensation adjustment to Elected Justice of the Peace.

Move to Order number 25-10-15-XX in the matter providing a cost of living compensation adjustment to Lane County's Elected Sheriff.

Move to Order number 25-10-15-XX in the matter of providing a compensation adjustment to Lane County's Elected Sheriff.

II. AGENDA ITEM SUMMARY

The Board is being asked to approve adjustment 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 an adjustment to the compensation of the Assessor to address salary compression, and an adjustment to the base compensation of the Sheriff.

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 H indicates the Elected Officials Compensation History activity from 2013 to 2024.

Pursuant to Lane Manual and ORS 204.112, the EOCB convened in 2025 to deliberate and develop recommended adjustments. Four members of the EOCB present for the 2024 deliberations returned for the 2025 session, and one new member joined the committee.

The EOCB held two public meetings (March 20 and May 2, 2025), which included analysis and deliberations of the data provided by County staff.

On September 15th, 2025, the EOCB presented its recommendation to the Budget Committee, who moved to recommend to the Board a cost of living adjustment of approximately 2.8% for the Assessor, the District Attorney, the Justice of the Peace, and the Sheriff. The Budget Committee also recommended an approximately 1.1% adjustment for the Assessor to address compression, and an approximately 2.8% adjustment for the Sheriff. The Budget Committee did not forward a recommendation to adjust compensation for the Board of 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. 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 And Organizational Health: Support our employees, systems, and organizational health so that County 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 25-26	FY 26-27	FY 27-28	TOTAL
Assessor	\$8,258	\$8,258	\$8,258	\$24,774
District Attorney	\$2,654	\$2,654	\$2,654	\$7,962
Justice of the Peace	\$2,547	\$2,547	\$2,547	\$7,641
Sheriff	\$16,025	\$16,025	\$16,025	\$48,075
Total	\$29,484	\$29,484	\$29,484	\$88,452

See Attachment L, EOCB 2025 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 a previous 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.

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.

The memo in attachment G summarizes the results of the EOCB's compensation review and its initial recommendation.

After review of the EOCB's recommendation, the Budget Committee recommended a 2.8% COLA for all elected officials except the Commissioners, as well as additional adjustments for the Assessor and Sheriff, as outlined below. The 2.8% COLA is consistent with 2025 COLAs provided to several represented groups 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 Budget committee recommends adjustments be made retroactive to the first day of the first pay period following July 1, 2025. This would be one year after the last adjustment to their compensation.

Assessor: After the application of a 2.8% COLA, the Assessor's wage would be within the +/- 5% of the market comparator average. Although this is considered highly competitive and within the margin of error by Lane County, the difference between the Assessor's wage and that of their most highly paid direct report is 8.8%, less than the approximately 10% that Lane County targets as a difference between the range between supervisory classifications and the direct report classifications. In addition to the COLA, the EOCB recommends an adjustment of approximately 1.1% for the Assessor to bring the difference between their salary and the direct report salary to 10%, and keeps the Assessor within +/- 5% of the market comparator average.

Sheriff: After the application of a 2.8% COLA, the Sheriff's compensation would be within the +/- 5% of the market comparator average. At the time of the EOCB's

review, there was salary compression between the Sheriff and his highest paid direct report, and the EOCB recommended a compression adjustment. However, between the time the EOCB made its recommendation and the time the Budget Committee reviewed it, a new Sheriff and Chief Deputy Sheriff were appointed, and there was no longer compression between the compensation of the Sheriff and his highest paid direct report. Rather than forward on the recommendation of ECOB regarding a compression adjustment for the Sheriff, the Budget Committee voted to recommend a 2.8% adjustment to the Sheriff's base compensation, in addition to the 2.8% COLA.

Summary of recommendations:

Position	Current Salary	Recommended COLA	Recommended Other	Total Adjustment	Final Salary
Assessor	\$147,118.40	\$4,118.60 (2.8%)	\$1,601.40 (1.1%) (compression)	\$5,719.60 (3.9%)	\$152,838.40
District Attorney	\$65,145.60 ¹	\$1,830.40 (2.8%)	\$0	\$1,830.40 (2.8%)	\$66,976.00 ²
Justice of the Peace	\$60,195.00 ³	\$1,685.00 (2.8%)	\$0	\$1,685.00 (2.8%)	\$61,880.00
Sheriff	\$189,529.60	\$5,304.00 (2.8%)	\$5,304.00 (2.8%)	\$10,608 (5.6%)	\$200,137.60

G. Alternatives/Options

Option 1:

Recommend that, effective retroactively to the first full pay period following July 1, 2025 increase the annual base salary of the indicated positions by the following amounts:

- Assessor - \$4,118.60 representing a 2.8% cost of living adjustment and \$1,601.40 a 1.1% compression adjustment
- District Attorney - \$1,830.40 representing a 2.8% cost of living adjustment
- Justice of the Peace - \$1,685.00, representing a 2.8% cost of living adjustment
- Sheriff - \$5,304.00 representing a 2.8% cost of living adjustment and an additional \$5,04.00 compensation adjustment.

¹ The District Attorney also receives a state contribution to their salary of \$175,296, for a total salary of \$240,441.60.

² \$242,272 after state contribution.

³ Half Time Position

Option 2:

Recommend adjusting the salary of the elected officials by some other amount.

Option 3:

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

IV. RECOMMENDATION

The Elected Officials Compensation Board recommends the Commissioners approve option 1.

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 5, 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. 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 2026.

VII. ATTACHMENTS

- A. Board Order 25-10-15-XX
- B. Board Order 25-10-15-XX
- C. Board Order 25-10-15-XX
- D. Board Order 25-10-15-XX
- E. Board Order 25-10-15-XX
- F. Board Order 25-10-15-XX
- G. Elected Officials Compensation Board Recommendation Memo
- H. Elected Officials Compensation History
- I. 2025 EOCB Compensation Study
- J. Lane County Department Director Salaries
- K. Salary Compression Report
- L. EOCB 2025 Costing
- M. Budget Committee Meeting Minutes 9-15-2025

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 25-10-15-XX

In the Matter of Providing a Cost of
Living Compensation Adjustment
to 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 two public meetings in 2025, 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 to address compression between the elected officials and their direct reports; and

WHEREAS, on September 15, 2025, the Lane County Budget Committee convened and reviewed the recommendations of the Elected Officials Compensation Board and approved forwarding the recommendation of a 2.8% cost of living adjustment for elected officials 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, 2025, increase the annual base salary of the Assessor by \$4,118.60.

ADOPTED this ____ day of _____, 2025.

David Loveall, Chair
Lane County Board of Commissioners

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 25-10-15-XX

In the Matter of Addressing Salary
Compression for the Base Annual
Compensation 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 two public meetings in 2025, 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 to address compression between the elected officials and their direct reports; and

WHEREAS, on September 15, 2025, the Lane County Budget Committee convened and reviewed the recommendations of the Elected Officials Compensation Board and approved forwarding the recommendation of an adjustment to the Assessor's base compensation to address salary compression with the highest paid direct report.

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, 2025, increase the annual base salary of the Assessor by \$1,601.40.

ADOPTED this ____ day of _____, 2025.

David Loveall, Chair
Lane County Board of Commissioners

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 25-10-15-XX

In the Matter of Providing a Cost of
Living Compensation Adjustment to
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 two public meetings in 2025, 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 to address compression between the elected officials and their direct reports; and

WHEREAS, on September 15, 2025, the Lane County Budget Committee convened and reviewed the recommendations of the Elected Officials Compensation Board and approved forwarding the recommendation of a 2.8% cost of living adjustment for elected officials 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, 2025, increase the annual base salary of the District Attorney by \$1,830.40 for a new base salary of \$66,976.00.

ADOPTED this ____ day of _____, 2025.

David Loveall, Chair
Lane County Board of Commissioners

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 25-10-15-XX

In the Matter of Providing a Cost of
Living Compensation Adjustment to
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 two public meetings in 2025, 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 to address compression between the elected officials and their direct reports; and

WHEREAS, on September 15, 2025, the Lane County Budget Committee convened and reviewed the recommendations of the Elected Officials Compensation Board and approved forwarding the recommendation of a 2.8% cost of living adjustment for elected officials 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, 2025, increase the annual base salary of the Justice of the Peace by \$1,685.00 for a new base salary of \$61,880.00.

ADOPTED this ____ day of _____, 2025.

David Loveall, Chair
Lane County Board of Commissioners

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 25-10-15-XX

In the Matter of Providing a Cost of
Living Compensation Adjustment to
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 two public meetings in 2025, 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 to address compression between the elected officials and their direct reports; and

WHEREAS, on September 15, 2025, the Lane County Budget Committee convened and reviewed the recommendations of the Elected Officials Compensation Board and approved forwarding the recommendation of a 2.8% cost of living adjustment for elected officials 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, 2025, increase the annual base salary of the Sheriff by \$5,304.00.

ADOPTED this ____ day of _____, 2025.

David Loveall, Chair
Lane County Board of Commissioners

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 25-10-15-XX

In the Matter of Providing a
Compensation Adjustment to 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 two public meetings in 2025, 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 to address compression between the elected officials and their direct reports; and

WHEREAS, on September 15, 2025, the Lane County Budget Committee convened and reviewed the recommendations of the Elected Officials Compensation Board and approved recommending a wage adjustment, in addition to a cost of living adjustment, for the Sheriff,

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, 2025, provide a salary adjustment and increase the annual base salary of the Sheriff by \$5,304.00.

ADOPTED this ____ day of _____, 2025.

David Loveall, Chair
Lane County Board of Commissioners



LANE COUNTY

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

Date: May 2nd, 2025

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

From: Lane County Elected Officials Compensation Board- Joshua Burstein, Chair; Penny Daugherty; Cheri Minick; Brett Williams, Amanda Walkup

Prepared by Eliza Kashinsky, Sr. Classification and Compensation Analyst

Re: 2025 Elected Officials Compensation Schedule Recommendations

Executive Summary and Recommendation:

The Elected Officials Compensation Board (EOCB) met two times between March 2025 and May 2025, 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	\$147,118.40	\$4,118.60 (2.8%)	\$0	\$1,601.40 (1.1%)	\$5,719.60 (3.9%)	\$152,838.40
Commissioners	\$114,026.00	\$3,202.80 (2.8%)	\$2,350.40 (2.1%)	\$0	\$5,553.20 (4.9%)	\$119,579.20
District Attorney	\$65,145.60 ¹	\$1,830.40 (2.8%)	\$0	\$0	\$1,830.40 (2.8%)	\$66,976.00 ²
Justice of the Peace	\$60,195.00 ³	\$1,685.00 (2.8%)	\$0	\$0	\$1,685.00 (2.8%)	\$61,880.00
Sheriff	\$189,529.60	\$5,304.00 (2.8%)	\$0	\$10,545.60 (5.6%)	\$15,849.60 (8.36%)	\$205,379.20

The EOCB recommends that all adjustments be effective the first day of the pay period following July 1, 2025, with the exception of the Commissioners, which is recommended to be effective the first day of the pay period following January 1, 2027⁴.

¹ The District Attorney also receives a state contribution to their salary of \$175,296, for a total salary of \$240,441.60.

² \$242,272 after state contribution.

³ Half Time Position

⁴ Section 25 of the Lane Charter requires that any increase in the compensation of a member of the board may only take effect in the first odd-numbered year after the first general election after the increase is authorized.



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 to 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.

Current Market Position:

Position	Assessor	Commissioners	District Attorney	Justice of the Peace	Sheriff
% difference from comparator average	-6.7%	-9.8%	-3.9%	-3.2%	2.4%

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

COLA:

The Assessor and the Commissioners are slightly outside the +/-5% of market average target. The other elected official positions remain very well aligned with market. However, they are trending towards lagging, as our comparator counties provide Cost of Living Adjustments (COLAs) and other adjustments to their elected officials compensation.

The EOCB recommends a 2.8% Cost of Living Adjustment 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. For the bargaining units that negotiated their contracts last year, as well as non-represented employees, Lane County approved COLAs based on an annual average of CPI, which for calendar year 2024 is 2.8%. A 2.8% COLA is consistent with the COLAs that will be implemented for those represented employees who have negotiated COLAs scheduled for July of 2025, and that has been approved for non-represented employees to receive in January of 2026.

Market Position after 2.8% COLA:

Position	Assessor	Commissioners	District Attorney	Justice of the Peace	Sheriff
% difference from comparator average after 2% COLA	-3.9%	-6.9%	-3.1%	-0.3%	4.6%

Market Adjustment:

After the COLA, all elected officials, except the Commissioners, are within the +/- 5% highly competitive range. To align the Commissioners with market an additional 2% market adjustment (\$2,350.40) 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 officials' compensation in comparison to their highest paid direct reports. Lane County considers a position compressed if the salary grade for the supervisor is within approximately 10% of the 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 2026 COLA
Pre-COLA	5.9%	12.4%	1.5%	-1.3%
Post-COLA	8.8%	13.3%	4.4%	1.5%

Prior to a COLA adjustment, the Assessor is slightly compressed, the District Attorney was not compressed, and the Sheriff was compressed. Even after the recommended COLA, both the Assessor and the Sheriff remain compressed. In addition, the Board approved CPI-based COLA adjustments for non-represented employees to be effective in January 2026; the Sheriff's highest paid direct report will be receiving that adjustment, and if no adjustments are made to the Sheriff's compensation, the direct report would be making 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. The EOCB recommends a compression adjustment for the Assessor of \$1,601.20 (1.06%) and the Sheriff of \$10,545.60 (5.56%) in addition to the COLA to create a 10% difference between these officials' salaries and the highest paid direct reports.

Adjustment Effective Date:

The EOCB recommends the adjustments take effect on the first day of the first pay period following July 1st, 2025, 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 2026. Therefore, adjustments to the Commissioners salaries are recommended to take effect the first day of the first pay period following January 1, 2027.

On May 2nd, 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

Joshua Burstein, Chair
Penny Daugherty
Cheri Minick
Amanda Walkup
Brett Williams

ELECTED OFFICIALS COMPENSATION HISTORY

(2013 through 2025)

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.)

2024:

On October 7th, 2024, the Lane County Budget Committee met to review EOCB recommendations for 2024. The Budget Committee approved forwarding the recommendations for adjustments for the Assessor, District Attorney, Justice of the Peace, and Sheriff to the Board of County Commissioners.

On November 5th, 2024, the Lane County Board of Commissioners approved salary adjustments for the Assessor, District Attorney, Justice of the Peace, and Sheriff, retroactive to July, 2024. (Order Nos. 24-10-05-06, 24-10-05-07, 24-10-05-08, 24-10-05-09, and 24-10-05-10.)

Lane County Assessor Compensation Survey Feb 2025

County	Clackamas	Deschutes	Jackson	Marion	Washington	Lane	Comps Average	Comps vs Lane Co
Demographics								
County Population	426,567	208,612	220,999	347,798	611,389	382,771	363,073	
County FTE	2,596	1,251.00	965	1658.8	2443	2082.27	1,783	
Department Personnel Services Budget	\$7,816,622	\$6,745,306	\$3,992,881	\$6,646,968	\$15,159,501	\$5,784,935	\$8,072,256	
Department FTE	61.00	35.26	36.50	55.00	109.00	48.00	59.35	
Notes	4.1% COLA 7-1-24	No Tax Collection	No Tax Collection, 4.6% CO	No Tax Collection	Not elected, includes Tax Collection 4.1% COLA 7-6-24			
Compensation								
Annual Base Salary	\$158,469.00	\$176,214.00	\$133,785.00	\$150,820.80	\$208,705.00	\$147,118.40	\$165,598.76	-12.6%
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	\$177,913.15	\$192,073.26	\$141,812.10	\$171,181.61	\$208,705.00	\$158,887.87	\$178,337.02	-12.2%
Annual Phone / PDA / Tech	\$0.00	\$900.00	\$0.00	\$0.00	\$840	\$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	\$8,400.00		
Total Comp w/o insurance	\$177,913.15	\$192,973.26	\$141,812.10	\$171,181.61	\$213,805.00	\$167,287.87	\$179,537.02	-7.3%
Insurance								
Employee Contribution Required/Monthly*	\$140.00	\$111.00	\$49.45	\$222.32	\$271.20	\$70.00		
Employee Annual Premium Amount*	\$1,680.00	\$1,332.00	\$593.40	\$2,667.84	\$3,254.40	\$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	\$176,233.15	\$191,641.26	\$141,218.70	\$168,513.77	\$210,550.60	\$166,447.87	\$177,631.49	-6.7%

NOTES
*Based on highest possible contribution level

Lane County Commissioner Compensation Survey Feb 2025

County	Clackamas	Deschutes	Jackson	Marion	Washington	Lane	Comps 2025 Average	Comps vs Lane Co
Demographics								
County Population	426,567	208,612	220,999	347,798	611,389	382,771	363,073	
County FTE	2,596	1,251.76	965	1658.8	2443	2082.27	1,783	
Department Personnel Services Budget	\$1,000,171	\$552,547	\$959,679	\$3,010,040	\$895,807	\$943,283	\$1,283,649	
Department FTE	5.00	3.00	5.50	18.00	5.00	6.00	7.30	
Notes	Elected Chair receives 2% extra, 5 commissioners, 4.1% COLA 7-1-24	Chair Rotates, no additional salary, 3 commissioners,	Elected Chair, no additional salary, 3 commissioners, 4.6% COLA 7-1-24 Different Commissioner wage based on tenure- \$150,009 for more tenured (2)	Elected Chair, no additional salary, 3 commissioners	Elected Chair receives 10% extra, 6.039% COLA July 6			
Compensation								
Annual Base Salary	\$130,214	\$130,158	\$133,785.00	\$125,923	\$129,981	\$114,026	\$130,012	-14.0%
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	\$146,191	\$141,872	\$141,812	\$142,923	\$129,981	\$120,868	\$140,556	-16.3%
Annual Phone / PDA / Tech	\$0	\$900	\$774	\$0	\$840	\$0		
Annual Housing	\$0	\$0	\$0	\$0	\$0.00	\$0		
Annual Auto	\$0	\$0	\$4,800	\$0	\$4,260.00	\$8,400		
Total Compensation w/o insurance	\$146,191	\$142,772	\$147,386	\$142,923	\$135,081	\$129,268	\$142,871	-10.5%
Insurance								
Employee Contribution Required/Monthly*	\$140.00	\$111.00	\$49.45	\$222.32	\$271.20	\$70.00		
Employee Annual Premium Amount*	\$1,640.40	\$1,332.00	\$593.40	\$2,667.84	\$3,254.40	\$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 Contributio	\$144,551	\$141,440	\$146,793	\$140,255	\$131,827	\$128,428	\$140,973	-9.8%

NOTES

*Based on highest possible contribution level

Lane County District Attorney Compensation Survey Feb 2025

County	Clackamas	Deschutes	Jackson	Marion	Washington	Lane	Comps 2025 Average	Comps vs Lane Co
Demographics								
County Population	426,567	208,612	220,999	347,798	611,389	382,771	363,073	
County FTE	2,596	1,251.76	965	1658.8	2443	2082.27	1,783	
Department Personnel Services Budget	\$16,531,691	\$9,717,227	\$7,189,396	\$13,548,244	\$20,349,529	\$11,655,216	\$13,467,217	
Department FTE	95.40	70.6	54.00	96.70	121.35	79.00	87.61	
Notes	4.1% COLA 7-1-24		4.6% COLA 7-1-24		4.1% COLA 7-6-24			
Compensation								
Annual Base Salary (County Stipend)	\$121,800.00	\$64,737.12	\$36,951.00	\$60,673.60	\$127,142.00	\$65,145.60	\$82,260.74	-26.3%
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	\$175,296.00	\$175,296.00	\$175,296.00	\$175,296.00	\$175,296.00	\$175,296.00		
Base Salary w/ Def. Comp, PERS, & State Contribution	\$312,040.86	\$245,859.46	\$214,464.06	\$244,160.54	\$302,438.00	\$245,653.25	\$263,792.58	-7.4%
Annual Phone / PDA / Tech	\$0.00	\$900	\$774.02	\$0.00	\$0	\$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	\$8,400.00		
Total Compensation w/o insurance	\$312,040.86	\$246,759.46	\$215,238.08	\$244,160.54	\$306,698.00	\$254,053.25	\$264,979.39	-4.3%
Insurance								
Employee Contribution Required/Monthly*	\$140.00	\$111.00	\$49.45	\$222.32	\$271.20	\$70.00		
Employee Annual Premium Amount*	\$1,680.00	\$1,332.00	\$593.40	\$2,667.84	\$3,254.40	\$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	\$310,360.86	\$245,427.46	\$214,644.68	\$241,492.70	\$303,443.60	\$253,213.25	\$263,073.86	-3.9%
NOTES								
*Based on highest possible contribution level								

Lane County Justice of the Peace Compensation Survey Feb 2025

County	Clackamas	Deschutes	Jackson	Marion	Washington	Lane	Comps 2025 Average	Comps vs Lane Co
Demographics								
County Population	426,567	208,612	220,999	347,798	611,389	382,771	363,073	
County FTE	2,596	1,251.76	965	1658.8	2443	2082.27	1,783	
Department Personnel Services Budget	\$956,504	\$651,767	\$466,552	\$799,561	\$1,191,592	\$310,949	\$813,195	
Department FTE	7.00	4.6	4.00	8.00	9.00	2.00	6.52	
Position FTE	1.00	0.6	1.00	1.00	1.00	0.50		
Notes	4.1% COLA 7-1-24		4.6% COLA 7-1-24		4.1% COLA 7-6-24	Current JoP hired after 1/1/2016, insurance rate is less		
Compensation								
Annual Base Salary @ 1.0 FTE	\$134,270.00	\$140,141	\$93,631	\$123,029	\$139,094	\$120,390	\$126,033	-4.7%
Annual Base Salary @ .5 FTE	\$67,135.00	\$70,071	\$46,816	\$61,514	\$69,547	\$60,195	\$63,017	-4.7%
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%		
Base Salary w/ Def. Comp & PERS	\$75,372.46	\$76,377	\$49,624	\$69,819	\$69,547	\$65,011	\$68,148	-4.8%
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	\$75,372.46	\$77,277	\$49,624	\$69,819	\$69,547	\$65,011	\$68,328	-5.1%
Insurance								
Employee Contribution Required/Monthly*	\$140.00	\$111	\$49	\$222	\$271	\$50		
Employee Annual Premium Amount*	\$1,680.00	\$1,332.00	\$593.40	\$2,667.84	\$3,254.40	\$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	\$73,692.46	\$75,945	\$49,031	\$67,151	\$66,293	\$64,411	\$66,422	-3.1%
NOTES								
*Based on highest possible contribution level								

Lane County Sheriff Compensation Survey Feb 2025

County	Clackamas	Deschutes	Jackson	Marion	Washington	Lane	Comps 2025 Average	Comps vs Lane Co
Demographics								
County Population	426,567	208,612	220,999	347,798	611,389	382,771	363,073	
County FTE	2,596	1,251.76	965	1658.8	2443	2082.27	1,783	
Department Personnel Services Budget	\$108,496,658	\$47,515,968	\$30,155,144	\$56,369,094	\$654,060,430	\$50,688,657	\$179,319,459	
Department FTE	595.80	271	190.00	377.50	361.45	319.00	359.15	
Notes	4.1% COLA 7-1-24					Per ORS 204.112, Salary shall not be less than that for any member of sheriff's dept		
Compensation								
Annual Base Salary	\$228,639.00	\$211,031	\$156,551	\$203,029	\$224,805	\$189,530	\$204,811	-8.1%
Base w/Certification Pay	\$228,639.00	\$211,031	\$156,551	\$203,029	\$224,805	\$200,901.38	\$204,811	-1.9%
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	\$256,693.01	\$230,023	\$165,944	\$230,438	\$224,805	\$216,973	\$221,581	-2.1%
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	\$0	\$8,400		
Total Compensation w/o insurance	\$256,693.01	\$230,923	\$165,944	\$230,438	\$224,805	\$226,213	\$221,761	2.0%
Insurance								
Employee Contribution Required/Monthly*	\$140.00	\$111	\$49	\$222	\$271	\$70		
Employee Annual Premium Amount*	\$1,680.00	\$1,332.00	\$593.40	\$2,667.84	\$3,254.40	\$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	\$255,013.01	\$229,591	\$165,351	\$227,770	\$221,551	\$225,373	\$219,855	2.4%
NOTES								
*Based on highest possible contribution level								

***Lane County Department Director Salaries
As of 2/3/2025***

Position	Grade	Step	Annual Salary	Department	Dept FTE
County Counsel	N/A	N/A	N/A	County Counsel	14.00
Health & Human Serv Director	068	8	\$201,926.40	Health and Human Serv	877.10
Chief Human Resources Officer	066	9	\$201,926.40	Human Resources	30.50
Chief Information Officer	066	9	\$201,926.40	Technology Services	79.50
Chief Operations Officer	066	8	\$194,168.00	County Operations	74.00
Public Works Director	066	9	\$201,926.40	Public Works	392.67
Assistant County Administrator/CJRS Director	071	8	\$213,907.20	CJRS	130.50
<i>Average</i>			<i>\$202,630.13</i>		

SALARY COMPRESSION REPORT

Attachment K

2/3/2025

*Rates are annualized at 1.0FTE for comparison purposes

JOB CODE	JOB TITLE	ANNUAL RATE
V020	Assessor	\$147,118
EMPLOYEES		
P534	Assessment & Taxation Manager (2)	\$138,944
P202	Operational Analyst	\$92,123
P011	Executive Assistant	\$85,176
EMPLOYEE COUNT =		4

% Difference Between EO and Highest Paid Subordinate: 5.9%

JOB CODE	JOB TITLE	ANNUAL RATE
V021	District Attorney	\$65,145
	w/State Salary	\$240,441
EMPLOYEES		
P555	Chief Deputy District Attorney	\$213,907
N4610	Prosecutor, Sr	\$178,713
P342	Medical Legal Death Investigation Supervisor	\$116,584
A033/A032	Accountant/Accounting Analyst	\$88,348
P202	Operational Analyst	\$75,712
Y010	Extra Help	\$41,600
EMPLOYEE COUNT =		6

% Difference Between EO and Highest Paid Subordinate: 12.4%

JOB CODE	JOB TITLE	ANNUAL RATE*
V023	Justice of the Peace	\$120,390
EMPLOYEES		
A019	Justice Court Clerk, Sr	\$57,928
A018	Justice Court Clerk	\$55,702
EMPLOYEE COUNT =		2

% Difference Between EO and Highest Paid Subordinate: 107.8%

JOB CODE	JOB TITLE	ANNUAL RATE**
V022	Sheriff	\$200,902
EMPLOYEES		
P303	Chief Deputy	\$197,912
P011	Executive Assistant	\$75,712
*EMPLOYEE COUNT =		2

*1 FTE equivalent rate for comparison purposes

**annual rate includes certification pay of 6%

% Difference Between EO and Highest Paid Subordinate: 1.5%

2025 Elected Officials Compensation Board
Estimated Additional Cost

Time Period	FY 25-26	FY 26-27	FY27-28	TOTAL
Assessor Effective the first day of the pay period following July 1, 2025. Salary \$147,118 to \$152,838 - 3.89% increase	\$ 8,258	\$ 8,258	\$ 8,258	24,774
District Attorney Effective the first day of the pay period following July 1, 2025. Salary \$65,146 to \$66,976- 2.81% increase	2,654	2,654	2,654	7,962
Justice of the Peace Effective the first day of the pay period following July 1, 2025. Salary \$60,195 to \$61,880 - 2.80% increase	2,547	2,547	2,547	7,641
Sheriff Effective the first day of the pay period following July 1, 2025. Salary \$189,530 to \$200,138 - 5.6% increase	16,025	16,025	16,025	48,075
Total	29,484	29,484	29,484	88,452

**Lane County Budget Committee
Monday, September 15, 2025**

3:00 PM – BCC Conference
Room & Virtual Meeting

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

Staff Present: Sheriff Carl Wilkerson, Lane County Administrator Steve Mokrohisky, County Counsel Rob Bovett, Chief Human Resources Officer Alana Holmes, Human Resources Manager Inga Wood, Sr. Human Resources Analyst Eliza Kashinsky, Budget and Financial Planning Manager, Christine Moody, Budget Staff; Jennifer Violette, Michele Stark, and Jason Miles.

I. CALL MEETING TO ORDER

Vice Chair Means called the meeting to order at 3:03 pm.

II. COMMITTEE BUSINESS

Minutes from the 05/20/25 meeting were reviewed. Herb Vloedman, moved to approve the minutes, 2nd by Greg Nelson. Motion Passes.

III. PRESENTATION

Joshua Burstein, Lane County Elected Officials Compensation Board (EOCB), Alana Holmes, Chief Human Resources Officer, and Eliza Kashinsky, Sr. Human Resources Analyst.

Joshua Burstein 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 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, and the District Attorney are already within 5%. The Assessor was 6.7% below the average of the comparator counties, while the County Commissioners were 9.8% below.
- The District Attorney is not compressed, the Assessor is slightly compressed, and the Sheriff was 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 2.8% cost of living adjustment (COLA) for all elected officials.

A 2.1% market adjustment for the County Commissioners, in addition to the COLA to bring the County Commissioners within 5% of comparator counties. In addition, the EOCB recommends smaller, more frequent

adjustments compared to recent years in order to more smoothly track comparator counties and avoid large infrequent adjustments.

A 1.1% market adjustment for the Assessor.

Due to a new Sheriff and Deputy Sheriff being appointed after the last EOCB meeting, the Sheriff is not currently experiencing compression and is compensated 14.2% higher than their next direct report. The EOCB recommends a 5.6% market adjustment for the Sheriff.

The adjustments for the Sheriff, Assessor, and District Attorney are recommended to be back dated effective as of the first day of the first pay period after 07/01/2025.

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 01/01/2027.

IV. BUDGET COMMITTEE DISCUSSION / DELIBERATION

Commissioner Loveall asked for clarification about the Sheriff's compensation in regard to compression. Eliza Kashinsky clarified that due to changes in staff, the Deputy Sheriff is no longer compensated at the highest rate within the classification. Due to this change, the gap between the Sheriff and Deputy Sheriff's compensation is larger, avoiding the issue of compression. Eliza Kashinsky further elaborated that the Sheriff is within the recommended 5% of comparator counties, and the market adjustment would push the Sheriff above the 5% recommended difference of comparator counties.

Commissioner Triege asked for clarification around the EOCB recommendation for the Sheriff, specifically if the recommendation is for both a COLA and market adjustment. Eliza Kashinsky clarified that the recommendation is a 2.8% COLA for all elected officials, and individual market/compression adjustments for other elected positions. She further said in prior years there has been concern about compression for the Sheriff due to increases in compensation for the Deputy Sheriff, but due to a new Deputy Sheriff being appointed that is less of a concern at present.

Commissioner Buch asked at what point compression is triggered. Eliza Kashinsky said that when a gap of less than roughly 10% is observed is usually when discussion of a compression adjustment begins to happen. Because elected officials are not compensated on a scale and only a fixed dollar amount, the EOCB considers additional factors.

Herb Vloedman asked if the comparator counties have similar numbers of Commissioners and structures. County Administrator Steve Mokrohisky provided some information about the structure of the comparator counties and some recent changes among them. Herb Vloedman asked a follow up question about the financial similarities to the comparator counties. Steve Mokrohisky clarified that the comparator counties were not chosen as a reflection of the budget and explained the methodology for choosing them. A large factor in that methodology is based on population.

Commissioner Loveall asked for clarification of how the compensation for the Sheriff's salary was calculated and what was included. Eliza Kashinsky provided some additional information about how the amounts were determined, and Commissioner Loveall followed up with a question about car allowance for department directors. Eliza Kashinsky said it would depend on the specific department and director. Commissioner Loveall then expressed concern about the Sheriff's compensation compared to department directors. Further discussion occurred with references to the materials provided by the EOCB for comparison purposes.

Commissioner Loveall asked about breaking up the recommendation into multiple motions. Eliza Kashinsky advised it is up to the committee on what motions are submitted.

Herb Vloedman asked for discussion around the compression/market adjustment for the Sheriff. He expressed that with the current numbers provided, he would not feel comfortable supporting the full adjustment recommended for the Sheriff based on a lack of compression. Sarah Means and Greg Nelson concurred. Commissioner Loveall expressed that he feels the highest elected law enforcement official in the County deserves additional compensation. Greg Nelson pointed out that if the recommendation was approved the Sheriff would be the highest compensated among comparator counties. Additional discussion took place, regarding various compensation scenarios for the Sheriff.

Commissioner Loveall moved to present to the Board of Commissioners the following: adjustments to the Assessor as presented by the EOCB, the District Attorney as presented by the EOCB, the Justice of the Peace as presented by the EOCB, and the Sheriff with a 2.8% COLA adjustment and a 2.8% market adjustment with a 2nd by Herb Vloedman.

Motion passed unanimously.

The Committee then began to discuss Commissioners' compensation. Greg Nelson expressed support for a COLA adjustment of 2.8% and pointed out the Commissioners are the lowest paid among comparator counties. Sarah Means also expressed support for the 2.8% COLA and urged the committee to consider future impacts of a widening gap between the County Commissioners' compensation and those of the comparator counties. Further discussion occurred regarding adjustments to the County Commissioners' compensation.

Herb Vloedman moved to recommend a 2.8% COLA for the County Commissioners, 2nd by Sarah Means.

Motioned failed 4-5.

V. ADJOURN

Chair Mar-Conte adjourned the meeting at 3:57 pm.