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MARC GONZALES  
DIRECTOR

DEPARTMENT OF FINANCE

June 25, 2015

PUBLIC SERVICES BUILDING  
2051 KAEN ROAD | OREGON CITY, OR 97045

Board of County Commissioners  
Clackamas County

Members of the Board:

Resolution Adopting the Clackamas County 2015-2016  
Fiscal Year Budget, making Appropriations and Imposing and  
Categorizing Taxes for the Period of July 1, 2015 through June 30, 2016

Purpose/Outcome	Budget adoption for Clackamas County FY 2015-2016
Dollar Amount and Fiscal Impact	The effect is to adopt a budget of \$679,773,790
Funding Source	Includes Fund Balance, Fees, Licenses, Permits, Fines, Assessments and Other Service Charges, Federal, State and Other Grants, Revenue from Bonds and Other Debt, Interfund Transfers, Internal Service Reimbursements, Other Resources and Taxes.
Safety Impact	N/A
Duration	July 1, 2015-June 30, 2016
Previous Board Action/Review	Budget Committee approval June 3, 2015.
Contact Person	Diane Padilla, 503-742-5425
Contract No.	N/A

**BACKGROUND:**

Attached are the Resolution and exhibits to adopt the budget as published and approved by the Budget Committee and amended by the Board of County Commissioners in accordance with state budget law, and impose taxes.

This Resolution establishes a budget for Clackamas County July 1, 2015 through June 30, 2016 inclusive of \$679,773,790.

**RECOMMENDATION:**

Staff respectfully recommends that the Board adopt the attached Resolution and exhibits.

Sincerely,

Diane Padilla  
Budget Manager

**BEFORE THE BOARD OF COUNTY COMMISSIONERS  
OF CLACKAMAS COUNTY, STATE OF OREGON**

In the Matter of Adopting a Budget, Making Appropriations and Imposing and Categorizing Taxes for the Period of July 1, 2015 through June 30, 2016, for Clackamas County



Resolution No. \_\_\_\_\_  
1 of 2 pages

BE IT RESOLVED that the Board of Commissioners of Clackamas County hereby amends the budget approved by the Clackamas County Budget Committee in compliance with Oregon Local Budget Law and as detailed in the attached Exhibit A which is, by this reference, incorporated herein.

BE IT RESOLVED that the Board of Commissioners of Clackamas County hereby adopts this amended budget in the total of \$679,773,790 and establishes appropriations as detailed in the attached Exhibit B, which is, by this reference, incorporated herein. This budget is now on file at 2051 Kaen Road, in Oregon City, Oregon.

BE IT RESOLVED that the Budget Committee has accepted the recommendations of the Compensation Board for Elected Officials as detailed in the attached Exhibit C.

BE IT RESOLVED that the County Administrator has recommended for passage by the Board of Commissioners a salary range adjustment and general increase of 2.10% for non-represented employees of the County effective July 1, 2015.

BE IT RESOLVED that in conformance with Governmental Accounting Standards Board Statement Number 54, the County acknowledges that amounts transferred from the General Fund in operational support to the Sheriff's Operations Fund (216), The District Attorney Fund (220), The Juvenile Fund (260) and the Community Corrections Fund (219) for Fiscal Year 2015-16 are 'committed funds' as defined in GASB Statement 54.

BE IT RESOLVED that the following ad valorem property taxes are hereby imposed for tax year 2015-2016 upon the assessed value of all taxable property within the district and categorized for purposes of Article XI section 11b as subject to General Government Limitation:

- (1) At the rate of \$2.4042 per \$1,000 of assessed value for permanent rate tax in cities which provide their own police patrol service; and
- (2) At the rate of \$2.9766 per \$1,000 of assessed value for permanent rate tax in remaining cities and unincorporated areas; and
- (3) At the rate of \$0.2480 per \$1,000 of assessed value for local option tax

**BEFORE THE BOARD OF COUNTY COMMISSIONERS  
OF CLACKAMAS COUNTY, STATE OF OREGON**

In the Matter of Adopting a Budget, Making  
Appropriations and Imposing and  
Categorizing Taxes for the Period of July 1,  
2015 through June 30, 2016, for  
Clackamas County



Resolution No. \_\_\_\_\_  
2 of 2 pages

BE RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS THAT:

The above statements were approved and declared adopted on this 25th day of June,  
2015.

DATED this 25<sup>th</sup> day of June, 2015

**BOARD OF COUNTY COMMISSIONERS**

\_\_\_\_\_  
Chair

\_\_\_\_\_  
Recording Secretary

Exhibit A

CHANGES TO 2015-2016 APPROVED BUDGET

<b>Expenditures</b>	<b>Approved by Budget Committee</b>	<b>Change</b>	<b>Revised Budget</b>
<b>Clackamas Health Centers Fund</b>			
Health Housing & Human Services	33,285,416	310,000	33,595,416
Not Allocated to Organizational Unit Contingency	8,084,279	(310,000)	7,774,279
Provide one-time support for comprehensive behavioral health center (Unity) and Clackamas National Alliance on Mental Illness (NAMI)			
Budget as approved by Budget Committee			679,773,790
Changes made by Board of County Commissioners			0
Adopted Budget			<u>679,773,790</u>

Exhibit B

**SUMMARY OF BUDGETED APPROPRIATIONS  
CLACKAMAS COUNTY, OREGON  
FISCAL YEAR 2015-2016**

<u>GENERAL FUND</u>	<u>APPROPRIATION</u>
Board of County Commissioners	1,513,111
County Administration	2,154,287
County Counsel	2,383,496
Human Resources	5,519,924
Assessor	7,382,210
Clerk	2,523,597
Transportation & Development	1,109,404
Finance	5,546,635
Treasurer	851,293
Public & Government Affairs	2,613,522
Not Allocated to Organizational Unit:	
Personnel Services	17,367,209
Materials & Services	7,532,862
Debt Service	244,303
Special Payments	861,038
Interfund Transfers	102,815,939
Contingency	7,926,678
FUND TOTAL	<u>\$ 168,345,508</u>
 <u>COUNTY FAIR FUND</u>	
Business & Community Services	1,719,004
Not Allocated to Organizational Unit:	
Special Payments	20,000
Contingency	246,051
FUND TOTAL	<u>\$ 1,985,055</u>
 <u>COUNTY SCHOOL FUND</u>	
Not Allocated to Organizational Unit:	
Special Payments	85,500
FUND TOTAL	<u>\$ 85,500</u>
 <u>BUILDING CODES FUND</u>	
Transportation & Development	5,842,873
Not Allocated to Organizational Unit:	
Contingency	957,123
FUND TOTAL	<u>\$ 6,799,996</u>

PARKS FUND

Business & Community Services	2,518,135	
Not Allocated to Organizational Unit:		
Special Payments	19,000	
Contingency	201,584	
FUND TOTAL		<u>\$ 2,738,719</u>

PLANNING FUND

Transportation & Development	3,275,284	
Not Allocated to Organizational Unit:		
Contingency	199,647	
FUND TOTAL		<u>\$ 3,474,931</u>

ROAD FUND

Transportation & Development	37,808,487	
Not Allocated to Organizational Unit:		
Interfund Transfers	592,520	
Contingency	3,501,707	
FUND TOTAL		<u>\$ 41,902,714</u>

SHERIFF FUND

Sheriff	70,081,947	
Not Allocated to Organizational Unit:		
Interfund Transfers	1,358,403	
FUND TOTAL		<u>\$ 71,440,350</u>

CODE ENFORCEMENT & SUSTAINABILITY FUND

Transportation & Development	2,520,061	
Not Allocated to Organizational Unit:		
Special Payments	37,500	
Contingency	312,394	
FUND TOTAL		<u>\$ 2,869,955</u>

PROPERTY MANAGEMENT FUND

Business & Community Services	811,212	
Not Allocated to Organizational Unit:		
Special Payments	5,000	
Contingency	67,482	
FUND TOTAL		<u>\$ 883,694</u>

HEALTH, HOUSING & HUMAN SERVICES ADMINISTRATION FUND

Health, Housing & Human Services	1,333,241
Not Allocated to Organizational Unit:	
Interfund Transfers	33,000
Contingency	212,585
FUND TOTAL	<u>\$ 1,578,826</u>

BEHAVIORAL HEALTH FUND

Health, Housing & Human Services	34,487,640
Not Allocated to Organizational Unit:	
Interfund Transfers	283,577
Contingency	6,294,163
FUND TOTAL	<u>\$ 41,065,380</u>

SOCIAL SERVICES FUND

Health, Housing & Human Services	22,170,753
Not Allocated to Organizational Unit:	
Contingency	280,000
FUND TOTAL	<u>\$ 22,450,753</u>

COMMUNITY DEVELOPMENT FUND

Health, Housing & Human Services	7,584,877
FUND TOTAL	<u>\$ 7,584,877</u>

COMMUNITY SOLUTIONS FUND

Health, Housing & Human Services	4,321,958
FUND TOTAL	<u>\$ 4,321,958</u>

CHILDREN YOUTH & FAMILIES FUND

Health, Housing & Human Services	4,750,683
FUND TOTAL	<u>\$ 4,750,683</u>

DOG SERVICES FUND

Transportation & Development	2,133,541
Not Allocated to Organizational Unit:	
Contingency	204,312
FUND TOTAL	<u>\$ 2,337,853</u>

JUVENILE FUND

Juvenile		10,791,452
Not Allocated to Organizational Unit:		
Contingency		150,000
	FUND TOTAL	<u>\$ 10,941,452</u>

CLACKAMAS COUNTY DEBT SERVICE FUND

Not Allocated to Organizational Unit:		
Debt Service		9,430,136
	FUND TOTAL	<u>\$ 9,430,136</u>

DTD CAPITAL PROJECTS FUND

Not Allocated to Organizational Unit:		
Capital Outlay		11,714,297
Contingency		146,364
	FUND TOTAL	<u>\$ 11,860,661</u>

CAPITAL PROJECTS RESERVE FUND

Not Allocated to Organizational Unit:		
Materials & Services		211,561
Capital Outlay		10,611,973
Contingency		500,000
	FUND TOTAL	<u>\$ 11,323,534</u>

LID CONSTRUCTION FUND

Not Allocated to Organizational Unit:		
Materials & Services		200,000
Contingency		342,284
	FUND TOTAL	<u>\$ 542,284</u>

STONECREEK GOLF COURSE FUND

Not Allocated to Organizational Unit:		
Materials & Services		2,262,887
Interfund Transfers		500,000
Capital Outlay		100,000
Contingency		342,473
	FUND TOTAL	<u>\$ 3,205,360</u>

CLACKAMAS BROADBAND UTILITY FUND

Technology Services		962,736
	FUND TOTAL	<u>\$ 962,736</u>

FLEET SERVICES FUND

Finance		5,828,206
	FUND TOTAL	<u>\$ 5,828,206</u>
	TOTAL	<u>\$ 653,279,176</u>
	TOTAL APPROPRIATED	\$ 653,279,176
	TOTAL UNAPPROPRIATED	\$ 26,494,614
	TOTAL ADOPTED BUDGET	<u>\$ 679,773,790</u>

**COMPENSATION BOARD FOR ELECTED OFFICIALS**

TO: Budget Committee  
FROM: Compensation Board for Elected Officials  
DATE: April 30, 2015  
SUBJECT: Salary Recommendations for Elected Officials

At its April 23, 2015 meeting, the Compensation Board made recommendations for salaries of all elected officials: Assessor, Clerk, Commissioner, District Attorney, Justice of the Peace, Sheriff and Treasurer.

It is the Budget Committee's responsibility to balance all budget requests and provide for a budget in which expenses do not exceed revenues. It is the Compensation Board's responsibility to evaluate and recommend salary adjustments for the County's elected officials in order to maintain competitive wages with the market place. To accomplish this goal, the Compensation Board compares the salaries paid to elected officials in Clackamas County with those paid to other comparably employed individuals in similar labor markets (government agencies) such as Multnomah County, Washington County, Clark County and City of Portland.

The Compensation Board was pleased to note that the majority of their recommendations were approved by the Budget Committee last year and encourages the committee to accept their recommendations again this year. It is the Compensation Board's opinion that this year's favorable budget conditions present an opportunity to make the needed salary adjustments to pay our elected officials comparatively with similar elected officials in neighboring jurisdictions. As in previous years, the Compensation Board's recommendations are based on achieving or maintaining market parity and the desire to maintain internal alignment with second-in-command employees.

For over ten years, the Compensation Board's philosophy has been to maintain elected officials' salaries within plus or minus (+/-) 5% of the market adjusted average. This year, the Compensation Board reassessed this philosophy and made the decision to change this threshold to plus or minus (+/-) 3%. It is believed that maintaining this tighter threshold will help to avoid larger gaps from year to year.

## **Recommendations**

### **Cost-of-Living Adjustment**

The Compensation Board recognizes that six of the eight bargaining groups will be involved in collective bargaining this year. The two represented employee groups with current contracts will receive a 2% COLA on July 1, 2015, their bargained minimum. The County has budgeted for Non-Represented employees to receive a 2.0% cost-of-living adjustment; however, the Portland/Salem CPI-W used by the majority of employee groups was 2.1%. With this in mind, the Compensation Board recommends all elected officials receive a cost-of-living adjustment equivalent to the approved percentage for the Non-Represented group on July 1, 2015 in order to maintain internal alignment. For the District Attorney, the Compensation Board recommends a cost-of-living adjustment to the County's portion of the official's salary. The State provides the majority of the District Attorney's salary and this COLA recommendation represents the equivalent of the overall increase (i.e., if the COLA is 2.0%, this increase would be 7.4% to represent an overall increase of 2.0% for the District Attorney).

### **Salary Adjustment based on Market**

In consideration of the Compensation Board's revised philosophy to maintain elected officials' salaries within plus or minus (+/-) 3% of the market adjusted average, individual market adjustments are recommended for all elected official positions except for District Attorney and Sheriff, which are both more than 3% above market.

The position of Assessor is 4.1% below market average. The Compensation Board recommends a 2.0% individual market adjustment for Assessor effective July 1, 2015. This increase is recommended in order to bring this position closer to market and within the +/- 3% threshold. Internal alignment with the second-in-command is also a concern for this position.

The position of Clerk is 5.5% below market average. The Compensation Board recommends a 3.0% individual market adjustment for Clerk effective July 1, 2015. This increase is recommended in order to bring this position closer to market and within the +/- 3% threshold.

The position of Commissioner is currently 6.1% below market average. The Compensation Board recommends a 1.5% individual market adjustment for Commissioner effective July 1, 2015. This is the same individual increase amount that was recommended last year but not approved by the Budget Committee. This conservative increase is recommended in order to bring this position closer to market and within the +/- 3% threshold.

The position of District Attorney is currently 3.9% over market average. The Compensation Board recommends no individual market increase for the District Attorney at this time; however internal alignment with the second-in-command may be of concern next year.

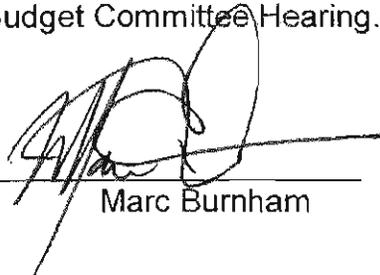
The position of Justice of the Peace is 4.2% below market average. The Compensation Board recommends a 2.0% individual market adjustment for Justice of the Peace effective July 1, 2015. This increase is recommended in order to bring this position closer to market and within the +/- 3% threshold.

The position of Sheriff is currently 13.8% over market average. The Compensation Board recommends no individual market increase for the Sheriff at this time; however, to maintain compliance with ORS language and following the Compensation Board practice, the County will continue to ensure that the Sheriff's salary is at least \$1.00 per month more than the salary of the highest paid Undersheriff position.

The position of Treasurer is currently 5.0% below market average. The Compensation Board recommends a 3.0% individual market adjustment for Treasurer effective July 1, 2015. This increase is recommended in order to maintain the progress made last year to bring this position closer to market and within the +/- 3% threshold.

The sum of the Compensation Board's recommended increase of \$42,114.63 constitutes approximately 0.02% of the County's total FY 14/15 personal services budget of \$221,257,702.00.

The Compensation Board takes its responsibilities very seriously and is supported by County Employee Services staff which performs the data collection and research for the Compensation Board. Our recommendation summary and fiscal impact spreadsheet are attached for your information. We may be contacted if you have questions regarding this information. Heather Pedersen, Compensation Manager, served as staff to our Board and can also provide information. Ms. Pedersen can be reached at (503) 742-5484. Ms. Pedersen and the Director of Employee Services, Nancy Drury, will be presenting these recommendations at the May 28, 2015 Budget Committee Hearing.



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Marc Burnham



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Timshel Tarbet



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Andrew Loomis

## COMPENSATION BOARD FOR ELECTED OFFICIALS

As set out by Board Order 90-498 and Oregon Revised Statute 204.112, Compensation Board members Marc Burnham, Timshel Tarbet and Andrew Loomis met on April 16, April 23, and April 30, 2015 to consider relevant information and to make recommendations for elected officials' compensation for fiscal year 2015/2016.

In reviewing the compensation for elected officials, the Compensation Board looked at cash compensation and deferred compensation for all of the Clackamas County comparables (Clark, Deschutes, Lane, Marion, Multnomah and Washington Counties, Cities of Portland and Vancouver, and Metro). The Compensation Board has endeavored to compare positions with similar responsibilities and accountabilities among comparable jurisdictions that provide essentially the same services. The Compensation Board's recommendations are then forwarded to the Budget Committee and to the Board of County Commissioners as a flat monthly rate which includes the fiscal impact of the recommendations, if any.

### RECOMMENDATIONS

The Compensation Board recommends all elected officials receive a cost-of-living adjustment (COLA) on July 1, 2015 commensurate to that received by the Non-Represented employee group. For the District Attorney, the Compensation Board recommends a cost of living adjustment to the County's portion of the official's salary which represents the equivalent overall increase, recognizing that the State provides the majority of the District Attorney's salary.

The Compensation Board also recommends that select elected officials receive the full individual market adjustment recommendations as specified below.

### Assessor

The Compensation Board reviewed the monthly salaries for Assessor in Clark, Deschutes, Lane, Marion and Multnomah Counties. They also reviewed the comparable positions' responsibilities, size of the personal services budget, the number of direct and indirect reports, the second-in-command's salary range and the actual salary of Clackamas County's incumbent. The Compensation Board noted that the Assessor's adjusted salary appears to be 4.1% below the adjusted market average. The Compensation Board recommends an individual salary adjustment of 2.0% for Assessor effective July 1, 2015. This recommended increase, combined with the recommended COLA as described above, reflects an effort to reduce the margin of disparity with the market. The recommended cost-of-living adjustment and individual salary adjustment would increase the Assessor's base monthly salary from \$8,503.19 to \$8,846.72 effective July 1, 2015.

### **Clerk**

The Compensation Board reviewed the monthly salaries for Clerk in Deschutes, Lane and Marion Counties. They also reviewed the comparable positions' responsibilities, size of the personal services budget, population served, the number of direct and indirect reports, the second-in-command's salary range, and the actual salary of Clackamas County's incumbent. The Compensation Board noted that the Clerk's adjusted salary appears to be 5.5% below the adjusted market average. The Compensation Board recommends a 3.0% individual salary adjustment for the Clerk effective July 1, 2015. This recommended increase, combined with the recommended COLA as described above, reflects an effort to reduce the margin of disparity with the market. The recommended cost-of-living adjustment and individual salary adjustment would increase the Clerk's base monthly salary from \$7,627.62 to \$8,013.58 effective July 1, 2015.

### **Commissioner**

The Compensation Board reviewed the monthly salaries for Commissioner or comparable positions in Clark, Lane, Marion, Multnomah and Washington Counties, City of Portland and Metro. They also reviewed the comparable positions' responsibilities, size of the personal services budget, number of direct and indirect reports, the second-in-command's salary range, and the actual salary of Clackamas County's incumbents. The Compensation Board noted that the Commissioners' adjusted salary appears to be 6.1% below the adjusted market average. The Compensation Board recommends an individual market adjustment of 1.5% for Commissioner effective July 1, 2015. The recommended increases, as described above, reflect an effort to reduce the margin of disparity with the market. The recommended cost-of-living increase and individual salary adjustment would increase the Commissioners' base monthly salary from \$7,200.37 to \$7,454.54 effective July 1, 2015.

As the Board Chair position receives a 2% add-to-pay, the recommended cost-of-living increase and individual salary adjustment would increase the Board Chair base monthly salary from \$7,344.37 to \$7,603.63 effective July 1, 2015.

### **District Attorney**

The Compensation Board reviewed the monthly salaries for District Attorney in Clark, Lane, Marion and Washington Counties. They also reviewed the comparable positions' responsibilities, size of the personal services budget, the number of direct and indirect reports, the second-in-command's salary range, and the actual salary of Clackamas County's incumbent. The Compensation Board noted that the District Attorney's total adjusted salary (State and County) appears to be 3.9% above the adjusted market average. In addition to the salary provided by the State, each County provides additional salary at their discretion. The Compensation Board recommends no individual market adjustment for the District Attorney at this time. This recommendation recognizes that the current pay rate is above market average. The recommended cost-of-living adjustment would increase the District Attorney's base monthly salary (County portion only) from \$3,616.07 to \$3,883.66 effective July 1, 2015.

### **Justice of the Peace**

The Compensation Board reviewed the monthly salaries for Justice of the Peace in Deschutes, Marion and Washington Counties. The Compensation Board also reviewed the comparable positions' responsibilities, size of the personal services budget, number of direct and indirect reports, the second-in-command's salary range and the actual salary of Clackamas County's incumbent. The Compensation Board noted that the adjusted salary for Justice of the Peace appears to be 4.2% below the adjusted market average. The Compensation Board recommends an individual market adjustment of 2.0% for Justice of the Peace effective July 1, 2015. This recommended increase, combined with the recommended COLA as described above, reflects an effort to reduce the margin of disparity with the market. The recommended cost-of-living adjustment and individual salary adjustment would increase the base monthly salary for Justice of the Peace from \$7,860.09 to \$8,177.64 effective July 1, 2015.

### **Sheriff**

The Compensation Board reviewed the monthly salaries for Sheriff in Clark, Lane, Marion and Washington Counties. They also reviewed the comparable positions' responsibilities, size of the personal services budget, the number of direct and indirect reports, the second-in-command's salary range, and the actual salary of Clackamas County's incumbent. The Compensation Board noted that the Sheriff's adjusted salary appears to be 13.8% above the adjusted market average. The Compensation Board recommends no individual increase at this time, recognizing that the current pay rate is above the market average. The Compensation Board reiterated that the County will continue to ensure the Sheriff's salary is at least \$1.00 more per month than that of the highest paid Undersheriff position. This follows the Compensation Board practice and maintains compliance with ORS language. The recommended cost-of-living adjustment would increase the Sheriff's base monthly salary from \$13,467.99 to \$13,737.35 effective July 1, 2015.

It is noted that the Sheriff's salary was increased once in fiscal year 2014/2015 due to an increase in the salary of the highest paid Undersheriff. If at any time during fiscal year 2015/2016 an Undersheriff receives a salary increase such as a cost-of-living or merit increase, the Sheriff's pay rate will be evaluated for compliance and adjustments made as necessary.

### **Treasurer**

The Compensation Board reviewed the monthly salaries for Treasurer in Marion County, City of Portland and City of Vancouver. They also reviewed the comparable positions' responsibilities, size of the personal services budget, the number of direct and indirect reports, the second-in-command's salary range, size of investment portfolio, and the actual salary of Clackamas County's incumbent. The Compensation Board noted that the Treasurer's adjusted salary appears to be 5.0% below the adjusted market average. The Compensation Board recommends an individual market adjustment of 3.0% for Treasurer effective July 1, 2015. The recommended increases, as described above, reflect an effort to reduce the margin of disparity with the market. The recommended cost-of-living increase and individual market adjustment would increase the Treasurer's base monthly salary from \$8,746.15 to \$9,188.71 effective July 1, 2015.

**COMPENSATION BOARD FOR ELECTED OFFICIALS  
RECOMMENDATIONS FOR FY 2015/2016 - COLA and Individual Market Adjustments**

ELECTED OFFICIAL <i>(w/6.27% deferred comp in italics)</i>	CURRENT MONTHLY SALARY	Effective July 1, 2015				FISCAL IMPACT July 1, 2015 - June 30, 2016
		RECOMMENDED COST-OF-LIVING ADJUSTMENT	PROPOSED MONTHLY SALARY with COLA ONLY	RECOMMENDED INDIVIDUAL ADJUSTMENT	PROPOSED MONTHLY SALARY with INDV. ADJ.	
<b>ASSESSOR</b> Robert Vroman <i>Annual w/ 6.27% def comp</i>	\$8,503.19 <i>\$9,036.34</i> <b>\$108,436</b>	2.0%	\$8,673.25 <i>\$9,217.07</i> <b>\$110,605</b>	2.0%	\$8,846.72 <i>\$9,401.41</i> <b>\$112,817</b>	\$4,380.82
<b>CLERK</b> Sherry Hall <i>Annual w/ 6.27% def comp</i>	\$7,627.62 <i>\$8,105.87</i> <b>\$97,270</b>	2.0%	\$7,780.17 <i>\$8,267.99</i> <b>\$99,216</b>	3.0%	\$8,013.58 <i>\$8,516.03</i> <b>\$102,192</b>	\$4,921.89
<b>COMMISSIONER</b> John Ludlow - Board Chair* <i>Annual w/ 6.27% def comp</i>	\$7,344.37 <i>\$7,804.86</i> <b>\$93,658</b>	2.0%	\$7,491.26 <i>\$7,960.96</i> <b>\$95,532</b>	1.5%	\$7,603.63 <i>\$8,080.37</i> <b>\$96,964</b>	\$3,306.14
Paul Savas - Position 2 <i>Annual w/ 6.27% def comp</i>	\$7,200.37 <i>\$7,651.83</i> <b>\$91,822</b>	2.0%	\$7,344.38 <i>\$7,804.87</i> <b>\$93,658</b>	1.5%	\$7,454.54 <i>\$7,921.94</i> <b>\$95,063</b>	\$3,241.32
Martha Schrader - Position 3 <i>Annual w/ 6.27% def comp</i>	\$7,200.37 <i>\$7,651.83</i> <b>\$91,822</b>	2.0%	\$7,344.38 <i>\$7,804.87</i> <b>\$93,658</b>	1.5%	\$7,454.54 <i>\$7,921.94</i> <b>\$95,063</b>	\$3,241.32
Tootie Smith - Position 4 <i>Annual w/ 6.27% def comp</i>	\$7,200.37 <i>\$7,651.83</i> <b>\$91,822</b>	2.0%	\$7,344.38 <i>\$7,804.87</i> <b>\$93,658</b>	1.5%	\$7,454.54 <i>\$7,921.94</i> <b>\$95,063</b>	\$3,241.32
Jim Bernard - Position 5 <i>Annual w/ 6.27% def comp</i>	\$7,200.37 <i>\$7,651.83</i> <b>\$91,822</b>	2.0%	\$7,344.38 <i>\$7,804.87</i> <b>\$93,658</b>	1.5%	\$7,454.54 <i>\$7,921.94</i> <b>\$95,063</b>	\$3,241.32
<b>DISTRICT ATTORNEY</b> John Foote <i>State Compensation</i>	\$3,616.07 <i>\$3,842.80</i> <u>\$9,739.00</u> \$13,355.07 <i>\$13,581.80</i> <b>\$162,982</b>	7.4%	\$3,883.66 <i>\$4,127.16</i> <u>\$9,548.00</u> \$13,431.66 <i>\$13,675.16</i> <b>\$164,102</b>	0.0%	\$3,883.66 <i>\$4,127.16</i> <u>\$9,548.00</u> \$13,431.66 <i>\$13,675.16</i> <b>\$164,102</b>	\$3,412.40
<b>JUSTICE OF THE PEACE</b> Karen Brisbin <i>Annual w/ 6.27% def comp</i>	\$7,860.09 <i>\$8,352.92</i> <b>\$100,235</b>	2.0%	\$8,017.29 <i>\$8,519.98</i> <b>\$102,240</b>	2.0%	\$8,177.64 <i>\$8,690.38</i> <b>\$104,285</b>	\$4,049.49
<b>SHERIFF**</b> Craig Roberts <i>Annual w/ 6.27% def comp</i>	\$13,467.99 <i>\$14,312.43</i> <b>\$171,749</b>	2.0%	\$13,737.35 <i>\$14,598.68</i> <b>\$175,184</b>	0.0%	\$13,737.35 <i>\$14,598.68</i> <b>\$175,184</b>	\$3,434.98
<b>TREASURER</b> Shari Anderson <i>Annual w/ 6.27% def comp</i>	\$8,746.15 <i>\$9,294.53</i> <b>\$111,534</b>	2.0%	\$8,921.07 <i>\$9,480.42</i> <b>\$113,765</b>	3.0%	\$9,188.71 <i>\$9,764.84</i> <b>\$117,178</b>	\$5,643.64

**TOTAL FISCAL IMPACT: \$42,114.63**

\* Compensation of Board Chair position includes a 2.0% add-to-pay approved by Budget Committee effective July 1, 2013.

\*\* Sheriff's salary per Compensation Board's practice and O.R.S. language must be \$1 more per month than highest paid Undersheriff; salary adjustments will be made as necessary during fiscal year.