



MARC GONZALES
DIRECTOR

DEPARTMENT OF FINANCE

PUBLIC SERVICES BUILDING

2051 KAEN ROAD | OREGON CITY, OR 97045

June 29, 2016

Board of County Commissioners
Clackamas County

Members of the Board:

Resolution Adopting the Clackamas County 2016-2017
Fiscal Year Budget, making Appropriations and Imposing and
Categorizing Taxes for the Period of July 1, 2016 through June 30, 2017

Purpose/Outcome	Budget adoption for Clackamas County FY 2016-2017
Dollar Amount and Fiscal Impact	The effect is to adopt a budget of \$722,112,603.
Funding Source	Includes Fund Balance, Fees, Licenses, Permits, Fines, Assessments and Other Service Charges, Federal, State Other Grants, Revenue from Bonds and Other Debt, Interfund Transfers, Internal Service Reimbursements, Other Resources and Taxes.
Duration	July 1, 2016-June 30, 2017
Previous Board Action/Review	Budget Committee approval June 7, 2016.
Strategic Plan Alignment	Build public trust through good government
Contact Person	Diane Padilla, 503-742-5425

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, 2016 through June 30, 2017 inclusive of \$722,112,603.

RECOMMENDATION:

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

Sincerely,

Diane Padilla
Budget Manager

In the Matter of Adopting a Budget, Making Appropriations and Imposing and Categorizing Taxes for the Period of July 1, 2016 through June 30, 2017, 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 \$722,112,603 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 with regard to an individual salary adjustment of 0.8% for the Clerk effective July 1, 2016 and an individual salary adjustment of 2.0% for the Assessor effective July 1, 2016.

BE IT RESOLVED that the County Administrator has recommended for passage by the Board of Commissioners a salary range adjustment and general increase of 2.00% for non-represented employees of the County effective July 1, 2016.

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 2016-17 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 2016-2017 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

In the Matter of Adopting a Budget, Making Appropriations and Imposing and Categorizing Taxes for the Period of July 1, 2016 through June 30, 2017, for Clackamas County

Resolution No. _____
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BE RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS THAT:

The above statements were approved and declared adopted on this 29th day of June, 2016.

DATED this 29th day of June, 2016

BOARD OF COUNTY COMMISSIONERS

Chair

Recording Secretary

Exhibit A

CHANGES TO 2016-2017 APPROVED BUDGET

Expenditures	Approved by Budget Committee	Change	Revised Budget
Social Services Fund			
Health Housing & Human Services	21,861,613	270,357	22,131,970

Recognize Housing Our Heros grant approved after budget FY 16-17 request was submitted and add it to County Budget.

Budget as approved by Budget Committee	721,842,246
Changes made by Board of County Commissioners	<u>270,357</u>
Adopted Budget	722,112,603

Exhibit B

**SUMMARY OF BUDGETED APPROPRIATIONS
CLACKAMAS COUNTY, OREGON
FISCAL YEAR 2016-2017**

<u>GENERAL FUND</u>	<u>APPROPRIATION</u>
Board of County Commissioners	1,742,404
County Administration	2,251,746
County Counsel	2,450,929
Human Resources	5,957,326
Assessor	7,520,668
Clerk	2,587,259
Transportation & Development	1,106,394
Finance	6,267,103
Treasurer	846,887
Public & Government Affairs	2,765,280
Not Allocated to Organizational Unit:	
Personnel Services	17,538,924
Materials & Services	7,624,144
Debt Service	244,303
Special Payments	1,524,168
Interfund Transfers	104,681,002
Contingency	6,750,906
FUND TOTAL	<u>\$ 171,859,443</u>
 <u>COUNTY FAIR FUND</u>	
Culture, Education and Recreation	2,112,763
Not Allocated to Organizational Unit:	
Special Payments	5,000
Contingency	175,116
FUND TOTAL	<u>\$ 2,292,879</u>
 <u>COUNTY SCHOOL FUND</u>	
Not Allocated to Organizational Unit:	
Special Payments	351,100
FUND TOTAL	<u>\$ 351,100</u>
 <u>BUILDING CODES FUND</u>	
General Government	6,855,445
Not Allocated to Organizational Unit:	
Contingency	2,000,000
FUND TOTAL	<u>\$ 8,855,445</u>
 <u>PUBLIC SAFETY LOCAL OPTION LEVY FUND</u>	
Public Protection	10,774,919
FUND TOTAL	<u>\$ 10,774,919</u>

CLACKAMAS COUNTY RESOLUTION SVCS FUND

General Government	1,493,417
FUND TOTAL	<u>\$ 1,493,417</u>

BUSINESS & ECONOMIC DEVELOPMENT FUND

Economic Development	4,685,334
Not Allocated to Organizational Unit:	
Interfund Transfers	63,000
Special Payments	70,000
Contingency	447,889
FUND TOTAL	<u>\$ 5,266,223</u>

DISASTER MANAGEMENT FUND (formerly Emergency Mgt)

Public Protection	2,481,115
Not Allocated to Organizational Unit:	
Special Payments	500,000
Contingency	380,241
FUND TOTAL	<u>\$ 3,361,356</u>

LAW LIBRARY FUND

Public Protection	453,354
Not Allocated to Organizational Unit:	
Contingency	119,192
FUND TOTAL	<u>\$ 572,546</u>

LIBRARY SERVICES FUND

Culture, Education and Recreation	4,969,023
Not Allocated to Organizational Unit:	
Special Payments	3,600,000
Contingency	103,710
FUND TOTAL	<u>\$ 8,672,733</u>

PARKS FUND

Culture, Education and Recreation	3,330,274
Not Allocated to Organizational Unit:	
Special Payments	10,000
Contingency	204,305
FUND TOTAL	<u>\$ 3,544,579</u>

PLANNING FUND

Economic Development	3,286,609
Not Allocated to Organizational Unit:	
Contingency	566,199
FUND TOTAL	<u>\$ 3,852,808</u>

ROAD FUND

Public Ways and Facilities	36,586,321
Not Allocated to Organizational Unit:	
Interfund Transfers	2,436,864
Special Payments	200,000
Contingency	5,262,151
FUND TOTAL	<u>\$ 44,485,336</u>

SHERIFF FUND

Public Protection	73,437,017
Not Allocated to Organizational Unit:	
Interfund Transfers	1,509,216
Special Payments	8,800
FUND TOTAL	<u>\$ 74,955,033</u>

CODE ENFORCEMENT, RESOURCE CONSERVATION & SOLID WASTE

General Government	3,077,492
Not Allocated to Organizational Unit:	
Contingency	1,023,170
FUND TOTAL	<u>\$ 4,100,662</u>

PROPERTY RESOURCES FUND

General Government	725,071
Not Allocated to Organizational Unit:	
Special Payments	5,000
Contingency	418,330
FUND TOTAL	<u>\$ 1,148,401</u>

COMMUNITY CORRECTIONS FUND

Public Protection	16,781,165
Not Allocated to Organizational Unit:	
Special Payments	124,077
FUND TOTAL	<u>\$ 16,905,242</u>

DISTRICT ATTORNEY FUND

Public Protection	12,770,734
FUND TOTAL	<u>\$ 12,770,734</u>

JUSTICE COURT FUND

Public Protection	2,230,821
Not Allocated to Organizational Unit:	
Interfund Transfers	
Special Payments	1,345,000
Contingency	610,330
FUND TOTAL	<u>\$ 4,186,151</u>

COUNTYWIDETRANSPORTATION SDC FUND

Public Ways and Facilities	143,357
Not Allocated to Organizational Unit:	
Interfund Transfers	428,220
Contingency	6,470,705
FUND TOTAL	<u>\$ 7,042,282</u>

PUBLIC LAND CORNER PRESERVATION FUND

Public Ways and Facilities	806,478
Not Allocated to Organizational Unit:	
Contingency	632,248
FUND TOTAL	<u>\$ 1,438,726</u>

HAPPY VALLEY/CLACKAMAS JOINT TRANSPORTATION FUND

Public Ways and Facilities	106,496
Not Allocated to Organizational Unit:	
Debt Service	1,140,636
Contingency	3,113,101
FUND TOTAL	<u>\$ 4,360,233</u>

HEALTH, HOUSING & HUMAN SERVICES ADMINISTRATION FUND

Health and Human Services	1,938,619
Not Allocated to Organizational Unit:	
Interfund Transfers	33,000
Contingency	30,000
FUND TOTAL	<u>\$ 2,001,619</u>

BEHAVIORAL HEALTH FUND

Health and Human Services	38,760,570
Not Allocated to Organizational Unit:	
Special Payments	578,901
Contingency	1,039,965
FUND TOTAL	<u>\$ 40,379,436</u>

SOCIAL SERVICES FUND

Health and Human Services	22,131,970
Not Allocated to Organizational Unit:	
Special Payments	652,731
Contingency	377,743
FUND TOTAL	<u>\$ 23,162,444</u>

COMMUNITY DEVELOPMENT FUND

Economic Development	6,838,174
Not Allocated to Organizational Unit:	
Special Payments	200,000
FUND TOTAL	<u>\$ 7,038,174</u>

COMMUNITY SOLUTIONS FUND

Economic Development	4,449,560
FUND TOTAL	<u>\$ 4,449,560</u>

CHILDREN YOUTH & FAMILIES FUND

Health and Human Services	5,886,061
Not Allocated to Organizational Unit:	
Special Payments	645,108
FUND TOTAL	<u>\$ 6,531,169</u>

DOG SERVICES FUND

Health and Human Services	2,244,326
Not Allocated to Organizational Unit:	
Contingency	156,430
FUND TOTAL	<u>\$ 2,400,756</u>

COUNTY SAFETY NET LEGISLATION LOCAL PROJECTS FUND

General Government	91,121
Not Allocated to Organizational Unit:	
Special Payments	383,319
FUND TOTAL	<u>\$ 474,440</u>

PUBLIC HEALTH FUND

Health and Human Services	8,154,329
Not Allocated to Organizational Unit:	
Special Payments	387,757
Contingency	351,582
FUND TOTAL	<u>\$ 8,893,668</u>

CLACKAMAS HEALTH CENTERS FUND

Health and Human Services	32,840,728
Not Allocated to Organizational Unit: Contingency	10,968,679
FUND TOTAL	<u>\$ 43,809,407</u>

TRANSIENT ROOM TAX FUND

Not Allocated to Organizational Unit: Materials & Services	96,650
Interfund Transfers	4,735,550
FUND TOTAL	<u>\$ 4,832,200</u>

TOURISM DEVELOPMENT FUND

Culture, Education and Recreation	4,931,055
Not Allocated to Organizational Unit: Special Payments	52,000
Contingency	450,000
FUND TOTAL	<u>\$ 5,433,055</u>

FOREST MANAGEMENT FUND

Culture, Education and Recreation	1,724,312
Not Allocated to Organizational Unit: Special Payments	5,000
Interfund Transfers	670,000
Contingency	1,185,675
FUND TOTAL	<u>\$ 3,584,987</u>

JUVENILE FUND

Public Protection	11,532,391
Not Allocated to Organizational Unit: Contingency	150,000
FUND TOTAL	<u>\$ 11,682,391</u>

CLACKAMAS COUNTY DEBT SERVICE FUND

Not Allocated to Organizational Unit: Debt Service	9,548,804
FUND TOTAL	<u>\$ 9,548,804</u>

DTD CAPITAL PROJECTS FUND

Public Ways and Facilities	20,804,048
FUND TOTAL	<u>\$ 20,804,048</u>

CAPITAL PROJECTS RESERVE FUND

Public Ways and Facilities	10,132,945	
Not Allocated to Organizational Unit: Contingency	477,573	
FUND TOTAL		<u>\$ 10,610,518</u>

LID CONSTRUCTION FUND

Public Ways and Facilities	200,000	
Not Allocated to Organizational Unit: Contingency	339,748	
FUND TOTAL		<u>\$ 539,748</u>

STONECREEK GOLF COURSE FUND

Golf Course (Business-type Activity)	2,316,589	
Not Allocated to Organizational Unit: Interfund Transfers	400,000	
Special Payments	5,000	
Contingency	309,944	
FUND TOTAL		<u>\$ 3,031,533</u>

CLACKAMAS BROADBAND UTILITY FUND

Broadband Utility (Business-type Activity)	824,200	
Not Allocated to Organizational Unit: Special Payments	22,000	
FUND TOTAL		<u>\$ 846,200</u>

CABLE ADMINISTRATION FUND

General Government	1,233,736	
FUND TOTAL		<u>\$ 1,233,736</u>

RECORDS MANAGEMENT FUND

General Government	609,531	
FUND TOTAL		<u>\$ 609,531</u>

FACILITIES MANAGEMENT FUND

General Government	10,609,816	
Not Allocated to Organizational Unit: Contingency	200,000	
FUND TOTAL		<u>\$ 10,809,816</u>

TELECOMMUNICATIONS SERVICES FUND

General Government		2,804,283
	FUND TOTAL	<u>\$ 2,804,283</u>

TECHNOLOGY SERVICES FUND

General Government		12,695,231
Not Allocated to Organizational Unit:		
Contingency		305,296
	FUND TOTAL	<u>\$ 13,000,527</u>

CENTRAL DISPATCH FUND

Public Protection		6,732,109
Not Allocated to Organizational Unit:		
Special Payments		492,000
Contingency		345,590
	FUND TOTAL	<u>\$ 7,569,699</u>

SELF-INSURANCE FUND

General Government		30,804,818
Not Allocated to Organizational Unit:		
Special Payments		89,000
Contingency		5,338,718
	FUND TOTAL	<u>\$ 36,232,536</u>

RISK MANAGEMENT CLAIMS FUND

General Government		5,258,086
Not Allocated to Organizational Unit:		
Contingency		7,629,006
	FUND TOTAL	<u>\$ 12,887,092</u>

FLEET SERVICES FUND

General Government		5,435,248
Not Allocated to Organizational Unit:		
Contingency		135,448
	FUND TOTAL	<u>\$ 5,570,696</u>

TOTAL		693,062,321
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TOTAL APPROPRIATED		693,062,321
TOTAL UNAPPROPRIATED		29,050,282
TOTAL ADOPTED BUDGET		<u>\$ 722,112,603</u>

COMPENSATION BOARD FOR ELECTED OFFICIALS

TO: Budget Committee
FROM: Compensation Board for Elected Officials
DATE: May 5, 2016
SUBJECT: Summary of Compensation Board Recommendations

At its April 28, 2016 meeting, the Compensation Board made salary recommendations for 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 similar positions in comparable jurisdictions, such as Multnomah County, Washington County, Clark County and City of Portland.

The Compensation Board was pleased to note that their recommendations were approved by the Budget Committee last year and encourages the committee to accept their recommendations again this year. As in previous years, the Compensation Board's recommendations are based on achieving or maintaining market parity and the desire to maintain appropriate internal alignment with second-in-command employees.

The Compensation Board's recommendations are based on their continued philosophy to maintain the elected official's salaries within plus or minus (+/-) 3% of the market adjusted average. In the case of Assessor, a more significant increase recommendation has been made in response to an internal alignment issue, and additional information has been provided.

Recommendations

Cost-of-Living Adjustment

The Compensation Board recognizes that seven of the eight bargaining groups have current collective bargaining agreements and will receive a 2% cost-of-living adjustment (COLA) on July 1, 2016, their bargained minimum. A 2% COLA was also budgeted for the Non-Represented group. With this in mind, the Compensation Board recommends all elected officials receive a 2.0% COLA on July 1, 2016 in order to maintain internal alignment with County staff. For the District Attorney, the Compensation Board recommends a 7.1% COLA 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 an overall increase of 2.0%.

Individual Salary Adjustments

For the first time in many years, the Compensation Board noted that none of the elected officials' adjusted salaries fell significantly below adjusted market average and the -3% threshold established by this board. Two elected positions, Assessor and Clerk, come close at 2.6% and 2.8% under market, respectively.

Assessor

The position of Assessor is 2.6% below market average. The Compensation Board recommends a 2.0% individual market adjustment for Assessor effective July 1, 2016. Rather than for market parity, this increase is recommended because the salary of the Assessment & Taxation Manager has surpassed that of the Assessor. This increase, combined with the recommended COLA, will push the Assessor's salary slightly higher than the second-in-command's.

Elected Official	Current Monthly Salary	Second in Command	Salary Plus Longevity	Current Difference
Assessor	\$8,855.39	Assessment & Taxation Manager	\$8,987.27	-1.5%

Clerk

The position of Clerk is 2.8% below market average. The Compensation Board recommends a 0.8% individual market adjustment for Clerk effective July 1, 2016. This increase, combined with the recommended COLA will bring this position to parity with the market.

All Other Elected Positions

No other individual salary adjustments are recommended by the Compensation Board at this time.

The total fiscal impact of the Compensation Board's recommended increases is \$28,501 which constitutes approximately 0.01% of the County's total FY 15/16 personal services budget of \$234,680,719.

The Compensation Board takes its responsibilities very seriously and is supported by County Employee Services staff who perform 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 will be presenting these recommendations, along with the Compensation Board Chair, at the May 31, 2016 Budget Committee Hearing.



Andrew Loomis, Chair

Marc Burnham

Gary Martin

COMPENSATION BOARD FOR ELECTED OFFICIALS SALARY RECOMMENDATIONS FOR ELECTED OFFICIALS

As set out by Board Order 90-498 and Oregon Revised Statute 204.112, Compensation Board members Marc Burnham, Andrew Loomis and Gary Martin met on April 14, April 21, April 28, and May 5, 2016 to consider relevant information and to make recommendations for elected officials' compensation for fiscal year 2016/2017.

In reviewing the compensation for elected officials, the Compensation Board reviewed cash 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 recognizes that represented employees with current collective bargaining agreements will receive a 2.0% cost-of-living adjustment (COLA) on July 1, 2016. In order to maintain internal alignment, the Compensation Board recommends all elected officials receive an equivalent COLA of 2.0% on July 1, 2016. For the District Attorney, the Compensation Board recommends a 7.1% COLA to the County's portion of the official's salary, which represents an equivalent overall increase of 2.0%, 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 the Assessor's adjusted salary appears to be 2.6% below the adjusted market average. It was also noted that the salary of the Assessment & Taxation Manager, who is the second-in-command, is 1.5% above that of the Assessor. The Compensation Board recommends an individual salary adjustment of 2.0% for Assessor effective July 1, 2016.

This individual increase, combined with the recommended COLA as described above, reflects an effort to reduce the margin of disparity with the market and address internal salary compression. The recommended cost-of-living adjustment

and individual salary adjustment would increase the Assessor's base monthly salary from \$8,855.39 to \$9,213.15 effective July 1, 2016.

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 2.8% below the adjusted market average. No internal compression was noted. The Compensation Board recommends a 0.8% individual salary adjustment for the Clerk effective July 1, 2016. This individual increase, combined with the recommended COLA as described above, reflects an effort to bring the Clerk to parity with the market. The recommended cost-of-living adjustment and individual salary adjustment would increase the Clerk's base monthly salary from \$8,021.43 to \$8,247.31 effective July 1, 2016.

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 1.1% below the adjusted market average. The Compensation Board recommends no individual market adjustment for Commissioner at this time. The recommended cost-of-living adjustment would increase the Commissioners' base monthly salary from \$7,461.85 to \$7,611.09 effective July 1, 2016.

As the Board Chair position receives a 2% add-to-pay, the recommended cost-of-living adjustment would increase the Board Chair base monthly salary from \$7,611.08 to \$7,763.30 effective July 1, 2016.

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 4.9% above the adjusted market average. It was also noted that there is a 2.7% spread between the District Attorney and the second-in-command Chief Deputy District Attorney, which is close but acceptable at this time.

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 \$3,898.12 to \$4,174.89 effective July 1, 2016.

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 0.6% below the adjusted market average. The Compensation Board recommends no individual market adjustment for Justice of the Peace at this time. The recommended cost-of-living adjustment would increase the base monthly salary for Justice of the Peace from \$8,185.65 to \$8,349.36 effective July 1, 2016.

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 14.0% 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 \$13,884.96 to \$14,162.66 effective July 1, 2016.

It is noted that the Sheriff's salary was increased once in fiscal year 2015/2016 due to an increase in longevity pay for the highest paid Undersheriff. If at any time during fiscal year 2016/2017 an Undersheriff receives a salary 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 1.4% below the adjusted market average. It was also noted that there is a 2.7% spread between the Treasurer and the second-in-command Treasury Manager, which is close but acceptable at this time. The Compensation Board recommends no individual market adjustment for Treasurer at this time. The recommended cost-of-living adjustment would increase the Treasurer's base monthly salary from \$9,197.71 to \$9,381.66 effective July 1, 2016.

COMPENSATION BOARD FOR ELECTED OFFICIALS RECOMMENDATIONS FOR FY 2016/2017 - COLA and Individual Market Adjustments						
ELECTED OFFICIAL <i>(w/6.27% deferred comp in italics)</i>	CURRENT MONTHLY SALARY	Effective July 1, 2016				FISCAL IMPACT July 1, 2016 - June 30, 2017
		RECOMMENDED COST-OF-LIVING ADJUSTMENT	PROPOSED MONTHLY SALARY with COLA ONLY	RECOMMENDED INDIVIDUAL ADJUSTMENT	PROPOSED MONTHLY SALARY with INDV. ADJ.	
ASSESSOR	\$8,855.39	2.0%	\$9,032.50	2.0%	\$9,213.15	
Robert Vroman	\$9,410.62		\$9,598.84		\$9,790.81	\$4,562.27
<i>Annual w/ 6.27% def comp</i>	\$112,927		\$115,186		\$117,490	
CLERK	\$8,021.43	2.0%	\$8,181.86	0.8%	\$8,247.31	
Sherry Hall	\$8,524.37		\$8,694.86		\$8,764.42	\$2,880.56
<i>Annual w/ 6.27% def comp</i>	\$102,292		\$104,338		\$105,173	
COMMISSIONER						
John Ludlow - Board Chair*	\$7,611.08	2.0%	\$7,763.30	0.0%	\$7,763.30	
	\$8,088.29		\$8,250.06		\$8,250.06	\$1,941.19
<i>Annual w/ 6.27% def comp</i>	\$97,060		\$99,001		\$99,001	
Paul Savas - Position 2	\$7,461.85	2.0%	\$7,611.09	0.0%	\$7,611.09	
	\$7,929.71		\$8,088.30		\$8,088.30	\$1,903.13
<i>Annual w/ 6.27% def comp</i>	\$95,156		\$97,060		\$97,060	
Martha Schrader - Position 3	\$7,461.85	2.0%	\$7,611.09	0.0%	\$7,611.09	
	\$7,929.71		\$8,088.30		\$8,088.30	\$1,903.13
<i>Annual w/ 6.27% def comp</i>	\$95,156		\$97,060		\$97,060	
Tootie Smith - Position 4	\$7,461.85	2.0%	\$7,611.09	0.0%	\$7,611.09	
	\$7,929.71		\$8,088.30		\$8,088.30	\$1,903.13
<i>Annual w/ 6.27% def comp</i>	\$95,156		\$97,060		\$97,060	
Jim Bernard - Position 5	\$7,461.85	2.0%	\$7,611.09	0.0%	\$7,611.09	
	\$7,929.71		\$8,088.30		\$8,088.30	\$1,903.13
<i>Annual w/ 6.27% def comp</i>	\$95,156		\$97,060		\$97,060	
DISTRICT ATTORNEY	\$3,898.12	7.1%	\$4,174.89	0.0%	\$4,174.89	
John Foote	\$4,142.53		\$4,436.65		\$4,436.65	\$3,529.44
<i>State Compensation</i>	\$9,958.00		\$9,958.00		\$9,958.00	
	\$13,856.12		\$14,132.89		\$14,132.89	
<i>Annual w/ 6.27% def comp</i>	\$14,100.53		\$14,394.65		\$14,394.65	
<i>Annual w/ 6.27% def comp</i>	\$169,206		\$172,736		\$172,736	
JUSTICE OF THE PEACE	\$8,185.65	2.0%	\$8,349.36	0.0%	\$8,349.36	
Karen Brisbin	\$8,698.89		\$8,872.87		\$8,872.87	\$2,087.73
<i>Annual w/ 6.27% def comp</i>	\$104,387		\$106,474		\$106,474	
SHERIFF**	\$13,884.97	2.0%	\$14,162.67	0.0%	\$14,162.67	
Craig Roberts	\$14,755.56		\$15,050.67		\$15,050.67	\$3,541.33
<i>Annual w/ 6.27% def comp</i>	\$177,067		\$180,608		\$180,608	
TREASURER	\$9,197.71	2.0%	\$9,381.66	0.0%	\$9,381.66	
Shari Anderson	\$9,774.41		\$9,969.89		\$9,969.89	\$2,345.86
<i>Annual w/ 6.27% def comp</i>	\$117,293		\$119,639		\$119,639	
TOTAL FISCAL IMPACT:					\$28,500.90	

* 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.