

COMPENSATION BOARD FOR ELECTED OFFICIALS

FY 2016-17 Budget Presentation

Heather Pedersen, Classification & Compensation Manager

Clackamas County Elected Officials

Assessor, County Clerk, Commissioner, District Attorney, Justice of the Peace,
Sheriff and Treasurer

ROLE:

Compensation Board for Elected Officials

- To Annually Recommend a Compensation Schedule for Elected Officials as Guided by Oregon Revised Statute 204.112 to.
 - Annually review compensation of comparably employed persons within a labor market deemed appropriate by the Compensation Board.
 - Consider number of employees supervised, size of budget administered, duties and responsibilities, and compensation paid to subordinates.
 - Submit recommendations to County Budget Committee for review and approval.
- Subsection (4): Sheriff's salary shall be fixed in an amount which is not less than that for any member of the sheriff's department.

METHODOLOGY:

Compensation Board for Elected Officials

- Market Data (Cash and Deferred Compensation)
 - Board agrees on comparator jurisdictions and matches for each elected position.
 - Adjustments made based on PERS contributions and other types of compensation.
 - Adjusted monthly average of comparable positions compared to elected position's adjusted monthly salary.
- Compensation Board's goal is to maintain elected officials' salaries within plus or minus (+/-) 3% of the market adjusted average.
- Salary compression with second-in-command considered as well.
- Sheriff's Compensation: Compensation Board has interpreted ORS language regarding Sheriff's salary as \$1.00 more per month than the highest paid Undersheriff.

FIVE YEAR HISTORY: Compensation Board for Elected Officials

ELECTED OFFICIAL	7/1/2011		7/1/2012		7/1/2013		7/1/2014		7/1/2015	
	CB Rec	BC Appr	CB Rec	BC Appr	CB Rec	BC Appr	CB Rec	BC Appr	CB Rec	BC Appr
ASSESSOR										
General/COLA Increase	2.0%	0.0%	3.0%	0.0%	2.0%	2.0%	2.7%	2.7%	2.1%	2.1%
Individual Adjustment	-	-	1.6%	0.0%	5.0%	5.0%	-	-	2.0%	2.0%
CLERK										
General/COLA Increase	2.0%	0.0%	3.0%	0.0%	2.0%	2.0%	2.7%	2.7%	2.1%	2.1%
Individual Adjustment	-	-	-	-	-	-	-	-	3.0%	3.0%
COMMISSIONER										
General/COLA Increase	2.0%	0.0%	3.0%	0.0%	2.0%	2.0%	2.7%	2.7%	2.1%	2.1%
Individual Adjustment	1.5%	0.0%	1.5%	0.0%	2.0%	2.0%	1.5%	0%	1.5%	1.5%
COMMISSIONER - CHAIR										
General/COLA Increase	2.0%	0.0%	3.0%	0.0%	2.0%	2.0%	2.7%	2.7%	2.1%	2.1%
Individual Adjustment	1.5%	0.0%	1.5%	0.0%	2.0%	2.0%	1.5%	0%	1.5%	1.5%
Add-to-Pay	2.0%	0.0%	2.0%	0.0%	2.0%	2.0%	Included in Salary		Included in Salary	
DISTRICT ATTORNEY										
General/COLA Increase	2.0%	0.0%	3.0%	0.0%	7.76%	7.76%	10.80%	10.80%	7.80%	7.80%
Individual Adjustment	-	-	-	-	-	-	-	-	-	-
JUSTICE OF THE PEACE										
General/COLA Increase	2.0%	0.0%	3.0%	0.0%	2.0%	2.0%	2.7%	2.7%	2.1%	2.1%
Individual Adjustment	-	-	-	-	-	-	-	-	2.0%	2.0%
SHERIFF										
General/COLA Increase	2.0%	0.0%	3.0%	0.0%	2.0%	2.0%	2.7%	2.7%	2.1%	2.1%
Individual Adjustment	-	-	-	-	-	-	-	-	-	-
TREASURER										
General/COLA Increase	2.0%	0.0%	3.0%	0.0%	2.0%	2.0%	2.7%	2.7%	2.1%	2.1%
Individual Adjustment	4.0%	0.0%	3.2%	0.0%	4.0%	4.0%	5.0%	5.0%	3.0%	3.0%

FY 2016-17 Recommendations

- 2.0 % COLA for All Elected Positions =\$25,362.47
- 2.0 % Individual Increase for County Assessor =\$2,303.72
- 0.8% Individual Increase for County Clerk =\$834.71

TOTAL FISCAL IMPACT FY 2016/2017 **\$28,500.90***

*Includes additional deferred compensation cost

QUESTIONS?

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