



MARION COUNTY BOARD OF COMMISSIONERS

Board Session Agenda Review Form

Meeting date: May 14, 2025

Department: Human Resources

Title: Elected Officials Compensation Board FY25-26 Recommendations

Management Update/Work Session Date: May 1, 2025 Audio/Visual aids

Time Required: 5 minutes Contact: HRCompClass@co.marion.or.us Phone: x7777

Requested Action: Forward to the 2025-26 Marion County Budget Committee the 2025 Elected Officials Compensation Board recommendations.

Issue, Description & Background: The Board of Commissioners appoints three to five volunteers to serve on the Elected Officials Compensation Board, in accordance with ORS 204.112. This board is tasked with conducting an annual review of the compensation paid to elected officials and determine whether adjustments are appropriate. The 2025 board is composed of three members with expertise in personnel and compensation practices. The board convened twice between April and May to review compensation and related information.

Financial Impacts: Annual: \$96,969 (Base Salary and COLA)

Impacts to Department & External Agencies: Assessor \$8,579
County Clerk \$9,999
Commissioner \$50,321 (\$16,774 x3 FTE)
District Attorney \$6,195
Justice of the Peace \$15,784

List of attachments: 2025 Compensation Board memo to the Budget Committee

Presenter: Lori Klemsen

Department Head Signature: Lori Klemsen

Digitally signed by Lori Klemsen
DN: dc=us, dc=or, dc=marion, dc=co, ou=Human Resources, ou=Users, cn=Lori Klemsen,
email=L.Klemsen@co.marion.or.us
Date: 2025.05.07 11:32:07 -07'00'

County Commissioners
Danielle Bethell, Chair
Kevin Cameron
Colm Willis



Chief Administrative Officer
Jan Fritz

Chief Human Resources Officer
Salvador Llerenas

MARION COUNTY HUMAN RESOURCES

To: Marion County Budget Committee

From: Marion County Elected Officials Compensation Board: Lore Christopher, Chair and Board Members Jolene Kelley, and Mele Villoria

RE: Elected Officials Compensation Recommendations

Date: May 5, 2025

The Elected Officials Compensation Board (board) is responsible for the annual review of compensation for elected officials and makes recommendations to the Budget Committee regarding adjustments to compensation and related practices. The board conducts its review in accordance with Oregon Revised Statutes 204.112 and established Compensation Board practices.

As part of the 2025 review, the board evaluated market data to assess whether current salaries are aligned with comparable positions in similarly situated jurisdictions. The analysis indicates the elected officials' total compensation is below market averages—with the exception of the Sheriff and Treasurer positions.

Looking ahead to the 2026 compensation cycle, the board advises an enhanced comparability process to identify and examine comparator outliers and ensure the fidelity of future data.

Effective July 1, 2025, the Marion County Compensation Board recommends:

Base Salary:

- adjust the Marion County Assessor upward 2.61%,
- adjust the Marion County Clerk upward 4.42%,
- adjust the Marion County Commissioner upward 10.02%,
- adjust the Marion County District Attorney upward 7.00%,
- adjust the Marion County Justice of the Peace upward 9.52%,
- uphold the remaining Marion County Elected Officials positions.

The board further recommends a 3% cost-of living adjustment for all elected officials other than the Treasurer. The amount is consistent with that provided to non-represented employees, which aligns with the collective bargaining agreement of the county's largest represented bargaining unit, the Marion County Employees Association (MCEA).

Thank you for the opportunity to serve our community.