



MARION COUNTY BOARD OF COMMISSIONERS

Board Session Agenda Review Form

Meeting date: May 8, 2019

Department: Business Services Agenda Planning Date: May 2, 2019 Time required: 10 min

Audio/Visual aids: Handouts

Contact: Colleen Coons-Chaffins Phone: x4426

Department Head Signature: [Handwritten Signature]

TITLE: 2019 Compensation Board Recommendations for Elected Officials

Issue, Description & Background: Request to consider the recommendations of the 2019 Marion County Compensation Board and forward to the Marion County Budget Committee for approval. The Marion County Compensation Board are volunteers who are appointed by the of Board of County Commissioners and governed by ORS 204.112 to review and recommend compensation paid to elected officials and to determine whether adjustments are warranted.

Financial Impacts: Annual \$35,755

Impacts to Department & External Agencies: Impacts to Department & External Agencies Assessor \$4,493 County Clerk \$4,243 Commissioner x3 \$10,358 District Attorney \$9,568 Justice of the Peace \$1,934 Sheriff \$3,120 Treasurer \$2,038

Options for Consideration: 1. Consider recommendations from the 2019 Marion County Compensation Board and forward to Marion County Budget Committee for approval. 2. Do not consider the recommendations from the 2019 Marion County Compensation Board and defer to Budget Committee to determine what is most appropriate.

Recommendation: Consider recommendations from the 2019 Marion County Compensation Board and forward to Marion County Budget Committee for approval.

List of attachments:

Presenter: Colleen Coons Chaffins, Business Services Director



MARION COUNTY BOARD OF COMMISSIONERS

Board Session Agenda Review Form

Copies of completed paperwork sent to the following: (Include names and e-mail addresses.)

Copies to:

Michaela Ionita, Mlonita@co.marion.or.us; Angela Solesbee, ASolesbee@co.marion.or.us; Brandi Leos, brandi@tigard-or.gov; Debbie Gregg, DGregg@co.marion.or.us

Compensation Board Recommendations

Position	Current			Recommendations	
	Base Salary	Total Comp	Total Comp % from the mean	Base Salary % Increase	Total Comp % increase
Assessor	\$9,146.80	\$10,381.62	0.32%	2.05%	2.05%
County Clerk	\$8,162.27	\$9,264.18	-2.30%	2.30%	2.30%
Commissioner	\$8,146.61	\$9,246.40	-0.61%	1.50%	1.50%
District Attorney*	\$2,894.67	\$13,517.45	-3.96%	25.00%	6.08%
Justice of the Peace**	\$46.47	\$52.74	2.85%	0.00%	0.00%
Sheriff	\$13,022.53	\$14,780.57	7.88%	0.00%	0.00%
Treasurer	\$8,465.60	\$9,608.46	1.10%	0.00%	0.00%

Resulting Adjustments Based on Total Compensation Recommendations					
Position	Base Salary	Total Comp	Total Comp % from the mean	Base Salary Increase	Total Comp Increase
Assessor	\$9,334.31	\$10,594.44	2.33%	\$187.51	\$212.82
County Clerk	\$8,350.00	\$9,477.25	0.00%	\$187.73	\$213.07
Commissioner	\$8,268.81	\$9,385.10	0.88%	\$122.20	\$138.70
District Attorney*	\$3,618.34	\$14,338.81	2.00%	\$723.67	\$821.36
Justice of the Peace**	\$46.47	\$52.74	2.85%	\$0.00	\$0.00
Sheriff	\$13,022.53	\$14,780.57	7.88%	\$0.00	\$0.00
Treasurer	\$8,465.60	\$9,608.46	1.10%	\$0.00	\$0.00

Resulting Adjustments Based on Total Compensation Recommendations + COLA					
Position	Base Salary	Total Comp	% Increase	Base Salary Increase	Total Comp Increase
Assessor	\$9,521.00	\$10,806.33	2.00%	\$374.20	\$424.71
County Clerk	\$8,517.00	\$9,666.80	2.00%	\$354.73	\$402.62
Commissioner	\$8,434.19	\$9,572.80	2.00%	\$287.58	\$326.40
District Attorney*	\$3,690.70	\$14,420.95	2.00%	\$796.03	\$903.50
Justice of the Peace**	\$47.40	\$53.80	2.00%	\$0.93	\$1.06
Sheriff	\$13,282.98	\$15,076.18	2.00%	\$260.45	\$295.61
Treasurer	\$8,634.91	\$9,800.63	2.00%	\$169.31	\$192.17

*District Attorney Total Comp includes State of Oregon salary equaling \$10,232.

**Hourly rate for Justice of the Peace for Compensation Board purposes.

Total Comp = (base salary) + (base salary x 6% PERS) + (base salary x 7.5% deferred comp)

2019 Comp Board Data – Current

Elected Position: Assessor								
Jurisdiction	Population 2017 Estimates	Personnel Services Budget	Total Budgeted FTE	Base Salary	PERS Contribution	Stipend	457 or 401 Contribution	Total Salary
Clackamas County	419,425	\$6,097,345	55.00	\$9,676	6.00%	\$0	6.27%	\$10,863
Deschutes County	188,980	\$3,833,861	35.26	\$9,505	6.00%	\$75	3.00%	\$10,435
Jackson County	219,200	\$2,876,036	33.50	\$8,296	6.00%	\$0	0.00%	\$8,793
Lane County	375,120	\$4,501,922	49.00	\$9,861	6.00%	\$650	2.00%	\$11,300
Marion County	344,035	\$4,826,622	51.00	\$9,147	6.00%	\$0	7.50%	\$10,382
Mean (Excluding Marion County)	300,681	\$4,327,291	43.19	\$9,334				\$10,348
Difference from the mean				(\$188)				\$34
% Difference from the mean				-2.05%				0.32%
<p>NOTES: Unless otherwise indicated, stipends are for technology and (1) FTE.</p> <p>Clackamas County Duties include tax collection.</p> <p>Lane County Duties include tax collection. Stipend: \$70 for technology, \$580 for vehicle allowance.</p> <p>Marion County "AK" pay plan is used for base salary, which is a total calculation of the "A" pay plan and compensation credit. <i>Incumbent chooses to receive pay grade "A" and compensation credit (equal to four workweeks) in lieu of "AK" pay grade.</i></p>								

2019 Comp Board Data – Recommendation

Elected Position: Assessor								
Jurisdiction	Population 2017 Estimates	Personnel Services Budget	Total Budgeted FTE	Base Salary	PERS Contribution	Stipend	457 or 401 Contribution	Total Salary
Clackamas County	419,425	\$6,097,345	55.00	\$9,676	6.00%	\$0	6.27%	\$10,863
Deschutes County	188,980	\$3,833,861	35.26	\$9,505	6.00%	\$75	3.00%	\$10,435
Jackson County	219,200	\$2,876,036	33.50	\$8,296	6.00%	\$0	0.00%	\$8,793
Lane County	375,120	\$4,501,922	49.00	\$9,861	6.00%	\$650	2.00%	\$11,300
Marion County	344,035	\$4,826,622	51.00	\$9,521	6.00%	\$0	7.50%	\$10,806
Mean (Excluding Marion County)	300,681	\$4,327,291	43.19	\$9,334				\$10,348
Difference from the mean				\$187				\$458
% Difference from the mean				1.96%				4.24%
<p>NOTES: Unless otherwise indicated, stipends are for technology and (1) FTE. Clackamas County Duties include tax collection. Lane County Duties include tax collection. Stipend: \$70 for technology, \$580 for vehicle allowance. Marion County "AK" pay plan is used for base salary, which is a total calculation of the "A" pay plan and compensation credit. <i>Incumbent chooses to receive pay grade "A" and compensation credit (equal to four workweeks) in lieu of "AK" pay grade.</i></p>								

2019 Comp Board Data – Current

Elected Position: County Clerk								
Jurisdiction	Population 2017 Estimates	Personnel Services Budget	Total Budgeted FTE	Base Salary	PERS Contribution	Stipend	457 or 401 Contribution	Total Salary
Clackamas County	419,425	\$1,928,519	19.00	\$8,458	6.00%	\$0	6.27%	\$9,495
Deschutes County	188,980	\$929,161	8.50	\$8,555	6.00%	\$75	3.00%	\$9,400
Jackson County	219,200	\$714,186	8.00	\$8,089	6.00%	\$54	0.00%	\$8,629
Lane County	375,120	\$1,354,895	12.00	\$9,584	6.00%	\$35	2.00%	\$10,385
Marion County	344,035	\$1,362,389	14.50	\$8,162	6.00%	\$0	7.50%	\$9,264
Mean (Excluding Marion County)	300,681	1,231,690	11.88	\$8,671				\$9,477
Difference from the mean				(\$509)				(\$213)
% Difference from the mean				-6.24%				-2.30%
<p>NOTES: Unless otherwise indicated, stipends are for technology and FTE is (1). Lane County This is not an elected position. Marion County "AK" pay plan is used for base salary, which is a total calculation of the "A" pay plan and compensation credit. <i>Incumbent chooses to receive pay grade "A" and compensation credit (equal to four workweeks) in lieu of "AK" pay grade.</i></p>								

2019 Comp Board Data – Recommendation

Elected Position: County Clerk								
Jurisdiction	Population 2017 Estimates	Personnel Services Budget	Total Budgeted FTE	Base Salary	PERS Contribution	Stipend	457 or 401 Contribution	Total Salary
Clackamas County	419,425	\$1,928,519	19.00	\$8,458	6.00%	\$0	6.27%	\$9,495
Deschutes County	188,980	\$929,161	8.50	\$8,555	6.00%	\$75	3.00%	\$9,400
Jackson County	219,200	\$714,186	8.00	\$8,089	6.00%	\$54	0.00%	\$8,629
Lane County	375,120	\$1,354,895	12.00	\$9,584	6.00%	\$35	2.00%	\$10,385
Marion County	344,035	\$1,362,389	14.50	\$8,517	6.00%	\$0	7.50%	\$9,666
Mean (Excluding Marion County)	300,681	1,231,690	11.88	\$8,671				\$9,477
Difference from the mean				(\$154)				\$189
% Difference from the mean				-1.81%				1.96%
<p>NOTES: Unless otherwise indicated, stipends are for technology and FTE is (1). Lane County This is not an elected position. Marion County "AK" pay plan is used for base salary, which is a total calculation of the "A" pay plan and compensation credit. <i>Incumbent chooses to receive pay grade "A" and compensation credit (equal to four workweeks) in lieu of "AK" pay grade.</i></p>								

2019 Comp Board Data – Current

Elected Position: Commissioner								
Jurisdiction	Population 2017 Estimates	Personnel Services Budget	Total Budgeted FTE	Base Salary	PERS Contribution	Stipend	457 or 401 Contribution	Total Salary
Clackamas County (5.00 FTE)	419,425	\$2,836,323	17.42	\$8,412	6.00%	\$75	6.27%	\$9,519
Deschutes County (3.00 FTE)	188,980	\$425,786	5.00	\$8,003	6.00%	\$75	3.00%	\$8,798
Jackson County (3.00 FTE)	219,200	\$719,679	5.50	\$9,603	6.00%	\$454	0.00%	\$10,633
Lane County (5.00 FTE)	375,120	\$868,795	6.00	\$7,179	6.00%	\$650	0.00%	\$8,260
Marion County (3.00 FTE)	344,035	\$2,214,424	15.00	\$8,147	6.00%	\$0	7.50%	\$9,246
Mean (Excluding Marion County)	300,681	1,212,646	8.48	\$8,299				\$9,303
Difference from the mean				(\$152)				(\$56)
% Difference from the mean				-1.87%				-0.61%
<p>NOTES: Unless otherwise indicated, stipends are for technology and FTE is (1). Clackamas County Chair receives 2% additional base salary \$8,580. Two of five commissioners receive stipend. Jackson County Stipend: \$54 for technology, \$400 for vehicle allowance. Lane County Stipend: \$70 for technology, \$580 for vehicle allowance.</p>								

2019 Comp Board Data – Recommendation

Elected Position: Commissioner								
Jurisdiction	Population 2017 Estimates	Personnel Services Budget	Total Budgeted FTE	Base Salary	PERS Contribution	Stipend	457 or 401 Contribution	Total Salary
Clackamas County (5.00 FTE)	419,425	\$2,836,323	17.42	\$8,412	6.00%	\$75	6.27%	\$9,519
Deschutes County (3.00 FTE)	188,980	\$425,786	5.00	\$8,003	6.00%	\$75	3.00%	\$8,798
Jackson County (3.00 FTE)	219,200	\$719,679	5.50	\$9,603	6.00%	\$454	0.00%	\$10,633
Lane County (5.00 FTE)	375,120	\$868,795	6.00	\$7,179	6.00%	\$650	0.00%	\$8,260
Marion County (3.00 FTE)	344,035	\$2,214,424	15.00	\$8,434	6.00%	\$0	7.50%	\$9,572
Mean (Excluding Marion County)	300,681	1,212,646	8.48	\$8,299				\$9,303
Difference from the mean				\$135				\$270
% Difference from the mean				1.60%				2.82%
<p>NOTES: Unless otherwise indicated, stipends are for technology and FTE is (1). Clackamas County Chair receives 2% additional base salary \$8,580. Two of five commissioners receive stipend. Jackson County Stipend: \$54 for technology, \$400 for vehicle allowance. Lane County Stipend: \$70 for technology, \$580 for vehicle allowance.</p>								

2019 Comp Board Data – Current

Elected Position: District Attorney									
Jurisdiction	Population 2017 Estimates	Personnel Services Budget	Total Budgeted FTE	Base Salary	State of Oregon Salary	PERS Contribution	Stipend	457 or 401 Contribution	Total Salary
Clackamas County	419,425	\$11,000,146	76.45	\$4,463	\$10,232	6.00%	\$0	6.27%	\$15,243
Deschutes County	188,980	\$5,937,718	45.95	\$2,646	\$10,232	6.00%	\$75	3.00%	\$13,191
Jackson County	219,200	\$5,429,621	52.50	\$2,359	\$10,232	6.00%	\$54	0.00%	\$12,787
Lane County	375,120	\$5,990,307	47.00	\$3,803	\$10,232	6.00%	\$650	2.00%	\$14,989
Marion County	344,035	\$10,403,974	91.03	\$2,895	\$10,232	6.00%	\$0	7.50%	\$13,517
Mean (Excluding Marion County)	300,681	7,089,448	55.48	\$3,318					\$14,052
Difference from the mean				(\$423)					(\$535)
% Difference from the mean				-14.61%					-3.96%
<p>NOTES: Unless otherwise indicated, stipends are for technology and FTE is (1). Lane County Stipend: \$70 for technology, \$580 for vehicle allowance. Marion County State of Oregon monthly salary of \$10,232 includes 6% PERS, (475) 7.5% only applicable to Marion County base salary.</p>									

2019 Comp Board Data – Recommendation

Elected Position: District Attorney

Jurisdiction	Population 2017 Estimates	Personnel Services Budget	Total Budgeted FTE	Base Salary	State of Oregon Salary	PERS Contribut ion	Stipend	457 or 401 Contribution	Total Salary
Clackamas County	419,425	\$11,000,146	76.45	\$4,463	\$10,232	6.00%	\$0	6.27%	\$15,243
Deschutes County	188,980	\$5,937,718	45.95	\$2,646	\$10,232	6.00%	\$75	3.00%	\$13,191
Jackson County	219,200	\$5,429,621	52.50	\$2,359	\$10,232	6.00%	\$54	0.00%	\$12,787
Lane County	375,120	\$5,990,307	47.00	\$3,803	\$10,232	6.00%	\$650	2.00%	\$14,989
Marion County	344,035	\$10,403,974	91.03	\$3,690.70	\$10,232	6.00%	\$0	7.50%	\$14,420.94
Mean (Excluding Marion County)	300,681	7,089,448	55.48	\$3,318					\$14,052
Difference from the mean				\$373					\$368
% Difference from the mean				10.11%					2.56%
<p>NOTES: Unless otherwise indicated, stipends are for technology and FTE is (1). Lane County Stipend: \$70 for technology, \$580 for vehicle allowance. Marion County State of Oregon monthly salary of \$10,232 includes 6% PERS, (475) 7.5% only applicable to Marion County base salary.</p>									

2019 Comp Board Data – Current

Elected Position: Justice of the Peace								
Jurisdiction	Population 2017 Estimates	Personnel Services Budget	Total Budgeted FTE	Base Salary	PERS Contribution	Stipend	457 or 401 Contribution	Total Salary
Clackamas County	419,425	\$837,347	5.75	\$48.55	6.00%	\$0	6.27%	\$54.51
Deschutes County (0.60 FTE)	188,980	\$507,088	4.60	\$51.43	6.00%	\$0	3.00%	\$56.06
Jackson County	219,200	\$363,533	4.00	\$40.71	6.00%	\$0	0.00%	\$43.15
Lane County (0.50 FTE)	No Match							\$0.00
Marion County	344,035	\$660,423	8.00	\$46.47	6.00%	\$0	7.50%	\$52.74
Mean (Excluding Marion County)	275,868	569,323	4.78	\$47				\$51.24
Difference from the mean				(\$0)				\$1.50
% Difference from the mean				-0.92%				2.85%
<p>NOTES: Unless otherwise indicated, stipends are for technology and FTE is (1). Being an attorney is not a requirement under ORS 051.020. Marion County "AK" pay plan is used for base salary, which is a total calculation of the "A" pay plan and compensation credit. <i>Incumbent chooses to receive pay grade "A" and compensation credit (equal to four workweeks) in lieu of "AK" pay grade.</i></p>								

2019 Comp Board Data – Recommendation

Elected Position: Justice of the Peace								
Jurisdiction	Population 2017 Estimates	Personnel Services Budget	Total Budgeted FTE	Base Salary	PERS Contribution	Stipend	457 or 401 Contribution	Total Salary
Clackamas County	419,425	\$837,347	5.75	\$48.55	6.00%	\$0	6.27%	\$54.51
Deschutes County (0.60 FTE)	188,980	\$507,088	4.60	\$51.43	6.00%	\$0	3.00%	\$56.06
Jackson County	219,200	\$363,533	4.00	\$40.71	6.00%	\$0	0.00%	\$43.15
Lane County (0.50 FTE)	No Match							\$0.00
Marion County	344,035	\$660,423	8.00	\$47.40	6.00%	\$0	7.50%	\$53.80
Mean (Excluding Marion County)	275,868	569,323	4.78	\$47				\$51.24
Difference from the mean				\$1				\$2.56
% Difference from the mean				1.06%				4.76%
<p>NOTES: Unless otherwise indicated, stipends are for technology and FTE is (1). Being an attorney is not a requirement under ORS 051.020. Marion County "AK" pay plan is used for base salary, which is a total calculation of the "A" pay plan and compensation credit. <i>Incumbent chooses to receive pay grade "A" and compensation credit (equal to four workweeks) in lieu of "AK" pay grade.</i></p>								

2019 Comp Board Data – Current

Elected Position: Sheriff								
Jurisdiction	Population 2017 Estimates	Personnel Services Budget	Total Budgeted FTE	Base Salary	PERS Contribution	Stipend	457 or 401 Contribution	Total Salary
Clackamas County	419,425	\$69,883,755	539.40	\$14,460	6.00%	\$0	6.27%	\$16,234
Deschutes County	188,980	\$33,235,597	231.50	\$12,279	6.00%	\$75	3.00%	\$13,459
Jackson County	219,200	\$23,050,195	171.25	\$10,189	6.00%	\$0	0.00%	\$10,800
Lane County	375,120	\$38,137,400	286.75	\$12,336	6.00%	\$650	2.00%	\$13,973
Marion County	344,035	\$44,749,887	362.50	\$13,023	6.00%	\$0	7.50%	\$14,781
Mean (Excluding Marion County)	300,681	\$41,076,737	307.23	\$12,316				\$13,616
Difference from the mean				\$707				\$1,164
% Difference from the mean				5.43%				7.88%
<p>NOTES: Unless otherwise indicated, stipends are for technology and FTE is (1). Lane County Stipend: \$70 for technology, \$580 for vehicle allowance. Additional 6% DPSST certification pay. (not calculated into total).</p>								

2019 Comp Board Data – Recommendation

Elected Position: Sheriff								
Jurisdiction	Population 2017 Estimates	Personnel Services Budget	Total Budgeted FTE	Base Salary	PERS Contribution	Stipend	457 or 401 Contribution	Total Salary
Clackamas County	419,425	\$69,883,755	539.40	\$14,460	6.00%	\$0	6.27%	\$16,234
Deschutes County	188,980	\$33,235,597	231.50	\$12,279	6.00%	\$75	3.00%	\$13,459
Jackson County	219,200	\$23,050,195	171.25	\$10,189	6.00%	\$0	0.00%	\$10,800
Lane County	375,120	\$38,137,400	286.75	\$12,336	6.00%	\$650	2.00%	\$13,973
Marion County	344,035	\$44,749,887	362.50	\$13,282	6.00%	\$0	7.50%	\$15,076
Mean (Excluding Marion County)	300,681	\$41,076,737	307.23	\$12,316				\$13,616
Difference from the mean				\$967				\$1,460
% Difference from the mean				7.28%				9.68%
<p>NOTES: Unless otherwise indicated, stipends are for technology and FTE is (1). Lane County Stipend: \$70 for technology, \$580 for vehicle allowance. Additional 6% DPSST certification pay. (not calculated into total).</p>								

2019 Comp Board Data – Current

Elected Position: Treasurer								
Jurisdiction	Population 2017 Estimates	Personnel Services Budget	Total Budgeted FTE	Base Salary	PERS Contribution	Stipend	457 or 401 Contribution	Total Salary
Clackamas County	419,425	\$816,815	5.00	\$9,607	6.00%	\$40	6.27%	\$10,826
Deschutes County	No Match	-	-	-	-	-	-	-
Jackson County	No Match	-	-	-	-	-	-	-
Lane County	No Match	-	-	-	-	-	-	-
Linn County	124,010	\$332,712	2.00	\$7,561	6.00%	\$30	0.00%	\$8,045
Polk County (.20 FTE) combined with Finance Director	81,000	\$211,970	4.00	\$9,092	6.00%	\$0	0.00%	\$9,638
Marion County	344,035	\$309,934	2.50	\$8,466	6.00%	\$0	7.50%	\$9,608
Mean (Excluding Marion County)	208,145	\$453,832	3.67	\$8,753				\$9,503
Difference from the mean				(\$288)				\$106
% Difference from the mean				-3.40%				1.10%
<p>NOTES: Unless otherwise indicated, stipends are for technology and FTE is (1). Deschutes County Treasurer is (.10 FTE) combined with Finance Director. Duties include tax collection. Jackson County Does not have an elected Treasurer Lane County This is not an elected position. Working Title: Finance Manager. Duties include Treasurer as well as management of Budget, Planning and Finance.</p>								

2019 Comp Board Data – Recommendation

Elected Position: Treasurer								
Jurisdiction	Population 2017 Estimates	Personnel Services Budget	Total Budgeted FTE	Base Salary	PERS Contribution	Stipend	457 or 401 Contribution	Total Salary
Clackamas County	419,425	\$816,815	5.00	\$9,607	6.00%	\$40	6.27%	\$10,826
Deschutes County	No Match	-	-	-	-	-	-	-
Jackson County	No Match	-	-	-	-	-	-	-
Lane County	No Match	-	-	-	-	-	-	-
Linn County	124,010	\$332,712	2.00	\$7,561	6.00%	\$30	0.00%	\$8,045
Polk County (.20 FTE) combined with Finance Director	81,000	\$211,970	4.00	\$9,092	6.00%	\$0	0.00%	\$9,638
Marion County	344,035	\$309,934.00	2.50	\$8,634	6.00%	\$0	7.50%	\$9,800
Mean (Excluding Marion County)	208,145	\$453,832	3.67	\$8,753				\$9,503
Difference from the mean				(\$118)				\$298
% Difference from the mean				-1.37%				3.04%
<p>NOTES: Unless otherwise indicated, stipends are for technology and FTE is (1). Deschutes County Treasurer is (.10 FTE) combined with Finance Director. Duties include tax collection. Jackson County Does not have an elected Treasurer Lane County This is not an elected position. Working Title: Finance Manager. Duties include Treasurer as well as management of Budget, Planning and Finance.</p>								

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