



MARION COUNTY BOARD OF COMMISSIONERS

Board Session Agenda Review Form

Meeting date: May 16, 2018

Department: Business Services Agenda Planning Date: May 10, 2018 Time required: 15 Min.

Audio/Visual aids

Contact: Colleen Coons-Chaffins, Business Services Director Phone: 503-373-4426

Department Head Signature: [Handwritten Signature]

Table with 2 columns: Field Name (TITLE, Issue, Description & Background, Financial Impacts, etc.) and Content (Consider Recommendation from the 2018 Marion County Compensation Board, In accordance with ORS 204.112, etc.)



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:

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Marion County

OREGON

BUSINESS SERVICES
DEPARTMENT

May 38, 2018

**BOARD OF
COMMISSIONERS**

Janet Carlson
Kevin Cameron
Sam Brentano

**CHIEF ADMINISTRATIVE
OFFICER**

John Lattimer

**BUSINESS SERVICES
DIRECTOR**

Colleen Coons-Chaffins

Telephone:

(503) 589-3295

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DIVISIONS:

Administration
Facilities Management
Human Resources
Risk Management

TO: Marion County Budget Committee

FROM: Richard Berger, Compensation Board Member
Colleen Coons-Chaffins, Business Services Director

RE: Recommendations of the Marion County Compensation Board

Below you will find information regarding the 2018 Compensation Board.

- The Compensation Board is governed by ORS 204.112 and was provided the ORS's for each of the elected officials. The Marion County Board of Commissioners appoints individuals who have indicated a willingness to volunteer their time to the Marion County Compensation Board. The Compensation Board is responsible for the annual review of compensation paid to elected officials and determining whether adjustments in compensation are warranted.
- The Compensation Board currently consists of five members who are knowledgeable in personnel and compensation practices.
- The Compensation Board adopted guidelines, which govern its work. The Compensation Board practices are attached.
- The Compensation Board reviewed information from market comparables and evaluated whether the current salary for elected officials needed to be adjusted to better align with the market. Market data sheets are attached (see Exhibit A). The Compensation Board agreed to bring the elected officials to the mean with the exceptions of the Sheriff, who was given an increase to offset the upcoming merit increase of the undersheriff, his highest level subordinate; and the Justice of the Peace, who was above market.
- The Compensation Board reviewed County cost-of-living adjustment (COLA) data for all employee units represented and non-represented.

Recommendations:

Market Review Adjustments

- After review of the total salary data for each elected official, the Compensation Board is recommending that all the elected officials receive an increase, with the exception of the Justice of the Peace. These recommendations reflect the Board of Commissioner's policy, to get salary as close to the mean (0%) as possible and the Compensation Board's consideration of the comparable salaries of each elected position. The Compensation Board greatly valued the input, whether written or verbal, of the elected officials.

Cost-of-Living Adjustment (COLA)

- The Compensation Board is recommending all of Marion County’s elected officials to receive a 1.5% COLA July 1, 2018, in alignment with the non-represented employees’ scheduled COLA.
- The Compensation Board defers to the budget committee to determine what is most appropriate.

Below shows new total salary standing for each elected official if market recommendations approved.

Position	Current			Recommendations	
	Base Salary	Total Salary	Total Salary % from the mean	Total Salary % Increase	COLA
Assessor	\$8,846.93	\$10,041.27	-1.87%	1.87%	1.50%
County Clerk	\$8,004.53	\$9,085.14	-0.45%	0.45%	1.50%
Commissioner	\$7,853.73	\$8,913.98	-2.18%	2.18%	1.50%
District Attorney*	\$2,827.07	\$13,440.72	-0.83%	0.83%	1.50%
Justice of the Peace**	\$45.78	\$51.96	7.44%	0.00%	1.50%
Sheriff	\$12,218.27	\$13,867.74	2.71%	5.00%	1.50%
Treasurer	\$7,637.07	\$8,668.07	-9.19%	9.19%	1.50%

Resulting Adjustments Based on Total Salary Recommendations

Position	Base Salary	Total Salary	Total Salary % from the mean	Base Salary Increase	Total Salary Increase
Assessor	\$9,012.73	\$10,229.44	0.00%	\$165.80	\$188.18
County Clerk	\$8,040.75	\$9,126.25	0.00%	\$36.22	\$41.11
Commissioner	\$8,025.15	\$9,108.55	0.00%	\$171.42	\$194.56
District Attorney*	\$2,925.19	\$13,552.09	0.00%	\$98.12	\$111.37
Justice of the Peace**	\$45.78	\$51.96	7.44%	\$0.00	\$0.00
Sheriff	\$12,879.10	\$14,617.78	7.71%	\$660.83	\$750.04
Treasurer	\$8,338.87	\$9,464.61	0.00%	\$701.80	\$796.54

Resulting Adjustments Based on Total Salary Recommendations + COLA

Position	Base Salary	Total Salary	COLA	Base Salary Increase	Total Salary Increase
Assessor	\$9,147.92	\$10,382.89	1.50%	\$300.99	\$341.62
County Clerk	\$8,161.36	\$9,263.14	1.50%	\$156.83	\$178.00
Commissioner	\$8,145.53	\$9,245.17	1.50%	\$291.80	\$331.19
District Attorney*	\$2,969.07	\$13,755.37	1.50%	\$142.00	\$314.65
Justice of the Peace**	\$46.47	\$52.74	1.50%	\$0.69	\$0.78
Sheriff	\$13,072.29	\$14,837.05	1.50%	\$854.02	\$969.31
Treasurer	\$8,463.95	\$9,606.58	1.50%	\$826.88	\$938.51

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

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

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

COMPENSATION BOARD PRACTICES

1. Review purpose and statutory requirements for the compensation board.
2. Review the budget information presented by the budget officer and its impact on the county.
3. Review benefit plan changes for upcoming year and how they relate to similar jurisdictions.
4. Review job duties and responsibilities of the elected officials to determine if there have been any material changes in the scope of the responsibilities.
5. When reviewing salaries for elected officials, the compensation board considers compensation not just base salary.
6. Compare compiled market data with elected official's current salary to determine if a base salary adjustment is warranted before considering any type of cost of living adjustment (COLA).
 - External market data should be provided with at least three comparators. Job duties and responsibilities for comparables should match as closely as possible and should be from jurisdictions that are similar in geographic size, population, and annual budget.
 - Internal data should include relevant information for department heads, number of employees, budget, experience, licenses, registration, pay, benefits, job specifications, etc.
 - When deemed appropriate by Marion County or the Board, private sector data should also be gathered on positions as similar as possible in scope and responsibility for each elected official position.
7. When making recommendations for compensation changes, the target salary is the mean compensation for the comparators.
8. Make recommendations for adjustments that would affect compensation.
 - Determine if salary adjustments are warranted for significant and material changes in the scope of responsibilities and duties.
 - Salary adjustments may be warranted for any salary that is above or below the mean.
9. Review scope of responsibilities/duties to see if there is any significant impact to the volume of work delegated to the incumbent's department due to the unique proximity of administering a county department within the state capital, proximity to major traffic corridors such as I-5 and other relevant factors related to the responsibilities and duties.
 - Determine the justification for deviating from the mean as it relates to proximity issues.
 - Determine the value, as a percentage of compensation, of any base pay adjustment as it relates to proximity issues.
10. All elected officials general salary adjustments (COLA percentage) and the timing for implementation of such an increase is directly tied to whatever Marion County's department directors receive.
 - When COLA increases are approved, the amount of the increase will be applied to the elected officials' base pay to the extent that it does not exceed 5% above the market mean.
11. The compensation board prefers not to reduce compensation while an incumbent is in their current term of office, notwithstanding a significant change in job duties.
12. The compensation board will reconvene at any time an elected position becomes vacant, a vacancy is anticipated or at the natural conclusion of an elected term to review compensation for that position.

Approved: 5/18/04

Reviewed: 3/15/05; 3/16/06; 3/07/07; 3/20/07; 2/28/08; 3/05/09; 3/01/10; 2/13/12; 2/25/13
2/27/14; 5/13/15; 6/03/16; 3/07/17; 3/07/18

Revised: 3/16/06

2018 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(k) Contribution	Total Salary
Clackamas County	413,000	\$5,945,352	59.5	\$9,394	6.00%	\$75	6.27%	\$10,621
Deschutes County	182,930	\$3,321,826	33	\$9,229	6.00%	\$75	3.00%	\$10,134
Jackson County	216,900	\$2,890,810	33.5	\$9,821	6.00%	\$0	0.00%	\$10,410
Lane County	370,600	\$4,202,481	44	\$8,460	6.00%	\$615	2.00%	\$9,752
Marion County	339,200	\$4,634,262	51	\$8,847	6.00%	\$0	7.50%	\$10,041
Mean (Excluding Marion County)	295,858	\$4,090,117	42.50	\$9,226				\$10,229
Difference from the mean				(\$379)				-\$188
% Difference from the mean				-4.28%				-1.87%
<p>NOTES: Unless otherwise indicated, stipends are for technology and (1) FTE.</p> <p>Clackamas County Duties included tax collection.</p> <p>Lane County Duties included tax collection. Stipend: \$70 for technology, \$545 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>								

2018 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(k) Contribution	Total Salary
Clackamas County	413,000	\$5,945,352	59.5	\$9,394	6.00%	\$75	6.27%	\$10,621
Deschutes County	182,930	\$3,321,826	33	\$9,229	6.00%	\$75	3.00%	\$10,134
Jackson County	216,900	\$2,890,810	33.5	\$9,821	6.00%	\$0	0.00%	\$10,410
Lane County	370,600	\$4,202,481	44	\$8,460	6.00%	\$615	2.00%	\$9,752
Marion County	339,200	\$4,634,262	51	\$9,013	6.00%	\$0	7.50%	\$10,229
Mean (Excluding Marion County)	295,858	\$4,090,117	42.50	\$9,226				\$10,229
Difference from the mean				(\$213)				\$0
% Difference from the mean				-2.37%				0.00%
<p>NOTES: Unless otherwise indicated, stipends are for technology and (1) FTE.</p> <p>Clackamas County Duties included tax collection.</p> <p>Lane County Duties included tax collection. Stipend: \$70 for technology, \$545 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>								

2018 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(k) Contribution	Total Salary
Clackamas County	413,000	\$1,854,635	18	\$8,086	6.00%	\$0	6.27%	\$9,078
Deschutes County	182,930	\$869,887	7.5	\$8,379	6.00%	\$75	3.00%	\$9,208
Jackson County	216,900	\$704,840	8	\$7,881	6.00%	\$53	0.00%	\$8,407
Lane County	370,600	\$1,316,056	12	\$9,020	6.00%	\$70	2.00%	\$9,812
Marion County	339,200	\$1,313,923	13.5	\$8,005	6.00%	\$0	7.50%	\$9,085
Mean (Excluding Marion County)	295,858	1,186,355	11.38	\$8,342				\$9,126
Difference from the mean				(\$337)				-\$41
% Difference from the mean				-4.21%				-0.45%
<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>								

2018 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(k) Contribution	Total Salary
Clackamas County	413,000	\$1,854,635	18	\$8,086	6.00%	\$0	6.27%	\$9,078
Deschutes County	182,930	\$869,887	7.5	\$8,379	6.00%	\$75	3.00%	\$9,208
Jackson County	216,900	\$704,840	8	\$7,881	6.00%	\$53	0.00%	\$8,407
Lane County	370,600	\$1,316,056	12	\$9,020	6.00%	\$70	2.00%	\$9,812
Marion County	339,200	\$1,313,923	13.5	\$8,041	6.00%	\$0	7.50%	\$9,126
Mean (Excluding Marion County)	295,858	1,186,355	11.38	\$8,342				\$9,126
Difference from the mean				(\$301)				\$0
% Difference from the mean				-3.74%				0.00%
<p>NOTES: Unless otherwise indicated, stipends are for technology and FTE is (1).</p> <p>Lane County This is not an elected position.</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>								

2018 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(k) Contribution	Total Salary
Clackamas County	413,000	\$2,587,920	11.8	\$7,906	6.00%	\$75	6.27%	\$8,951
Deschutes County	182,930	\$424,187	2	\$7,770	6.00%	\$75	3.00%	\$8,545
Jackson County	216,900	\$674,509	5.55	\$9,821	6.00%	\$453	0.00%	\$10,863
Lane County	370,600	\$704,324	2	\$7,038	6.00%	\$615	0.00%	\$8,075
Marion County	339,200	\$2,085,703	15	\$7,854	6.00%	\$0	7.50%	\$8,914
Mean (Excluding Marion County)	295,858	1,097,735	5.34	\$8,134				\$9,109
Difference from the mean				(\$280)				-\$195
% Difference from the mean				-3.57%				-2.18%
<p>NOTES: Unless otherwise indicated, stipends are for technology and FTE is (1). Clackamas County (5 FTE) Chair receives 2% additional base salary \$8,063.94. Two of five commissioners receive stipend. Deschutes County (3FTE) Jackson County (3FTE) Stipend: \$53 for technology, \$400 for vehicle allowance. Lane County (5 FTE) Stipend: \$70 for technology, \$545 for vehicle allowance. Marion County (3 FTE)</p>								

2018 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(k) Contribution	Total Salary
Clackamas County	413,000	\$2,587,920	11.8	\$7,906	6.00%	\$75	6.27%	\$8,951
Deschutes County	182,930	\$424,187	2	\$7,770	6.00%	\$75	3.00%	\$8,545
Jackson County	216,900	\$674,509	5.55	\$9,821	6.00%	\$453	0.00%	\$10,863
Lane County	370,600	\$704,324	2	\$7,038	6.00%	\$615	0.00%	\$8,075
Marion County	339,200	\$2,085,703	15	\$8,025	6.00%	\$0	7.50%	\$9,109
Mean (Excluding Marion County)	295,858	1,097,735	5.34	\$8,134				\$9,109
Difference from the mean				(\$109)				\$0
% Difference from the mean				-1.35%				0.00%
NOTES: Unless otherwise indicated, stipends are for technology and FTE is (1).								
Clackamas County (5 FTE) Chair receives 2% additional base salary \$8,063.94. Two of five commissioners receive stipend.								
Deschutes County (3FTE)								
Jackson County (3FTE) Stipend: \$53 for technology, \$400 for vehicle allowance.								
Lane County (5 FTE) Stipend: \$70 for technology, \$545 for vehicle allowance.								
Marion County (3 FTE)								

2018 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(k) Contribution	Total Salary
Clackamas County	413,000	\$10,662,034	77.3	\$3,898	\$10,232	6.00%	\$0	6.27%	\$14,608
Deschutes County	182,930	\$5,630,137	51.95	\$2,473	\$10,232	6.00%	\$75	3.00%	\$13,003
Jackson County	216,900	\$4,826,794	50.5	\$2,297	\$10,232	6.00%	\$53	0.00%	\$12,719
Lane County	370,600	\$8,719,460	71	\$2,806	\$10,232	6.00%	\$615	2.00%	\$13,877
Marion County	339,200	\$10,251,095	91.03	\$2,827	\$10,232	6.00%	\$0	7.50%	\$13,441
Mean (Excluding Marion County)	295,858	7,459,606	62.69	\$2,869					\$13,552
Difference from the mean				(\$41)					-\$111
% Difference from the mean				-1.47%					-0.83%
<p>NOTES: Unless otherwise indicated, stipends are for technology and FTE is (1). Lane County Stipend: \$70 for technology, \$545 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>									

2018 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 Contributio n	Stipend	457 or 401(k) Contributio n	Total Salary
Clackamas County	413,000	\$10,662,034	77.3	\$3,898	\$10,232	6.00%	\$0	6.27%	\$14,608
Deschutes County	182,930	\$5,630,137	51.95	\$2,473	\$10,232	6.00%	\$75	3.00%	\$13,003
Jackson County	216,900	\$4,826,794	50.5	\$2,297	\$10,232	6.00%	\$53	0.00%	\$12,719
Lane County	370,600	\$8,719,460	71	\$2,806	\$10,232	6.00%	\$615	2.00%	\$13,877
Marion County	339,200	\$10,251,095	91.03	\$2,925	\$10,232	6.00%	\$0	7.50%	\$13,552
Mean (Excluding Marion County)	295,858	7,459,606	62.69	\$2,869					\$13,552
Difference from the mean				\$57					\$0
% Difference from the mean				1.94%					0.00%
<p>NOTES: Unless otherwise indicated, stipends are for technology and FTE is (1). Lane County Stipend: \$70 for technology, \$545 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>									

2018 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(k) Contribution	Total Salary
Clackamas County	413,000	\$1,147,216	10	\$47.22	6.00%	\$0	6.27%	\$53.01
Deschutes County	182,930	\$486,471	4	\$45.16	6.00%	\$0	3.00%	\$49.22
Jackson County	216,900	\$416,901	5	\$39.66	6.00%	\$0	0.00%	\$42.04
Lane County	No Match	-	-	-	-	-	-	-
Marion County	339,200	\$648,108	8	\$45.78	6.00%	\$0	7.50%	\$51.96
Mean (Excluding Marion County)	270,943	683,529	6.33	\$44.01				\$48.09
Difference from the mean				\$1.77				\$3.87
% Difference from the mean				3.86%				7.44%
<p>NOTES: Unless otherwise indicated, stipends are for technology and FTE is (1). Being an attorney is not a requirement under ORS 051.020. Deschutes County (0.60 FTE) Lane County (0.50 FTE) 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>								

2018 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(k) Contribution	Total Salary
Clackamas County	413,000	\$1,147,216	10	\$47.22	6.00%	\$0	6.27%	\$53.01
Deschutes County	182,930	\$486,471	4	\$45.16	6.00%	\$0	3.00%	\$49.22
Jackson County	216,900	\$416,901	5	\$39.66	6.00%	\$0	0.00%	\$42.04
Lane County	No Match	-	-	-	-	-	-	-
Marion County	339,200	\$648,108	8	\$45.78	6.00%	\$0	7.50%	\$51.96
Mean (Excluding Marion County)	270,943	683,529	6.33	\$44.01				\$48.09
Difference from the mean				\$1.77				\$3.87
% Difference from the mean				3.86%				7.44%
<p>NOTES: Unless otherwise indicated, stipends are for technology and FTE is (1). Being an attorney is not a requirement under ORS 051.020. Deschutes County (0.60 FTE) Lane County (0.50 FTE) 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>								

2018 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(k) Contribution	Total Salary
Clackamas County	413,000	\$69,785,150	524	\$14,460	6.00%	\$0	6.27%	\$16,234
Deschutes County	182,930	\$31,929,129	227.5	\$12,027	6.00%	\$75	3.00%	\$13,184
Jackson County	216,900	\$21,843,667	170.25	\$11,492	6.00%	\$0	0.00%	\$12,182
Lane County	370,600	\$36,580,629	284.75	\$10,881	6.00%	\$615	2.00%	\$12,366
Marion County	339,200	\$41,044,834	353.5	\$12,218	6.00%	\$0	7.50%	\$13,868
Mean (Excluding Marion County)	295,858	\$40,034,644	301.63	\$12,215				\$13,491
Difference from the mean				\$3				\$376
% Difference from the mean				0.03%				2.71%
NOTES: Unless otherwise indicated, stipends are for technology and FTE is (1).								
Lane County Additional 6% DPSST certification pay. (not calculated into total)								

2018 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(k) Contribution	Total Salary
Clackamas County	413,000	\$69,785,150	524	\$14,460	6.00%	\$0	6.27%	\$16,234
Deschutes County	182,930	\$31,929,129	227.5	\$12,027	6.00%	\$75	3.00%	\$13,184
Jackson County	216,900	\$21,843,667	170.25	\$11,492	6.00%	\$0	0.00%	\$12,182
Lane County	370,600	\$36,580,629	284.75	\$10,881	6.00%	\$615	2.00%	\$12,366
Marion County	339,200	\$41,044,834	353.5	\$12,879	6.00%	\$0	7.50%	\$14,618
Mean (Excluding Marion County)	295,858	\$40,034,644	301.63	\$12,215				\$13,491
Difference from the mean				\$664				\$1,126
% Difference from the mean				5.16%				7.71%
NOTES: Unless otherwise indicated, stipends are for technology and FTE is (1). Lane County Additional 6% DPSST certification pay. (not calculated into total)								

2018 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(k) Contribution	Total Salary
Clackamas County	413,000	\$769,472	5	\$9,418	6.00%	\$40	6.27%	\$10,614
Deschutes County	No Match	-	-	-	-	-	-	-
Jackson County	No Match	-	-	-	-	-	-	-
Lane County	No Match	-	-	-	-	-	-	-
Linn County	124,010	\$300,487	2	\$7,784	6.00%	\$30	0.00%	\$8,281
Polk County	81,000	\$215,821	4	\$8,895	6.00%	\$70	0.00%	\$9,499
Marion County	339,200	\$290,455	2.5	\$7,637	6.00%	\$0	7.50%	\$8,668
Mean (Excluding Marion County)	206,003	\$428,593	3.67	\$8,699				\$9,465
Difference from the mean				-\$1,062				-\$797
% Difference from the mean				-13.91%				-9.19%
NOTES: Unless otherwise indicated, stipends are for technology and FTE is (1).								
Deschutes County Treasurer is (.10 FTE) combined with Finance Director. Duties includes 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.								
Polk County Treasurer is (.20 FTE) combined with Finance Director.								

2018 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(k) Contribution	Total Salary
Clackamas County	413,000	\$769,472	5	\$9,418	6.00%	\$40	6.27%	\$10,614
Deschutes County	No Match	-	-	-	-	-	-	-
Jackson County	No Match	-	-	-	-	-	-	-
Lane County	No Match	-	-	-	-	-	-	-
Linn County	124,010	\$300,487	2	\$7,784	6.00%	\$30	0.00%	\$8,281
Polk County	81,000	\$215,821	4	\$8,895	6.00%	\$70	0.00%	\$9,499
Marion County	339,200	\$290,455	2.5	\$8,339	6.00%	\$0	7.50%	\$9,465
Mean (Excluding Marion County)	206,003	\$428,593	3.67	\$8,699				\$9,465
Difference from the mean				-\$360				\$0
% Difference from the mean				-4.32%				0.00%
<p>NOTES: Unless otherwise indicated, stipends are for technology and FTE is (1). Deschutes County Treasurer is (.10 FTE) combined with Finance Director. Duties includes 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. Polk County Treasurer is (.20 FTE) combined with Finance Director.</p>								

**BEFORE THE BOARD OF COMMISSIONERS
FOR MARION COUNTY, OREGON**

In the matter of referring the Marion County)
Compensation Board's Recommendation to)
the Marion County Budget Committee)
for Fiscal Year 2018-19.)

ORDER No. _____

This matter came before the Marion County Board of Commissioners at its regularly scheduled public meeting on Wednesday, May 9, 2018, to consider the Marion County Compensation Board's recommendation for the compensation schedule for the county's elective officers for fiscal year 2018-19.

WHEREAS, in accordance with ORS 204.112 (2) and (3), the Marion County Compensation Board has prepared and approved by majority vote a recommended compensation schedule for the county elective officers and has submitted the recommended compensation schedule to the board of commissioners; and

WHEREAS, the board has authority to refer the compensation board's recommended compensation schedule to the Marion County Budget Committee for its consideration, and pursuant to ORS 204.126 the compensation of elective county officers can only be changed with county budget committee approval; now, therefore,

IT IS HEREBY ORDERED that the Marion County Compensation Board's recommended compensation schedule for the county's elective officers attached as Exhibit A be referred to the Marion County Budget Committee.

Date at Salem, Oregon, this ____ day of _____ 20__.

MARION COUNTY BOARD OF COMMISSIONERS

Chair

Commissioner

Commissioner