

COMPENSATION BOARD FOR ELECTED OFFICIALS

TO: Clackamas County Budget Committee

FROM: Clackamas County Compensation Board for Elected Officials

DATE: March 17, 2022

SUBJECT: Salary Recommendations for Elected Officials FY 22/23

At its March 10, 2022 meeting, the Compensation Board for Elected Officials finalized salary recommendations for all County elected officials: County Assessor, County Clerk, County Commissioner, County District Attorney, Justice of the Peace, County Sheriff, and County Treasurer.

In 2021, the Compensation Board introduced a new three-pronged approach, in which individual recommendations were made when: 1) an elected official is more than 1% below market; 2) an elected official's salary is less than 10% above second-in-command salary; and 3) when a COLA is applied to the Non-Represented employee group. The Compensation Board appreciates the Budget Committee's support of this new approach, and was pleased the committee approved their recommendations.

This year, the Compensation Board members reflected on their process, finding the new approach to be more efficient and transparent. In retrospect, the board agreed to modify the order in which they would apply recommended adjustments. The three-pronged approach now applies the individual elements in the following order, inasmuch as the recommended Cost of Living increase may render the remaining components moot.

1. Recommend an equivalent Cost of Living Adjustment approved for Non-Represented County Employees based on the appropriate CPI-W as a mitigation of compression.
2. For applicable elected official positions, recommend an adjustment where the elected official's salary is less than 10% above second-in-command salary. In recommending this 10% difference, the Compensation Board considers typical compensation practices where managers receive a higher rate of pay than their subordinate employees within the same occupational specialty.
3. Recommend an adjustment where the elected official is more than 1% below market.

The following table summarizes the Compensation Board's recommendations for FY 2022/2023. Due to the significant progress made in 2021, no market adjustments are necessary this year.

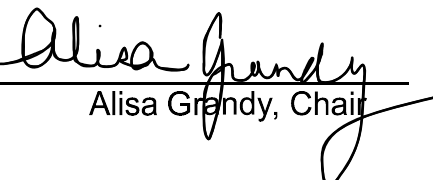
A more detailed narrative on these recommendations can be found on the attached Salary Recommendations document.

Elected Official	Recommendations			Total Recommended Increase
	COLA	Compression Adjustment	Market Adjustment	
Assessor	4.5%	-	-	4.5%
Clerk	4.5%	-	-	4.5%
Commissioners	4.5%	N/A	-	4.5%
District Attorney	11.65%*	-	-	11.65%*
Justice of the Peace	4.5%	-	-	4.5%
Sheriff	4.5%	3.3%	-	7.8%
Treasurer	4.5%	2.4%	-	6.9%

* The State provides the majority of the District Attorney's salary and this recommendation represents the equivalent of an overall increase (i.e., since the desired salary increase is 4.5%, the actual increase to the County-paid portion is 11.65% which represents an overall increase of 4.5% to the District Attorney's salary).

The total fiscal impact of the Compensation Board's recommended increases is \$99,859 which comprises approximately 0.029% of the County's total FY 21/22 personnel services budget of \$339,952,378.

The Compensation Board takes its responsibilities very seriously and is supported by County Human Resources staff who perform the data collection and research for the Compensation Board. Our Salary Recommendation document and Fiscal Impact spreadsheet are attached for your information. We may be contacted if you have questions regarding this information. Heather Pedersen, the County's Compensation Manager, served as staff to our Board and can also provide information. Ms. Pedersen can be reached at (503) 742-5484. The Compensation Board's recommendations will be presented to the Budget Committee at their quarterly meeting on April 20, 2022.


Alisa Grandy, Chair


Melissa Fireside


Colleen Wilson

COMPENSATION BOARD FOR ELECTED OFFICIALS SALARY RECOMMENDATIONS FOR FISCAL YEAR 2022/2023

As set out by Board Order 90-498 and Oregon Revised Statute 204.112, the Compensation Board for Elected Officials convened on February 24, March 10, and March 17, 2022 to consider relevant information and to make recommendations for elected officials' compensation for fiscal year 2022/2023.

In reviewing the compensation of elected officials, the Compensation Board reviewed salary and deferred compensation for all of the Clackamas County comparators (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 similar services. The board also reviews the salaries of those employees who hold a second-in-command role in departments run by an elected official.

The Compensation Board's recommendations shall be forwarded to the Budget Committee as a flat monthly rate, which includes the fiscal impact of the recommendations, if any.

RECOMMENDATIONS

The Compensation Board recommends all elected officials receive a cost-of-living adjustment (COLA) of 4.5% on July 1, 2022 based on CPI-W used for Non-Represented County Employees. For the District Attorney, this cost of living adjustment is to the County's portion of the official's salary which represents the equivalent overall increase, recognizing that the State provides the majority of the District Attorney's salary.

In addition, the Compensation Board recommends the following market and/or compression salary adjustments for elected officials as outlined below.

Assessor

The Compensation Board reviewed the monthly salaries for Assessor in Clark, Deschutes, Lane, Marion and Counties. They also reviewed the comparable positions' responsibilities, personal services budgets, number of direct and indirect reports, the second-in-command's salary range and the incumbent's current salary. As agreed, the Compensation Board reviewed their 2021 decision to remove Multnomah and Washington Counties as matches. Staff provided members with relevant historical information as well as information provided by the County Assessor and Deputy Assessor. The board considered this information and recalled their prior deliberations and rationale for removing the matches, ultimately deciding to uphold their original decision to exclude Multnomah and Washington Counties as matches.

The Compensation Board noted the adjusted salary for Assessor is 7.6% above the adjusted market average. No internal compression with a second-in-command was noted. No individual market adjustment is recommended for Assessor at this time.

The recommended cost-of-living adjustment of 4.5% would increase the Assessor base monthly salary from \$11,616.62 to \$12,139.37 effective July 1, 2022.

Clerk

The Compensation Board reviewed the monthly salaries for Clerk in Deschutes, Lane and Marion Counties. They also reviewed the comparable positions' responsibilities, personal services budgets, number of direct and indirect reports, the second-in-command's salary range and the incumbent's current salary.

The Compensation Board noted the Clerk's adjusted salary is 0.4% below the adjusted market average. No internal compression with a second-in-command was noted. No individual market adjustment is recommended for Clerk at this time.

The recommended cost-of-living adjustment of 4.5% would increase the Clerk base monthly salary from \$9,390.47 to \$9,813.04 effective July 1, 2022.

Commissioner

The Compensation Board reviewed the monthly salaries for Commissioner or comparable positions in Lane, Marion, Multnomah and Washington Counties, City of Portland and Metro. They also reviewed the comparable positions' responsibilities, personal services budgets, and number of direct and indirect reports. The Compensation Board noted the Commissioners' adjusted salary is 0.4% above the adjusted market average. Internal compression with a second-in-command is not considered for Commissioner. No individual market adjustment is recommended for Commissioner at this time.

The recommended cost-of-living adjustment of 4.5% would increase the Commissioner base monthly salary from \$9,545.37 to \$9,974.91 effective July 1, 2022.

As the Board Chair position receives a 2% add-to-pay, the recommended cost-of-living adjustment of 4.5% would increase the Board Chair base monthly salary from \$9,736.27 to \$10,174.40 effective July 1, 2022.

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, personal services budgets, number of direct and indirect reports, the second-in-command's salary range and the incumbent's current salary. The Compensation Board noted the District Attorney's total adjusted salary (State and County) is 12.6% above the adjusted market average. No internal compression with a second-in-command was noted. No individual market adjustment is recommended for District Attorney at this time.

The recommended cost-of-living adjustment of 4.5% would increase the District Attorney base monthly salary from \$7,860.37 to \$8,776.10 effective July 1, 2022, which represents an 11.65% increase to the County-paid portion.

Justice of the Peace

The Compensation Board reviewed the monthly salaries for Justice of the Peace in Deschutes and Washington Counties, and the Oregon Judicial Department (State Circuit Courts) Hearing Referee. The Compensation Board also reviewed the comparable positions' responsibilities, personal services budgets, number of direct and indirect reports, types of cases heard, and the second-in-command's salary range and the incumbent's current salary. The Compensation Board noted the adjusted salary for Justice of the Peace is 0.2% below the adjusted market average. No internal compression with a second-in-command was noted. No individual market adjustment is recommended for Justice of the Peace at this time.

The recommended cost-of-living adjustment of 4.5% would increase the Justice of the Peace base monthly salary from \$9,842.70 to \$10,285.62 effective July 1, 2022.

Sheriff

The Compensation Board reviewed the monthly salaries for Sheriff in Clark, Lane, Marion and Washington Counties. They also reviewed the comparable positions' responsibilities, personal services budgets, number of direct and indirect reports, the second-in-command's salary range and the incumbents' current salaries.

The Compensation Board noted the Sheriff's adjusted salary is 3.3% below the 10% compression threshold in relation to the highest paid Undersheriff. Based on the Compensation Board's philosophy of maintaining a 10% spread between an elected official and the second-in-command, the Compensation Board recommends an increase of 3.3% to the Sheriff salary effective July 1, 2022.

The Compensation Board noted the Sheriff's adjusted salary is 16.5% above the adjusted market average. No individual market adjustment is recommended for Sheriff at this time.

The recommended cost-of-living increase of 4.5% and individual adjustment for compression would increase the Sheriff base monthly salary from \$16,760.47 to \$17,514.69 effective July 1, 2022.

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, personal services budgets, number of direct and indirect reports, size of investment portfolio, the second-in-command's salary range and the incumbent's current salary. The Compensation Board noted the Treasurer's adjusted salary is 2.4% below the 10% compression threshold in relation to the Deputy Treasurer. Based on the Compensation Board's revised philosophy of maintaining a 10% spread between an elected official and the second-in-command, the Compensation Board recommends an increase of 2.4% to the Treasurer salary effective July 1, 2022.

In addition, the board noted the adjusted salary for Treasurer is 2.1% below the adjusted market average; however, the adjustment for compression resolves this market disparity.

The recommended cost-of-living adjustment of 4.5% and individual salary adjustment would increase the Treasurer base monthly salary from \$10,910.21 to \$11,401.17 effective July 1, 2022.

**COMPENSATION BOARD FOR ELECTED OFFICIALS
SALARY ADJUSTMENT RECOMMENDATIONS FOR FY 2022/2023**

		Effective July 1, 2022					TOTAL FISCAL IMPACT** of ALL Recommendations July 1, 2022 - June 30, 2023
ELECTED OFFICIAL	CURRENT MONTHLY SALARY <i>(w/6.27% deferred comp in italics)</i>	RECOMMENDED COST-OF-LIVING ADJUSTMENT	PROPOSED MONTHLY SALARY with COLA	RECOMMENDED COMPRESSION ADJUSTMENT	PROPOSED MONTHLY SALARY with COMPRESSION	RECOMMENDED MARKET ADJUSTMENT	PROPOSED MONTHLY SALARY with Market. Adj.
ASSESSOR Tami Little <i>Annual w/ 6.27% def comp</i>	\$11,616.62 \$12,344.98 \$148,140	4.5%	\$12,139.37 \$12,900.51 \$154,806	0.0%	\$12,139.37 \$12,900.51 \$154,806	0.0%	\$12,139.37 \$12,900.51 \$154,806
CLERK Sherry Hall <i>Annual w/ 6.27% def comp</i>	\$9,390.47 \$9,979.25 \$119,751	4.5%	\$9,813.04 \$10,428.32 \$125,140	0.0%	\$9,813.04 \$10,428.32 \$125,140	0.0%	\$9,813.04 \$10,428.32 \$125,140
COMMISSIONER Tootie Smith- Board Chair* <i>Annual w/ 6.27% def comp</i>	\$9,736.27 \$10,346.73 \$124,161	4.5%	\$10,174.40 \$10,812.34 \$129,748	0.0%	\$10,174.40 \$10,812.34 \$129,748	0.0%	\$10,174.40 \$10,812.34 \$129,748
Paul Savas - Position 2 <i>Annual w/ 6.27% def comp</i>	\$9,545.37 \$10,143.86 \$121,726	4.5%	\$9,974.91 \$10,600.34 \$127,204	0.0%	\$9,974.91 \$10,600.34 \$127,204	0.0%	\$9,974.91 \$10,600.34 \$127,204
Martha Schrader - Position 3 <i>Annual w/ 6.27% def comp</i>	\$9,545.37 \$10,143.86 \$121,726	4.5%	\$9,974.91 \$10,600.34 \$127,204	0.0%	\$9,974.91 \$10,600.34 \$127,204	0.0%	\$9,974.91 \$10,600.34 \$127,204
Mark Shull- Position 4 <i>Annual w/ 6.27% def comp</i>	\$9,545.37 \$10,143.86 \$121,726	4.5%	\$9,974.91 \$10,600.34 \$127,204	0.0%	\$9,974.91 \$10,600.34 \$127,204	0.0%	\$9,974.91 \$10,600.34 \$127,204
Sonya Fischer - Position 5 <i>Annual w/ 6.27% def comp</i>	\$9,545.37 \$10,143.86 \$121,726	4.5%	\$9,974.91 \$10,600.34 \$127,204	0.0%	\$9,974.91 \$10,600.34 \$127,204	0.0%	\$9,974.91 \$10,600.34 \$127,204
DISTRICT ATTORNEY John Wentworth <i>State Compensation</i>	\$7,860.37 \$8,353.22 \$12,181.00 \$20,041.37 \$20,534.22 \$246,411	11.65%	\$8,776.10 \$9,326.36 \$12,181.00 \$20,957.10 \$21,507.36 \$258,088	0.00%	\$8,776.10 \$9,326.36 \$12,181.00 \$20,957.10 \$21,507.36 \$258,088	0.00%	\$8,776.10 \$9,326.36 \$12,181.00 \$20,957.10 \$21,507.36 \$258,088
JUSTICE OF THE PEACE Karen Brisbin <i>Annual w/ 6.27% def comp</i>	\$9,842.70 \$10,459.84 \$125,518	4.5%	\$10,285.62 \$10,930.53 \$131,166	0.0%	\$10,285.62 \$10,930.53 \$131,166	0.0%	\$10,285.62 \$10,930.53 \$131,166
SHERIFF Angela Brandenburg <i>Annual w/ 6.27% def comp</i>	\$16,760.47 \$17,811.35 \$213,736	4.5%	\$17,514.69 \$18,612.86 \$223,354	3.3%	\$18,092.68 \$19,227.09 \$230,725	0.0%	\$17,514.69 \$18,612.86 \$223,354
TREASURER Brian Nava <i>Annual w/ 6.27% def comp</i>	\$10,910.21 \$11,594.28 \$139,131	4.5%	\$11,401.17 \$12,116.02 \$145,392	2.4%	\$11,674.80 \$12,406.81 \$148,882	0.0%	\$11,401.17 \$12,116.02 \$145,392
							\$13,107.56
							\$8,364.52

* Compensation of Board Chair position includes a 2.0% add-to-pay approved by Budget Committee effective July 1, 2013.

** Total Fiscal Impact includes PERS, benefits and Employer Taxes

Represents 0.029% of the County's total
FY 21/22 personal services budget.

Compensation Board for Elected Officials **History of Compensation Board Recommendations and Budget Committee Approvals**

ELECTED OFFICIAL	7/1/2012		7/1/2013		7/1/2014		7/1/2015		7/1/2016		7/1/2017		7/1/2018		7/1/2019		7/1/2020		7/1/2021	
	CB Rec	BC Appr	CB Rec	BC Appr	CB Rec	BC Appr	CB Rec	BC Appr	CB Rec	BC Appr	CB Rec	BC Appr	CB Rec	BC Appr	CB Rec	BC Appr	CB Rec	BC Appr	CB Rec	BC Appr
ASSESSOR Monthly Salary General/COLA increases Adjustment	8091.66 3.0% 1.6%	7730.76 0.0% 0.0%	8279.64 2.0% 5.0%	8279.64 2.0% 5.0%	8503.19 2.7% -	8503.19 2.7% -	8855.39 2.1% 2.0%	8855.39 2.1% 2.0%	9213.15 2.0% 2.0%	9032.50 - 2.0%	9393.80 - 4.0%	9393.80 - 4.0%	9675.61 - 3.0%	9675.61 - 3.0%	10546.41 - 9.0%	10546.41 - 9.0%	11200.29 - 6.2%	10546.41 - 0.0%	10736.25 1.8% -	11616.62 1.8% 8.2%
CLERK Monthly Salary General/COLA increases Adjustment	7427.09 3.0% -	7281.46 0.0% -	7427.09 2.0% -	7427.09 2.0% -	7627.62 2.7% -	7627.62 2.7% -	8021.43 2.1% 3.0%	8021.43 2.1% 3.0%	8247.31 2.0% 0.8%	8085.60 - 0.8%	8085.60 - -	8085.60 - -	8457.55 - 4.6%	8457.55 - 4.6%	8685.9 - 2.7%	8685.9 - 2.7%	9137.57 - 5.2%	8885.9 - 0.0%	9390.47 1.8% 6.2%	9390.47 1.8% 6.2%
COMMISSIONER Monthly Salary General/COLA increases Adjustment	7011.93 3.0% 1.5%	6738.82 0.0% 0.0%	7011.07 2.0% 2.0%	7011.07 2.0% 2.0%	7308.37 2.7% 1.5%	7200.37 2.7% 0%	7461.85 2.1% 1.5%	7461.85 2.1% 1.5%	7611.09 2.0% -	7461.85 - -	7905.83 - 5.95%	7905.83 - 5.95%	8411.80 - 6.40%	8411.80 - 6.40%	8706.21 - 5.50%	8706.21 - 3.50%	8932.57 - 2.60%	8706.21 - 0.00%	9545.37 1.8% 7.70%	9545.37 1.8% 7.70%
COMMISSIONER - CHAIR Monthly Salary General/COLA increases Adjustment Add-to-Pay	7327.07 3.0% 1.5% 2.0%	6738.82 0.0% 0.0% 0.0%	7151.29 2.0% 2.0% 2.0%	7151.29 2.0% 2.0% 2.0%	7454.54 2.7% 1.5% Included in Salary	7344.37 2.7% 0% Included in Salary	7611.08 2.1% 1.5% Included in Salary	7611.08 2.1% 1.5% Included in Salary	7763.30 2.0% - Included in Salary	7611.08 - - Included in Salary	8063.94 - 5.95% Included in Salary	8063.94 - 5.95% Included in Salary	8580.33 - 6.40% Included in Salary	8580.33 - 6.40% Included in Salary	8880.33 - 5.50% Included in Salary	8880.33 - 3.50% Included in Salary	9111.22 - 2.60% Included in Salary	8880.33 - 0.00% Included in Salary	9736.27 1.8% 7.70% Included in Salary	9736.27 1.8% 7.70% Included in Salary
DISTRICT ATTORNEY Monthly Salary General/COLA increases Adjustment	3120.04 3.0% -	3028.58 0.0% -	3263.60 7.76% -	3263.60 7.76% -	3616.07 10.80% -	3616.07 10.80% -	3898.12 7.80% -	3898.12 7.80% -	4174.89 7.1% -	3898.12 - -	3898.12 - -	3898.12 - -	4463.35 - 14.5%	4463.35 - 14.5%	4928.88 10.4% *Represents a 3% overall increase.	4928.88 - 10.4%	5707.15 15.8% *Represents a 4.8% overall increase.	4928.88 - 0.0%	7860.37 6.25% 50.09% *Represents a 14.8% overall increase.	7860.37 6.25% 50.09% *Represents a 14.8% overall increase.
JUSTICE OF THE PEACE Monthly Salary General/COLA increases Adjustment	7578.42 3.0% -	7356.26 0.0% -	7653.45 2.0% -	7653.45 2.0% -	7860.09 2.7% -	7860.09 2.7% -	8185.65 2.1% 2.0%	8185.65 2.1% 2.0%	8349.36 2.0% -	8185.65 - -	8185.65 - -	8185.65 - -	8414.85 - 2.8%	8414.85 - 2.8%	8414.85 0.0% 0.0%	8414.85 - 0.0%	9231.09 - 9.7%	8414.85 - 0.0%	9842.70 1.8% 14.9%	9842.70 1.8% 14.9%
SHERIFF Monthly Salary General/COLA increases Adjustment	11146 3.0% -	*10819 0.0% -	12012 2.0% -	*12012 2.0% -	13030.46 2.7% -	*13467.99 2.7% -	13750.82 2.1% -	*13884.97 2.1% -	14162.66 2.0% -	*14148.75 1.8% -	14148.75 - 2.2%	*14,459.99 2.2% -	14460.00 - -	*14864.85 2.8% -	14864.85 - 0.0%	*14864.85 - 0.0%	14864.85 - 0.0%	*14967.38 - 0.0%	16760.47 1.8% 10.0%	*16760.47 1.8% 10.0%
TREASURER Monthly Salary General/COLA increases Adjustment	8128.77 3.0% 3.2%	7645.81 0.0% 0.0%	8110.68 2.0% 4.0%	8110.68 2.0% 4.0%	8746.15 2.7% 5.0%	8746.15 2.7% 5.0%	9197.71 2.1% 3.0%	9197.71 2.1% 3.0%	9381.66 2.0% -	9197.71 - -	9418.46 - 2.4%	9418.46 - -	9606.83 - 2.0%	9606.83 - 2.0%	10384.98 - 8.1%	10384.98 - 8.1%	10665.37 - 2.7%	10384.98 - 0.0%	10910.21 1.8% 3.2%	10910.21 1.8% 3.2%

*Sheriff salary increased to comply with ORS/CB Practice.

Compensation Board for Elected Officials

History of Compensation Board Recommendations and Budget Committee Approvals

- 7/1/2021: The Compensation Board had a three-pronged approach: to recommend adjustments where the elected official is more than 1% below market; for applicable elected official positions, recommend adjustments where elected official's salary is less than 10% above second -in-command's salary, recommend a 1.8% cost-of-living adjustment based on CPL-W used for non-represented county employees and in anticipation for the COLA increase on 7/1/2021. On May 25, 2021 the County Administrator, acting as the County's Budget Officer, recommended an additional 8.2% increase to the Assessor's salary. This addition was based on market placement which included Multnomah and Washington Counties - matches that were removed by the CB for FY 21/22.
- 7/1/2020: The Compensation Board recommended increases for all elected officials except the Sheriff who is 13.2% above the market average. The BC deferred approval of the recommended increases and asked to revisit the topic at a later budget meeting. The CB's recommendations were presented to the BC in a policy session in January 2021 and the BC voted not to approve increases for any elected official position for FY 20/21. Sheriff's salary increased to comply with ORS/CB practice due to Undersheriff Merit on 1/1/21.
- 7/1/2019: The Compensation Board recommended increases for individual elected officials, including Assessor, Clerk, Commissioner, District Attorney, and Treasurer. The BC approved all recommendations, with the exception of the Commissioners. For Commissioners, the BC approved a 3.5% increase (equivalent to the Non-Rep COLA) rather than the recommended 5.5%. The Sheriff's salary did not increase as there was no internal compression and is 16.5% above the adjusted market average.
- 7/1/2018: The Compensation Board recommended increases for individual elected officials, including Assessor, Clerk, Commissioner, District Attorney, Justice of the Peace, and Treasurer. The BC approved all recommendations. Sheriff's salary increased to comply with ORS/CB practice due to Undersheriff COLA on 7/1/18.
- 7/1/2017: The Compensation Board recommended increases for individual elected officials, including Assessor, Commissioner and Treasurer. The BC approved all recommendations. Sheriff's salary increased to comply with ORS/CB practice due to Undersheriff COLA on 7/1/17.
- 7/1/2016: The Compensation Board recommended all elected officials receive a cost-of-living adjustment of 2.0% effective July 1, 2016. Individual market adjustments were recommended for the Assessor and Clerk, effective 7/1/16. BC only approved the individual adjustments for the Assessor and Clerk. Sheriff's salary increased to comply with ORS/CB practice.
- 7/1/2015: The Compensation Board recommended all elected officials receive a cost-of-living adjustment of 2.1% effective July 1, 2015. Individual market adjustments were recommended for all elected positions, except District Attorney and Sheriff, effective 7/1/15. BC approved all recommendations. Sheriff's salary increased to comply with ORS/CB practice. Undersheriff received longevity increase on 6/9/15.
- 7/1/2014: The Compensation Board recommended all elected officials receive a cost-of-living adjustment of 2.7% effective July 1, 2014. It was also recommended that the Treasurer position receive an individual market adjustment of 5.0% effective July 1, 2014 and the Commissioners receive an individual market adjustment of 1.5%. BC approved all recommendations except the individual adjustment for the Commissioners. Sheriff's salary increased to comply with ORS/CB practice. Undersheriff received increase on 12/1/14.
- 7/1/2013: The Compensation Board recommended all elected officials receive a cost-of-living adjustment of 2% and individual market adjustments as noted effective July 1, 2013. BC approved all recommendations. Sheriff's salary increased to comply with ORS/CB practice. Undersheriff received increase on 12/1/13.
- 7/1/2012: Additional market adjustment recommendation was made for the Assessor, Commissioners, Chair, and Treasurer effective 1/1/12. BC did not approve increases. Sheriff salary increased to comply with ORS/CB practice. Undersheriff received COLA on 7/1/12 & 12/1/12.

COMPENSATION BOARD FOR ELECTED OFFICIALS

FY 2022/2023 Budget Presentation

Compensation Board for Elected Officials

Alisa Grandy, Chair

Colleen Wilson

Melissa Fireside

Staff Liaison – Heather Pedersen, Classification & Compensation Manager
Staff Support – Nina Smith, HR Analyst, Senior and Erin Braman, HR Specialist

ROLE: Compensation Board for Elected Officials

To Annually Recommend a Compensation Schedule for Elected Officials as Guided by Oregon Revised Statute 204.112:

- Review compensation of comparable positions within labor market.
- Consider various factors, including internal alignment with second-in-command staff.
- Prepare and submit recommendations to County Budget Committee for review and approval.

Clackamas County Elected Officials

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

METHODOLOGY:

Compensation Board for Elected Officials

In 2021, the Compensation Board introduced a new three-pronged approach in forming their recommendations. This year the board used the same approach, developing recommendations in the following order:

- Recommend an equivalent Cost of Living Adjustment approved for Non-Represented County Employees to mitigate compression.
- Recommend an adjustment where an elected official's salary is less than 10% above second-in-command salary.
- Recommend an adjustment where the elected official is more than 1% below market.

FY 2022-23 Recommendations

• <u>County Assessor</u> - 4.5% Cost-of-Living Increase	\$9,254
• <u>County Clerk</u> - 4.5% Cost-of-Living Increase	\$7,481
• <u>County Commissioners</u> - 4.5% Cost-of-Living Increase	\$37,600
• <u>District Attorney</u> - 11.65%* Cost-of-Living Increase	\$16,211
* This increase represents a 4.5% overall increase to the District Attorney's total salary.	
• <u>Justice of the Peace</u> - 4.5% Cost-of-Living Increase	\$7,841
• <u>County Sheriff</u> - 4.5% Cost-of-Living + 3.3% Salary Increase	\$13,108
• <u>County Treasurer</u> - 4.5% Cost-of-Living + 2.4% Salary Increase	\$8,365

TOTAL FISCAL IMPACT FY 2022-2023 \$99,859**

**Total budget impact including roll-up costs.

QUESTIONS?
