

COMPENSATION BOARD FOR ELECTED OFFICIALS

TO: Clackamas County Budget Committee

FROM: Clackamas County Compensation Board for Elected Officials

DATE: March 12, 2025

SUBJECT: Salary Recommendations for Elected Officials FY 25/26

At its March 12, 2025 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.

The Compensation Board recognizes it is the Budget Committee's responsibility to balance all budget requests and provide for a budget in which expenses do not exceed revenues. It is the Compensation Board's responsibility to evaluate and recommend salary adjustments for the County's elected officials in order to maintain competitive wages within the marketplace while considering internal equity.

This year the Compensation Board heard from multiple elected officials who explained their roles and responsibilities and provided thoughtful feedback regarding the analysis of market comparables and the current salary placement in relation to appointed County department directors. Of significant note, the current Justice of the Peace will be retiring at the end of 2025. This will require a mid-term replacement via appointment by the Governor and complying with specific position requirements that will greatly limit the pool of qualified applicants. The Compensation Board, along with the current Justice of the Peace, would like to place Clackamas County in a position for excellence in recruiting the new Justice of the Peace.

The Compensation Board evaluated their three-pronged formula and concluded it did not address a salary alignment among elected officials who act as the head of a department with their counterpart appointed County department directors. The Compensation Board judiciously broadened the consideration for comparators to include this consideration utilizing NRP 38.

The Compensation Board reviewed and expanded the three-pronged formula to include:

- 1) Applying the Cost-of-Living Adjustment (COLA) approved for Non-Represented County Employees to maintain internal equity, 2) Evaluating compression between applicable elected official positions and their second-in-command where the salary spread is less than 10%, and 3) Making comparator adjustments (external and internal) where the elected officials adjusted pay rate including deferred compensation remains more than 1% below market comparators and where the elected official position remains below the minimum of salary range NRP 38, following adjustments outlined in prongs 1 and 2.

The Compensation Board noted that the internal consideration of Department Director compensation is not unique to Clackamas County as other jurisdictions apply this compensation philosophy. They also noted that this broadened approach addresses feedback shared over the years by various elected officials to the Compensation Board. Adjusted pay rates reflect base pay with County paid deferred compensation.

The Compensation Board continues to consider 10% to reflect the minimum appropriate salary spread between an Elected Official and their second-in-command based upon the Compensation Board's expertise, professional compensation guidelines, and alignment with Clackamas County's SPIRIT values.

The Compensation Board recommends the following adjustments as outlined in the table below and as detailed in the narrative on the attached Salary Recommendations document.

| Recommendations | | | | | |
|----------------------------|--------|------------------------|-------------|---------------------------------|----------------------------|
| Elected Official | COLA | Compression Adjustment | Adjustments | Market and Internal Adjustments | Total Recommended Increase |
| Assessor | 2.8% | - | | - | 2.8% |
| Clerk | 2.8% | - | | 11.3% | 14.41% |
| Commissioner | 2.8% | N/A | | N/A | 2.8% |
| Commissioner – Board Chair | | | 1.0%* | | 3.8%* |
| District Attorney | 2.8%** | - | | - | 2.8%** |
| Justice of the Peace | 2.8% | - | | 6.18% | 9.15% |
| Sheriff | 2.8% | 2.0% | | - | 4.8% |
| Treasurer | 2.8% | - | | - | 2.8% |

* The Board Chair position receives an add-to-pay of 2% on the Commissioner salary. The Compensation Board recommended a 1% increase, from 2% to 3%, to this add-to-pay last year that was not approved. The Compensation Board feels strongly and again recommends this modest 1% increase.

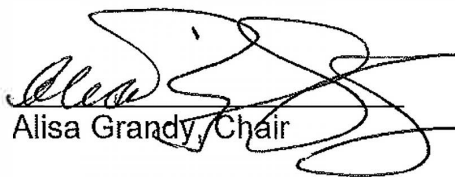
year that was not approved. The Compensation Board feels strongly and again recommends this modest 1% increase.

** The COLA recommendation for District Attorney is applied to the County paid supplemental salary only.

The estimated fiscal impact of the Compensation Board's recommended increases is \$78,901 which comprises approximately 0.019% of the County's total FY 24/25 personnel services budget of \$408,811,007.

The Compensation Board takes its responsibilities very seriously and is supported by County Human Resources professionals who perform the data collection and research for the Compensation Board. Our Salary Recommendation document and Fiscal Impact spreadsheet are attached for your information. The Compensation Board for Elected Official's recommendations will be presented to the Budget Committee at their meeting on April 29, 2025.

We may be contacted if you have questions regarding this information. Nina M. Smith, the County's Interim Compensation Manager, served as liaison to our Board. Ms. Smith can be reached at (503) 742-5459.



Alisa Grandy, Chair



Kevin Aguilar



Aimee Smith

COMPENSATION BOARD FOR ELECTED OFFICIALS SALARY RECOMMENDATIONS FOR FISCAL YEAR 2025/2026

As set out by Board Order 90-498 and Oregon Revised Statute 204.112, the Compensation Board for Elected Officials convened on February 19, February 27, March 6, and March 12, 2025 to consider relevant information and to make recommendations for elected officials' compensation for fiscal year 25/26.

In reviewing the compensation of elected officials, the Compensation Board reviewed salary and deferred compensation for all the Clackamas County comparators (Clark, Deschutes, Lane, Marion, Multnomah and Washington Counties, Cities of Portland and Vancouver, and Metro). The Compensation Board compared positions with similar responsibilities and accountabilities among comparable jurisdictions that provide similar services. The Board considered the salaries of those employees who hold a second-in-command role in departments run by an elected official. The Board also reviewed the salaries of those classifications with incumbents who hold County appointed department director roles for County departments.

The Compensation Board's recommendations shall be forwarded to the Budget Committee as a single base monthly rate, along with the fiscal impact of those recommendations, if any.

RECOMMENDATIONS

The following recommendations are based on a three-pronged formula:

- 1) Applying the Cost-of-Living Adjustment (COLA) approved for Non-Represented County Employees to maintain internal equity,
- 2) Evaluating compression between applicable elected official positions and their second-in-command where the salary spread is less than 10%, and
- 3) Making comparator adjustments (external and internal) where the elected officials adjusted pay rate including deferred compensation remains more than 1% below market comparators and where the elected official position remains below the minimum of salary range NRP 38, following adjustments outlined in prongs 1 and 2.

The Compensation Board recommends the following adjustments which include a Cost-of-Living Adjustment (COLA) of 2.8% on July 1, 2025 for all Elected Officials. This is based on the COLA currently approved for Non-Represented County Employees.

In addition, the Compensation Board recommends the following salary adjustments for elected officials as outlined below.

Assessor

The Compensation Board reviewed the monthly salaries for Assessor in Clark, Deschutes, Lane, and Marion Counties. The Board also reviewed the

comparable positions' responsibilities, number of property accounts, personnel services budgets, number of direct and indirect reports, the second-in-command's salary range and the incumbent's current salary. The Board also reviewed County department directors' pay rates and salary ranges.

- The recommended Cost-of-Living Adjustment (COLA) of 2.8% would increase the Assessor adjusted monthly salary from \$14,033.75 to \$14,426.70 effective July 1, 2025.
- The Compensation Board noted no internal compression with a second-in-command.
- The Compensation Board noted the adjusted salary for Assessor is above the adjusted market average (5.7%) and above the minimum of NRP 38. No individual market and internal adjustments are recommended at this time.

Clerk

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

- The recommended Cost-of-Living Adjustment (COLA) of 2.8% would increase the Clerk recommended adjusted monthly salary from \$11,344.40 to \$11,661.63 effective July 1, 2025.
- The Compensation Board noted no internal compression with a second-in-command.
- The Compensation Board noted the Clerk's adjusted salary is 7.8% below the adjusted market average and below the minimum of NRP 38. After applying the COLA adjustment, the salary remains 4.9% below the adjusted market average. Raising the adjusted pay rate to the market results in an adjustment from \$11,661.63 to \$12,233.05. A further adjustment is recommended to align the Clerk adjusted pay rate to the minimum of NRP 38 from \$12,233.05 to \$13,006.74 on July 1, 2025.

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. The Board also reviewed the comparable positions' responsibilities, personnel services budgets, and number of direct and indirect reports.

- The recommended Cost-of-Living Adjustment (COLA) of 2.8% would increase the Commissioner adjusted monthly salary from \$11,531.53 to \$11,854.41 effective July 1, 2025.
- Internal compression with a second-in-command is not considered for Commissioner.
- The Compensation Board noted the adjusted salary for Commissioner is below the adjusted market average (2.9%) before considering the outlined formula. However, considering the application of COLA, no individual market and internal adjustments are recommended for Commissioner at this time.
- Alignment with a County appointed department directors' salary range is not considered for Commissioner.

Commissioner, Chair: The Compensation Board also reviewed the add-to-pay applied to the Board Chair position. The current add-to-pay of 2% has been in place since 2013. In consideration of the additional responsibilities and visibility associated with the Board Chair position, the Compensation Board recommends a modest 1.0% increase in the add-to-pay, from 2% to 3%. This increase was recommended last year but was not approved. The recommended Cost-of-Living Adjustment (COLA) of 2.8% would increase the Board Chair adjusted monthly salary from \$11,762.15 to \$12,091.50 effective July 1, 2025. The additional 1.0% for a total of 3% add-to-pay for the Board Chair position would increase the Board Chair adjusted monthly salary from \$12,091.50 to \$12,212.41 effective July 1, 2025.

District Attorney

The Compensation Board reviewed the monthly salaries for District Attorney in Clark, Deschutes, Lane, Marion and Washington Counties. The Board also reviewed the comparable positions' responsibilities, personnel services budgets, number of direct and indirect reports, the second-in-command's salary range and the incumbent's current salary. The Board also reviewed County department directors' pay rates and salary ranges.

- The recommended cost-of-living adjustment of 2.8% will be applied to the County paid supplemental salary only and would increase the District Attorney adjusted monthly salary from \$10,786.42 to \$11,088.44 effective July 1, 2025.
- The Compensation Board noted no internal compression with a second-in-command.

- The Board noted the District Attorney's total adjusted salary (State and County) is above the adjusted market average (14.3%) and above the minimum of NRP 38, and no individual market and internal adjustments are recommended at this time.

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 Court) Hearings Referee. The Board also reviewed the comparable positions' responsibilities, personnel 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 Board also reviewed County department directors' pay rates and salary ranges.

- The recommended Cost-of-Living Adjustment (COLA) of 2.8% would increase the Justice of the Peace recommended adjusted monthly salary from \$11,890.72 to \$12,223.66 effective July 1, 2025.
- The Compensation Board noted no internal compression with a second-in-command.
- The Compensation Board noted the Justice of Peace's adjusted salary is 4.5% below the adjusted market average and below the minimum of NRP 38. After applying the COLA adjustment, the salary remains 1.7% below the adjusted market average. Raising the adjusted pay rate to the market results in an adjustment from \$12,223.66 to \$12,431.46. A further adjustment is recommended to align the Justice of Peace adjusted pay rate to the minimum of NRP 38 from the \$12,431.46 to \$13,006.74 on July 1, 2025.

Sheriff

The Compensation Board reviewed the monthly salaries for Sheriff in Lane, Marion and Washington Counties. The Board also reviewed the comparable positions' responsibilities, personnel services budgets, number of direct and indirect reports, the second-in-command's salary range and the incumbents' current salaries. The Board also reviewed County department directors' pay rates and salary ranges.

- The recommended cost-of-living increase of 2.8% would increase the Sheriff adjusted monthly salary from \$20,247.91 to \$20,814.85 effective July 1, 2025.
- Based on the Board's philosophy to maintain a 10% spread between an elected official and the second-in-command, the Compensation Board

recommends an increase of 2.0% to the Sheriff salary effective July 1, 2025. This would increase the Sheriff recommended adjusted monthly salary from \$20,814.85 to \$21,231.15 effective July 1, 2025.

- The Compensation Board noted the Sheriff's adjusted salary is above the adjusted market average (12.6%) and above the minimum of NRP 38, and no individual market and internal adjustments are recommended at this time.

Treasurer

The Compensation Board reviewed the monthly salaries for Treasurer in Marion County, City of Portland and City of Vancouver. The Board also reviewed the comparable positions' responsibilities, personnel 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 Board also reviewed County department directors' pay rates and salary ranges.

- The recommended Cost-of-Living Adjustment (COLA) of 2.8% would increase the Clerk recommended adjusted monthly salary from \$13,457.14 to \$13,833.94 effective July 1, 2025.
- The Compensation Board noted no internal compression with a second-in-command.
- The Compensation Board noted the Treasurer's adjusted salary is above the adjusted market average (0.2%) and above the minimum of NRP 38, and no individual market and internal adjustments are recommended at this time.

| COMPENSATION BOARD FOR ELECTED OFFICIALS SALARY ADJUSTMENT RECOMMENDATIONS FOR FY 2025/26 | | | | | | | | | | | |
|--|---|---------------------------------------|-----------------------------------|------------------------------------|--|-------------------------------|---|--|--|---|--|
| ELECTED OFFICIAL | CURRENT MONTHLY SALARY | Effective July 1, 2025 | | | | | | | | ESTIMATED FISCAL IMPACT | ESTIMATED TOTAL FISCAL IMPACT*** |
| | (ADJUSTED w/6.27% deferred comp in italics) | RECOMMENDED COST-OF-LIVING ADJUSTMENT | PROPOSED MONTHLY SALARY with COLA | RECOMMENDED COMPRESSION ADJUSTMENT | PROPOSED MONTHLY SALARY with COMPRESSION ADJ | RECOMMENDED MARKET ADJUSTMENT | PROPOSED MONTHLY SALARY with MARKET ADJ | RECOMMENDED INCREASE TO MIN OF NRP 38 ADJUSTMENT | PROPOSED MONTHLY SALARY with INCREASE TO MIN OF NRP 38 | of ALL Recommendations July 1, 2025 - June 30, 2026 | ** Total Fiscal Impact includes PERS, benefits and Employer Taxes - Provided to Budget Committee; final numbers provided by Budget |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| ASSESSOR | \$13,206 | 2.8% | \$13,576 | 0.0% | - | 0.0% | - | 0.0% | - | COLA: \$4,715 | COLA: \$6,527 |
| Bronson Rueda | \$14,034 | | \$14,427 | | | | | | | | |
| Annual w/ 6.27% def comp | \$168,405 | | \$173,120 | | | | | | | \$4,715 | \$6,527 |
| CLERK | \$10,675 | 2.8% | \$10,974 | 0.0% | - | 4.9% | \$11,511 | 6.3% | \$12,239 | COLA: \$3,807 | COLA: \$5,276 |
| Catherine McMullen | \$11,344 | | \$11,662 | | | | \$12,233 | | \$13,007 | MARKET: \$6,857 | MARKET: \$9,512 |
| Annual w/ 6.27% def comp | \$136,133 | | \$139,940 | | | | \$146,797 | | \$156,081 | NRP 38 INCREASE: \$9,284 | NRP 38 INCREASE: \$12,359 |
| COMMISSIONER | | | | | | | | | | \$19,948 | \$27,147 |
| Craig Roberts - Board Chair* | \$11,068 | 2.8% | \$11,378 | n/a | | 1.0% | \$11,492 | N/A | | COLA: \$3,952 | COLA: \$5,629 |
| | \$11,762 | | \$12,091 | | | | \$12,212 | | | MARKET: \$1,451 | MARKET: \$2,066 |
| Annual w/ 6.27% def comp | \$141,146 | | \$145,098 | | | | \$146,549 | | | \$5,403 | \$7,695 |
| Paul Savas - Position 2 | \$10,851 | 2.8% | \$11,155 | n/a | | 0.0% | - | N/A | | COLA: \$3,875 | COLA: \$5,402 |
| | \$11,532 | | \$11,854 | | | | | | | | |
| Annual w/ 6.27% def comp | \$138,378 | | \$142,253 | | | | | | | \$3,875 | \$5,402 |
| Martha Schrader - Position 3 | \$10,851 | 2.8% | \$11,155 | n/a | | 0.0% | - | N/A | | COLA: \$3,875 | COLA: \$5,402 |
| | \$11,532 | | \$11,854 | | | | | | | | |
| Annual w/ 6.27% def comp | \$138,378 | | \$142,253 | | | | | | | \$3,875 | \$5,402 |
| Vacant- Position 4 | \$10,851 | 2.8% | \$11,155 | n/a | | 0.0% | - | N/A | | COLA: \$3,875 | COLA: \$5,402 |
| | \$11,532 | | \$11,854 | | | | | | | | |
| Annual w/ 6.27% def comp | \$138,378 | | \$142,253 | | | | | | | \$3,875 | \$5,402 |
| Ben West - Position 5 | \$10,851 | 2.8% | \$11,155 | n/a | | 0.0% | - | N/A | | COLA: \$3,875 | COLA: \$5,402 |
| | \$11,532 | | \$11,854 | | | | | | | | |
| Annual w/ 6.27% def comp | \$138,378 | | \$142,253 | | | | | | | \$3,875 | \$5,402 |
| DISTRICT ATTORNEY | \$10,150 | 2.8% | \$10,434 | 0.0% | - | 0.0% | - | 0.0% | - | COLA: \$3,624 | COLA: \$5,013 |
| John Wentworth | \$10,786 | | \$11,088 | | | | | | | | |
| State Compensation | \$14,608 | | \$14,608 | | | | | | | | |
| | \$24,758 | | \$25,042 | | | | | | | | |
| | \$25,394 | | \$25,696 | | | | | | | | |
| Annual w/ 6.27% def comp | \$304,733 | | \$308,357 | | | | | | | \$3,624 | \$5,013 |
| JUSTICE OF THE PEACE | \$11,189 | 2.8% | \$11,502 | 0.0% | - | 1.7% | \$11,698 | 4.6% | \$12,239 | COLA: \$3,995 | COLA: \$5,690 |
| Karen Brisbin | \$11,891 | | \$12,224 | | | | \$12,431 | | \$13,007 | MARKET: \$2,494 | MARKET: \$3,557 |
| Annual w/ 6.27% def comp | \$142,689 | | \$146,684 | | | | \$149,178 | | \$156,081 | NRP 38 INCREASE: \$6,903 | NRP 38 INCREASE: \$9,709 |
| | | | | | | | | | | \$13,392 | \$18,956 |
| SHERIFF | \$19,053 | 2.8% | \$19,587 | 2.0% | \$19,978 | 0.0% | - | 0.0% | - | COLA: \$6,803 | COLA: \$9,523 |
| Angela Brandenburg | \$20,248 | | \$20,815 | | \$21,231 | | | | | COMPRESSION: \$4,996 | COMPRESSION: \$6,994 |
| Annual w/ 6.27% def comp | \$242,975 | | \$249,778 | | \$254,774 | | | | | \$11,799 | \$16,517 |
| TREASURER | \$12,663 | 2.8% | \$13,018 | 0.0% | - | 0.0% | - | 0.0% | - | COLA: \$4,522 | |
| Brian Nava | \$13,457 | | \$13,834 | | | | | | | | |
| Annual w/ 6.27% def comp | \$161,486 | | \$166,007 | | | | | | | \$4,522 | \$6,259 |
| * The Board Chair position currently includes a 2.0% add-to-pay. A 1% increase to this amount is noted under Market Recommended Adjustment | | | | | | | | | | BUDGET IMPACT OF RECOMMENDATION (COLA): | \$46,916 |
| | | | | | | | | | | BUDGET IMPACT OF RECOMMENDATION (COMPRESSION): | \$4,996 |
| | | | | | | | | | | BUDGET IMPACT OF RECOMMENDATION (MARKET): | \$10,802 |
| | | | | | | | | | | BUDGET IMPACT OF RECOMMENDATION (MIN of NRP 38): | \$16,187 |
| | | | | | | | | | | TOTAL FISCAL IMPACT (ALL): | \$78,901 |
| | | | | | | | | | | | \$109,722 |
| | | | | | | | | | | Represents 0.019% of the County's total FY 24/25 personal services budget | Represents 0.027% of the County's total FY 24/25 personal services budget |

COMPENSATION BOARD FOR ELECTED OFFICIALS

FY 2025/2026 Budget Presentation

Compensation Board for Elected Officials

Alisa Grandy, Chair

Kevin Aguilar

Aimee Smith

Staff Liaison – Nina M. Smith, Interim Classification & Compensation Manager
Staff Support – Danielle Misché and Erin Braman, Classification & Compensation Team

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 and other appointed employees who serve in positions with comparable responsibility.
- 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

The Compensation Board's Methodology for Determining Recommendation:

- Recommend an equivalent Cost of Living Adjustment approved for Non-Represented County Employees.
- 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's adjusted base pay rate is below market average, or the adjusted base pay rate is below the minimum of salary grade NRP 38.

FY 2025-26 Recommendations

| | |
|--|----------|
| • <u>County Assessor</u> - 2.8% Cost-of-Living Increase | \$4,715 |
| • <u>County Clerk</u> - 2.8% Cost-of-Living Increase | \$3,807 |
| • Increase of 4.9% based on market | \$6,857 |
| • Increase of 6.3% to min of NRP 38 | \$9,284 |
| • <u>County Commissioners</u> - 2.8% Cost-of-Living Increase | \$19,452 |
| • Board Chair Add-to-Pay - 1% Increase* | \$1,451 |
| • <u>District Attorney</u> – 2.8% Cost-of-Living Increase | \$3,624 |
| • <u>Justice of the Peace</u> - 2.8% Cost-of-Living Increase | \$3,995 |
| • Increase of 1.7% based on market | \$2,494 |
| • Increase of 4.6% to min of NRP 38 | \$6,903 |
| • <u>County Sheriff</u> - 2.8% Cost-of-Living | \$6,803 |
| • Increase of 2% based on compression | \$4,996 |
| • <u>County Treasurer</u> - 2.8% Cost-of-Living | \$4,522 |

FISCAL IMPACT OF RECOMMENDATIONS FY 2025-2026 **\$78,901**

TOTAL FISCAL IMPACT FY 2025-2026 **\$ 109,722****

* The Board Chair position currently receives a 2.0% add-to-pay. A 1% increase to this amount is recommended.

**Total budget impact including PERS, benefits, and employer taxes

QUESTIONS?
