

PASSED

IN THE BOARD OF COUNTY COMMISSIONERS
OF LANE COUNTY, OREGON

ORDER NO. 02-6-19-1) IN THE MATTER OF ADJUSTING THE
SALARIES OF ELECTED OFFICIALS

WHEREAS, the duly convened Lane County Elected Officials Compensation Board met on May 23, 2002 and recommended a compensation schedule for elected officials to the Budget Committee; and met again on June 6, 2002 and made a recommendation regarding the District Attorney's health insurance benefits; and

WHEREAS, the duly convened Lane County Budget Committee met on May 30, 2002 and reviewed the recommendation of the Elected Officials Compensation Board; and

WHEREAS, the Lane County Budget Committee has now recommended to the Board a compensation schedule for the elected officials; and

WHEREAS, the Board of Commissioners has now duly considered the recommendations of the Elected Officials Compensation Board and the Budget Committee, now therefore, it is hereby

ORDERED that salary increases for elected officials be adopted as follows:

1. Board of County Commissioners: Increase base salary to \$70,000, effective January 1, 2003. The base salary shall be increased by any COLA for non-represented employees which takes effect as of July 1, 2003 and by any COLA granted to non-represented employees which takes effect as of July 1, 2004.

2. Sheriff: Increase base salary to \$105,707, effective July 1, 2002. Further increase this base salary by an amount equivalent to any COLA for LCPOA employees which takes effect in 2002.

3. Assessor: Increase base salary to \$92,642, effective July 1, 2002. Further increase this base salary by an amount equivalent to any COLA for AFSCME employees which takes effect in 2002.

4. District Attorney: Increase County base supplemental pay by the 3.25% COLA granted to non-represented employees in 2002, effective July 1, 2002. The District Attorney shall be entitled to receive the County health insurance benefit.

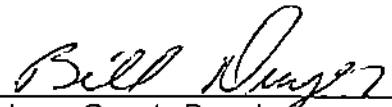
5. Justices of the Peace: No change.

DATED this 19th day of June, 2002.

APPROVED AS TO FORM

Date 6-19-2002 lane county


OFFICE OF LEGAL COUNSEL


Chair, Lane County Board of
Commissioners

Lane County Compensation Board

ORDER) IN THE MATTER OF ADJUSTING
) THE SALARIES OF ELECTED
) OFFICIALS

WHEREAS, the Lane County Elected Officials Compensation Board was duly convened and met on May 23, 2002 and after due consideration, it recommends the following salary adjustments to the Budget Committee:

1. Board of County Commissioners: Increase base salary to \$70,000, effective January 1, 2003. The base salary shall be increased by any COLA granted to non-represented employees which takes effect as of July 1, 2003 and by any COLA granted to non-represented employees which takes effect as of July 1, 2004.

2. Sheriff: Increase base salary to \$105,707, effective July 1, 2002. This () includes (x) does not include) the COLA granted to LCPOA employees in 2002, which the Compensation Board recommends be (x) added () not added) to the above base salary.

3. Assessor: Increase base salary to \$92,642, effective July 1, 2002. This () includes (x) does not include) the COLA granted to AFSME employees in 2002, which the Compensation Board recommends be (x) added () not added) to the above base salary.

4. District Attorney: No change in County base pay. This () includes (x) does not include) the COLA granted to non-represented employees in 2002, which the Compensation Board recommends be (x) added () not added) to the above County base pay.

5. Justices of the Peace: No change.

Dated this 23rd day of May, 2002.

[Handwritten signature of Lauren Chouinard]

Lauren Chouinard

Absent +

Greg Evans

[Handwritten signature of Noreen Franz-Hovis]

Noreen Franz-Hovis

[Handwritten signature of Patricia Kenney]

Patricia Kenney

[Handwritten signature of Marilou Herbst]

Marilou Herbst

ELECTED OFFICIALS & DEPARTMENT DIRECTOR SALARIES (revised 5/23/02)

Name	Job Title	Monthly Rate	Annual Rate	Annual Rate with 80 hour Sellback (non-elected only)	Dept. Size
Van Vactor, Bill	County Administrator	9,358.27	112,299	116,618	22
Wilson, Teresa	County Counsel	7,975.07	95,701	99,382	11
Gaffney, Karen	(Acting) Children & Families Director	6,413.33	76,960	79,920	10
Rockstroh, Rob	Health & Human Services Director	7,614.53	91,374	94,888	288
Black, Tony	Information Services Director	6,765.20	81,182	84,304	44
Suchart, David	Management Services Director	7,392.67	88,712	92,124	88
Snowden, Ollie	Public Works Director	7,614.53	91,374	94,888	386
White, Paul	Regional Information System Director	7,007.87	84,094	87,328	44
Forster, Chuck	Executive Director JTPA (Workforce Partnership)	7,410.00	88,920	92,340	50
Smith, Lisa	Youth Services Director	6,605.73	79,269	82,318	70
Gangle, Jim	Assessment & Taxation Director	7,188.13	86,258	n/a	55
Dwyer, Bill	County Commissioner	4,451.20	53,414	n/a	n/a
Green, Bobby	County Commissioner	4,451.20	53,414	n/a	n/a
Morrison, Anna	County Commissioner	4,451.20	53,414	n/a	n/a
Sorenson, Peter	County Commissioner	4,451.20	53,414	n/a	n/a
Weeldreyer, Cindy	County Commissioner	4,451.20	53,414	n/a	n/a
Harcleroad, Doug	District Attorney	*1556.53	* 18,678	n/a	78
Cable, Cindy	Justice of the Peace (Florence)	3,874.00	46,488	n/a	4
Nelson, Sheila	Justice of the Peace (Oakridge)	1,937.00	23,244	n/a	3
Sinclair, Cynthia	Justice of the Peace (Central Lane)	3,874.00	46,488	n/a	8
Clements, Jan	Public Safety Director	7,371.87	88,462	n/a	400

* District Attorneys receive a salary from the State, in addition to what they are paid by the County. The amount paid by the State depends on the size, population, administrative responsibility, and crime rate of the County. As of 1/1/02, Lane County's DA receives \$7,556/month (\$90,672 annual) from the State. Total salary is \$9,113.53/month (\$109,362 annual). The next increase from the State will be 2/1/03 to \$7,783/month (\$93,396 annual)

2002 ELECTED OFFICIAL COMPENSATION SURVEY COUNTY COMMISSIONERS

COMPARISON DATA										LAYE
1	Annual Salary	\$86,588	\$72,272	\$60,382	\$62,364	2 @ \$61,988 1 @ \$57,828 (choices to take lower salary)	\$72,388	\$82,828 - 1 Chair	\$53,414	
2	How many Commissioners	3	3	3	3	3	5	1 full time - 4 part time	5	
3	Deferred Comp?	457 plan, 5.27% is County paid	Optional - Employee paid	Optional - Employee paid	Optional 457 Employee paid	401k County pays 7.5% for Elected Officials. Optional deferred comp plan available	Optional - Employee paid	Optional - Employee paid	Optional - Employee paid	Optional - Employee paid
4	Is an employee's portion of FERS paid by employer?	YES	YES	YES	YES	No	YES	Optional Participation; employee pays the 6%	No	
5	County Paid Life Ins.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
6	County Paid AD&D	No	Optional - Employee paid	Yes	Yes	Yes	Not eligible	Yes	Yes	
7	County Paid LTD	\$333/mo. per Employee can purchase up to 5K	Optional - employee paid	Yes	Optional - Employee Paid	Yes	Not eligible for STD or LTD	Yes	Yes	
8	Health Insurance	Several plans. Some have employee co-pay.	Yes, with some employee co-pay	Yes, with some employee co-pay	Yes, with some employee co-pay	Yes, with some employee co-pay	Yes, with some employee co-pay	Yes, with some employee co-pay	Yes, with some employee co-pay	Yes, with some employee co-pay
9	Car Allowance	County vehicle or mileage reimbursement	Assigned vehicle	Car allowance of \$400/month	County vehicle or mileage reimbursement	County vehicle or mileage reimbursement	County vehicle or mileage reimbursement	County vehicle or mileage reimbursement	Car Allowance - \$355/mo.	Car Allowance - \$355/mo.
10	Compensation Credits	No	No	No	No	* Can eat comp credit. A value for Elected Officials of 0.5% (0.51%) of base salary.	No	No	No	No
11	Other retirement health? If yes, who pays for elected officials?	Yes. Commissioners pay	COBRA. Elected official pays	Eligible for early retire health insurance. Employee pays.	Retirement health benefits available if elected official applies for FERS retirement. Elected official would then pay full amount of health insurance - 2 percent benefit fee	Private health insurance is available but extra employer's cost	Retirement health benefits are available. Employee pays.	Employees can participate in the County's health plan and pay 6% based on the law, or employee's cost		
12	For those employees who accrue vacation or time in lieu, is the annual rate of time right, comp, and/or vacation allowed?	Can eat one week of vacation/year. If employee has taken a week that year, longer they does not increase amount that can be used. (Elected official do not accrue)	Not allowed	Currently existing policy. Once an employee can not accrue for vacation, they must use it that year if they don't use it within 12 months of leaving the position or they will be forfeited. Payment depends on whether benefits are taken.	Not allowed	State of vacation is not allowed	Not allowed	Not allowed		
13	Compensation adjusted for differences in rows 3, 4, & 10									\$63,414

*Market: Compensation Credits. Elected Officials do not get vacation or sick time. They are paid base salary whether or not they work. In addition to base salary, on July 1st of every year they get a compensation credit which is 0.5% paid weekly or a value of 0.51%, an additional compensation. Elected Officials can take the time off, which means they would be double paid, or cash it out by June 30th of the following year. All cash it out. Comp credits stand back in the 60's when the largest union negotiated additional time off instead of a salary increase.

5% Increase = \$86,086
 10% Increase = \$86,786
 15% Increase = \$87,426

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Commissioners' Salary Comparison - Current					
	Job Title	Min/Annual	Number of Employees	Max/Annual	Number of Employees
1	County Administrator	\$112,299	1	n/a	1
2	Mental Health Medical Officer	97,989	1	135,637	1
3	County Counsel	95,701	1	n/a	1
4	Executive Dir. JTPA (Workforce Partnership)	88,820	1	n/a	1
5	Sheriff	88,462	1	n/a	1
6	Assessment & Taxation Director	86,258	1	n/a	1
7	Psychiatrist	84,490	5	116,958	5
8	Public Health Officer	84,490	1	116,958	1
9	Captain	66,019	3	91,458	3
10	Health and Human Services Dir	66,019	1	91,374	1
11	Information Services Director	66,019	1	91,374	1
12	Management Services Director	66,019	1	91,374	1
13	Public Works Director	66,019	1	91,374	1
14	Sr Prosecutor 3	66,019	4	91,374	4
15	Trial Team Leader	66,019	1	91,374	1
16	Children and Families Director	64,418	1	89,211	1
17	Regional Info System Director	64,418	1	89,211	1
18	Youth Services Director	64,418	1	89,211	1
19	Sr Prosecutor 2	62,837	2	86,965	2
20	Human Resources Manager	59,800	1	82,784	1
21	Sr Prosecutor 1	59,800	2	82,784	2
22	County Engineer	58,344	1	80,808	1
23	Deputy District Attorney 4	56,930	7	78,790	7
24	Assist to Dir of Public Works	55,536	1	76,939	1
25	Assistant County Counsel 4	55,536	1	76,939	1
26	Intergovernmental Rel Mgr	55,536	1	76,939	1
27	Land Management Manager	55,536	1	76,939	1
28	Lieutenant	54,184	5	75,005	5
29	AIRS Manager	54,184	1	74,984	1
30	Computer Operations Manager	54,184	1	74,984	1
31	Computer Services Manager	54,184	4	74,984	4
32	Technical Support Manager	54,184	1	74,984	1
	Subtotal		56		56
	Commissioners (current)	53,414	5		
33	Assist Youth Services Director	52,853		73,154	1
34	Assistant County Counsel 3	51,563		71,365	2
35	Finance Manager	51,563		71,365	1
36	Transportation Planning Eng	51,563		71,365	1
37	AIRS Technical Supervisor	50,315		69,680	3
38	Design Engineer	50,315		69,680	1
39	Lead System Programmer	50,315		69,680	1
40	Sr Management Analyst	50,315		69,680	2
41	Waste Management Manager	50,315		69,680	1
42	Nurse Practitioner-Corrections	50,128		69,368	1
43	Nurse Practitioner-Bilingual	49,691		68,806	1

Commissioners' Salary Comparison - Current (con't)					
93	Fleet Services Supervisor	42,328		58,614	1
94	Public Health Engineer	42,328		58,614	1
95	Public Information Officer	42,328		58,614	1
96	Sr Engineering Associate	42,328		58,614	15
97	Sr Planner	42,328		58,614	1
98	Sr Real Property Officer	42,328		58,614	1
99	Vegetation Management Coord	42,328		58,614	1
100	Waste Management Engineer	42,328		58,614	1
101	Communications/Rec Supervisor	42,328		58,573	5
102	Food Services Supervisor	42,328		58,573	1
103	Mental Health Care Coordinator	41,454		57,366	1
104	Accounting Supervisor	41,288		57,138	1
105	Civil Support Operations Spv	41,288		57,138	1
106	Developmental Disabilities Spv	41,288		57,138	2
107	Management Services Supervisor	41,288		57,138	1
108	Sr Juvenile Counselor	41,288		57,138	9
109	Corrections Health Nurse	41,142		58,950	9
110	Employment and Training Supv	40,290		55,765	2
111	Information Services Analyst	40,290		55,765	5
112	Programmer Analyst 2	40,290		55,765	7
113	Property Appraiser 4	40,290		55,765	2
114	Sr Program Services Coord	40,290		55,765	6
115	WIC Coordinator	40,290		55,765	1
116	Waste Mgmt Superintendent	40,290		55,765	1
117	Waste Mgmt Tech Specialist	40,290		55,765	1
118	Mental Health Nurse	39,458		54,600	2
119	Associate Planner	39,312		54,434	5
120	Deputy District Attorney 1	39,312		54,434	3
121	Investigator	39,312		54,434	3
122	Search and Rescue Coordinator	39,312		54,434	1
123	Sr Plans Examiner	39,312		54,434	1
					245
	Commissioners (current)			53,414	5

Commissioners' Salary Comparison - Proposed					
	Job Title	Min/Annual	Number of Employees	Max/Annual	Number of Employees
1	County Administrator	\$112,299	1	n/a	1
2	Mental Health Medical Officer	97,989	1	135,637	1
3	County Counsel	95,701	1	n/a	1
4	Executive Dir. JTPA (Workforce Partnership)	88,920	1	n/a	1
5	Sheriff	88,462	1	n/a	1
6	Assessment & Taxation Director	86,258	1	n/a	1
7	Psychiatrist	84,490	5	116,958	5
8	Public Health Officer	84,490	1	116,958	1
			12		12
	Commissioners (proposed)	67,000	6		
9	Captain	66,019		91,458	3
10	Health and Human Services Dir	66,019		91,374	1
11	Information Services Director	66,019		91,374	1
12	Management Services Director	66,019		91,374	1
13	Public Works Director	66,019		91,374	1
14	Sr Prosecutor 3	66,019		91,374	4
15	Trial Team Leader	66,019		91,374	1
16	Children and Families Director	64,418		89,211	1
17	Regional Info System Director	64,418		89,211	1
18	Youth Services Director	64,418		89,211	1
19	Sr Prosecutor 2	62,837		86,965	2
20	Human Resources Manager	59,800		82,784	1
21	Sr Prosecutor 1	59,800		82,784	2
22	County Engineer	58,344		80,808	1
23	Deputy District Attorney 4	58,930		78,790	7
24	Assist to Dir of Public Works	55,536		76,939	1
25	Assistant County Counsel 4	55,536		76,939	1
26	Intergovernmental Rel Mgr	55,536		76,939	1
27	Land Management Manager	55,536		76,939	1
28	Lieutenant	54,184		75,005	5
29	AIRS Manager	54,184		74,984	1
30	Computer Operations Manager	54,184		74,984	1
31	Computer Services Manager	54,184		74,984	4
32	Technical Support Manager	54,184		74,984	1
33	Assist Youth Services Director	52,853		73,154	1
34	Assistant County Counsel 3	51,563		71,365	2
35	Finance Manager	51,563		71,365	1
36	Transportation Planning Eng	51,563		71,365	1
37	AIRS Technical Supervisor	50,315		69,680	3
38	Design Engineer	50,315		69,680	1
39	Lead System Programmer	50,315		69,680	1
40	Sr Management Analyst	50,315		69,680	2
41	Waste Management Manager	50,315		69,680	1
42	Nurse Practitioner-Corrections	50,128		69,368	1
43	Nurse Practitioner-Bilingual	49,691		68,808	1

Commissioners' Salary Comparison - Proposed (cont)				
93	Fleet Services Supervisor	42,328	58,614	1
94	Public Health Engineer	42,328	58,614	1
95	Public Information Officer	42,328	58,614	1
96	Sr Engineering Associate	42,328	58,614	15
97	Sr Planner	42,328	58,614	1
98	Sr Real Property Officer	42,328	58,614	1
99	Vegetation Management Coord	42,328	58,614	1
100	Waste Management Engineer	42,328	58,614	1
101	Communications/Rec Supervisor	42,328	58,573	5
102	Food Services Supervisor	42,328	58,573	1
103	Mental Health Care Coordinator	41,454	57,366	1
104	Accounting Supervisor	41,288	57,138	1
105	Civil Support Operations Spv	41,288	57,138	1
106	Developmental Disabilities Spv	41,288	57,138	2
107	Management Services Supervisor	41,288	57,138	1
108	Sr Juvenile Counselor	41,288	57,138	9
109	Corrections Health Nurse	41,142	56,950	9
110	Employment and Training Supv	40,290	55,765	2
111	Information Services Analyst	40,290	55,765	5
112	Programmer Analyst 2	40,290	55,765	7
113	Property Appraiser 4	40,290	55,765	2
114	Sr Program Services Coord	40,290	55,765	6
115	WIC Coordinator	40,290	55,765	1
116	Waste Mgmt Superintendent	40,290	55,765	1
117	Waste Mgmt Tech Specialist	40,290	55,765	1
118	Mental Health Nurse	39,458	54,600	2
119	Associate Planner	39,312	54,434	5
120	Deputy District Attorney 1	39,312	54,434	3
121	Investigator	39,312	54,434	3
122	Search and Rescue Coordinator	39,312	54,434	1
123	Sr Plans Examiner	39,312	54,434	1
				289

2002 ELECTED OFFICIAL COMPENSATION SURVEY DISTRICT ATTORNEY

COMPARISON DATA										LANE
1	Annual Salary	\$16,742	\$22,878	\$15,881	\$13,368	\$18,812	\$14,032	\$18,278	\$18,878	\$18,878
2	Deferred Comp?	457 plan. 427% in County paid	Optional - Employee paid	Optional - Employee paid	Optional 457. Employee paid	401c County pays 1.5% for Elected Official. Optional deferred comp plan available	Optional - Employee paid	Optional - Employee paid	Optional - Employee paid	Optional - Employee paid
3	Is employee's portion of PERS paid by employer?	YES	YES	YES	YES	No	YES	Optional Pandoptic; employees pay 8% on 0%	No	No
4	County Paid Life Ins.	Yes	Yes	Yes	Yes	Yes	Not eligible	Yes	Yes	Yes
5	County Paid AD&D	No	Optional - Employee paid	Yes	Optional - Employee Paid	Yes	Not eligible for STD or LTD	Yes	Yes	Yes
6	County Paid LTD	ES&S/Time. pdt. Employee can purchase up to 2K	Optional - employee paid	Yes	Optional - Employee Paid	Yes	Not eligible for STD or LTD	Yes	Yes	Yes
7	Health Insurance	Several plans. Some above employee co-pay	Yes, with some employee co-pay	Yes, with some employee co-pay	Yes, with some employee co-pay	2 plans fully paid; 2 plans co-pay	Yes - 100% County Paid	Yes - 100% County Paid	Yes - 100% County Paid	Yes - 100% County Paid
8	Car Allowance	County vehicle or mileage reimbursement	Mileage reimbursement	No	County vehicle or mileage reimbursement	County vehicle or mileage reimbursement	County vehicle or mileage reimbursement	Car Allowance - ES&S/Time	Car Allowance - ES&S/Time	Car Allowance - ES&S/Time
9	Compensation Credits	No	No	No	No	Can still comp credit a value for Elected Officials of 5 weeks (0.15%) of base salary.	No	No	No	No
10	Other retirement benefits? If yes, who pays for elected official?	Yes. DA pays	COBRA. Elected official pays	Eligible for early retiree health insurance. Employee pays.	Referral health benefits available if elected official applies for PERS retirement. Elected official would then pay full amount of health insurance + 2 percent admin fee	Referral health insurance is available, but at the employer's cost	Referral health benefits are available. Employee pays.	Referral can participate in the County's health plan until age 65 based on the law, at employer's cost.	Referral can participate in the County's health plan until age 65 based on the law, at employer's cost.	Referral can participate in the County's health plan until age 65 based on the law, at employer's cost.
11	For those employees who receive vacation or time off, how many weeks in the annual basis of their regular salary and/or vacation allowed?	Count down weeks of vacation per calendar year. If employee has taken a week that year, they have a week that year. If employee does not take a week, they have a week. Elected officials do not receive.	Not allowed	County/vesting policy. Dept. says employees can not get paid for vacation accrued once a fiscal year & EE look 90 days out. If employee has 120 days accrued, they can take 120 days out. Payout depends on sufficient funding.	Not allowed	Sub of vacation is not allowed	Not allowed	Not allowed	Not allowed	Not allowed
12	Total compensation, including for differences in rows 2, 9, and 10									\$18,878
<p>* Margin: Compensation Credits. Elected Officials do not get vacation or sick time. They are paid base salary whether or not they work. In addition to base salary, on July 1st of every year they get a compensation credit which is 5 paid weeks of a value of 0.61%, as additional compensation. Elected Officials can take the time off, which means they would be double paid, or cash out by June 30th of the following year. At cash out, Comp credits limited back in the 5th when the largest union negotiated additional time of instead of a salary increase.</p>										<p>0) Once each calendar year, employees can get back the number of 80 hours of the number of leave hours taken in the same calendar year. 1) During the last 3 years prior to retirement, employees can sell up to 200 hours/calendar year. (Elected Officials do not receive money)</p>
										<p>5% Increase = \$18,812 10% Increase = 20,648 15% Increase = 21,450</p>

2002 ELECTED OFFICIAL COMPENSATION SURVEY SHERIFF

COMPARISON DATA										LANE
1	Annual Salary	\$100,836	\$86,931	\$78,126	\$80,188	\$84,276	\$110,410	\$107,784	\$88,492	
2	Deferred Comp?	407 Plan, 8.27% in County paid	Optional - Employee paid	Optional - Employee paid	Optional 407 Employee paid	401k County pays 7.5% for Elected Officials. Optional deferred comp plan available	Optional - Employee paid	Optional - Employee paid	Optional - Employee paid	Optional - Employee paid
3	Is employee's position or PERA paid by employer?	YES	YES	YES	YES	No	YES	Optional Pardon; employee pays the 8%	No	
4	County Paid Life Ins.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
5	County Paid Auto	No	Optional - Employee paid	Yes	Yes	Yes	Not eligible for STD or LTD	Yes	Yes	
6	County Paid LTD	\$3,333/mo. pd. Employee can purchase up to 6% additional	Optional - employee paid	Yes	Optional - Employee paid	Yes	Yes	Yes	Yes	
7	Health Insurance	Several plans. Some have employee co-pay.	Yes, with some employee co-pay	Yes, with some employee co-pay	Yes, County pays 100% for employees. Depending on plan, there may be some co-pay for dependent.	2 plans 1 half paid, 2 have co-pay	Yes - 100% County Paid	Yes - 100% County Paid	Yes - 100% County Paid	Yes - 100% County Paid
8	Car Allowance	County vehicle or mileage reimbursement	Mileage reimbursement	County vehicle or mileage reimbursement	County vehicle or mileage reimbursement	County vehicle or mileage reimbursement	County vehicle or mileage reimbursement	Car Allowance - \$350/mo.	Car Allowance - \$350/mo.	
9	Compensation Credits	No	No	No	No	* Can still earn credit, if value for Elected Officials is \$ worth (A/R) of base salary.	No	No	No	
10	Other retirement health? If no, who pays for elected official?	NOTE: Sheriff has county paid health up to age 65 or Medicare eligibility	COBRA. Elected official pays	Eligible for early retire health ins. Employee pays.	Requires health benefits available to elected official besides PERA. Elected official would then pay full amount of health insurance + 2 percent surcharge fee	Requires health insurance is available, but at the employee's cost	Retirement health benefits are available. Employee pays cost.	Requires can participate in the County's health plan until age 65, based on the law, at employee's cost.	Requires can participate in the County's health plan until age 65, based on the law, at employee's cost.	Requires can participate in the County's health plan until age 65, based on the law, at employee's cost.
11	For those employees who receive vacation or time management, is the annual rate of days worked, comm, and/or vacation allowed?	Can see one week of vacation per calendar year if employee has taken a week that year. Employer does not increase amount that can be used. Elected officials do not receive vacation.	Not allowed	County working party. Elected employees can not pay for vacation. Elected officials can take vacation once a fiscal year & take the vacation with 120 hours per year. Elected officials can take vacation on the basis. Physical depends on different bodies.	Yes allowed	Share of vacation is not allowed	Not allowed	Not allowed	Not allowed	
12	Total compensation, adjusted for differences in rows 2, 3, & 8	\$131,111	\$120,817	\$117,211	\$121,418	\$128,598	\$152,410	\$147,784	\$127,664	\$88,492
<p>*Note: Compensation Credits. Elected Officials do not get vacation or sick time. They are paid base salary whether or not they work. In addition to base salary, on July 1st of every year they get a compensation credit which is 6 paid weeks off a value of 9.51%, as additional compensation. Elected Officials can take the time off, which means they would be double paid, or cash out by June 30th of the following year. All cash & out. Comp credits stacked back in the 80's when the budget union negotiated additional time off instead of a salary increase.</p>										
<p>5% Increase = \$87,388.20 10% Increase = \$96,133.00 15% Increase = \$104,751.30</p>										

SHERIFF SALARY COMPARISON
 Revised May 23, 2002

COMPARISON DATA	Washington Sheriff	Clackamas Sheriff	Marion Sheriff	* Eugene Chief (Acting)	Lane Captain	Lane Captain	Lane Captain	Lane Sheriff
Base Annual Salary	107,784	100,836	84,276	95,222	** 91,389	** 96,945	** 96,945	88,462
Deferred Comp	Optional - Employee Paid	457 County Paid at 6.27%	401k County Paid at 7.6%	401k City Paid at 2%	Optional - Employee Paid	Optional - Employee Paid	Optional - Employee Paid	Optional - Employee Paid
Retirement-Employer Pickup?	No	YES	No	YES	No	No	No	No
County Paid Life Insurance	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
County Paid AD&D?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
County Paid LTD?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Health Insurance Medical/Dental/Vision	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Car Allowance?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Compensation Credits	No	No	9.61%	No	80 Hrs. TM Sale	200 Hrs. TM Sale	80 Hrs. TM Sale	No
Compensation Adjusted for Differences	107,784	113,207	98,896	102,840	** 94,904	** 106,267	** 100,674	88,462
Budget	36M	40M	20.1M	27M				32.2M
Dept FTE	426.0	390.0	346.0	293.5				390.0

Note: Budget and Dept. FTE figures are from 2001

Comparable and Eugene Average: 102,198

* City of Eugene currently has an Acting Police Chief. Base salary range for the position is \$86,341 - 108,222.
 ** Lane County Captain salaries include 6% pay for certification required for position. It appears that in the past, the sale of allowable TM has been based on this figure.

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Annual Gross Salary as Reported on W-2 Statements						
	1997	1998	1999	2000	2001	Projected 2002 Salary
Jan Clements	\$74,114	\$80,681	\$81,328	\$83,774	\$88,808	\$88,462
John Clague	\$73,722	\$79,771	\$86,809	\$87,757	\$93,984	\$102,370
Difference	\$392	\$910	-\$5,481	-\$3,983	-\$5,176	-\$13,908
Difference as a percentage	-0.53%	1.13%	-6.74%	-4.75%	-5.83%	-15.72%

*Figures projected based upon January 1, 2002 salary and July, 2002 COLA

**Includes 6% cert. pay, 3.25% COLA in July 2002 and 80 hours TM cash out

2002 ELECTED OFFICIAL COMPENSATION SURVEY COUNTY ASSESSOR

COMPARISON DATA										LANE
1	Annual Salary	\$73,897	\$89,748	\$87,800	\$82,496	\$80,860	\$87,810.00 (NOT elected)	\$84,386.00 (NOT elected)	\$89,258	
2	Deferred Comp?	457 plan, 6.27% in County paid	Optional - Employee paid	Optional - Employee paid	Optional 457, Employee paid	401k, County pays 7.5% for Elected Officials, Optional deferred comp plan available	Optional - Employee paid	Optional - Employee paid	Optional - Employee paid	Optional - Employee paid
3	In an employer's portion of PERS paid by employer?	YES	YES	YES	YES	No	YES	Optional Participating employee pays the 6%	No	
4	County Paid Life Ins.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
5	County Paid AD&D	No	Optional - Employee paid	Yes	Yes	Yes	Not eligible for STD or LTD	Yes	Yes	
6	County Paid LTD	3335hrs, pd. Employee can purchase up to 5K	Optional - employee paid	Yes	Optional - Employee paid	Yes	Yes	Yes	Yes	
7	Health Insurance	Several plans. Some have employee co-pay.	Yes, with some employee co-pay	Yes with some employee co-pay	Yes. County pays 100% for employees. Depending on plan, paid may be split co-pay for dependent	2 plans fully paid, 2 have co-pay	Yes - 100% County Paid	Yes - 100% County Paid	Yes - 100% County Paid	Yes - 100% County Paid
8	Car Allowance	County vehicle or mileage reimbursement	Mileage reimbursement	No	County vehicle or mileage reimbursement	County vehicle or mileage reimbursement	County vehicle or mileage reimbursement	County vehicle or mileage reimbursement	Car Allowance - \$365/mo	Car Allowance - \$365/mo
9	Compensation Credits	No	No	No	No	* Can sell comp credit, a value for Elected Officials of 5 weeks (8.5%) of base salary.	No	No	No	No
10	Other retirement benefits? If so, who pays for selected official?	Yes, Assessor pays	COBRA, Elected official pays	Eligible for any retire health ins Employee pays.	Retirement health benefits available if elected official applies for PERS retirement. Elected official would then pay full amount of health insurance + 2.5 month health fee	Retirement health benefits available	Retirement health benefits are available, Employee pays.	Refuses can participate in the County's health plan until age 65, based on the way it employee's coord.	9) Paid before 3/5/91, County paid medical insurance for retirees until they are eligible for Medicare and paye supplement thereafter. Elected officials can not pay for dental & vision until joining Medicare. 8) Paid after 3/5/91, the County does not pay for insurance.	
11	For those employees who receive vacation or time management, is the annual leave of time spent, comp, and/or vacation allowed?	Can use one week of vacation per year. Employee has taken a week this year. Longevity does not increase amount of leave. Paid. General Official do not receive.	Not allowed	County receiving policy. Elected employees can not accrue for vacation since a fiscal year if they look 90 days' vacation within 12 months preceding the request and has 120 hours' left base on sufficient funding.	Not allowed	Not allowed	Not allowed	Not allowed	Not allowed	
12	Total compensation, adjusted for differences in rows 2, 3, and 9									\$89,258

* Note: Compensation Credits. Elected Officials do not get vacation or sick time. They are paid base salary whether or not they work. In addition to base salary, on July 1st of every year they get a compensation credit which is 5 paid weeks of, a value of 8.5%, as additional compensation. Elected Officials can take the time off, which means they would be double paid, or cash out by some 30% of the following year. All cash is out. Comp credits added back in the 871 when the largest under negotiated additional time off instead of a salary increase.

5% Increase = \$90,260
10% Increase = \$94,492
15% Increase = \$99,724

2000-2001 RATE AND VALUE INFORMATION FOR OREGON COUNTIES
Sorted by Comparable Tax Rate (Including O&C Revenue)

COUNTY	POPULATION	REAL MKT VALUE	ASSESSED VALUE	O&C REVENUE	PERM. RATE	LOCAL OPTION	PERM. OTHER RATE	PERM. COUNTY EXTENSION	PERM. RATE	LOCAL OPTION	TOTAL RATE	EQUIV O&C RATE	COMP. TAX RATE	MEDIAN FAMILY INCOME	MED. INC. RANK
1 WHEELER	1,850	105,880	105,880	1,176,054	0.005340						0.005340		0.005340	25,100	36
2 SHERMAN	1,900	170,708	170,708	1,176,054	0.005340						0.005340		0.005340	34,400	34
3 HARNEY	7,600	423,298	423,298	1,176,054	0.005340						0.005340		0.005340	35,900	29
4 LAKE	7,500	439,508	439,508	1,176,054	0.005340						0.005340		0.005340	38,400	21
5 MORROW	11,150	1,149,850	1,024,242	1,176,054	0.005340						0.005340		0.005340	38,400	21
6 MULTNOMAH	666,350	56,261,765	39,595,578	1,176,054	0.005340						0.005340		0.005340	38,400	21
7 CROOK (RURAL)	19,850	1,037,528	849,467	1,176,054	0.005340						0.005340		0.005340	38,400	21
8 DOUGLAS	101,200	5,830,797	4,765,523	1,176,054	0.005340						0.005340		0.005340	38,400	21
9 BAKER	16,700	1,002,676	832,619	1,176,054	0.005340						0.005340		0.005340	38,400	21
10 WASCO	24,150	1,554,596	1,176,054	1,176,054	0.005340						0.005340		0.005340	38,400	21
11 JEFFERSON	19,400	1,220,150	954,038	1,176,054	0.005340						0.005340		0.005340	38,400	21
12 CLACKAMAS (RURAL)	345,150	29,713,422	21,547,323	1,176,054	0.005340						0.005340		0.005340	38,400	21
13 GRANT	7,800	419,636	317,552	1,176,054	0.005340						0.005340		0.005340	38,400	21
14 GILLIAM	1,900	268,053	212,996	1,176,054	0.005340						0.005340		0.005340	38,400	21
15 CROOK (CITY)	19,850	1,037,528	832,619	1,176,054	0.005340						0.005340		0.005340	38,400	21
16 WALLOWA	7,100	608,025	466,872	1,176,054	0.005340						0.005340		0.005340	38,400	21
17 JOSEPHINE	76,800	4,126,924	3,353,333	1,176,054	0.005340						0.005340		0.005340	38,400	21
18 BENTON	79,000	5,656,640	4,311,123	1,176,054	0.005340						0.005340		0.005340	38,400	21
19 LINN	63,400	6,464,990	4,923,234	1,176,054	0.005340						0.005340		0.005340	38,400	21
20 WASHINGTON	55,800	38,375,452	28,888,923	1,176,054	0.005340						0.005340		0.005340	38,400	21
21 LINCOLN	44,650	5,161,243	4,015,308	1,176,054	0.005340						0.005340		0.005340	38,400	21
22 UMATILLA	70,900	3,760,073	2,872,578	1,176,054	0.005340						0.005340		0.005340	38,400	21
23 COOS	62,900	3,429,159	2,888,923	1,176,054	0.005340						0.005340		0.005340	38,400	21
24 MARION	288,450	15,883,292	12,120,912	1,176,054	0.005340						0.005340		0.005340	38,400	21
25 DESCHUTES (RURAL)	122,050	11,176,054	8,708,745	1,176,054	0.005340						0.005340		0.005340	38,400	21
26 JACKSON	184,700	12,307,631	9,497,826	1,176,054	0.005340						0.005340		0.005340	38,400	21
27 UNION	24,550	1,241,774	995,809	1,176,054	0.005340						0.005340		0.005340	38,400	21
28 YAMHILL	86,400	5,215,474	4,026,686	1,176,054	0.005340						0.005340		0.005340	38,400	21
29 TILLAMOOK	24,600	3,009,358	2,364,610	1,176,054	0.005340						0.005340		0.005340	38,400	21
30 MALHEUR	32,000	1,420,732	1,100,486	1,176,054	0.005340						0.005340		0.005340	38,400	21
31 CLACKAMAS (CITY)	245,050	29,713,422	21,547,323	1,176,054	0.005340						0.005340		0.005340	38,400	21
32 COLUMBIA	44,300	3,505,147	2,791,921	1,176,054	0.005340						0.005340		0.005340	38,400	21
33 KLAMATH	64,200	3,581,458	2,963,222	1,176,054	0.005340						0.005340		0.005340	38,400	21
34 CLATSOP	33,850	4,386,250	3,483,078	1,176,054	0.005340						0.005340		0.005340	38,400	21
35 POLK	63,600	3,387,303	2,676,352	1,176,054	0.005340						0.005340		0.005340	38,400	21
36 CURRY	21,550	1,775,978	1,601,038	1,176,054	0.005340						0.005340		0.005340	38,400	21
37 DESCHUTES (CITY)	22,050	1,176,054	908,745	1,176,054	0.005340						0.005340		0.005340	38,400	21
38 LAINE	325,900	22,628,725	17,621,068	1,176,054	0.005340						0.005340		0.005340	38,400	21
39 HOOD RIVER	20,600	1,435,578	1,053,578	1,176,054	0.005340						0.005340		0.005340	38,400	21

Note: three counties have a separate rate within the incorporated city limits.

Median Income:

State:

41,000

Metro:

51,000

Rural:

37,500

MM