

THE LINCOLN COUNTY COMPENSATION BOARD

TO: Lincoln County Board of Commissioners and Lincoln County Budget Committee

FROM: Lincoln County Compensation Board
Tiana DeVries, Chair; Judy Richter, Member; Joy Gutknecht, Member

SUBJECT: Elected Officials Compensation Recommendations for the 2023-2024 Budget Year

DATE: May 17, 2023

Background

The Lincoln County Compensation Board duly appointed by the Lincoln County Board of Commissioners by Order No. 4-22-108 dated 4-6-22 in accordance with ORS 204.112, convened on March 21, 2023, to review and discuss compensation for Elected Officials and to make recommendations based upon that review.

The Compensation Board's final determination and recommendation was arrived at by review and discussion of the following:

1. A review of Term Pay progression for Commissioners in Lincoln and comparable Oregon Counties.
2. A review of ranked Salary Comparison report of Elected Officials and Appointed County Directors.
3. A review of Salary Comparison of Elected Officials and their Top Subordinates for Lincoln County.
4. A review of Lincoln County Elected Officials and Appointed Directors as compared to AOC Counties.
5. A review of Lincoln County Benefits for Elected Officials, Appointed Directors and Non-Represented staff: High Deductible Health Plan (HDHP) with Health Savings Account (HSA) originally adopted on 1/1/2013 and continued on 1/1/2014, 1/1/2015, 1/1/2016, 1/1/2017, 1/1/2018, 1/1/2019, 1/1/2020, 1/1/2021, 1/1/2022 and 1/1/2023. On January 1, 2022 there was an increase in the amount of a single from \$1500 to \$1700 and a family from \$3000 to \$3400 and with the HSA amount now being divided into two equal payments, one in January and one in July.
6. Written input provided by two Elected Officials.

The Board reviewed and discussed Elected Official Pay Salary Plan adjustment in the recent past:

2008 - 2009 Salary frozen

2009 - 2010 5% Pay Reduction – inclusive of furlough days

2010 - 2011	Salary Frozen
2011 - 2012	3% Term pay progression reinstated
2012 - 2013	0% COLA Term pay progression continued
2013 - 2014	2% COLA 7/1/2013, 1% COLA 1/1/2014
2014 - 2015	2% COLA 7/1/2014
2015 - 2016	1.75% COLA 12/1/2015
2016 - 2017	1.75% COLA 7/1/2016
2017 - 2018	1.75% COLA 7/1/2017
2018 - 2019	2.5% COLA 7/1/2018
2019 - 2020	2.5% COLA 7/1/2019
2020 - 2021	0% COLA 7/1/2020
2021 - 2022	2% COLA 7/1/2022 given retroactively to 7/1/2021
2022 - 2023	2.5% COLA 7/1/2022

Based upon the above, and bearing in mind that historically, Elected Officials have received the same or similar increases as those given to LCEA and non-represented staff, the Lincoln County Compensation Board hereby submits the following recommendations for your consideration:

Salary 2023-2024

- The Compensation Board recommends that Elected Officials receive a 2.5% COLA for the fiscal year 2023-2024. The Compensation Board felt that the Elected Officials should not receive a higher COLA than any of the unions, and LCEA-Roads is only scheduled to receive a 2.5% COLA for 2023-2024. There are also concerns about the Elected Official's pay not keeping up with fair market value, resulting in challenges in attracting qualified candidates.
- The Compensation Board recommends that the 3% between Elected Officials pay steps be split into two equal increases of 1.5% every two years. The discussion was that the compounding effect of splitting this would help with getting Elected Officials pay increased.
 - After reviewing the compensation for all Elected Officials, the Compensation Board determined that the pay scale needed to be adjusted for the Sheriff and the Assessor. The recommendation for the Sheriff's compensation is that the Sheriff will make 2% above the closest subordinate instead of the 1% Lincoln County is currently doing. The recommendation for the Assessor is that the First Term step be eliminated, and the Second Term step becomes the First Term and so on down the line.

Benefits 2022-2023

Elected Officials shall continue to receive the same Medical, Vision, Dental, Life and Long-Term Disability Insurance, and Retirement Plan as other non-represented County employees and that Elected Officials will continue to make the same premium contributions as do non-represented employees. For fiscal 2023-2024 those include:

- 10% of monthly premium cost High Deductible Health Plan

Summary

The Compensation Board feels this recommendation is reasonable and necessary in not allowing the Elected Officials to get too far below range. If that happens it will be harder to find qualified candidates to fill these roles, impacting County residents.

The Compensation Board feels this recommendation begins to address the issue of compression with the Elected Officials direct reports.