



May 14, 2024

Report to: Compensation Committee for Crook County

Subject: Elected Officials compensation

Crook County uses a well-established job measurement system for converting job content facts into salary range recommendations. That system serves as the primary standard for assigning salary ranges and assuring compliance with Oregon's legislation for equal pay and comparable worth among jobs, including those that are elected.

Elected Officials for Crook County are all 'working' leaders and come to these jobs with specialized backgrounds. The difference between them and appointed positions come down to being interviewed and selected by voters instead of a panel of County managers and staff. From a job measurement perspective, it makes no difference.

We have applied the job measurement system to determine each salary range. Using market data from other counties with differing pay philosophies offers little insight since, unlike appointed positions being more mobile, the elected officials are not likely to relocate to another county to run for election. Our findings and recommendations:

A. District Attorney

		Minimum	Midpoint	Maximum
Salary Range	134	\$129,168	\$148,304	\$167,003

The incumbent makes \$129,900 and to keep in line with the Chief Deputy DA range, this salary should more appropriately be set between \$141,149 (step 5) and \$148,304 (step 7 or midpoint).

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B. Sheriff

		Minimum	Midpoint	Maximum
Salary Range	134	\$129,168	\$148,304	\$167,003

The incumbent makes \$138,528. This salary should more appropriately be set between \$141,149 (step 5) and \$148,304 (step 7 or midpoint).

C. Commissioner

		Minimum	Midpoint	Maximum
Salary Range	129	\$96,470	\$114,067	\$128,461

The methodology for determining the salary range for Commissioners is rather unique in that it starts with a job measurement as if is a single incumbent serving as the top executive, then adjusts accountability to reflect three incumbents. The result is the above recommended salary range.

To reinforce the strength of the job measurement system, we have added the following illustration of external data that has been compiled for this position. The 60th percentile among other counties is very close to the recommended midpoint. The salaries for this position should be between \$108,536 and \$114,067 using the sample placement process as with other elected officials. The incumbents are currently paid above the 85th percentile of governments averaging a population over 70,000.

Range	<u>Competitive Level</u>						Competitive
<u>Checkpt.</u>	<u>25th</u>	<u>Median</u>	<u>Average</u>	<u>60th</u>	<u>75th</u>	<u>85th</u>	<u>Percentile</u>

<i>Actual Pay</i>	97,686	109,019	101,593	113,465	118,498	124,864	92
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D. Assessor

		Minimum	Midpoint	Maximum
Salary Range	129	\$96470	\$114067	\$128461

The incumbent makes \$107,661. This salary should more appropriately be set between \$108,536 and \$114,067.

E. Clerk

		Minimum	Midpoint	Maximum
Salary Range	127	\$86,902	\$102,752	\$115,731

The incumbent makes \$100,734. This salary should more appropriately be set at \$102,752 representing the center and competitive target for the salary range.

F. Treasurer

The Treasurer serves on a part-time basis. Counties' practices vary considerably to range from full-time financial management to a lesser role of monitoring contracts with third party financial administrators. Setting the salary for this position usually involves two steps: measure the job content and determine the % of full-time-equivalent status.

Salary Range would be our recommendation given our understanding of the scope of service. From there a %FTE will produce a recommended salary.

The above discussion and recommendations are made to be a guide for the Committee. Our recommended placements are based on initial range placement. Once placed, we would expect the incumbents to advance step-in-grade the same as any other employee.

Very truly yours,
Vance Jacobson