

Salary Comm. M. notes etc

# Salary Commission -

## Questions Asked for Survey

1. Should the co. have an elected co. chair or a professionally lined manager to administer co. departments?
2. Should the number of co. ~~co.~~ commissions be increased to 7, decreased to 3, or remain at 5?
3. Should the co. have an elected sheriff or a professionally lined administrator to oversee corrections + law enforcement?
4. Should the co. be allowed to hire a co. lobbyist to protect co. interests?

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14. 1 Full-time  
2 Part-time  
9 DK

Now, we're going to give you a chance to play the role of "management consultant" to Multnomah County. Please tell me if you think county commissioners should be full- or part-time officials?

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15. 1 Increased to 7  
2 Decreased to 3  
3 Remain same at 5  
9 DK

Should the number of County Commissioners be increased to 7, decreased to 3, or remain the same at 5?

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16. 1 Elected Sheriff  
2 Appointed Sheriff  
9 DK

Do you think the County Sheriff should be elected by the public, or should the County Board of Commissioners appoint the Sheriff?

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17. 1 Elected Auditor  
2 Appointed Auditor  
9 DK

What about the County Auditor? Should the Auditor be elected by the public, or appointed by the County Board of Commissioners?

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18. 1 Manager/administrator  
2 County Chair  
9 DK

Should the Board of Commissioners hire a manager to oversee county departments, or should those responsibilities remain with the elected County Chair?

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19. 1 Yes  
2 No  
9 DK

Should the county be permitted to hire a representative to protect the county's interests in the State Legislature?

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20. 1 Set by Salary Commission  
2 Set by Vote of Citizens  
9 DK

Should the Multnomah County Salary Commission be authorized to set salaries of elected county officials, or should salaries continue to be set by a vote of County citizens?

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21. 1 A lot  
2 Quite a bit  
3 A little  
4 None/DK

On the subject of politics, some people are interested in elections while others could care less. How about you, how much interest do you have in next May's Primary Election ... a lot, quite a bit, just a little, or practically none?

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22. 1 Absolutely vote  
2 If found time  
3 Skip it  
4 Wouldn't/DK

Now, suppose the next election day was miserable and stormy and you had a lot of important things to do...How likely would you be to vote...Absolutely certain, only if you found the time, or would you maybe skip it?

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# MULTNOMAH COUNTY OREGON

## MULTNOMAH COUNTY SALARY COMMISSION

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### MINUTES OF MEETING

THURSDAY, JANUARY 11, 1990

MEMBERS PRESENT: Brenda Carpenter, Keith Crawford, Rand Sherwood,  
Joyce Sorlien

OTHERS PRESENT: D'Rae Boeche, Dan Ivancie, Larry Kressel

MEETING BEGAN: 7:45 A. M.

MEETING ADJOURNED: 9:30 A. M.

NEXT MEETING: Wednesday, January 24, 1990, 7:30 A.M. Portland  
Building, 15th Floor Conference Room

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The meeting began with discussions on what the wording of the ballot measures should be, and if the names of the incumbents can actually be put on the ballot. Larry Kressel of County Counsel said probably not, to use positions instead of people.

It was agreed to separate the elected officials on the ballot as follows:

Sheriff - - - - - Stand Alone  
District Attorney - Stand Alone

Commissioners and Chair - Together

The wording, titles and explanations for the ballot measures was then discussed with the following agreed upon:

## COLA'S

BALLOT TITLE: (For Sheriff)

Provides minimum cost of living adjustment for Multnomah County Sheriff.

QUESTION: (For Sheriff)

Shall the salary for the Sheriff of Multnomah County be adjusted by 5% or the local Consumer Price index (CPI) per year, whichever is less?

EXPLANATION: (For Sheriff)

The Multnomah County Sheriff does not receive an annual salary increase. This measure will provide a minimum annual cost of living adjustment.

A COLA increase is similar to other methods of adjustments such as the annual increase in Social Security benefits.

BALLOT TITLE: (for District Attorney)

Provides minimum cost of living adjustment for Multnomah County District Attorney.

QUESTION: (For District Attorney)

Shall the County's portion of the Multnomah County District Attorney's salary be adjusted 5% or the local Consumer Price Index (CPI) each year, whichever is less?

EXPLANATION: (For District Attorney)

The Multnomah County District Attorney does not receive an annual salary increase. This measure will provide a minimum annual cost of living adjustment.

A COLA increase is similar to other methods of adjustments such as the annual increase in Social Security benefits.

TITLE: (For Commissioners & Chair)

Provide minimum cost of living adjustment for Multnomah County Commissioners and the Chair.

QUESTION: (For Commissioners & Chair)

Shall the Multnomah County Commissioners and Chair's salary be adjusted by the local Consumer Price Index (CPI) or 5%, each year, whichever is less.

EXPLANATION: (For Commissioners & Chair)

The Multnomah County Commissioners and Chair's do not receive an annual salary increase. This measure will provide a minimum annual cost of living adjustment.

A COLA increase is similar to other methods of adjustments such as the annual increase in Social Security Benefits.

## ADJUSTMENTS

TITLE:

Recommendation for salary adjustments for Multnomah County elected officials.

QUESTION:

Shall Multnomah County elected officials salaries be adjusted by 3% a year for 3 years?

EXPLANATION:

The salaries for elected officials have not increased for nine years. A recent study found the salaries of Multnomah County elected officials are up to 30% lower than the salaries of elected officials in other counties in the Pacific Northwest.

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Keith Crawford asked Larry Kressel if future salary commissions could override the 3% for 3 years increase. Larry answer they could put the measure before the voters to amend the charter and change the salaries. However, he will look into this.

D'Rae is to get a draft to Larry Kressel as soon as possible so he can check the wording on the ballots measures.

The question was raised, does the Salary Commission need to specify dates for the elected officials increases to be effective and Larry Kressel is going to check on that also.

Information on timing from the Elections Division:

- Elections must have the ballot measure information on February 19, 1990 by 5:00 if they are to be printed in the Oregon State Voters Pamphlet.
- The ballot measures can be sent to Elections later and they will still be on the ballot, but would not be printed in the Oregon State voters pamphlet.
- The ballot measures first go to the Board of County Commissioners for their authorization, then the Clerk of the Board sends them on to Elections.

db



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# MULTNOMAH COUNTY OREGON

## MULTNOMAH COUNTY SALARY COMMISSION

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### MINUTES OF MEETING

WEDNESDAY, DECEMBER 6, 1989

**MEMBERS PRESENT:** Brenda Carpenter, Keith Crawford, Rand Sherwood,  
Joyce Sorlien, Robert Young

**OTHERS PRESENT:** Roy Bardsley, Laura Neidhart, Jan Woodruff,  
Kelly Bacon, Dan Ivancie, D'Rae Boeche

**Meeting Began:** 7:30 A.M. - **Adjourned:** 10:20 A.M.

**Next Meeting :** Thursday, January 11, 1990, 7:30 A.M.  
Portland Building, 15th Floor Conference Room

### Discussion of the Multnomah County Elected Officials Survey:

Rand Sherwood asked Roy Bardsley, Laura Neidhart and Jan Woodruff of Bardsley & Neidhart, Inc. to explain the Multnomah County Elected Officials survey they did for us.

Survey data was collected from in-house telephones November 15 through 19, 1989 between 3:00 and 9:00 P.M. and on weekends, by trained personnel of Bardsley & Neidhart, Inc. The sample study consisted of 501 interview with registered voters who voted in the 1988 general election.

The objective of the project was to determine at what level Multnomah County voters would be most likely to support a salary increase for elected officials. The voters were asked several questions and also their knowledge on what the elected officials jobs were. Two of the questions were:

If an election were held today would you support or oppose an annual cost of living increase for elected Multnomah County officials? Would that be strongly or somewhat support/oppose?

and

You may or may not know, but elected officials in our county do not get an annual cost of living adjustment. In fact, the salaries for elected officials have not increased for 8 years. If an election were held today asking voters to approve an annual cost of living increase for elected county officials, would you support or oppose the measure? Would that be strongly or somewhat support/oppose?

Seven in ten voters had fairly accurate knowledge of the District Attorney's responsibilities. The majority was aware of the District Attorney's duties but were confused with the responsibilities of Judges.

Only two-thirds of the registered voters contacted were unaware of the job responsibilities of the Chair. Over half of the voters were either uninformed or misinformed about the responsibilities of a County Commissioner.

82% say elected official salaries should be set by voters.

69% prefer a full-time County Commission, with 72% opting for a five-member body.

62% believe managerial responsibilities should rest with the County Chair rather than a hired executive.

A majority maintains both the County Sheriff and County Auditor should be elected.

52% approve the hiring of a paid "representative" (lobbyist) to protect the County's interests in the Legislature.

When voters were asked if they would approve an annual cost of living increase for elected officials, the answer was no. When informed the elected officials did not receive any annual cost of living raises and had not received a salary increase for eight years, the answer was yes.

Evidence from the survey shows:

There is a marked lack of knowledge of the responsibilities of the Commissioners and in particular the Chair.

The voters are complimentary concerning the accomplishments of the Sheriff and District Attorney but grade the Commissioners and Chair as "fair to poor" on their jobs.

Upgrading the job performance image improves the odds for passage of the salary ballot.

The County Chair and Commissioners need to do have their job descriptions defined clearly and do PR work. They should be more visible.

Over nine out of ten voters do not know salaries of the Multnomah County elected officials are the lowest in this region. The salaries are between 20% and 30% lower than the salaries of officials in other counties in the Pacific Northwest.

The voters need to be educated prior to any ballot measure test, because there is both misinformation and lack of information.

Rand Sherwood said it appears smaller cost of living adjustments are more acceptable to voters than one large competitive adjustment.

It would cost between \$425.00 and \$500.00 to piggy-back a sample ballot measure. We could use a smaller sample on a ballot measure pre-test of 100 interviews.

#### Discussion of Market Data Conclusions:

Rand Sherwood requested Joyce Sorlien review the results and conclusions from the market data she has compiled from Lane, Sacramento, Washington, Fresno, King, Pierce, Snohomish, Spokane, Clark, Clackamas, Marion and Multnomah counties; plus the cities of Portland and Seattle.

The data indicated that most commissioners were provided with a car and all were provided with free parking and reimbursed for personal car expenses relating to business.

69% of the Sheriff's were provided with an automobile, all were provided free parking and business related reimbursements.

There was only one District Attorney provided with an automobile, only nine provided with free parking and one receives \$50 per month automobile expenses.

Commissioners Perks Recap - cars are provided to most and all get free parking and for business related reimbursements.

Joyce Sorlien found the salaries for elected officials in other counties were determined by internal benchmark using someone else's salary, i.e., County Administrator or County Executive's salary. The District Attorney is a percentage of a Judge's salary, or more frequently they will use a cost of living type arrangement. Many times the cost of living is piggy backed with a voted adjustment. The Subcommittee or Budget Committee would make the recommendation and the Board would go ahead and approve that adjustment, which is given to the Commissioners the next time they are elected, but

there is still a cost of living increase every year. In trying to draw conclusions with the Commissioners between their salary and the budget for the county they are representing, or the measure of people living in the county, there is no of correlation between those three factors which are the three factors.

Rand Sherwood stated the whole issue to this one time adjustment goes back to competition versus a planned systematic approach over time to make whatever adjustments are appropriate. He thinks there is a way to structure a ballot measure that would provide for salary adjustments appropriate for the future that the voters can approve and feel confident with.

#### Discussion of Survey of Elected Officials:

Rand Sherwood requested Keith Crawford to report on his findings of the summary results for the survey of elected officials.

Keith Crawford reported Sharron Kelly suggested a 30% increase at one time or a 10% every three years. The Commissioners feel they are underpaid. All of the Commissioners view their job as full time, all agreed their work load was ongoing that no one worked less that 50 hours a week and during the budget time the work load actually was increased. All of the Commissioners felt their staff was adequate.

The main fact of the survey showed what the jobs of Commissioners and the Chair consisted of.

The District Attorney's salary is supplemented by the State of Oregon. The County only pays 18% of his salary and the State of Oregon pays the bulk. The District Attorney's office needs extra staff.

Before Bob Skipper was elected Sheriff, he was the Assistant Sheriff. He had to take a \$12,000 annually cut in pay when he became Sheriff. However the department heads are all paid higher salaries. All non- union management staff receive approximately a 6% per year increase in salary and a 3% cost of living adjustment annually. Senate Bill 1029 states in part that the Sheriff's salary "shall be fixed in an amount which is not less than that for any member of the sheriff's department." However, Larry Kressel of County Counsel believes the Home Rule Charter would over rule this.

Ballot measures and salaries for elected officials were then discussed at length.

#### Conclusions:

1. One time increase not acceptable.
2. COLA adjustment over time or District Attorney/Sheriff link to Judges. 3% range annual. CPI local area.

3. Commissioners - COLA.
4. Timing of ballot - May/Nov.
5. Split positions.
6. Advise officials of results and their need to do PR work.
7. Ballot measure needs to educate.
8. One time increase of \$1,000 competitive adjustment 3% or equal local CPI as a separate issue.
9. We have to pre-test the ballots.
10. Can only have 30 words in each of the ballot titles.

Questions:

1. Can we add names to ballot.
2. Ballot measure established so increases can be made in the future.

Kelly Bacon of the District Attorney's office mention the District Attorney's salary has to be separate from all the others. The same with the Sheriff. Commissioners can be clustered together.

The drafting of the 30 words in the ballot title is the most critical words in the entire campaign. Traditionally it has gone through County Counsel hands, but he will volunteer the District Attorney's staff to help in this matter. There are people in the staff that have experience in this area.

Ballots:

Drafts of the ballots was then discussed at length.

Shall the salary for the Sheriff of Multnomah County be adjusted by 5% or the local CPI (Consumer Price Index) per year, whichever is less?

Shall the salary of the Multnomah County District Attorney be adjusted 20% of a Judge's salary per year?

Shall the County's portion of the Multnomah County District Attorney's salary be adjusted 5% or the local CPI (Consumer Price Index) each year, whichever is less?

Shall the Multnomah County Commissioners salaries be adjusted annually by the local CPI (Consumer Price Index) or 5% each year, whichever is less.

Shall the Multnomah County Chair's salary be adjusted by the local CPI (Consumer Price Index) or 5%, each year, whichever is less.

Meeting was adjourned.

# Measure No. 7 MULTNOMAH COUNTY

ORDINANCE NO. 498 — Submitted to the Electorate of Multnomah County by the Board of County Commissioners, to be voted on at the Primary Election, May 20, 1986.

## BALLOT TITLE

### 7 MULTNOMAH COUNTY SALARY COMMISSION'S RECOMMENDED SALARY ADJUSTMENTS FOR ELECTED OFFICIALS.

QUESTION—Shall elected County officials' salaries be changed to:

Sheriff	\$55,200
Executive	48,600
Auditor	38,700
Commissioners	37,500

YES

NO

EXPLANATION—The adoption of this measure will adjust Multnomah County elected officials' salaries to within 10% of the markets surveyed by the Salary Commission. This measure adjust salaries as follows:

	FROM	TO
Sheriff	\$ 46,000	\$55,200
Executive	43,180	48,600
Auditor	33,346	38,700
Commissioners	33,346	37,500

The salaries would be effective 6/19/86, and remain fixed until changed by the voters. The Sheriff's position was granted a pay increase in 1982, the other positions were last increased in 1981.

## EXPLANATION

This measure adjusts the salaries of County elected officials as follows:

	FROM	TO	PERCENT INCREASE
Sheriff	\$46,000	\$55,200	20.0%
Executive	43,180	48,600	12.5%
Auditor	33,346	38,700	16.0%
Commissioners	33,346	37,500	12.5%

The Salary Commission found that elected officials' salaries were not comparable to elected officials having similar duties in comparable jurisdictions.

The Salary Commission established its objective to bring elected officials' salaries to within 10% of the markets surveyed by the end of 1987. The salaries would be within 10% but not more than the surveyed markets.

National salary survey data were compiled by Price-Waterhouse, Certified Public Accountants. Local and regional survey data were compiled by the Salary Commission. The surveys indicated that Multnomah County elected officials' salaries would range from 15 to 30 percent below the surveyed markets at the end of 1987, if this measure is not passed.

The Sheriff's position was granted a pay increase in 1982, the other positions were last increased in 1981. Multnomah County salaries have increased approximately 19% for management personnel and 22% for non-management personnel in the last five years.

The County Executive position is abolished by charter change effective December 31, 1986. The salary adjustment for that position in this measure is effective from June 19, 1986 through December 31, 1986.

This measure reflects the recommendation of the Salary Commission appointed under Section 4.30 of the Multnomah County Charter.

Submitted by: Multnomah County Salary Commission

(This space has been provided pursuant to Multnomah County Code 4.10.530.)

NO ARGUMENTS FAVORING OR OPPOSING THIS BALLOT MEASURE WERE FILED WITH THE COUNTY CLERK.

BEFORE THE BOARD OF COUNTY COMMISSIONERS FOR MULTNOMAH COUNTY, OREGON ORDINANCE NO. 498—An Ordinance in the matter of referring salary adjustment for Elected County Officials to the May 20, 1986 primary election: Amending Multnomah County Code (MCC) 2.30.810, subsection A. Multnomah County ordains as follows:

Chapter IV, section 4.30 of the Multnomah County Home Rule Charter requires that the salaries of all holders of elective office of Multnomah County be fixed by the registered voters of Multnomah County at a Primary Election.

#### SECTION 1.

Multnomah County Code section 2.30.810(A) is amended to read as follows:

(A) Compensation of elected County officials is fixed at:

(1) Commissioner	[\$33,346]	\$37,500
(2) Executive	[\$43,180]	\$48,600
(3) Auditor	[\$33,346]	\$38,700
(4) Sheriff	[\$46,000]	\$55,200

#### SECTION 2.

This Ordinance is referred to the electors of Multnomah County at the recommendation of the Multnomah County Salary Commission and it is in the public interest that the matter be voted upon at the May 20, 1986 primary election. Attached Exhibit A is the Ballot Title to be used at that election.

#### SECTION 3.

The Director of Elections of Multnomah County is directed to place the measure relating to elected officials salaries in state voters pamphlet with the explanation attached hereto as Exhibit B.

#### SECTION 4.

If approved by the electors of Multnomah County, this Ordinance will take effect June 19, 1986.

# Measure No. 8 MULTNOMAH COUNTY

ORDINANCE NO. 499 — Submitted to the Electorate of Multnomah County by the Board of County Commissioners, to be voted on at the Primary Election, May 20, 1986.

## BALLOT TITLE

### 8 ESTABLISHES SALARY FOR THE CHAIR OF THE BOARD OF COUNTY COMMISSIONERS

QUESTION—Shall the salary of the Chair of the County Commissioners be established at the rate of \$50,000?

YES

NO

EXPLANATION—This measure would set the salary for the new full-time position of Chair of the County Commissioners at \$50,000 annually.

This is a new full-time position established by the voters in 1984. The Chair will not have a salary if this measure is not adopted.

This measure would be effective from January 1987 until changed by the voters.

## EXPLANATION

This measure establishes the salary for the Chair of the Board of County Commissioners at \$50,000.

This is a new full-time position established by the voters in 1984. The Chair will not have a salary if this measure is not adopted.

The Salary Commission established its objective to bring elected officials' salaries to within 10% of markets surveyed by the end of 1987. This measure will fix the Chair of the Board of County Commissioners to within 10% of the surveyed markets.

National salary survey data were compiled by Price-Waterhouse, Certified Public Accountants. Local and regional survey data were compiled by the Salary Commission.

The Salary Commission found that salaries for Chairs of County Boards with similar duties in comparable jurisdictions averaged more than \$50,000 annually.

This measure reflects the recommendation of the Salary Commission appointed under Section 4.30 of the Multnomah County Charter.

This measure would be effective from January 1987 until changed by the voters.

Submitted by: Multnomah County Salary Commission

(This space has been provided pursuant to Multnomah County Code 4.10.530.)

NO ARGUMENTS FAVORING OR OPPOSING THIS BALLOT MEASURE WERE FILED WITH THE COUNTY CLERK.

BEFORE THE BOARD OF COUNTY COMMISSIONERS FOR MULTNOMAH COUNTY, OREGON ORDINANCE NO. 499—An Ordinance in the matter of referring the establishment of a salary for the Chair of the Board of County Commissioners to the May 20, 1986 primary election; Amending Multnomah County Code (MCC) 2.30.810, subsection A.

Multnomah County ordains as follows:

Chapter IV, section 4.30 of the Multnomah County Home Rule Charter requires that the salaries of all holders of elective office of Multnomah County be fixed by the registered voters of Multnomah County at a Primary Election.

#### SECTION 1.

Multnomah County Code section 2.30.810(A) is amended by the addition of a new subsection (5), to read as follows:

(5) The salary for the newly established full-time position of Chair of the Board of County Commissioners is set at \$50,000 annually.

#### SECTION 2.

This Ordinance is referred to the electors of Multnomah County at the recommendation of the Multnomah County Salary Commission and it is in the public interest that the matter be voted upon at the May 20, 1986 primary election. Attached Exhibit A is the Ballot Title to be used at that election.

#### SECTION 3.

The Director of Elections of Multnomah County is directed to place the measure relating to the salary of the Chair of the Board of County Commissioners in the state voters pamphlet with the explanation attached hereto as Exhibit B.

#### SECTION 4.

If approved by the electors of Multnomah County, this Ordinance will take effect January 1, 1987.



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# MULTNOMAH COUNTY OREGON

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## MULTNOMAH COUNTY SALARY COMMISSION

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Minutes of Meeting  
Friday, September 29, 1989

Members Present: Rand Sherwood, Joyce Sorlien, Keith Crawford,  
Brenda Carpenter

Others Present: Dan Ivancie, D'Rae Boeche

Meeting Started 7:45 A.M. - Adjourned 8:50 A.M.

1. Rand Sherwood asked if there were any changes in the last meeting's minutes. The minutes of September 12, 1989 were corrected and are attached.

2. The committee decided on a group of comparable counties and cities that will be used in the salary survey. They are: King County, Pierce County, Snohomish County, Spokane County, Clark County, Washington County, Clackamas County, Marion County, Lane County, Multnomah County, Fresno County, Sacramento County, plus the cities of Portland and Seattle.

3. The committee approved Keith Crawford's questionnaire to be used in the survey of Elected Officials' salaries and duties. It will be mailed to county commissioners with the request they be returned within two weeks.

4. The committee reviewed a report on the results of previous mail-ballot elections as requested at the last meeting.

The committee will ask County Elections if the primary elections can be handled through the mail-ballot process.

5. The topic of hiring an independent market research firm was discussed. It was noted that \$10,000 was available for salary review research.

Keith stated he would supply background information and instructions for the survey RFP.

"The objective of this project is to prepare a market research

questionnaire; survey an appropriate sample of registered voters to determine what level (i.e., percentage increase) of votes would likely approve of a one year salary increase, and what at level they would approve it if the increase was phased in over a three year period."

"The sample size must be sufficient to ensure accuracy of results is not greater or less than a 4.5 point margin for error at 95% confidence." Keith stated the sample size would have to be at least 500.

Keith Crawford and Brenda Carpenter will interview marketing research firms by telephone, asking the firms to provide at least one sample of recent research results related to elections, ballot measures and/or levy studies, including comparisons of the surveys to the actual election results. They will ask for at least three client references. They will make a decision of what firm to use for the survey, have Dan put the contract through county processing, and notify Rand Sherwood of their decision.

6. Joyce Sorlien handed out a questionnaire she will use to conduct the telephone interviews of comparable counties and cities. This was approved.

The next Salary Commission meeting will be held in the Portland Building, 15th Floor Conference Room, at 7:30 A.M., October 19, 1989.

**MULTNOMAH COUNTY  
SALARY COMMISSION**

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**MINUTES FOR MEETING OF**

**TUESDAY, SEPTEMBER 12, 1989**

**Members Present:** Brenda Carpenter, Keith Crawford, Rand Sherwood,  
Joyce Sorlien and Robert Young

**Others Present:** D'Rae Boeche and Craig Mills

Meeting started 7:35 - Adjourned 9:08

The following are key points discussed at the meeting:

1. Rand Sherwood asked if there were any changes in the last meetings' minutes - there were none.

The following information was presented:

2. Brenda Carpenter provided data concerning Commissioners salaries, and salaries of exempt employees (1987). She also provided data on work completed by the prior Salary Commission. This outlined the average increases for County bargaining units prior to 1981.

Historically, Commissioners have been paid less than some exempt personnel. Salaries for county employees in general have increased by 30% since 1981.

3. In 1981, the salaries of elected officials were to be determined by the voters as a result of a ballot measure. The ballot measure was proposed through a referendum.
4. Elected officials received an increase of 3.1% in 1981 and haven't had one since. Since this period, the Salary Commission has been recommending salary increases. Voters have turned down all ballot proposals for salary increases.
5. Brenda Carpenter indicated she was unable to obtain documentation indicating what the elected officials, specifically Commissioners, job duties are. She added that responsibilities are outlined in the Charter, but duties are very non-specific.

Brenda also said she would provide all members with a copy of the Charter before the next meeting.

6. Rand Sherwood indicated the previous Salary Commission engaged a consulting firm to conduct a survey of comparable salaries for elected officials in other local jurisdictions. This survey included studies of counties throughout the United States. He indicated that local comparables were excluded. It was pointed out that inordinately low salaries were present in the South.
7. The group concluded that gathering information for comparables should focus locally and not nationally.
8. Keith Crawford felt any study of comparable salaries should focus in the public sector and exclude private industry.
9. Rand Sherwood emphasized the need for simplicity in any survey undertaken. He felt high level statistical analysis would not be appreciated by the typical resident.
10. Robert Young indicated that if we limit our survey to the Northwest, we may be limited in the number of reasonable comparables available for survey.
11. Rand Sherwood indicated that King County, Sacramento County, Pierce County, Fresno County, Snohomish County, Spokane County and Rainier County were the jurisdictions he would recommend for survey.
12. Rand Sherwood indicated that previous analysis shows absolutely no correlation between key variables such as: population size, budget and total employees. He thought we should have a sample size of comparable counties and cities of at least 12. However, Rand indicated this would not be enough to run a regression study.
13. Keith Crawford distributed data from previous elections. He also prepared a questionnaire asking elected officials specific questions concerning their job responsibilities and experience. The data concerning elections covered four elections between 1982 and 1988.
14. Keith Crawford indicated there was one significant trend. The higher the voter turn out, the higher the likelihood of a measure passing.
15. Rand Sherwood suggested that each member of the group review the analysis of election results and be prepared to discuss them at the next meeting.

16. Craig Mills indicated there was normally a higher voter turn out in November, as opposed to May. He suggested the Salary Commission give consideration to when the measure is brought before the voters. The question was raised whether there was any legal restriction on when the measure could be placed on the ballot. Brenda Carpenter indicated it was noted in the Charter that a measure can be introduced on either the May or November ballots.
17. Craig Mills said the Elections Division must receive the proposed measure within 61 days in advance of the election date. Craig indicated the election dates for 1990 are May 15, and November 6.
18. Craig Mills also mentioned there was typically higher voter turn out with mail-in ballots. This may, also, be a factor the Salary Commission may want to consider with this measure. Rand Sherwood asked D'Rae to find out which election used the mail-in ballots.
19. Rand Sherwood indicated the commission should set a deadline for the end of February for a May ballot.
20. Rand Sherwood asked the members of the commission how they felt about hiring an independent market researching firm to conduct a survey of county residents. The committee agreed to do this.

All committee members were instructed to provide Rand with a list of questions that could be asked the voters in a survey. Keith Crawford was asked if he could identify the organizations who would be able to perform this survey. The Salary Commission could then have the Auditor's office request these services through the contract process.

21. Joyce Sorlien suggested that a salary increase of 7.2 percent (for example) over the next three years might be acceptable to voters. Joyce Sorlien indicated she would conduct a telephone survey of other jurisdictions to find out the following:
  - a. The extent of supervision by Commissioners.
  - b. Budget
  - c. Salaries
  - d. Employment status
  - e. Bonuses
  - f. Perks
  - g. Retirement plan
  - h. Staff size
  - i. Insurance

The group agreed to consider benefits as part of compensation.

22. Craig Mills said he would provide Brenda Carpenter with a list of current salaries for all county employees. Craig indicated there had been significant changes since 1987. He suggested this data could be effectively used to make a point for salary increases for elected officials.
23. The group agreed the next meeting would be held in the Portland Building, 15th Floor Conference Room, at 7:30 A.M., September 29, 1989.

CM/db

## CRITERIA FOR REQUEST FOR PROPOSALS FOR MARKET RESEARCH STUDY

### INTRODUCTION

The salaries of elected officials have not increased since 1981. Voters have continually turned down Salary Commission recommendations for increased compensation. In the last election, May 17, 1988, the recommended salary increases ranged between 20% and 36%. Voters soundly defeated these measures with 39% voting YES, and 61% voting NO. In that election, there were 299,890 registered voters, with a turnout of 57%.

The objective of this project is to prepare a market research questionnaire, survey an appropriate sample of registered voters to determine what level (i.e., percentage increase) voters would likely approve for a one year increase, and what level they would approve if the increase was phased in over a three year period. We are also interested in finding out:

If voters know what the elected officials do.

Demographics

MORE ?

### SAMPLE SIZE

The sample size must be sufficient to ensure accuracy of results is not greater or less than a 4.5 point margin for error at 95% confidence. State the method used to determine the sample size recommended for this study.

### SAMPLE FILTER QUESTIONS

Indicate the filter questions that will be used to disqualify survey respondents in this study.

### SAMPLE SURVEY QUESTIONS

Indicate examples of survey questions that would be used to accomplish the objective.

### METHODOLOGY USED TO CONDUCT SURVEY

Indicate methodology you will use to conduct this survey. Describe the capabilities of your firm, how the survey will be conducted, how data will be obtained, how results will be compiled, and the final product/report to be presented to the Salary Commission.

### DOCUMENTATION/QUALITY CONTROL PROCEDURES USED

Describe methods used to ensure accurate documentation of respondent answers, and how quality control is accomplished

#### RELIABILITY FACTORS TO ENSURE ACCURATE RESULTS

Describe the factors/methods used to condense the results of raw statistics, in effect, presenting more conservative conclusions to ensure reliability of results.

#### SURVEY REPORT

Describe the tables, summary of factual findings, research conclusions, format and supporting documentation that will be included in the final report.

#### QUALIFICATIONS OF THE FIRM AND KEY PERSONNEL

Describe the firm's/individual's qualifications and experience in providing market research. Describe experience directly relating to elections, ballot measures and/or levy studies. Describe the education and work experience of key personnel who will work on this project. Include resumes.

#### METHOD FOR RECRUITING QUALIFIED RESEARCHERS

Describe the criteria used to recruit and screen research personnel employed to perform research of this nature.

#### PROVIDE EXAMPLE OF SIMILAR RESEARCH RESULTS

Provide at least one sample of recent research results relating to elections, ballot measures and/or levy studies, compared to what the actual results of the election were. Include at least three client references.

#### COST FOR ESTIMATED SAMPLE SIZE

Provide a statement of costs for the study to include all costs to perform this study. Proposals exceeding \$10,000 will not be considered.

#### PROJECT SCHEDULE

This project must be completed within 60 days of contract award.

#### PROPOSAL EVALUATION CRITERIA

To be determined

#### PROPOSAL SUBMISSION

Original and (X) copies, due by date specified.

MULTNOMAH COUNTY SALARY COMMISSION

Salary Data

Position:            Chair                    Commissioner                    Sheriff                    DA

City/County Surveyed: \_\_\_\_\_

Population \_\_\_\_\_ Annual Budget \_\_\_\_\_

Responsibility match: (reporting bureaus? work as board?)

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Staff:                    direct \_\_\_\_\_ indirect \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Full-time                    Part-time

How salary determined: \_\_\_\_\_

\_\_\_\_\_

How are increases given: \_\_\_\_\_

\_\_\_\_\_

Date of last increase: \_\_\_\_\_ Amount: \_\_\_\_\_

Perks:    Car \_\_\_\_\_

          Parking \_\_\_\_\_

          Expenses \_\_\_\_\_

          Bonuses \_\_\_\_\_

Retirement: (formula/value) \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

MULTNOMAH COUNTY SALARY COMMISSION  
SURVEY OF ELECTED OFFICIALS

\*\* DRAFT \*\*

The purpose of this survey is to provide background information for the Multnomah County Salary Commission (Salary Commission) that will be used in its overall analysis and recommendations as they relate to the job requirements, time commitment and compensation levels of the County's elected officials. The Salary Commission asks that you complete this survey independent of your other elected colleagues and with as much detail as possible, so that we can thoroughly understand and evaluate the requirements of your position. Use "N/A" if an item is not applicable to you. If you need more room, please write the number of the item on the reverse side and continue your answer.

What position do you occupy? (circle)

Chair      Commissioner      Sheriff      District Attorney

When were you elected to this position? \_\_\_\_\_

What are your primary responsibilities? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

What size of budget are you responsible for? \_\_\_\_\_

How many county employees are you responsible for? \_\_\_\_\_

How many employees are on your immediate staff? \_\_\_\_\_

Do you believe you have adequate staff assistance? (circle) YES / NO

If your staff size is not adequate, what size should it be? \_\_\_\_\_

On the average, how many hours do you work a week? \_\_\_\_\_

Do you view your job as full-time or less than full time? \_\_\_\_\_

When is your busiest time of year? \_\_\_\_\_

What activities are involved during this time? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

MULTNOMAH COUNTY SALARY COMMISSION  
SURVEY OF ELECTED OFFICIALS

\*\* DRAFT \*\*

1. Are you actively involved in any other occupation, such as the owner or manager of a business, in addition to your elected position? (circle) YES / NO

If YES, please describe: \_\_\_\_\_

If YES, how many hours per week are you involved on the average? \_\_\_\_\_

2. Do you believe your current salary is appropriate? (circle) YES / NO

3. If you could receive one salary increase over a three year period, what percent increase do you feel would be appropriate? \_\_\_\_\_

4. If you could receive a salary increase each year for the next three years, what percent increase do you feel would be appropriate? \_\_\_\_\_

5. Do you believe increasing the compensation level of your position would attract a larger pool of qualified candidates? (circle) YES / NO

If NO, please explain: \_\_\_\_\_

6. Would you (circle) FAVOR / NOT FAVOR an independent market research survey of registered voters in Multnomah County to find out what salary level or percentage increase voters would feel is appropriate for your job?

7. Other Comments:



DANIEL A. IVANCIE

COUNTY AUDITOR  
ROOM 1500, PORTLAND BUILDING  
1120 S.W. 5TH AVENUE  
PORTLAND, OR 97204  
(503) 248-3320

# MULTNOMAH COUNTY OREGON

## MULTNOMAH COUNTY SALARY COMMISSION

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Minutes of Meeting  
Thursday, October 19, 1989

Members Present: Rand Sherwood, Keith Crawford, Joyce Sorlien,  
Robert Young

Others Present: Dan Ivancie, D'Rae Boeche

Meeting Started 7:40 A.M. - Adjourned 8:25 A.M.

Rand Sherwood asked if there were any additions or corrections in the minutes of the last meeting. There were none.

1. Rand Sherwood reported on his conversation with Bill Rapp of the Charter Review Committee. Mr. Rapp was interested in the Salary Commission and Rand Sherwood briefly gave him a run down of what the Commission does. Also, Rand Sherwood instructed D'Rae to send Bill Rapp a copy of the minutes of all of the meetings.

Rand Sherwood instructed D'Rae to reference and attach all hand-outs in the minutes.

2. Keith Crawford reported his findings on the Elected Officials Survey. Attached is Exhibit A, which is a copy of the letters he sent to the Commissioners. Keith Crawford reported two of the surveys were returned, those of Commissioner Bauman and Commissioner Kafoury. Commissioner Kafoury estimated she worked 50 hours a week and Commissioner Bauman estimated he worked 60. Regarding the salary increase, they both felt it would be appropriate if the Commissioners received one increase for a three year period. Commissioner Kafoury indicated a 30% increase would be appropriate and could be split up over three years at 10% per year over the next three years. Keith Crawford felt the market research firm could use this information in the survey, especially if people knew how many hours the Commissioners worked, that a 50 or 60 hour week would justify an increase.

3. Rand Sherwood asked Keith Crawford if he had any indications the Commissioners resented the questions. There were none. Keith Crawford will send a follow-up letter if he doesn't receive the rest of the questionnaires in a reasonable length of time and will send Rand Sherwood a summary of the findings.
4. Joyce Sorlien reported there is no correlation between salaries of elected officials and any variable we measured. Joyce reported there are no set formulas, or no common ground between number of commissioners and population, or number of Commissioners and size of budget on how the counties she contacted in California set their salaries for elected officials. She reported most of the counties had an Administrative Manager. Sacramento County is the only place she found with a Chair that was paid differently from the Commissioners; their Sheriff is paid in excess of \$72,000 and the District Attorney in excess of \$73,000, but these figures were not confirmed. It was reported that Fresno elected officials can be compared to Multnomah County elected officials because Fresno pays their Commissioners 35,500 annually. She was told by one person the Commissioners were full-time, but someone else told her they were part-time. These discrepancies will be cleared up by next meeting.

Joyce Sorlien found in King County (Seattle) the County Executor's salary is \$103,100 annually, the Board was 60% of that she thought. She asked the committee if they wished her to go ahead with Seattle because she could see no comparison between Seattle and Portland. It was decided she was to go ahead and compile the data from Seattle because people would want to know how Seattle handles the salaries of their elected officials.

Joyce Sorlien reported:

Washington County pays their Commissioners \$41,300 annually  
Lane County pays their Commissioners \$36,700 annually  
Clackamas County pays their Commissioners \$52,300 annually.

The only elected officials that were not full-time were Washington County and possibly Fresno. Washington County is part-time but the Commissioners work eight hours a day, plus run their own business in their spare time. All the other counties Joyce contacted were full-time.

Joyce Sorlien said the next step was to make an analysis from this information and will send a summary of her findings to Rand Sherwood by the end of next week.

5. Rand Sherwood asked Keith Crawford to report on how he and Brenda Carpenter were progressing on the selection of the research firm. Keith Report they had not yet selected a research firm and reported they had interviewed ten firms. Attached (Exhibit B) is a list of the 10 they contacted: When

they interviewed these firms they specifically asked if they have the experience in doing election relating ballot measure market research and could they provide an example of a previous survey where comparisons were made against the actual elections results to see how well their conclusions predicted the outcome. All 10 of the firms said they could provide that information, plus document their experience. Keith Crawford said he would anticipate the RFP could get out very early next week. Keith anticipates the entire research being completed before Thanksgiving. Jim Pitts of the Auditor's office will assist Keith on the RFP.

Rand Sherwood asked what was the selection process once the proposal is returned. Keith said one of the other committee members should review the evaluations of the proposals and work with Brenda Carpenter to make the selection. Keith will help with the technical questions, but since he at one time was employed by one of the 10 firms, he felt he should not assist in the selection.

Rand suggested the market research firm send the Committee a summary of their conclusions before the next meeting so the members can have a chance to read it and then have a discussion. It was agreed the research firm is to have the report mailed out the week of November 27, 1989. It was agreed.

6. Rand Sherwood proposed not to have another meeting until all of the market research was complete, the results from the salary survey were complete, all of the data from the questionnaires be in. They could review all of the completed data at the next meeting, plus draft a proposed ballot measure. Rand Sherwood said by the end of the next meeting the Committee should be within one or two sessions of having all their responsibilities complete.

Rand Sherwood said the next agenda would have the:

- Summaries of the elected officials questionnaires
- Summary of the salary results
- Discussion of the market research findings and conclusions
- Draft the proposed ballot measure

It was agreed on.

7. The next meeting will be Monday, 7:30, A.M., December 4, 1989, Glass Conference Room, 15th Floor of the Portland Building.

Attached:

- Exhibit A - Letters
- Exhibit B - List of Firms

EXHIBIT A

Keith Crawford & Associates

MANAGEMENT, FINANCIAL & INFORMATION SYSTEMS CONSULTANTS

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Gladys McCoy  
Chair, Board of County Commissioners  
Multnomah County Courthouse  
1021 S.W. Fourth Avenue  
Portland, Oregon 97204

October 12, 1989

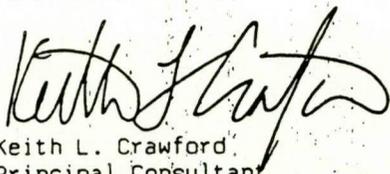
Dear Gladys:

I am writing to you today as a member of the Multnomah County Salary Commission. As you well know, in accordance with Chapter IV, section 4.30, of the Home Rule Charter, the purpose of the Salary Commission is to conduct an analysis of the compensation of Multnomah County elected officials (except for the County Auditor) and submit salary adjustment recommendations, if any, to the voters for approval.

The salary for your position has not increased since 1981 and our research thus far has confirmed the reasons why. Under the direction of Mr. Rand Sherwood, chair of the present Salary Commission, we have expanded the breadth and strategy of our analysis beyond the traditional study of comparable county and city governments. The scope of our research includes a historical elections analysis, an expanded comparative analysis, a market research study of registered voters, and a survey of elected officials. Your copy of this survey is attached.

We ask that you take a few moments to complete this survey and mail it as soon as possible to the address below. Your input will be a vital component in our overall analysis to determine the method and level of increased compensation that voters would likely approve in the upcoming election. If you have any questions regarding this survey, please phone me at 771-8282. Our next meeting is scheduled on October 19, 1989 at 7:30 a.m. on the 15th floor of the Portland Building.

Very Truly Yours,



Keith L. Crawford  
Principal Consultant

KC/dbs  
Attachment

cc: Multnomah County Salary Commission members

EXHIBIT B

MARKET RESEARCH FIRMS MAILING LIST  
OPINION SURVEY - REGISTERED VOTERS  
MULTNOMAH COUNTY - SALARIES OF ELECTED OFFICIALS

Firms were identified based on the listing under "Market Research & Analysis" in US West Direct yellow pages, Portland, Oregon 1988/1989 edition. The firms listed on page 1078 were contacted by phone by Keith Crawford and Brenda Carpenter and screened using the following criteria:

- o Experience in providing election, ballot measure, levy and/or voter opinion market research.
- o Ability to provide the results of a similar study report, and comparison to the actual election results to determine accuracy of firm's analysis and predicted results.

10 firms were identified to receive a copy of the RFP.

Bardsley & Neidhart, Inc.  
Jan Woodruff  
921 S.W. Washington, Suite 218  
Portland, Oregon 97201  
248-9058

Columbia Information Systems  
Ken Buchanan  
333 S.W. 5th Ave.  
Portland, Oregon 97201  
225-0112

Decision Sciences, Inc.  
1984 S.W. 6th  
Portland, Oregon 97201  
220-0575

Griggs-Anderson Research  
308 S.W. First, 4th Floor  
Portland, Oregon 97201  
241-8036

Intercept Research Corporation  
Dean Bolon  
9 S.W. Monroe Pkwy, Suite 250  
Portland, Oregon 972  
635-5599

Mar/Stat, Inc.  
Tina Pryor  
7 S.W. Erasmus  
Lake Oswego, Oregon 97035  
636-3132

MARKET RESEARCH FIRMS MAILING LIST  
OPINION SURVEY - REGISTERED VOTERS  
MULTNOMAH COUNTY - SALARIES OF ELECTED OFFICIALS

Market Decisions Corporation  
Daina Brown  
8959 S.W. Barbur Blvd  
Portland, Oregon 97219  
245-4479

Market Trend Research Corp.  
John Thomas  
2130 S.W. Jefferson, Suite 200  
Portland, Oregon 97201  
224-4900

Moore Information  
Tom Eiland  
1133 S.W. Market, Suite 204  
Portland, Oregon 97201

Research for Marketing  
Bob Friedman  
2718 S.W. Kelly, Suite 104C  
Portland, Oregon 97201  
233-6268

12-8-89

**DRAFT**

**MULTNOMAH COUNTY  
SALARY COMMISSION**

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**MINUTES OF MEETING**

**WEDNESDAY, DECEMBER 6, 1989**

**MEMBERS PRESENT:** Brenda Carpenter, Keith Crawford, Rand Sherwood,  
Joyce Sorlien, Robert Young

**OTHERS PRESENT:** Roy Bardsley, Laura Neidhart, Jan Woodruff,  
Kelly Bacon, Dan Ivancie, D'Rae Boeche

**Meeting Began:** 7:30 A.M. - **Adjourned:** 10:20 A.M.

**Next Meeting :** Thursday, January 11, 1990, 7:30 A.M.  
Portland Building, 15th Floor Conference Room

**Discussion of the Multnomah County Elected Officials Survey:**

Rand Sherwood asked Roy Bardsley, Laura Neidhart and Jan Woodruff of Bardsley & Neidhart, Inc. to explain the Multnomah County Elected Officials survey they did for us.

Survey data was collected from in-house telephones November 15 through 19, 1989 between 3:00 and 9:00 P.M. and on weekends, by trained personnel of Bardsley & Neidhart, Inc. The sample study consisted of 501 interview with registered voters who voted in the 1988 general election.

The objective of the project was to determine at what level Multnomah County voters would be most likely to support a salary increase for elected officials. The voters were asked several questions and also their knowledge on what the elected officials jobs were. Two of the questions were:

If an election were held today would you support or oppose an annual cost of living increase for elected Multnomah County officials? Would that be strongly or somewhat support/oppose?

and

You may or may not know, but elected officials in our county do not get an annual cost of living adjustment. In fact, the salaries for elected officials have not increased for 8 years. If an election were held today asking voters to approve an annual cost of living increase for elected county officials, would you support or oppose the measure? Would that be strongly or somewhat support/oppose?

Seven in ten voters had fairly accurate knowledge of the District Attorney's responsibilities. The majority was aware of the District Attorney's duties but were confused with the responsibilities of Judges.

Only two-thirds of the registered voters contacted were unaware of the job responsibilities of the Chair. Over half of the voters were either uninformed or misinformed about the responsibilities of a County Commissioner.

82% say elected official salaries should be set by voters.

69% prefer a full-time County Commission, with 72% opting for a five-member body.

62% believe managerial responsibilities should rest with the County Chair rather than a hired executive.

A majority maintains both the County Sheriff and County Auditor should be elected.

52% approve the hiring of a paid "representative" (lobbyist) to protect the County's interests in the Legislature.

When voters were asked if they would approve an annual cost of living increase for elected officials, the answer was no. When informed the elected officials did not receive any annual cost of living raises and had not received a salary increase for eight years, the answer was yes.

Evidence from the survey shows:

There is a marked lack of knowledge of the responsibilities of the Commissioners and in particular the Chair.

The voters are complimentary concerning the accomplishments of the Sheriff and District Attorney but grade the Commissioners and Chair as "fair to poor" on their jobs.

Upgrading the job performance image improves the odds for passage of the salary ballot.

The County Chair and Commissioners need to do have their job descriptions defined clearly and do PR work. They should be more visible.

Over nine out of ten voters do not know salaries of the Multnomah County elected officials are the lowest in this region. The salaries are between 20% and 30% lower than the salaries of officials in other counties in the Pacific Northwest.

The voters need to be educated prior to any ballot measure test, because there is both misinformation and lack of information.

Rand Sherwood said it appears we should have smaller cost of living adjustments as versus one large competitive adjustment.

It would cost between \$425.00 and \$500.00 to piggy-back a sample ballot measure. We could use a smaller sample on a ballot measure pre-test of 100 interviews.

#### Discussion of Market Data Conclusions:

Rand Sherwood requested Joyce Sorlien to review the results and conclusions from the market data she has compiled from Lane, Sacramento, Washington, Fresno, King, Pierce, Snohomish, Spokane, Clark, Clackamas, Marion and Multnomah counties; plus the cities of Portland and Seattle.

It was found that most all commissioners were provided with a car and all were provided with free parking and reimbursed for car expenses relating to business.

Concerning the Sheriff's 69% were provided with an automobile, all were provided free parking and business related reimbursements.

There was only one District Attorney provided with an automobile, only nine provided with free parking and one receives \$50 per month automobile expenses.

Commissioners Perks Recap - cars are provided to most and all get free parking and reimbursed for business expenses.

Joyce Sorlien found the salaries for elected officials in other counties were determined by internal benchmark using someone else's salary, i.e., County Administrator or County Executive's salary. The District Attorney is a percentage of a Judge's salary, or more frequently they will use a cost of living type arrangement. Many times the cost of living is piggy backed with a voted adjustment. The Subcommittee or Budget Committee would make the recommendation and the Board would go ahead and approve that adjustment, which is given to the Commissioners the next time they are elected, but there is still a cost of living increase every year. In trying to

draw conclusions with the Commissioners between their salary and the budget for the county they are representing, or the measure of people living in the county, there is no of correlation between those three factors which are the three factors.

Rand Sherwood stated the whole issue to this one time adjustment goes back to competition versus a planned systematic approach over time to make whatever adjustments are appropriate. He thinks there is a way to structure a ballot measure that would provide for salary adjustments appropriate for the future that the voters can approve and feel confident with.

#### Discussion of Survey of Elected Officials:

Rand Sherwood requested Keith Crawford to report on his findings of the summary results for the survey of elected officials.

Keith Crawford reported Sharron Kelly suggested a 30% increase at one time or a 10% every three years. The Commissioners feel they are underpaid. All of the Commissioners view their job as full time, all agreed their work load was ongoing that no one worked less that 50 hours a week and during the budget time the work load actually was increased. All of the Commissioners felt their staff was adequate.

The main fact of the survey showed what the jobs of Commissioners and the Chair consisted of.

The District Attorney's salary is supplemented by the State of Oregon. The County only pays 18% of his salary and the State of Oregon pays the bulk. The District Attorney's office needs extra staff.

Before Bob Skipper was elected Sheriff, he was the Assistant Sheriff. He had to take a \$12,000 annually cut in pay when he became Sheriff. However the department heads are all paid higher salaries. All non- union management staff receive approximately a 6% per year increase in salary and a 3% cost of living adjustment annually. Senate Bill 1029 states in part that the Sheriff's salary "shall be fixed in an amount which is not less than that for any member of the sheriff's department." However, Larry Kressel of County Counsel believes the Home Rule Charter would over rule this.

Ballot measures and salaries for elected officials were then discussed at length.

#### Conclusions:

1. One time increase not acceptable.
2. COLA adjustment over time or District Attorney/Sheriff link to Judges. 3% range annual. CPI local area.

3. Commissioners - COLA.
4. Timing of ballot - May/Nov.
5. Split positions.
6. Advise officials of results and their need to do PR work.
7. Ballot measure needs to educate.
8. One time increase of \$1,000 competitive adjustment 3% or equal local CPI as a separate issue.
9. We have to pre-test the ballots.
10. Can only have 30 words in each of the ballot titles.

Questions:

1. Can we add names to ballot.
2. Ballot measure established so increases can be made in the future.

Kelly Bacon of the District Attorney's office mention the District Attorney's salary has to be separate from all the others. The same with the Sheriff. Commissioners can be clustered together.

The drafting of the 30 words in the ballot title is the most critical words in the entire campaign. Traditionally it has gone through County Counsel hands, but he will volunteer the District Attorney's staff to help in this matter. There are people in the staff that have experience in this area.

**Ballots:**

Drafts of the ballots was then discussed at length.

Shall the salary for the Sheriff of Multnomah County be adjusted by 5% or the local CPI (Consumer Price Index) per year, whichever is less?

Shall the salary of the Multnomah County District Attorney be adjusted 20% of a Judge's salary per year?

Shall the County's portion of the Multnomah County District Attorney's salary be adjusted 5% or the local CPI (Consumer Price Index) each year, whichever is less?

Shall the Multnomah County Commissioners salaries be adjusted annually by the local CPI (Consumer Price Index) or 5% each year, whichever is less.

Shall the Multnomah County Chair's salary be adjusted by the local CPI (Consumer Price Index) or 5%, each year, whichever is less.

Meeting was adjourned.



DANIEL A. IVANCIE

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# MULTNOMAH COUNTY OREGON

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## MULTNOMAH COUNTY

### SALARY COMMISSION

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#### MINUTES OF MEETING

WEDNESDAY, JANUARY 24, 1990

MEMBERS PRESENT: Brenda Carpenter, Keith Crawford, Rand Sherwood,  
Joyce Sorlien, Robert Young

OTHERS PRESENT: Kelly Bacon, D'Rae Boeche, Dan Ivancie, Larry  
Kressel

MEETING BEGAN: 7:30 A. M.

MEETING ADJOURNED: 10:00 A. M.

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Rand Sherwood began the meeting by asking D'Rae to summarize her notes from Elections and Clerk of the Board. She reported:

There is a 100 day advance notice.

In order for the measures to be printed in the voters pamphlet, they must be at Elections on the 85th day before the election.

Measures can be delivered to Elections on the 61st day before elections, but they will not be included in the voters pamphlet.

The Board of County Commissioners certify those measures to be voted on.

The deadline for the board is February 13, 1990, however, it was suggested not to wait until February 13th. It was also suggested to have the measures at the Board between February 1st and February 8, 1990.

If the measures require two readings, it should go to the Board between February 1st and February 8, 1990. However, final decision is to be made by Larry Kressel.

The Clerk of the Board requires all material to be in that office January 25 if putting ballot measures to the Board on February 1st, and by Thursday, February 1st if putting to the Board on February 8th.

Joyce Sorlien and Keith Crawford both wrote an explanation for the Voters Pamphlet. This was discussed in detail.

It was agreed to use the following explanation in the Voters Pamphlet:

These measures request a minimum Cost of Living Adjustment (COLA) for the elected positions of County Chair, County Commissioners, Sheriff and District Attorney for Multnomah County.

The Multnomah County Salary Commission conducted a detailed survey of eleven comparable counties in the Northwest. The survey examined separately the positions of County Chair, County Commissioners, Sheriff and District Attorney. The purpose of the survey was to compare the salaries of these elected positions in Multnomah County with the same positions in other counties with similar population and budget size. The survey showed elected officials with similar duties in comparable jurisdictions are paid up to 30% more than Multnomah County elected officials.

Multnomah County elected officials do not receive annual pay increases. The County Chair, County Commissioners and District Attorney have not received a pay increase from Multnomah County for nine years. The Sherrif has not received a salary increase for eight years. However, other county employees commonly receive annual cost of living increases. Average wages for Multnomah County residents have increased approximately 19.1% over the last five years.

This measure reflects the recommendation of the Salary Commission appointed under Section 4.30 of the Multnomah County Charter.

This measure would be effective July 1, 1990.

Submitted by Multnomah County Salary Commission

Larry Kressel said the voters pamphlet can be up to 325 words. There are three components to the ballot title:

The caption, the question and the explanation.

Kressel explained that the explanation in the ballot title (can only be 85 words) and the explanation in the voters pamphlet (can only be 325 words) should be exactly the same. They both are to be impartial, simple, understandable statements of the measure and its affect. It is important they be consistent with each other. He uses the same wording in both the ballot and the voters pamphlet so there is no confusion to the voters. His voters pamphlet are small, short and they mirror his explanations for his ballot titles.

Kressel explained the process: The Board of County Commissioners refers your proposal; it takes the form of an amendment to the County Code, they refer that to the voters. It is the County Code which codifies -- puts into words the charter mandate that the voters set the salaries. The charter says the voters set the salaries, it doesn't say where they set them, it doesn't have to be in the charter its self, & it doesn't have to be as a charter amendment. In fact, (the way the county has set it up historically), if you look in the Multnomah County Codes Section 2.30 you will find the Salary of Elected Officials. That section of the code has always been adopted by the vote of the people. The way the people vote on the code section is that the county commission refers it, and then an ordinance is refered to the voters. What I have prepared for you is the ordinance that will actually be the mechanism and the ordinance includes the ballot title and the explanatory statement.

Kressel said he would review any changes made and would respond back by mail, phone or even another meeting.

Rand suggested the committee take the sample ballot that had been worked up and walk through the ballots that Kressel prepared to be sure the ballots reflects the intent of what they wanted to accomplish.

Rand asked Kressel to explain what takes place after we edit his material and receive it back. D'Rae then submits it to the Clerk of the Board according to the above listed schedule.

Kressel went on to explain the ordinance. It says that the order calling the election shall be made by the Board of County Commissioners, more than 90 days before the primary election. You count back from the primary 90 days and that tells you when the Board has to act. Once you know that, then you have to count back from the date the Board has to act to figure out how you fit into their agenda. A section of this same ordinance says that the measure ballot title and explanatory statement shall be prepared by the Salary Commission and filed with the Board more than 100 days prior to the primaries. So you have to get it to the Board 10 days before they have to act. So, in terms of when you have to get something to the Board I think that 100 days before the primary is the critical.

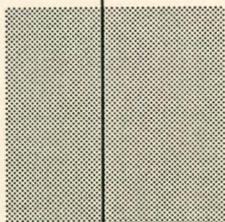
Rand commented that February 13 is the deadline. Which means we have to get measures to the Clerk of the Board as early as tomorrow (January 25, 1990) or February 1, 1990 to be put on the agenda.

Rand asked if the Salary Commission should be present when at the Board meeting when the measures were going to be reviewed. Kressel thought that everyone on the committee could attend if they wish, but that at least one or two representatives should be there. In case the Board wanted to ask questions of the Salary Commission, he suggested to try to be on the Tuesday "informal" agenda instead of the Thursday "formal" agenda because the press is usually there. Larry suggested that if there were any questions about Board practices or protocols to call Hank Miggins, Assistant to the Chair, that perhaps they could be put on the agenda first.

Dan Ivancie brought up the fact there could be two Board meetings to review these measures. Kressel said he set this up as an emergency ordinance, which will take effect immediately. The only consequence of that it enables you to file with the Elections Director immediately. However, the measures don't go to the voters until the primary itself. Therefore, he thought there probably would be only one meeting. Larry also mentioned the Board isn't bound by that and can hold a couple meetings if it is a controversial matter.

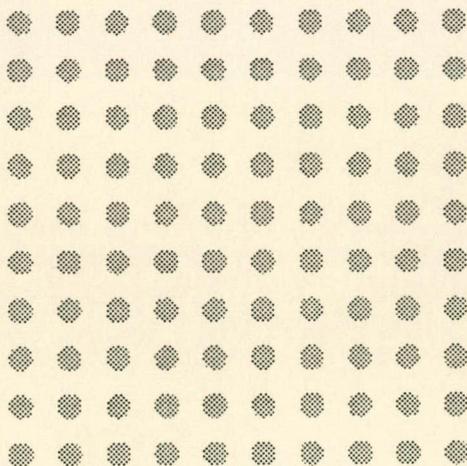
It was suggested and agreed upon, after much discussion, to just go on the COLA increase in this May primary. If these measures don't pass in this election, then go for the 3% base increase in the November election. If at that time we feel it is still appropriate we will recommend to the Board we have a contingency plan prepared.

Meeting Adjourned



# Voters View the Salaries of Multnomah County Elected Officials

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BARDSLEY  
&  
NEIDHART INC.

MARKET  
&  
OPINION  
RESEARCH

503 · 248 · 9058

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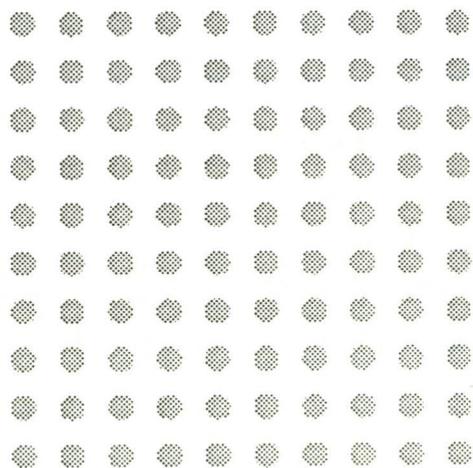
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**APPENDIX A:** Research Design

**APPENDIX B:** Study Questionnaire and Statistics

# Introduction



## ***INTRODUCTION***

This is a report on voter attitudes toward the salaries of Multnomah County elected officials, whose pay scale has not increased during the past eight years.

The study was conducted for the **Multnomah County Salary Commission** by Bardsley & Neidhart, Inc., an independent and impartial research organization with headquarters in Portland, Oregon.

### **Objectives**

Overall objective of the project was to provide strategy and guidance for framing salary increase ballot measures which have a high potential for passage in the 1990 primary election.

More specifically, the study was designed to:

- Measure voter knowledge of the jobs performed by elected officials;
- Determine if the electorate would approve annual cost of living increases, even if no raise in base salary is approved;
- Identify the incremental amount voters would most likely approve for a one-time increase and for annual increases phased in over a three year period;
- Target demographic attitudes toward salaries (by age, gender, income, party affiliation, etc.);
- Tap perceptions of the job performance of elected officials; and
- Measure awareness of the disparity between salaries of Multnomah County officials and those in other jurisdictions.

## Methodology

Survey data were collected from the research organization's in-house telephone bank during the period between November 15 - 19, 1989. All field personnel were personally trained for the project, which was conducted under constant supervision of research principals.

Sample for the study consisted of 501 interviews with registered voters who voted in the 1988 general election. This size sample (501 cases) has a **maximum** standard error range of 4.4% at the 95% confidence level.

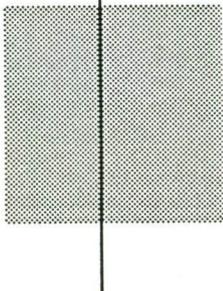
The sample was designed through application of a standard table of random numbers which selected pages, columns and residential numbers in telephone directories. A Random Digit Dialing technique was employed to insure integrity of the sample through inclusion of new and unlisted telephone households.

A detailed accounting of methodology and standard error ranges will be found in "Appendix A."

## Report Format

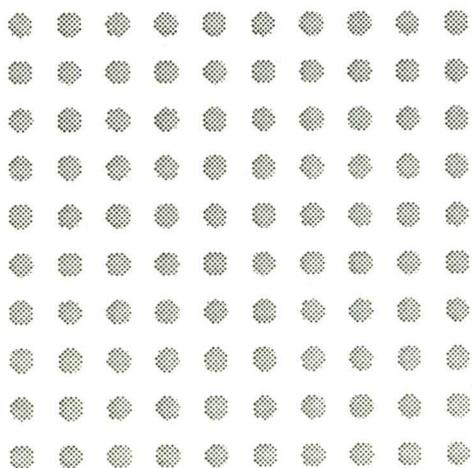
The report is organized into four major sections:

- The **Introduction** presents the background of the project, states the objectives and outlines the methodology.
- The **Executive Summary** reviews salient findings of the survey in both editorial and graphic form.
- The **Analysis** presents a detailed evaluation of each survey topic in terms of project objectives.
- The **Appendices** include the complete statistical abstract of results, a detailed description of survey methodology and a copy of the questionnaire.



# **Executive Summary**

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## ***EXECUTIVE SUMMARY***

A sustained and effective educational campaign must be mounted before Multnomah County voters can be expected to grant its elected officials an equitable salary increase.

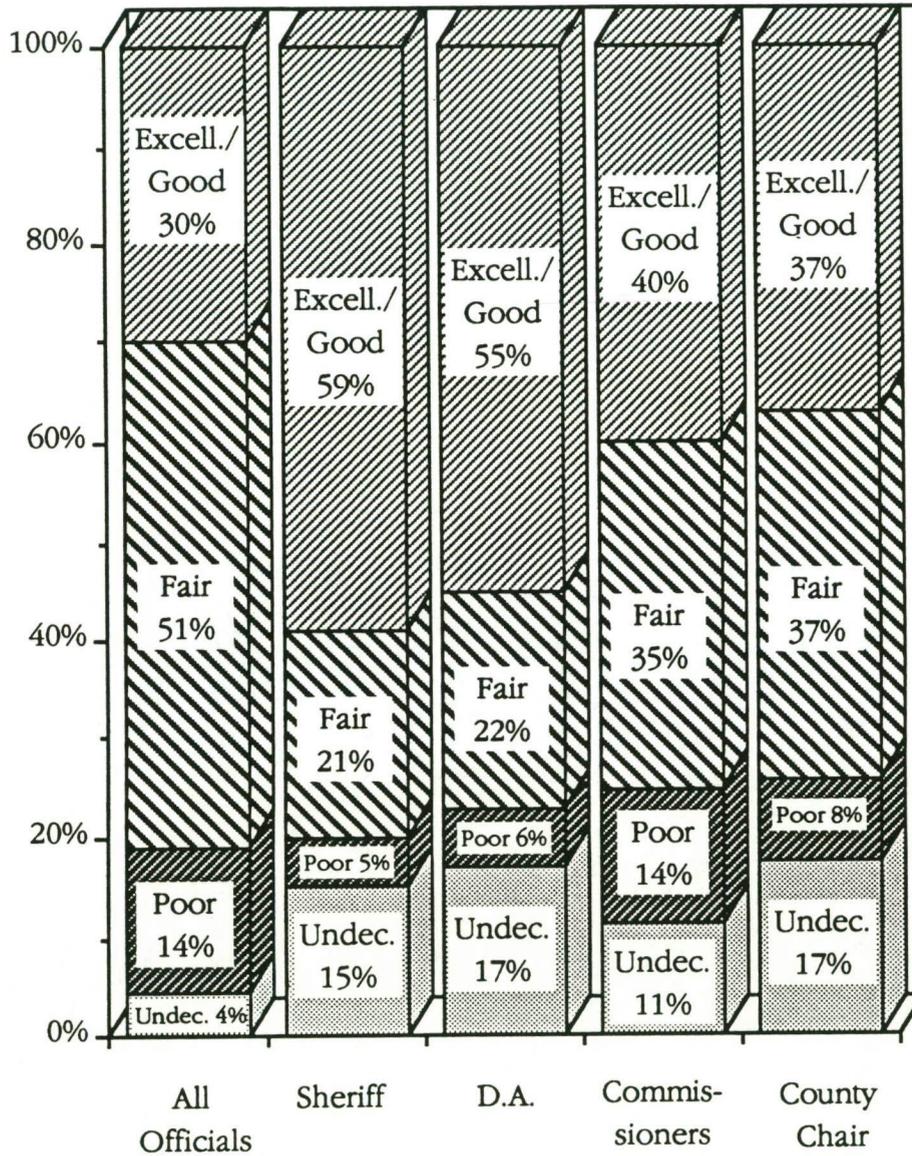
There is both misinformation and lack of information concerning salaries and competence of officials, and significant opposition to any increase for Multnomah County "politicians."

Here is the evidence:

- There is a marked lack of knowledge of the job responsibilities of Multnomah County Commissioners, particularly the "Chair."
- Voters characterize the job performance of elected officials as "fair-to poor," although they are complimentary of accomplishments of the County Sheriff and District Attorney.
- There is little distinction drawn between the job performance of county and city/state officials. Most "politicians" are placed in the "same" performance category.
- There is both ignorance and lack of information concerning the salaries of elected officials. Over nine out of ten are not aware that the Multnomah County pay scale has not kept pace with other counties in the Pacific Northwest. For most positions, about half feel salaries are either higher or the same, while the other half have no idea of the disparity which currently exists.

These perceptions and misperceptions are graphically illustrated on the ensuing pages, after which salary increases are addressed.

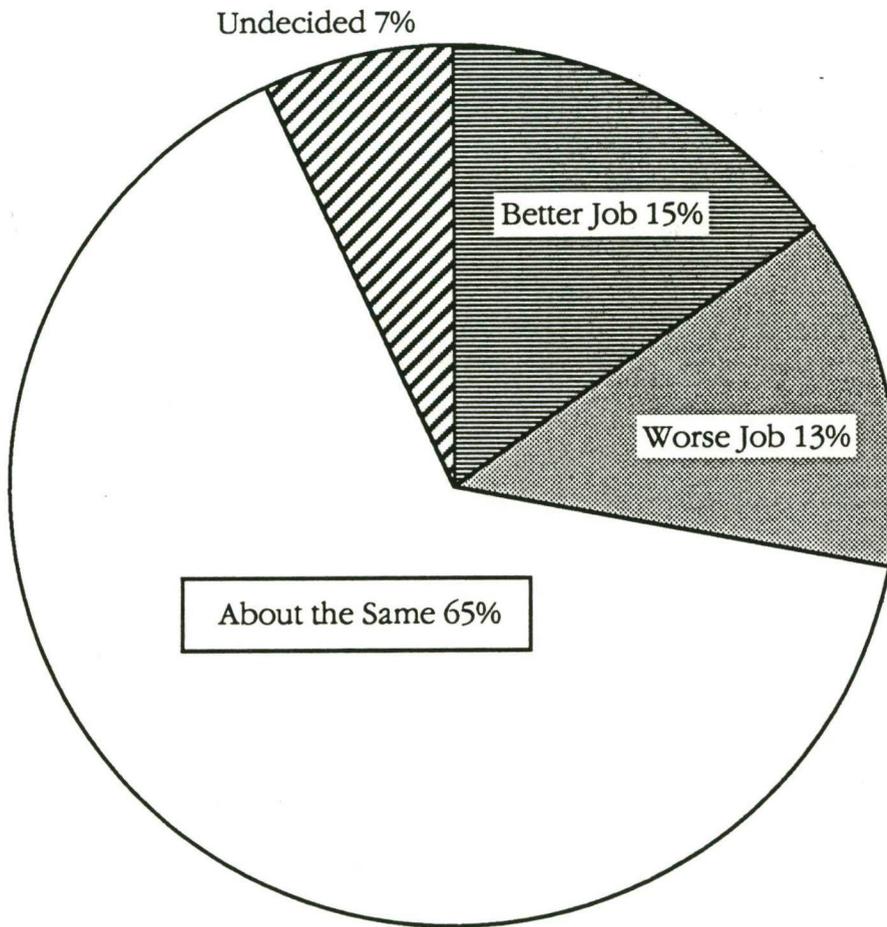
# Perceptions of Job Performance of Multnomah County Elected Officials



(Results may not total 100% due to rounding)

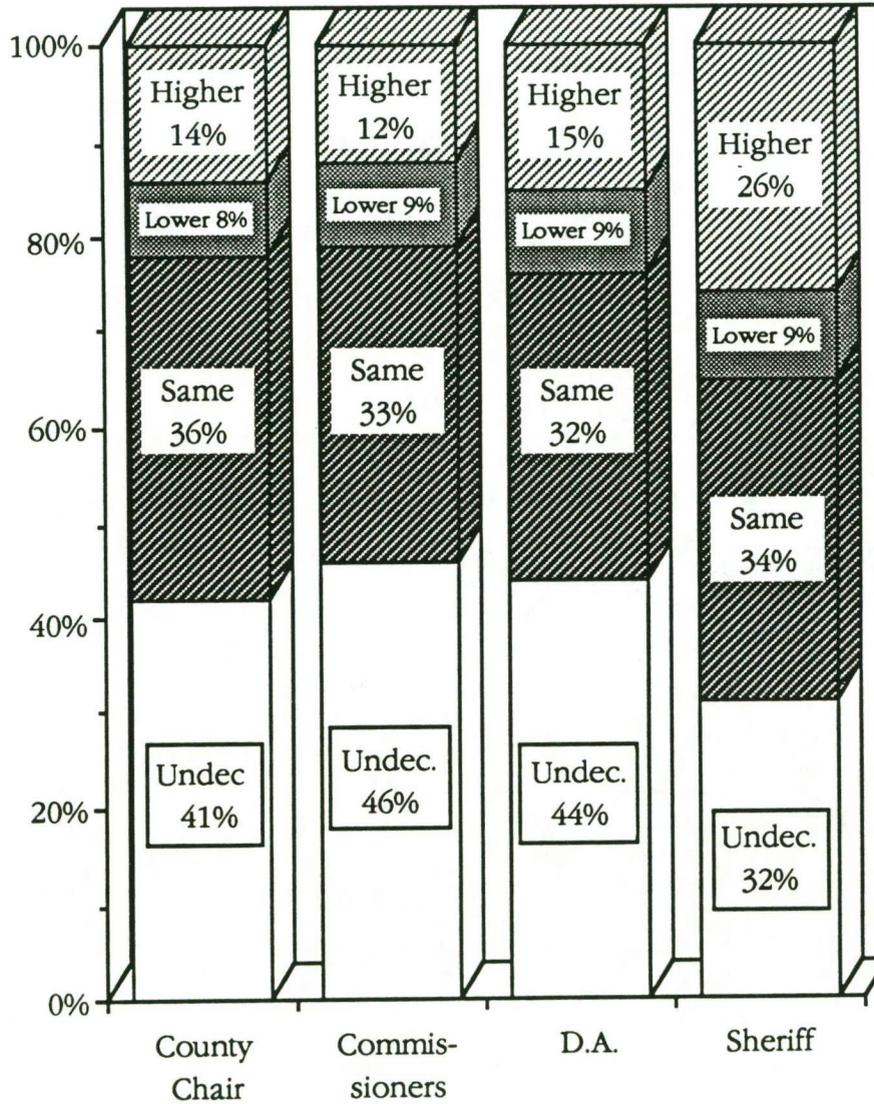
# Multnomah County Performance Vs. State and City Elected Officials

Multnomah County Officials Are Doing:



# Multnomah County Salary Scale Vs. Other Counties in Pacific N.W.

Multnomah County Salary Scale is:



(Results may not total 100% due to rounding)

## **Salary Increases**

Support for a salary hike was studied both on a conceptual basis and in terms of specific percentages or increments to the present pay scale.

First, voters were asked if they would approve an annual cost of living increase for elected officials.

**The answer was NO.**

Then, respondents were informed that officials do not receive an annual cost of living adjustment and, in fact, have not received a salary increase for eight years. After imparting this information, the question was repeated to chart the effect of "education." Would voters now approve an annual cost of living increase?

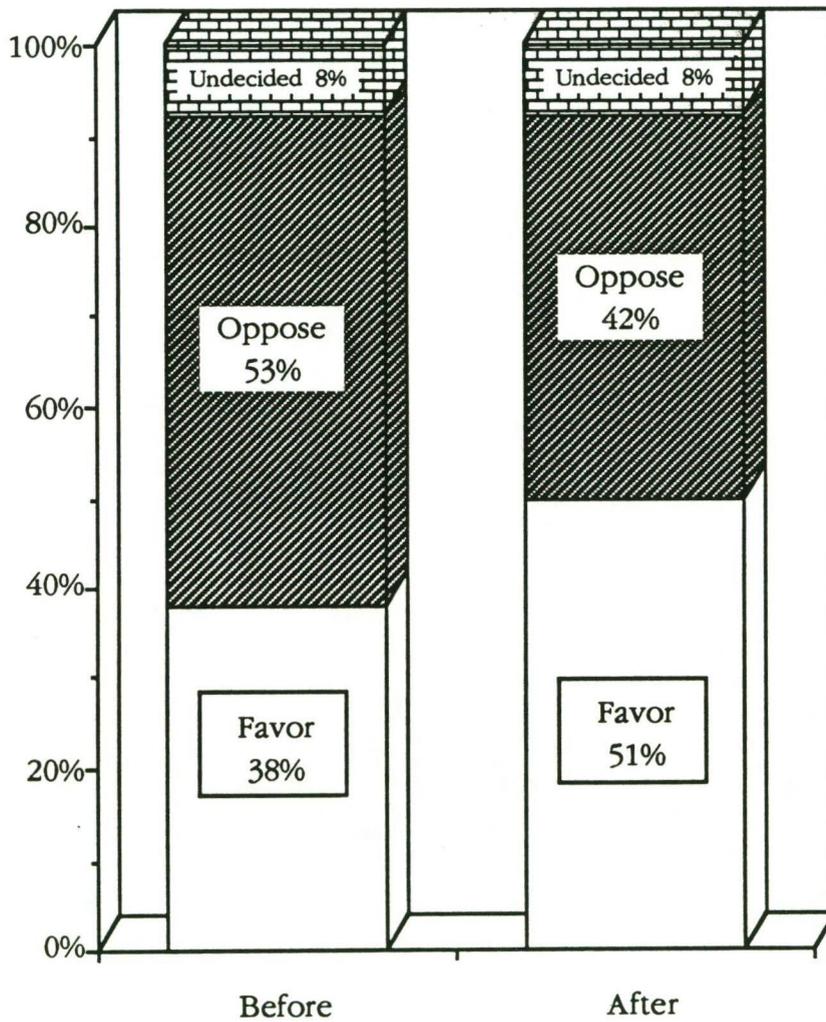
**The answer was YES.**

The change in climate "before" and "after" education is graphed on the following page.

Not shown in the illustration is the fact that 70% of those who praised the performance of elected officials were willing to grant an annual cost of living increase "after" education, as opposed to 41% of critics.

In other words, upgrading the job performance image improves the odds for passage of a salary package.

# Support for Cost of Living Increase “Before” and “After” Education



(Results may not total 100% due to rounding)

## **Incremental Increases**

The primary focus was on increments to the salary scale which voters would support in a ballot measure and how it should be structured.

Two plans were tested for potential approval:

- A phased-in salary increase of 3-5-7 or 10% per annum over a three-year period.
- A one-time salary hike of 5-7-10 or 12 percent.

Before the tests were conducted, respondents were told that salaries of elected officials are 20 to 30% lower than the prevailing rate in other counties of the Pacific Northwest.

A majority of voters supported the smallest increase in both plans, but rejected the three larger increments.

Approximately 40% opposed any salary increase.

If the Commission should elect to go for a larger increase (a 5% phase-in, or a 7% one-time), chances for passage would be best under low voter turnout conditions.

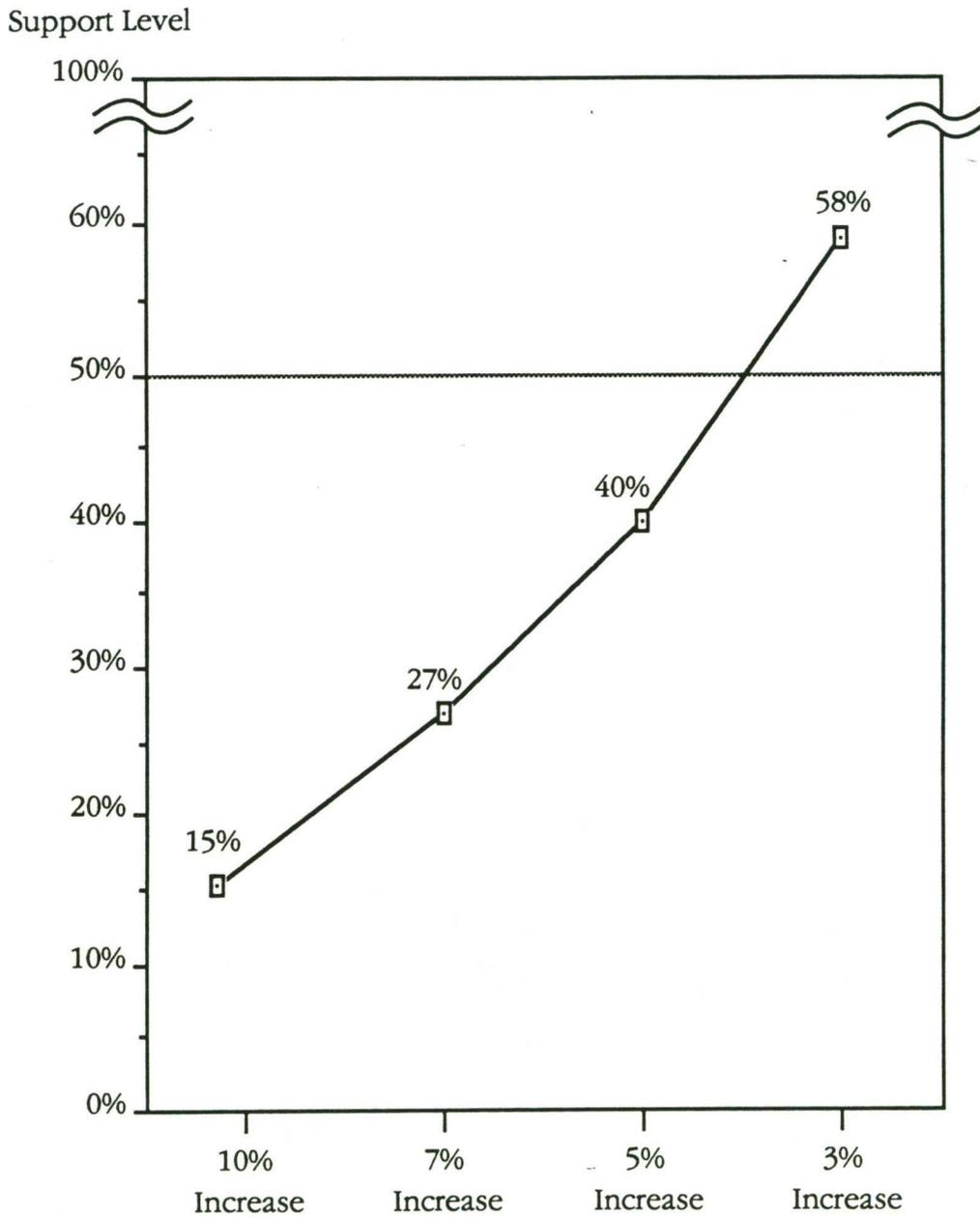
Support for a salary increase at each level is charted on the following pages. It should be pointed out that results reflect the current climate, which could change prior to the 1990 primary election. Education should improve the situation but unknown negative variables (such as intensity of opposition) could also impact the picture.

VOTERS VIEW THE SALARIES OF MULTNOMAH COUNTY ELECTED OFFICIALS

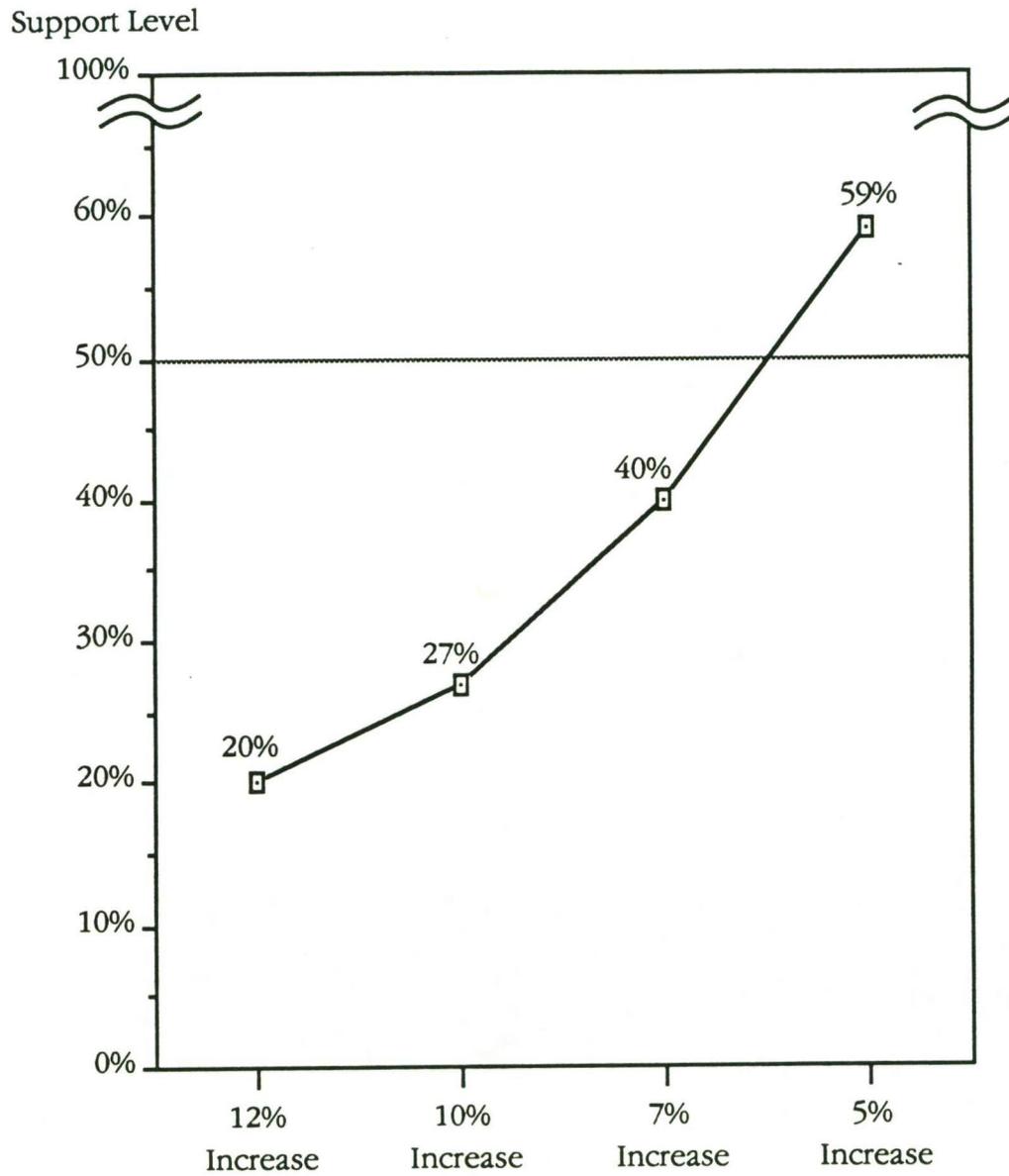
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Speaking of educational possibilities, respondents who believe officials are doing a good job would support a phased-in increase of 5% and a one-time increase of 7%.

# Support For Annual Salary Increase Phased In Over Three-Year Period

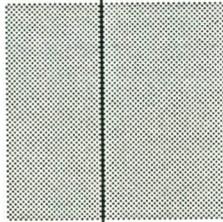


# Support For One-Time Salary Increase

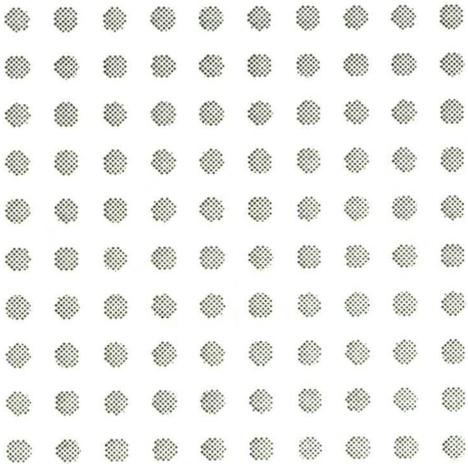


## **Supplemental Findings**

- 82% say elected official salaries should be set by voters.
- 69% prefer a full-time County Commission, with 72% opting for a five-member body.
- 62% believe managerial responsibilities should rest with the County Chair (rather than hired executive).
- A majority maintains both the County Sheriff and County Auditor should be elected (70% and 61%, respectively).
- 52% approve the hiring of a paid "representative" to protect the County's interests in the Legislature.



# Analysis of Findings



## ***PREFACE***

Primary objective of the project was to determine at what level Multnomah County voters would be most likely to support a salary increase for its elected officials.

Consequently, it is vital to examine voter attitudes at different turnout levels to ascertain differences, if any, in propensity to grant salary hikes. A turnout scale was developed by a series of five questions, which apportion voters into **high, medium** and **low** turnout ranges.

To qualify for the interview, respondents were required to be registered to vote at their current address and acknowledge that they voted in the 1988 general election.

Those who qualified were then asked if they lived in Multnomah County and voted in the May election. Since it is known from experience that voting behavior questions may be inflated by a "halo effect," two subsequent questions were posed on basic interest in primary elections and likelihood to go to the polls under adverse conditions (such as poor weather and a busy personal schedule).

Through integrating results to these questions, a turnout scale was constructed to separate respondents into three groups, based on the following criteria:

- **High Turnout:** This group consists of respondents who voted in the 1988 general and 1989 primary elections. This segment constitutes 77% of the sample, which is slightly higher than the 72% turnout recorded in the 1988 general election.
- **Medium Turnout:** This group includes voters in 1988 general and 1989 primary elections who expressed "a lot" or "quite a bit" of interest in next May's primary election and were "sure" to vote at that time. This segment constitutes 52% of the sample, as opposed to

the 54% which voted in the 1988 primary election.

- **Low Turnout:** This group consists of voters in the 1988 general and 1989 primary elections who exhibited the highest degree of interest and likelihood to vote in turnout questions. This segment constitutes 24% of the sample, which compares to a 29% turnout in the May, 1989 primary election.

Results in the statistical section are presented for the total sample and these three turnout groups. All other demographic or attitudinal breakdowns are based on the full sample of eligible voters.

## ***JOB PERCEPTIONS***

Operating on the premise that voter impressions of job responsibilities and performance can condition attitudes toward salary scales, this section explores perceptions of the duties of elected officials and their accomplishments in office.

### **Job Responsibilities**

A dual approach was employed in identifying and evaluating perceptions of job responsibilities. The first was an introspective or self-evaluation of job duties by the County Sheriff, County Commissioners, District Attorney and County Chair. Each official filled out a questionnaire outlining his or her responsibilities.

The second step was an evaluation of voter perceptions of the job responsibilities of each position. Respondents were asked, in unaided questioning, what each official does. Responses were then coded, according to the criteria set down by officials, themselves, to determine how nearly the two perceptions coincide.

County Sheriff: Most voters (seven in ten) have a fairly accurate and compact picture of the Sheriff's responsibilities, although many are, admittedly, general and prompted by the position title.

- 38% cited administrative responsibilities such as overseeing police operations, hiring and firing, supervision of personnel and handling of contracts and grants.
- 28% named specific law enforcement and crime prevention activities in areas such as drugs, burglaries, thefts, traffic violations, etc. on a county-wide basis. Another 14% characterized the Sheriff as a law enforcer in the "outside" or unincorporated areas of the County.
- 20% said the Sheriff sets policies for correctional facilities.
- 10% described a multiplicity of duties including alarm ordinance

service, tax collection, river patrols, reports to commissioners, etc.

- Approximately three in ten (28%) were undecided or failed to offer a job description.

(Results total more than 100% due to multiple response)

District Attorney: A majority of voters are also aware of duties of the District Attorney, but there are "fuzzy" areas where the role of the D.A. is confused with responsibilities of judges.

- 55% mentioned prosecution of criminals.
- 8% offered other essentially accurate responses such as handling of court cases, taking evidence, determining victim rights, etc.
- The remainder were either confused or unaware of the job functions of the District Attorney. Among these were 23% who were undecided or unable to respond.

County Chair: Two-thirds of voters are unaware of the job responsibilities of the office or what "County Chair," connotes. The only accurate descriptions in two-digit figures concerned executive or leadership responsibilities.

Over six in ten (63%) failed to respond or were unfamiliar with the job title. Among the misconceptions were jurisdiction over libraries, jails, highways, utilities, etc.

It is obvious from results to both this and subsequent questions that "County Chair" needs to be defined or described in more familiar terms to increase understanding and acceptance.

County Commissioner: Over half the voters (56%) are either uninformed or misinformed about the job responsibilities of a county commissioner. Forty-six

percent were "undecided" and an additional 10% offered questionable job descriptions such as responsibility for schools, sewage and water, public utilities and the Zoo.

Among the more accurate (and fragmented) responses were enactment of ordinances, establishment of county policies, responsibility for county parks and roads, and management of fiscal affairs.

### **Job Performance**

Indices of job performance were constructed on both a collective and individual basis. Ratings were made along a four point acceptance scale ranging from "excellent" to "poor" for both Multnomah County officials as a whole and for individual officeholders.

In every case or comparison, the individual officeholder was given higher grades than the body politic, particularly those in law enforcement fields. In other words, voters have a higher estimation of the individual officeholder than elected officials as a whole. While this is not unusual, it emphasizes the merits of promoting salary needs of the individual office.

To illustrate, let's look at the table on page 6, and compare perceptions of the job performance of elected officials as a body with those of the position or individual offices.

Job performance ratings were made along a four point scale and a mean average computed to consolidate the ratings, with 4.0 the highest attainable or most positive score. A split sample was used for the four individual evaluations.

VOTERS VIEW THE SALARIES OF MULTNOMAH COUNTY ELECTED OFFICIALS

<u>Ratings:</u>	<u>All Officials</u>	<u>Sheriff</u>	<u>D.A.</u>	<u>County Commis.</u>	<u>County Chair</u>
Excellent	#%	4%	7%	1%	2%
Good	30	55	48	39	35
Fair	51	21	22	35	37
Poor	14	5	6	14	8
Undecided	4	15	17	11	17
Average (mean) rating	2.2	2.7	2.7	2.3	2.4

(# = Less than 0.5%)

(Results may not total 100% due to rounding)

Obviously, it is going to be easier to merchandise salary hikes for the County Sheriff and District Attorney than Commission members. Conversely, the fact that ratings for Commission members tend to be negative is going to make it more difficult to secure a salary hike for all elected officials.

As intimated earlier, research experience has shown that voters are apt to be critical of a political body, so it is not surprising that voters are critical of elected officials as a whole and the county commissioners, which they are also prone to evaluate as a group (including the Chair).

Because of this, a question was posed to determine if the electorate feels county officials are doing a better or worse job than other elected officeholders in, say, city or state positions.

VOTERS VIEW THE SALARIES OF MULTNOMAH COUNTY ELECTED OFFICIALS

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The answer is neither -- most Multnomah County voters feel their officials are performing at about the same level as other elected officeholders in the city and/or state.

Multnomah officials doing a <u>better</u> job than city / state	15%
<u>Worse</u> job	13
<u>About the same</u>	65
Undecided	7

Democrats were more likely than Republicans to praise their job performance, but the overall pattern was predominantly "the same."

## ***SALARIES***

This section zeroes in on pay scales, starting with whether salaries are perceived to be higher, lower or the same as those for similar offices in the Pacific Northwest, then turning to attitudes toward an increase for elected officials.

### **Are Local Salaries Higher or Lower?**

In all cases, there is a heavy bloc of "undecideds," which leaves room for education. On the other side of the coin, if we were to add the "higher" to the "same" response categories, there is a great deal of misinformation, i.e., many voters are unaware that the Multnomah County salary scale has not kept pace with other jurisdictions in the region and is, in fact, markedly lower than comparable positions. Again, a split sample was used in comparing salary scales.

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	<u>Sheriff</u>	<u>D.A.</u>	<u>Commissioners</u>	<u>Chair</u>
Mult. Co. salary scale is <u>higher</u> than other counties in Pacific N.W.	26%	15%	12%	14%
<u>Lower</u>	9	9	9	8
<u>About the same</u>	34	32	33	36
<u>Undecided</u>	32	44	46	41
(Samples)	(116)	(130)	(119)	(136)

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(Results may not total 100% due to rounding)

A factual information campaign is clearly needed, not only to stress the disparity, but to emphasize that salaries have not increased for nearly a decade.

## Cost of Living Support

Speaking of static salaries, the next set of questions measures support for an annual increase "before" and "after" informing voters that officials do not receive a cost of living adjustment and have not been given a pay hike for eight years.

	<u>Before</u>	<u>After</u>	<u>Differential</u>
<u>Strongly support</u> annual cost of living increase	12%	20%	+8%
<u>Somewhat support</u>	26	31	+5
<b>Total Support</b>	<b>38%</b>	<b>51%</b>	<b>+13%</b>
<u>Somewhat oppose</u>	23	15	
<u>Strongly oppose</u>	30	27	
<b>Total Oppose</b>	<b>53%</b>	<b>42%</b>	
Undecided	8	8	

(Results do not total 100%, due to rounding)

When the decision was made on a "straight" basis, voters rejected an annual cost of living increase, but when armed with facts, they approved the adjustment. Not by a large margin but sufficient to turn the picture around with a 13% "switch."

It is noteworthy that before education, the "strongly oppose" group contained the highest frequency (30%) count, while the modal or highest frequency group after education was the "somewhat support" (31%).

Incremental support for an annual cost of living increase was strongest among younger voters, Democrats, affluents and, predictably, those who praise the performance of elected officials.

There was no significant difference between attitudes of voter turnout groups (high, low or medium), with a bare majority of each approving the increase after education. The sexes also held similar views.

### **Salary Support Elasticity**

A high priority objective was to accumulate data to guide formulation of a salary increase ballot measure with the highest potential for passage.

Measurements were compiled for (1) phased-in salary increases of 10%, 7%, 5% and 3% per annum for three years, and (2) one-time salary hikes of 12%, 10%, 7% and 5 per cent.

Both concepts were tested by a series of filter questions which measured support at each salary level. Alternate procedures were used where support was tested for the highest down to the lowest level with half the sample and from the lowest up to highest percentage with the other half. This was done to neutralize any possible positional bias by averaging the results into single score measurements.

The two concepts (phased-in and one-time increases) were also alternated in the questioning for the same reason.

Before proceeding with the test questions, respondents were read this statement:

*"A recent study found that the salaries of Multnomah County elected officials are anywhere from 20% to 30% lower than the salaries of elected officials in other counties in the Pacific Northwest."*

Consequently, findings are based on the presumption that voters know current salaries are below the norm.

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VOTERS VIEW THE SALARIES OF MULTNOMAH COUNTY ELECTED OFFICIALS

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Results revealed that majority support was not reached for either plan until the percentage was reduced to the lowest level -- 3% for the phased-in three-year concept and 5% for a one-time increase. The end result was remarkably similar for both plans, with 58-59% approving an increase at the lower end of the scale.

It is also highly significant that approximately 40% would oppose any increase at this time.

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**PHASED-IN ANNUAL INCREASE FOR THREE YEARS:**

	<u>Incremental Support at Each Level</u>	<u>Cumulative Support</u>
10% salary increase	15%	
7%	12	27%
5%	13	40
3%	18	58

**ONE-TIME SALARY INCREASE:**

12% salary increase	20%	
10%	7	27%
7%	13	40
5%	19	59

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While the end result is essentially similar, a phased-in increase of three percent would, of course, amount to more than a one time hike of five percent (unless the County were successful in passing repetitive raises).

If the decision is made to go for a higher increase (5% phase-in, 7% one-time), results indicate that chances for passage would be better under low voter turnout conditions. Support ratios for the turnout groups are shown on the following page.

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## VOTERS VIEW THE SALARIES OF MULTNOMAH COUNTY ELECTED OFFICIALS

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<u>Support Levels:</u>	<u>High Turnout</u>	<u>Medium</u>	<u>Low</u>
Annual Three-Year Phase-in of:			
10%	15%	16%	20%
7%	26	28	34
5%	38	39	44
3%	56	58	63
One-Time Increase of:			
12%	20%	21%	25%
10%	26	27	32
7%	39	39	45
5%	59	55	58

---

### **Educational Targets**

The table on the next page draws a demographic profile of pro and con voter segments, based on those who would support any increase and those who would oppose any salary hike at the levels studied.

VOTERS VIEW THE SALARIES OF MULTNOMAH COUNTY ELECTED OFFICIALS

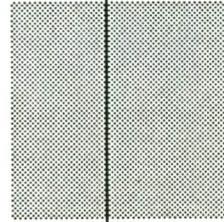
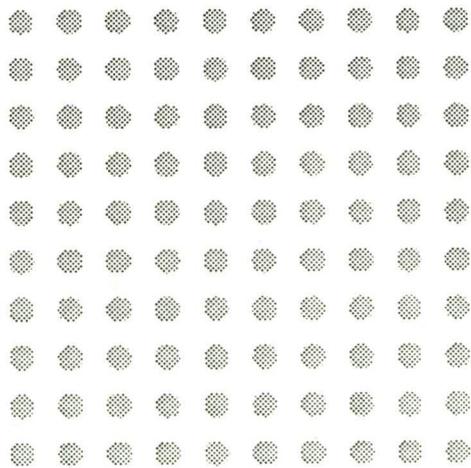
(Read down)

	Phase-In Increase		One-Time Increase	
	<u>Favor</u>	<u>Oppose</u>	<u>Favor</u>	<u>Oppose</u>
Men	47%	51%	48%	49%
Women	53	49	52	51
18-34 years	39	29	43	22
35-44	24	23	24	22
45-54	10	14	9	17
55-64	9	14	10	13
65 or over	18	20	14	26
Average (median) age	39.9	44.3	38.0	48.4
Under \$20,000 income	27%	20%	24%	23%
\$20-\$29,999	27	24	25	27
\$30-\$39,999	22	29	27	23
\$40-\$49,999	9	13	9	12
\$50,000 or over	15	14	15	15
Average (median)	\$28,600	\$32,100	\$30,500	\$29,900
Democrats	58%	56%	59%	55%
Republicans	32	33	31	35
Independent/other	10	11	10	10
(Samples)	(293)	(208)	(297)	(204)

The "oppose" columns include approximately two percent "undecided," which normally tend to vote "no" for status quo.

The chief conclusion is that supporters tend to be younger, while the opposition bloc includes many older voters who are (probably) on fixed incomes.

# Appendix A



## ***APPENDIX A***

The following is a thorough discussion of the structure and methods used to conduct this research project. We present the rationales behind the choices made in formulating the research design. In every case, the paramount consideration was to provide findings of unquestionable quality. We place great emphasis on sample selection so that the members are representative of the population of interest.

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Data were collected by an experienced corps of interviewers from our in-house telephone bank during the period from November 15 through 19, 1989. Dialing occurred between 3:00 p.m. and 9:00 p.m. weekdays, 10:00 a.m. and 5:00 p.m. Saturdays, and 12:00 p.m. and 5:00 p.m. Sundays.

### **Sample Selection**

The sample of 501 was derived from the area telephone directories using a random sampling procedure called "plus-one" dialing. The technique requires interviewers to select telephone numbers from the directory using a specialized sampling scheme. By adding "one" to the listed number, new listings and unlisted numbers have an equal chance of being selected. This method insures that the sample is representative of the population, not just those who are listed in the directory.

### **Screeners and Quotas**

Contacts were screened to insure that they were registered voters at their current address in Multnomah County, and that they had voted in the 1988 General Election. The sample was stratified by age and gender and weighted by computer, so that sample members were representative of the County population at large.

## **Questionnaire Design**

The questionnaire was developed in collaboration with Keith Crawford, representative for the Salary Commission. In the four versions of the instrument, questions about the job responsibilities and performances of the District Attorney, Sheriff, Chair and Commissioners were included. The final questionnaire is presented in Appendix B of this report.

## **Quality Control**

Since the conclusions and recommendations of any study are only as good as the data upon which they are based, we maintain the highest standards throughout the research process. Our surveying standards are among the most stringent in the industry:

- All projects are handled in-house with our own personnel, some of whom have 20 years of experience with the Bardsley organization. We believe that the use of sub-contractors jeopardizes project quality.
- Interviewers are screened upon application, trained to meet our standards of performance, and are monitored by the Technical Supervisor on a continual basis.
- All telephone interviews were conducted from our in-house phone bank, and questionnaires were checked by the Field Supervisor as they were completed. Results were edited for completeness and consistency, and a representative sample of surveys were verified.

Quality control is as stringent in data processing as it is in data collection:

- Data entry was accomplished in-house, and subjected to a specialized computer program that prevents entry of incorrect data. A random sample of cases was verified for accuracy.

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## VOTERS VIEW THE SALARIES OF MULTNOMAH COUNTY ELECTED OFFICIALS

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- A full-time coding coordinator, with 15 years of experience in the Bardsley organization, developed all project code books and continuously supervised the coding process.
- All clerical phases were carefully supervised to avoid non-sampling error.

### Sampling Variability

Every survey is subject to ranges of variability, which refers to the chance variation that could occur when a sample (a portion of the population) is employed for the study, rather than a census (the entire population).

This variability is known as "standard error," and is the difference between sample findings and those which would accrue from a 100% enumeration of each universe using the same questionnaire and research procedures.

Ranges of sampling variability are presented below for various sample sizes, computed at the 95% confidence level. The confidence level can be arbitrarily set at any figure, but 95% is the convention for most market research. These are maximum ranges, and most findings tend to cluster closer to the actual figures as they exist in the universe.

#### *Standard Error Ranges (Plus or Minus)*

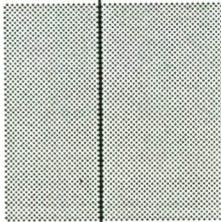
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Percentages	Total			
Close to:	(501)	(388)	(260)	(123)
5% or 95%	1.9	2.2	2.7	3.9
15% or 85%	3.1	3.6	4.3	6.3
25% or 75%	3.8	4.3	5.3	7.7
35% or 65%	4.2	4.8	5.8	8.4
45% or 55%	4.4	5.0	6.1	8.8
50%	4.4	5.0	6.1	8.8

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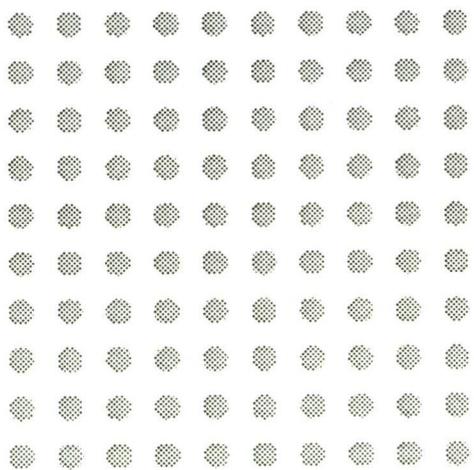
## VOTERS VIEW THE SALARIES OF MULTNOMAH COUNTY ELECTED OFFICIALS

Example: Fifteen percent of the sample feel that Multnomah County elected officials are doing a better job than elected city and state officials. Chances are 19 out of 20 that this figure (15%) is within 3.1%, plus or minus, of the result which could accrue from a complete census of Multnomah County registered voters.



# **Appendix B**

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## Bardsley & Neidhart, Inc.

Hello, this is \_\_\_\_\_ with Bardsley & Neidhart, a national research firm based in Portland, Oregon. We are conducting an interesting public opinion survey & I'd like to ask you a few questions. I promise that I'm not selling a thing and that all of your replies are strictly confidential.

1. 1 Multnomah  
2 Other (TERMINATE) First may I ask which county you live in?
2. 1 Yes  
2 No (TERMINATE) Are you registered to vote at your current address?
3. 1 Yes  
2 No (TERMINATE)  
9 DK Thinking back to the '88 General Election last fall...did you vote in that election? (PROBE...the Bush-Dukakis Presidential Election, & U.S. Congressmen (Aucoin, Wyden))
4. 1 Lived here & voted  
2 Lived here, didn't vote  
3 Didn't live here/Not 18 yet  
9 DK How about last spring's election, in May...did you live here, and did you happen to vote in that election? (PROBE..we voted on the State Tax Levy for Schools, and for County Sheriff)
5. 1 Excellent  
2 Good  
3 Fair  
4 Poor  
9 DK Thinking about elected Multnomah County officials...would you say they are doing an excellent, good, fair, or poor job?
6. 1 Better job  
2 Worse job  
3 About the same  
9 DK Now thinking about elected state and city officials, are they doing a better job, a worse job, or about the same as elected Multnomah County officials?
7. 1 Excellent  
2 Good  
3 Fair  
4 Poor job  
9 DK More specifically, how would you rate the overall job performance of the COUNTY SHERIFF? Is the Multnomah County Sheriff doing an excellent, good, fair, or poor job? (PROBE..was Pearce, but voted in Bob Skipper last spring)
8. Thinking about the job of COUNTY SHERIFF, can you tell me what he does..what his job responsibilities are...or something about his job activities? (PROBE & CLARIFY)
9. 1 Higher  
2 Lower  
3 About the same  
9 DK Do you think the salary of our COUNTY SHERIFF is higher, or lower, than the Sheriff's from other counties in the Pacific NW...or do you think he earns about the same?
10. 1 Strongly support  
2 Somewhat support  
3 Somewhat oppose  
4 Strongly oppose  
9 DK If an election were held today would you support or oppose an annual cost of living increase for elected Multnomah County officials? Would that be strongly or somewhat support/oppose? (PROBE:increase would be tied to some standard index, like the Consumer Price Index.)

- 
- |     |  |   |
|-----|--|---|
| 11. | 1 Strongly support<br>2 Somewhat support<br>3 Somewhat oppose<br>4 Strongly oppose<br>9 DK | You may or may not know, but elected officials in our county <i>do not</i> get an annual cost of living adjustment. In fact, the salaries for elected officials <i>have not increased for 8 years</i> . If an election were held today asking voters to approve an annual cost of living increase for elected county officials, would you support or oppose the measure? Would that be strongly or somewhat support/oppose? <b>IF ASKED...current salaries are \$43,000-County Chair; \$33,000-County Commissioners; \$46,000-County Sheriff; &amp; \$55,000-District Attorney)</b> |
|-----|--|---|
- 

VER #1

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A recent study found that the salaries of Multnomah County's elected officials are anywhere from 20% to 30% lower than the salaries of elected officials in other counties of the Pacific Northwest... (START WITH THE CHECKED QUESTION-SERIES (Q-S)...EITHER Q-S12, OR Q-S13)

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Question Series 12

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- |      |  |  |
|------|--|--|
| 12a. | 1 Yes (SKIP TO NEXT Q-S)<br>2 No<br>9 DK | If an election were held today, would you support a 3 year "phased-in" raise of 10% per year for our elected county officials? |
| 12b. | 1 Yes (SKIP TO NEXT Q-S)<br>2 No<br>9 DK | Well, would you support a phased-in increase of 7% per year, for three years?  |
| 12c. | 1 Yes (SKIP TO NEXT Q-S)<br>2 No<br>9 DK | How about 5% per year? Would you support a phased-in increase of 5% per year, for three years?                                 |
| 12d. | 1 Yes<br>2 No<br>9 DK                    | And, would you support a phased-in increase of 3% percent a year for three years?  |
- 

Question Series 13

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- |      |  |   |
|------|--|---|
| 13a. | 1 Yes (SKIP TO NEXT Q-S)<br>2 No<br>9 DK | If an election were held today, would you support a one-time, 12% salary increase for the county's elected officials? |
| 13b. | 1 Yes (SKIP TO NEXT Q-S)<br>2 No<br>9 DK | What about a one-time salary increase of 10%...would you support this?  |
| 13c. | 1 Yes (SKIP TO NEXT Q-S)<br>2 No<br>9 DK | How about 7%? Would you support a one-time salary increase of 7 percent?  |
| 13d. | 1 Yes<br>2 No<br>9 DK                    | Well, would you support a one-time salary increase of 5%?   |
-

---

Finally, I'd like to ask you a few questions about yourself so that we can tabulate results by different types of people. All information, of course, is strictly confidential.

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23. 1 18-24  
2 25-34  
3 35-44  
4 45-54  
5 55-64  
6 65 or over
- I'd like to read you some broad age groups, and I wonder if you'd stop me when I come to the group in which you fall?
- 

24. 1 Democrat  
2 Republican, or  
3 Some other party
- Are you registered to vote as a...(READ)?
- 

25. 1 Under \$20,000  
2 \$20,000-\$29,999  
3 \$30,000-\$39,999  
4 \$40,000-\$49,999  
5 \$50,000 or over
- I have some broad income groups. When I come to the one that best represents your total household income before taxes, will you please stop me? (JUST YOUR BEST ESTIMATE)
- 

VERIFY PHONE NUMBER NOW!

---

26. 1 Male  
2 Female
- Gender
- 

THAT IS ALL THE QUESTIONS I HAVE. THANK YOU VERY MUCH FOR YOUR COOPERATION!

I hereby certify this interview was actually taken with the person described above, and represents a true and accurate account of the contact.

PHONE: ( \_\_\_\_\_ ) \_\_\_\_\_

INTERVIEWED BY: \_\_\_\_\_ DATE: \_\_\_\_\_

TIME START: \_\_\_\_\_ TIME END: \_\_\_\_\_ TOTAL TIME: \_\_\_\_\_ mins

---

MULTNOMAH COUNTY SALARY COMMISSION - DECEMBER 1989

	Q5. HOW ARE ELECTED MULTNOMAH OFFICIALS DOING?					TOTAL	MEAN	BASES
	EXCEL- LENT	GOOD	FAIR	POOR	UNDE- CIDED			
TOTAL SAMPLE	0%	30%	51%	14%	4%	100%	2.18	501
MALE	1%	27%	52%	17%	3%	100%	2.11	243
FEMALE	0%	34%	49%	11%	5%	100%	2.24	258
18-34	0%	35%	54%	6%	5%	100%	2.30	173
35-44	0%	30%	52%	13%	5%	100%	2.17	116
45-54	1%	29%	46%	16%	8%	100%	2.16	60
55-64	1%	25%	46%	24%	3%	100%	2.04	56
65 OR OVER	1%	26%	49%	22%	2%	100%	2.06	96
UNDER \$20,000	1%	25%	54%	13%	7%	100%	2.14	110
\$20,000-\$29,999	0%	27%	57%	14%	2%	100%	2.12	117
\$30,000-\$39,999	0%	35%	50%	12%	3%	100%	2.23	117
\$40,000-\$49,999	1%	37%	43%	16%	3%	100%	2.24	48
\$50,000 OR OVER	1%	28%	50%	14%	7%	100%	2.18	69
DEMOCRAT	0%	29%	52%	13%	5%	100%	2.17	287
REPUBLICAN	0%	31%	51%	14%	3%	100%	2.19	162
INDEPENDENT	1%	34%	41%	21%	3%	100%	2.15	52
ELECTED OFFICIALS								
EXCELLENT/GOOD	1%	99%	0%	0%	0%	100%	3.01	154
FAIR	0%	0%	100%	0%	0%	100%	2.00	255
POOR	0%	0%	0%	100%	0%	100%	1.00	71
HIGH TURNOUT	1%	29%	52%	15%	4%	100%	2.15	388
MEDIUM TURNOUT	0%	30%	50%	17%	2%	100%	2.14	260
LOW TURNOUT	1%	28%	49%	22%	1%	100%	2.07	123

MULTNOMAH COUNTY SALARY COMMISSION - DECEMBER 1989

	Q6. HOW STATE/CITY OFFICIALS DOING COMPARED TO MULT CO?				TOTAL
	BETTER JOB	WORSE JOB	ABOUT THE SAME	UNDECIDED	
TOTAL SAMPLE	13%	15%	65%	7%	100%
MALE	14%	17%	62%	7%	100%
FEMALE	12%	13%	68%	6%	100%
18-34	17%	14%	63%	6%	100%
35-44	10%	12%	72%	6%	100%
45-54	4%	18%	68%	10%	100%
55-64	16%	17%	63%	4%	100%
65 OR OVER	12%	18%	61%	9%	100%
UNDER \$20,000	12%	15%	61%	12%	100%
\$20,000-\$29,999	17%	12%	69%	2%	100%
\$30,000-\$39,999	8%	20%	70%	3%	100%
\$40,000-\$49,999	7%	15%	77%	2%	100%
\$50,000 OR OVER	22%	11%	53%	13%	100%
DEMOCRAT	14%	13%	66%	6%	100%
REPUBLICAN	11%	20%	62%	7%	100%
INDEPENDENT	13%	10%	71%	6%	100%
ELECTED OFFICIALS					
EXCELLENT/GOOD	14%	13%	69%	4%	100%
FAIR	13%	16%	67%	5%	100%
POOR	15%	22%	56%	7%	100%
HIGH TURNOUT	11%	18%	65%	6%	100%
MEDIUM TURNOUT	10%	19%	67%	4%	100%
LOW TURNOUT	13%	20%	64%	4%	100%

MULTNOMAH COUNTY SALARY COMMISSION - DECEMBER 1989

	Q7 RATE JOB PERFORMANCE OF SHERIFF?					TOTAL	MEAN	BASIS
	EXCEL- LENT	GOOD	FAIR	POOR	UNDE- CIDED			
TOTAL SAMPLE	4%	55%	21%	5%	15%	100%	2.69	116
MALE	3%	61%	19%	9%	8%	100%	2.64	53
FEMALE	5%	49%	24%	1%	21%	100%	2.73	62
18-34	3%	55%	19%	6%	16%	100%	2.66	36
35-44	4%	58%	19%	4%	15%	100%	2.74	36
45-54	0%	56%	33%	5%	6%	100%	2.55	11
55-64	0%	65%	25%	5%	5%	100%	2.63	9
65 OR OVER	8%	44%	22%	3%	22%	100%	2.74	24
UNDER \$20,000	3%	62%	21%	0%	14%	100%	2.79	23
\$20,000-\$29,999	0%	61%	20%	9%	10%	100%	2.58	35
\$30,000-\$39,999	11%	50%	15%	3%	22%	100%	2.87	25
\$40,000-\$49,999	0%	45%	28%	10%	17%	100%	2.42	11
\$50,000 OR OVER	4%	54%	21%	4%	17%	100%	2.70	13
DEMOCRAT	3%	50%	24%	7%	16%	100%	2.59	57
REPUBLICAN	6%	63%	18%	1%	12%	100%	2.85	45
INDEPENDENT	0%	49%	21%	8%	22%	100%	2.53	14
ELECTED OFFICIALS								
EXCELLENT/GOOD	6%	72%	7%	0%	15%	100%	3.00	25
FAIR	3%	59%	23%	3%	12%	100%	2.71	69
POOR	4%	14%	42%	20%	20%	100%	2.03	17
HIGH TURNOUT	5%	55%	21%	6%	13%	100%	2.68	89
MEDIUM TURNOUT	6%	53%	23%	5%	13%	100%	2.70	62
LOW TURNOUT	5%	51%	23%	6%	16%	100%	2.64	33

MULTNOMAH COUNTY SALARY COMMISSION - DECEMBER 1989

	Q7 RATE JOB PERFORMANCE OF DISTRICT ATTORNEY?					TOTAL	MEAN	BASES
	EXCEL- LENT	GOOD	FAIR	POOR	UNDE- CIDED			
TOTAL SAMPLE	7%	48%	22%	6%	17%	100%	2.69	130
MALE	9%	55%	11%	7%	17%	100%	2.79	60
FEMALE	6%	42%	31%	4%	17%	100%	2.60	71
18-34	4%	52%	24%	8%	11%	100%	2.60	51
35-44	9%	37%	31%	5%	17%	100%	2.60	22
45-54	13%	30%	17%	11%	30%	100%	2.63	19
55-64	10%	65%	4%	0%	21%	100%	3.09	14
65 OR OVER	5%	56%	24%	0%	15%	100%	2.78	24
UNDER \$20,000	2%	47%	18%	14%	19%	100%	2.46	33
\$20,000-\$29,999	4%	50%	17%	6%	22%	100%	2.67	31
\$30,000-\$39,999	7%	44%	39%	0%	10%	100%	2.64	32
\$40,000-\$49,999	13%	70%	0%	6%	10%	100%	3.00	13
\$50,000 OR OVER	32%	30%	32%	0%	7%	100%	3.00	10
DEMOCRAT	9%	39%	25%	7%	20%	100%	2.63	78
REPUBLICAN	5%	61%	19%	5%	11%	100%	2.73	44
INDEPENDENT	6%	67%	11%	0%	16%	100%	2.93	9
ELECTED OFFICIALS								
EXCELLENT/GOOD	7%	66%	19%	3%	5%	100%	2.81	45
FAIR	9%	46%	26%	5%	14%	100%	2.68	64
POOR	4%	28%	20%	20%	29%	100%	2.22	13
HIGH TURNOUT	8%	48%	23%	3%	17%	100%	2.74	104
MEDIUM TURNOUT	8%	48%	23%	5%	16%	100%	2.71	78
LOW TURNOUT	13%	42%	15%	7%	24%	100%	2.80	37

MULTNOMAH COUNTY SALARY COMMISSION - DECEMBER 1989

	Q7 RATE JOB PERFORMANCE OF COUNTY COMMISSIONERS?					TOTAL	MEAN	BASES
	EXCEL-LENT	GOOD	FAIR	POOR	UNDE-CIDED			
TOTAL SAMPLE	1%	39%	35%	14%	11%	100%	2.31	119
MALE	0%	33%	37%	20%	10%	100%	2.15	63
FEMALE	2%	47%	33%	7%	12%	100%	2.49	57
18-34	0%	39%	40%	8%	13%	100%	2.35	34
35-44	3%	52%	30%	4%	11%	100%	2.62	32
45-54	0%	43%	37%	17%	3%	100%	2.27	15
55-64	0%	31%	36%	33%	0%	100%	1.98	17
65 OR OVER	0%	25%	34%	19%	22%	100%	2.07	21
UNDER \$20,000	0%	36%	43%	13%	8%	100%	2.25	25
\$20,000-\$29,999	5%	37%	18%	17%	24%	100%	2.40	19
\$30,000-\$39,999	0%	46%	34%	10%	10%	100%	2.40	35
\$40,000-\$49,999	0%	21%	54%	10%	15%	100%	2.12	11
\$50,000 OR OVER	0%	46%	40%	14%	0%	100%	2.33	21
DEMOCRAT	1%	42%	39%	11%	7%	100%	2.37	67
REPUBLICAN	0%	36%	33%	20%	12%	100%	2.17	37
INDEPENDENT	0%	36%	25%	10%	29%	100%	2.36	16
ELECTED OFFICIALS								
EXCELLENT/GOOD	0%	86%	0%	0%	14%	100%	3.00	36
FAIR	0%	25%	60%	8%	6%	100%	2.18	60
POOR	5%	6%	22%	56%	11%	100%	1.56	19
HIGH TURNOUT	0%	40%	36%	16%	8%	100%	2.27	91
MEDIUM TURNOUT	0%	41%	34%	17%	7%	100%	2.26	54
LOW TURNOUT	0%	47%	26%	22%	4%	100%	2.27	23

MULTNOMAH COUNTY SALARY COMMISSION - DECEMBER 1989

	Q7 RATE OVERALL JOB PERFORMANCE OF COUNTY CHAIR?					TOTAL	MEAN	BASES
	EXCEL- LENT	GOOD	FAIR	POOR	UNDE- CIDED			
TOTAL SAMPLE	2%	35%	37%	8%	17%	100%	2.36	136
MALE	0%	31%	41%	12%	17%	100%	2.23	67
FEMALE	3%	40%	34%	5%	18%	100%	2.49	69
18-34	0%	45%	27%	3%	26%	100%	2.57	52
35-44	4%	21%	66%	3%	7%	100%	2.27	25
45-54	0%	49%	31%	9%	11%	100%	2.45	15
55-64	7%	19%	32%	24%	19%	100%	2.12	16
65 OR OVER	0%	33%	38%	16%	13%	100%	2.20	28
UNDER \$20,000	0%	40%	21%	14%	26%	100%	2.35	29
\$20,000-\$29,999	0%	50%	35%	3%	13%	100%	2.53	33
\$30,000-\$39,999	0%	38%	49%	13%	0%	100%	2.25	25
\$40,000-\$49,999	7%	45%	37%	5%	5%	100%	2.57	14
\$50,000 OR OVER	4%	6%	53%	4%	32%	100%	2.16	25
DEMOCRAT	2%	37%	35%	7%	19%	100%	2.43	85
REPUBLICAN	0%	36%	36%	13%	15%	100%	2.27	38
INDEPENDENT	0%	24%	58%	6%	13%	100%	2.20	14
ELECTED OFFICIALS								
EXCELLENT/GOOD	4%	58%	25%	0%	13%	100%	2.77	48
FAIR	0%	30%	49%	2%	20%	100%	2.35	62
POOR	0%	3%	43%	49%	6%	100%	1.51	21
HIGH TURNOUT	2%	30%	42%	8%	17%	100%	2.31	104
MEDIUM TURNOUT	3%	32%	42%	11%	11%	100%	2.31	66
LOW TURNOUT	7%	23%	47%	13%	10%	100%	2.26	30

MULTNOMAH COUNTY SALARY COMMISSION - DECEMBER 1989

SHERIFF	Q9. COMPARE SALARY OF _____ TO THAT OF OTHERS IN PACIFIC NW.				TOTAL	BASES
	HIGHER	LOWER	ABOUT THE SAME	UNDE- CIDED		
TOTAL SAMPLE	26%	9%	34%	32%	100%	116
MALE	25%	9%	29%	38%	100%	53
FEMALE	26%	10%	38%	26%	100%	62
18-34	35%	9%	30%	26%	100%	36
35-44	29%	9%	32%	31%	100%	36
45-54	16%	0%	40%	44%	100%	11
55-64	28%	24%	26%	21%	100%	9
65 OR OVER	10%	8%	42%	41%	100%	24
UNDER \$20,000	0%	13%	27%	60%	100%	23
\$20,000-\$29,999	19%	6%	47%	28%	100%	35
\$30,000-\$39,999	50%	12%	19%	19%	100%	25
\$40,000-\$49,999	40%	14%	46%	0%	100%	11
\$50,000 OR OVER	34%	4%	40%	23%	100%	13
DEMOCRAT	25%	10%	29%	35%	100%	57
REPUBLICAN	28%	11%	31%	30%	100%	45
INDEPENDENT	21%	0%	58%	21%	100%	14
ELECTED OFFICIALS						
EXCELLENT/GOOD	39%	2%	31%	29%	100%	25
FAIR	25%	12%	34%	29%	100%	69
POOR	16%	11%	37%	37%	100%	17
HIGH TURNOUT	26%	9%	32%	34%	100%	89
MEDIUM TURNOUT	21%	11%	32%	37%	100%	62
LOW TURNOUT	29%	11%	18%	42%	100%	33

MULTNOMAH COUNTY SALARY COMMISSION - DECEMBER 1989

DISTRICT ATTORNEY	Q9. COMPARE SALARY OF _____ TO THAT OF OTHERS IN PACIFIC NW.				TOTAL	BASES
	HIGHER	LOWER	ABOUT THE SAME	UNDE- CIDED		
TOTAL SAMPLE	15%	9%	32%	44%	100%	130
MALE	22%	10%	27%	41%	100%	60
FEMALE	9%	9%	36%	46%	100%	71
18-34	19%	2%	44%	35%	100%	51
35-44	14%	14%	15%	56%	100%	22
45-54	11%	12%	19%	57%	100%	19
55-64	22%	8%	15%	56%	100%	14
65 OR OVER	5%	19%	43%	33%	100%	24
UNDER \$20,000	21%	11%	42%	27%	100%	33
\$20,000-\$29,999	7%	2%	41%	50%	100%	31
\$30,000-\$39,999	16%	10%	26%	48%	100%	32
\$40,000-\$49,999	9%	21%	24%	46%	100%	13
\$50,000 OR OVER	13%	8%	13%	66%	100%	10
DEMOCRAT	16%	9%	31%	43%	100%	78
REPUBLICAN	14%	11%	30%	45%	100%	44
INDEPENDENT	12%	0%	47%	41%	100%	9
ELECTED OFFICIALS						
EXCELLENT/GOOD	23%	10%	37%	30%	100%	45
FAIR	12%	11%	31%	45%	100%	64
POOR	9%	4%	15%	73%	100%	13
HIGH TURNOUT	15%	11%	31%	44%	100%	104
MEDIUM TURNOUT	15%	13%	33%	39%	100%	78
LOW TURNOUT	20%	25%	30%	25%	100%	37

MULTNOMAH COUNTY SALARY COMMISSION - DECEMBER 1989

COMMISSIONERS	Q9. COMPARE SALARY OF _____ TO THAT OF OTHERS IN PACIFIC NW.				TOTAL	BASES
	HIGHER	LOWER	ABOUT THE SAME	UNDE- CIDED		
TOTAL SAMPLE	12%	9%	33%	46%	100%	119
MALE	10%	14%	31%	46%	100%	63
FEMALE	14%	4%	35%	46%	100%	57
18-34	14%	5%	32%	49%	100%	34
35-44	7%	6%	34%	53%	100%	32
45-54	13%	10%	36%	41%	100%	15
55-64	21%	26%	23%	30%	100%	17
65 OR OVER	7%	7%	38%	49%	100%	21
UNDER \$20,000	7%	15%	27%	51%	100%	25
\$20,000-\$29,999	17%	9%	42%	31%	100%	19
\$30,000-\$39,999	19%	9%	31%	41%	100%	35
\$40,000-\$49,999	5%	0%	33%	62%	100%	11
\$50,000 OR OVER	5%	11%	31%	53%	100%	21
DEMOCRAT	9%	14%	32%	46%	100%	67
REPUBLICAN	12%	2%	38%	48%	100%	37
INDEPENDENT	24%	8%	25%	43%	100%	16
ELECTED OFFICIALS						
EXCELLENT/GOOD	14%	12%	16%	58%	100%	36
FAIR	12%	9%	42%	37%	100%	60
POOR	10%	0%	41%	49%	100%	19
HIGH TURNOUT	12%	9%	37%	42%	100%	91
MEDIUM TURNOUT	16%	7%	31%	45%	100%	54
LOW TURNOUT	16%	6%	41%	36%	100%	23

MULTNOMAH COUNTY SALARY COMMISSION - DECEMBER 1989

CHAIR	Q9. COMPARE SALARY OF _____ TO THAT OF OTHERS IN PACIFIC NW.				TOTAL	BASES
	HIGHER	LOWER	ABOUT THE SAME	UNDE- CIDED		
TOTAL SAMPLE	14%	8%	36%	41%	100%	136
MALE	6%	12%	46%	35%	100%	67
FEMALE	22%	5%	27%	47%	100%	69
18-34	22%	8%	31%	39%	100%	52
35-44	21%	10%	33%	36%	100%	25
45-54	6%	11%	35%	48%	100%	15
55-64	7%	11%	43%	39%	100%	16
65 OR OVER	3%	5%	45%	47%	100%	28
UNDER \$20,000	5%	12%	29%	53%	100%	29
\$20,000-\$29,999	32%	2%	51%	16%	100%	33
\$30,000-\$39,999	7%	6%	34%	53%	100%	25
\$40,000-\$49,999	8%	0%	54%	38%	100%	14
\$50,000 OR OVER	18%	24%	20%	37%	100%	25
DEMOCRAT	16%	8%	38%	38%	100%	85
REPUBLICAN	11%	12%	33%	44%	100%	38
INDEPENDENT	14%	0%	36%	51%	100%	14
ELECTED OFFICIALS						
EXCELLENT/GOOD	9%	6%	38%	47%	100%	48
FAIR	16%	10%	40%	34%	100%	62
POOR	9%	5%	32%	54%	100%	21
HIGH TURNOUT	14%	10%	36%	40%	100%	104
MEDIUM TURNOUT	6%	12%	43%	39%	100%	66
LOW TURNOUT	7%	11%	44%	38%	100%	30

MULTNOMAH COUNTY SALARY COMMISSION - DECEMBER 1989

	Q10. SUPPORT/OPOSE COST OF LIVING SALARY INCREASE?					TOTAL	MEAN	BASES
	STRONGLY SUPPORT	SOMEWHAT SUPPORT	SOMEWHAT OPOSE	STRONGLY OPOSE	UNDE-CIDED			
TOTAL SAMPLE	12%	26%	23%	30%	8%	100%	2.22	501
MALE	12%	28%	22%	32%	6%	100%	2.21	243
FEMALE	12%	24%	24%	28%	11%	100%	2.23	258
18-34	11%	31%	28%	21%	10%	100%	2.34	173
35-44	14%	28%	20%	30%	8%	100%	2.29	116
45-54	13%	27%	23%	30%	7%	100%	2.25	60
55-64	15%	11%	22%	43%	9%	100%	1.98	56
65 OR OVER	9%	24%	20%	39%	8%	100%	2.04	96
UNDER \$20,000	10%	24%	18%	37%	11%	100%	2.07	110
\$20,000-\$29,999	10%	30%	28%	23%	9%	100%	2.30	117
\$30,000-\$39,999	13%	20%	26%	33%	6%	100%	2.15	117
\$40,000-\$49,999	14%	32%	25%	23%	6%	100%	2.40	48
\$50,000 OR OVER	21%	30%	19%	20%	10%	100%	2.57	69
DEMOCRAT	14%	27%	21%	31%	7%	100%	2.25	287
REPUBLICAN	10%	22%	30%	29%	9%	100%	2.13	162
INDEPENDENT	11%	33%	18%	26%	13%	100%	2.33	52
ELECTED OFFICIALS								
EXCELLENT/GOOD	15%	37%	32%	9%	7%	100%	2.62	154
FAIR	14%	24%	21%	33%	8%	100%	2.20	255
POOR	3%	7%	20%	63%	7%	100%	1.46	71
HIGH TURNOUT	13%	25%	22%	32%	8%	100%	2.20	388
MEDIUM TURNOUT	15%	24%	19%	35%	7%	100%	2.20	260
LOW TURNOUT	21%	16%	14%	42%	7%	100%	2.18	123

MULTNOMAH COUNTY SALARY COMMISSION - DECEMBER 1989

	Q11. SUPPORT/OPOSE COST OF LIVING SALARY INCREASE?					TOTAL	MEAN
	STRONGLY SUPPORT	SOMEWHAT SUPPORT	SOMEWHAT OPOSE	STRONGLY OPOSE	UNDE-CIDED		
TOTAL SAMPLE	20%	31%	15%	27%	8%	100%	2.47
MALE	17%	33%	13%	31%	7%	100%	2.38
FEMALE	22%	29%	17%	23%	8%	100%	2.56
18-34	20%	38%	18%	19%	5%	100%	2.61
35-44	21%	33%	13%	23%	10%	100%	2.59
45-54	28%	19%	16%	28%	9%	100%	2.50
55-64	15%	21%	14%	46%	4%	100%	2.06
65 OR OVER	15%	29%	12%	32%	11%	100%	2.31
UNDER \$20,000	16%	30%	23%	23%	8%	100%	2.42
\$20,000-\$29,999	11%	40%	14%	29%	6%	100%	2.35
\$30,000-\$39,999	27%	23%	12%	29%	9%	100%	2.53
\$40,000-\$49,999	36%	24%	16%	19%	5%	100%	2.81
\$50,000 OR OVER	24%	39%	11%	21%	5%	100%	2.69
DEMOCRAT	23%	30%	12%	28%	7%	100%	2.52
REPUBLICAN	16%	31%	19%	28%	7%	100%	2.36
INDEPENDENT	12%	40%	18%	14%	16%	100%	2.59
ELECTED OFFICIALS							
EXCELLENT/GOOD	27%	43%	17%	6%	7%	100%	2.97
FAIR	22%	28%	12%	31%	8%	100%	2.44
POOR	2%	11%	19%	58%	9%	100%	1.52
HIGH TURNOUT	21%	29%	12%	30%	7%	100%	2.44
MEDIUM TURNOUT	23%	28%	10%	33%	6%	100%	2.44
LOW TURNOUT	28%	22%	9%	36%	6%	100%	2.44

MULTNOMAH COUNTY SALARY COMMISSION - DECEMBER 1989

	Q12A. SUPPORT 3 YEAR PHASED IN 10% PER YEAR?	TOTAL	BASES
	YES		
TOTAL SAMPLE	15%	15%	76
MALE	13%	13%	31
FEMALE	17%	17%	45
18-34	21%	21%	37
35-44	13%	13%	15
45-54	14%	14%	8
55-64	9%	9%	5
65 OR OVER	10%	10%	10
UNDER \$20,000	20%	20%	22
\$20,000-\$29,999	16%	16%	19
\$30,000-\$39,999	11%	11%	13
\$40,000-\$49,999	16%	16%	7
\$50,000 OR OVER	17%	17%	12
DEMOCRAT	16%	16%	45
REPUBLICAN	14%	14%	22
INDEPENDENT	16%	16%	8
ELECTED OFFICIALS			
EXCELLENT/GOOD	18%	18%	27
FAIR	17%	17%	43
POOR	6%	6%	5
HIGH TURNOUT	15%	15%	59
MEDIUM TURNOUT	16%	16%	42
LOW TURNOUT	20%	20%	25

MULTNOMAH COUNTY SALARY COMMISSION - DECEMBER 1989

	Q12B. SUPPORT 3 YEAR PHASED IN 7% PER YEAR?	TOTAL	BASES
	YES		
TOTAL SAMPLE	12%	12%	59
MALE	11%	11%	26
FEMALE	13%	13%	33
18-34	13%	13%	23
35-44	16%	16%	18
45-54	5%	5%	3
55-64	10%	10%	6
65 OR OVER	9%	9%	8
UNDER \$20,000	11%	11%	12
\$20,000-\$29,999	13%	13%	15
\$30,000-\$39,999	12%	12%	14
\$40,000-\$49,999	17%	17%	8
\$50,000 OR OVER	7%	7%	5
DEMOCRAT	12%	12%	34
REPUBLICAN	12%	12%	20
INDEPENDENT	11%	11%	6
ELECTED OFFICIALS			
EXCELLENT/GOOD	17%	17%	26
FAIR	11%	11%	28
POOR	4%	4%	3
HIGH TURNOUT	11%	11%	41
MEDIUM TURNOUT	12%	12%	32
LOW TURNOUT	14%	14%	17

MULTNOMAH COUNTY SALARY COMMISSION - DECEMBER 1989

	Q12C. SUPPORT 3 YEAR PHASED IN 5% PER YEAR?	TOTAL	BASES
	YES		
TOTAL SAMPLE	13%	13%	66
MALE	14%	14%	33
FEMALE	13%	13%	33
18-34	14%	14%	24
35-44	14%	14%	16
45-54	11%	11%	7
55-64	8%	8%	4
65 OR OVER	15%	15%	14
UNDER \$20,000	12%	12%	14
\$20,000-\$29,999	13%	13%	15
\$30,000-\$39,999	13%	13%	15
\$40,000-\$49,999	16%	16%	7
\$50,000 OR OVER	16%	16%	11
DEMOCRAT	14%	14%	39
REPUBLICAN	12%	12%	19
INDEPENDENT	15%	15%	8
ELECTED OFFICIALS			
EXCELLENT/GOOD	16%	16%	24
FAIR	12%	12%	31
POOR	9%	9%	7
HIGH TURNOUT	12%	12%	47
MEDIUM TURNOUT	11%	11%	27
LOW TURNOUT	10%	10%	13

MULTNOMAH COUNTY SALARY COMMISSION - DECEMBER 1989

	Q12D. SUPPORT 3 YEAR PHASED IN 3% PER YEAR?	TOTAL	BASES
	YES		
TOTAL SAMPLE	18%	18%	92
MALE	19%	19%	47
FEMALE	17%	17%	45
18-34	16%	16%	28
35-44	16%	16%	19
45-54	20%	20%	12
55-64	21%	21%	12
65 OR OVER	22%	22%	21
UNDER \$20,000	16%	16%	18
\$20,000-\$29,999	15%	15%	17
\$30,000-\$39,999	24%	24%	28
\$40,000-\$49,999	20%	20%	10
\$50,000 OR OVER	15%	15%	10
DEMOCRAT	18%	18%	52
REPUBLICAN	21%	21%	33
INDEPENDENT	12%	12%	6
ELECTED OFFICIALS			
EXCELLENT/GOOD	23%	23%	35
FAIR	18%	18%	45
POOR	13%	13%	9
HIGH TURNOUT	18%	18%	70
MEDIUM TURNOUT	19%	19%	50
LOW TURNOUT	19%	19%	23

MULTNOMAH COUNTY SALARY COMMISSION - DECEMBER 1989

	Q13A. SUPPORT ONE TIME 12% RAISE?	TOTAL	BASES
	YES		
TOTAL SAMPLE	20%	20%	99
MALE	19%	19%	45
FEMALE	21%	21%	54
18-34	27%	27%	47
35-44	22%	22%	25
45-54	15%	15%	9
55-64	14%	14%	8
65 OR OVER	11%	11%	10
UNDER \$20,000	22%	22%	24
\$20,000-\$29,999	18%	18%	21
\$30,000-\$39,999	21%	21%	24
\$40,000-\$49,999	29%	29%	14
\$50,000 OR OVER	19%	19%	13
DEMOCRAT	21%	21%	60
REPUBLICAN	20%	20%	32
INDEPENDENT	13%	13%	7
ELECTED OFFICIALS			
EXCELLENT/GOOD	29%	29%	45
FAIR	19%	19%	48
POOR	6%	6%	4
HIGH TURNOUT	20%	20%	80
MEDIUM TURNOUT	21%	21%	54
LOW TURNOUT	25%	25%	30

MULTNOMAH COUNTY SALARY COMMISSION - DECEMBER 1989

	Q13B. SUPPORT ONE TIME 10% RAISE?	TOTAL	BASES
	YES		
TOTAL SAMPLE	7%	7%	36
MALE	5%	5%	13
FEMALE	9%	9%	23
18-34	12%	12%	20
35-44	3%	3%	4
45-54	5%	5%	3
55-64	2%	2%	1
65 OR OVER	8%	8%	8
UNDER \$20,000	7%	7%	8
\$20,000-\$29,999	12%	12%	14
\$30,000-\$39,999	6%	6%	7
\$40,000-\$49,999	6%	6%	3
\$50,000 OR OVER	6%	6%	4
DEMOCRAT	7%	7%	20
REPUBLICAN	7%	7%	11
INDEPENDENT	11%	11%	6
ELECTED OFFICIALS			
EXCELLENT/GOOD	7%	7%	11
FAIR	8%	8%	20
POOR	8%	8%	5
HIGH TURNOUT	6%	6%	22
MEDIUM TURNOUT	6%	6%	16
LOW TURNOUT	7%	7%	9

MULTNOMAH COUNTY SALARY COMMISSION - DECEMBER 1989

	Q13C. SUPPORT ONE TIME 7% RAISE?	TOTAL	BASES
	YES		
TOTAL SAMPLE	13%	13%	66
MALE	15%	15%	37
FEMALE	11%	11%	29
18-34	18%	18%	32
35-44	15%	15%	17
45-54	10%	10%	6
55-64	13%	13%	7
65 OR OVER	4%	4%	4
UNDER \$20,000	12%	12%	13
\$20,000-\$29,999	9%	9%	11
\$30,000-\$39,999	17%	17%	20
\$40,000-\$49,999	11%	11%	5
\$50,000 OR OVER	18%	18%	13
DEMOCRAT	15%	15%	43
REPUBLICAN	10%	10%	17
INDEPENDENT	12%	12%	6
ELECTED OFFICIALS			
EXCELLENT/GOOD	16%	16%	25
FAIR	13%	13%	32
POOR	4%	4%	3
HIGH TURNOUT	13%	13%	52
MEDIUM TURNOUT	12%	12%	32
LOW TURNOUT	13%	13%	16

MULTNOMAH COUNTY SALARY COMMISSION - DECEMBER 1989

	Q13D. SUPPORT ONE TIME 5% RAISE?	TOTAL	BASES
	YES		
TOTAL SAMPLE	19%	19%	96
MALE	20%	20%	48
FEMALE	19%	19%	48
18-34	16%	16%	28
35-44	21%	21%	25
45-54	14%	14%	8
55-64	26%	26%	15
65 OR OVER	22%	22%	21
UNDER \$20,000	22%	22%	24
\$20,000-\$29,999	21%	21%	24
\$30,000-\$39,999	22%	22%	26
\$40,000-\$49,999	10%	10%	5
\$50,000 OR OVER	19%	19%	13
DEMOCRAT	18%	18%	53
REPUBLICAN	19%	19%	32
INDEPENDENT	23%	23%	12
ELECTED OFFICIALS			
EXCELLENT/GOOD	21%	21%	32
FAIR	20%	20%	50
POOR	12%	12%	8
HIGH TURNOUT	20%	20%	76
MEDIUM TURNOUT	16%	16%	41
LOW TURNOUT	13%	13%	16

MULTNOMAH COUNTY SALARY COMMISSION - DECEMBER 1989

	Q14. COUNTY COMMISSIONERS FULL OR PART TIME?			TOTAL	BASES
	FULL TIME	PART TIME	UNDE- CIDED		
TOTAL SAMPLE	69%	21%	9%	100%	501
MALE	70%	22%	8%	100%	243
FEMALE	69%	21%	11%	100%	258
18-34	75%	15%	10%	100%	173
35-44	65%	23%	12%	100%	116
45-54	72%	20%	8%	100%	60
55-64	57%	37%	6%	100%	56
65 OR OVER	69%	23%	8%	100%	96
UNDER \$20,000	73%	19%	8%	100%	110
\$20,000-\$29,999	68%	27%	5%	100%	117
\$30,000-\$39,999	72%	18%	10%	100%	117
\$40,000-\$49,999	69%	18%	12%	100%	48
\$50,000 OR OVER	66%	26%	9%	100%	69
DEMOCRAT	68%	22%	10%	100%	287
REPUBLICAN	69%	24%	7%	100%	162
INDEPENDENT	75%	11%	14%	100%	52
ELECTED OFFICIALS					
EXCELLENT/GOOD	76%	13%	10%	100%	154
FAIR	67%	24%	10%	100%	255
POOR	65%	29%	7%	100%	71
HIGH TURNOUT	69%	23%	8%	100%	388
MEDIUM TURNOUT	69%	24%	7%	100%	260
LOW TURNOUT	73%	20%	7%	100%	123

MULTNOMAH COUNTY SALARY COMMISSION - DECEMBER 1989

	Q15. 3,5 OR 7 COUNTY COMMISSIONERS?				TOTAL
	INCREASE TO 7	DECREASE TO 3	REMAIN AT 5	UNDE- CIDED	
TOTAL SAMPLE	10%	10%	72%	8%	100%
MALE	10%	9%	72%	8%	100%
FEMALE	10%	10%	72%	8%	100%
18-34	12%	9%	72%	7%	100%
35-44	13%	11%	69%	8%	100%
45-54	9%	6%	80%	5%	100%
55-64	8%	14%	68%	10%	100%
65 OR OVER	6%	9%	75%	10%	100%
UNDER \$20,000	11%	9%	74%	6%	100%
\$20,000-\$29,999	10%	12%	70%	9%	100%
\$30,000-\$39,999	8%	10%	76%	6%	100%
\$40,000-\$49,999	20%	6%	66%	9%	100%
\$50,000 OR OVER	9%	10%	77%	4%	100%
DEMOCRAT	11%	9%	71%	9%	100%
REPUBLICAN	8%	10%	77%	6%	100%
INDEPENDENT	15%	11%	65%	9%	100%
ELECTED OFFICIALS					
EXCELLENT/GOOD	12%	3%	79%	5%	100%
FAIR	8%	11%	71%	9%	100%
POOR	13%	19%	64%	3%	100%
HIGH TURNOUT	10%	10%	74%	7%	100%
MEDIUM TURNOUT	12%	8%	75%	5%	100%
LOW TURNOUT	9%	7%	77%	7%	100%

MULTNOMAH COUNTY SALARY COMMISSION - DECEMBER 1989

	Q16. COUNTY SHERIFF ELECTED OR APPOINTED?			TOTAL
	ELECT SHERIFF	APPOINT SHERIFF	UNDE- CIDED	
TOTAL SAMPLE	70%	27%	3%	100%
MALE	71%	27%	2%	100%
FEMALE	69%	27%	3%	100%
18-34	68%	31%	2%	100%
35-44	63%	33%	4%	100%
45-54	72%	27%	1%	100%
55-64	75%	21%	4%	100%
65 OR OVER	80%	16%	4%	100%
UNDER \$20,000	74%	25%	1%	100%
\$20,000-\$29,999	74%	25%	1%	100%
\$30,000-\$39,999	66%	27%	7%	100%
\$40,000-\$49,999	72%	26%	2%	100%
\$50,000 OR OVER	61%	38%	1%	100%
DEMOCRAT	69%	29%	2%	100%
REPUBLICAN	73%	24%	3%	100%
INDEPENDENT	66%	25%	9%	100%
ELECTED OFFICIALS				
EXCELLENT/GOOD	62%	34%	4%	100%
FAIR	75%	24%	1%	100%
POOR	76%	19%	5%	100%
HIGH TURNOUT	73%	25%	2%	100%
MEDIUM TURNOUT	75%	23%	3%	100%
LOW TURNOUT	77%	20%	2%	100%

MULTNOMAH COUNTY SALARY COMMISSION - DECEMBER 1989

	Q17. COUNTY AUDITOR ELECTED OR APPOINTED?			TOTAL
	ELECT AUDITOR	APPOINT AUDITOR	UNDE- CIDED	
TOTAL SAMPLE	61%	36%	3%	100%
MALE	57%	39%	4%	100%
FEMALE	64%	34%	2%	100%
18-34	55%	42%	3%	100%
35-44	55%	43%	2%	100%
45-54	60%	40%	0%	100%
55-64	75%	24%	2%	100%
65 OR OVER	70%	24%	6%	100%
UNDER \$20,000	64%	30%	6%	100%
\$20,000-\$29,999	61%	39%	1%	100%
\$30,000-\$39,999	61%	38%	1%	100%
\$40,000-\$49,999	63%	32%	5%	100%
\$50,000 OR OVER	51%	46%	3%	100%
DEMOCRAT	63%	33%	4%	100%
REPUBLICAN	56%	44%	0%	100%
INDEPENDENT	61%	35%	4%	100%
ELECTED OFFICIALS				
EXCELLENT/GOOD	54%	42%	4%	100%
FAIR	60%	37%	3%	100%
POOR	81%	16%	3%	100%
HIGH TURNOUT	63%	35%	3%	100%
MEDIUM TURNOUT	63%	36%	1%	100%
LOW TURNOUT	68%	29%	2%	100%

MULTNOMAH COUNTY SALARY COMMISSION - DECEMBER 1989

	Q18. COUNTY CHAIR/MANAGER TO OVERSEE COUNTY DEPARTMENTS?			TOTAL
	MANAGER	COUNTY CHAIR	UNDE- CIDED	
TOTAL SAMPLE	26%	62%	12%	100%
MALE	30%	55%	15%	100%
FEMALE	23%	68%	9%	100%
18-34	26%	64%	10%	100%
35-44	30%	55%	16%	100%
45-54	29%	67%	4%	100%
55-64	22%	63%	15%	100%
65 OR OVER	23%	65%	12%	100%
UNDER \$20,000	23%	64%	12%	100%
\$20,000-\$29,999	28%	64%	9%	100%
\$30,000-\$39,999	28%	66%	6%	100%
\$40,000-\$49,999	24%	62%	13%	100%
\$50,000 OR OVER	36%	50%	14%	100%
DEMOCRAT	27%	61%	12%	100%
REPUBLICAN	25%	63%	12%	100%
INDEPENDENT	27%	62%	11%	100%
ELECTED OFFICIALS				
EXCELLENT/GOOD	24%	60%	16%	100%
FAIR	29%	63%	8%	100%
POOR	23%	65%	13%	100%
HIGH TURNOUT	27%	62%	11%	100%
MEDIUM TURNOUT	28%	63%	10%	100%
LOW TURNOUT	28%	59%	13%	100%

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	Q19. HIRE REPRESENTATIVE TO REPRESENT COUNTY IN LEGISLATURE?			TOTAL
	YES	NO	UNDE- CIDED	
TOTAL SAMPLE	52%	38%	10%	100%
MALE	53%	40%	7%	100%
FEMALE	50%	37%	13%	100%
18-34	59%	31%	10%	100%
35-44	56%	38%	6%	100%
45-54	43%	48%	9%	100%
55-64	43%	48%	9%	100%
65 OR OVER	44%	40%	16%	100%
UNDER \$20,000	58%	32%	10%	100%
\$20,000-\$29,999	56%	36%	9%	100%
\$30,000-\$39,999	51%	37%	11%	100%
\$40,000-\$49,999	38%	49%	13%	100%
\$50,000 OR OVER	52%	45%	4%	100%
DEMOCRAT	55%	35%	10%	100%
REPUBLICAN	49%	43%	9%	100%
INDEPENDENT	44%	41%	15%	100%
ELECTED OFFICIALS				
EXCELLENT/GOOD	58%	33%	9%	100%
FAIR	53%	36%	11%	100%
POOR	38%	54%	8%	100%
HIGH TURNOUT	53%	38%	9%	100%
MEDIUM TURNOUT	51%	40%	8%	100%
LOW TURNOUT	52%	40%	8%	100%

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	Q20. SALARY COMMISSION/VOTERS SET SALARIES?			TOTAL
	SET BY SALARY COMMISS	SET BY VOTERS	UNDE-CIDED	
TOTAL SAMPLE	13%	82%	5%	100%
MALE	14%	82%	4%	100%
FEMALE	12%	83%	5%	100%
18-34	13%	83%	4%	100%
35-44	19%	78%	3%	100%
45-54	14%	85%	1%	100%
55-64	8%	87%	5%	100%
65 OR OVER	8%	82%	10%	100%
UNDER \$20,000	10%	85%	5%	100%
\$20,000-\$29,999	12%	84%	4%	100%
\$30,000-\$39,999	11%	85%	4%	100%
\$40,000-\$49,999	16%	83%	1%	100%
\$50,000 OR OVER	24%	71%	5%	100%
DEMOCRAT	15%	81%	4%	100%
REPUBLICAN	9%	87%	4%	100%
INDEPENDENT	18%	74%	8%	100%
ELECTED OFFICIALS				
EXCELLENT/GOOD	14%	79%	7%	100%
FAIR	13%	83%	3%	100%
POOR	10%	88%	3%	100%
HIGH TURNOUT	14%	83%	3%	100%
MEDIUM TURNOUT	14%	83%	2%	100%
LOW TURNOUT	16%	81%	2%	100%

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	Q23. AGE						TOTAL
	18-24	25-34	35-44	45-54	55-64	65 OR OVER	
TOTAL SAMPLE	10%	24%	23%	12%	11%	19%	100%
MALE	7%	28%	21%	14%	11%	19%	100%
FEMALE	13%	21%	25%	10%	12%	20%	100%
18-34	30%	70%	0%	0%	0%	0%	100%
35-44	0%	0%	100%	0%	0%	0%	100%
45-54	0%	0%	0%	100%	0%	0%	100%
55-64	0%	0%	0%	0%	100%	0%	100%
65 OR OVER	0%	0%	0%	0%	0%	100%	100%
UNDER \$20,000	22%	19%	7%	8%	11%	32%	100%
\$20,000-\$29,999	8%	31%	21%	5%	11%	23%	100%
\$30,000-\$39,999	7%	33%	32%	17%	8%	3%	100%
\$40,000-\$49,999	12%	11%	33%	21%	10%	12%	100%
\$50,000 OR OVER	4%	27%	36%	13%	14%	6%	100%
DEMOCRAT	9%	26%	23%	13%	12%	18%	100%
REPUBLICAN	11%	17%	22%	11%	11%	27%	100%
INDEPENDENT	14%	39%	28%	10%	7%	2%	100%
ELECTED OFFICIALS							
EXCELLENT/GOOD	11%	28%	23%	12%	10%	17%	100%
FAIR	10%	27%	24%	11%	10%	19%	100%
POOR	5%	11%	22%	14%	19%	30%	100%
HIGH TURNOUT	7%	21%	25%	14%	12%	21%	100%
MEDIUM TURNOUT	4%	18%	25%	16%	13%	23%	100%
LOW TURNOUT	4%	17%	25%	16%	14%	23%	100%

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	Q24. POLITICAL PARTY			TOTAL
	DEMOCRAT	REPUBLICAN	OTHER	
TOTAL SAMPLE	57%	32%	10%	100%
MALE	54%	33%	13%	100%
FEMALE	60%	32%	8%	100%
18-34	58%	27%	16%	100%
35-44	56%	31%	12%	100%
45-54	61%	30%	9%	100%
55-64	62%	32%	6%	100%
65 OR OVER	53%	46%	1%	100%
UNDER \$20,000	59%	30%	10%	100%
\$20,000-\$29,999	58%	30%	12%	100%
\$30,000-\$39,999	55%	35%	10%	100%
\$40,000-\$49,999	63%	23%	14%	100%
\$50,000 OR OVER	56%	34%	9%	100%
DEMOCRAT	100%	0%	0%	100%
REPUBLICAN	0%	100%	0%	100%
INDEPENDENT	0%	0%	100%	100%
ELECTED OFFICIALS				
EXCELLENT/GOOD	55%	33%	12%	100%
FAIR	59%	33%	8%	100%
POOR	53%	32%	16%	100%
HIGH TURNOUT	57%	34%	10%	100%
MEDIUM TURNOUT	58%	35%	8%	100%
LOW TURNOUT	60%	32%	7%	100%

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	Q25. INCOME						TOTAL
	UNDER \$20,000	\$20,000-\$29,999	\$30,000-\$39,999	\$40,000-\$49,999	\$50,000 OR OVER	UNDE-CIDED	
TOTAL SAMPLE	22%	23%	23%	10%	14%	8%	100%
MALE	21%	26%	21%	10%	17%	5%	100%
FEMALE	23%	21%	25%	9%	11%	11%	100%
18-34	26%	26%	27%	7%	12%	2%	100%
35-44	7%	21%	32%	14%	21%	5%	100%
45-54	15%	10%	34%	17%	15%	9%	100%
55-64	22%	23%	17%	9%	17%	12%	100%
65 OR OVER	37%	28%	3%	6%	5%	21%	100%
UNDER \$20,000	100%	0%	0%	0%	0%	0%	100%
\$20,000-\$29,999	0%	100%	0%	0%	0%	0%	100%
\$30,000-\$39,999	0%	0%	100%	0%	0%	0%	100%
\$40,000-\$49,999	0%	0%	0%	100%	0%	0%	100%
\$50,000 OR OVER	0%	0%	0%	0%	100%	0%	100%
DEMOCRAT	23%	23%	23%	11%	14%	7%	100%
REPUBLICAN	21%	22%	25%	7%	15%	11%	100%
INDEPENDENT	21%	28%	22%	13%	12%	3%	100%
ELECTED OFFICIALS							
EXCELLENT/GOOD	18%	20%	27%	12%	13%	10%	100%
FAIR	23%	26%	23%	8%	13%	6%	100%
POOR	20%	24%	20%	11%	13%	12%	100%
HIGH TURNOUT	20%	22%	24%	9%	15%	9%	100%
MEDIUM TURNOUT	18%	25%	23%	10%	13%	11%	100%
LOW TURNOUT	20%	23%	26%	10%	12%	10%	100%

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	Q26. GENDER		TOTAL
	MALE	FEMALE	
TOTAL SAMPLE	48%	52%	100%
MALE	100%	0%	100%
FEMALE	0%	100%	100%
18-34	50%	50%	100%
35-44	44%	56%	100%
45-54	58%	42%	100%
55-64	46%	54%	100%
65 OR OVER	47%	53%	100%
UNDER \$20,000	46%	54%	100%
\$20,000-\$29,999	54%	46%	100%
\$30,000-\$39,999	44%	56%	100%
\$40,000-\$49,999	51%	49%	100%
\$50,000 OR OVER	59%	41%	100%
DEMOCRAT	46%	54%	100%
REPUBLICAN	50%	50%	100%
INDEPENDENT	60%	40%	100%
ELECTED OFFICIALS			
EXCELLENT/GOOD	43%	57%	100%
FAIR	50%	50%	100%
POOR	59%	41%	100%
HIGH TURNOUT	50%	50%	100%
MEDIUM TURNOUT	48%	52%	100%
LOW TURNOUT	45%	55%	100%

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	HIGH VOTER TURNOUT	MEDIUM VOTER TURNOUT	LOW VOTER TURNOUT
TOTAL SAMPLE	77%	52%	24%
MALE	80%	51%	23%
FEMALE	75%	52%	26%
18-34	63%	33%	15%
35-44	83%	57%	27%
45-54	91%	72%	34%
55-64	82%	60%	31%
65 OR OVER	85%	61%	29%
UNDER \$20,000	71%	43%	22%
\$20,000-\$29,999	75%	56%	24%
\$30,000-\$39,999	81%	50%	27%
\$40,000-\$49,999	74%	54%	24%
\$50,000 OR OVER	82%	50%	21%
DEMOCRAT	77%	52%	26%
REPUBLICAN	81%	55%	24%
INDEPENDENT	72%	38%	17%
ELECTED OFFICIALS			
EXCELLENT/GOOD	75%	51%	23%
FAIR	79%	51%	23%
POOR	82%	63%	38%
HIGH TURNOUT	100%	67%	32%
MEDIUM TURNOUT	100%	100%	47%
LOW TURNOUT	100%	100%	100%