

**BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON**

RESOLUTION NO. _____

Accepting the 2014 Multnomah County Salary Commission's Report Setting the Chair's, the Board of County Commissioners', the District Attorney's and the Sheriff's Salaries.

The Multnomah County Board of Commissioners Finds:

- a. As required under Section 4.30 of the Multnomah County Home Rule Charter the 2014 Multnomah County Salary Commission ("Salary Commission") was appointed by the County Auditor to set salaries for the Chair, the Board of County Commissioners ("BOCC"), the Sheriff and the supplemental salary of the District Attorney.
- b. The 2014 Salary Commission reviewed the methodology for setting the salary for the Chair and agreed with the approach used by the 2010 and 2012 Salary Commissions. A search of the external market did not yield comparable positions; therefore, internal equity continues to be given greater weight. The Chair supervises the Department Directors and those salaries have the most bearing on the salary of the Chair. Setting the salary at the midpoint of the Department Director II range continues to be a reasonable approach.
- c. The 2014 Salary Commission reviewed the methodology for setting salaries for the BOCC and agreed the prior methodology remains appropriate. External market factors were analyzed for comparability and appropriateness, and the average of the external market salaries was considered a valid benchmark. However, there have been no significant changes in the market salaries while County salaries have been adjusted by a cost of living factor. Accordingly, the Salary Commission believes that some cost of living adjustment is warranted despite the apparent lack of change in market comparator salaries.
- d. The 2014 Salary Commission considered three primary factors in recommending a salary adjustment for the Sheriff: 1) Salaries of Sheriff's in comparable jurisdictions, 2) Salaries of Multnomah County Department Directors and 3) Salaries of direct reports to the Multnomah County Sheriff. The Commission gave more weight to internal equity (salaries of Department Directors and Sheriff's subordinates) but considered external market comparators (salaries of other jurisdictions).
- e. The 2014 Salary Commission analyzed previous recommendations for the County paid supplemental salary of the District Attorney. The methodology essentially gave more weight to internal equity (salaries of Department Directors and the District Attorney's subordinates) than to external market considerations (salaries of other Oregon and Washington District Attorneys). The recommendation was made, that the salary for the District Attorney be placed at the 75% of the Department Director II

salary range. While the District Attorney’s current \$163,185 is slightly above 75% of the Department Director II range, the Salary Commission has determined it is still appropriate overall. The Salary Commission is addressing the unique nature of the District Attorney’s salary, in that it is comprised of a State of Oregon salary and a Multnomah County supplemental salary. Acknowledging that the State will apply adjustments to its portion of the salary independently, the Salary Commission has determined that the County supplemental salary of \$53,613 for the District Attorney shall be increased for 2014/15 by the cost of living increase given to Multnomah County non-represented employees for 2014/15. Additionally, for 2015/16, that supplemental salary rate shall be increased by the cost of living increase given to Multnomah County non-represented employees for 2015/16. Subsequent Salary Commissions will be able to monitor the resulting increases and determine adjustments for future years.

- f. On May 1, 2014, the Salary Commission submitted its report to the BOCC setting salaries for the Chair, the BOCC, District Attorney (supplemental) and Sheriff effective July 1, 2014, as follows:

| Position | Current Salary | 2014/2015 Salary | 2015/2016 Salary | Notes |
|--|-----------------------|-------------------------|-------------------------|---|
| Chair, Board of County Commissioner | \$143,724 | +COLA 7/1/2014 | +COLA 7/1/2015 | |
| County Commissioner | \$95,316 | +COLA 7/1/2014 | +COLA 7/1/2015 | |
| Sheriff | \$147,232 | +COLA 7/1/2014 | +COLA 7/1/2015 | |
| District Attorney (County-paid Supplement) | \$53,613 | +COLA 7/1/2014 | +COLA 7/1/2015 | Applies to the County supplemental portion of salary only – the State salary is independent of this portion |

The Multnomah County Board of Commissioners Resolves:

The Board accepts the 2014 Salary Commission's Report setting the Chair, the Board of County Commissioners, District Attorney and Sheriff's salaries effective July 1, 2014.

ADOPTED this ____ day of _____, 20__.

**BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON**

Marissa Madrigal, Acting Chair

REVIEWED:

**JENNY M. MADKOUR, COUNTY ATTORNEY
FOR MULTNOMAH COUNTY, OREGON**

By _____

SUBMITTED BY:

Steve March, Multnomah County Auditor