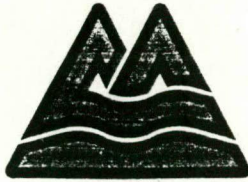


3/14 Meeting

BQ Room continued

2/27.



MULTNOMAH COUNTY OREGON

MULTNOMAH COUNTY CHARTER REVIEW COMMITTEE

1120 S.W. Fifth Avenue
Suite 1500
Portland, Oregon 97204
(503) 248-3525

MEMBERS

Ann Porter, *Chair*
Mark Johnson, *Vice-Chair*
Florence Bancroft
Lana Butterfield
David J. Chambers
Liberty Lane
Monica Little
Bruce McCain
Paul Norr
Marcia Pry
Casey Short
Nicholas Teeny
LaVelle VandenBerg

STAFF

William C. Rapp
Administrator
Shirley Winter
Secretary

PUBLIC MEETING NOTICE

Wednesday, March 14, 1990
7:00 p.m.

Multnomah County Courthouse
Room 602 (Board Room)
1021 S.W. Fourth Avenue
Portland, Oregon 97204

AGENDA

ISSUE-FOCUSED HEARING ON SALARIES OF ELECTED OFFICIALS AND TWO ELECTIONS ISSUES: THE TWO-TERM LIMIT AND RUNNING FOR OFFICE IN MID-TERM

1. Public Testimony

2. Invited Testimony

Multnomah County Sheriff Bob Skipper
Rand Sherwood/Keith Crawford, Multnomah County Salary
Commission

3. Committee Business



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MINUTES

MARCH 14, 1990

Pursuant to notice by press release to newspapers of local circulation throughout Multnomah County and on the mailing list of the Committee, a public meeting of the Multnomah County Charter Review Committee was held at the Multnomah County Courthouse Board Room, 1021 S.W. 4th Avenue, Portland, Oregon. The meeting convened at 7:02 p.m.

Members Present

Ann Porter, *Chair*
Mark Johnson, *Vice-Chair*
Lana Butterfield
David Chambers
Liberty Lane
Monica Little
Bruce McCain
Paul Norr
Marcia Pry
Casey Short
Nicholas Teeny
La Velle Vanden Berg

Invited Testimony

Bob Skipper, Multnomah
County Sheriff
Joyce Sorlien &
Keith Crawford,
Multnomah County
Salary Commission

Staff Present

Bill Rapp, *Administrator*
Donna Tucker, *Secretary*

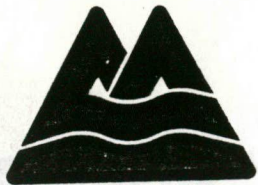
Members Absent

Florence Bancroft

PUBLIC TESTIMONY:

Don Clark, Director, Portland Housing Authority

Having served in several public offices in both city and county government, including the positions of Multnomah County Sheriff and County Executive, Clark believes that most salaries of elected officials in Multnomah County are too low. Clark's recommendation is that Multnomah County set salaries by comparing those for comparable positions in



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Bruce McCain
Paul Norr
Marcia Pry
Casey Short
Nicholas Teeny
LaVelle VandenBerg

PUBLIC MEETING NOTICE

Wednesday, March 28, 1990
7:00 p.m.
Multnomah County Courthouse
1021 S.W. Fourth Avenue
Room 602 (Board Room)
Portland, Oregon 97204

STAFF

William C. Rapp
Administrator
Shirley Winter
Secretary

AGENDA

ISSUE-FOCUSED HEARING ON THE CHAIR AND THE BOARD OF COUNTY COMMISSIONERS: (1) SHOULD A COUNTY ADMINISTRATOR, INSTEAD OF THE CHAIR, ASSUME ADMINISTRATIVE RESPONSIBILITIES FOR THE COUNTY; (2) SHOULD COUNTY COMMISSION POSITIONS BE MADE PART-TIME ; AND (3) SHOULD THE NUMBER OF COMMISSIONERS BE CHANGED.

I. PUBLIC HEARING

- A. Public Testimony
- B. Invited Testimony

Gene Brim, President, Portland Metropolitan Chamber of Commerce
Paul Yarborough, Director, Department of Environmental Services

II. WORK SESSION

- A. Approval of March 14, 1990 Minutes
- B. Other Business

similar areas. Clark stated that it is dangerous to have underpaid officials because they are unable to devote their full attention to the job and are forced to look for outside income; if they are fairly compensated, more can be expected of them.

Ann Porter asked Clark if he believes the recently passed state statute mandating that all Oregon sheriffs in non-home rule counties be compensated as much as their subordinates would be a good model for Multnomah County. Clark said the charter review committee could put a measure like that on the ballot, but he favors a provision that would compare the sheriff's salary to like positions in other counties.

Fred Pearce, Director, State of Oregon Corrections Department

Mr. Pearce expressed his support for a charter amendment that would set the salary of the sheriff at the same level as a district court judge's salary, currently \$67,600 per year. The sheriff's salary would then be increased whenever judicial salaries are increased by the legislature. Another alternative would be to adopt the language of ORS 204.112 (4): "The sheriff's salary shall be fixed in an amount which is not less than that for any member of the sheriff's department."

Pearce stated that Sheriff Skipper, who was his assistant while he was sheriff, had to take a \$12,000 pay cut in order to become sheriff.

The second issue of concern to Pearce is that of an elected versus appointed sheriff. Pearce stated that between the years of 1967 and 1982, Multnomah County had an appointed sheriff. (There were 10 sheriffs during that 16 year period.) In 1975 the jails were removed from the sheriff's control by the board of county commissioners and a corrections division was created. Between 1975 and 1982 jails were mismanaged and there was a mass escape from Rocky Butte Jail.

In 1982, the voters returned the position of sheriff to an elected position and mandated that the sheriff be responsible for all jails and correctional institutions in the county. An independently elected sheriff is able to accomplish more than one who is appointed and an attempt to change to an appointed sheriff would fail because the public wants an elected sheriff.

Under the current charter, the responsibility for management of all jails and correctional facilities in Multnomah County is assigned to the sheriff and, Pearce believes, it should remain that way.

In addition, the county's community corrections program and all resources for local corrections should be consolidated under the sheriff in order to deliver a more coordinated and integrated program.

Pearce believes there should not be a limitation of terms of office for any elected position; the decision should be made by the electorate.

Ann Porter asked Pearce why, if services are to be consolidated, all law enforcement services in the county cannot be consolidated under the sheriff. Pearce said that proposal makes sense but the political reality is that most cities want to manage their own law enforcement agencies; the only exceptions he is aware of are Clark County in Nevada and Dade County in Florida.

On further questioning, Porter asked Pearce how many counties in Oregon have their community corrections programs under the jurisdiction of the sheriff. Pearce replied that Benton County is the only one he knows about and Marion County has a situation where the sheriff is part of a board that runs all of corrections.

Porter then asked if the state department of corrections is continuing to promote Option I (where probation and parole are provided by the county as opposed to the state) for Multnomah County. Pearce stated it is; however, there is a problem with funding. He believes that both Multnomah and Lane Counties should be Option I counties.

David Chambers asked Pearce if he believes that county probation should be under the jurisdiction of the sheriff. Pearce replied that the entire corrections function in Multnomah County should be under the sheriff.

Porter made reference to Chair McCoy's proposal to restructure the Department of Human Services by dividing it into a Health Department and a Community Services Department and asked Pearce what his position is on that proposal. Pearce stated he still believes community corrections should be delivered by the sheriff.

Paul Norr asked Pearce to address the argument that an elected sheriff is biased in favor of jail beds and against other corrections programs. Pearce said that is not a realistic statement because the board must approve of the sheriff's budget. Personally, Pearce believes in community corrections. For instance, more should be done for transition services for parolees; Oregon has one of the highest parole return rates in the country (nearly 50%).

However, Pearce does not believe community corrections changes should be made through charter amendment, rather, it should be a board decision because services change as needs change, and therefore the arrangement should be kept more flexible than it would be if embedded in the charter.

John Sweeney

Mr. Sweeney stated that there should be a two-term limit for elective offices for citizen-type positions; some positions, such as sheriff and some judges should not be held to the two-term limit.

Sweeney favors the non-partisan elections presently in effect in Multnomah County.

Because of the low pay offered for county commissioner, many people refuse to run. Sweeney believes either the pay should be raised or the position should be made part-time with seven commissioners.

Porter asked Sweeney if he thinks there should be a limit on campaign spending for county office candidates. Sweeney replied that he would like to see a limit on campaign spending because it is very difficult to ask for money and because it is too easy to become beholden to PACs.

Bill Brooks, Clackamas County Sheriff

Sheriff Brooks has been in law enforcement for 39 years and has served as Clackamas County Sheriff since 1983.

Sheriff Brooks stated that, unlike most other states, by Oregon law a sheriff must be professionally qualified to hold the office. The position of sheriff is also non-partisan.

According to Brooks, Oregon's sheriffs must be totally committed to their profession. He is convinced that the office of sheriff is the most regulated public official in the state. In addition, sheriffs are often sued and have liens filed against their property pending the outcome of some of these claims.

Brooks stated that Fred Pearce and Bob Skipper are held in high regard by the law enforcement community and that Multnomah County is fortunate to have had them both serve as sheriff.

Multnomah County has a population of nearly 600,000 and the sheriff is responsible for over 600 employees. There is a critical shortage of space which has an adverse effect on crime control. The salary, which has been frozen at \$46,000 since 1982, is

equivalent to that of a police chief in a small city and is not commensurate with the responsibilities of the office. In fact, five senior sheriff commanders now receive from \$12,000-14,000 more per year than the Multnomah County Sheriff.

Brooks believes that in order to continue to attract highly qualified candidates for the office of sheriff and to retain the services of Bob Skipper the committee should incorporate the language of ORS 204.112 (4) into the county charter.

Porter asked how the salary for sheriff is set in Clackamas County. Brooks replied that it is set by the budget committee that consists of three commissioners and three lay members appointed by the commission. His salary was set at \$50,000 in 1989, this year it is around \$52,000 and next year will be around \$53,000. Brooks noted that Clackamas County's population is approximately 266,000, and he has 210 employees and a budget of \$14.5 million.

Arlene Collins, President, AFSCME

Ms. Collins is a member of the group conducting a county-wide compensation classification study. Collins finds the difference between what Multnomah County managers will be making compared to elected officials' salaries offensive. She recommends that the same formula used for management compensation in the new pay class be considered for the commissioners and the sheriff.

Collins agrees with a recommendation by committee member David Chambers that all corrections functions be controlled by the sheriff.

David Chambers asked Collins if she would support a charter amendment to that effect. Collins said she would and that a charter amendment is the only way it will get done.

Gary Walker, Multnomah County Sheriff's Office

Mr. Walker read two letters to the committee.

The first letter, dated March 13, 1990, from Pete Van Dyke, President of the Multnomah County Deputy Sheriff's Association, expresses support for a salary increase for the Multnomah County Sheriff. In addition, Van Dyke recommends the charter be amended to reflect the same language as stated in ORS 204.112 (4).

The second letter, Dated March 14, 1990, from William R. Probstfield, Sheriff of Washington County, stated that the Multnomah County Charter does not provide for an annual salary adjustment for the sheriff nor does it provide for a periodic review by the commission. Probstfield recommends this inequity be

corrected by adding language such as that in ORS 204.112 (4).

Stan Cargill, Vice President, Multnomah County Corrections Officers' Association

The Association recommends:

1. A salary increase for the Multnomah County Sheriff. The Association believes an increase is necessary because of the amount of responsibility carried by the office. Mr. Cargill said he agrees with Don Clark that performance levels drop when an elected official's pay is too low; elected officials should be paid what they are worth.
2. Organization should remain the same.
3. The position for sheriff should continue to be an elected one.

Bruce McCain asked Cargill if he knows whether the salary levels referred to in ORS 204.112 include overtime. Cargill said he assumes it refers to base salaries.

Randy Adams, Multnomah County Sheriff's Office

Mr. Adams began by stating that he is probably one of those who makes more than his boss and it makes him feel uncomfortable. Having participated in professional organizations, Adams has observed how favorably Multnomah County law enforcement compares to the rest of the country. He believes the salary discrepancy should be corrected and the committee has a real challenge before it as to how to solve the problem; however, the amendment must be presented appropriately in order to assure it will pass.

Adams also said the community needs the strong, independent voice of an elected sheriff.

INVITED TESTIMONY:

Bob Skipper, Multnomah County Sheriff

Sheriff Skipper thanked the committee and those who testified on this issue.

Skipper stated that he was one of the three highest paid members of the sheriff's office before he took office and when he became sheriff, he took a \$12,000/year cut in pay.

Skipper supervises 649 employees with a budget of \$39 million. Given the demands of the job and the need to attract qualified persons to compete for the position, the salary for Multnomah

County Sheriff should be significantly increased. In reference to Bruce McCain's earlier question regarding whether the provision in ORS 204.112 (4) refers to a base salary or actual earnings, Skipper said that it is meant to be a base salary. Skipper believes that either his salary should be tied to another position, such as a district court judge's, or an amendment reflecting the language in ORS 204.112 (4) should be added to the charter. Either way, the exact figure should not be specified in the charter.

Monica Little asked Skipper if he sees any distinction between the sheriff who has administrative responsibilities and county commissioners who have policy-making responsibilities. Skipper said he believes he has more day-to-day operational demands on his time than a county commissioner; however, he is concerned that commissioners are not being paid enough to attract qualified candidates.

Joyce Sorlien/Keith Crawford, Multnomah County Salary Commission

The Salary Commission's mandate is to look at alternative ways to raise salaries for elected officials. It found the current salaries an embarrassment. The commission focused on two options: (1) A cost of living increase and, (2) a phased-in increase. The commission did not choose to focus on a provision tying elected officials' salaries to salaries of other elected positions because voters might think that all elected officials make too much money. It was finally decided to recommend a cost of living increase based on the CPI or 5%, whichever is less; if this fails, the committee is prepared to recommend another alternative: a 3% increase per year for the next three years.

The last time a salary increase was approved by voters was in 1982 for a 3.1% increase (except for the sheriff, who received a 2% increase). The commission conducted a market research study to find out what the voters would be willing to accept. It was apparent that the public would not approve large increases.

Bruce McCain asked if the survey asked the voters whether they believed they should continue to set the salaries. Sorlien and Crawford replied that the question was asked; 82% said the decision should remain with the voters.

Casey Short asked if the question was phrased as "either the salary commission or the voters" set the salaries, that is, whether other options were also listed. Crawford replied that the question read, "Should the Multnomah County Salary Commission be authorized to set salaries of elected officials or should the salaries continue to be set by the vote of the county citizens? yes or no." Short said if other options were given, the results of the survey might have been different.

Paul Norr asked Sorlien and Crawford to explain the type of factors they considered in evaluating the level of salaries and if there was any effort made to evaluate the quality of elected officials. Sorlien replied that a very detailed survey conducted found no correlation between salary level and budget, salary level and population, salary level and number of employees in the county or the city and between one entity and another. Therefore, they were unable to make a determination as to what salary the commissioners should be earning. They found that the voters are very under-educated as to what function the commissioners, the chair and district attorney perform and the fact that they have not received a salary increase since 1982; they have a fairly good idea of what the sheriff does.

Monica Little asked if the possibility of having part-time commissioners had been pursued by the commission. Sorlien and Crawford said 69% preferred a full-time commission; 72% said to leave the commission at five people; 62% said that administrative functions should remain with the chair, rather than a hired administrator; 70% said the sheriff should be elected; 61% said the auditor should remain elected.

Bob Skipper stated that salary changes for commissioners, district attorney, sheriff, etc., should be kept separate on the ballot so that each change can pass or fail on its own merits.

COMMITTEE BUSINESS:

Bill Rapp asked the committee members if they had any recommendations for speakers on March 28. Lana Butterfield recommended the Home Builders of Metropolitan Portland lobbyist.

Bruce McCain said he believes that if the committee decides to change the number of commissioners the committee will need to discuss, at some point, redistricting.

The meeting adjourned at 8:55 p.m.



WASHINGTON
COUNTY,
OREGON

March 14, 1990

Ann Porter, Chair
Multnomah County Charter Review Commission
0926 SW Palantine Hill Road
Portland, OR 97219

Re: Sheriffs' Compensation

Dear Chair Porter:

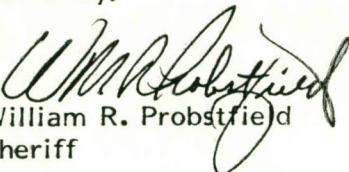
It is my pleasure to write you concerning your charter review process. As an elected Sheriff, I am keenly aware of the responsibilities and know this position requires a capable administrator.

Salary compression has always been a problem since collective bargaining has pushed salaries up and held upper management salaries relatively static. In the case of the Multnomah County Sheriff, the charter process has set the salary without a mechanism for adjustment on an annual basis or by periodic review by the commission.

The intent of Senate Bill 1029 was to reduce the inequity of the salary for Sheriffs in non-chartered counties. The inequity of the salary for the Multnomah County Sheriff needs to be corrected in relation to his subordinates' pay. Pay ranges of other department heads have been set in the same general manner.

I urge your commission to correct this inequity when reviewing the salary of the Multnomah County Sheriff. If I can assist the commission in this matter, please contact my office.

Sincerely,


William R. Probst
Sheriff

WRP:fy

REMARKS PREPARED FOR PRESENTATION
TO THE MULTNOMAH COUNTY CHARTER REVIEW COMMITTEE
BY FRED B. PEARCE
MULTNOMAH COUNTY SHERIFF, RETIRED
MARCH 14, 1990

THANK YOU FOR THE OPPORTUNITY TO APPEAR BEFORE THE CHARTER REVIEW COMMITTEE TO EXPRESS MY VIEWS ON THE OFFICE OF SHERIFF OF MULTNOMAH COUNTY.

FIRST, I WOULD LIKE TO SUPPORT A CHARTER AMENDMENT THAT WOULD SET THE SALARY OF THE SHERIFF TO BE THE SAME AS THAT OF A DISTRICT COURT JUDGE, CURRENTLY \$67,600 PER YEAR. I AM SURE YOU ARE ALREADY AWARE THAT THE CLACKAMAS COUNTY AND WASHINGTON COUNTY SHERIFFS' SALARIES ARE 30% TO 45% HIGHER THAN THE \$46,000 CURRENTLY PAID TO SHERIFF SKIPPER UNDER THE CHARTER.

BY TYING IT TO ANOTHER CRIMINAL JUSTICE OFFICIAL'S SALARY, IT WOULD INCREASE WHENEVER THE LEGISLATURE INCREASED THE JUDICIAL SALARIES. THE OTHER ALTERNATIVE WOULD BE TO ADOPT THE LANGUAGE OF ORS 204.112 PASSED BY THE 1989 LEGISLATURE, "THE SHERIFF'S SALARY SHALL BE FIXED IN AN AMOUNT WHICH IS NOT LESS THAN THAT FOR ANY MEMBER OF THE SHERIFF'S DEPARTMENT."

THIS WOULD BE A VAST IMPROVEMENT OVER THE CURRENT SITUATION IN MULTNOMAH COUNTY. SHERIFF SKIPPER, WHO WAS MY ASSISTANT SHERIFF, TOOK A \$12,000 CUT IN SALARY TO BECOME THE SHERIFF. HOWEVER, EVEN UNDER THIS PLAN, THE SHERIFF WOULD NOT NECESSARILY BE PAID ANY MORE THAN THAT OF HIS SUBORDINATES EVEN THOUGH HE, AND ONLY HE, HAS THE TOTAL RESPONSIBILITY FOR THE DEPARTMENT'S OPERATION.

SECOND, I WOULD LIKE TO SPEAK ABOUT THE ISSUE OF ELECTED VERSUS APPOINTED SHERIFF. AS YOU ARE AWARE, MULTNOMAH COUNTY HAD AN APPOINTED SHERIFF FOR SIXTEEN YEARS FROM 1967 TO 1982. IN 1975 THE JAILS WERE MOVED FROM THE SHERIFF'S CONTROL BY THE BOARD OF COUNTY COMMISSIONERS AND A "CORRECTIONS DIVISION" WAS CREATED.

DURING THE FOLLOWING SEVEN YEARS THE JAILS WERE MISMANAGED, WITH A NUMBER OF ESCAPES CULMINATING IN THE MASS ESCAPE IN JULY OF 1982 IN WHICH A CORRECTIONS OFFICER WAS SHOT. AT THE REQUEST OF COUNTY EXECUTIVE DON CLARK, I CREATED A BOARD OF INQUIRY TO LOOK INTO THE OPERATIONS OF THE ROCKY BUTTE JAIL AND THE CIRCUMSTANCES LEADING UP TO THE ESCAPE. THE REPORT OF THAT BOARD OF INQUIRY REVEALED A TOTAL LACK OF MANAGEMENT BY THE CORRECTIONS DIVISION. AS THE APPOINTED SHERIFF AT THE TIME, I WENT TO COUNTY EXECUTIVE CLARK AND RECOMMENDED THAT HE RETURN THE CORRECTIONS DIVISION TO THE SHERIFF'S OFFICE SO THAT WE COULD GET CONTROL OF WHAT AT THAT TIME WAS A NEARLY UNCONTROLLABLE SITUATION. HE AGREED AND SIGNED AN ORDER THAT DAY, PLACING IT UNDER MY DIRECTION.

LET ME REMIND THIS COMMITTEE THAT IT WAS NOT THE BOARD OF COUNTY COMMISSIONERS WHO REINSTITUTED THE ELECTED OFFICE OF SHERIFF. IT WAS THROUGH THE INITIATIVE PROCESS PASSED TWICE BY THE VOTERS, BECAUSE THE BOARD DID NOT BELIEVE THE VOTERS KNEW WHAT THEY WERE DOING THE FIRST TIME. THIS MEASURE ALSO MANDATED THAT THE SHERIFF BE RESPONSIBLE FOR ALL JAILS AND CORRECTIONAL INSTITUTIONS IN THE COUNTY.

I WAS SHERIFF FROM 1982 TO 1989 DURING WHICH TIME (WITH THE ASSISTANCE OF DISTRICT ATTORNEY MICHAEL SCHRUNK) WE WERE ABLE TO NEARLY DOUBLE THE NUMBER OF JAIL BEDS IN THE COUNTY. THIS WOULD NOT HAVE HAPPENED IF THE SHERIFF WAS APPOINTED BY THE CHAIR OF THE BOARD. IT ONLY HAPPENED BECAUSE THE SHERIFF WAS AN INDEPENDENTLY ELECTED OFFICIAL. AS A MATTER OF FACT, IF I HAD NOT BEEN AN ELECTED SHERIFF DURING THE PERIOD 1983 THROUGH 1985 I AM CONVINCED THERE WOULD BE NO MULTNOMAH COUNTY SHERIFF'S OFFICE REMAINING AS EVERY EFFORT OF BOTH THE COUNTY AND CITY COMMISSIONERS WAS TO ELIMINATE THE OFFICE OF SHERIFF AND TURN ITS FUNCTIONS OVER TO THE CITY OF PORTLAND AND THE CITY OF GRESHAM.

THE PEOPLE WANT THEIR SHERIFF ELECTED. DON'T ATTEMPT TO TAMPER WITH THAT -- IT WILL ONLY FAIL.

THIRD, AS YOU KNOW THE CURRENT CHARTER ASSIGNS THE RESPONSIBILITY FOR MANAGEMENT OF ALL JAILS AND CORRECTIONAL FACILITIES IN MULTNOMAH COUNTY TO THE SHERIFF. DON'T ATTEMPT TO CHANGE THAT -- THE SHERIFF'S OFFICE HAS DEVELOPED ONE OF THE FINEST AND MOST PROGRESSIVE LOCAL CORRECTIONS SYSTEMS IN THE STATE OF OREGON. IN FACT, IT IS MY POSITION NOW, AS IT WAS WHEN I WAS SHERIFF, THAT THE COUNTY'S COMMUNITY CORRECTIONS PROGRAM SHOULD ALSO BE UNDER THE SHERIFF. ALL OF THE RESOURCES FOR LOCAL CORRECTIONS SHOULD BE CONSOLIDATED UNDER THE SHERIFF SO AS TO BE ABLE TO DELIVER THE MOST COORDINATED AND INTEGRATED PROGRAMS POSSIBLE.

THANK YOU FOR THE OPPORTUNITY TO APPEAR AND SHARE MY VIEWS WITH YOU ON THE OFFICE OF SHERIFF OF MULTNOMAH COUNTY.

COMPENSATION OF ELECTED OFFICIALS

<u>Benefits</u>	<u>Comm.</u>	<u>Exec.</u>	<u>Auditor</u>	<u>Sheriff</u>	<u>D. A.</u>
Wrkrs Comp	\$1,660	\$2,150	\$1,660	\$2,290	\$ 549
Life Ins	63	82	63	87	20
Medical	2,461	2,461	2,461	2,461	2,461
Dental	540	540	540	540	540
FICA	2,550	3,303	2,550	3,519	843
PERS	<u>6,369</u>	<u>8,247</u>	<u>6,369</u>	<u>8,786</u>	<u>2,107</u>
TOTAL	<u>\$13,643</u>	<u>\$16,783</u>	<u>\$13,643</u>	<u>\$17,683</u>	<u>\$ 6,520</u>
Salary	33,346	43,180	*33,346	46,000	**11,032
TOTAL COMP	<u>\$46,989</u>	<u>\$59,963</u>	<u>\$46,989</u>	<u>\$63,683</u>	<u>\$17,552</u>

*Beginning in 1991, the salary for a certified auditor will rise to four-fifths of a District Court Judge's salary (\$54,079.97). District and Circuit Judges currently earn \$65,599.96 per year.

**This figure represents the county supplement to the District Attorney's salary. The state contributes \$56,190 for a total salary of \$67,222.

3/12/90

2.30.700 Department of Intergovernmental Relations. [Ord. 224 s. 2 (1980); Rpld by Ord. 356 s. 1 (1982)]

2.30.800 Duties of the Sheriff. The sheriff shall perform the functions of that office prescribed by state law and shall administer the jails and corrections facilities of the County. [Ord. 336 s. 1-4 (1982); Ord. 359 s. 1-3 (1983); Ord. 458 s. 2 (1985)]

2.30.810 Compensation of elected officials.

(A) Compensation for elected county officials is fixed at:

- (1) Commissioner.....\$33,346
- (2) Executive.....\$43,180
- (3) Auditor.....\$33,346
- (4) Sheriff.....\$46,000

(B) The county salary supplement for the district attorney is set in the amount of \$11,032. [Section proposed by Ord. 343 s. 1 (1982), Ord. 344 s. 1-2 (1982), adopted by people Nov. 2, 1982; Ord. 458 s. 3 (1985)]

2.30.850 Adoption of procedures.

(A) All elected officials of Multnomah County, and employees under the supervision of elected County officials, shall comply with the Multnomah County administrative procedures on approval of personal service agreements and on distinguishing between employees and independent contractors. [Ord. 470 (1985)]

(B) All elected officials of Multnomah County, and employees under the supervision of elected County officials, shall comply with the Multnomah County administrative procedures on elected officials' automobile expense, travel expense reimbursements and miscellaneous expense reimbursement policy. [Ord. 494 s. 1 (1986)]

Elected Officials

MAJOR COUNTY BENEFITS FOR EXEMPT EMPLOYEES

Medical Plan

- County Fee-for-Service Plan (ODS Health Plan) or Kaiser
- Full-time employees and dependents: premium paid by County
- Part-time employees and dependents: half of premium paid by County
- Eligibility: first day of month following employment

Dental Plan

- County Fee-for-Service Plan (ODS), Dentacare or Kaiser
- Premiums and coverage as above
- Eligibility: first day of month following employment

Life Insurance

- All employees: County-paid policy one time annual salary, up to \$50,000
- Employees may purchase additional life insurance, upon approval by insurer, up to \$300,000

Disability Insurance

- Each exempt employee shall be enrolled in a County-paid long term disability program. Specific terms and conditions are controlled by the plan document
- Employees are covered under Workers' Compensation

Retirement

- Public Employee Retirement System (PERS)
- Eligibility: following a six month waiting period in a position which requires 600 or more hours per year
- Employee contributions: the County contributes on behalf of each eligible employee 6% based on the employee's gross earnings
- Members are vested after having contributions in five calendar years
- Upon termination employees may withdraw contributions made on their behalf by the County (6% of employee's gross earnings) plus any interest earned

Sick Leave

- Full-time employees: accrues at a rate of approximately .0461 hours per hour worked, approximately 12 days per year
- Part-time employees: based on hours worked

Vacation

- May use as accrued
- New full-time employees accrue .0462 hours per hour worked, approximately 12 days the first year
- Part-time employees: based on hours worked

Major County Benefits
for Exempt Employees
Page 2

Holidays

- Full-time employees: 8 regular and 2 personal, and 4 hours on Christmas Eve or New Year's Eve
- Part-time employees: based on hours worked (8 hours/208 hours)
- Personal Holidays: take the first after 3 months, and the second after 9 months. Must be used before the end of the fiscal year

Credit Union

- Permanent employees may join as soon as your name is on the computer printout (approximately one month)

Day Care

- Child care referral services, salary reduction plan. See folder for information.

Deferred Compensation

- Eligibility: six months of continuous service. See folder for information

Bus Pass

- Each exempt employee is eligible for free Tri-Met pass

Employee Assistance Program

- All half-time and full-time employees are entitled to 10 free hours of counseling per fiscal year through Cascade Counseling Center. See brochure for information.

\$ 260

REPORT ID: MOBLA113
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** MULTNOMAH COUNTY **
LEVEL 3 ORGANIZATION SUMMARY
FOR BUDGET FISCAL YEAR 1990
AS OF 02/28/90

PAGE NO: 850

FUND: 100 GENERAL
ORGANIZATION: 9305 CHARTER COMMISSION

AGENCY: 050 NON DEPT

OBJECT CODE-DESCRIPTION	CURRENT PERIOD			FISCAL YEAR-M-DATE			CURRENT BUDGETED AMOUNT	UNOBLIGATED BUDGET BALANCE	PCT UNSPENT	PCT UNOBLI
	I-----I ENCUMBRANCES	EXPENDITURES	TOTAL OBLIGATIONS	I-----I ENCUMBRANCES	EXPENDITURES	TOTAL OBLIGATIONS				
5100 PERMANENT	0.00	0.00	0.00	0.00	792.00	792.00		792.00-	.0	.0
5200 TEMPORARY	0.00	2,775.20	2,775.20	0.00	14,508.40	14,508.40	28,396	13,887.60	48.9	48.9
5500 FRINGE BNFTS	0.00	212.29	212.29	0.00	1,158.79	1,158.79	4,684	3,525.21	75.2	75.2
5550 INS BENEFITS	0.00	69.39	69.39	0.00	458.77	458.77	710	251.23	35.3	35.3
SUB TOTAL	0.00	3,056.88	3,056.88	0.00	16,917.96	16,917.96	33,790	16,872.04	49.9	49.9
6060 PASS-THRU	0.00	0.00	0.00	0.00	0.00	0.00	1,909	1,909.00	100.0	100.0
6110 PROF SVCS	2,371.50	628.50	3,000.00	2,371.50	785.75	3,157.25	3,091	66.25-	74.5	2.1-
6120 PRINTING	0.00	0.00	0.00	0.00	356.16	356.16	600	243.84	40.6	40.6
6170 RENTALS	0.00	0.00	0.00	0.00	425.00	425.00	850	425.00	50.0	50.0
6200 POSTAGE	0.00	256.68	256.68	0.00	654.19	654.19	500	154.19-	30.8-	30.8-
6230 SUPPLIES	0.00	119.52	119.52	0.00	422.49	422.49	1,000	577.51	57.7	57.7
6330 TRAVEL	0.00	0.00	0.00	0.00	30.95	30.95		30.95-	.0	.0
6620 DUS/SUBSCR	0.00	0.00	0.00	0.00	10.00	10.00		10.00-	.0	.0
7150 TELEPHONE	0.00	1,245.72	1,245.72	0.00	1,592.98	1,592.98	1,100	492.98-	44.8-	44.8-
SUB TOTAL	2,371.50	2,250.42	4,621.92	2,371.50	4,277.52	6,649.02	9,050	2,400.98	52.7	26.5
8400 EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	160	160.00	100.0	100.0
SUB TOTAL	0.00	0.00	0.00	0.00	0.00	0.00	160	160.00	100.0	100.0
TOTAL ORGN 9305	2,371.50	5,307.30	7,678.80	2,371.50	21,195.48	23,566.98	43,000	19,433.02	50.7	45.1

33.4% 4
fiscal year remaining

March 5, 1990

Board of County Commissioners
1021 SW 4th
Portland OR 97204

Dear Commissioner,

I viewed the Commission's meeting where the ballot measures concerning pay increases were discussed.

Anderson's and Bauman's disdain for the voters was clearly evident. We are watching "Princess." I will not vote for a pay increase for the Commissioners when they continue to oppress those of us in the unincorporated area of the County.

I also object to County funds being used for helping the City thugs annex us. There are many other uses for the \$60,000 which would benefit the County.

I will vote for a pay increase for the District Attorney and County Sheriff. You politicians have picked apart one of the finest law enforcement agencies in the Country - the Multnomah County Sheriff's Office. What is left of them deserve all they can get.

Sincerely,



Jim Kunze
131 NE 139th
East County, OR.

cc: Mult. Co. Charter Review Committee

* please make a distribution to members -

Multnomah County Deputy Sheriff's Assn.

12240 N.E. Glisan
Portland, Oregon 97230
255-3600

Pieter Van Dyke
President

James Dusevoir
Vice President

Ted Tolliver
Secretary-Treasurer

March 13, 1990

Multnomah County Charter Review Committee
1021 SW 4th
Portland, Oregon 97204

Dear Committee Members:

I would like to take this opportunity to lend our support to the elected Sheriff for a salary increase.

The Sheriff's salary has been capped at \$46,000 since 1982. We feel that is no way to attract or retain qualified people for such a critical and sensitive position.

The Multnomah County Sheriff manages one of the largest law enforcement entities in the area but is compensated at the rate far, far below smaller jurisdictions. Let me cite some examples:

Clackamas County Sheriff - \$68,982
Washington County Sheriff - \$60,756
Gresham Police Chief - \$55,057 (maximum at \$63,396)

Our highest paid member is currently receiving \$57,934 yearly. That is almost \$12,000 more than his boss. This is a gross injustice which this group can help rectify.

Our recommendation for a solution is simple. Allow the voters to amend the current County Charter to follow ORS 204.112, subsection 4, passed by the 1989 Oregon Legislature. This allows the Sheriff's salary not to be less than any other member of his agency.

Again, I would hope that the Charter Review Committee will rectify a gross inequity in our system, and provide this County a way to keep attracting the best people possible for the office of Sheriff.

Sincerely,



PETE VAN DYKE, President
Multnomah County Deputy Sheriff's Association