

**Union County Salary Compensation Committee
May 28, 2015**

Present: Cedric Shanks, Budget Committee Member
Bob Coulter, Budget Committee Member
Gene Hardy, Budget Committee Member

Call to Order

The meeting was called to order at 3pm with all committee members present

Election of Chair

Cedric Shanks was elected Budget Committee Chair by a motion made by Bob Coulter. The vote was unanimous.

Committee Background Information

There is a State Statute that requires the elected official's salaries be reviewed by a Salary Compensation Committee. The County has traditionally used the lay members of the Budget Committee to serve in that capacity. Shelley Burgess, Administrative Officer, explained that she has included a Cost of Living Allowance for the elected officials of 2% as was included for other appointed employees. She explained that the County has three labor unions and those unions negotiate for their employees. The Cost of Living Allowance is based on those contracted amounts. Bob Coulter asked if the other elected officials and department heads budgeted at a 2% increase as well. Shelley stated that is correct. Shelley explained that she received a request from the Sheriff that he would like the Committee to consider.

Salary Compensation Request

Sheriff Boyd Rasmussen submitted a memo to the Committee.

Shelley explained that she submitted a salary comparison to the Committee that she had her staff do this morning based on a salary survey that was compiled by the Association of Oregon Counties. She believes that the numbers are from a year ago so the salary is not the same as it is today but it should show the difference between the comparison counties. All of the salaries in the comparison are of the same year. These numbers were the latest ones she could compile at a late notice.

Bob Coulter stated that the Sheriff's current salary with a 2% increase would be \$78,411.

Sheriff Rasmussen looked at the comparison of the wages for the other local officials. The main focus was the amount of deputies as well as adding contracts and other responsibilities within the Sheriff's office. He has expanded his responsibilities with the addition of the City of Elgin and the City of Union contracts as well as the School Resource Officer contract.

Sheriff Rasmussen stated that the salaries that he used as comparison were:

State Police Sgt. at \$7,055 - \$7,936 a month
State Police Lt. at \$8,333 - \$10,129 a month

La Grande Chief at \$7,507 a month
La Grande Lt. at \$6,730 a month

Umatilla County Sheriff at \$7,372 a month

Wasco County Sheriff at \$7,416 a month

Malheur County Sheriff at \$7,114 a month

Jefferson County Sheriff at \$7,228 a month

Crook County Sheriff at \$7,555 a month

Columbia County Sheriff at \$7,416 a month

Hood River County Sheriff at \$7,000 a month

And the current salary of the Union County Sheriff is at \$6,426 a month.

Sheriff Rasmussen explained that he did not ask for a specific amount of what he expected or wanted but wanted to give the Committee the numbers to review and make a decision on. He stated that he feels that he will come in about \$40,000 to \$50,000 under budget this year and if the Committee recommends any type of increase that savings would be used to cover the cost of the increase. He explained that the Sheriff's office has caught up on the vehicles that need replaced and any type of increase can come from a reduction in their vehicle replacement line item.

Cedric Shanks stated that he feels that the request is coming late in the process. All of the other departments as well as his includes a 2% COLA as the budget is being presented. Cedric asked the Sheriff what he meant by the salary increase costs could be absorbed in future budgets. The Sheriff explained that he meant the vehicle line item could be reduced in future budgets to accommodate any salary increase that is given.

Cedric Shanks explained that he is inclined to continue with what has included in the budget of the 2% because this request has come after the budgets have been prepared and are being reviewed. He suggested that Sheriff Rasmussen call the Committee together earlier in the budget process so any salary increase approved could be included in his budget request. The Committee agreed with Cedric.

Bob Coulter asked the Sheriff to also bring a specific number that he is requesting his salary be increased to.

Bob Coulter moved to approve a 2% COLA increase for all elected officials. Cedric seconded. Motion carried unanimously.

Adjournment

The meeting was adjourned at 3:15pm.

Respectfully Submitted,

Ashley Wilhelm
Sr. Department Specialist II