

**JEFFERSON COUNTY  
BOARD OF COUNTY COMMISSIONERS**

**AGENDA REQUEST**

**TO:** Board of County Commissioners

**FROM:** Philip Morley, County Administrator  
Erin Lundgren, Clerk of the Board

**DATE:** March 10, 2014

**SUBJECT:** RESOLUTION NO. \_\_\_\_ re: Establishing New Salaries for the Elected  
Position of Jefferson County Commissioner

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**STATEMENT OF ISSUE:**

Due to the lack of revenue and budget constraints experienced by the County because of the Great Recession, the Board of County Commissioners has not increased the salary for the positions of the three County Commissioners since 2008. This has caused an inequity between the Jefferson County Commissioners' salaries and the salaries of certain other Jefferson County elected officials (Assessor, Auditor, Clerk and Treasurer). It has also caused an inequity when compared to the salaries of other elected Commissioner positions located in the counties used for salary comparison to Jefferson County (Chelan, Clallam, Douglas, Island, Lewis, Mason and Pacific).

**ANALYSIS:**

With the exception of 2011, the salaries of certain other Jefferson County elected officials have been increased each year since 2008, consistent with the general wage increase agreed to in the collective bargaining agreement for UFCW employees. The 2014 salary of the positions for elected Assessor, Auditor, Clerk and Treasurer in Jefferson County is \$71,980. The salary of the position for Jefferson County Commissioner is currently \$63,926, the 2008 rate.

While it is yet unknown what decisions may be made with regard to the outcome of future UFCW labor negotiations, any future salary increases made for employees under the UFCW collective bargaining agreement *may* also be made for other Jefferson County elected officials, excluding the Commissioners' due to limitations prohibiting a legislative authority member from increasing his/her salary during his/her term of office.

Additionally, a salary comparison (Attachment 'A') was conducted to review the salaries of elected County Commissioner positions located in the counties used for salary comparison to Jefferson County (Chelan, Clallam, Douglas, Island, Lewis, Mason and Pacific). Excluding the lowest and highest salary, the data shows the average salary for the position of County Commissioner is \$74,939.20.

Regular Agenda  
Commissioners' Office

Based on this information, a draft resolution has been prepared for the Board's consideration to increase the salary for the elected position of Commissioner in Jefferson County to \$73,459.60 to take effect January 1, 2015 for the elected District No. 3 Commissioner and January 1, 2017 for the elected District No. 1 and District No. 2 Commissioners. This amount was calculated by averaging the 2014 salary of \$71,980 for certain other Jefferson County elected officials with the 2014 comparable County Commissioner average salary of \$74,939.20. Unless revisited prior to the election of the District No. 1 and District No. 2 Commissioners, the salaries of all three Commissioner positions will remain frozen at this amount for each entire four year term of office. While the Commissioner position salaries would be frozen for the entire four term, the salaries of other elected officials are not similarly constrained.

Staff is continuing to research and evaluate the possibility of establishing a salary commission to set future salaries of the elected Commissioner positions.

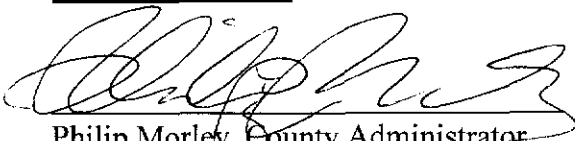
**FISCAL IMPACT:**

An increase to the salary for the District No. 3 Commissioner position will cost \$11,142 (including payroll taxes and retirement) in 2015 and each year beyond 2015. An increase to the salaries for the District No. 1 and District No. 2 Commissioner positions will cost \$22,284 (including payroll taxes and retirement) in 2017 and each year beyond 2017.

**RECOMMENDATION:**

Review the draft resolution, recommend any changes and consider scheduling for approval.

**REVIEWED BY:**

  
Philip Morley, County Administrator

3/5/14  
Date

STATE OF WASHINGTON  
County of Jefferson

In the Matter of Establishing New }  
Salaries for the Elected Position of }  
Jefferson County Commissioner }

RESOLUTION NO \_\_\_\_

*WHEREAS*, RCW 36.17.020 authorizes the Board of County Commissioners as the County legislative authority to establish the salaries of the elected officials of the County; and

*WHEREAS*, Amendment 57 to the Washington State Constitution prohibits a legislative authority member from increasing his/her salary during his/her term of office; and

*WHEREAS*, RCW 36.40.205 requires an approved pre-election salary adjustment for a County legislative authority office to be ratified and validated by properly adopting it as part of the County budget(s) for the year(s) following such election; and

*WHEREAS*, the salary for a member of the County legislative authority must be set in advance of the member taking office and should be set prior to the candidate filing period for that position; and

*WHEREAS*, the salaries of County elected officials should be fair and representative of the responsibilities of the office and should be in proper relation among elected officials; and

*WHEREAS*, the Board of Commissioners for Jefferson County last updated the salary for the position of elected Commissioner in 2007 by passage of Resolution No. 111-07; and

*WHEREAS*, a review of the salaries paid to the same elected positions in the Counties used for comparison purposes has been completed; and

*WHEREAS*, after review by the County Administrator and the Board of Commissioners it has been determined that an adjustment is necessary in order that the elected position of County Commissioner be treated with the same consistency and parity as other elected officials.

*NOW, THEREFORE, BE IT RESOLVED*, by the Jefferson County Board of Commissioners that the annual salary for the elected position of County Commissioner representing District No. 3 shall be set at \$73,459.60 to take effect January 1, 2015, after the election for the District No. 3 position; and

*BE IT FURTHER RESOLVED*, that the annual salaries for the elected positions of County Commissioner representing District No. 1 and District No. 2 shall each be set at \$73,459.60 to take effect January 1, 2017, after the election for the District No. 1 and District No. 2 positions; and

Resolution: Establishing New Salaries for the Elected Positions of Jefferson County Commissioner

*BE IT FINALLY RESOLVED*, that this resolution repeals and replaces Resolution No. 111-07 and all prior salary matrices for the elected position of County Commissioner.

*APPROVED AND ADOPTED* this \_\_\_\_\_ day of \_\_\_\_\_ 2014.

JEFFERSON COUNTY  
BOARD OF COMMISSIONERS

SEAL:

John Austin, Chairman

ATTEST:

David Sullivan, Member

Carolyn Avery  
Deputy Clerk of the Board

Phil Johnson, Member

Attachment 'A'

JEFFERSON COUNTY ELECTED OFFICIAL SALARIES 2001 -2014

Annual Salary

	2001 (low/high)	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Assessor	47,296/56,474	57,648	60,269	No Change	61,173	63,620	No Change	65,528	67,494	69,519	No Change	70,388	71,092	71,980
Auditor	47,296/56,474	57,648	60,269	No Change	61,173	63,620	No Change	65,528	67,494	69,519	No Change	70,388	71,092	71,980
Treasurer	47,296/56,474	57,648	60,269	No Change	61,173	63,620	No Change	65,528	67,494	69,519	No Change	70,388	71,092	71,980
Clerk	47,296/56,474	47,296/56,474	49,004/60,268	No Change	49,004	52,493	59,367	62,722	67,494	69,519	No Change	70,388	71,092	71,980
Commissioner	52,025/62,121	52,025/62,121	53,107/66,295	No Change	53,108	54,701	60,195	63,926	No Change	No Change	No Change	No Change	No Change	No Change
Sheriff	57,228/68,333	57,228/68,333	58,032	61,073	62,906	67,385	70,951	75,207	77,464	79,788	No Change	83,134	83,965	85,015

Comparable Counties

	2014 Elected Official Salaries					Comments
	Clallam Annual	Douglas Annual	Pacific Annual	Mason Annual	Island Annual	
Assessor	76,260	67,500	62,712	69,111	70,647	Clallam: Sheriff has a vehicle issued to him. All other electeds receive a car allowance of \$60 per month.
Auditor	76,260	67,500	62,712	69,111	70,647	Clallam: All electeds receive medical/dental/vision/life & AD&D benefits, plus a 2% contribution to 401a deferred comp plan and access to a 457 plan.
Treasurer	74,400	67,500	62,712	69,111	70,647	Douglas: All electeds receive a \$125 VEBA and health/dental/medical benefits as provided to other county employees.
Clerk	81,960	67,500	62,712	69,111	70,647	Douglas: Sheriff receives additional annual compensation of \$9,852 for Emergency Services/Homeland Security responsibilities.
Commissioner	72,588	67,500	62,712	83,136	78,496	Mason: All electeds receive \$1,091 toward medical/dental/vision/life plan benefits
Sheriff	97,620	77,484	76,500	84,346	86,346	Island: Commissioners receive a \$300 monthly stipend for in-county travel.
Population:	72,700	38,650	20,900	61,100	78,800	
County Administrator	Yes	Yes/Part-Time	Yes	No	No	

Comparable County Commissioner 2014 Salaries		
County:	Include:	Exclude high/low
Mason		83,136
Lewis	78,689	
Island	78,496	
Chelan	77,423	
Clallam	72,588	
Douglas	67,500	
Pacific		62,712
<b>5-County AVG: \$</b>		<b>74,939.20</b>

Comparison of J.C. Elected Salaries with Comparable County Commissioner Salaries	
5-County AVG:	74,939.20
J.C. Electeds:	71,980.00
<b>Average:</b>	<b>73,459.60</b>