

How are the Chair and Commissioners currently compensated under the Charter?

The current Charter language provides that the salary of the chair shall be 80% of the salary of a circuit court judge and that the salaries of the commissioners shall be 40% of the salary of the chair.

What would the proposed Charter amendment do? The proposed amendment would delete current text and insert text that would require the Board to appoint a five-member salary commission, composed of qualified human resource professionals with compensation experience, by January 1 of each odd year. The salary commission would then set the salaries for the chair and commissioners. The salary commission would document the basis of its decisions. Elected or appointed Washington County officials and employees would be prohibited from serving on the salary commission. This amendment is similar to how all non-charter counties establish elected officials' salaries as found in ORS 204.112.

What would happen if Charter amendment passed? By January 1 of 2021, the Board would appoint a salary commission made up of qualified human resource professionals with experience in compensation. The salary commission could consider such factors as the number of employees supervised and the size of the budget administered, the duties and responsibilities, and the compensation paid to subordinates and other appointed employees who serve in positions of comparable management responsibility. The salary commission would compare the duties and responsibilities and salaries of similarly situated government officials. The salary commission would by majority vote set the salary for the chair and commissioners. These salaries would then reflect the time, effort and responsibilities of the chair and commissioner. The salaries could be more or less than what they currently are. The chair and commissioners could not change the salaries that the commission established.

What would happen if the Charter amendment does not pass? The current language would remain and the salary of the chair and commissioners would be tied to the salary the state establishes for circuit court judges. That salary is not determined by the time, effort and responsibilities of the chair and commissioners.