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TO: County Officials
FROM: J. Rodney Carmical
RE: County Officials' Compensation FY 97-98

THE LAW. As you know, last year the General Assembly passed new legislation to determine compensation for most county officials, including county executives, sheriffs, highway superintendents, and general officers. The new law contains a provision for an automatic raise in salary based on the percentage increase given to state employees for the previous fiscal year; this provision, contained in Section 8-24-102(e) of the *Tennessee Code Annotated*, reads as follows:

On July 1, 1997, and each July 1 thereafter, the compensation for county officials, as provided by this section, shall be increased by a dollar amount equal to the average annualized general increase in state employee's compensation during the prior fiscal year multiplied by the compensation established herein for the county officials of the county with the median population of all counties; provided, that in no year shall such compensation increase by more than seven percent (7%). On or before May 1 of each year, the commissioner of finance and administration shall certify to the comptroller of the treasury the average annualized general increase in state employee's compensation during that fiscal year.

METHOD OF CALCULATION. The tables on the following pages contain CTAS salary calculations for each official, according to the statutory population classes. We used the following method, specified in the statute quoted above, to figure increases for the 1997-1998 fiscal year. First determine the certified increase in state employees' compensation for the prior fiscal year, which is 3%. Then find the county with the median population, which is Giles County. Multiply the current statutory salary for each official in the median county by 3% to find the amounts by which to increase salaries in all other counties. For example, the calculation for next year's minimum salary for the county executive in any county goes like this: \$49,665 (current minimum salary in median county) x 3% = \$1,490. All county executives must receive at least \$1,490 more than last year's minimum salary specified for that county's population class. This dollar amount applies to county executives in all counties, regardless of population size. Amounts of increase for other officials are as follows: county highway officials - \$1419; sheriff - \$1419; general officers (trustee, court clerks, county clerk, register of deeds, and assessor) - \$1,290. **The increase is a dollar amount, NOT a percentage.** The only officials receiving a straight 3% increase in salary are those in the same population class as the median county, or those with populations between 23,000 and 34,999. Others



will receive either more than 3% (those with smaller populations) or less than 3% (more populous counties). This result was intended to equalize salaries across the state so that there would not be such a disparity in compensation between officials in large and small counties.

THE CAP. There is one other factor which impacts raises this year: as quoted above, the statute caps mandatory increases to no more than 7% over last year. This cap comes into play in only one population class this year (those with populations from 125,000 to 149,999) and also impacts another group with a carry-over amount because of last year's cap (those with populations from 35,000 to 49,000).

GENERAL SESSIONS JUDGES. The statute regarding compensation for general sessions judges (T.C.A. § 16-15-5003) also contains a provision for a salary increase, specifying that the base salary is to be increased by 1% for every full 2% increase in the average consumer price index between the two previous years. According to figures received by CTAS, the CPI change between 1995 and 1996 is 3%; therefore, the base salary is increased by 1% for the coming fiscal year. Note that the increase applies only to the base salary, not to any supplements. Note also that many counties have private acts which affect the general sessions judges' salaries. Since each county must be calculated individually, there is no schedule reflecting these salaries in the following pages.

CERTIFIED REGISTRARS-AT-LARGE. Separate legislation (T.C.A. § 2-12-208) provides for minimum salaries for the registrar-at-large which, after the phase-in period, are based upon percentages of the assessor's compensation. As with the statute discussed above, this law provides for yearly salary increases based upon increases for state employees during the prior fiscal year, and calculated in the same manner. There is also a cap, although this law limits salary increases to 10% (rather than 7% in the other statute) in any year. Because of this cap, registrars in most counties will receive a 10% increase this year.

QUESTIONS. If you have questions regarding any of this information, please contact the CTAS field representative for your county.

COUNTY EXECUTIVE

Minimum Salaries
Fiscal Year 1997-98

1990 Population	Total Budget FY 1997-1998 MINIMUM SALARY
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400,000 and more	\$98,510
275,000 to 399,999	\$91,003
250,000 to 274,999	\$84,650
225,000 to 249,999	\$80,840
200,000 to 224,999	\$77,720
175,000 to 199,999	\$74,255
150,000 to 174,999	\$70,790
125,000 to 149,999	\$66,730*
100,000 to 124,999	\$63,860
65,000 to 99,999	\$62,128
50,000 to 64,999	\$59,240
35,000 to 49,999	\$53,465
23,000 to 34,999	\$51,155
12,000 to 22,999	\$46,535
5,000 to 11,999	\$40,183
Less than 5,000	\$37,295

*Limited to a 7% Maximum Increase

NOTE: The County Executive's compensation shall be at least five percent (5%) higher than the maximum salary payable to any other county constitutional office. (T.C.A. 8-24-102)

Salaries effective July 1, 1997.

COUNTY HIGHWAY OFFICIALS

**Minimum Salaries
Fiscal Year 1997-98**

1990 Population	Total Budget FY 1997-1998 MINIMUM SALARY
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400,000 and more	N/A
275,000 to 399,999	N/A
250,000 to 274,999	\$80,619
225,000 to 249,999	\$77,319
200,000 to 224,999	\$74,019
175,000 to 199,999	\$70,719
150,000 to 174,999	\$67,419
125,000 to 149,999	\$63,553*
100,000 to 124,999	\$60,819
65,000 to 99,999	\$59,169
50,000 to 64,999	\$56,419
35,000 to 49,999	\$50,919
23,000 to 34,999	\$48,719
12,000 to 22,999	\$44,319
5,000 to 11,999	\$38,269
Less than 5,000	\$35,519

***Limited to a 7% Maximum Increase**

NOTE: The County legislative body may set the salary of the chief administrative officer in an amount greater than the minimum salary noted above.

Salaries effective July 1, 1997.

COUNTY SHERIFF

Minimum Salaries
Fiscal Year 1997-98

1990 Population	Total Budget FY 1997-1998 MINIMUM SALARY
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400,000 and more	\$93,819
275,000 to 399,999	\$86,669
250,000 to 274,999	\$80,619
225,000 to 249,999	\$77,319
200,000 to 224,999	\$74,019
175,000 to 199,999	\$70,719
150,000 to 174,999	\$67,419
125,000 to 149,999	\$63,553*
100,000 to 124,999	\$60,819
65,000 to 99,999	\$59,169
50,000 to 64,999	\$56,419
35,000 to 49,999	\$50,919
23,000 to 34,999	\$48,719
12,000 to 22,999	\$44,319
5,000 to 11,999	\$38,269
Less than 5,000	\$35,519

*Limited to a 7% Maximum Increase

NOTE: Sheriffs may receive additional compensation set by the county legislative body for ex-officio services as workhouse superintendent. (T.C.A. 8-24-103(a), (3) 8-24-111)

Salaries effective July 1, 1997.

TRUSTEE
CLERK OF CIRCUIT COURT
CLERK OF CRIMINAL COURT
CLERK OF GENERAL SESSIONS COURT
CLERK OF JUVENILE COURT
CLERK OF PROBATE COURT
CLERK & MASTER
COUNTY CLERK
REGISTER OF DEEDS

Minimum Salaries
Fiscal Year 1997-98

1990 Population	Total Budget FY 1997-1998 MINIMUM SALARY
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400,000 and more	\$85,290
275,000 to 399,999	\$78,790
250,000 to 274,999	\$73,290
225,000 to 249,999	\$70,290
200,000 to 224,999	\$67,290
175,000 to 199,999	\$64,290
150,000 to 174,999	\$61,290
125,000 to 149,999	\$57,775*
100,000 to 124,999	\$55,290
65,000 to 99,999	\$53,790
50,000 to 64,999	\$51,290
35,000 to 49,999	\$46,290
23,000 to 34,999	\$44,290
12,000 to 22,999	\$40,290
5,000 to 11,999	\$34,790
Less than 5,000	\$32,290

***Limited to a 7% Maximum Increase**

Salaries effective July 1, 1997.

ASSESSOR OF PROPERTY

Minimum Salaries
Fiscal Year 1997-98

1990 Population	Total Budget FY 1997-1998 MINIMUM SALARY
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400,000 and more	\$85,290
275,000 to 399,999	\$78,790
250,000 to 274,999	\$73,290
225,000 to 249,999	\$70,290
200,000 to 224,999	\$67,290
175,000 to 199,999	\$64,290
150,000 to 174,999	\$61,290
125,000 to 149,999	\$57,775*
100,000 to 124,999	\$55,290
65,000 to 99,999	\$53,790
50,000 to 64,999	\$51,290
35,000 to 49,999	\$46,290
23,000 to 34,999	\$44,290
12,000 to 22,999	\$40,290
5,000 to 11,999	\$34,790
Less than 5,000	\$32,290

*Limited to a 7% Maximum Increase

NOTE: The County legislative body may provide additional compensation for the assessor. (T.C.A. 67-1-508)

Salaries effective July 1, 1997.