

**MINUTES
COMPENSATION COMMITTEE
May 6, 2020**

9:00 a.m.

Room 32, Courthouse

PRESENT: Denney Elmer, Rick John and Lindsay Berschauer

Staff: Ken Huffer, Casey Kulla, Mary Starrett, Richard L. "Rick" Olson, Andrea Paola, Brad Berry, Derrick Wharff and Brian Van Bergen.

Former Chair: Lindsay Berschauer

Lindsay Berschauer called the meeting to order at 9:00 a.m.

1. Election of new chair.

Denny Elmer nominated Rick John as chair of the Compensation Committee. Mr. John nominated Lindsay Berschauer as chair. Mr. Elmer seconded Mr. John's motion to nominate Ms. Berschauer. The motion passed unanimously.

2. Election of new secretary.

Denny Elmer nominated Rick John as secretary. Ms. Berschauer seconded the motion. The motion passed unanimously.

3. Consideration of approval of Compensation Committee minutes from May 1, 2019.

Denny Elmer moved approval of the minutes. Ms. Berschauer seconded the motion. The motion passed, Ms. Berschauer and Mr. Elmer voting aye. Mr. John abstained from vote.

4. Consideration of compensation rates for elected officials

a. Staff report – Andrea Paola, HR Manager provided an overview of the Elected Officials' salary studies. (Exhibit A).

b. Public Comment

Assessor - Derrick Wharff presented an overview of the Assessor's position. He reminded the committee that his duties also include Tax Collector, of which Yamhill County is only one of two comparable counties in the state to combine this duty with the Assessor position.

Clerk - Brian Van Bergen explained that he did accept the salary increase that was proposed in 2019. The Clerk's Office is completely self-funded; he did include a 2% increase in the proposed budget for his staff and will not consider accepting an increase to his own salary until the fall of 2020.

District Attorney - Brad Berry stated he is requesting a \$6,000 increase; he has not made previous requests for stipend or salary increases since 2008. He would like to bring the District

Attorney's salary up to a competitive base salary for the next DA, as this is Mr. Berry's last term.

c. Deliberations and approval of the recommendations to the Budget Committee

Mr. Denny and Mr. John agreed that the reserves and contingency funds have decreased and would like the county to maintain current reserves due to current pandemic financial losses.

Ms. Bershchauer moved approval to keep the **Treasurer** at the same compensation rate. Mr. John seconded the motion. The motion passed unanimously.

Mr. John moved approval to increase the **Sheriff's** salary by 8.5% concurrent with the funding formula of the CBA. Mr. Denney seconded the motion. The motion passed unanimously.

Mr. Elmer moved approval to increase the **District Attorney's** county stipend salary by \$6,000. Mr. John seconded the motion. The motion passed unanimously.

Mr. John moved to keep the **Clerk's** salary at the same compensation rate. Mr. Elmer seconded the motion. The motion passed unanimously.

Mr. John moved to keep the **Assessor** at the same compensation rate. Mr. Elmer seconded the motion. The motion passed unanimously.

Mr. John made a motion to keep the **Commissioner's** at the same compensation rate. Mr. Denny seconded the motion. The motion passed unanimously.

There being no other business the meeting adjourned at 10:13 a.m.

Carolina Rook
Secretary

YAMHILL COUNTY COMPENSATION COMMITTEE

Chair

ELECTED/APPOINTED OFFICIALS SURVEY FISCAL YEAR 2019 - 2020 - TREASURER IN COMPARABLE COUNTIES

TREASURER	Benton	Columbia	Douglas	Josephine	Linn	Marion	Polk	Yamhill
COUNTY POPULATION *	93,590	51,900	111,735	86,352	125,575	344,035	82,100	107,415
FORM OF GOVERNMENT	Home Rule	General law	General Law	Home Rule	General Law	General Law	Home Rule	General law
COUNTY BUDGET (million)	\$311.0	\$76.7	\$256.0	\$144.0	\$156.7	\$445.0	\$96.0	\$152.0
FTE	460.0	200.0	524.1	450.0	665.9	1,506.0	400.0	610.0
ELECTED/APPOINTED	This Position is a function of the CFO	Finance Director holds treasurer duties.	Elected	Elected	Elected	Elected	Elected	Elected
NUMBER HOLDING OFFICE	N/A	N/A	1	1	1	1	1	1
LAST SALARY INCREASE DATE	N/A	N/A	7/1/2019	1/1/2019	6/1/2019	7/1/2019	7/1/2018	7/1/2017
ANNUAL SALARY-March 2016	N/A	N/A	\$64,420.80	\$71,902.00	\$91,574.00	\$88,649.60	\$71,604.00	\$27,999.94
ANNUAL SALARY-March 2017	N/A	N/A	\$64,668.80	\$73,340.00	\$91,574.00	\$88,649.60	\$12,000.00	\$27,999.94
ANNUAL SALARY-March 2018	N/A	NA	\$64,937.60	\$75,100.54	\$93,408.00	\$91,644.80	\$12,000.00	\$30,000.00
ANNUAL SALARY-March 2019	N/A	NA	\$25,000.00	\$77,345.00	\$95,280.00	\$101,587.00	\$12,000.00	\$30,000.00
ANNUAL SALARY-March 2020	N/A	NA	\$25,500.00	\$79,674.00	\$100,476.00	\$103,625.60	\$12,000.00	\$30,000.00
CHANGE IN SALARY MARCH 2019 TO MARCH 2020	N/A	NA	2.00%	3.01%	5.45%	2.01%	0.00%	0.00%
YC AS % ABOVE OR BELOW SALARY	N/A	NA	15.00%	-165.58%	-234.92%	-245.42%	60.00%	0.00%
PERS PICK UP	N/A	N/A	6%	6%	6%	6%	6%	0%
PERS IAP PICK UP			6%	6%	6%	6%	6%	0%
OTHER RETIREMENT	N/A	N/A	No	Yes (See Below)	No	7.5% (def comp)	No	10%**
CAR ALLOWANCE OR COUNTY CAR-monthly	N/A	N/A	Assigned county car if chose	No	No	No	No	Mileage reimbursement
MEDICAL, DENTAL AND VISION monthly employer contribution	NA	NA	Up to \$2,218 (ee + family coverage)	\$1,000 - \$1,500 (depending on coverage)	\$2,581 (ee + family coverage)	\$1,715 (ee+family coverage)	\$1,717 (ee + family coverage)	\$1,575.86 ?
LIFE INSURANCE ANNUAL PREMIUM PAID BY COUNTY	N/A	NA	No	\$77.52 (50k)	\$180 (\$50,000 plus \$5,000 spouse)	\$133 (\$101K)	\$54.96 (10k)	\$18.00 (6k)
LONG TERM DISABILITY INSURANCE % OF INCOME	N/A	N/A	60%	66%	No	Capped at \$90,000. \$28.50/month	No	No
SHORT TERM DISABILITY INSURANCE	N/A	N/A	No	No	No	Yes	No	Yes- 2/3 wage replacement
OTHER BENEFITS- monthly (ie- Cell phone allowance, AD&D, VEBA, Expense account)	N/A	N/A	AD&D(\$10000)	6% into 457b if opt out of PERS. County cell phone. AD&D \$9.00/yr for 50K.	Longevity Pay (2.5%, 10 yrs, 5% 15 yrs, 7.5% 20 yrs)	AD&D .042 per \$1000 of annual earnings		\$100 VEBA (depending on plan); County Issued Cell Phone or \$40/mo. EAP, AD&D \$6,000 benefit
COMMENTS	CFO holds treasurer duties.	Finance Director holds treasurer duties.	Many duties moved to CFO- reduction in FTE of treasurer position in 2018	Full Time Position- Tax Collector duties	No tax collector duties.- Also County Budget Officer- Full Time Position	Full Time Position	Tax collector duties.- Position was reduced to .2 FTE in 2016	Part Time Position

* Certified Population Estimates- PSU Population Research Center

** County will either make the 6% PERS pension and 6% IAP account contributions or at the election of the Elected Official, a 10% contribution to a 401B through ICMA-RC

YAMHILL COUNTY'S SALARY IS BELOW

NOTES FOR YAMHILL COUNTY TREASURER

Treasurer received an increase to current salary in 2015

Treasurer received an increase to current salary in 2017 of 7.14%

Salary rate was originally determined base on .25 FTE of the Treasurer's salary when position was full-time (prior to 2013). Position reduced to less than full time when functions absorbed into Finance Department.

Compensation Committee
Exhibit "A"
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ELECTED/APPOINTED OFFICIALS SURVEY FISCAL YEAR 2019 - 2020 - SHERIFF IN COMPARABLE COUNTIES

SHERIFF	Benton	Columbia	Douglas	Josephine	Linn	Marion	Polk	Yamhill
COUNTY POPULATION	93,590	51,900	111,735	86,352	125,575	344,035	82,100	107,415
FORM OF GOVERNMENT	Home Rule	General law	General Law	Home Rule	General Law	General Law	Home Rule	General law
COUNTY BUDGET (million)	\$311.0	\$76.7	\$256.0	\$144.0	\$156.7	\$445.0	\$96.0	\$152.0
FTE	460.0	200.0	524.1	450.0	665.9	1,506.0	400.0	610.0
ELECTED/APPOINTED	Elected	Elected	Elected	Elected	Elected	Elected	Elected	Elected
NUMBER HOLDING OFFICE	1	1	1	1	1	1	1	1
LAST SALARY INCREASE DATE	7/1/2019	7/1/2019	7/1/2019	1/1/2019	6/1/2019	7/1/2019	7/1/2019	7/9/2019
ANNUAL BASE SALARY-March 2016	\$107,559	\$92,952	\$101,317	\$84,360	\$120,960	\$134,826	\$90,000	\$85,928
ANNUAL BASE SALARY-March 2017	\$107,559	\$96,048	\$103,646	\$89,640	\$123,384	\$138,237	\$91,800	\$93,888
ANNUAL BASE SALARY-March 2018	\$117,346	\$96,048	\$107,786	\$93,627	\$123,384	\$146,619	\$95,400	\$96,705
ANNUAL BASE SALARY-March 2019	\$119,963	\$102,288	\$109,949	\$98,847	\$125,826	\$156,270	\$98,268	\$105,583
ANNUAL BASE SALARY-March 2020	\$122,192	\$104,748	\$114,400	\$98,847	\$132,744	\$159,411	\$103,800	\$114,557
CHANGE IN SALARY MARCH 2019 TO MARCH 2020	1.86%	2.40%	4.05%	0.00%	5.50%	2.01%	5.63%	8.50%
YC AS % ABOVE OR BELOW SALARY	-6.66%	8.56%	0.14%	13.71%	-15.88%	-39.15%	9.39%	0.00%
PERS PICK UP	6%	6%	6%	6%	6%	6%	6%	6%
PERS IAP PICK UP	6%	6%	6%	6%	6%	6%	6%	6%
OTHER RETIREMENT	3% into 457	No	No	Yes (see below)	No	7.5% (def comp)	No	10%
CAR ALLOWANCE OR COUNTY ISSUED CAR	No	Issued Car	Issued Car	Issued Car	Issued Car	Issued Car	Issued Car	Issued Car
MEDICAL, DENTAL AND VISION monthly employer contribution	Up to \$2200 (ee + family coverage)	Up to \$2,300 (ee+ family coverage)	Up to \$2,218 (ee + family coverage)	\$1,000 - \$1,500 (depending on coverage)	\$2,581 (ee + family coverage)	\$1,715 (ee+family coverage)	\$1,717 (ee + family coverage)	\$1,554.75
Life Insurance Premium paid by County and Amount of Coverage	\$14.40 (10k)	\$95.88 (40k)	No	\$77.52 (50k)	\$180 (\$50,000 plus \$5,000 spouse)	\$133 (\$101K)	54.96 (10k)	\$43.20 (10k)
LONG TERM DISABILITY INSURANCE % OF INCOME	67%	No	60%	66%	No	Capped at \$90,000. \$28.50/month	No	Yes
SHORT TERM DISABILITY INSURANCE	No	No	No	No	No	Yes	No	Yes
OTHER BENEFITS- monthly (ie- Cell phone allowance, AD&D, VEBA, Expense account)	AD & D \$30/year paid by county. Cell phone allowance: \$30. \$1400 into HSA if elect low cost medical.	Employer contributes \$1500 - \$3000 into HSA once per year. Cell phone allowance of \$50	AD&D (\$10,000)	6% into 457b if opt out of PERS. County cell phone. AD&D \$9.00/yr for 50K.	Longevity Pay (2.5% 10 yrs, 5% 15 yrs, 7.5% 20 yrs)	AD&D .042 per \$1000 of annual earnings	\$850 stipend	\$125 VEBA. Cell phone/data allowance up to \$40. AD&D \$10,000 benefit. Education, longevity, and certification incentives.

YAMHILL COUNTY'S SALARY IS BELOW

NOTES FOR YAMHILL COUNTY SHERIFF

Per 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."

* Please note the Sheriffs salary was adjusted 7/9/19 by 6% market and 2.5% COLA to coincide with Teamsters Local 223 pay adjustment per CBA

	CURRENT				Without COLA	With COLA of 2.5% and Market Adjustment of 6%	
	Sheriff	Captain (P)	Captain (A)	Captain (J)	DIFF	Captain (P)	Sheriff
Base Annual	\$114,557.52	\$113,529.12	\$113,529.12	\$105,899.04	\$8,658.48	\$123,179.10	\$124,294.91
Base Monthly	\$9,546.46	\$9,460.76	\$9,460.76	\$8,824.92	\$721.54	\$10,264.92	\$10,357.91
AA - BA or BS	\$572.79	\$378.43	\$378.43	\$353.00	\$219.79	\$410.60	\$621.47
Longevity	\$190.93	\$189.22	\$141.91	\$132.37	\$58.56	\$153.97	\$155.37
Bilingual (2%)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
DPSST Advanced (6%)	\$572.79	\$567.65	\$567.65	\$529.50	\$43.29	\$615.90	\$621.47
Monthly with Roll ups	\$10,882.96	\$10,596.05	\$10,548.75	\$9,839.79	\$1,043.18	\$11,445.39	\$11,756.23
Annual with Roll ups	\$130,595.57	\$127,152.61	\$126,584.97	\$118,077.43	\$12,518.14	\$137,344.69	\$141,074.72

ELECTED/APPOINTED OFFICIALS SURVEY FISCAL YEAR 2020-2021 - DISTRICT ATTORNEY IN COMPARABLE COUNTIES

DISTRICT ATTORNEY	Benton	Columbia	Douglas	Josephine	Linn	Marion	Polk	Yamhill
COUNTY POPULATION *	93,590	51,900	111,735	86,352	125,575	344,035	82,100	107,415
FORM OF GOVERNMENT	Home Rule	General law	General Law	Home Rule	General Law	General Law	Home Rule	General law
COUNTY BUDGET (million)	\$311.0	\$76.7	\$256.0	\$144.0	\$156.7	\$445.0	\$96.0	\$152.0
FTE	460.0	200.0	524.1	450.0	665.9	1,506.0	400.0	610.0
ELECTED/APPOINTED	Elected							
NUMBER HOLDING OFFICE	1	1	1	1	1	1	1	1
Stipend Paid by County (in addition to state funds)	\$49,495.00	\$18,432.00	\$26,208.00	\$22,764.00	\$21,624.00	\$44,297.00	\$15,000.00	\$19,694.00
State Funding (based on County population)	\$107,628.00	\$107,628.00	\$126,672.00	\$107,628.00	\$126,672.00	\$126,672.00	\$107,628.00	\$126,672.00
ANNUAL SALARY-March 2016	\$129,445.00	\$120,516.00	\$146,995.20	\$120,447.00	\$142,476.00	\$149,990.40	\$104,316.00	\$127,646.00
ANNUAL SALARY-March 2017	\$129,445.00	\$125,316.00	\$147,473.60	\$120,871.00	\$142,872.00	\$150,406.40	\$104,316.00	\$142,478.00
ANNUAL SALARY-March 2018	\$129,445.00	\$125,316.00	\$147,473.60	\$120,871.00	\$142,872.00	\$156,708.80	\$113,316.00	\$142,478.00
ANNUAL SALARY-March 2019	\$129,445.00	\$125,316.00	\$148,472.00	\$126,417.00	\$142,872.00	\$157,520.04	\$114,516.00	\$142,478.00
ANNUAL SALARY-March 2020	\$157,123.00	\$126,060.00	\$152,880.00	\$130,392.00	\$148,296.00	\$170,969.00	\$122,628.00	\$146,366.00
CHANGE IN SALARY MARCH 2019 TO MARCH 2020	21.38%	0.59%	2.97%	3.14%	3.80%	8.54%	7.08%	2.73%
YC AS % ABOVE OR BELOW SALARY	-7.35%	13.87%	-4.45%	10.91%	-1.32%	-16.81%	16.22%	0.00%
PERS PICK UP	No							
PERS AIP PICK UP	No							
OTHER RETIREMENT	No	No	No	No	No	7.50%	No	No
CAR ALLOWANCE OR COUNTY CAR-monthly	No							
MEDICAL, DENTAL AND VISION CONTRIBUTION- monthly	Paid by State							
LIFE INSURANCE % OF INCOME	No							
LONG TERM DISABILITY INSURANCE % OF INCOME	No							
SHORT TERM DISABILITY INSURANCE	No							
OTHER BENEFITS- monthly	No							
Comments:								

NOTES FOR YAMHILL COUNTY DISTRICT ATTORNEY

* Certified Population Estimates- PSU Population Research Center

Last State Funding increase in 2014 was the result of the County's population going over 100,000.

ELECTED/APPOINTED OFFICIALS SURVEY FISCAL YEAR 2019-2020 - COMMISSIONER IN COMPARABLE COUNTIES

COMMISSIONER	Benton	Columbia	Douglas	Josephine	Linn	Marion	Polk	Yamhill
COUNTY POPULATION *	93,590	51,900	111,735	86,352	125,575	344,035	82,100	107,415
FORM OF GOVERNMENT	Home Rule	General law	General Law	Home Rule	General Law	General Law	Home Rule	General law
COUNTY BUDGET (million)	\$311.0	\$76.7	\$256.0	\$144.0	\$156.7	\$445.0	\$96.0	\$152.0
FTE	460.0	200.0	524.1	450.0	665.9	1,506.0	400.0	610.0
ELECTED/APPOINTED	Elected	Elected	Elected	Elected	Elected	Elected	Elected	Elected
NUMBER HOLDING OFFICE	3	3	3	3	2	3	3	3
LAST SALARY INCREASE DATE	7/1/2019	7/1/2019	7/1/2019	1/1/2019	6/1/2019	7/1/2019	7/1/2019	7/9/2018
ANNUAL SALARY-March 2016	\$94,071	\$85,073	\$75,941	\$75,392	\$94,020	\$84,968	\$65,532	\$73,077
ANNUAL SALARY-March 2017	\$94,071	\$85,073	\$75,941	\$76,900	\$95,904	\$85,904	\$68,148	\$73,077
ANNUAL SALARY-March 2018	\$94,071	\$87,888	\$77,459	\$78,745	\$95,904	\$94,245	\$70,188	\$76,731
ANNUAL SALARY-March 2019	\$95,952	\$91,404	\$82,098	\$81,108	\$93,132	\$97,760	\$72,996	\$78,266
ANNUAL SALARY-March 2020	\$98,351	\$93,600	\$83,741	\$81,108	\$100,740	\$101,213	\$75,192	\$78,266
CHANGE IN SALARY MARCH 2019 TO MARCH 2020	2.50%	2.40%	2.00%	0.00%	8.17%	3.53%	3.01%	0.00%
YC AS % ABOVE OR BELOW SALARY	-25.66%	-19.59%	-7.00%	-3.63%	-28.71%	-29.32%	3.93%	0.00%
PERS PICK UP	6%	6%	6%	6%	6%	6%	6%	6%
PERS IAP PICK UP	6%	6%	6%	6%	6%	6%	6%	6%
OTHER RETIREMENT	3% into 457	No	No	Yes (see below)	No	7.5% (def comp)	No	10%**
CAR ALLOWANCE OR COUNTY CAR-monthly	No	No	Assigned county car if chose	No	No	No	No	Mileage Reimbursement
MEDICAL, DENTAL AND VISION monthly employer contribution	Up to \$2200 (ee + family coverage)	Up to \$2,300 (ee + family coverage)	Up to \$2,218 (ee + family coverage)	\$1,000 - \$1,500 (depending on coverage)	\$2,581 (ee + family coverage)	\$1,715 (ee+family coverage)	\$1,717 (ee + family coverage)	\$1,575.86
LIFE INSURANCE ANNUAL PREMIUM PAID BY COUNTY AND AMOUNT OF COVERAGE	\$14.40 (10k)	\$95.88 (40k)	No	\$77.52 (50k)	\$180 (\$50,000 plus \$5,000 spouse)	\$133 (\$101K)	\$54.96 (10k)	\$18.00 (6k)
LONG TERM DISABILITY INSURANCE % OF INCOME	67%	No	60%	66%	No	Capped at \$90,000. \$28.50/month	No	No
SHORT TERM DISABILITY INSURANCE	No	No	No	No	No	Yes	No	Yes- 2/3 wage replacement
OTHER BENEFITS- monthly (ie- Cell phone allowance, AD&D, VEBA, Expense account)	AD & D \$30/year paid by county. Cell phone allowance: \$30. \$1400 into HSA if elect low cost medical.	Employer contributes \$1500 - \$3000 into HSA once per year. Cell phone allowance of \$50	AD&D(\$10000)	6% into 457b if opt out of PERS. County cell phone. AD&D \$9.00/yr for 50K.	Longevity Pay (2.5%, 10 yrs, 5% 15 yrs, 7.5% 20 yrs)	AD&D .042 per \$1000 of annual earnings	Commissioners receive a \$500/mo stipend.	\$100 VEBA (depending on plan); County Issued Cell Phone or \$40/mo reim. EAP, AD&D \$6,000 benefit
COMMENTS								

NOTES:

* Certified Population Estimates- PSU Population Research Center

** County will either make the 6% PERS pension and 6% IAP account contributions or at the election of the Elected Official, a 10% contribution to a 401B through ICMA-RC

YAMHILL COUNTY'S SALARY IS BELOW

Benton County Commissioner rate is based on tenure

ELECTED/APPOINTED OFFICIALS SURVEY FISCAL YEAR 2019-2020 - CLERK IN COMPARABLE COUNTIES

CLERK	Benton	Columbia	Douglas	Josephine	Linn	Marion	Polk	Yamhill
COUNTY POPULATION *	93,590	51,900	111,735	86,352	125,575	344,035	82,100	107,415
FORM OF GOVERNMENT	Home Rule	General law	General Law	Home Rule	General Law	General Law	Home Rule	General law
COUNTY BUDGET (million)	\$311.0	\$76.7	\$256.0	\$144.0	\$156.7	\$445.0	\$96.0	\$152.0
FTE	460.0	200.0	524.1	450.0	665.9	1,506.0	400.0	610.0
ELECTED/APPOINTED	Appointed	Elected	Elected	Elected	Elected	Elected	Elected	Elected
NUMBER HOLDING OFFICE	1	1	1	1	1	1	1	1
LAST SALARY INCREASE DATE	7/1/2019	7/1/2019	1/1/2019	1/1/2019	6/1/2019	7/1/2019	7/1/2019	7/9/2019
ANNUAL SALARY-March 2016	\$99,120.00	\$80,184.00	\$61,193.60	\$71,902.00	\$94,020.00	\$90,937.60	\$73,572.00	\$69,920.00
ANNUAL SALARY-March 2017	\$101,400.00	\$82,848.00	\$62,420.80	\$73,340.00	\$95,904.00	\$90,937.60	\$76,512.00	\$69,944.00
ANNUAL SALARY-March 2018	\$105,452.00	\$82,848.00	\$63,668.80	\$75,100.54	\$95,904.00	\$96,054.40	\$78,804.00	\$70,234.00
ANNUAL SALARY-March 2019	\$111,779.00	\$86,160.00	\$66,206.00	\$78,127.00	\$97,824.00	\$97,947.00	\$81,960.00	\$72,341.00
ANNUAL SALARY-March 2020	\$122,460.11	\$88,224.00	\$68,848.00	\$78,127.00	\$103,140.00	\$102,211.20	\$84,420.00	\$79,574.00
CHANGE IN SALARY MARCH 2019 TO MARCH 2020	9.56%	2.40%	3.99%	0.00%	5.43%	4.35%	3.00%	10.00%
YC AS % ABOVE OR BELOW SALARY	-53.89%	-10.87%	13.48%	1.82%	-29.62%	-28.45%	-6.09%	0.00%
PERS PICK UP	6%	6%	6%	6	6%	6%	6%	6%
PERS IAP PICK UP	6%	6%	6%	6	6%	6%	6%	6%
OTHER RETIREMENT	3% into 457	No	No	Yes (see below)	No	7.5% (def comp)	No	10%**
CAR ALLOWANCE OR COUNTY CAR-monthly	No	No	Assigned county car if chose	No	No	No	No	Mileage Reimbursement
MEDICAL, DENTAL AND VISION monthly employer contribution	Up to \$2200 (ee + family coverage)	Up to \$2,300 (ee + family coverage)	Up to \$2,218 (ee + family coverage)	\$1,000 - \$1,500 (depending on coverage)	\$2,581 (ee + family coverage)	\$1,715 (ee+family coverage)	\$1,717 (ee + family coverage)	\$1,575.86
LIFE INSURANCE ANNUAL PREMIUM PAID BY COUNTY AND AMOUNT OF COVERAGE	\$14.40 (10k)	\$95.88 (40k)	NO	\$77.52 (50k)	\$180 (\$50,000 plus \$5,000 spouse)	\$133 (\$101K)	54.96 (10k)	\$18.00 (6k)
LONG TERM DISABILITY INSURANCE % OF INCOME	67%	No	60%	66%	No	Capped at \$90,000. \$28.50/month	No	No
SHORT TERM DISABILITY INSURANCE	No	No	No	No	No	Yes	No	Yes- 2/3 wage replacement
OTHER BENEFITS- monthly (ie- Cell phone allowance, AD&D, VEBA, Expense account)	AD & D \$30/year paid by county. Cell phone allowance: \$30. \$1400 into HSA if elect low cost medical.	Employer contributes \$1500 - \$3000 into HSA once per year. Cell phone allowance of \$50	AD&D(\$10,000)	6% into 457b if opt out of PERS. County cell phone. AD&D \$9.00/yr for 50K.	Longevity Pay (2.5%, 10 yrs, 5% 15 yrs, 7.5% 20 yrs)	AD&D .042 per \$1000 of annual earnings	\$200 stipend	\$100 VEBA (depending on plan); County Issued Cell Phone or \$40/mo reim. EAP, AD&D \$6,000 benefit
COMMENTS	Election / Recording duties	Election / Recording duties	Election / Recording duties	Election / Recording duties	Election / Recording duties	Election / Recording duties	Election / Recording duties	Election / Recording duties

YAMHILL COUNTY'S SALARY IS BELOW

* Certified Population Estimates- PSU Population Research Center

** County will either make the 6% PERS pension and 6% IAP account contributions or at the election of the Elected Official, a 10% contribution to a 401B through ICMA-RC

NOTES FOR YAMHILL COUNTY CLERK

Compensation Committee Recommended and the Budget Committee approved a 3% increase for FY 2015-16; however, Clerk only accepted a 1% increase.

ELECTED/APPOINTED OFFICIALS SURVEY FISCAL YEAR 2019 - 2020 - ASSESSOR IN COMPARABLE COUNTIES

ASSESSOR	Benton	Columbia	Douglas	Josephine	Linn	Marion	Polk	Yamhill
COUNTY POPULATION *	93,590	51,900	111,735	86,352	125,575	344,035	82,100	107,415
FORM OF GOVERNMENT	Home Rule	General law	General Law	Home Rule	General Law	General Law	Home Rule	General law
COUNTY BUDGET (million)	\$311.0	\$76.7	\$256.0	\$144.0	\$156.7	\$445.0	\$96.0	\$152.0
FTE	460.0	200.0	524.1	450.0	665.9	1,506.0	400.0	610.0
ELECTED/APPOINTED	Appointed	Elected	Elected	Elected	Elected	Elected	Elected	Elected
NUMBER HOLDING OFFICE	1	1	1	1	1	1	1	1
LAST SALARY INCREASE DATE	7/1/2019	7/1/2019	7/1/2019	1/1/2019	6/1/2019	7/1/2019	7/1/2019	7/9/2019
ANNUAL SALARY-March 2016	\$99,120.00	\$85,072.00	\$64,043.20	\$74,067.00	\$94,248.00	\$100,193.60	\$74,472.00	\$76,548.00
ANNUAL SALARY-March 2017	\$101,400.00	\$85,072.00	\$65,332.80	\$75,545.00	\$96,132.00	\$100,193.60	\$77,448.00	\$78,844.32
ANNUAL SALARY-March 2018	\$105,452.00	\$87,888.00	\$66,643.20	\$77,358.37	\$96,132.00	\$106,163.20	\$79,776.00	\$79,632.24
ANNUAL SALARY-March 2019	\$111,779.00	\$91,404.00	\$67,974.00	\$82,070.00	\$97,824.00	\$109,762.00	\$82,968.00	\$85,604.66
ANNUAL SALARY-March 2020	\$116,349.00	\$93,600.00	\$70,699.20	\$82,070.00	\$103,416.00	\$114,254.40	\$85,452.00	\$95,000.00
CHANGE IN SALARY MARCH 2019 TO MARCH 2020	4.09%	2.40%	4.01%	0.00%	5.72%	4.09%	2.99%	10.98%
YC AS % ABOVE OR BELOW SALARY	-22.47%	1.47%	25.58%	13.61%	-8.86%	-20.27%	10.05%	0.00%
PERS PICK UP	6%	6%	6%	6%	6%	6%	6%	6%
PERS IAP PICK UP?	6%	6%	6%	6%	6%	6%	6%	6%
OTHER RETIREMENT	3% into 457	No	No	Yes (see below)	No	7.5% (def comp)	No	10%**
CAR ALLOWANCE OR COUNTY CAR-monthly	No	No	Assigned county car if chose	No	No	No	No	Mileage reimbursement
MEDICAL, DENTAL AND VISION CONTRIBUTION- monthly	Up to \$2200 (ee + family coverage)	Up to \$2,300 (ee + family coverage)	Up to \$2,218 (ee + family coverage)	\$1,000 - \$1,500 (depending on coverage)	\$2,581 (ee + family coverage)	\$1,715 (ee+family coverage)	\$1,717 (ee + family coverage)	\$1,575.86
LIFE INSURANCE ANNUAL PREMIUM PAID BY COUNTY	\$14.40 (10k)	\$95.88 (40k)	No	\$77.52 (50k)	\$180 (\$50,000 plus \$5,000 spouse)	\$133 (\$101K)	\$54.96 (10k)	\$18.00 (6k)
LONG TERM DISABILITY INSURANCE % OF INCOME	67%	No	60%	66%	No	Capped at \$90,000. \$28.50/month	No	No
SHORT TERM DISABILITY INSURANCE	No	No	No	No	No	Yes	No	Yes- 2/3 wage replacement
OTHER BENEFITS- monthly (ie- Cell phone allowance, AD&D, VEBA, Expense account)	AD & D \$30/year paid by county. Cell phone allowance: \$30. \$1400 into HSA if elect low cost medical.	Employer contributes \$1500 - \$3000 into HSA once per year. Cell phone allowance of \$50	AD&D(\$10000)	6% into 457b if opt out of PERS. County cell phone. AD&D \$9.00/yr for 50K.	Longevity Pay (2.5%, 10 yrs, 5% 15 yrs, 7.5% 20 yrs)	AD&D .042 per \$1000 of annual earnings	\$400/mo stipend	\$100 VEBA (depending on plan); County Issued Cell Phone or \$40/mo reim. EAP, AD&D \$6,000 benefit
COMMENTS	NO Tax Collector Duties.	NO tax collector duties	NO Tax Collector Duties	NO Tax Collector Duties.	Tax collector duties	NO tax collector duties	NO tax collector duties	Tax collector duties

NOTES:

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** County will either make the 6% PERS pension and 6% IAP account contributions or at the election of the Elected Official, a 10% contribution to a 401B through ICMA-RC

YAMHILL COUNTY'S SALARY IS BELOW

NOTES FOR YAMHILL COUNTY ASSESSOR

Assessor received a 3% increase in 2014

Assessor received a 1.5% increase in 2015.

Compensation Committee
Exhibit "A"
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