

**MINUTES
COMPENSATION COMMITTEE**

May 7, 2014 9:00 a.m.

Room 32, Courthouse

- PRESENT: Compensation Committee members Chris McLaran, Shelley Halleman, and Angel Aguiar.
- Staff: Laura Tschabold, Chuck Vesper, Ken Huffer, Becky Weaver, Scott Maytubby, Mary P. Stern, Allen Springer, and Kathy George.
- Guests: Don Iler, News-Register.
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Former chair: Chris McLaran

Chris called the meeting to order at 9:02 a.m.

1. Election of new chair.

Shelley Halleman nominated Angel Aguiar as chair of the Compensation Committee. The motion passed unanimously.

2. Consideration of approval of Compensation Committee minutes from May 8, 2013.

Shelley moved approval of the minutes. The motion passed unanimously.

3. Consideration of compensation rates for elected officials.

a. Staff Report - Ken Huffer reviewed salary studies for each of the elected officials (Exhibit A). He said that the treasurer's salary seems way behind the comparable counties, but Yamhill County's treasurer is part-time and most others are full-time. Laura added that Mike Green's salary is based on a .4 FTE position, but he works the hours he chooses and has said that 16 hours per week is enough to accomplish the duties that he's expected to do. She said that the job duties of the treasurer position vary among different counties, but Mike's duties are mostly focused on investments.

Laura stated that the highest-paid captain in the Sheriff's Office, Ron Huber, has retired, and in the past that was used to set the sheriff's salary. She said that Tim Svenson is now the highest-paid captain, and his salary is slightly below the current salary of the sheriff.

Ken stated that the majority of the district attorney's salary is paid by the state. In response to a question from Shelley, Mary said that Chris Osterhoudt would know whether the state portion of the salary has increased as a result of the most recent county census.

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Laura explained that the compensation committee has traditionally used the same comparable counties that are used in the collective bargaining agreements, but the county is moving away from naming specific counties in the agreements because they change. She said that these comparables are so out of date that they don't necessarily apply, so a new analysis of which comparable counties to use will be done next year.

In response to a question from Angel about criteria to consider, Ken suggested looking at comparable counties, budget size, department size, workload, and duties. Laura said that a position is usually deemed to be out of range if it is more than 5-7% below a comparable county. She added that the committee members can also look at what salary increases the different unions have received. She said that Teamsters received a 2.5% cost of living adjustment (COLA) and steps this year. She said that YCDDAA and FOPPO are currently in bargaining, but have traditionally received a COLA and steps. She said that YCEA, which is also currently in bargaining, hasn't received step increases since 2009 and received a 1.5% COLA last year.

b. Public Comment

Assessor: Scott Maytubby said that the last time his position received a raise was May 2008, so he has budgeted a 15.7% increase, which equates to a 2% annual COLA over that time. He said that he has been working diligently 50 to 60 hours per week since he took office and has made a lot of progress in turning the office around and resolving issues that had previously put the county's Assessment & Taxation Grant in jeopardy. He stated that Linn County is the best comparable county for his position, and that is what is request is based on.

Mary Stern stated that Scott has put in a great deal of time and work to increase the professionalism and technical capabilities of the Assessor's Office. She said that he and his staff have shown responsiveness to citizens and have reduced the number of property tax appeals. She said that a 15% increase sounds huge, but that is the problem that arises when regular increases aren't given to elected officials along with other county employees. She said that she believes Scott's request to be a fair and equitable increase.

Allen stated that Scott knew the task he was taking on and the salary that was available. He said that he could support some raise, but there is a limit to what the taxpayers can afford and he is concerned about the continued ramping up of salaries year after year. He said that government salaries should parallel sector salaries because they are funded by the private sector, and private sector employees have been taking salary cuts instead of getting raises. He agreed that Scott is doing a great job, but said that slow, incremental increases would be a better approach.

Clerk: Mary stated that Brian Van Bergen's salary is also below the comparable counties, and he has been working very hard. She recommended that he be granted at least the COLA that he budgeted, if not more. Kathy expressed appreciation for the work being done by both the assessor and the clerk.

c. Deliberations and approval of a recommendation to the Budget Committee

Shelley moved to keep the **commissioners'** salary at the current rate. The motion passed unanimously.

Shelley moved to keep the **treasurer's** salary at the current rate. The motion passed unanimously.

Laura stated that the **sheriff's** salary (\$87,647) is currently 10% higher than his highest-paid employee, Tim Svenson. Ken noted that the gap could decrease because Tim has one step increase left. Shelley pointed out that the three candidates for sheriff don't necessarily have the same level of experience as Jack Crabtree does now, and if the salary is started lower, there will be more room to grant small increases as the rest of the employees get them. Chris moved to decrease the sheriff's salary to \$85,928, effective with the swearing-in date of the new sheriff, as long as it still meets statutory requirements. The motion passed unanimously.

Shelley moved to keep the **district attorney's** salary at the current rate. The motion passed unanimously.

Shelley stated that there is very little room in the **clerk's** budget for salary increases, but she is fine with the .9% (\$600) increase that Brian has budgeted, even though it may have been mistakenly included. She agreed with Allen that incoming elected officials are aware of the salary and shouldn't expect COLAs along the way, but she believes that Brian's work is worthy of a higher salary than what is budgeted. Chris suggested keeping the salary as budgeted for this year and considering an increase next year. Shelley moved to increase the clerk's salary to \$68,500 as budgeted. The motion passed unanimously.

Angel stated that talented elected officials ought to be compensated equitably. He said that there hasn't been a substantial increase in the size of the **Assessor's** Office and he isn't sure if the workload has increased significantly over the years, so his consideration of a salary increase is based on whether the position is underpaid rather than on the quality of Scott's performance. He said that 15% is too much at once during a time when the committee is still trying to take a conservative posture for the county, but he is open to an increase of 5-7% to start making up for lost ground.

Chris stated that the significant strides made by the assessor and his ability to manage his department and control his budget are worthy of a salary increase. He said that without any metrics, it is difficult to determine what has been accomplished to justify 15%, but he would support an increase of 2.5%, which is close to the COLA increase.

Shelley pointed out that incoming elected officials may think that the established salary is reasonable for the next four years, but not necessarily for the next eight or twelve years, and the salary should be set at a sufficient level to attract quality candidates. She said that the drop in real estate values in recent years is likely resulting in more property tax appeals, which creates more workload for the assessor. She said that a 15% increase assumes a COLA every year,

which isn't warranted for elected officials, especially during years when the overall economy was poor.

Shelley moved approval of a 3% increase for the assessor's salary. The motion passed, Chris and Shelley voting aye and Angel voting no.

The meeting adjourned at 10:22 a.m.

Anne Britt
Secretary

YAMHILL COUNTY COMPENSATION COMMITTEE

Chair

ELECTED/APPOINTED OFFICIALS SURVEY FISCAL YEAR 2013-2014 - COMMISSIONER IN COMPARABLE COUNTIES

	Benton	Columbia	Josephine	Linn	Marion	Polk	Yamhill
COMMISSIONER	87,725	49,850	82,815	118,665	322,880	77,065	101,400
COUNTY POPULATION *	Home Rule	General law	Home Rule	General Law	General Law	General Law	General law
FORM OF GOVERNMENT	83.9	42.7	68.8	124.4	372.3	49.4	90.9
COUNTY BUDGET (million)	370.8	150.0	280.3	604.0	1,542.2	270.0	618.0
FTE	Elected	Elected	Elected	Elected	Elected	Elected	Elected
ELECTED/APPOINTED	3	3	3	3	3	3	3
NUMBER HOLDING OFFICE	All	All	All	All	All	All	All
SALARY PAID BY COUNTY (ALL OR %)	7/1/2013	7/1/2013	1/1/2009	7/1/2012	1/1/2009	7/1/2012	
LAST SALARY INCREASE DATE	76,452	76,992	75,392	82,370	76,606	64,565	70,948
ANNUAL SALARY-May 2012	78,072	79,224	75,392	83,207	76,606	65,532	73,076
ANNUAL SALARY-May 2013	79,428	80,880	75,392	85,248	76,606	65,532	73,076
ANNUAL SALARY-May 2014	1.74%	2.09%	0.00%	2.45%	0.00%	0.00%	0.00%
CHANGE IN SALARY 2013 TO 2014	-8.69%	-10.68%	-3.17%	-16.66%	-4.83%	10.32%	0.00%
YC AS % ABOVE OR BELOW SALARY							

* Population Research Center - December 15, 2013
 SALARY INCREASED SINCE LAST SURVEY
 YAMHILL COUNTY'S SALARY IS BELOW

ELECTED/APPOINTED OFFICIALS SURVEY FISCAL YEAR 2012-2013 - ASSESSOR IN COMPARABLE COUNTIES

ASSESSOR	Benton	Columbia	Josephine	Linn	Marion	Polk	Yamhill
COUNTY POPULATION*	87,725	49,850	82,815	118,665	322,880	77,065	101,400
FORM OF GOVERNMENT	Home Rule	General law	Home Rule	General Law	General Law	General Law	General law
COUNTY BUDGET (million)	83.9	42.7	68.8	124.4	372.3	49.4	90.9
FTE	370.8	150.0	280.3	604.0	1,542.2	270.0	618.0
ELECTED/APPOINTED NUMBER HOLDING OFFICE	Appointed 1	Elected 1	Elected 1	Elected 1	Elected 1	Elected 1	Elected 1
SALARY PAID BY COUNTY (ALL OR %)	All	All	All	All	All	All	All
LAST SALARY INCREASE DATE	7/1/2013	7/1/2013	1/1/2009	7/1/2012	1/1/2009	7/1/2012	7/1/2007
ANNUAL SALARY-May 2012	96,816	74,748	71,902	84,591	92,518	70,690	74,318
ANNUAL SALARY-May 2013	79,620	76,920	71,902	85,452	92,518	71,748	74,318
ANNUAL SALARY-May 2014	82,168	77,280	71,902	85,452	92,518	71,748	74,318
CHANGE IN SALARY 2013 TO 2014	3.20%	0.47%	0.00%	0.00%	0.00%	0.00%	0.00%
YC AS % ABOVE OR BELOW SALARY	-10.56%	-3.99%	3.25%	-14.98%	-24.49%	3.46%	0.00%

* Population Research Center - July 1, 2012
 SALARY INCREASED SINCE LAST SURVEY
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ELECTED/APPOINTED OFFICIALS SURVEY FISCAL YEAR 2012-2013 - TREASURER IN COMPARABLE COUNTIES

TREASURER	Benton	Columbia	Josephine	Linn	Marion	Folk	Yamhill
COUNTY POPULATION*	87,725	49,850	82,815	118,665	322,880	77,065	101,400
FORM OF GOVERNMENT	Home Rule	General law	Home Rule	General Law	General Law	General Law	General law
COUNTY BUDGET (million)	83.9	42.7	68.8	124.4	372.3	49.4	90.9
FTE	370.8	150.0	280.3	604.0	1,542.2	270.0	618.0
ELECTED/APPOINTED	Appointed	Finance Director	Elected	Elected	Elected	Elected	Elected
NUMBER HOLDING OFFICE	1	N/A	1	1	1	1	1
SALARY PAID BY COUNTY (ALL OR %)	All	N/A	All	All	All	All	All
LAST SALARY INCREASE DATE	7/1/2013	N/A	1/1/2009	7/1/2012	1/1/2009	7/1/2012	7/1/2007
ANNUAL SALARY-May 2012	92,129	N/A	71,902	82,190	80,746	70,690	1
ANNUAL SALARY-May 2013	96,816	N/A	71,902	83,028	80,746	71,748	14,488
ANNUAL SALARY-May 2014	104,744	N/A	71,902	83,028	80,746	71,748	23,184
CHANGE IN SALARY 2013 TO 2014	8.19%	N/A	0.00%	0.00%	0.00%	0.00%	60%
YC AS % ABOVE OR BELOW SALARY	-351.79%	N/A	-210.34%	-258.13%	-248.28%	-209.47%	0.00%

* Population Research Center - July 1, 2012
 SALARY INCREASED SINCE LAST SURVEY
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ELECTED/APPOINTED OFFICIALS SURVEY FISCAL YEAR 2012-2013 - CLERK IN COMPARABLE COUNTIES

	Benton	Columbia	Josephine	Linn	Marion	Polk	Yamhill
CLERK							
COUNTY POPULATION*	87,725	49,850	82,815	118,665	322,880	77,065	101,400
FORM OF GOVERNMENT	Home Rule	General law	Home Rule	General Law	General Law	General Law	General law
COUNTY BUDGET (million)	83.9	42.7	68.8	124.4	372.3	49.4	90.9
FTE	370.8	150.0	280.3	604.0	1,542.2	270.0	618.0
ELECTED/APPOINTED	Appointed	Elected	Elected	Elected	Elected	Elected	Elected
NUMBER HOLDING OFFICE	1	1	1	1	1	1	1
SALARY PAID BY COUNTY (ALL OR %)	All	All	All	All	All	All	All
LAST SALARY INCREASE							
DATE	7/1/2013	7/1/2013	1/1/2009	7/11/2013	7/1/2013	7/1/2012	7/1/2013
ANNUAL SALARY-May 2012	79,620	72,570	71,902	80,557	75,941	68,375	59,399
ANNUAL SALARY-May 2013	83,208	74,676	71,902	81,377	75,941	69,400	59,399
ANNUAL SALARY-May 2014	85,871	76,248	71,902	85,248	79,477	69,400	67,884
CHANGE IN SALARY 2013 TO 2014	3.20%	2.11%	0.00%	4.76%	4.66%	0.00%	14.28%
YC AS % ABOVE OR BELOW SALARY	-26.50%	-12.32%	-5.92%	-25.58%	-17.08%	-2.23%	0.00%

* Population Research Center - July 1, 2012
 SALARY INCREASED SINCE LAST SURVEY
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ELECTED/APPOINTED OFFICIALS SURVEY FISCAL YEAR 2012-2013 - SHERIFF IN COMPARABLE COUNTIES

SHERIFF	Benton	Columbia	Josephine	Linn	Marion	Polk	Umatilla	Yamhill
COUNTY POPULATION*	87,725	49,850	82,815	118,665	322,880	77,065	77,895	101,400
FORM OF GOVERNMENT	Home Rule	General Law	Home Rule	General Law	General Law	General Law	Home Rule	General Law
COUNTY BUDGET (million)	83.9	42.7	68.8	124.4	372.3	49.4	60.8	91
FTE	370.8	150.0	280.3	604.0	1,542.2	270.0	282.0	618
ELECTED/APPOINTED	Elected	Elected	Elected	Elected	Elected	Elected	Elected	Elected
NUMBER HOLDING OFFICE	1	1	1	1	1	1	1	3
SALARY PAID BY COUNTY (ALL OR %)	All	All	All	All	All	All	All	All
LAST SALARY INCREASE DATE	8/12/2013	7/1/2012	1/1/2009	7/1/2012	7/1/2013	7/1/2012	7/1/2012	7/1/2013
ANNUAL SALARY-May 2012	96,096	82,295	82,705	103,395	114,046	84,650	78,312	83,506
ANNUAL SALARY-May 2013	102,516	84,684	84,360	104,448	114,046	85,920	80,664	85,928
ANNUAL SALARY-May 2014	104,259	84,684	84,360	104,448	119,746	86,000	80,664	87,647
CHANGE IN SALARY 2013 TO 2014	1.70%	0.00%	0.00%	0.00%	5.00%	0.09%	0.00%	2.00%
YC AS % ABOVE OR BELOW SALARY	-18.95%	3.38%	3.75%	-19.17%	-36.62%	1.88%	7.97%	0.00%

* Population Research Center - July 1, 2012
 SALARY INCREASED SINCE LAST SURVEY
 YAMHILL COUNTY'S SALARY IS BELOW

ELECTED/APPOINTED OFFICIALS SURVEY FISCAL YEAR 2012-2013 - DISTRICT ATTORNEY IN COMPARABLE COUNTIES

DISTRICT ATTORNEY	Benton	Columbia	Josephine	Linn	Marion	Polk	Yamhill
COUNTY POPULATION*	87,725	49,850	82,815	118,665	322,880	77,065	101,400
FORM OF GOVERNMENT	Home Rule	General law	Home Rule	General Law	General Law	General Law	General law
COUNTY BUDGET (million)	83.9	42.7	68.8	124.4	372.3	49.4	90.9
FTE	370.8	150.0	280.3	604.0	1,542.2	270.0	618.0
ELECTED/APPOINTED	Elected	Elected	Elected	Elected	Elected	Elected	Elected
NUMBER HOLDING OFFICE	1	1	1	1	1	1	1
SALARY PAID BY COUNTY (ALL OR %)	23,304	15,000	21,159	18,288	25,646	(100% paid by State)	19,694
LAST SALARY INCREASE DATE	8/12/2013	7/1/2013	1/1/2009	7/11/2012	1/1/2009	N/A	7/1/2008
ANNUAL SALARY-May 2012	22,824	15,000	21,159	18,103	25,646	0	19,694
ANNUAL SALARY-May 2013	23,304	15,000	21,159	18,288	25,646	0	19,694
ANNUAL SALARY-May 2014	23,691	15,000	21,159	18,288	25,646	0	19,694
CHANGE IN SALARY 2013 TO 2014	1.66%	0.00%	0.00%	0.00%	0.00%	N/A	0.00%
YC AS % ABOVE OR BELOW SALARY	-20.30%	23.83%	-7.44%	7.14%	-30.22%	100.00%	0.00%

* Population Research Center - July 1, 2012

SALARY INCREASED SINCE LAST SURVEY
YAMHILL COUNTY'S SALARY IS BELOW