

**MINUTES
COMPENSATION COMMITTEE**

May 8, 2013 9:00 a.m.

Room 32, Courthouse

PRESENT: Compensation Committee members Chris McLaran, Shelley Halleman, and Angel Aguiar.

Staff: Laura Tschabold, Chuck Vesper, Pat Anderson, Becky Weaver, Manuel Campos, Mike Green, Scott Maytubby, Mary P. Stern, Kathy George, and Allen Springer.

Guests: Nathalie Hardy, News-Register; Amy Jauron, MEDP.

Former Chair: Shelley Halleman

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

1. Election of new chair.

Angel Aguiar nominated Chris McLaran as chair of the Compensation Committee. The motion passed unanimously.

2. Consideration of approval of Compensation Committee minutes from May 9, 2012.

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

3. Consideration of compensation rates for elected officials.

a. Staff Report - Pat Anderson reviewed salary studies for each of the elected officials (Exhibit A). Laura Tschabold stated that Marion County is typically used as a comparable county in YCEA negotiations because of its proximity, but should not be considered a comparable county for elected officials because its population and salaries are so much higher.

Pat recommended that the clerk's salary be restored to \$67,884, retroactive to January 1, 2013, because it wouldn't be fair for the new clerk to suffer the consequences of the former clerk's performance. She stated that, based on state statute, the sheriff has to be the highest-paid official in his office. She noted that the sheriff also earns up to 10% in other incentives that aren't reflected in his base salary.

She stated that the new treasurer's salary was set at \$14,488 based on the assumption that the job could be done in about ten hours per week. Laura reminded the committee that elected officials are not assigned an FTE. She said that an FTE analysis was used to determine an appropriate salary, and she suggested that the committee use the same approach. She explained

that benefits were not assigned to this salary because if the prorated cost were taken out, there would be no salary left. She said that it would be feasible to consider benefits if the salary were more in line with a position of at least twenty hours per week.

b. Public Comment

Clerk: Kathy George stated that Brian Van Bergen has done a great job bringing the Clerk's Office back to professional status, and he had requested that the salary be restored to its original level once he proved himself in the position. She said that she would like to make the increase retroactive, but isn't sure that his budget can support that. Mary Stern agreed that Brian has done a great job getting up to speed, and said that he is fine with the salary increase not being retroactive because his budget can't support it. Mike Green stated that the committee's intent was to restore the salary as soon as performance was demonstrated, and the new clerk has more than met the standards that were set by the committee.

Assessor: Scott Maytubby stated that he is very dedicated to the county and has done a great job changing the culture in his office and making significant improvements. He said that this is the first raise that he's requested since taking office in 2009. Laura noted that YCEA staff in his office will receive a 1.5% cost of living increase in July and another 1.5% next year, but no step increases.

Treasurer: Mike stated that there is no precedent for this position not receiving benefits. He said that ten hours per week is sufficient to get the job done as it was defined when he took office, but doesn't allow for any form of investment activities. He said that if the committee believes that isn't warranted because of the cost, then the proposal should be dismissed, but he believes that would be foolish on the county's part. He said that the salary should be increased over time to the level of comparable counties, and suggested that 2-3% per year be put into reserve to prepare for that. He said that his proposal is only a fraction of the cost that the county would pay to an independent financial advisor to develop an investment policy strategy and manage a \$20 million portfolio. He said that the county could also take advantage of his budget and financial expertise to involve him in other areas, such as performing an independent analysis of financial processes.

He said that the issue of benefits is a tough decision, and he doesn't know what the right answer is. He said that health insurance may not be appropriate because it would leave him almost no salary, but perhaps retirement contributions could be included at a prorated amount.

The meeting recessed at 9:58 a.m. and reconvened at 10:06 a.m.

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

Shelley stated that the **commissioners** have room to take salary increases if they wish, so the committee should make no adjustment to their salary. She moved to keep the commissioners' salary at the current rate. The motion passed unanimously.

Shelley moved to increase the **sheriff's** salary as needed to meet statutory requirements. The motion passed unanimously. Laura stated that the county is currently in negotiations with the Teamsters union, and she would make that salary adjustment internally as needed, depending on the outcome of negotiations.

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

Angel stated that he would be willing to consider an increase for the **assessor**, since the staff he supervises will be receiving an increase. Laura stated that historically when the county had more money, it would work with the unions to adjust salaries for positions that were at least 7% out of range with comparable counties, but because of recent salary freezes, she would hesitate to start looking at that across the organization. She said that Scott has funds in his budget to support his request, but he also has employees who have not received a step increase in a long time. She said that other department heads who supervise YCEA groups did receive a 1.5% cost of living increase.

Angel moved to increase the assessor's salary by 1.5%. Chris stated that the salary should be kept at the current level, considering the reduction in tax revenue due to compression, and other unknowns. Shelley mentioned the uncertainty of the effect of the Affordable Care Act on insurance costs, and said that although this request is a small amount, the county needs to think ahead for all departments. She said that by next year, the committee would be in a better position to know the situation and could consider an increase at that time. The motion failed, Angel voting aye and Chris and Shelley voting no.

Chris moved to keep the assessor's salary at the current rate. The motion passed unanimously.

Shelley stated that she doesn't think it is the committee's position to decide whether or not the county should have the **treasurer** take on additional investment duties. She said that Mike has stated that ten hours per week is about right for the current duties. She said that she thinks the salary is low compared to other treasurers, although most of the treasurers in comparable counties are also tax collectors. She said that the county does need someone with expertise to manage its investment portfolio, but a future treasurer may not have the skills that Mike has, and hiring an outside advisor would provide long-term continuity. She said that the cost of any investment advisory services would be covered by increased returns.

Angel stated that this is clearly a part-time position, and many of the duties have been assimilated into other staff, but the person who knows the position best is the one who performs the duties, and the county needs to look at how it can maximize the use of Mike's abilities and skills for the benefit of the county. He said that with some temporary additional funding, Mike could work to establish the investment program this year, and then the salary could be reevaluated next year. He said that even though it isn't up to the committee to make the final decision about what direction the county should take, it can make a recommendation for the commissioners to consider.

Chris stated that the county has never before had a treasurer like Mike who is willing to explore different areas of the job and try to help the county, and it needs to consider what that's worth, and decide if it wants to commission one project or enable him to continue looking at new things.

Laura stated that this is a more complex issue than simply setting the salary, so the committee may want to defer to the Board of Commissioners for further discussion and direction. Mary suggested deferring the matter to the Budget Committee to save time. Angel moved to defer the discussion to the Budget Committee. The motion passed unanimously.

The meeting adjourned at 10:41 a.m.

Anne Britt
Secretary

YAMHILL COUNTY COMPENSATION COMMITTEE

Chair Chris McLaran

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

| ASSESSOR | Benton | Columbia | Josephine | Linn | Marion | Polk | Yamhill |
|--|---|-----------------------------|-------------------------|-----------------------|-----------------------|-------------------------|---|
| COUNTY POPULATION* | 86,785 | 49,680 | 82,775 | 118,035 | 320,495 | 76,625 | 100,550 |
| FORM OF GOVERNMENT | Home Rule | General law | Home Rule | General Law | General Law | General Law | General law |
| COUNTY BUDGET (million) | 98.7 | 48.3 | 68.0 | 117.6 | 352.3 | 50.6 | 88.6 |
| FTE | 370.2 | 175.1 | 297.7 | 604.0 | 1,545.3 | 280.1 | 456.4 |
| 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 | 3/1/2013 | 7/1/2012 | 1/1/2009 | 7/1/2012 | 1/1/2009 | 7/1/2012 | 7/1/2007 |
| ANNUAL SALARY-May 2011 | 92,129 | 73,284 | 71,902 | 83,746 | 92,518 | 70,690 | 74,318 |
| 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 |
| CHANGE IN SALARY 2012 TO 2013 | -17.76% | 2.91% | 0.00% | 1.02% | 0.00% | 1.50% | 0.00% |
| YC AS % ABOVE OR BELOW SALARY | -7.13% | -3.50% | 3.25% | -14.98% | -24.49% | 3.46% | 0.00% |
| NEXT ANTICIPATED SALARY INCREASE | 3/1/2014 | Unknown | Unknown | Unknown | Unknown | Unknown | Unknown |
| PERS PICK UP | 6% | 6% | No | 6% | 6% | 6% | 6% |
| OTHER RETIREMENT | 3% | No | No | No | 7.5% | No | No |
| CAR ALLOWANCE OR COUNTY CAR-monthly | No | No | No | No | No | No | No |
| MEDICAL, DENTAL AND VISION CONTRIBUTION- monthly | 1,789 | 1,825 | 859 | 2,247 | 1,346 | 1,150 | 1,295 |
| LIFE INSURANCE % OF INCOME | 1.25 (10k) | 8.83 (40k) | 13.02 (50k) | 15.04 | 10.23 (93k) | 4.58 (10k) | 2.58 (6k) |
| LONG TERM DISABILITY INSURANCE % OF INCOME | 0.67 | No | 0.498 | No | 0.28 | No | No |
| SHORT TERM DISABILITY INSURANCE | No | No | No | No | No | No | No |
| OTHER BENEFITS- monthly | Cell phone allowance: \$25-\$50. | Cell phone allowance: \$50. | County cell phone. | No | No | \$300 expense acct. | \$100 VEBA (depending on plan); Cell phone/data allowance up to \$40. |
| COMMENTS | No tax collector duties. No longer a department head. | No tax collector duties | No tax collector duties | Tax collector duties. | Tax collector duties. | No tax collector duties | Tax collector duties |

* Population Research Center - July 1, 2012

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

Exhibit A

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

| CLERK | Benton | Columbia | Josephine | Linn | Marion | Polk | Yamhill |
|--|----------------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|---|
| COUNTY POPULATION* | 86,785 | 49,680 | 82,775 | 118,035 | 320,495 | 76,625 | 100,550 |
| FORM OF GOVERNMENT | Home Rule | General law | Home Rule | General Law | General Law | General Law | General law |
| COUNTY BUDGET (million) | 98.7 | 48.3 | 68.0 | 117.6 | 352.3 | 50.6 | 88.6 |
| FTE | 370.2 | 175.1 | 297.7 | 604.0 | 1,545.3 | 280.1 | 456.4 |
| ELECTED/APPOINTED | Appointed | Elected | Elected | Elected | Elected | Elected | Elected |
| NUMBER HOLDING OFFICE (ALL OR %) | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| SALARY PAID BY COUNTY | All | All | All | All | All | All | All |
| LAST SALARY INCREASE DATE | 7/1/2012 | 7/1/2012 | 1/1/2009 | 7/1/2012 | 1/1/2009 | 7/1/2012 | 10/1/2011 |
| ANNUAL SALARY-May 2011 | 70,416 | 71,148 | 71,902 | 78,612 | 75,941 | 68,375 | 50,913 |
| 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 |
| CHANGE IN SALARY 2012 TO 2013 | 4.51% | 2.90% | 0.00% | 1.02% | 0.00% | 1.50% | 0.00% |
| YC AS % ABOVE OR BELOW SALARY | -40.08% | -25.72% | -21.05% | -37.00% | -27.85% | -16.84% | 0.00% |
| *** ASSUME YAMHILL COUNTY CLERK SALARY AT ORIGINAL SALARY RATE BEFORE 2010 REDUCTION | | | | | | | |
| ANNUAL SALARY-May 2011 | 70,416 | 71,148 | 71,902 | 78,612 | 75,941 | 68,375 | 50,913 |
| 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 | 67,884 |
| CHANGE IN SALARY 2012 TO 2013 | 4.51% | 2.90% | 0.00% | 1.02% | 0.00% | 1.50% | 14.28% |
| YC AS % ABOVE OR BELOW SALARY | -22.57% | -10.01% | -5.92% | -19.88% | -11.87% | -2.23% | 0.00% |
| NEXT ANTICIPATED SALARY INCREASE | 3/1/2014 | Unknown | Unknown | Unknown | Unknown | Unknown | Unknown |
| PERS PICK UP | 6% | 6% | No | 6% | 6% | 6% | No |
| OTHER RETIREMENT | 3% | No | No | No | 7.5% | No | 10% |
| CAR ALLOWANCE OR COUNTY CAR-monthly | No | No | No | No | No | No | No |
| MEDICAL, DENTAL AND VISION CONTRIBUTION-monthly | 1,789 | 1,825 | 859 | 2,247 | 1,346 | 1,150 | 1,295 |
| INCOME | 1.20 (10k) | 8.83 (40k) | 13.02 (50k) | 15.04 | 7.70 (76k) | 4.58 (10k) | 2.58 (6k) |
| LONG TERM DISABILITY INSURANCE % OF INCOME | 0.67 | No | 0.498 | No | 0.28 | No | No |
| SHORT TERM DISABILITY INSURANCE | No | No | No | No | No | No | No |
| OTHER BENEFITS-monthly | Cell phone allowance: \$25-\$50. | Cell phone allowance: \$50. | County cell phone. | No | No | \$300 expense acct. | \$100 VEBA (depending on plan); Cell phone/data allowance up to \$40. |
| COMMENTS | Election / Recording duties | Election / Recording duties | Election / Recording duties | Election / Recording duties | Election / Recording duties | Election / Recording duties | Election / Recording duties *** Annualized salary is \$67,883.68 prior to change. Election / Recording duties |

* 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 - COMMISSIONER IN COMPARABLE COUNTIES

| COMMISSIONER | Benton | Columbia | Josephine | Linn | Marion | Polk | Yamhill |
|--|----------------------------------|-----------------------------|--------------------|-------------|-------------|---------------------|---|
| COUNTY POPULATION * | 86,785 | 49,680 | 82,775 | 118,035 | 320,495 | 76,625 | 100,550 |
| FORM OF GOVERNMENT | Home Rule | General law | Home Rule | General Law | General Law | General Law | General law |
| COUNTY BUDGET (million) | 98.7 | 48.3 | 68.0 | 117.6 | 352.3 | 50.6 | 88.6 |
| FTE | 370.2 | 175.1 | 297.7 | 604.0 | 1,545.3 | 280.1 | 456.4 |
| ELECTED/APPOINTED | Elected | Elected | Elected | Elected | Elected | Elected | Elected |
| NUMBER HOLDING OFFICE | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| SALARY PAID BY COUNTY (ALL OR %) | All | All | All | All | All | All | All |
| LAST SALARY INCREASE DATE | 7/1/2012 | 7/1/2012 | 1/1/2009 | 7/1/2012 | 1/1/2009 | 7/1/2012 | 7/1/2012 [#] |
| ANNUAL SALARY-May 2011 | 74,952 | 75,840 | 75,392 | 82,370 | 76,606 | 68,160 | 70,948 |
| ANNUAL SALARY-May 2012 | 76,452 | 76,992 | 75,392 | 82,370 | 76,606 | 64,565 | 70,948 |
| ANNUAL SALARY-May 2013 | 78,072 | 79,224 | 75,392 | 83,208 | 76,606 | 65,532 | 73,076 |
| CHANGE IN SALARY 2012 TO 2013 | 2.12% | 2.90% | 0.00% | 1.02% | 0.00% | 1.50% | 3.00% |
| YC AS % ABOVE OR BELOW SALARY | -6.84% | -8.41% | -3.17% | -13.87% | -4.83% | 10.32% | 0.00% |
| NEXT ANTICIPATED SALARY INCREASE | Unknown | Unknown | Unknown | Unknown | Unknown | Unknown | Unknown |
| PERS PICK UP | 6% | 6% | No | 6% | 6% | 6% | No |
| OTHER RETIREMENT | 3% | No | No | No | 7.5% | No | 10% |
| CAR ALLOWANCE OR COUNTY CAR-monthly | No | No | No | No | No | No | No |
| MEDICAL, DENTAL AND VISION CONTRIBUTION- monthly | 1,789 | 1,825 | 859 | 2,247 | 1,346 | 1,150 | 1,295 |
| LIFE INSURANCE % OF INCOME | 1.28 (10k) | 8.83 (40k) | 13.02 (50k) | 15.04 | 8.47 (77k) | 4.58 (10k) | 2.58 (6k) |
| LONG TERM DISABILITY INSURANCE % OF INCOME | 0.67 | No | 0.498 | No | 0.28 | No | No |
| SHORT TERM DISABILITY INSURANCE | No | No | No | No | No | No | No |
| OTHER BENEFITS- monthly | Cell phone allowance: \$25-\$50. | Cell phone allowance: \$50. | County cell phone. | No | No | \$300 expense acct. | \$100 VEBA (depending on plan); Cell phone/data allowance up to \$40. |
| COMMENTS | | | | | | | [#] 3% COLA in 2012. Each Commissioner deferred or declined increase |

* 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* | 86,785 | 49,680 | 82,775 | 118,035 | 320,495 | 76,625 | 100,550 |
| FORM OF GOVERNMENT | Home Rule | General law | Home Rule | General Law | General Law | General Law | General law |
| COUNTY BUDGET (million) | 98.7 | 48.3 | 68.0 | 117.6 | 352.3 | 50.6 | 88.6 |
| FTE | 370.2 | 175.1 | 297.7 | 604.0 | 1,545.3 | 280.1 | 456.4 |
| 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 | 7/1/2012 | 7/1/2010 | 1/1/2009 | 7/11/2012 | 1/1/2009 | N/A | 7/1/2008 |
| ANNUAL SALARY-May 2011 | 22,824 | 15,000 | 21,159 | 18,103 | 25,646 | 0 | 19,694 |
| 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 |
| CHANGE IN SALARY 2012 TO 2013 | 2.10% | 0.00% | 0.00% | 1.02% | 0.00% | N/A | 0.00% |
| SALARY | -18.33% | 23.85% | -7.44% | 7.14% | -30.22% | 100.00% | 0.00% |
| NEXT ANTICIPATED SALARY INCREASE | Unknown | Unknown | Unknown | Unknown | Unknown | Unknown | Unknown |
| PERS PICK UP | No | No | No | No | No | No | No |
| OTHER RETIREMENT | 3% | No | No | No | 7.50% | No | No |
| CAR ALLOWANCE OR COUNTY CAR-monthly | No | No | No | No | No | No | No |
| MEDICAL, DENTAL AND VISION CONTRIBUTION-monthly | Paid by State | Paid by State | Paid by State |
| LIFE INSURANCE % OF INCOME | No | No | No | No | No | No | No |
| LONG TERM DISABILITY INSURANCE % OF INCOME | No | No | No | No | No | No | No |
| SHORT TERM DISABILITY INSURANCE | No | No | No | No | No | No | No |
| OTHER BENEFITS- monthly | No | No | County cell phone. | No | No | \$300 expense acct. | No |
| COMMENTS | 89,676 paid by State | 106,404 paid by State | 89,676 paid by the State | 89,676 paid by the State |

* 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 - SHERIFF IN COMPARABLE COUNTIES

| SHERIFF | Benton | Columbia | Josephine | Linn | Marion | Polk | Umatilla | Yamhill |
|---|----------------------------------|-----------------------------|--------------------|-------------|--------------|---------------------|----------------------|--|
| COUNTY POPULATION* | 86,785 | 49,680 | 82,775 | 118,035 | 320,495 | 76,625 | 77,120 | 100,550 |
| FORM OF GOVERNMENT | Home Rule | General law | Home Rule | General Law | General Law | General Law | Home Rule | General law |
| COUNTY BUDGET (million) | 98.7 | 48.3 | 68.0 | 117.6 | 352.3 | 50.6 | 60.1 | 88.6 |
| FTE | 370.2 | 175.1 | 297.7 | 604.0 | 1,545.3 | 280.1 | 283 | 456.4 |
| ELECTED/APPOINTED | Elected | Elected | Elected | Elected | Elected | Elected | Elected | Elected |
| NUMBER HOLDING OFFICE | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| SALARY PAID BY COUNTY (ALL OR %) | All | All | All | All | All | All | All | All |
| LAST SALARY INCREASE DATE | 7/1/2012 | 7/1/2012 | 1/1/2012 | 7/1/2012 | 1/1/2009 | 7/1/2012 | 7/1/2012 | 6/24/2012** |
| ANNUAL SALARY-May 2011 | 96,096 | 82,295 | 81,026 | 100,820 | 114,046 | 84,650 | 77,155 | 82,272 |
| 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 |
| CHANGE IN SALARY 2012 TO 2013 | 6.68% | 2.90% | 2.00% | 1.02% | 0.00% | 1.50% | 3.00% | 2.90% |
| YC AS % ABOVE OR BELOW SALARY | -19.30% | 1.45% | 1.82% | -21.55% | -32.72% | 0.01% | 6.13% | 0.00% |
| NEXT ANTICIPATED SALARY INCREASE | Unknown | Unknown | Unknown | Unknown | Unknown | Unknown | Unknown | Unknown |
| PERS PICK UP | 6% | 6% | No | 6% | 6% | 6% | 6% | 6% |
| OTHER RETIREMENT | 3% | No | No | No | 7.5% | No | No | No |
| CAR ALLOWANCE OR COUNTY CAR-monthly | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| MEDICAL, DENTAL AND VISION CONTRIBUTION-monthly | 1,789 | 1,825 | 859 | 2,247 | 1,346 | 1,150 | 1,621 | 1,196 |
| LIFE INSURANCE % OF INCOME | .97 (20k) | 8.83 (40k) | 13.02 (50k) | 15.04 | 12.65 (115k) | 4.58 (10k) | 6 | 2.58 (10k) |
| LONG TERM DISABILITY INSURANCE % OF INCOME | 0.67 | No | 0.498 | No | 0.28 | No | No | No |
| SHORT TERM DISABILITY INSURANCE | No | No | No | No | No | No | No | No |
| OTHER BENEFITS- monthly | Cell phone allowance: \$25-\$50. | Cell phone allowance: \$50. | County cell phone. | No | No | \$300 expense acct. | Cell phone allowance | \$100 VEBA. Cell phone/data allowance up to \$40. Education, bilingual, longevity, and certification incentives. |
| COMMENTS | | | | | | | | |

* Population Research Center - July 1, 2012

** Sheriff's salary automatically adjusted upwards when salary is surpassed by highest paid subordinate in the Sheriff's Office. (ORS204.112(4))

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

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

| TREASURER | Benton | Columbia | Josephine | Linn | Marion | Polk | Yamhill |
|---|----------------------------------|--|---|--------------------------|--------------------------|-----------------------|---|
| COUNTY POPULATION* | 86,785 | 49,680 | 82,775 | 118,035 | 320,495 | 76,625 | 100,550 |
| FORM OF GOVERNMENT | Home Rule | General law | Home Rule | General Law | General Law | General Law | General law |
| COUNTY BUDGET (million) | 98.7 | 48.3 | 68.0 | 117.6 | 352.3 | 50.6 | 88.6 |
| FTE | 370.2 | 175.1 | 297.7 | 604.0 | 1,545.3 | 280.1 | 456.4 |
| 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 | 8/1/2012 | N/A | 1/1/2009 | 7/11/2012 | 1/1/2009 | 7/1/2012 | 7/1/2007 |
| ANNUAL SALARY-May 2011 * | 92,129 | N/A | 75,414 | 81,360 | 80,746 | 69,552 | 1 |
| ANNUAL SALARY-May 2012 * | 92,129 | N/A | 75,414 | 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 |
| CHANGE IN SALARY 2012 TO 2013 | 5.09% | N/A | -4.66% | 1.02% | 0.00% | 1.50% | 1448700% |
| YC AS % ABOVE OR BELOW SALARY | -568.25% | N/A | -396.29% | -473.08% | -457.33% | -395.22% | 0.00% |
| NEXT ANTICIPATED SALARY INCREASE | 8/1/2013 | N/A | Unknown | Unknown | Unknown | Unknown | Unknown |
| PERS PICK UP | 6% | N/A | No | 6% | 6% | 6% | No |
| OTHER RETIREMENT | 3% | N/A | No | No | 7.5% | No | No |
| CAR ALLOWANCE OR COUNTY CAR-monthly | No | N/A | No | No | No | No | No |
| MEDICAL, DENTAL AND VISION CONTRIBUTION-monthly | 1,789 | N/A | 859 | 2,247 | 1,346 | 1,150 | No |
| INCOME | 1.03 (10k) | N/A | 13.02 (50k) | 15.04 | 8.91 (81k) | 4.58 (10k) | No |
| LONG TERM DISABILITY INSURANCE % OF INCOME | 0.67 | N/A | 0.498 | No | 0.28 | No | No |
| SHORT TERM DISABILITY INSURANCE | No | N/A | No | No | No | No | No |
| OTHER BENEFITS- monthly | Cell phone allowance: \$25-\$50. | N/A | County cell phone. | No | No | \$300 expense acct. | No |
| COMMENTS | Tax collector duties. | Finance Director holds tax collector duties. | Salary reduced per 2012 Budget Committee. Tax collector duties. | No tax collector duties. | No tax collector duties. | Tax collector duties. | Deputy County Administrator was Treasurer. *Annual salary of \$1. This is a part-time, non-benefitted position. |

* Population Research Center - July 1, 2012

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