

**MINUTES  
COMPENSATION COMMITTEE**

**May 9, 2012** 9:00 a.m.

Room 32, Courthouse

**PRESENT:** Compensation Committee members Michael Green, Chris McLaran, and Shelley Halleman.

**Staff:** Laura Tschabold, Chuck Vesper, Pat Anderson, Becky Weaver, Leslie Lewis, and Manuel Campos.

**Guests:** Denise Bacon, candidate for commissioner; Rocky Losli, YCTA Advisory Committee.

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Former Chair: Mike Green

Mike called the meeting to order at 9:01 a.m.

1. Election of new chair.

Chris McLaran nominated Shelley Halleman as chair of the Compensation Committee; Mike seconded the motion. The motion passed unanimously.

2. Consideration of approval of Compensation Committee minutes from January 6, 2012.

Chris moved approval of the minutes; Mike seconded the motion. 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), noting that many of the comparable counties are currently considering these salaries, and they could be affected by union negotiations. She said that she is seeing a shift toward more co-pays for health insurance, but not dramatically. Shelley requested that the size of comparable counties be included in the reports next year, as that is a factor in considering salaries. Laura Tschabold added that the total FTE for each county would also be helpful.

Pat stated that the commissioners' salaries are below that of the comparable counties, and this would be a good time consider an increase. She said that because the clerk's salary was cut, it is substantially below comparable counties, but if there had been no reduction, it would be very close to Polk County, which is most similar in operations to Yamhill County. She stated that the sheriff gets the same collective bargaining agreement benefits as his employees (certification pay, bilingual pay, etc.), which is a situation unique to Yamhill County.

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9:00 a.m.

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Laura stated that, to her knowledge, there have been no requests from elected officials for salary adjustments.

b. Public Comment

**Commissioners:** Leslie Lewis provided an explanation of how PERS works for elected officials. She said that the three commissioners are the only elected officials in Yamhill County who have opted for the alternate plan, which is a 10% contribution to a 401(k) retirement savings account, and that has been a significant savings to the county for many years. She pointed out that the new commissioner would have the same choice between PERS and the alternate plan.

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

Mike stated that the committee had restored part of the clerk's salary in October based on a verbal commitment to performance, and he is disappointed that there has been no demonstrated improvement. He said that he doesn't believe further salary cuts would have any impact, however. Chris said that he is also disappointed. Shelley stated that the clerk was unable to attend a scheduled meeting with the committee in January, and was supposed to have rescheduled the meeting, but she hasn't done that. Mike said that, given the circumstances, no increase should be granted. He recommended that the clerk's salary be maintained at the current level.

Shelley stated that the commissioners should be earning at least as much as the sheriff's Administrative Program Support Manager, who earns a base salary of about \$71,000, plus certification and incentive pay. She said that the commissioners have done a great job of keeping the county in good shape, and are paid less than most of the other elected officials in Yamhill County. She pointed out that the salary would also apply to the new commissioner taking office, who would be held to the same high level of service. Laura stated that a 1% salary increase would be \$71,657 and a 3% increase would be \$73,076. Chris and Mike agreed that the commissioners have earned an increase, based on the job that they are doing.

Mike moved to increase the commissioners' salary by 3%; Chris seconded the motion. The motion passed unanimously.

Mike moved to keep the salaries of the other elected officials at the current rate, with the exception of the sheriff; Chris seconded the motion. The motion passed unanimously.

Mike moved to increase the sheriff's salary as needed to meet statutory requirements; Chris seconded the motion. The motion passed unanimously.

The meeting adjourned at 9:57 a.m.

Anne Britt  
Secretary

YAMHILL COUNTY COMPENSATION COMMITTEE

Chair Shelley Halleman

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Compensation Committee  
May 9, 2012

9:00 a.m.

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COMMISSIONER TO COMPARABLE COUNTIES 2012

COUNTY COMMISSIONER	BENTON	COLUMBIA	JOSEPHINE	LINN	MARION	POLK	YAMHILL
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	7/1/2010	7/1/2011	1/1/2009	6/1/2011	7/1/2010	7/1/2010	7/1/2008
ANNUAL SALARY MAY 2012	76,452	76,992	75,392	83,208	76,606	68,160	70,948
Y CAS % ABOVE OR BELOW SALARY	-7.76%	-8.52%	-6.26%	-17.28%	-7.97%	3.93%	0.00%
ANNUAL SALARY - MAY 2011	76,452	75,480	75,392	82,370	76,606	68,160	70,948
CHANGE IN 2011 SALARY	0.00%	2.00%	0.00%	1.02%	0.00%	0.00%	0.00%
NEXT ANTICIPATED SALARY INCREASE	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown
PERS PICK UP	6%	6%	0%	6%	6%	6%	0%
OTHER RETIREMENT AMOUNT	3%	0	0	0	7.50%	0	10%
CAR ALLOWANCE (\$) OR COUNTY CAR	No	No	No	No	No	No	No
MEDICAL, DENTAL and VISION CONTRIBUTION - monthly	1789.41	1824.5	866.02	2,171	1346	1150	1,313.33
LIFE INSURANCE % OF INCOME	1.21 (10K)	8.83 (\$40K)	13.02 (\$50K)	16.05	0.31 per 1k	4.58 (10K)	2.58 (\$6k)
LONG TERM DISABILITY INSURANCE % OF INCOME	0.67	No	0.498	No	0.38	0	0
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		Wellness and EAP	\$300 Exp. Acct.	100.00 HRA (VEBA) with high deductible health plan

SALARIES WHICH CHANGED SINCE 2011 SURVEY  
SALARIES EXCEEDING YAMHILL COUNTY BY 5%

Exhibit A

ASSESSOR TO COMPARABLE COUNTIES 2012

COUNTY ASSESSOR	BENTON	COLUMBIA	JOSEPHINE	LENN	MARION	POLK	YAMHILL
ELECTED/APPOINTED	Appointed	Elected	Elected	Elected	Elected	Elected	Elected
TAX COLLECTOR DUTIES	No	No	No	Yes	Yes	No	Yes
NUMBER HOLDING OFFICE	1	1	1	1	Currently vacant	1	1
SALARY PAID BY COUNTY (ALL OR %)	All	All	All	All	All	All	All
LAST SALARY INCREASE DATE	11/1/2011	7/1/2010	1/1/2009	6/1/2011	7/1/2007	7/1/2010	7/1/2007
ANNUAL SALARY-	96,816	74,748	71,902	85,452	92,518	73,392	74,318
YC AS % ABOVE OR BELOW	-13.45%	-0.58%	3.25%	-14.98%	-24.49%	1.25%	0.00%
ANNUAL SALARY - MAY 2011	92,129	73,284	71,902	84,576	92,518	73,392	74,318
CHANGE IN 2011 SALARY	5.09%	2.00%	0.00%	1.04%	0.00%	0.00%	0.00%
NEXT ANTICIPATED SALARY INCREASE	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown
PERS PICK UP	6%	6%	0%	6%	6%	6%	6%
OTHER RETIREMENT	3%	0	0	0	7.50%	0	0
CAR ALLOWANCE OR COUNTY CAR- monthly	No	No	No	No	No	No	No
MEDICAL, DENTAL AND VISION CONTRIBUTION- monthly	1,790	1,825	866	2,171	1,346	1,150	1,313
LIFE INSURANCE % OF INCOME	1.21 (10k)	8.33 (\$40K)	13.02 (\$50K)	16.05	0.31 per 1k	4.58 (10K)	2.58 (\$6k)
LONG TERM DISABILITY INSURANCE % OF INCOME	0.66	No	0.498	No	0.38	0	0
SHORT TERM DISABILITY INSURANCE	No (Voluntary)	No	No	No	No	No	No
OTHER BENEFITS- monthly	Cell phone allowance: \$20.	Cell phone allowance:\$50	Cell phone provided	Cell phone allowance:\$50		\$300 Exp. Acct.	100.00 HRA (VEBA) with high deductible health plan
COMMENTS							

SALARIES WHICH CHANGED SINCE 2011 SURVEY  
SALARIES EXCEEDING YAMHILL COUNTY BY 5%

CLERK TO COMPARABLE COUNTIES 2012

COUNTY CLERK	BENTON	COLUMBIA	JOSEPHINE	LINN	MARION	POLK	YAMHILL
ELECTED/APPOINTED	Appointed	Elected	Elected	Elected	Elected	Elected	Elected
ELECTION/RECORDING DUTIES	Yes	Yes	Yes	Yes	Yes	Yes	Yes
NUMBER HOLDING OFFICE	1	1	1	1	1	1	1
SALARY PAID BY COUNTY (ALL OR %)	AH	AH	AH	AH	AH	AH	AH
ANNUAL SALARY - MAY 2012	79,620	71,148	71,902	78,612	75,941	68,388	59,399
YC AS % ABOVE OR BELOW	14.81%	19.78%	21.05%	32.35%	27.85%	15.13%	0.00%
ANNUAL SALARY - MAY 2011	70,416	71,148	71,902	77,820	75,941	68,388	67,884
CHANGE IN 2011 SALARY	13.07%	0.00%	0.00%	1.02%	0.00%	0.00%	-12.50%
LAST SALARY INCREASE DATE	11/1/2011	7/1/2010	1/1/2009	6/1/2011	1/1/2007	7/1/2010	10/1/2011
NEXT ANTICIPATED SALARY INCREASE	7/1/2012	Unknown	Unknown	Unknown	Unknown	Unknown	TBD
PERS PICK UP	6	6	0	6	6	6	6
OTHER RETIREMENT AMOUNT	3%				7.50%		
CAR ALLOWANCE OR COUNTY CAR	No	No	No	No	No	No	No
MEDICAL, DENTAL AND VISION CONTRIBUTION- monthly	1789.41	1824.5	866.02	2,171	1,346	1150	1,313.33
LIFE INSURANCE % OF INCOME	1.21 (10k)	8.83 (\$40K)	13.02 (\$50K)	16.05	0.31 per 1k	4.58 (10K)	2.58 (\$6k)
LONG TERM DISABILITY INSURANCE % OF INCOME	0.67	0.67	0.498	No	0.38	0	0
SHORT TERM DISABILITY INSURANCE	Voluntary	Voluntary	No	No	No	No	No
OTHER BENEFITS- monthly	Cell phone allowance: \$25-\$50.	Cell phone allowance:\$50	County cell phone		Wellness and EAP	\$300 Exp. Acct.	100.00 HRA (VEBA) with high deductible health plan
COMMENTS							*Clerk's salary was reduced in July, 2011 and partially restored in October 2011. If fully restored, annualized salary is \$67,883.68.
	SALARIES WHICH CHANGED SINCE 2011 SURVEY						
	SALARIES EXCEEDING YAMHILL COUNTY BY 5%						
	CLERK'S REDUCED SALARY						

DISTRICT ATTORNEY TO COMPARABLE COUNTIES 2012

COUNTY DISTRICT ATTORNEY	BENTON	COLUMBIA	JOSEPHINE	LINN	MARION	POLK	YAMHILL
ELECTED/APPOINTED	Elected	Elected	Elected	Elected	Elected	Elected	Elected
TAX COLLECTOR DUTIES	No	No	No	No	No	No	No
NUMBER HOLDING OFFICE	1	1	1	1	1	1	1
SALARY PAID BY COUNTY (ALL OR %)	22,824	15,000	21,159	18,288	25,646	0	19,694
LAST SALARY INCREASE DATE	7/1/2010	7/1/2010	1/1/2009	6/1/2011	7/1/2008		7/1/2008
ANNUAL SALARY- MAY 2011	22,824	15,000	21,159	18,288	25,646	0	19,694
Y.C AS % ABOVE OR BELOW	-15.89%	23.83%	-7.44%	7.14%	-30.22%		0.00%
ANNUAL SALARY - MAY 2011	22,824	15,000	21,159	18,103	25,646	0	19,694
CHANGE IN 2011 SALARY	0.00%	0.00%	0.00%	1.02%	0.00%	N/A	0.00%
NEXT ANTICIPATED SALARY INCREASE	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown
PERS PICK UP	0%	0%	0%	0%	0%	0%	0%
OTHER RETIREMENT	3%	0	0	0	7.50%	0	0
CAR ALLOWANCE OR COUNTY CAR	No	No	No	No	No	No	No
MEDICAL, DENTAL AND VISION CONTRIBUTION- monthly	Paid by State	Paid by State	Paid by State	Paid by State	Paid by State	Paid by State	Paid by State
LIFE INSURANCE % OF INCOME	0	0	0	0	0	0	0
LONG TERM DISABILITY INSURANCE % OF INCOME	0	0	0	0	0	0	0
SHORT TERM DISABILITY INSURANCE	0	0	0	0	0	0	0
OTHER BENEFITS- monthly			Cell phone provided			\$300 Exp. Acct.	
COMMENTS	88,356 paid by state	88,356 paid by state	88,356 paid by state		104,832 paid by state	88,356 paid by state	88,356 paid by state
Note: No DA surveyed receives county benefits. Benefits are paid by the state. State salary ranges from 88k to 111k per year. State paid salaries will increase by 1.5. Insurance benefits were reduced by coinsurance (approximately \$60.00 monthly)							
SALARIES WHICH CHANGED SINCE 2011 SURVEY							
SALARIES EXCEEDING YAMHILL COUNTY BY 5%							

**SHERIFF TO COMPARABLE COUNTIES 2012**

COUNTY SHERIFF	BENTON	COLUMBIA	JOSEPHINE	LINN	MARION	POLK	UMATILLA	YAMHILL
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	7/20/2010	7/1/2010	1/1/2011	6/1/2011	7/1/2007	7/1/2010	7/1/2011	7/1/2011*
ANNUAL SALARY MAY 2012	96,096	83,028	81,026	104,448	114,046	89,148	78,312	83,506
YCAS % ABOVE OR BELOW SALARY	-15.08%	0.57%	2.97%	-25.08%	-36.57%	-6.76%	6.22%	0.00%
ANNUAL SALARY - MAY 2011	96,096	83,028	81,026	100,820	114,046	89,148	77,155	82,272
CHANGE IN 2011 SALARY	0.00%	0.00%	0.00%	3.60%	0.00%	0.00%	1.50%	1.50%
NEXT ANTICIPATED SALARY INCREASE	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown	7/1/2012	7/1/2012*
PERS PICK UP	6%	6%	0%	6%	6%	6%	6%	6%
OTHER RETIREMENT AMOUNT	3%	0	0	0	7.50%	0	0%	0%
CAR ALLOWANCE (\$) OR COUNTY CAR MEDICAL, DENTAL and VISION CONTRIBUTION - monthly	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
LIFE INSURANCE % OF INCOME	1789.41	1824.5	866.02	2,171	1346	1150	1,479.00	1,196.25
LONG TERM DISABILITY INSURANCE % OF INCOME	1.21 (20k)	8.83 (\$40K)	13.02 (\$50K)	16.05	0.31 per 1k	4.58 (10K)	6	2.58 (\$10k)
SHORT TERM DISABILITY INSURANCE	0.67	No	0.498	No	0.38	0	0	0.00853/k
OTHER BENEFITS- monthly	No (Voluntary) Cell phone allowance: \$25-	No Cell phone allowance:\$50	No County cell phone	No	No Wellness and EAP	No \$300 Exp. Acct.	No Cell phone allowance	No 100.00 HRA (VEBA)

**SALARIES WHICH CHANGED SINCE 2011 SURVEY SALARIES EXCEEDING YAMHILL COUNTY BY 5%**  
 \* The Sheriff's salary is automatically adjusted upwards when the Sheriff's salary is surpassed by that of the highest paid subordinate.  
 1.5 - 5% COLA to highest paid subordinate= incremental increase to Sheriff, per statute. (ORS 240.112 (4)).

SURVEYOR TO COMPARABLE COUNTIES 2012

COUNTY SURVEYOR ELECTED/APPOINTED	BENTON	COLUMBIA	JOSEPHINE LINN	MARION	POLK	YAMHILL
	Appointed	Elected	Elected	Appointed	Appointed	Elected
NUMBER HOLDING OFFICE	1	1	1	1	1	1
SALARY PAID BY COUNTY (ALL OR %)	All	All	All	All	All	All
LAST SALARY INCREASE DATE	11/1/2011	7/1/2010	6/1/2011	12/12/2010	7/1/2010	7/1/2008
ANNUAL SALARY - MAY 2012	62,328.00	66,000.00	92,160.00	89,794.00	73,620.00	72,172.00
YC AS % ABOVE OR BELOW	13.64%	8.55%	-27.69%	-24.42%	-2.01%	0.00%
ANNUAL SALARY - MAY 2011	41,600.00	66,000	62,952	89,794.00	73,620.00	72,172.00
CHANGE IN 2011 SALARY	0.00%	0.00%	46.40%	0.00%	0.00%	0.00%
NEXT ANTICIPATED SALARY INCREASE	6/1/2012	Unknown	Unknown	Unknown	Unknown	7/1/2010
PERS PICK UP	0	6	0	6	6	6
OTHER RETIREMENT AMOUNT	0	0	0	7.5 % to 401K	0	0
CAR ALLOWANCE OR COUNTY CAR	No	No	No	No	No	No
MEDICAL, DENTAL AND VISION CONTRIBUTION- monthly	1,790	1824.5	866.02	1346	1150	1313.28
LIFE INSURANCE % OF INCOME	1.21 (10k)	8.83 (\$40K)	13.02 (\$50K)	0.31/K	4.58 (10k)	2.58 (\$6k)
LONG TERM DISABILITY INSURANCE % OF INCOME	0.66	0	0	0.305	0	0
SHORT TERM DISABILITY INSURANCE	No (Voluntary)	No	No	No	No	No
OTHER BENEFITS- monthly	Cell phone allowance: \$25- allowance:\$50	Cell phone allowance:\$50	County cell phone		\$300 Exp. Acct.	100.00 HRA (VEBA) with high deductible health plan
COMMENTS	Position changed from part-time to full-time in 2012		Position changed from part-time to full-time in 2012			
	SALARIES WHICH CHANGED SINCE 2011 SURVEY					
	SALARIES EXCEEDING YAMHILL COUNTY BY 5%					

