

**MINUTES
COMPENSATION COMMITTEE
May 6, 2011 9:00 a.m.**

Room 32, Courthouse

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

Staff: Mary P. Stern, Leslie Lewis, Kathy George, John Krawczyk, Laura Tschabold, Chuck Vesper, Pat Anderson, Becky Weaver, Scott Maytubby, Silas Halloran-Steiner, and Paul Kushner.

Guests: Hannah Hoffman, News-Register.

Former Chair: Ken Austin

Laura Tschabold called the meeting to order at 9:05.

1. Election of new chair.

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

2. Consideration of approval of Compensation Committee minutes from May 7, 2010.

Shelley moved approval of the minutes; Chris 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). She said that salaries have remained unchanged in Yamhill County since 2008, with the exception of the sheriff, which has a lot to do with statutory requirements. Mike stated that the committee decided last year to use the base salary before incentives in comparing the salaries of the sheriff and his subordinates.

Pat said that the commissioners' salaries lag behind that of comparable counties because they have been more concerned about what the county can afford than about keeping up with the comparables. She stated that all elected officials can choose to have a VEBA medical reimbursement arrangement.

She said that the treasurer retired last September and Chuck Vesper was appointed to the position at an additional salary of \$1 per year until the next election. She said that Chuck has

spread the treasurer duties around within the Finance Division and Becky Weaver has been appointed as deputy treasurer, but no remuneration is paid other than to Chuck. She stated that the treasurer duties in Yamhill County are not as expansive as those in comparable counties, and the Board felt that it is really a part-time role, even including YCOM payroll duties.

In response to a question from Shelley, Pat said that she would be apprehensive about comparing the county treasurer position to a city treasurer because of the difference in scope. She said that she could try to find something comparable in the private sector for next year.

Mike suggested structuring the treasurer's compensation on the duties that person would be able to assume, so that somebody without a strong background would only get a base salary, with an incentive program for other duties. John Krawczyk stated that the liabilities assumed by the treasurer are related to handling cash and making prudent investments.

b. Public Comment

Assessor: Scott Maytubby stated that his compensation is adequate for the assessor duties, but the additional tax collection duties and associated 3 FTE staff that he has could be offered to the new treasurer. He estimated that he spends an average of 30% of his time on tax collection duties when things are running smoothly, which hasn't been the case lately due to appraisal issues.

Treasurer: Chuck distributed a handout of what treasurer duties are around the state. He said that since his appointment, he has modernized the processes to make them much more efficient. He said that he spends about 20 hours per month now in oversight, but that should lessen considerably over time. John reviewed the statutory duties of the treasurer, noting that many of them are no longer relevant. He said that investments are probably the most significant duty, and everything else is simple bookkeeping. Mary Stern suggested deferring the discussion about the treasurer's salary to a later date.

Clerk: Mary stated that the Compensation Committee had expressed concerns last year about the clerk's salary, and a work audit is currently underway. She suggested that the committee reconvene in a month or two after the full audit report is available, at which time decisions could be made about the clerk's and treasurer's salaries.

Laura recommended that, with the exception of any statutory adjustments for the sheriff, the remaining elected officials' salaries be maintained at their current level. Leslie pointed out that it looks as if the surveyor actually budgeted a pay cut for himself, which he probably didn't mean to do.

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

Chris moved to keep the salaries for elected officials at status quo with the following

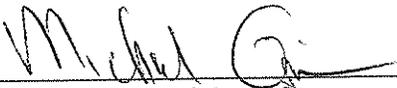
exceptions: increase the sheriff's salary as needed to meet statutory requirements, set the treasurer's salary in a separate motion, and defer the decision on the clerk's salary to a later time. Shelley seconded the motion. The motion passed unanimously.

Shelley moved to change the treasurer's salary to \$1 per year; Chris seconded the motion. The motion passed unanimously.

The meeting adjourned at 10:06 a.m.

Anne Britt
Secretary

YAMHILL COUNTY COMPENSATION COMMITTEE



Chair Michael Green

LT 

Approved Oct. 7, 2011

BENEFITS/ALLOWANCES-YAMHILL COUNTY	COMMISSIONER	ASSESSOR	CLERK	DISTRICT ATTORNEY	SURVEYOR	SHERIFF	TREASURER
ELECTED/APPOINTED	Elected	Elected	Elected	Elected	Elected	Elected	Appointed
ANNUAL SALARY - JANUARY 2011	70,948	74,386	67,884	19,692 stipend paid by County	64,944	81,720	1
NUMBER HOLDING OFFICE	3	1	1	1	1	1	1
NUMBER IN DEPARTMENT SUPERVISED	2	16.6	6.2	25.1	2	83.75	0
AMOUNT OF SALARY PAID BY COUNTY (ALL OR %)	All	All	All	APPROX 18%	All	All	All
ANNUAL SALARY - JANUARY 2010	Same as above	Same as above	Same as above	Same as above	Same as above	Same as above	57,948
LAST SALARY INCREASE DATE	7/1/2008	7/1/2008	7/1/2008	7/1/2008	7/1/2008	7/1/2009	7/1/2008
NEXT ANTICIPATED SALARY INCREASE	UNKNOWN	UNKNOWN	UNKNOWN	UNKNOWN	UNKNOWN	UNKNOWN	UNKNOWN
ENTITLED TO LONGEVITY PAY?	No	No	No	No	No	Yes	No
COUNTY PAYS PERS PICK UP OR OTHER RETIREMENT AMOUNT?	Yes	Yes	Yes	No	Yes	Yes	Yes
CAR ALLOWANCE OR COUNTY CAR?	No	No	No	No	No	No	No
HEALTH INSURANCE PAID?	Yes	Yes	Yes	No	Yes	Yes	Yes
MEDICAL CONTRIBUTION	1027.99	1027.99	1027.99	N/A	1027.99	1196.25	1027.99
DENTAL CONTRIBUTION	129.74	129.74	129.74	N/A	129.74	INCLUDED	129.74
VISION CONTRIBUTION	INCLUDED IN MEDICAL	INCLUDED IN MEDICAL	INCLUDED IN MEDICAL	N/A	INCLUDED IN MEDICAL	INCLUDED	INCLUDED IN MEDICAL
LIFE INSURANCE	30.96 yrtly	30.96 yrtly	30.96 yrtly	N/A	30.96 yrtly	46.80 yrtly	30.96 yrtly
LONG TERM DISABILITY INSURANCE	No	No	No	No	No	4500.00 per month.	No
INSURANCE	No	No	No	No	No	No	No
OTHER BENEFITS	100 HRA (VEBA) BASED ON MEDICAL INSURANCE PLAN CHOSEN	100 HRA (VEBA) BASED ON MEDICAL INSURANCE PLAN CHOSEN	100 HRA (VEBA) BASED ON MEDICAL INSURANCE PLAN CHOSEN	No benefits paid by County	100 HRA (VEBA) BASED ON MEDICAL INSURANCE PLAN CHOSEN	5% CERT 5% EDU 2% BILINGUAL 100 HRA (VEBA)	100 HRA (VEBA) BASED ON MEDICAL INSURANCE PLAN CHOSEN

COUNTY COMMISSIONER	BUNTON	COLUMBIA	JOSEPHINE LINN	MARION	FOLK	YAMHILL
POPULATION	86,725	48,140	83,665	318,170	68,785	95,250
GOVERNMENT	HOME RULE	GENERAL LAW	HOME RULE	GENERAL LAW	GENERAL LAW	GENERAL LAW
2010-11 BUDGET	96,900,000	61,000,000	107,253,250	350,626,717	47,084,744	84,781,223
FTE IN COUNTY	393	185	416.05	1516.16	270	449.65
ELECTED/APPOINTED	Elected	Elected	Elected	Elected	Elected	Elected
NUMBER HOLDING OFFICE	3	3	3	3	3	3
SALARY PAID BY COUNTY (ALL OR %)	All	All	All	All	All	All
ANNUAL SALARY JANUARY 2011	74,952	75,480	75,392	76,606	64,560	70,948
Y CAS % ABOVE OR BELOW SALARY	-5.64%	-6.39%	-6.26%	-7.97%	9.00%	0.00%
ANNUAL SALARY - JANUARY 2010	74,952	75,480	75,392	76,606	64,560	70,948
LAST SALARY INCREASE DATE	7/1/2010	7/1/2010	1/1/2009	7/1/2007	7/1/2010	7/1/2008
AMOUNT - monthly (% except indicated)	2	275	1	3	0	3
NEXT ANTICIPATED SALARY INCREASE	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown
PERS PICK UP	6%	6%	0%	6%	6%	0%
OTHER RETIREMENT AMOUNT	3%	0	0	7.50%	0	10%
CAR ALLOWANCE (\$) OR COUNTY CAR - monthly	No	No	No	No	No	No
MEDICAL, DENTAL and VISION CONTRIBUTION - monthly	1413	1744.78	780	1154	1130	1,157.73
LIFE INSURANCE % OF INCOME	1.21 (10k)	8.83 (\$40K)	13.02 (\$50K)	0.31	4.58	2.58 (\$6k)
LONG TERM DISABILITY INSURANCE % OF INCOME	0.36	No	0.83	0.41	0	0
SHORT TERM DISABILITY INSURANCE	No	No	No	No	No	No
FTE SUPERVISED	5	0.9	5.5	9	1	2
OTHER BENEFITS- monthly	Cell phone allowance: \$25-\$50.	Cell phone allowance: \$20			\$300 Exp. Acct.	100.00 HRA (VEBA) with high deductible health plan

POPULATION	86,725	48,140	83,665	110,865	318,170	68,785	95,250
GOVERNMENT	HOME RULE	GENERAL LAW	HOME RULE	GENERAL LAW	GENERAL LAW	GENERAL LAW	GENERAL LAW
2010-11 BUDGET	96,900,000	61,000,000	107,253,250	145,754,933	350,626,717	47,084,744	84,781,223
FTE IN COUNTY	393	185	416.05	644	1516.16	270	449.65
ELECTED/APPOINTED	Elected	Elected	Elected	Elected	Elected	Elected	Elected
TAX COLLECTOR DUTIES	No	No	No	Yes	Yes	No	Yes
NUMBER HOLDING OFFICE	1	1	1	1	1	1	1
SALARY PAID BY COUNTY (ALL OR %)	All	All	All	All	All	All	All
ANNUAL SALARY - JANUARY 2011	88,452	73,284	71,902	84,576	92,518	71,592	74,318
YC AS % ABOVE OR BELOW	-13.45%	1.39%	3.25%	-13.80%	-24.49%	3.67%	0.00%
ANNUAL SALARY - JANUARY 2010	84,312	71,460	71,902	81,300	92,518	69,840	74,318
LAST SALARY INCREASE DATE	7/1/2010	7/1/2010	1/1/2009	6/1/2010	7/1/2010	6/1/2009	7/1/2007
AMOUNT- monthly (% except indicated)	2	152	1	4.03	6	2.5	3
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	1,564	1,745	780	2,134	1,154	1,130	1,158
LIFE INSURANCE % OF INCOME	1.21 (10k)	8.83 (\$40K)	13.02 (\$50K)	16.02	0.31/K	4.58	2.58 (\$6k)
LONG TERM DISABILITY INSURANCE % OF INCOME	0.36	0	0	0	0.41	0	0
SHORT TERM DISABILITY INSURANCE	No	No	No	No	No	No	No
FTE SUPERVISED	16	13	17	25	50	10	16.6
HIGHEST PAID SUBORDINATE SALARY	CHIEF APPRAISER	DEP ASSESSOR	CHIEF ADMIN SUPERVISOR	CHIEF APPRAISER	CHIEF DEP. APPRAISER	CHIEF APPRAISER	CHIEF APPRAISER
	66,696	61,044	54,197	70,632	82,092	58,536	61,677
OTHER BENEFITS- monthly	Cell phone allowance: \$25-\$50.	Cell phone allowance:\$20				\$300 Exp. Acct.	100.00 HRA (VEBA) with high deductible health plan
COMMENTS							

COUNTY CLERK	BENTON	COLUMBIA	JOSEPHINE	LINN	MARION	POLK	YAMHILL
POPULATION	86,725	48,140	83,665	110,865	318,170	68,785	95,250
GOVERNMENT	HOME RULE	GENERAL LAW	HOME RULE	GENERAL LAW	GENERAL LAW	GENERAL LAW	GENERAL LAW
2010-2011 BUDGET	96,900,000	61,000,000	107,253,250	145,754,933	350,626,717	47,084,744	84,781,223
FTE IN COUNTY	393	185	416.05	644	1516.16	270	449.65
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
ANNUAL SALARY - JANUARY 2011	70,416	71,148	71,902	77,820	75,941	68,388	67,884
YC AS % ABOVE OR BELOW	-0.36%	-4.31%	-5.92%	-13.64%	-11.87%	-0.74%	0.00%
AMOUNT OF SALARY PAID BY COUNTY (ALL OR %)	All	All	All	All	All	All	All
ANNUAL SALARY - JANUARY 2010	68196	68,568	71,902	74,808	75,941	66,720	67,884
LAST SALARY INCREASE DATE	7/1/2010	7/1/2010	1/1/2009	1/1/2010	1/1/2007	1/1/2010	1/1/2008
AMOUNT-monthly (% except indicated)	2	152	1	4.03	3	2.5	3
NEXT ANTICIPATED SALARY INCREASE	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown	7/1/2010
PERS PICK UP	6	6	0	6	6	6	6
OTHER RETIREMENT AMOUNT	0	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	1563.66	1745.01	780.34	2134	1154	1130	1157.73
LIFE INSURANCE % OF INCOME	1.21 (10k)	8.83 (\$40K)	13.02 (\$50K)	16.02	0.31/K	4.58	2.58 (\$6k)
LONG TERM DISABILITY INSURANCE % OF INCOME	0.36	0	0	0	0.41	0	0
SHORT TERM DISABILITY INSURANCE	No	No	No	No	No	No	No
FTE SUPERVISED		3	5.62	10	14	4	6.2
HIGHEST PAID SUBORDINATE		Electons Supervisor	Chief Admin Sup.	Chief Dep. Clerk	Lic. & Rec. Supervisor		Chief Deputy Clerk
SALARY		52,308	45,648	58,608	70,788		61,677
OTHER BENEFITS- monthly	Cell phone allowance: \$25-\$50.	Cell phone allowance:\$20				\$300 Exp. Acct.	100.00 HRA (VEBA) with high deductible health
COMMENTS							

DISTRICT ATTORNEY	BENTON	COLUMBIA	JOSEPHINE	LINN	MARION	POLK	YAMHILL
POPULATION	86,725	48,140	83,665	110,865	318,170	68,785	95,250
GOVERNMENT	HOME RULE	GENERAL LAW	HOME RULE	GENERAL LAW	GENERAL LAW	GENERAL LAW	GENERAL LAW
2010-11 BUDGET	96,900,000	61,000,000	107,253,250	145,754,933	350,626,717	47,084,744	84,781,223
FTE IN COUNTY	393	185	416.05	644	1516.16	270	449.65
ELECTED/ APPOINTED	Elected	Elected	Elected	Elected	Elected	Elected	Elected
NUMBER HOLDING OFFICE	1	1	1	1	1	1	1
ANNUAL SALARY/STIPEND PAID BY COUNTY-JANUARY 2011	22,824	15,000	21,159	18,906	25,646	0	19,692
YC AS % ABOVE OR BELOW	-15.90%	23.83%	-7.45%	3.99%	-30.24%	100.00%	0.00%
ANNUAL SALARY/STIPEND PAID BY COUNTY - JAN 2010	22,374	15,000	21,159	17,400	25,646	0	19,692
LAST SALARY INCREASE (COUNTY) DATE	7/1/2010	7/1/2010	1/1/2009	6/1/2010	7/1/2009	N/A	7/1/2008
AMOUNT - monthly (% except indicated)	2	250	1	4.03	3	0	3
FTE SUPERVISED	18.5	12	23.5	26	86	18	25.1
HIGHEST PAID SUBORDINATE	Chief Dep DA	Chief Dep. DA	Chief Dep. DA	Sr Dep Dist Atty.	Trial Team Supervi	Chief Dep DA	Dep DA II
SALARY	93,288	98,308	95,126	93,744	104,808	88,776	66,565
Note: No DA surveyed receives County benefits. Benefits are paid by the State. State salary ranges from 88K to 109K per year							

COUNTY SURVEYOR	BENJON	COLUMBIA	JOSEPHINE	LENN	MARION	POEK	YAMHILL
POPULATION	86,725	48,140	83,665	110,865	318,170	68,785	95,250
GOVERNMENT	HOME RULE	GENERAL LAW	HOME RULE	GENERAL LAW	GENERAL LAW	GENERAL LAW	GENERAL LAW
2010-2011 BUDGET	96,900,000	61,000,000	107,253,250	145,754,933	350,626,717	47,084,744	84,781,223
FTE IN COUNTY	393	185	416.05	644	1516.16	270	449.65
ELECTED/APPOINTED	Appointed	Elected	Elected	Elected	Appointed	Appointed	Elected
NUMBER HOLDING OFFICE	1	1	1	1	1	1	1
SALARY PAID BY COUNTY (ALL OR %)	All	All	All	All	All	All	All
ANNUAL SALARY - JANUARY 2011	\$40.00/hr. PT Temp	66,000	7,680	77,820	79,601	73,620	72,173
Y CAS % ABOVE OR BELOW	N/A	7.72%	N/A	-7.82%	-10.29%	-2.00%	0.00%
COMMENTS		*750/mo plus \$35/hr max \$5500/mo	\$640 per month (flat rate) and \$32/hr excess over 20 hours in a month.				
ANNUAL SALARY - JANUARY 2010	\$40.00/hr. PT Temp	*725/mo plus \$35/hr max \$5500/mo	2,623/mo part-time	74,808		71,820	64,944
LAST SALARY INCREASE DATE	7/1/2008	7/1/2010	1/1/2009	6/1/2010	7/1/2007	7/1/2010	7/1/2008
AMOUNT-monthly (% except indicated)			25	4.03%	3.00%	2.50%	3.00%
NEXT ANTICIPATED SALARY INCREASE	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown	7/1/2010
PERS PICK UP	0	6	0	6	6	6	6
OTHER RETIREMENT AMOUNT	0	0	0	0	2.5	0	0
CAR ALLOWANCE OR COUNTY CAR?	No	No	No	No	No	No	No
MEDICAL, DENTAL AND VISION CONTRIBUTION- monthly	N/A	1745.01	780.34	2134	1154	1130	1157.73
LIFE INSURANCE % OF INCOME	N/A	8.83 (\$40K)	13.02 (\$50K)	16.02	0.31/K	4.58	2.58 (\$6k)
LONG TERM DISABILITY INSURANCE % OF INCOME	N/A	0	0	0	0.41	0	0
SHORT TERM DISABILITY INSURANCE	No	No	No	No	No	No	No
FTE SUPERVISED		2	3.8	9	0	3	2
HIGHEST PAID SUBORDINATE		DEP SURVEYOR	SURVEYOR TECH	CHIEF DEP SURV			ENG TECH
SALARY		64,764	34,314	58,608			50,386
OTHER BENEFITS- monthly	Cell phone allowance: \$25-\$50.	Cell phone allowance:\$20				\$300 Exp. Acct.	100.00 HRA (VEBA) with high deductible health plan

YAMHILL COUNTY ELECTED OFFICIAL COMPENSATION SURVEY 03-2011

COUNTY TREASURER	BENTON	COLUMBIA	JOSEPHINE	LINN	MARION	POLK	YAMHILL
POPULATION	86,725	48,140	83,665	110,865	318,170	68,785	95,250
GOVERNMENT	HOME RULE	GENERAL LAW	HOME RULE	GENERAL LAW	GENERAL LAW	GENERAL LAW	GENERAL LAW
2010-2011 BUDGET	96,900,000	61,000,000	107,253,250	145,754,933	350,626,717	47,084,744	84,781,223
FTE IN COUNTY	393	185	416.05	644	1516.16	270	449.65
ELECTED/APPOINTED	Appointed, Finance Director=Treasurer	Finance Director=Treasurer (Not an active working position)	Elected	Elected	Elected	Elected	Elected - currently filled by appointed Deputy County Administrator (DCA) *
TAX COLLECTOR DUTIES	No	No	Yes	No	No	Yes	No
BUDGET OFFICER DUTIES	N/A	N/A	No	Yes	No	No	No
NUMBER HOLDING OFFICE	1	0	1	1	1	1	1
ANNUAL SALARY - JANUARY 2011	76,872	N/A	75,414	77,136	80,746	64,932	1
YC AS % ABOVE OR BELOW COUNTY (ALL OR %)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
AMOUNT OF SALARY PAID BY COUNTY (ALL OR %)	All	All	All	All	All	All	All
ANNUAL SALARY - JANUARY 2010	76,872	N/A	75,414	82,188	80,746	66,552	57,960
LAST SALARY INCREASE DATE	7/1/2008	N/A	1/1/2009	6/1/2010	7/1/2005	7/1/2010	N/A
AMOUNT - monthly (% except indicated)			1	4.03	1.25	2.5	3
NEXT ANTICIPATED SALARY INCREASE	Unknown	N/A	Unknown	Unknown	Unknown	Unknown	TBD after review of Office
PERS PICK UP	6	N/A	0	6	6	6	6
OTHER RETIREMENT AMOUNT	3	N/A	0	0	7.5	0	0
CAR ALLOWANCE OR COUNTY CAR - monthly	No	N/A	No	No	No	No	No
MEDICAL, DENTAL and VISION CONTRIBUTION - monthly	1,413		780	2,134	1,154	1,130	1,158
LIFE INSURANCE % OF INCOME	1.21 (10k)	N/A	13.02 (\$50K)	16.02	0.31/K	4.58	2.58 (\$6k)
LONG TERM DISABILITY INSURANCE % OF INCOME	0.36	N/A	0.83	0	0	0.41	0
SHORT TERM DISABILITY INSURANCE	No	N/A	No	No	No	No	No
FTE SUPERVISED	10	N/A	5	2	2	4	0
HIGHEST PAID SUBORDINATE			CHIEF ADMIN SUPERVISOR	CHIEF DEP TREASURER	TREASURY SPECIALIST		FINANCE MANAGER**
OTHER BENEFITS		N/A	58,364	44,412	44,982		6,555
COMMENTS		N/A				\$300 Exp. Acct.	100.00 HRA (VEBA) with high deductible health plan * Separate/additional benefits represented but are not paid to the DCA. ** Appointed Deputy Treasurer. Finance Division supports function