

MINUTES
COMPENSATION COMMITTEE
May 7, 2008 8:15 a.m.

Room 32, Courthouse

PRESENT: Compensation Committee members Dennis Goecks, Ken Austin, and Michael Green.

Staff: Kathy George, John Krawczyk, Laura Tschabold, Nancy Reed, Steve Mikami, Jack Crabtree, and Dave Lawson.

Guests: David Bates, News-Register; Kris Bledsoe, candidate for commissioner.

Dennis Goecks called the meeting to order.

Election of Officers - Michael Green nominated Dennis as chair of the Compensation Committee; Ken Austin seconded the motion. The motion passed unanimously.

Public Comment - Dennis opened the public comment period. There being no testimony offered, the public comment period was closed.

Deliberations - John K stated that a 3.8% cost of living increase was granted to bargaining employees in the Sheriff's Office and a 3% increase was granted to YCEA-related units. He noted that there were also some benefit enhancements for employees.

He reviewed the salaries of elected officials compared to other counties. Sheriff Crabtree pointed out that although his base salary is above that of his captains, as statutorily required, their overall salary is higher because of incentives, comp and vacation time, and retirement benefits. John K confirmed that the law only applies to base salary and the county is in compliance with legal requirements. Jack stated that he does not receive certification pay. He said that he budgeted a 3.8% increase to match the employees he supervises plus a 5.1% increase to bring his salary up to the level of comparable counties.

John K noted that Dave Lawson and Nancy Reed had both budgeted a 3% salary increase and Jan Coleman had not budgeted an increase.

Public Comment - At Dave's request, Dennis reopened the public comment portion of the meeting. Dave stated that when he took office in 2001, the Budget Committee had given the outgoing assessor a bonus for her twelve years of service and reduced the assessor salary slightly. He said that although Yamhill County has combined the positions of assessor and tax collector, Eileen Slater is clearly the tax collector for the county and is grossly underpaid. He proposed that the salary for the assessor be reduced to about \$70,000 and Eileen's salary be increased to about \$60,000, which would not have any financial impact on his budget. Dennis suggested that

the request be brought to the Budget Committee, since the Compensation Committee doesn't have the authority to make such a change.

Nancy stated that she has been asked to take on the additional responsibilities associated with the YCOM payroll. She noted that in addition to her 3% salary increase, she has budgeted for a 3% increase of the stipend she receives for the work she does on the county budget.

Dennis closed the public comment period.

Deliberations - Michael stated that he has no objection to the requested salary increases in the 3 - 3.8% range, but if John K's predictions about the economy are correct, the committee should not approve any salary increases next year. He explained that elected officials should set the standard for the county.

Ken stated that the county is lucky to have working elected officials who are very committed to their jobs. He moved to accept the salary increases as requested: 9% for the Sheriff, 0% for the Clerk, and 3% for all other elected officials. Dennis suggested a 3% increase for the Clerk as well. Ken moved to approve a 9% salary increase for the Sheriff and 3% for all other elected officials; Michael seconded the motion. Dennis made a friendly amendment to the motion to note for the record that PERS will be paid on the District Attorney's stipend. The motion passed unanimously.

The meeting adjourned at 8:43 a.m.

Anne Britt
Secretary

YAMHILL COUNTY COMPENSATION COMMITTEE



Chair Dennis Goecks