

**MINUTES  
COMPENSATION COMMITTEE  
May 4, 2005 10:30 a.m.**

Room 32, Courthouse

**PRESENT:** Compensation Committee members Lee Vasquez, Dennis Goecks, and Ken Austin.

**Staff:** Kathy George, Mary P. Stern, Leslie Lewis, John Krawczyk, Nancy Reed, Laura Tschabold, Julia Staigers, Steve Mikami, Jan Coleman, Dan Linscheid, Jack Crabtree, Kellye Fetters, Paul May, Brad Berry, and Dave Lawson.

**Guests:** David Bates, News-Register.

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Lee called the meeting to order.

John K stated that the responsibility of the Compensation Committee is to make a recommendation to the Budget Committee regarding elected officials' salaries for next fiscal year. He stated that he had instructed all elected officials and department heads to budget a 3.2% cost of living adjustment (COLA). He reviewed the 2005 elected officials salary survey for comparable counties (see attachment) and noted that most counties have consolidated their surveyors with their Public Works departments. Lee stated that elected officials haven't been given a raise for the last three to four years, which puts the county in the difficult position of having to make adjustments to try to catch up.

John K stated that all of the elected officials are on PERS except for the commissioners, who decided to opt out for a less expensive retirement plan. He said that medical insurance premiums would be seeing a 17% increase if the county were to stay on the existing plan for YCEA employees, so alternative options are being considered. He said he budgeted approximately an 8% increase.

Assessor - Dave emphasized the importance of making salaries commensurate to responsibilities. He pointed out that the \$260,000 beginning balance his budget had when he came into office is now gone and he had to resolve a \$142,000 deficit in his budget with help from rest of the General Government team. He stated that his salary should be about \$72,000 to reflect his responsibilities as tax collector as well as assessor.

Clerk - Jan stated that she was not aware of the choice to opt out of PERS. She said that freezing both wages and COLAs causes problems for payroll because it disrupts the range/step schedule.

Commissioners - Leslie stated that a 2% COLA would be reasonable rather than 3.2%, since the Board is only 2% behind comparable counties. Mary stated that she works about 60 hours per week and will be comfortable with whatever the committee decides.

Sheriff - Jack noted two corrections on the salary survey for sheriffs of other counties. He stated that he makes significantly less commanding about 90 people than the McMinnville Chief of Police makes commanding about ten people. He said he feels like he is in the penalty box for a pay decrease given to the previous sheriff for performance issues. He stated that he has managed his budget and office in a decent way and should be at least close to what the local chiefs are making.

John K stated that Jack did come in at the level of the previous sheriff. Leslie stated that with the corrected numbers, Jack is behind comparable counties by 6.9%. She suggested doubling the proposed COLA to 6.4% for him. Dennis suggested that in future years, the salary survey information be coordinated in advance through Steve or John K to ensure its accuracy.

Surveyor - Dan stated that he tries to return good value to the citizens and the committee should do what they think is right.

Treasurer - Nancy reviewed her accomplishments and duties, including those not performed by the previous treasurer. She requested that her salary be updated to the level it would have been if she had received the same increases as YCEA employees, which would be Range 25, Step 7 with the newly added step. It was noted that Range 25, Step 6 with a 3.2% COLA would be a \$5502 total increase and Range 25, Step 7 with a 3.2% COLA would be a \$8418 total increase.

District Attorney - Brad explained that he gets a salary supplement from the county and most of his salary is paid by the state. He noted that the state hasn't granted a COLA to district attorneys since 2000 and is looking at a proposal to change the tier structure as to how district attorneys are paid.

Deliberations - The committee agreed to a starting point of 3.2% increase for all elected officials. After discussing each position individually, they agreed to the following increases:

Commissioners, Clerk, Treasurer	5%
Assessor (with a 5% premium for tax collector)	8.2%
Sheriff	7.5%
District Attorney	\$200/month (16.7%)
Surveyor (base salary only)	5%

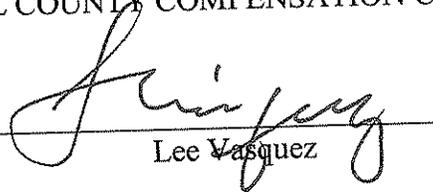
Dennis moved to approve the above recommendation to the Budget Committee. The motion passed unanimously. John K stated that the only departments which might have problems absorbing the increased costs are the Assessor's Office and the Sheriff's Office.

Lee moved to adjourn the meeting; Ken seconded. The motion passed unanimously and the meeting adjourned at 11:50 a.m.

Anne Britt  
Secretary

YAMHILL COUNTY COMPENSATION COMMITTEE

Secretary



Lee Vasquez

**ELECTED OFFICIALS SURVEY FOR 2005**

COUNTY	Comm.	Clerk	Assessor	Sheriff	Dist. Att.	Surveyor	Treas.	Notes	2005/6
Benton	5,423 3%	na	Appointed	6,267 3%	1,077 3%	na	na	includes def/comp	pending
Columbia	5,236	4,725	5,028	5,553	1,000	na	4,240 tax	no/chg from 03	4.76% increase for 05/06proposed
Josephine	5,697	5,434	5,434	6,003	1,598	hourly	5,699 tax	2.3%cola	pending
Linn	5,558	5,125	5,570	7,149	1,252	5,381	5,413 budget off.		pending
Marion (-)from 03	5,477 P/P	5,555 P/P	6,425 P/P	7,676 P/P	1,748 P/P	na	6,170 P/P	includes (+)9.69%	pending
Polk	4,747	4,671	4,976	5,440	-	na	4,671 tax/finance	(+)250	pending
Average	5,356	5,102	5,487	6,348	1,113		5,239		
Yamhill	5,263	4,907	5,263	6,018	1,200	4735 +	4,226 no tax		pending
% diff.	-1.8%	-4.0%	-4.2%	-6.3%	7.3%	na	-24.0%		

**Note:** Insufficient data for Surveyor to make a recommendation.

Treasurer appears to under the comparable averages, however does not have other duties, such as tax collector, finance division, or acts as budget officer.

Yamhill County Commissioners have declined PERS Coverage. They are covered by a private plan with a 10% cost.