

**MINUTES
COMPENSATION COMMITTEE**

May 5, 2004 10:44 a.m.

Room 32, Courthouse

PRESENT: Compensation Committee members Lee Vasquez, Robert "Bob" Johnstone, and Dennis Goecks.

Staff: Kathy George, Mary P Stern, Leslie Lewis, John Krawczyk, Nancy Reed, Laura Tschabold, Julia Staigers, Steve Mikami, and Dave Lawson.

Guests: David Bates, News-Register.

John K suggested that Bob be the pro-tem chair.

Bob called the meeting to order.

Steve presented and reviewed a two-page handout showing the elected officials survey and salary structure for 2004 (see attachment). He concluded that the salary for Yamhill County Commissioners is about the same as the average, while the other officials are slightly lower than average. He mentioned that certification pay is built into the Sheriff's salary level.

John K stated that none of the elected officials received salary increases last year, and all bargaining units took freezes with the exception of the Teamsters. He said supervisors of employees in the YCEA unit were asked to budget step increases plus a 2% COLA this year, and supervisors of employees in the Teamsters unit were asked not to budget a COLA this year. He said the reason for this is because when last-minute PERS changes caused last year's contract to exceed the maximum projected figure, YCEA agreed to forego COLA as well as steps, which saved a lot of positions, but Teamsters would not give up the increase.

Leslie, Mary, and Kathy all agreed to keep their wages frozen. Dave said he hasn't taken a COLA since he came into office and won't again this year. He stated that the reclassifications he has requested are totally justifiable and he feels strongly that they should be approved. He said he will continue to streamline his budget.

Nancy stated that she is satisfied with her current salary and is happy to work for Yamhill County. Lee stated that her choice to work a four-day schedule has probably cost the taxpayers at least \$30,000 over the last four years to have somebody else cover for her on the fifth day. He suggested that if she chooses to continue the same schedule, the extra money should come from her salary.

Nancy stated that the 4/10 work schedule began many years ago and she was told that it could continue when she took the office. She said her office is located next to the busy

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KG MS LL *[Signature]*

Approved 5/4/05

switchboard, and the longer blocks of time give her more quiet time to concentrate, which makes her more efficient. She said she would consider Lee's suggestion.

Lee moved that all elected officials be frozen at their current salaries; Dennis seconded. The motion passed unanimously.

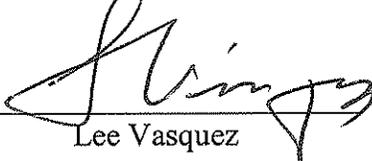
Lee moved that if Nancy continues to work a 4/10 schedule, any extra money needed to cover during her absence should come from her salary. John K suggested that she could come in for a few hours on Fridays to collect money and make the deposits, so no extra money would be needed. Dave stated that he would be willing to have Eileen trained as a backup person with knowledge of the system and access to the accounts.

John K stated that when Kathy and Mary chose not to participate in PERS last year, Steve found a lesser plan that is similar to a diversified investment plan. Dave expressed interest in the plan. Lee asked John K to make sure the other elected officials are all made aware of this option. Dennis complimented the commissioners on their decision.

Dennis moved to adjourn the meeting; Bob seconded. The motion passed unanimously and the meeting adjourned at 11:40 a.m.

Anne Britt
Secretary

YAMHILL COUNTY COMPENSATION COMMITTEE

Secretary  Lee Vasquez

ELECTED OFFICIALS SURVEY FOR 2004

COUNTY	Comm.	Clerk	Assessor	Sheriff	Dist. Att.	Surveyor	Treas.
Benton	5240 3%	na		6144 3%	1056 3%	na	na includes def/comp
Columbia	5236	4725	5028	5553	1000	na	4240 no/chg from 03 tax
Josephine	5574	5317	5317	5872	1563	hourly	5376 tax
Linn	5427	5004	5438	6980	1222	5254	5285 budget off.
Marion (-)from 03	P/P 5477	P/P 5648	P/P 6425	P/P 7676	P/P 1748	na	6170 includes (+)9.69% P/P
Polk	4654	4535	4831	5282	0	na	4446 tax/finance (+)250
average	5268	5046	5408	6251	1318		5103
Yamhill	5263	4907	5263	6018	1200	4735 +	4226 no tax
% diff.	0.00	-0.03	-0.03	-0.04	-0.1	na	-0.21

SHERIFF SURVEY WITH TEAMSTERS COMPARABLES 2004

County	Salary
Deschtes	7993 includes stipends
Linn	6980
Douglas	5827
Benton	6144
Josphine	5873
Umatlla	5339 includes cert/pay
<i>average</i>	6359
Yamhill	6019
% diff.	-0.057