

MINUTES
COMPENSATION COMMITTEE
May 1, 2024 9:00 a.m.

Room 32, Courthouse
Virtual meeting via Zoom

PRESENT: Denny Elmer, Gregory Thorsgard, and Jason Fields.

STAFF: Ken Huffer, Justin Hogue, Mary Starrett, Lindsay Berschauer, Kit Johnston, Mike Barnhart, Mikalie Moreno, Tara Williams, Sheriff Sam Elliott, Derrick Wharff, Patricia Rojas, and Bailey Barnhart. Kris Bledsoe participated via Zoom.

Former Chair: Jason Fields

Denny Elmer called the meeting to order at 10:08 a.m.

1. Election of new Chair and Secretary

Jason Fields nominated Denny Elmer as Chair of the Compensation Committee. Gregory Thorsgard seconded. The motion passed, Mr. Fields, Mr. Elmer and Mr. Thorsgard voting aye.

Jason Fields nominated Gregory Thorsgard as Secretary. Denny Elmer seconded the motion. The motion passed, Mr. Elmer and Mr. Thorsgard, and Mr. Fields voting aye.

2. Consideration of approval of Compensation Committee minutes from May 3, 2023.

Denny Elmer moved approval of the minutes. Jason Fields seconded the motion. The motion passed, Mr. Thorsgard, Mr. Elmer and Mr. Fields voting aye.

3. Consideration of compensation rates for elected officials

a. Staff report – Patricia Rojas, Human Resources Manager and Ken Huffer, County Administrator provided an overview of the Elected Officials’ salary studies. (Exhibit A).

b. Public Comment

Assessor – Derrick Wharff presented an overview of the Assessor’s position. He noted that his duties also include role of Tax Collector; Yamhill County is only one of two counties in the state to combine this duty with the Assessor position. He presented analysis demonstrating his incorporated duties as both a department head, and comparison to salaries of other assessor/tax collector positions in Oregon. Mr. Wharff requested a market adjustment increasing his salary to a total of \$140,000.

Treasurer - Kris Bledsoe presented an overview of the Treasurer’s duties and the processes in her position. She requested a \$6,000 increase to the Treasurer’s salary in the 2024-25 fiscal year, as well as an additional \$6,000 in the 2025-26 fiscal year.

Sheriff – Sheriff Sam Elliott stated he was available for questions but made no compensation requests.

Commissioners – Commissioner Lindsay Berschauer commented that although the Yamhill County commissioners were the lowest paid listed on the comparable analysis, she appreciated the benefits package and would not accept an increase. Commissioner Kit Johnston said he would not accept an increase. Commissioner Mary Starrett asked to keep the commissioner salary flat and that she would not accept an increase.

Clerk – Keri Hinton was not present but provided a memo requesting a 4% increase to keep pace with the cost of living and increased workload. Mr. Denny read the memo into the record.

The public comment period was closed at 11:26 a.m.

c. Deliberations and approval of the recommendations to the Budget Committee

Mr. Fields recommended the **Commissioner's** salary remain flat. The consensus of the committee was to take no action.

Mr. Fields made a motion to recommend increasing the **Assessor's** salary to the amount of \$122,000. After discussion, Mr. Fields withdrew his motion. Mr. Elmer made a motion to recommend increasing the Assessor's salary to the amount of \$115,000. The motion passed, Mr. Elmer and Mr. Fields voting aye, Mr. Thorsgard voting nay.

Mr. Thorsgard made a motion to recommend a 2% increase to the **Treasurer's** salary. After discussion, the motion passed unanimously.

Mr. Thorsgard made a motion to recommend a 3% increase to the **Clerk's** annual salary. After discussion, the motion passed unanimously.

There were no actions taken to increase the salaries for the Commissioners, the District Attorney, or the Sheriff.

There being no other business the meeting adjourned at 11:54 a.m.

Carolina Rook
Secretary

YAMHILL COUNTY COMPENSATION COMMITTEE

Chair

ELECTED/APPOINTED OFFICIALS SURVEY FISCAL YEAR 2023-2024 : COMMISSIONER IN COMPARABLE COUNTIES

COMMISSIONER	Benton	Columbia	Douglas	Josephine	Linn	Marion	Polk	Yamhill
COUNTY POPULATION *	99,355	54,306	112,297	88,346	131,984	353,649	90,593	109,318
FORM OF GOVERNMENT	Home Rule	General law	General Law	Home Rule	General Law	General Law	General Law	General law
COUNTY BUDGET (million)	\$485.9	\$90.0	\$221.2	\$185.0	\$229.3	\$688.8	\$124.7	\$191.4
FTE	540.0	217.0	545.3	431.0	676.4	1,672.8	454.0	697.6
ELECTED/APPOINTED	Elected	Elected	Elected	Elected	Elected	Elected	Elected	Elected
NUMBER HOLDING OFFICE	3	3	3	3	3	3	3	3
LAST SALARY INCREASE DATE	7/1/2023	7/1/2023	7/1/2023	1/1/2024	6/1/2023	7/1/2023	7/1/2023	7/1/2020
ANNUAL SALARY-March 2020	\$98,351	\$93,600	\$83,741	\$81,108	\$100,740	\$101,213	\$75,192	\$78,266
ANNUAL SALARY-March 2021	\$99,335	\$93,601	\$88,774	\$86,766	\$105,432	\$103,251	\$75,192	\$78,265
ANNUAL SALARY-March 2022	\$99,335	\$96,408	\$94,099	\$88,545	\$105,432	\$105,331	\$77,448	\$78,265
ANNUAL SALARY-March 2023	\$96,360	\$104,280	\$103,700	\$92,087	\$105,432	\$115,296	\$79,380	\$78,265
ANNUAL SALARY-March 2024	\$100,792	\$111,060	\$109,928	\$95,771	\$109,644	\$121,077	\$82,560	\$78,265
CHANGE IN SALARY FROM MARCH 2023	4.60%	6.50%	6.01%	4.00%	3.99%	5.01%	4.01%	0.00%
YC AS % ABOVE OR BELOW SALARY	-28.78%	-41.90%	-40.46%	-22.37%	-40.09%	-54.70%	-5.49%	0.00%
PERS PICK UP	6%		6%	6%	6%	6%	6%	6%
PERS IAP PICK UP	6%	6%	6%	6%, if enrolled in PERS	6%	6%	6%	6%
OTHER RETIREMENT	3% into 457	Optional 457 Plan	No	Yes - 6% into 457b if opt out of PERS.	No	7.5% (401k)	No	10%**
CAR ALLOWANCE OR COUNTY CAR-monthly	No	No	Assigned county car if chosen	No	No	No	No	Mileage Reimbursement
MEDICAL, DENTAL AND VISION monthly employer contribution	\$1,877	\$2156.57 (Family)	Up to \$2,049.64 (EE + family coverage)	\$1,874.68	\$2,928 (EE & Family coverage)	\$1,621.00	\$1,945 (90%)	\$1,797.89 EE & Family
LIFE INSURANCE ANNUAL PREMIUM PAID BY COUNTY AND AMOUNT OF COVERAGE	\$14.40 (10k)	\$5.87/mo (40k)	\$17.88 Basic Life (\$10k)	\$67.92/annually for \$50k policy	\$122 (\$50,000 plus \$5,000 spouse)	\$0.11 per \$1k of annual earnings	\$99.36 (25k)	\$40.00 (10k)
LONG TERM DISABILITY INSURANCE % OF INCOME	67%	Optional - EE paid	60%	67%	60% up to \$2500	\$0.38 per \$100 of monthly covered payroll - County Pd.	No	No
SHORT TERM DISABILITY INSURANCE	No	Optional - EE paid	No	No	No	Yes - voluntary and based on age/income. Deducted post-tax.	No	Yes
OTHER BENEFITS- monthly (ie- Cell phone allowance, AD&D, VEBA, Expense account)	AD & D \$30/year paid by county. Cell phone allowance: \$30. \$1400 into HSA.	\$250 max VEBA/yr. Cell phone allowance of \$50, Optional AD&D (EE Paid)	AD&D(\$10k)	County cell phone. AD&D - 50K.	Longevity Pay: 2.5% - 10 yrs 5% - 15 yrs 7.5% - 20 yrs	AD&D .042 per \$1k of annual earnings	\$600 Expense Acct., \$50 cell phone.	\$125 VEBA (depending on plan); County Issued Cell Phone or \$40/mo reim. EAP, AD&D \$10k
COMMENTS		\$150 opt-out benefit payment offered		Salary increase for 2nd term.	FTE data carried from prior year. PERS: GS (2) 9.24% and T-1 (1) 14.96%			

NOTES:
 * Certified Population Estimates- PSU Population Research Center
 ** County will either make the 6% PERS pension and 6% IAP account contributions or at the election of the Elected Official, a 10% contribution to a 403B plan through MissionSquare

Benton County Commissioner rate is based on tenure - currently at two term.
 Josephine County rate based on term - currently at 2 term.

ELECTED/APPOINTED OFFICIALS SURVEY FISCAL YEAR 2023-2024 : ASSESSOR IN COMPARABLE COUNTIES

ASSESSOR	Benton	Columbia	Douglas	Josephine	Linn	Marion	Polk	Yamhill
COUNTY POPULATION *	99,355	54,306	112,297	88,346	131,984	353,649	90,593	109,318
FORM OF GOVERNMENT	Home Rule	General law	General Law	Home Rule	General Law	General Law	General Law	General law
COUNTY BUDGET (million)	\$485.9	\$90.0	\$221.2	\$185.0	\$229.3	\$688.8	\$124.7	\$191.4
FTE	540.0	217.0	545.3	431.0	676.4	1,672.8	454.0	697.6
ELECTED/APPOINTED	Appointed	Elected	Elected	Elected	Elected	Elected	Elected	Elected
NUMBER HOLDING OFFICE	1	1	1	1	1	1	1	1
LAST SALARY INCREASE DATE	1/1/2024	7/1/2023	7/1/2023	1/1/2024	6/1/2023	7/1/2023	7/1/2023	7/1/2023
ANNUAL SALARY-March 2019	\$111,779.00	\$91,404.00	\$67,974.00	\$82,070.00	\$97,824.00	\$109,762.00	\$82,968.00	\$85,604.66
ANNUAL SALARY-March 2020	\$116,250.11	\$93,600.00	\$70,699.20	\$82,070.00	\$103,416.00	\$114,254.40	\$85,452.00	\$95,000.00
ANNUAL SALARY-March 2021	\$120,900.11	\$93,601.00	\$72,113.60	\$89,705.00	\$108,240.00	\$116,542.00	\$87,156.00	\$95,000.00
ANNUAL SALARY-March 2022	\$125,736.11	\$96,408.00	\$76,440.00	\$90,999.00	\$108,240.00	\$118,893.00	\$88,872.00	\$103,075.00
ANNUAL SALARY-March 2023	\$137,696.14	\$104,280.00	\$90,925.00	\$106,102.57	\$111,024.00	\$138,108.00	\$91,080.00	\$106,167.00
ANNUAL SALARY-March 2024	\$150,603.63	\$111,060.00	\$94,556.80	\$102,021.69	\$115,464.00	\$145,017.00	\$94,716.00	\$108,290.50
CHANGE IN SALARY FROM MARCH 2023	9.37%	6.50%	3.99%	-3.85%	4.00%	5.00%	3.99%	2.00%
YC AS % ABOVE OR BELOW SALARY	-39.07%	-2.56%	12.68%	5.79%	-6.62%	-33.91%	12.54%	0.00%
PERS PICK UP	6%		6%	6%	6%	6%	6%	6%
PERS IAP PICK UP?	6%	6%	6%	6%, if enrolled	6%	6%	6%	6%
OTHER RETIREMENT	3% into 457	Optional 457 Plan	No	Yes - 6% into 457b if opt out of PERS.	No	7.5% (401k)	No	10%**
CAR ALLOWANCE OR COUNTY CAR-monthly	No	No	Assigned county car if chosen	No	No	No	No	Mileage reimbursement
MEDICAL, DENTAL AND VISION CONTRIBUTION- monthly	\$1,877	\$2156.57 (Family)	Up to \$2,049.64 (EE + family coverage)	\$1,874.68	\$2,078 (EE & Family coverage)	\$1,621.00	\$1,945 (90%)	\$1,797.89 EE & Family
LIFE INSURANCE ANNUAL PREMIUM PAID BY COUNTY	\$14.40 (10k)	\$5.87/mo (40k)	\$17.88 Basic Life (\$10k)	\$67.92/annually for \$50k policy	\$122 (\$50,000 plus \$5,000 spouse)	\$0.11 per \$1k of annual earnings	\$99.36 (25k)	\$40.00 (10k)
LONG TERM DISABILITY INSURANCE % OF INCOME	67%	Optional - EE paid	60%	67%	60% up to \$2500	\$0.38 per \$100 of monthly covered payroll - County Pd.	No	No
SHORT TERM DISABILITY INSURANCE	No	Optional - EE paid	No	No	No	Yes - voluntary and based on age/income. Deducted post-tax.	No	Yes
OTHER BENEFITS- monthly (ie- Cell phone allowance, AD&D, VEBA, Expense account)	AD & D \$30/year pd by county. Cell phone \$30. \$1400 into HSA if elect HDMP.	\$250 max VEBA/yr. Cell phone allowance of \$50, Optional AD&D (EE Paid)	AD&D (\$10k)	County cell phone. AD&D - 50K.	Longevity Pay: 2.5% - 10 yrs 5% - 15 yrs 7.5% - 20 yrs	AD&D .042 per \$1k of annual earnings	\$600 Expense Acct. \$50 cell phone.	\$125 VEBA (depending on plan); County Issued Cell Phone or \$40/mo reim. EAP, AD&D \$10k
COMMENTS	NO Tax Collector Duties.	NO tax collector duties. \$150 opt-out benefit payment offered	NO Tax Collector Duties.	NO Tax Collector Duties. Assessor currently in 1st term.	Tax collector duties. FTE data carried from prior year. PERS T-1 : 14.96%	NO tax collector duties	NO tax collector duties	Tax collector duties

NOTES:

* Certified Population Estimates- PSU Population Research Center

** County will either make the 6% PERS pension and 6% IAP account contributions or at the election of the Elected Official, a 10% contribution to a 403B plan through MissionSquare

Josephine set scale for 3 terms, after 3rd term non-bargaining mngmt. COLA rates apply

ELECTED/APPOINTED OFFICIALS SURVEY FISCAL YEAR 2023-2024 : TREASURER IN COMPARABLE COUNTIES

TREASURER	Benton	Columbia	Douglas	Josephine	Linn	Marion	Polk	Yamhill
COUNTY POPULATION *	99,355	54,306	112,297	88,346	131,984	353,649	90,593	109,318
FORM OF GOVERNMENT	Home Rule	General law	General Law	Home Rule	General Law	General Law	General Law	General law
COUNTY BUDGET (million)	\$485.9	\$90.0	\$221.2	\$185.0	\$229.3	\$688.8	\$124.7	\$191.4
FTE	563.6	217.0	545.3	431.0	676.4	1,672.8	454.0	697.6
ELECTED/APPOINTED	Appointed	Elected	Elected	Elected	Elected	Elected	Elected	Elected
NUMBER HOLDING OFFICE	1	1	1	1	1	1	1	1
LAST SALARY INCREASE DATE	1/1/2024	N/A	7/1/2023	1/1/2024	6/1/2023	7/1/2023	7/1/2016	7/1/2017
ANNUAL SALARY-March 2020	N/A	NA	\$25,500.00	\$79,674.00	\$100,476.00	\$103,625.60	\$12,000.00	\$30,000.00
ANNUAL SALARY-March 2021	N/A	NA	\$26,000.00	\$86,766.00	\$105,156.00	\$105,705.00	\$12,000.00	\$30,000.00
ANNUAL SALARY-March 2022	\$162,000.00	NA	\$26,520.00	\$88,018.00	\$105,156.00	\$107,827.00	\$12,000.00	\$30,000.00
ANNUAL SALARY-March 2023	\$175,703.58	NA	\$26,520.00	\$102,625.87	\$102,720.00	\$113,232.00	\$12,000.00	\$30,000.00
ANNUAL SALARY-March 2024	\$190,698.98	NA	\$28,662.40	\$106,730.91	\$109,644.00	\$118,913.60	\$12,000.00	\$30,000.00
CHANGE IN SALARY FROM MARCH 2023	8.53%		8.08%	4.00%	6.74%	5.02%	0.00%	0.00%
YC AS % ABOVE OR BELOW SALARY	-535.66%	NA	4.46%	-255.77%	-265.48%	-296.38%	60.00%	0.00%
PERS PICK UP	6%	N/A	6%	6%	6%	6%	6%	0%
PERS IAP PICK UP	6%	N/A	6%	6%, if enrolled in PERS	6%	6%	6%	0%
OTHER RETIREMENT	3% into 457	Optional 457 Plan	No	Yes - 6% into 457b if opt out of PERS.	No	7.5% (401k)	No	10%**
CAR ALLOWANCE OR COUNTY CAR-monthly	No	N/A	Assigned county car if chose	No	No	No	No	Mileage reimbursement
MEDICAL, DENTAL AND VISION monthly employer contribution	\$1,877	NA	Up to \$2,049.64 (EE + family coverage)	\$1,874.68	\$2,053 (EE & Family coverage)	\$1,621.00	\$1,945 (90%)	N/A due to PT status
LIFE INSURANCE ANNUAL PREMIUM PAID BY COUNTY	\$14.40 (10k)	NA	\$17.88 Basic Life (\$10k)	\$67.92/annually for \$50k policy	\$122 (\$50k plus \$5k spouse)	\$0.11 per \$1k of annual earnings	\$99.36 (25k)	\$40.00 (10k)
LONG TERM DISABILITY INSURANCE % OF INCOME	67%	N/A	60%	67%	60% up to \$2500	\$0.38 per \$100 of monthly covered payroll - County Pd.	No	No
SHORT TERM DISABILITY INSURANCE	No	N/A	No	No	No	Yes - voluntary and based on age/income. Deducted post-tax.	No	Yes
OTHER BENEFITS- monthly (ie- Cell phone allowance, AD&D, VEBA, Expense account)	AD & D \$30/year paid by county. Cell phone allowance: \$30. \$1400 into HSA.	N/A	AD&D (\$10k)	6% into 457b if opt out of PERS. County cell phone. AD&D - 50K.	Longevity Pay: 2.5% - 10 yrs 5% - 15 yrs 7.5% - 20 yrs \$40 Cell Phone	AD&D .042 per \$1k of annual earnings		County Issued Cell Phone or \$40/mo. EAP, AD&D \$10k
COMMENTS	Duties performed by CFO.	Tax Collector is current Treasurer, will be going back to Finance Director now that Director is a county resident	Many duties moved to CFO- reduction in FTE of treasurer position in 2018.		FTE data carried from prior year. PERS T-1 : 14.96%		Position was reduced to .2 FTE in 2016	Part Time Position (.4 FTE)

Notes:
 * Certified Population Estimates- PSU Population Research Center
 ** County will either make the 6% PERS pension and 6% IAP account contributions or at the election of the Elected Official, a 10% contribution to a 403B plan through MissionSquare

Marion Co. - Consolidated organizationally and budgetarily with the Finance Dept. as of 01/01/22

NOTES FOR YAMHILL COUNTY TREASURER

Treasurer received an increase to current salary in 2015
 Treasurer received an increase to current salary in 2017 of 7.14%
 Salary rate was originally determined base on .25 FTE of the Treasurer's salary when position was full-time (prior to 2013). Position reduced to less than full time when functions absorbed into Finance Department.

ELECTED/APPOINTED OFFICIALS SURVEY FISCAL YEAR 2023-2024 - CLERK IN COMPARABLE COUNTIES

CLERK	Benton	Columbia	Douglas	Josephine	Linn	Marion	Polk	Yamhill
COUNTY POPULATION *	99,355	54,306	112,297	88,346	131,984	353,649	90,593	109,318
FORM OF GOVERNMENT	Home Rule	General law	General Law	Home Rule	General Law	General Law	General Law	General law
COUNTY BUDGET (million)	\$485.9	\$90.0	\$221.2	\$185.0	\$229.3	\$688.0	\$124.7	\$191.4
FTE	540.0	217.0	545.3	431.0	676.4	1,672.8	454.0	697.6
ELECTED/APPOINTED	Appointed	Elected	Elected	Elected	Elected	Elected	Elected	Elected
NUMBER HOLDING OFFICE	1	1	1	1	1	1	1	1
LAST SALARY INCREASE DATE	7/1/2024	7/1/2023	7/1/2023	1/1/2024	6/1/2023	7/1/2023	7/1/2022	7/9/2023
ANNUAL SALARY-March 2020	\$122,490.00	\$88,224.00	\$68,848.00	\$78,127.00	\$103,140.00	\$102,211.20	\$84,420.00	\$79,574.00
ANNUAL SALARY-March 2021	\$126,164.81	\$88,224.00	\$70,220.80	\$82,877.00	\$107,952.00	\$104,270.00	\$86,112.00	\$79,574.00
ANNUAL SALARY-March 2022	\$129,949.75	\$90,876.00	\$73,549.00	\$84,072.00	\$107,952.00	\$106,371.00	\$87,840.00	\$82,359.00
ANNUAL SALARY-March 2023	\$140,942.20	\$98,292.00	\$82,659.00	\$94,255.40	\$105,432.00	\$121,224.00	\$90,036.00	\$82,359.00
ANNUAL SALARY-March 2024	\$158,267.20	\$104,676.00	\$85,966.40	\$98,025.62	\$109,644.00	\$127,296.00	\$93,636.00	\$92,000.00
CHANGE IN SALARY FROM MARCH 2023	12.29%	6.49%	4.00%	4.00%	3.99%	5.01%	4.00%	11.71%
YC AS % ABOVE OR BELOW SALARY	-72.03%	-13.78%	6.56%	-6.55%	-19.18%	-38.37%	-1.78%	0.00%
PERS PICK UP	6%		6%	6%	6%	6%	6%	6%
PERS IAP PICK UP	6%	6%	6%	6%, if enrolled in PERS	6%	6%	6%	6%
OTHER RETIREMENT	3% into 457	Optional 457 Plan	No	Yes - 6% into 457b if opt out of PERS.	No	7.5% (401k)	No	10%**
CAR ALLOWANCE OR COUNTY CAR-monthly	No	No	Assigned county car if chose	No	No	No	No	Mileage reimbursement
MEDICAL, DENTAL AND VISION monthly employer contribution	\$1,877	\$2156.57 (Family)	Up to \$2,049.64 (EE + family coverage)	\$1,874.68	\$994.00	\$1,621.00	\$1,945 (90%)	\$1,797.89 EE & Family
LIFE INSURANCE ANNUAL PREMIUM PAID BY COUNTY AND AMOUNT OF COVERAGE	\$14.40 (10k)	\$5.87/mo (40k)	\$17.88 Basic Life (\$10k)	\$67.92/annually for \$50k policy	\$122 (\$50k plus \$5k spouse)	\$0.11 per \$1k of annual earnings	\$99.36 (25k)	\$40.00 (10k)
LONG TERM DISABILITY INSURANCE % OF INCOME	67%	Optional - EE paid	60%	67%	60% up to \$2500	\$0.38 per \$100 of monthly covered payroll - County Pd.	No	No
SHORT TERM DISABILITY INSURANCE	No	Optional - EE paid	No	No	No	Yes - voluntary and based on age/income. Deducted post-tax.	No	Yes
OTHER BENEFITS- monthly (ie- Cell phone allowance, AD&D, VEBA, Expense account)	AD & D \$30/year paid by county. Cell phone allowance: \$30. \$1400 into HSA.	\$250 max VEBA/yr. Cell phone allowance of \$50	AD&D(\$10k)	6% into 457b if opt out of PERS. County cell phone. AD&D - 50K.	Longevity Pay: 2.5% - 10 yrs 5% - 15 yrs 7.5% - 20 yrs \$40 Cell Phone	AD&D .042 per \$1k of annual earnings	\$250 Expense Acct.	\$125 VEBA (depending on plan); County Issued Cell Phone or \$40/mo reim. EAP, AD&D \$10k
COMMENTS	Election / Recording duties.	Election duties. \$150 opt-out benefit payment offered	Election / Recording duties.	Election / Recording duties.	FTE data carried from prior year. PERS T-1 : 14.96%		Election / Recording duties	Election / Recording duties

Notes:

* Certified Population Estimates- PSU Population

** County will either make the 6% PERS pension and 6% IAP account contributions or at the election of the Elected Official, a 10% contribution to a 401B through ICMA-RC

ELECTED/APPOINTED OFFICIALS SURVEY FISCAL YEAR 2023-2024 : SHERIFF IN COMPARABLE COUNTIES

SHERIFF	Benton	Columbia	Douglas	Josephine	Linn	Marion	Polk	Yamhill
COUNTY POPULATION *	99,355	54,306	112,297	88,346	131,984	353,649	90,593	109,318
FORM OF GOVERNMENT	Home Rule	General Law	General Law	Home Rule	General Law	General Law	General Law	General Law
COUNTY BUDGET (million)	\$485.9	\$90.0	\$221.2	\$185.0	\$229.3	\$688.8	\$124.7	\$191.4
FTE	540.0	217.0	545.3	431.0	676.4	1,672.8	454.0	697.6
ELECTED/APPOINTED	Elected	Elected	Elected	Elected	Elected	Elected	Elected	Elected (Currently appointed)
NUMBER HOLDING OFFICE	1	1	1	1	1	1	1	1
LAST SALARY INCREASE DATE	1/1/2024	7/1/2023	7/1/2023	1/1/2024	6/1/2023	7/1/2023	7/1/2023	12/24/2023
ANNUAL BASE SALARY-March 2020	N/A	\$104,748	\$114,400	\$98,847	\$132,744	\$159,411	\$103,800	\$114,557
ANNUAL BASE SALARY-March 2021	\$126,970	\$104,748	\$125,840	\$108,023	\$138,924	\$161,324	\$109,200	\$124,295
ANNUAL BASE SALARY-March 2022	\$130,133	\$109,980	\$129,626	\$110,349	\$138,924	\$164,570	\$112,476	\$134,859
ANNUAL BASE SALARY-March 2023	\$138,051	\$120,096	\$140,150	\$128,663	\$139,584	\$178,776	\$119,400	\$150,319
ANNUAL BASE SALARY-March 2024	\$199,157	\$137,039	\$148,554	\$133,809	\$143,722	\$187,720	\$124,176	\$155,599
CHANGE IN SALARY FROM MARCH 2023	44.26%	14.11%	6.00%	4.00%	2.96%	5.00%	4.00%	3.51%
YC AS % ABOVE OR BELOW SALARY	-27.99%	11.93%	4.53%	14.00%	7.63%	-20.64%	20.19%	0.00%
PERS PICK UP	6%	6%	6%	6%	6%	6%	6%	6%
PERS IAP PICK UP	6%	6%	6%	6%, if enrolled in PERS	6%	6%	6%	6%
OTHER RETIREMENT	3% into 457	No	No	Yes (see below)	3% 457 plan	7.5% (401k)	No	No
CAR ALLOWANCE OR COUNTY ISSUED CAR	No	Issued Car	Issued Car	Issued Car	Issued Car	No	No	Issued Car
MEDICAL, DENTAL AND VISION monthly employer contribution	\$1,877	\$2156.57 (Family)	Up to \$2,049.64 (EE + family coverage)	\$1,874.68	\$2,928.00	\$1,621.00	\$1,945 (90%)	\$2,203.52 EE & Family
Life Insurance Premium paid by County and Amount of Coverage	\$14.40 (10k)	\$5.87/mo (40k) + 10k Statutory Life	\$17.88 Basic Life (\$10k)	\$67.92/annually for \$50k policy	\$122 (\$50k plus \$5k spouse)	\$0.11 per \$1k of annual earnings	\$99.36 (25k)	\$43.2 (10k)
LONG TERM DISABILITY INSURANCE % OF INCOME	67%	Optional - EE paid	60%	67%	60% up to \$2500	\$0.38 per \$100 of monthly covered payroll - County Pd.	No	Yes
SHORT TERM DISABILITY INSURANCE	No	Optional - EE paid	No	No	No	Yes - voluntary and based on age/income. Deducted post-tax.	No	Yes
OTHER BENEFITS- monthly (ie- Cell phone allowance, AD&D, VEBA, Expense account)	AD & D \$30/year paid by county. Cell phone allowance: \$30. \$1400 into HSA.	\$250 max VEBA/yr. Cell phone allowance \$50, Optional AD&D (EE Paid)	AD&D(\$10k)	6% into 457b if opt out of PERS. County cell phone. AD&D - 50K.	Longevity Pay: 2.5% - 10 yrs 5% - 15 yrs 7.5% - 20 yrs Cell phone \$55 1% HRA VEBA,	AD&D .042 per \$1k of annual earnings	\$250 Expense Acct.	\$100 VEBA. Cell phone \$40. AD&D \$10k. Education, longevity, and certification incentives.
COMMENTS		\$150 opt-out benefit payment offered			FTE data carried from prior year. PERS: T-2 14.96%			Per OAR & Compensation Committee, salary to be more than highest paid SO employee, which is the Under Sheriff. Does not include incentive payments.

NOTES:
 * Certified Population Estimates- PSU Population Research Center
 Per ORS 204.112 (4): "...the Sheriff's salary shall be fixed in an amount which is not less than that for any member of the sheriff's department."

	CURRENT							
	Sheriff		Undersheriff		Captain (PATROL)		Captain (JAIL)	
Base Annual	\$155,599.00		\$152,729.90		\$125,728.00		\$125,728.00	
Base Monthly	\$12,966.58		\$12,727.49		\$10,477.33		\$10,477.33	
Education incentive (AA - BA / BS)	\$518.66	4%	\$509.10	4%	\$628.64	6%	\$419.09	4%
Longevity	\$0.00	0%	\$127.27	1%	\$104.77	1%	\$0.00	0%
Bilingual (2%)	\$0.00	0%	\$0.00	0%	\$0.00	0%	\$0.00	0%
DPSST Advanced (6%)	\$778.00	6%	\$763.65	6%	\$628.64	6%	\$0.00	0%
Monthly with Roll ups	\$14,263.24		\$14,127.52		\$11,839.39		\$10,896.43	
Annual with Roll ups	\$171,158.90		\$169,530.19		\$142,072.64		\$130,757.12	

ELECTED/APPOINTED OFFICIALS SURVEY FISCAL YEAR 2023-2024 : DISTRICT ATTORNEY IN COMPARABLE COUNTIES

DISTRICT ATTORNEY	Benton	Columbia	Douglas	Josephine	Linn	Marion	Polk	Yamhill
COUNTY POPULATION *	99,355	54,306	112,297	88,346	131,984	353,649	90,593	109,318
FORM OF GOVERNMENT	Home Rule	General law	General Law	Home Rule	General Law	General Law	General Law	General law
COUNTY BUDGET (million)	\$485.9	\$90.0	\$221.2	\$185.0	\$229.3	\$688.8	\$124.7	\$191.4
FTE	540.0	217.0	545.3	431.0	676.4	1,672.8	454.0	697.6
ELECTED/APPOINTED	Elected	Elected	Elected	Elected	Elected	Elected	Elected	Elected
NUMBER HOLDING OFFICE	1	1	1	1	1	1	1	1
Stipend Paid by County (in addition to state funds)	\$53,605.00	\$20,907.00	\$48,506.60	\$29,962.07	\$23,532.00	\$53,851.20	\$18,000.00	\$30,000.00
State Funding (based on County population)	\$112,740.00	\$107,628.00	\$126,672.00	\$107,628.00	\$126,672.00	\$126,672.00	\$107,628.00	\$126,672.00
ANNUAL SALARY-March 2020	\$157,123.00	\$126,060.00	\$152,880.00	\$130,392.00	\$148,296.00	\$165,027.00	\$122,628.00	\$146,366.00
ANNUAL SALARY-March 2021	\$162,730.00	\$126,060.00	\$165,494.48	\$133,973.00	\$149,304.00	\$165,027.00	\$123,228.00	\$152,366.00
ANNUAL SALARY-March 2022	\$163,480.00	\$126,612.00	\$166,275.20	\$134,353.00	\$149,304.00	\$165,797.00	\$123,828.00	\$152,366.00
ANNUAL SALARY-March 2023	\$163,987.00	\$127,368.00	\$167,502.40	\$136,437.68	\$149,304.00	\$174,137.00	\$124,428.00	\$156,672.00
ANNUAL SALARY-March 2024	\$166,345.00	\$128,535.00	\$175,178.60	\$137,590.07	\$150,204.00	\$180,523.20	\$125,628.00	\$156,672.00
CHANGE IN SALARY FROM MARCH 2023	1.44%	0.92%	4.58%	0.84%	0.60%	3.67%	0.96%	0.00%
YC AS % ABOVE OR BELOW SALARY	-6.17%	17.96%	-11.81%	12.18%	4.13%	-15.22%	19.81%	0.00%
PERS PICK UP	No		No	6%	6%	6%	6%	No
PERS IAP PICK UP	No	Yes	No	6%, if enrolled in PERS	6%	6%	6%	No
OTHER RETIREMENT	No	Optional 457 Plan	No	Optional 457 plan	No	7.5% (401k)	No	No
CAR ALLOWANCE OR COUNTY CAR-monthly	No	No	No	No	No	No	No	No
MEDICAL, DENTAL AND VISION CONTRIBUTION- monthly	Paid by State	No	Paid by State	Paid by State	Paid by State	\$1,621.00	Paid by State	Paid by State
LIFE INSURANCE % OF INCOME	No	No	\$17.88 Basic Life (10k)	No	\$122 (\$50k plus \$5k spouse)	\$0.11 per \$1k of annual earnings	No	No
LONG TERM DISABILITY INSURANCE % OF INCOME	No	No	60%	66.67%	60% up to \$2500	\$0.38 per \$100 of monthly covered payroll - County Pd.	No	No
SHORT TERM DISABILITY INSURANCE	No	No	No	No	No	Yes - voluntary and based on age/income. Deducted post-tax.	No	No
OTHER BENEFITS- monthly	No	No	AD&D(\$10k)	No	Longevity Pay: 2.5% - 10 yrs 5% - 15 yrs 7.5% - 20 yrs Cell phone \$40	AD&D .042 per \$1k of annual earnings	No	No
Comments:					FTE data carried from prior year. PERS: T-2 14.96%			

NOTES:

* Certified Population Estimates- PSU Population Research Center

Last State Funding increase in 2014 was the result of the County's population going over 100,000.