

**MINUTES**  
**COMPENSATION COMMITTEE**  
**April 30, 2025**      9:00 a.m.

Room 32, Courthouse  
Virtual meeting via Zoom

PRESENT: Anton Bakker, Gregory Thorsgard, and Jason Fields

STAFF: Ken Huffer, Mary Starrett, Kit Johnston, David “Bubba” King, Jessica Andre, Bailey Barnhart, Megan Marasco, Mikalie Moreno, Patricia Rojas, Sam Elliott, Kate Lynch, Keri Hinton, Tara Williams, Mike Barnhart, Mike Browne, Lindsey Manfrin, and Derrick Wharff. Justin Hogue participated via Zoom.

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Former Chair: Denny Elmer

*Note: The Compensation Committee meeting was called to order by the Secretary due to the resignation of the Chair.*

Secretary Gregory Thorsgard called the meeting to order at 9:00 a.m.

1. Election of new Chair and Secretary

Anton Bakker motioned to appoint Jason Fields as Chair of the Compensation Committee. Gregory Thorsgard seconded. The motion passed, Mr. Bakker, Mr. Fields, and Mr. Thorsgard voting aye.

Jason Fields motioned to appoint Anton Bakker as Secretary. Gregory Thorsgard seconded the motion. The motion passed, Mr. Fields and Mr. Thorsgard voting aye. Mr. Bakker abstained.

2. Consideration of approval of Compensation Committee minutes from May 1, 2024

Gregory Thorsgard moved approval of the minutes. Anton Bakker seconded the motion. The motion passed, Mr. Thorsgard, Mr. Bakker 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. Before closing public comments, Mr. Wharff added that his increase request was already calculated into his balanced budget.

**Clerk** – Keri Hinton requested a 5% Cost of Living Adjustment (COLA) and a 1.5% longevity increase. Ms. Hinton added that these increases would be covered in her budget via personnel cost savings.

**Sheriff** – Sheriff Sam Elliott stated he did not prepare a compensation request but noted that there was a 0.01% difference between the Sheriff's and the Undersheriff's salary. Sheriff Elliot's salary was adjusted twice in the last year to mitigate compression issues. When pressed by Mr. Fields for a proposed salary increase, Sheriff Elliott responded with a 10% estimate but added that his focus remained on prioritizing the addback requests to support the department funding needs.

The public hearing was closed, and the meeting was recessed at 10:28 a.m. and reconvened at 10:37 a.m. at the point of Deliberations.

Prior to deliberations, Mr. Thorsgard addressed the 10-year Revenue to Expense chart provided in Mr. Huffer's presentation that highlighted the offset percentage in this year's projected budget between expenses and revenue which was 13% versus 31% in 2017-18. Mr. Thorsgard encouraged department heads to review spending objectives collectively with the budget officer as they relate to the overall county expenses and revenues to stabilize future reserves.

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

Mr. Fields recommended the **Commissioner's** salary remain flat. Mr. Bakker made a motion to increase the Commissioner's salary by 3% annually. Mr. Thorsgard seconded Mr. Bakker's motion. The motion passed, Mr. Bakker and Mr. Thorsgard voting aye, Mr. Fields voting nay.

Mr. Bakker made a motion to recommend increasing the **Assessor's** salary by 6%. There was no second motion. After discussion, Mr. Fields moved approval of a 6.5% increase. Mr. Bakker seconded the motion. The motion passed, Mr. Bakker and Mr. Fields voting aye, Mr. Thorsgard voting nay.

Mr. Bakker made a motion to recommend a 6.5% increase and a temporary 10% overtime increase during presidential election years to the **Clerk's** annual salary. Ken Huffer noted that approvals made in Compensation Committee meetings would not carry over beyond 12 months. Mr. Bakker asked for the recommendation be added to the minutes for consideration in an election. Mr. Bakker restated his recommendation of a 6.5% increase to the Clerk's salary and proposed to add a temporary 10% overtime increase during presidential election years. There was no second motion. After deliberation, Mr. Fields made a motion to recommend a 6.5% salary increase. Mr. Thorsgard seconded the motion. After discussion, the motion passed unanimously.

There was no salary increase requested by the District Attorney Kate Lynch. Mr. Bakker moved to recommend no changes to the **District Attorney's** salary. Mr. Thorsgard seconded the motion. The motion passed unanimously.

Mr. Bakker moved to recommend no increase to the **Treasurer's** salary. Mr. Fields seconded the motion. The motion passed, Mr. Bakker and Mr. Fields voting aye. Mr. Thorsgard abstained from the discussion and the vote.

There being no other business the meeting adjourned at 11:22 a.m.

Carolina Rook  
Secretary

YAMHILL COUNTY COMPENSATION COMMITTEE

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Chair

DRAFT

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

<b>COMMISSIONER</b>	<b>Benton</b>	<b>Columbia</b>	<b>Douglas</b>	<b>Josephine</b>	<b>Linn</b>	<b>Marion</b>	<b>Polk</b>	<b>Yamhill</b>
<b>COUNTY POPULATION *</b>	99,355	54,306	112,297	88,346	131,984	353,649	90,593	109,318
<b>FORM OF GOVERNMENT</b>	Home Rule	General law	General Law	Home Rule	General Law	General Law	General Law	General law
<b>COUNTY BUDGET (million)</b>	\$485.9	\$90.0	\$221.2	\$185.0	\$229.3	\$688.8	\$124.7	\$191.4
<b>FTE</b>	540.0	217.0	545.3	431.0	676.4	1,672.8	454.0	697.6
<b>ELECTED/APPOINTED</b>	Elected	Elected	Elected	Elected	Elected	Elected	Elected	Elected
<b>NUMBER HOLDING OFFICE</b>	3	3	3	3	3	3	3	3
<b>LAST SALARY INCREASE DATE</b>	<b>7/1/2023</b>	<b>7/1/2023</b>	<b>7/1/2023</b>	<b>1/1/2024</b>	<b>6/1/2023</b>	<b>7/1/2023</b>	<b>7/1/2023</b>	<b>7/1/2020</b>
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
<b>ANNUAL SALARY-March 2024</b>	<b>\$100,792</b>	<b>\$111,060</b>	<b>\$109,928</b>	<b>\$95,771</b>	<b>\$109,644</b>	<b>\$121,077</b>	<b>\$82,560</b>	<b>\$78,265</b>
<b>CHANGE IN SALARY FROM MARCH 2023</b>	<b>4.60%</b>	<b>6.50%</b>	<b>6.01%</b>	<b>4.00%</b>	<b>3.99%</b>	<b>5.01%</b>	<b>4.01%</b>	<b>0.00%</b>
<b>YC AS % ABOVE OR BELOW SALARY</b>	<b>-28.78%</b>	<b>-41.90%</b>	<b>-40.46%</b>	<b>-22.37%</b>	<b>-40.09%</b>	<b>-54.70%</b>	<b>-5.49%</b>	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**

<b>ASSESSOR</b>	<b>Benton</b>	<b>Columbia</b>	<b>Douglas</b>	<b>Josephine</b>	<b>Linn</b>	<b>Marion</b>	<b>Polk</b>	<b>Yamhill</b>
<b>COUNTY POPULATION *</b>	99,355	54,306	112,297	88,346	131,984	353,649	90,593	109,318
<b>FORM OF GOVERNMENT</b>	Home Rule	General law	General Law	Home Rule	General Law	General Law	General Law	General law
<b>COUNTY BUDGET (million)</b>	\$485.9	\$90.0	\$221.2	\$185.0	\$229.3	\$688.8	\$124.7	\$191.4
<b>FTE</b>	540.0	217.0	545.3	431.0	676.4	1,672.8	454.0	697.6
<b>ELECTED/APPOINTED</b>	Appointed	Elected	Elected	Elected	Elected	Elected	Elected	Elected
<b>NUMBER HOLDING OFFICE</b>	1	1	1	1	1	1	1	1
<b>LAST SALARY INCREASE DATE</b>	<b>1/1/2024</b>	<b>7/1/2023</b>	<b>7/1/2023</b>	<b>1/1/2024</b>	<b>6/1/2023</b>	<b>7/1/2023</b>	<b>7/1/2023</b>	<b>7/1/2023</b>
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
<b>ANNUAL SALARY-March 2024</b>	<b>\$150,603.63</b>	<b>\$111,060.00</b>	<b>\$94,556.80</b>	<b>\$102,021.69</b>	<b>\$115,464.00</b>	<b>\$145,017.00</b>	<b>\$94,716.00</b>	<b>\$108,290.50</b>
<b>CHANGE IN SALARY FROM MARCH 2023</b>	<b>9.37%</b>	<b>6.50%</b>	<b>3.99%</b>	<b>-3.85%</b>	<b>4.00%</b>	<b>5.00%</b>	<b>3.99%</b>	<b>2.00%</b>
<b>YC AS % ABOVE OR BELOW SALARY</b>	<b>-39.07%</b>	<b>-2.56%</b>	<b>12.68%</b>	<b>5.79%</b>	<b>-6.62%</b>	<b>-33.91%</b>	<b>12.54%</b>	<b>0.00%</b>
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**

<b>TREASURER</b>	<b>Benton</b>	<b>Columbia</b>	<b>Douglas</b>	<b>Josephine</b>	<b>Linn</b>	<b>Marion</b>	<b>Polk</b>	<b>Yamhill</b>
<b>COUNTY POPULATION *</b>	99,355	54,306	112,297	88,346	131,984	353,649	90,593	109,318
<b>FORM OF GOVERNMENT</b>	Home Rule	General law	General Law	Home Rule	General Law	General Law	General Law	General law
<b>COUNTY BUDGET (million)</b>	\$485.9	\$90.0	\$221.2	\$185.0	\$229.3	\$688.8	\$124.7	\$191.4
<b>FTE</b>	563.6	217.0	545.3	431.0	676.4	1,672.8	454.0	697.6
<b>ELECTED/APPOINTED</b>	Appointed	Elected	Elected	Elected	Elected	Elected	Elected	Elected
<b>NUMBER HOLDING OFFICE</b>	1	1	1	1	1	1	1	1
<b>LAST SALARY INCREASE DATE</b>	1/1/2024	N/A	<b>7/1/2023</b>	<b>1/1/2024</b>	<b>6/1/2023</b>	<b>7/1/2023</b>	<b>7/1/2016</b>	<b>7/1/2017</b>
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
<b>ANNUAL SALARY-March 2024</b>	<b>\$190,698.98</b>	NA	<b>\$28,662.40</b>	<b>\$106,730.91</b>	<b>\$109,644.00</b>	<b>\$118,913.60</b>	<b>\$12,000.00</b>	<b>\$30,000.00</b>
<b>CHANGE IN SALARY FROM MARCH 2023</b>	8.53%		8.08%	4.00%	6.74%	5.02%	0.00%	0.00%
<b>YC AS % ABOVE OR BELOW SALARY</b>	<b>-535.66%</b>	NA	<b>4.46%</b>	<b>-255.77%</b>	<b>-265.48%</b>	<b>-296.38%</b>	<b>60.00%</b>	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**

<b>CLERK</b>	<b>Benton</b>	<b>Columbia</b>	<b>Douglas</b>	<b>Josephine</b>	<b>Linn</b>	<b>Marion</b>	<b>Polk</b>	<b>Yamhill</b>
<b>COUNTY POPULATION *</b>	99,355	54,306	112,297	88,346	131,984	353,649	90,593	109,318
<b>FORM OF GOVERNMENT</b>	Home Rule	General law	General Law	Home Rule	General Law	General Law	General Law	General law
<b>COUNTY BUDGET (million)</b>	\$485.9	\$90.0	\$221.2	\$185.0	\$229.3	\$688.0	\$124.7	\$191.4
<b>FTE</b>	540.0	217.0	545.3	431.0	676.4	1,672.8	454.0	697.6
<b>ELECTED/APPOINTED</b>	Appointed	Elected	Elected	Elected	Elected	Elected	Elected	Elected
<b>NUMBER HOLDING OFFICE</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>
<b>LAST SALARY INCREASE DATE</b>	<b>7/1/2024</b>	<b>7/1/2023</b>	<b>7/1/2023</b>	<b>1/1/2024</b>	<b>6/1/2023</b>	<b>7/1/2023</b>	<b>7/1/2022</b>	<b>7/9/2023</b>
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
<b>ANNUAL SALARY-March 2024</b>	<b>\$158,267.20</b>	<b>\$104,676.00</b>	<b>\$85,966.40</b>	<b>\$98,025.62</b>	<b>\$109,644.00</b>	<b>\$127,296.00</b>	<b>\$93,636.00</b>	<b>\$92,000.00</b>
<b>CHANGE IN SALARY FROM MARCH 2023</b>	<b>12.29%</b>	<b>6.49%</b>	<b>4.00%</b>	<b>4.00%</b>	<b>3.99%</b>	<b>5.01%</b>	<b>4.00%</b>	<b>11.71%</b>
<b>YC AS % ABOVE OR BELOW SALARY</b>	<b>-72.03%</b>	<b>-13.78%</b>	<b>6.56%</b>	<b>-6.55%</b>	<b>-19.18%</b>	<b>-38.37%</b>	<b>-1.78%</b>	<b>0.00%</b>
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**

<b>SHERIFF</b>	<b>Benton</b>	<b>Columbia</b>	<b>Douglas</b>	<b>Josephine</b>	<b>Linn</b>	<b>Marion</b>	<b>Polk</b>	<b>Yamhill</b>
<b>COUNTY POPULATION *</b>	99,355	54,306	112,297	88,346	131,984	353,649	90,593	109,318
<b>FORM OF GOVERNMENT</b>	Home Rule	General Law	General Law	Home Rule	General Law	General Law	General Law	General Law
<b>COUNTY BUDGET (million)</b>	\$485.9	\$90.0	\$221.2	\$185.0	\$229.3	\$688.8	\$124.7	\$191.4
<b>FTE</b>	540.0	217.0	545.3	431.0	676.4	1,672.8	454.0	697.6
<b>ELECTED/APPOINTED</b>	Elected	Elected	Elected	Elected	Elected	Elected	Elected	Elected (Currently appointed)
<b>NUMBER HOLDING OFFICE</b>	1	1	1	1	1	1	1	1
<b>LAST SALARY INCREASE DATE</b>	<b>1/1/2024</b>	<b>7/1/2023</b>	<b>7/1/2023</b>	<b>1/1/2024</b>	<b>6/1/2023</b>	<b>7/1/2023</b>	<b>7/1/2023</b>	<b>12/24/2023</b>
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
<b>ANNUAL BASE SALARY-March 2024</b>	<b>\$199,157</b>	<b>\$137,039</b>	<b>\$148,554</b>	<b>\$133,809</b>	<b>\$143,722</b>	<b>\$187,720</b>	<b>\$124,176</b>	<b>\$155,599</b>
<b>CHANGE IN SALARY FROM MARCH 2023</b>	44.26%	14.11%	6.00%	4.00%	2.96%	5.00%	4.00%	3.51%
<b>YC AS % ABOVE OR BELOW SALARY</b>	<b>-27.99%</b>	<b>11.93%</b>	<b>4.53%</b>	<b>14.00%</b>	<b>7.63%</b>	<b>-20.64%</b>	<b>20.19%</b>	<b>0.00%</b>
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."

	<b>CURRENT</b>							
	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	<b>\$171,158.90</b>		\$169,530.19		\$142,072.64		\$130,757.12	

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

<b>DISTRICT ATTORNEY</b>	<b>Benton</b>	<b>Columbia</b>	<b>Douglas</b>	<b>Josephine</b>	<b>Linn</b>	<b>Marion</b>	<b>Polk</b>	<b>Yamhill</b>
<b>COUNTY POPULATION *</b>	99,355	54,306	112,297	88,346	131,984	353,649	90,593	109,318
<b>FORM OF GOVERNMENT</b>	Home Rule	General law	General Law	Home Rule	General Law	General Law	General Law	General law
<b>COUNTY BUDGET (million)</b>	\$485.9	\$90.0	\$221.2	\$185.0	\$229.3	\$688.8	\$124.7	\$191.4
<b>FTE</b>	540.0	217.0	545.3	431.0	676.4	1,672.8	454.0	697.6
<b>ELECTED/APPOINTED</b>	Elected	Elected	Elected	Elected	Elected	Elected	Elected	Elected
<b>NUMBER HOLDING OFFICE</b>	1	1	1	1	1	1	1	1
<b>Stipend Paid by County (in addition to state funds)</b>	<b>\$53,605.00</b>	<b>\$20,907.00</b>	<b>\$48,506.60</b>	<b>\$29,962.07</b>	<b>\$23,532.00</b>	<b>\$53,851.20</b>	<b>\$18,000.00</b>	<b>\$30,000.00</b>
<b>State Funding (based on County population)</b>	\$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
<b>ANNUAL SALARY-March 2024</b>	<b>\$166,345.00</b>	<b>\$128,535.00</b>	<b>\$175,178.60</b>	<b>\$137,590.07</b>	<b>\$150,204.00</b>	<b>\$180,523.20</b>	<b>\$125,628.00</b>	<b>\$156,672.00</b>
<b>CHANGE IN SALARY FROM MARCH 2023</b>	1.44%	0.92%	4.58%	0.84%	0.60%	3.67%	0.96%	0.00%
<b>YC AS % ABOVE OR BELOW SALARY</b>	<b>-6.17%</b>	<b>17.96%</b>	<b>-11.81%</b>	<b>12.18%</b>	<b>4.13%</b>	<b>-15.22%</b>	<b>19.81%</b>	<b>0.00%</b>
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.