

**MINUTES
COMPENSATION COMMITTEE**

May 6, 2015 9:00 a.m.

Room 32, Courthouse

PRESENT: Compensation Committee members Chris McLaran, Shelley Halleman, and Angel Aguiar.

Staff: Laura Tschabold, Ken Huffer, Becky Weaver, Tim Svenson, Scott Maytubby, Brian Van Bergen, Allen Springer, Mary Starrett, and Stan Primozych.

Guests: Nicole Montesano, News-Register.

Former chair: Angel Aguiar

Angel called the meeting to order at 9:02 a.m.

1. Election of new chair.

Chris McLaran nominated Shelley Halleman as chair of the Compensation Committee. Angel seconded the motion. The motion passed unanimously.

2. Consideration of approval of Compensation Committee minutes from May 7, 2014.

Angel moved approval of the minutes. Chris seconded the motion. The motion passed unanimously.

3. Consideration of compensation rates for elected officials.

a. Staff Report - Ken Huffer reviewed the Elected Officials' salary studies. (Exhibit A). He noted that the Commissioner's salary has remained the same since 2012 and provided a comparison between counties. Shelley asked Ken if the information is based on population or geographical location. Laura clarified that it is based on an old YCEA contract partially on population, proximity and size of budget but said that it may need to move in a different direction in the future because of recent negotiations with YCEA. She said that the group decided to delete the comparable named counties and if they were to use comparable counties again, to look at them fresh each year.

Ken stated that last year the Assessor was approved a 3% increase.

Ken also noted that the Treasurer's numbers look skewed because Yamhill County's position is only a part-time position. Chris asked if there is a list of duties from other counties that our Treasurer is not responsible for. Laura stated that it is highly variable and the trend is

that county treasurer positions are becoming part-time.

Ken noted that last year, the Compensation Committee recommended a 3% increase for fiscal year 2014-15 however the Clerk only accepted a 1% increase.

Ken stated that per ORS 204.112(4) the Sheriff's salary should not be less than that of any member of the Sheriff's Office. There was further discussion regarding increasing the Sheriff's salary so as to make sure his salary is more than the highest paid captain.

Ken noted that the District Attorney's last state funding increase was in 2014 as the result of the County's population being more than 100,000.

b. Public Comment

Assessor: Scott Maytubby said that he is asking for a 5% increase in his salary and feels that would most certainly be an adequate wage to compensate for covering the tax collector duties. Scott listed the tax collector's duties including foreclosures, reports, notifications, bankruptcies, joint rates amongst other counties, knocking on doors to help homeowners with resources to help them maintain their property, etc. Shelley asked if when he took office, if he ran for Assessor *and* Tax Collector. Scott stated that he knew he would be working closely with the Tax Collector but only ran for Assessor.

Sheriff: Tim Svenson discussed past and current rates referring to the Elected Officials survey. He made a recommendation to set a standard step where the Sheriff would be just above the highest paid employee in the Sheriff's Office leaving him at Step 8, and increasing his salary by 5% with a 2.4% COLA.

Allen state that Scott is the only elected official closest to the comparables of other counties compared to the rest of the elected officials. He would be in favor of moving forward with Scott's request of a 3% increase. He added that Tim just came into office and so far has ramped up and done a good job; therefore he would recommend a 3% increase.

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

Angel moved to keep the **Commissioners'** salary at the current rate. Shelley seconded the motion. The motion passed unanimously.

Chris moved to increase the **Treasurer's** salary to \$28,000. Angel seconded the motion. The motion passed unanimously.

Angel moved to maintain the **Clerk's** salary flat. Chris seconded the motion. The motion passed unanimously.

Angel referred back to last year's minutes and stated that holding the Assessor's salary flat should not be an option. He expressed his appreciation for all the work he's done and would

like to consider incremental increases, such as an increase in the range of 3% - 5%. Chris stated that he would be more in agreement with a COLA increase rather than a 3% - 5% salary increase, but that he could support a 1.5% salary increase; Angel's motion was not seconded. Chris moved to increase the **Assessor's** salary by 1.5%, which would result in a total salary of \$77,696. Shelley seconded the motion. The motion passed unanimously.

Chris moved to increase the **Sheriff's** salary to stay in compliance with ORS 204.112(4) and a salary of \$89,930 beginning January 1, 2016. Angel seconded the motion. The motion passed unanimously.

There being no other business, the meeting adjourned at 10:22 a.m.

Lucy Flores Mendez
Secretary

YAMHILL COUNTY COMPENSATION COMMITTEE

Chair

ELECTED/APPOINTED OFFICIALS SURVEY FISCAL YEAR 2014-2015 - COMMISSIONER IN COMPARABLE COUNTIES

COMMISSIONER	Benton	Columbia	Josephine	Linn	Marion	Polk	Yamhill
COUNTY POPULATION *	88,740	50,075	83,105	119,705	326,150	77,735	102,525
FORM OF GOVERNMENT	Home Rule	General law	Home Rule	General Law	General Law	General Law	General law
COUNTY BUDGET (million)	83.9	42.7	68.8	132.7	372.3	50.0	90.9
FTE	376.0	150.0	280.3	604.0	1,542.2	280.0	618.0
ELECTED/APPOINTED	Elected	Elected	Elected	Elected	Elected	Elected	Elected
NUMBER HOLDING OFFICE	3	3	3	3	3	3	3
SALARY PAID BY COUNTY (ALL OR %)	All	All	All	All	All	All	All
LAST SALARY INCREASE DATE	7/1/2014	7/1/2014	1/1/2009		7/1/2012	7/1/2012	7/1/2012
ANNUAL SALARY-May 2013	76,452	79,224	75,392	82,370	76,606	64,565	73,076
ANNUAL SALARY-May 2014	78,072	80,880	75,392	83,207	76,606	65,532	73,076
ANNUAL SALARY-May 2015	82,756	83,148	75,392	83,214	76,606	65,532	73,076
CHANGE IN SALARY 2014 TO 2015	6.00%	2.80%	0.00%	0.01%	0.00%	0.00%	0.00%
VC AS % ABOVE OR BELOW SALARY	-13.25%	-13.78%	-3.17%	-13.87%	-4.83%	10.32%	0.00%

* Population Research Center - December 15, 2014
 SALARY INCREASED SINCE LAST SURVEY
 YAMHILL COUNTY'S SALARY IS BELOW

ELECTED/APPOINTED OFFICIALS SURVEY FISCAL YEAR 2014-2015 - ASSESSOR IN COMPARABLE COUNTIES

ASSESSOR	Benton	Columbia	Josephine	Linn	Marion	Polk	Yamhill
COUNTY POPULATION *	88,740	50,075	83,105	119,705	326,150	77,735	102,525
FORM OF GOVERNMENT	Home Rule	General law	Home Rule	General Law	General Law	General Law	General law
COUNTY BUDGET (million)	83.9	42.7	68.8	132.7	372.3	50.9	90.9
FTE	376.0	150.0	280.3	604.0	1,542.2	280.0	618.0
ELECTED/APPOINTED	Appointed	Elected	Elected	Elected	Elected	Elected	Elected
NUMBER HOLDING OFFICE	1	1	1	1	1	1	1
SALARY PAID BY COUNTY (ALL OR %)	All	All	All	All	All	All	All
LAST SALARY INCREASE DATE	7/1/2014	7/1/2014	1/1/2009	7/11/2012	7/1/2014	7/1/2014	7/1/2014
ANNUAL SALARY-May 2013	79,620	76,920	71,902	85,452	92,518	71,748	74,318
ANNUAL SALARY-May 2014	82,168	77,280	71,902	85,452	92,518	71,748	74,318
ANNUAL SALARY-May 2015	83,565	79,444	71,902	85,452	95,305	72,660	76,548
CHANGE IN SALARY 2014 TO 2015	1.70%	2.80%	0.00%	0.00%	3.01%	1.27%	3.00%
YC AS % ABOVE OR BELOW SALARY	-9.17%	-3.78%	6.07%	-11.63%	-24.50%	5.08%	0.00%

* Population Research Center - July 1, 2012

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NOTES FOR YAMHILL COUNTY ASSESSOR

Assessor received a 3% increase in 2014.

ELECTED/APPOINTED OFFICIALS SURVEY FISCAL YEAR 2014-2015 - CLERK IN COMPARABLE COUNTIES

CLERK	Benton	Columbia	Josephine	Linn	Marion	Polk	Yamhill
COUNTY POPULATION *	88,740	50,075	83,105	119,705	326,150	77,735	102,525
FORM OF GOVERNMENT	Home Rule	General law	Home Rule	General Law	General Law	General Law	General law
COUNTY BUDGET (million)	83.9	42.7	68.8	132.7	372.3	50.0	90.9
FTE	376.0	150.0	280.3	604.0	1,542.2	280.0	618.0
ELECTED/APPOINTED	Appointed	Elected	Elected	Elected	Elected	Elected	Elected
NUMBER HOLDING OFFICE	1	1	1	1	1	1	1
SALARY PAID BY COUNTY (ALL OR %)	All	All	All	All	All	All	All
LAST SALARY INCREASE DATE	7/1/2014	7/1/2014	1/1/2009	7/11/2013	7/1/2013	7/1/2012	7/1/2013
ANNUAL SALARY-May 2013	83,208	74,676	71,902	81,377	75,941	68,375	59,399
ANNUAL SALARY-May 2014	85,871	76,248	71,902	85,248	79,477	69,400	67,884
ANNUAL SALARY-May 2015	87,335	78,384	71,902	85,248	86,320	69,408	69,920
CHANGE IN SALARY 2014 TO 2015	1.70%	2.80%	0.00%	0.00%	8.61%	0.01%	3.00%
YC AS % ABOVE OR BELOW SALARY	-24.91%	-12.11%	-2.83%	-21.92%	-23.46%	0.73%	0.00%

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NOTES FOR YAMHILL COUNTY CLERK

Compensation Committee Recommended and the Budget Committee approved a 3% increase for FY 2014-15; however, Clerk only accepted a 1% increase. Previous increases were a result of restoration of Clerk's salary to full salary when current Clerk assumed Office. Prior Board reduced salary of prior Clerk.

ELECTED/APPOINTED OFFICIALS SURVEY FISCAL YEAR 2014-2015 - SHERIFF IN COMPARABLE COUNTIES

SHERIFF	Benton	Columbia	Josephine	Linn	Marion	Polk	Yamhill
COUNTY POPULATION *	88,740	50,075	83,105	119,705	326,150	77,735	102,525
FORM OF GOVERNMENT	Home Rule	General law	Home Rule	General Law	General Law	General Law	General law
COUNTY BUDGET (million)	83.9	42.7	68.8	132.7	372.3	50.0	91
FTE	376.0	150.0	280.3	604.0	1,542.2	280.0	618
ELECTED/APPOINTED	Elected	Elected	Elected	Elected	Elected	Elected	Elected
NUMBER HOLDING OFFICE	1	1	1	1	1	1	3
SALARY PAID BY COUNTY (ALL OR %)	All	All	All	All	All	All	All
LAST SALARY INCREASE DATE		1/1/2015	1/1/2009	7/1/2014	7/1/2013	7/1/2014	1/1/2015
ANNUAL SALARY-May 2013	102,516	84,684	84,360	104,448	114,046	85,920	85,928
ANNUAL SALARY-May 2014	104,259	84,684	84,360	104,448	119,746	86,000	87,647
ANNUAL SALARY-May 2015	107,556	90,864	84,360	106,537	129,522	88,200	85,928
CHANGE IN SALARY 2014 TO 2015	3.16%	7.30%	0.00%	2.00%	8.16%	2.56%	-1.96%
YC AS % ABOVE OR BELOW SALARY	-25.17%	-5.74%	1.82%	-23.98%	-50.73%	-2.64%	0.00%

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NOTES FOR YAMHILL COUNTY SHERIFF

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."

	Sheriff	Captain (P)	Captain (U)
Base Annual	\$85,928.00	\$76,049.00	\$79,846.00
Base Monthly	\$7,160.67	\$6,337.42	\$6,653.83
BA or BS	\$358.03	\$253.50	\$266.15
LONGEVITY	\$107.41	\$95.06	\$133.08
BILLIGUAL (2%)	NA	NA	NA
DPSST ADVANCED (5%)	\$358.03	\$316.87	\$332.69
Monthly with Roll ups	\$7,984.14	\$7,002.85	\$7,385.76
Annual with Roll ups	\$95,809.72	\$84,034.15	\$88,629.06

ELECTED/APPOINTED OFFICIALS SURVEY FISCAL YEAR 2014-2015 - DISTRICT ATTORNEY IN COMPARABLE COUNTIES

DISTRICT ATTORNEY	Benton	Columbia	Josephine	Linn	Marion	Polk	Yamhill
COUNTY POPULATION *	88,740	50,075	83,105	119,705	326,150	77,735	102,525
FORM OF GOVERNMENT	Home Rule	General law	Home Rule	General Law	General Law	General Law	General law
COUNTY BUDGET (million)	83.9	42.7	68.8	132.7	372.3	50.0	90.9
FTE	376.0	150.0	280.3	604.0	1,542.2	280.0	618.0
ELECTED/APPOINTED	Elected	Elected	Elected	Elected	Elected	Elected	Elected
NUMBER HOLDING OFFICE	1	1	1	1	1	1	1
Stipend Paid by County (in addition to state funds)	27,000	15,000	21,159	18,213	26,416	0	19,694
State Funding (based on County population)	90,972	90,972	90,972	107,952	107,952	90,972	107,952
ANNUAL SALARY-May 2013	114,276	105,972	112,131	126,240	133,598	90,972	127,646
ANNUAL SALARY-May 2014	114,663	105,972	112,131	126,240	133,598	90,972	127,646
ANNUAL SALARY-May 2015	117,972	105,972	112,131	126,165	134,368	90,972	127,646
CHANGE IN SALARY 2014 TO 2015	2.89%	0.00%	0.00%	-0.06%	0.58%	N/A	0.00%
YC AS % ABOVE OR BELOW SALARY	7.58%	16.98%	12.15%	1.16%	-5.27%	28.73%	0.00%

* Population Research Center - July 1, 2012

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NOTES FOR YAMHILL COUNTY DISTRICT ATTORNEY

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

SHERIFF SALARY COMPARABLE DATA

	STEP	BASE SALARY	MOS.	Annual Salary	CERT /LONG	TOTAL
Captain TS 2014-15	Step 8	7,485.42	12	89,825	10,330	100,155
					11.5%	
Captain STEP 8	+2.4%	7,665.07	12	91,981	10,118	102,099
					11%	
Captain JM 2015-16	Step 7/8+2.4%	7,422.00	12	89,064	9,797	98,861
					11%	
Sheriff 2014-15	Previous	7,303.91	12	87,647	12,271	99,917
					14%	
Sheriff 2014-15	Svenson	7,160.66	12	85,928	9,882	95,810
					11.5%	-6.56%
Sheriff 2015-16	Step8 Cpt +5%+2.4%	8,241.48	12	98,898	11,373	110,271
					11.5%	
						7.41%
Sheriff 2015-16	prev +2.4%	7,494.18	12	89,930	10,342	100,272
					11.5%	1.41%
Sheriff 2015-16	current +2.4%	7,321.52	12	87,858	10,104	97,962
					11.5%	-0.92%