

MINUTES
COMPENSATION COMMITTEE
May 7, 2010 9:00 a.m.

Room 32, Courthouse

PRESENT: Compensation Committee members Ken Austin, Michael Green, and Chris McLaran.

Staff: Mary P. Stern, John Krawczyk, Laura Tschabold, Chuck Vesper, Nancy Reed, Pat Anderson, Becky Weaver, Jack Crabtree, Dan Linscheid, Scott Maytubby, Brad Berry, Kellye Fetters, with Leslie Lewis and Kathy George joining the meeting in progress.

Guests: Shelley Halleman, Budget Committee member-to-be; Hannah Hoffman, News-Register; and Kris Bledsoe, 3500 SW Redmond Hill Rd, McMinnville.

Former Chair: Ken Austin

Ken Austin called the meeting to order.

1. Election of new chair.

Michael Green nominated Ken as chair of the Compensation Committee; Chris McLaran seconded the motion. The motion passed unanimously.

2. Consideration of approval of Compensation Committee minutes from May 6, 2009.

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

3. Consideration of compensation rates for elected officials.

a. Staff Report - John Krawczyk reviewed the advisory role of the Compensation Committee. He stated that elected officials were instructed to budget for any salary increase that they planned to request from the committee.

Pat Anderson reviewed salary studies for each of the elected officials (see Exhibit A) and explained how the list of comparable counties was originally established. John stated that Linn, Marion, and Polk Counties also have County Administrator structures, while the commissioners in the remaining comparable counties directly supervise department heads. Michael suggested that the charts include demographics on the comparable counties next year, including the total size of the budget and number of employees.

LT  KG  MS  LL 

Pat noted that the surveyor currently receives an additional stipend of \$7200 from Public Works that is not included in the total of \$64,944. She stated that the treasurer's salary is hard to compare because Yamhill County's treasurer does fewer and different duties than some of the comparable counties. Jack Crabtree clarified that his listed salary is base compensation only and does not include incentive pay for certifications. Pat said that she is unsure whether the comparable counties included incentive pay or not. Michael stated that that would be helpful information to know next year.

b. Public Comment

Commissioners: Each of the commissioners stated that she is comfortable with no salary increase, as was budgeted. Leslie Lewis noted that most other counties are paying PERS for their commissioners, but the Yamhill County Commissioners have each opted out of PERS for many years and instead receive 401K contributions that are about 3.5% less than what the PERS contributions would be. She said that the commissioners are the only elected officials in Yamhill County that have opted out of PERS, and PERS rates are expected to increase significantly in 2011.

Clerk: Mary Stern stated that Becky Stern Doll is paid less than the comparable county clerks, but she is new in the position and does not want a salary increase. She added that there would be a proposal to increase the salary of Becky's deputy clerk.

Surveyor: Dan Linscheid stated that the increase in his budgeted salary is due to the fact that the stipend from Public Works is now included in that figure, but there is no actual increase in his total salary. He explained that payments from Public Works and other departments for services provided are now budgeted into his department revenue. He recommended increasing that budgeted amount to \$9000. John K suggested doing this during the budget adoption process so as not to fall out of balance with what other departments have budgeted.

Dan stated that some counties charge 2.5 times what Yamhill County charges for services such as road vacations, road closures, and gate requests, so those fees may need to be reviewed. He added that he has done some of this work on his own time. John K suggested that the road vacation fee income be transferred from Public Works to the Surveyor's Office if Dan is the one doing the work. Dan explained that it was set up that way at one time, but it made sense to move the fee revenue to Public Works because he was receiving the stipend from Public Works.

He stated that when he is replaced by a new surveyor, that person may have a different skill set and may not necessarily be performing the same services to other departments, so the salary may have to be re-evaluated at that time. Laura pointed out that the budgeted salary is actually slightly higher than Dan's current total salary. Dan stated that his intention was not to ask for an increase, so the salary portion in Corner Restoration should be adjusted downward as necessary.

Kathy George urged the committee to keep Dan's overall salary whole. She stated that Dan has provided tremendous service as the county's surveyor and has been a great example for the rest of the state. Leslie agreed, stating that Public Works did not intend to reduce Dan's overall salary, but wanted to operate the department in a more business-like manner by paying directly for the services performed. She suggested that the committee explore the concept of where the road vacation fees go and find out from Dan if he does all of the work or if it's a partnership with other departments.

Assessor: Scott Maytubby stated that he had budgeted a 2% increase in salary. He noted that his current salary is 5% lower than the average salary of all assessors in comparable counties, and 4% lower if the highest and lowest aren't considered. Mary supported the 2% increase, stating that a lot of improvements have been made in the Assessor's Office and Scott has been putting in an enormous amount of hours to do this.

District Attorney: Brad Berry stated that his position is unique in that the majority of his salary is paid by the state. He said that Yamhill County is the largest county in Oregon not considered Tier 1 for pay, which has an impact on the salary that the state pays, but will probably reach Tier 1 in about five years. He noted that the size of his staff is actually 28, not 21.8 as stated in the salary survey, and that the DA in Linn County supervises 24 employees. He added that he receives no benefits from the county. He stated that he is not requesting a salary increase at this time, but would like to point out that his stipend is about \$3000 below the average of all six comparable counties, and about \$3500 below if the highest and lowest aren't considered. He said that he expects no increase in his salary from the state during the 2011-13 biennium.

Treasurer: Nancy Reed stated that her salary has been cut from over \$60,000 to \$41,983. She said that she doesn't know why this was done, but it's up to the Compensation Committee to decide what her salary should be. John K clarified that her current salary has not been cut, but there is a significant cut in discretionary revenue in the proposed Treasurer's budget, the expenses of which consist mostly of salary. He explained that it is up to each elected official to determine how many hours to work, and Nancy has decided to reduce her hours to part-time so as not to take a cut in her average hourly wage. He said that the Board's intent was to no longer provide resources to support a full-time treasurer since that position will have fewer duties.

Nancy stated that she doesn't necessarily agree that there are fewer duties, but she confirmed her decision to keep the hourly rate the same. John K stated the Board cannot make changes in the compensation of any elected official, so in order for the proposed budget to be implemented, the Budget Committee would need to take action to reduce Nancy's salary to reflect the reduced hours.

Sheriff: Jack Crabtree stated that he is not requesting a salary increase, but he does have concern that at some point in the future, there may be an issue with the state statute that requires the sheriff to be paid more than his highest-paid employee, depending on what happens with the captains' salaries as a result of labor negotiations and depending on how the statute is interpreted.

John K stated that the opinion of John Gray is that as long as the sheriff's base salary is greater than the captains' salary, the requirements of the statute are being met. He said that it would take only a very brief meeting of the Budget Committee to make adjustments if necessary after negotiations are over, but for now, both the sheriff and the captains are budgeted at a flat salary.

The meeting recessed at 10:11 a.m. and reconvened at 10:21 a.m.

c. Deliberations and approval of a recommendation to the Budget Committee - Michael suggested that no changes be made for the elected officials who did not budget a salary increase. John K noted that no action needs to be taken for those.

Surveyor: Chris stated that he supports adding \$7200 to the surveyor's salary. Michael stated that he agrees, but with the proviso that the additional salary be tracked as a separate line item, since Dan's successor may not have the skill set to provide the same services. John K pointed out that although Dan preferred to stay as an elected official when the law changed, the Board now has the option to make the surveyor position an appointed position, which would no longer be subject to the Compensation Committee. He said that he would prefer to have the salary on one line with a budget footnote to reference the additional duties being performed. Ken said that he supports keeping Dan's salary whole and that he would also prefer having it on one line with a footnote.

Michael suggested that Pat look at additional duties being performed by surveyors when she does the next salary study. He also suggested that the county consider establishing a base salary on the skill set rather than having a narrow job description and paying stipends for additional duties.

Michael moved to approve the increased compensation for the surveyor as listed in the proposed budget; Chris seconded the motion. The motion passed unanimously.

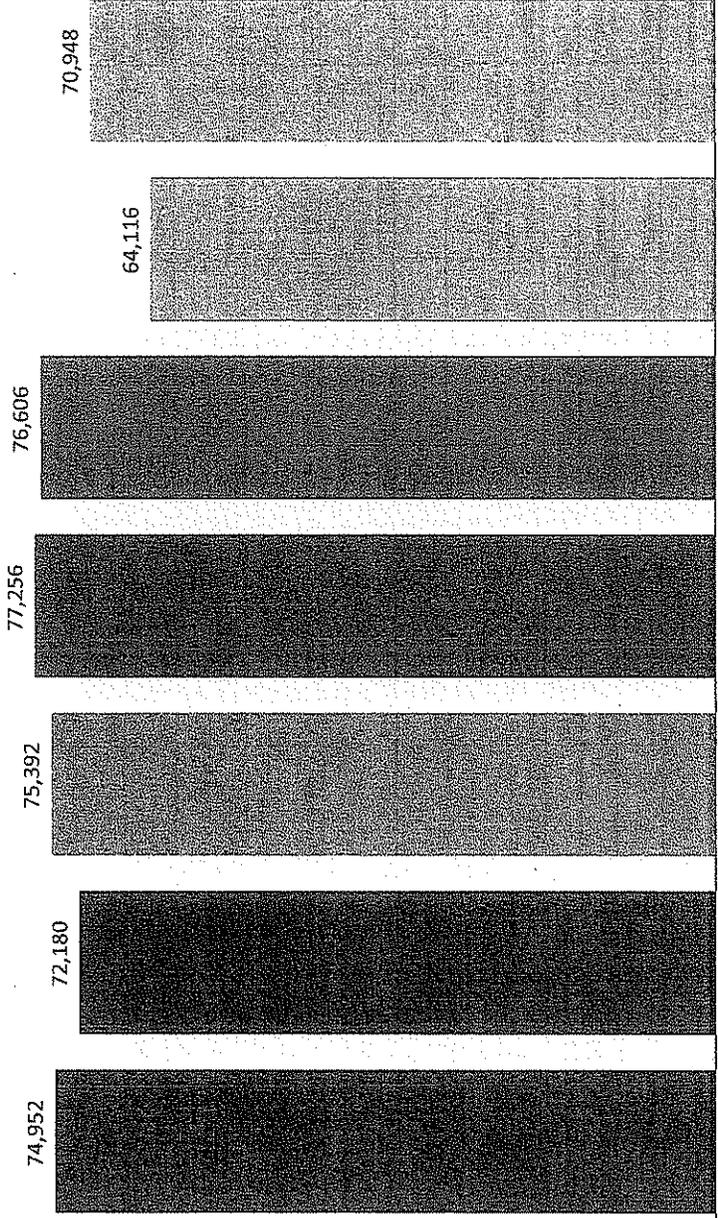
Assessor: Chris stated that he does not support the requested 2% salary increase. He pointed out that many businesses in the private sector are not giving any salary increases and many employees are even taking wage cuts. Michael and Ken agreed that the salary should not be increased. Michael stated that the economy hasn't improved since most of the elected officials ran for office, and they should be uniform in following the precedent set by the Board of Commissioners.

Treasurer: Chris stated that he supports the reduction reflected in the proposed budget, primarily because of the current economy. He said that when less funding is available, significant changes need to be made in order to make things work. Michael agreed. John K stated that the budget contains a second compensation line for the duties performed by the treasurer on the budget, and now that those duties are being absorbed back into the accounting division, Nancy's preference is to increase her hours and roll those dollars up into the salary line. Nancy stated that part of the money would go to roll-up costs, so the revised salary would be

| COUNTY COMMISSIONER ELECTED OR APPOINTED? | BENTON | COLUMBIA | JOSEPH L | LINN | MARION | POLK | YAMHILL |
|--|--|-------------------------------|---|-------------------|--|-----------------------------|---|
| ANNUAL SALARY (or RANGE) | Elected 74,952 | Elected 72,180 | Elected 75,392 | Elected 77,256 | Elected 76,606 | Elected 64,116 | Elected 70,948 |
| YC AS % ABOVE OR BELOW SALARY | -5.64% | -1.74% | -6.26% | -8.89% | -7.97% | 9.63% | 0.00% |
| NUMBER HOLDING OFFICE | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| NUMBER IN DEPARTMENT SUPERVISED | 5 | | 2.5 | 0 | 10 | 3 | 1.8 |
| AMOUNT OF SALARY PAID BY COUNTY (ALL OR %) | All | All | All | All | All | All | All |
| ANNUAL SALARY - JULY 2010 (if different) | Unknown | Unknown | Unknown | Unknown | Same as above | Unknown | Unknown |
| LAST SALARY INCREASE DATE | 7/1/2008 | 7/1/2008 | 1/1/2009 | 6/1/2009 | 7/1/2007 | 7/1/2008 | 7/1/2008 |
| NEXT ANTICIPATED SALARY INCREASE | Unknown | Unknown | Unknown | Unknown | Unknown | Unknown | 7/1/2010 |
| ENTITLED TO LONGEVITY PAY? | No | No | No | Yes | No | No | No |
| COUNTY PAYS PERS PICK UP OR OTHER RETIREMENT AMOUNT? | County pays PERS. Also pays 3% to 457 account. | County Pays PERS | No | County pays PERS | County pays PERS. Also pays 7.5% of salary to 401(k) | County pays PERS | Yes. Commissioners have opted for deferred comp in lieu of PERS |
| CAR ALLOWANCE OR COUNTY CAR? | No | No | No | No | No | No | No |
| HEALTH INSURANCE PAID? | Yes | Yes | Yes \$780.34 for medical, dental, vision combined | Yes | Yes \$1058 for medical, dental and vision | Yes | Yes |
| MEDICAL CONTRIBUTION | Up to \$1266/mo for full family | \$1384.04 max 100% | included in above | Up to \$23,760 yr | included in above | BC/BS \$921/Kaiser \$824 | \$1534.99 county cont for most expensive combo* |
| DENTAL CONTRIBUTION | Up to 147/mo for full family | 165.23 max 100% | included in above | UP to 1,848 yr | included in above | BC/BS \$75 Kaiser \$145 | inc in above |
| VISION CONTRIBUTION | Inc. in medical | Inc. in medical | included in above | No | included in above | BC/BS \$0 Kaiser w/ medical | inc in above |
| LIFE INSURANCE | 1.21/mo | 8.83 max 100% | 13.02 for Life and AD&D | 1972.26 yr | .31 per \$1,000 salary | \$10,900 coverage | inc in above |
| LONG TERM DISABILITY INSURANCE | 26.27 to 32.55/mo | No | .83% of salary | No | .41% of salary | N/A | No |
| SHORT TERM DISABILITY INSURANCE | No | No | No | No | No | No | No |
| OTHER BENEFITS? | Some elected officials have a \$25-50.00 /mo cell phone allowance. | Cell phone allowance: \$20/mo | | | Expense Acct. | | No |
| COMMENTS | | | | | | | *Providence high deductible, Kaiser dental, VERA |

COUNTY COMMISSIONER

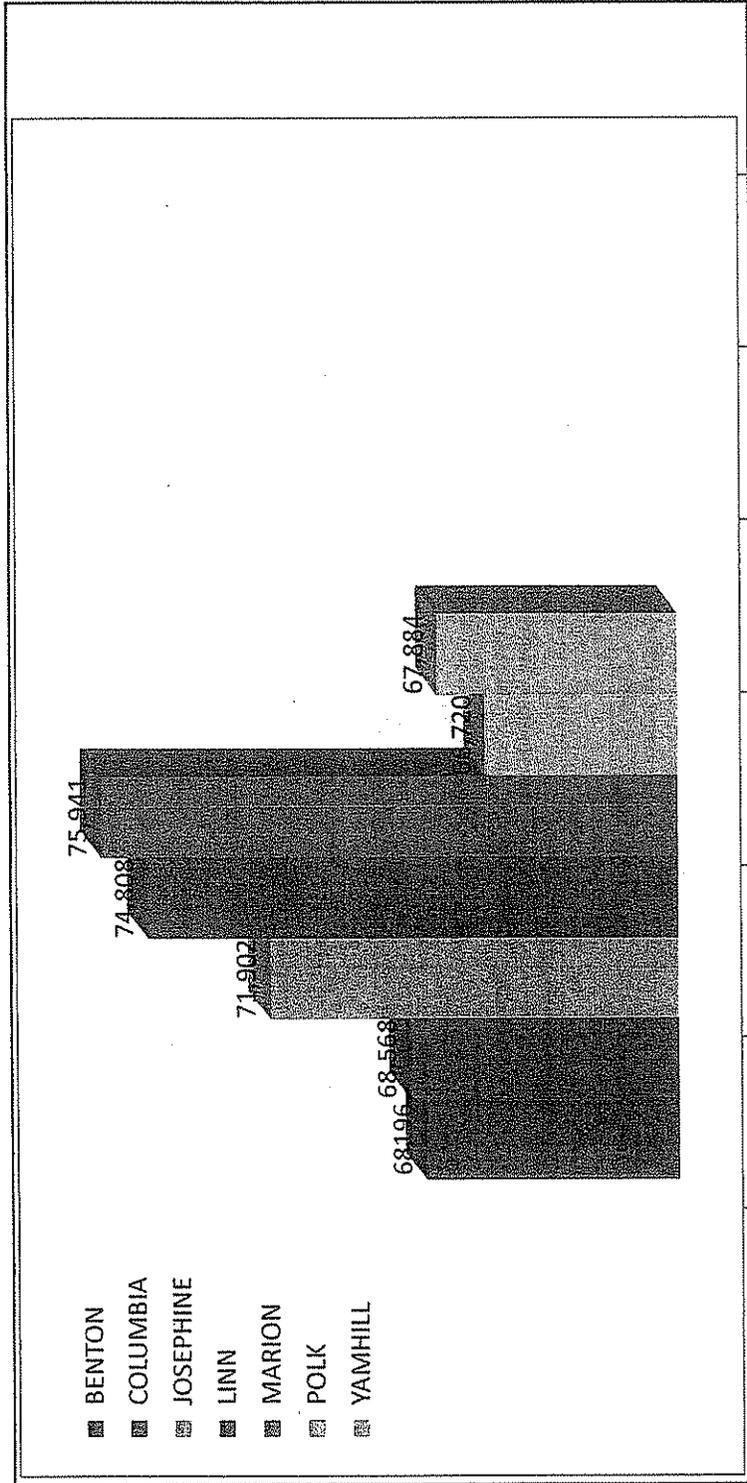
■ BENTON ■ COLUMBIA ■ JOSEPHINE ■ LINN ■ MARION ■ POLK ■ YAMHILL



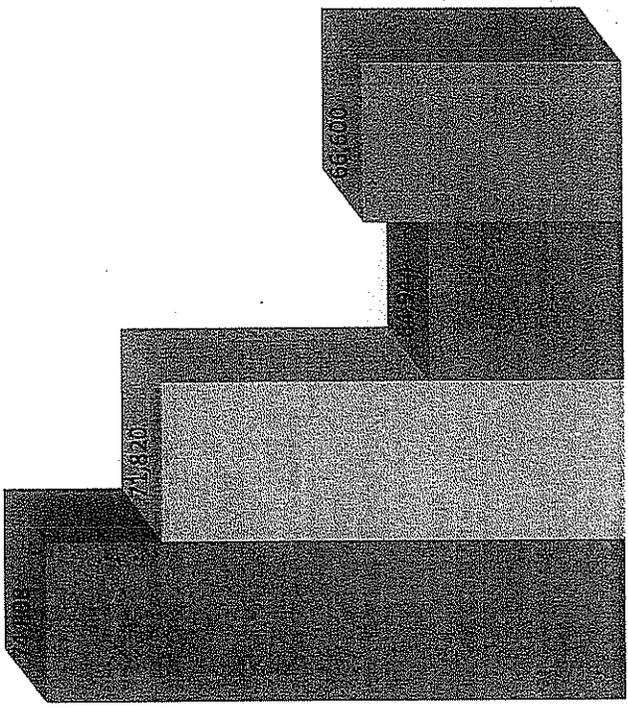
ANNUAL SALARY JANUARY 2010

| COUNTY CLERK | BENTON | COLUMBIA | JOSEPHINE | LINN | MARION | POLK | YAMHILL |
|--|------------------------------------|-------------------------------|--|-------------------|--|-----------------------------|--|
| ELECTED OR APPOINTED? | Appointed | Elected | Elected | Elected | Elected | Elected | Elected |
| SALARY (or RANGE) | 68196 | 68,568 | 71,902 | 74,888 | 75,941 | 66,720 | 67,884 |
| YC AS % ABOVE OR BELOW | -0.46% | -1.01% | -5.92% | -10.20% | -11.87% | 1.71% | 0.00% |
| NUMBER HOLDING OFFICE | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| NUMBER IN DEPARTMENT SUPERVISED | 8 | 4 | 5.62 | 13 | 14.5 | 4 | 5 |
| AMOUNT OF SALARY PAID BY COUNTY (ALL OR %) | All | All | All | All | All | All | All |
| ANNUAL SALARY - JULY 2010 (if different) | Unknown | Unknown | Unknown | Unknown | Same as above | Unknown | Unknown |
| LAST SALARY INCREASE DATE | 7/1/2008 | 7/1/2008 | 1/1/2009 | 6/1/2009 | 7/1/2007 | 7/1/2008 | 7/1/2008 |
| NEXT ANTICIPATED SALARY INCREASE | Unknown | Unknown | Unknown | Unknown | Unknown | Unknown | 7/1/2010 |
| ENTITLED TO LONGEVITY PAY? | No | No | No | Yes | No | No | No |
| COUNTY PAYS PERS PICK UP OR OTHER RETIREMENT AMOUNT? | County pays PERS | County Pays PERS | No | Yes | County pays PERS. Also pays 7.5% of salary to 401(k) | Yes | Yes. Commissioners have opted for deferred comp rather than PERS |
| CAR ALLOWANCE OR COUNTY CAR? | No | No | No | No | No | No | No |
| HEALTH INSURANCE PAID? | Yes | Yes | Yes, \$780.34 for medical, dental, vision combined | Yes | Yes, \$1058 for medical, dental and vision | Yes | Yes |
| MEDICAL CONTRIBUTION | Up to \$1266/mo for family | \$1384.04 max 100% | | Up to \$23,760 yr | included in above | BC/BS \$921/Kaiser \$824 | *\$1334.99 county cont for most expensive combo |
| DENTAL CONTRIBUTION | Up to 147/mo for family | 165.28 max 100% | | UP to 1,848 yr | included in above | BC/BS \$75 Kaiser \$145 | inc in above |
| VISION CONTRIBUTION | Inc. in medical | Inc. in medical | | No | included in above | BC/BS \$0 Kaiser w/ medical | inc in above |
| LIFE INSURANCE | 1.21/mo except for DA | 8.83 max 100% | 13.92 for Life and AD&D combined | 192.26 yr | -.31 per \$1,000 salary | \$10,000 coverage | inc in above |
| LONG TERM DISABILITY INSURANCE | 26.27 to 32.55/mo | No | .83% of salary | No | .41% of salary | N/A | No |
| SHORT TERM DISABILITY INSURANCE | No | No | No | No | No | No | No |
| OTHER BENEFITS? | | Cell phone allowance: \$20/mo | | | | Expense Acct. | No |
| COMMENTS | *Mid point of range: 59,880-76,512 | | | | | | *Providence high deductible, Kaiser dental, VEBA |

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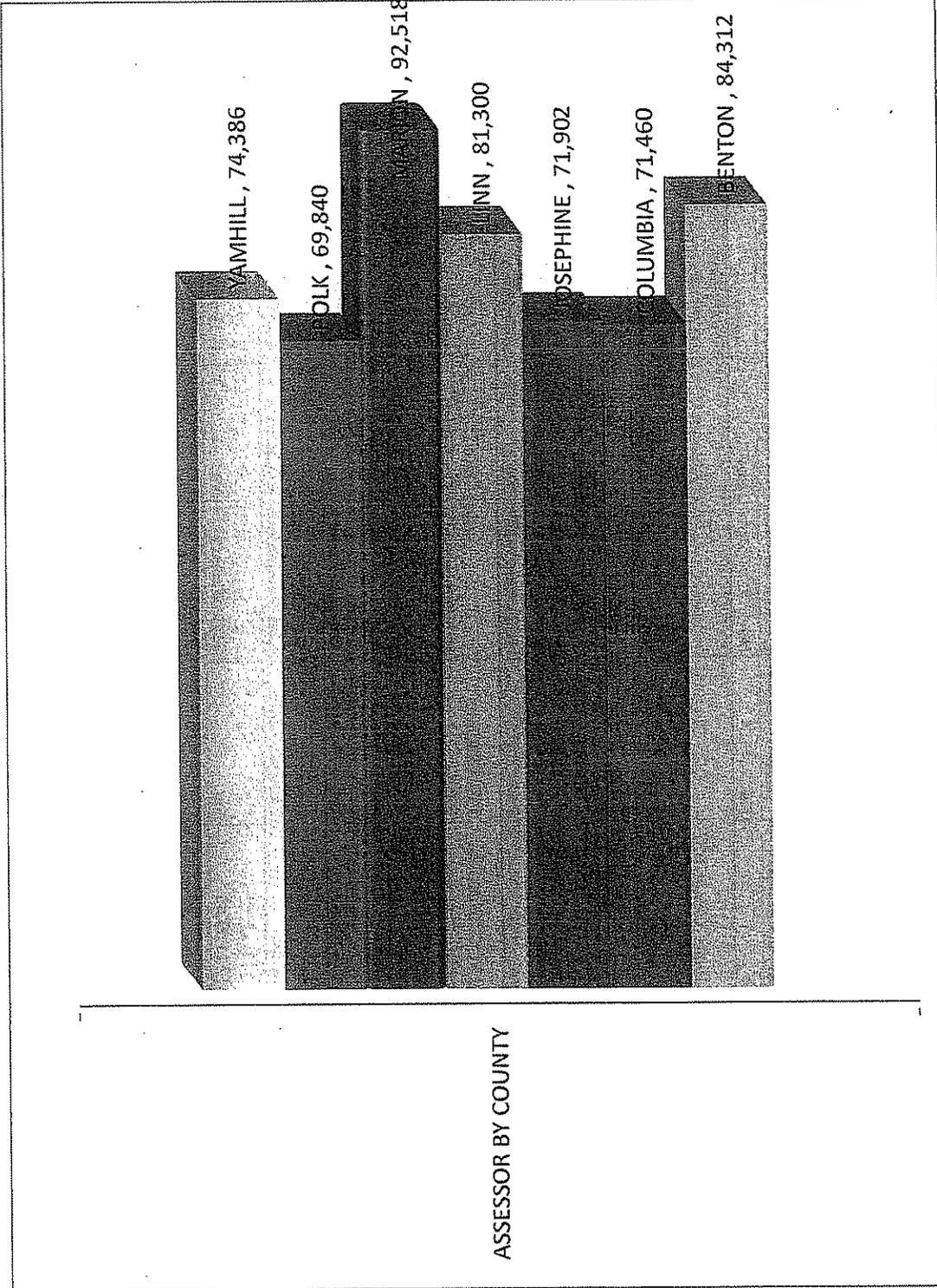
| COUNTY SURVEYOR | BENTON | COLUMBIA | JOSEPHINE | LINN | POLK | YAMHILL |
|--|--|------------------------------------|--|-------------------|-----------------------------|--|
| ELECTED OR APPOINTED? | Elected | Elected | Elected | Elected | Non-elected | Elected. Remunerated for services to Public Works Dept. |
| SALARY (or RANGE) | \$40.00/hr. PT Temp | *725/mo plus \$35/hr max \$5500/mo | 2,623/mo part-time | 74,808 | 71,820 | 64,944 + 7200 |
| YC AS % ABOVE OR BELOW | N/A | -2.55% | N/A | -15.19% | -10.59% | 0.00% |
| NUMBER HOLDING OFFICE | 1 | 1 | 1 | 1 | 1 | 1 |
| NUMBER IN DEPARTMENT SUPERVISED | | 2.35 | 3.8 | 13 | 3 | 5 |
| AMOUNT OF SALARY PAID BY COUNTY (ALL OR %) | All | All | All | All | All | All |
| ANNUAL SALARY - JULY 2010 (if different) | | | | Unknown | | Unknown |
| LAST SALARY INCREASE DATE | 7/1/2008 | 7/1/2008 | 1/1/2009 | 6/1/2009 | 7/1/2008 | 7/1/2008 |
| NEXT ANTICIPATED SALARY INCREASE | Unknown | Unknown | Unknown | Unknown | Unknown | 7/1/2010 |
| ENTITLED TO LONGEVITY PAY? | No | No | No | Yes | No | No |
| COUNTY PAYS PERS PICK UP OR OTHER RETIREMENT AMOUNT? | County pays PERS. Also pays 3% to 457 account. | County Pays PERS | No | Yes | Yes | Yes |
| CAR ALLOWANCE OR COUNTY CAR? | No | No | No | No | No | No |
| HEALTH INSURANCE PAID? | Yes | | Yes, \$780.34 for medical, dental, vision combined | Yes | Yes | Yes |
| MEDICAL CONTRIBUTION | Up to \$1266/mo for family | \$1384.04 max 100% | | Up to \$23,760 yr | BC/BS \$921/Kaiser \$824 | *\$1334.99 county cont for most expensive combo |
| DENTAL CONTRIBUTION | Up to 147/mo for family | 165.28 max 100% | | UP to 1,848 yr | BC/BS \$75 Kaiser \$145 | inc in above |
| VISION CONTRIBUTION | Inc. in medical | Inc. in medical | | No | BC/BS \$0 Kaiser w/ medical | inc in above |
| LIFE INSURANCE | 1.21/mo | 8.83 max 100% | 13.02 for Life and AD&D combined | 192.26 yr | \$10,000 coverage | inc in above |
| LONG TERM DISABILITY INSURANCE | 26.27 to 32.55/mo | No | .83% of salary | No | N/A | No |
| OTHER BENEFITS | Some elected officials have a \$25-50.00 /mo cell phone allowance. | Cell phone allowance: \$20/mo | | | | No |
| COMMENTS | | *66,600/yr calculated | | | | *Providence high deductible, Kaiser dental, YEBA |



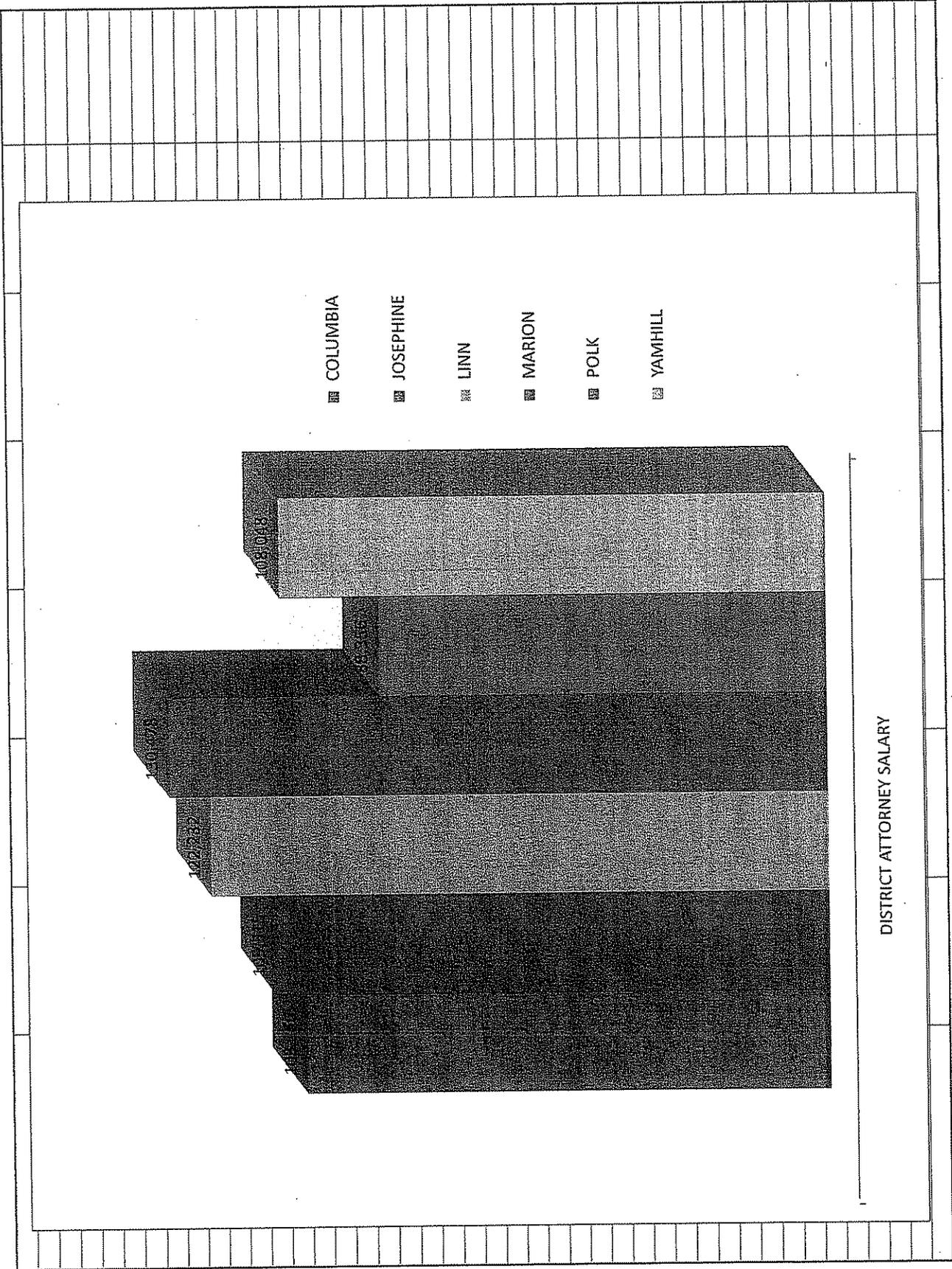
SURVEYOR ANNUAL SALARY

- LINN
- POLK
- YAMHILL
- COLUMBIA

| COUNTY ASSESSOR | BENTON | COLUMBIA | JOSEPHINE | LINN | MARION | POLK | YAMHILL |
|--|--|--------------------|--|-------------------|--|-----------------------------|--|
| ELECTED OR APPOINTED? | Elected | Elected | Elected | Elected | Elected | Elected | Elected |
| SALARY (or RANGE) | 84,312 | 71,460 | 71,902 | 81,300 | 92,518 | 69,840 | 74,386 |
| YCA\$ % ABOVE OR BELOW | -13.34% | 3.93% | 3.34% | -9.29% | -24.38% | 6.11% | 0.00% |
| NUMBER HOLDING OFFICE | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| SUPERVISED | 17 | 12 | 17 | 26 | 53 | 11.75 | 18.08 |
| AMOUNT OF SALARY PAID BY COUNTY (ALL OR %) | All | All | All | All | All | All | All |
| ANNUAL SALARY - JULY 2010 (if different) | Unknown | Unknown | Unknown | Unknown | Same as above | Unknown | Unknown |
| LAST SALARY INCREASE DATE | 7/1/2008 | 7/1/2008 | 7/1/2008 | 7/1/2006 | 1/1/2009 | 6/1/2009 | 7/1/2007 |
| NEXT ANTICIPATED SALARY INCREASE | Unknown | Unknown | Unknown | Unknown | Unknown | Unknown | Unknown |
| ENTITLED TO LONGEVITY PAY? | No | No | No | Yes | No | No | No |
| COUNTY PAYS PERS PICK UP OR OTHER RETIREMENT AMOUNT? | County pays PERS. Also pays 3% to 457 account. | County Pays PERS | No | Yes | County pays PERS. Also pays 7.5% of salary to 401(k) | Yes | Yes |
| CAR ALLOWANCE OR COUNTY CAR? | No | No | No | No | No | No | No |
| HEALTH INSURANCE PAID? | Yes | Yes | Yes, \$780.34 for medical, dental, vision combined | Yes | Yes, \$1058 for medical, dental and vision | Yes | Yes |
| MEDICAL CONTRIBUTION | Up to \$1266/mo for family | \$1384.04 max 100% | included in above | Up to \$23,760/yr | included in above | BC/BS \$921/Kaiser \$824 | \$1334.99 county cont for most expensive combo |
| DENTAL CONTRIBUTION | Up to 147/mo for family | 165.28 max 100% | included in above | UP to 1,848 yr | included in above | Kaiser \$145 | inc in above |
| VISION CONTRIBUTION | Inc. in medical | Inc. in medical | included in above | No | included in above | BC/BS \$0 Kaiser w/ medical | inc in above |
| LIFE INSURANCE | 1.21/mo | 8.83 max 100% | 13.02 for Life and AD&D combined | 192.26 yr | .31 per \$1,000 salary | \$10,000 coverage | inc in above |
| LONG TERM DISABILITY INSURANCE | 2617 to 32.55 | No | .83% of salary | No | .41% of salary | N/A | No |
| SHORT TERM DISABILITY INSURANCE | No | No | No | No | No | No | No |
| OTHER BENEFITS? | \$25-50.00 /mo cell phone allowance. | Cell phone \$20/mo | | | | Expense Acct. | No |
| COMMENTS | Mid point of range: 74,028-94,596 | | | | | | *Providence high deductible, Kaiser dental, VEBA |



| DISTRICT | ATTORNEY | BENJON | COLUMBIA | JOSEPHINE | LINN | MARION | POLEK | YAMHILL |
|--|---|---------------------------------|--|----------------------------------|--|------------------------------------|---|--|
| ELECTED/ APPOINTED | Elected | Elected | Elected | Elected | Elected | Elected | Elected | Elected |
| SALARY (or RANGE) | County: 22,374 State: 88,356 | County: 15,000 State: 88,356 | County: 21,159 State: 88,356 | County: 17,400 State: 104,832 | County: 25,646 State: 104,832 | County pays 0 State pays 88,356 | County: 19,692 State: 88,356 | |
| TOTAL SALARY | 110,730 | 103,356 | 109,515 | 122,232 | 130,478 | 88,356 | 108,048 | |
| YC AS % ABOVE OR | -2.48% | 4.34% | -1.36% | -13.13% | -20.76% | 18.23% | 0.00% | |
| NUMBER HOLDING OFFICE | 1 | 1 | 1 | 1 | 1 | 1 | 1 | |
| NUMBER IN DEPARTMENT SUPERVISED | 21 | 13 | 23.5 | | 87.1 | 15 | 21.8 | |
| AMOUNT OF SALARY PAID BY COUNTY (ALL OR %) | All | All | County 21,159 State 88,356 | All | | None | All | |
| ANNUAL SALARY - JULY 2010 (if different) | Unknown | Unknown | Unknown | Unknown | Same as above | Unknown | Unknown | |
| LAST SALARY INCREASE DATE | 7/1/2008 | 7/1/2008 | 1/1/2009 | 6/1/2009 | 7/1/2007 | 7/1/2008 | 7/1/2008 | |
| NEXT ANTICIPATED SALARY INCREASE | Unknown | Unknown | Unknown | Unknown | Unknown | Unknown | 7/1/2010 | |
| ENTITLED TO LONGEVITY PAY? | No | No | No | Yes | | No | No | |
| COUNTY PAYS PERS PICK UP OR OTHER RETIREMENT AMOUNT? | | County Pays PERS | No | Yes | County pays PERS. Also pays 7.5% of salary to 401(k) | Yes | Yes | |
| CAR ALLOWANCE OR COUNTY CAR? | No | No | No | No | No | No | No | |
| HEALTH INSURANCE PAID? | | | Yes, \$780.34 for medical, dental, vision combined | Yes | Yes | Yes | Yes | |
| MEDICAL CONTRIBUTION | | \$1384.04 max 100% | | Up to \$23,760 yr | \$1058 for medical, dental and vision | BC/BS \$921/Kaiser \$824 | *\$1334.99 county cont for most expensive combo | |
| DENTAL CONTRIBUTION | | 165.28 max 100% | | UP to 1,848 yr | included in above | BC/BS \$75 Kaiser \$145 | inc in above | |
| VISION CONTRIBUTION | | Inc. in medical | | No | included in above | BC/BS \$0 Kaiser w/ medical | inc in above | |
| LIFE INSURANCE | | 8.83 max 100% | 13.02 for Life and AD&D combined | 192.26 yr | .31 per \$1,000 salary | \$10,000 coverage | inc in above | |
| LONG TERM DISABILITY INSURANCE | | No | .83% of salary | No | .41% of salary | N/A | No | |
| OTHER BENEFITS | Some elected officials have a \$25- allowance: \$20/mo cell phone allowance | Cell phone allowance: \$20/mo | | | | Expense Acct. | No | |
| COMMENTS | | | | | | | | *Providence high deductible, Kaiser dental, VEBA |



YAMHILL COUNTY ELECTED OFFICIAL COMPENSATION SURVEY 04-2010

| COUNTY TREASURER ELECTED OR APPOINTED? | BENTON | COLUMBIA | JOSEPHINE | LINN | MARION | POLK | YAMHILL |
|--|--|--|--|--|--|------------------------------------|--|
| ANNUAL SALARY (or RANGE) | Appointed, Also Finance Director 76,872 | N/A Finance Director = Tax Collector Treasurer | Elected, Treasurer and Tax Collector 75,414 | Elected, Also Budget Officer 77,136 | Elected 80,746 | Elected, Tax and Finance 64,932 | Elected, No tax collecting 57,948 |
| YC AS % ABOVE OR BELOW | N/A | N/A | N/A | -33.11% | -39.34% | N/A | 0.00% |
| NUMBER HOLDING OFFICE | 1 | N/A | 1 | 1 | 1 | 1 | 1 |
| NUMBER IN DEPARTMENT SUPERVISED | 10 | | 5 | 2 | 2.9 | 2.8 | 0 |
| AMOUNT OF SALARY PAID BY COUNTY (ALL OR %) | All | | All | All | All | All | All |
| ANNUAL SALARY - JULY 2010 (if different) | Unknown | | Unknown | Unknown | Same as above | Unknown | Unknown |
| LAST SALARY INCREASE DATE | 7/1/2008 | | 1/1/2009 | 6/1/2009 | 7/1/2005 | 7/1/2008 | 7/1/2008 |
| NEXT ANTICIPATED SALARY INCREASE | Unknown | Unknown | Unknown | Unknown | | Unknown | 7/1/2010 |
| ENTITLED TO LONGEVITY PAY? | No | No | No | Yes | No | No | No |
| COUNTY PAYS PERS PICK UP OR OTHER RETIREMENT AMOUNT? | County pays PERS. Also pays 3% to 457 | County Pays PERS | No | Yes | County pays PERS. Also pays 7.5% of salary to 401(k) | Yes | Yes |
| CAR ALLOWANCE OR COUNTY CAR? | No | No | No | No | No | No | No |
| HEALTH INSURANCE PAID? | Yes | | Yes, \$780.34 for medical, dental, vision combined | Yes | Yes, \$1058 for medical, dental and vision | Yes | Yes |
| MEDICAL CONTRIBUTION | Up to \$1266/mo for family | \$1384.04 max 100% | | Up to \$23,760 yr | included in above | BC/BS \$921/Kaiser \$824 | \$1334.99 county cont for most expensive combo |
| DENTAL CONTRIBUTION | Up to 147/mo for family | 165.28 max 100% | | UP to 1,848 yr | included in above | BC/BS \$75 Kaiser \$145 | inc in above |
| VISION CONTRIBUTION | Inc. in medical | Inc. in medical | | No | included in above | BC/BS \$0 Kaiser w/ medical | inc in above |
| LIFE INSURANCE | 1.21/mo | 8.83 max 100% | 13.02 for Life and AD&D combined | 192.26 yr | .31 per \$1,000 salary | \$10,000 coverage | inc in above |
| LONG TERM DISABILITY INSURANCE | 26.27 to 32.55/mo | No | .83% of salary | No | -.41% of salary | N/A | No |
| SHORT TERM DISABILITY INSURANCE | | | | | | | No |
| OTHER BENEFITS? | | Cell phone allowance: \$20/mo | | | | Expense Acct. | No |
| COMMENTS | Mid point of range: 67,500-86,244 | | | | | | *Providence high deductible, Kaiser dental, YEBA |

