

**MINUTES
COMPENSATION COMMITTEE**

May 1, 2007 4:30 p.m.

Room 32, Courthouse

PRESENT: Compensation Committee members Dennis Goecks and Michael Green, committee member Ken Austin being excused.

Staff: Kathy George, Mary P. Stern, John Krawczyk, Nancy Reed, Becky Weaver, and Brad Berry.

Guests: David Bates, News-Register.

Dennis called the meeting to order.

Minutes - Michael Green moved approval of the Compensation Committee minutes from May 2, 2006; Dennis Goecks seconded the motion. The motion passed unanimously.

Overview - John Krawczyk stated that all department heads had been directed to budget a cost of living adjustment (COLA) of 2.5%, based on the Portland CPI-U. He recommended that all elected officials also receive a 2.5% salary increase.

Sheriff - John K discussed a memo from the Sheriff's Office regarding some sergeants and deputies currently earning more than the sheriff because of overtime worked and said that, according to County Counsel John Gray, the state law requiring the sheriff's salary to be at least as high as his highest-paid staff does not apply to overtime. He stated that the sheriff's salary is reasonably in line with his counterparts from other counties and he would not recommend an increase of more than 2.5%.

Mary Stern noted that the sheriff's salary is 5% below the average salary of comparable counties and recommended that he be given a 5% increase this year.

District Attorney - Brad Berry explained that his principal salary comes from the state, which has only increased his salary by 1-2% since 2001. He stated that, based on the fact that all other elected officials received a salary increase of approximately 2.5% last year and the fact that the state will probably award a slight increase this year, he would recommend a \$150 increase to the monthly supplement he receives from the county.

Mary recommended the approval of Brad's request because the state has not honored its commitment to pay for prosecution.

Treasurer - Nancy Reed stated that, according to the budget instructions, elected officials were to prepare their budgets in the same manner as department heads, so she has budgeted a

2.5% COLA, including a 2.5% increase in other earnings for her extra work on the county budget, and \$400 for longevity pay. She noted that her salary is 22% less than that of treasurers in comparable counties.

John K explained that the only county used for comparison purposes is Marion County because the other treasurers have other duties in addition to treasurer duties. He stood by his recommendation for a 2.5% increase.

Deliberations - John K stated that approving Brad's request would be setting a precedent. He said that although there is a wide range in the comparable counties, the average DA supplement is \$1423/month, which is in line with Yamhill County. Dennis stated that he doesn't like the idea of backfilling for the state's neglect, but is open to discussing the request.

John K said that granting the sheriff a larger COLA than his staff is getting would probably come up during negotiations, but would not necessarily affect the outcome of bargaining. Dennis stated that he would not be interested in giving the sheriff an extra increase this year, but may consider it next year.

John K stated that Nancy, Dan Linscheid, and Jan Coleman would be on the higher tier for longevity pay and Dave Lawson would be on a lower tier. He recommended that if longevity pay is approved for one elected official, a policy be set to do the same for all. He pointed out that four department heads currently operate on a contract basis, with compensation set by the Board, and they are exempt from longevity pay. Dennis stated that longevity pay should not apply to elected officials since they are not appointed positions.

Michael moved to approve a 2.5% COLA for all elected officials and a \$150/month increase for the District Attorney, with no longevity pay for any elected officials. Dennis seconded the motion. The motion passed unanimously.

The meeting adjourned at 5:01 p.m.

Anne Britt
Secretary

YAMHILL COUNTY COMPENSATION COMMITTEE



Chair Dennis Goecks