

MINUTES
COMPENSATION COMMITTEE
May 3, 2023 9:00 a.m.

Room 32, Courthouse
Virtual meeting via Zoom

PRESENT: Denny Elmer, and Jason Fields. Doreen App participated via Zoom.

STAFF: Ken Huffer, Justin Hogue, Mary Starrett, Lindsay Berschauer, Kit Johnston, Mike Barnhart, Sheriff Tim Svenson, Derrick Wharff, Brad Berry, Patricia Rojas, Keri Hinton and Nicole Necas. Kris Bledsoe participated via Zoom.

Former Chair: Denny Elmer

Denny Elmer called the meeting to order at 9:01 a.m.

1. Election of new Chair and Secretary

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

Jason Fields nominated Denny Elmer as Secretary. Doreen App seconded the motion. The motion passed, Mr. Elmer and Ms. App and Mr. Fields voting aye.

2. Consideration of approval of Compensation Committee minutes from May 4, 2022.

Denny Elmer moved approval of the minutes. Doreen App seconded the motion. The motion passed, Ms. App, 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

Clerk – Keri Hinton stated the approved 3% increase for the Clerk’s annual salary in the 2022-23 budget was not applied to her salary and requested that it be added retroactively in addition to any other increases the committee recommends.

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. Mr. Wharff requested a 10% market and cost of living adjustment (COLA) which he attributed to cost of living increases and comparable pay equity.

Treasurer - Kris Bledsoe presented an overview of the Treasurer's duties and the processes in her position. She made no increase requests and asked to keep the Treasurer salary and hours as-is.

Commissioners – Commissioner Lindsay Berschauer asked to keep the commissioner salary flat and that she wouldn't accept an increase. Commissioner Kit Johnston asked to keep the commissioner salary flat and that he wouldn't accept an increase. Commissioner Mary Starrett asked to keep the commissioner salary flat and that she wouldn't accept an increase.

The public comment period was closed at 9:51 a.m.

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

Mr. Fields made a motion to recommend no increase to the **Commissioner's** salary. The motion passed unanimously.

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

Mr. Denny made a motion to recommend no increase to the **Treasurer's** salary. After discussion, the motion passed unanimously.

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

Mr. Elmer made a motion to recommend no less than a \$6,000 annual increase to the **Sheriff's** salary above the negotiated highest paid Captain's salary. After discussion, Mr. Elmer amended his motion to recommend no less than a \$6,000 annual increase to the **Sheriff's** salary above the negotiated highest paid subordinate salary. The motion passed unanimously.

Mr. Fields made a motion to recommend no increase to the **District Attorney's** county stipend. After discussion, the motion passed unanimously.

There being no other business the meeting adjourned at 10:19 a.m.

Carolina Rook
Secretary

YAMHILL COUNTY COMPENSATION COMMITTEE

Chair

ELECTED/APPOINTED OFFICIALS SURVEY FISCAL YEAR 2022-2023 - COMMISSIONER IN COMPARABLE COUNTIES								
COMMISSIONER	Benton	Columbia	Douglas	Josephine	Linn	Marion	Polk	Yamhill
COUNTY POPULATION *	95,594	53,156	111,716	88,695	131,194	348,616	90,593	108,993
FORM OF GOVERNMENT	Home Rule	General law	General Law	Home Rule	General Law	General Law	General Law	General law
COUNTY BUDGET (million)	\$148.4	\$89.5	\$272.7	\$203.0	\$203.2	\$576.7	\$121.4	\$199.0
FTE	563.6	195.0	528.3	436.0	676.4	1,563.0	415.9	680.5
ELECTED/APPOINTED	Elected	Elected	Elected	Elected	Elected	Elected	Elected	Elected
NUMBER HOLDING OFFICE	3	1	3	3	3	3	3	3
LAST SALARY INCREASE DATE	1/3/2023	7/1/2022	7/1/2022	1/1/2022	6/1/2020	7/1/2022	7/1/2022	7/1/2022
ANNUAL SALARY-March 2019	\$95,952	\$91,404	\$82,098	\$81,108	\$93,132	\$97,760	\$72,996	\$78,266
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
CHANGE IN SALARY MARCH 2022 TO MARCH 2023	-2.99%	8.17%	10.20%	4.00%	0.00%	9.46%	2.49%	0.00%
YC AS % ABOVE OR BELOW SALARY	-23.12%	-33.24%	-32.50%	-17.66%	-34.71%	-47.31%	-1.42%	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)	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	\$1,880	\$2,390/mo	Up to \$2,218 (ee + family coverage)	\$1,816.56	\$1,839 (EE & Family coverage)	\$1,621 (EE & Family coverage)	\$1,936 (90%)	\$1,951.15 EE & Family
LIFE INSURANCE ANNUAL PREMIUM PAID BY COUNTY AND AMOUNT OF COVERAGE	\$14.40 (10k)	\$5.87/mo	No	\$67.92/annually for \$50k policy	\$180 (\$50,000 plus \$5,000 spouse)	\$0.11 per \$1,000 of annual earnings	\$99.36 (25k)	\$40.00 (10k)
LONG TERM DISABILITY INSURANCE % OF INCOME	67%	No	60%	67%	No	\$0.38 per \$100 of monthly covered payroll	No	No
SHORT TERM DISABILITY INSURANCE	No	No	No	No	No	No	No	Yes- 2/3 wage replacement
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(\$10000)	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)	AD&D .042 per \$1000 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 \$10,000 benefit
COMMENTS	Information obtained from website. Some elements carried from previous years.	\$150 opt-out benefit payment offered	Information obtained from website. Some elements carried from previous years.		Information derived from website and previous year data			

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

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

Josephine County rate based on term - currently at 2 term.

Compensation Committee
Exhibit "A"

ELECTED/APPOINTED OFFICIALS SURVEY FISCAL YEAR 2022-2023 - ASSESSOR IN COMPARABLE COUNTIES								
ASSESSOR	Benton	Columbia	Douglas	Josephine	Linn	Marion	Polk	Yamhill
COUNTY POPULATION *	95,594	53,156	111,716	88,695	131,194	348,616	90,593	108,993
FORM OF GOVERNMENT	Home Rule	General law	General Law	Home Rule	General Law	General Law	General Law	General law
COUNTY BUDGET (million)	\$148.4	\$89.5	\$272.7	\$203.0	\$203.2	\$576.7	\$121.4	\$199.0
FTE	563.6	195.0	528.3	436.0	676.4	1,563.0	415.9	680.5
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	7/1/2022	7/1/2022	7/1/2022	1/1/2023	6/1/2020	7/1/2022	7/1/2022	7/1/2022
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
CHANGE IN SALARY MARCH 2022 TO MARCH 2023	9.51%	8.17%	18.95%	16.60%	2.57%	16.16%	2.48%	3.00%
YC AS % ABOVE OR BELOW SALARY	-29.70%	1.78%	14.36%	0.06%	-4.57%	-30.09%	14.21%	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)	No	7.5% (401k)	No	10%**
CAR ALLOWANCE OR COUNTY CAR-monthly	No	No	No	No	No	No	No	Mileage reimbursement
MEDICAL, DENTAL AND VISION CONTRIBUTION-monthly	\$1,880	\$2,390/mo	Up to \$2,218 (ee + family coverage)	\$1,816.56	\$2,620 (ee + family coverage)	\$1,621 (EE & Family coverage)	\$1,936 (90%)	\$1,951.15 EE & Family
LIFE INSURANCE ANNUAL PREMIUM PAID BY COUNTY	\$14.40 (10k)	\$5.87/mo	No	\$67.92/annually for \$50k policy	\$180 (\$50,000 plus \$5,000 spouse)	\$0.11 per \$1,000 of annual earnings	\$99.36 (25k)	\$40.00 (10k)
LONG TERM DISABILITY INSURANCE % OF INCOME	67%	No	60%	67%	No	\$0.38 per \$100 of monthly covered payroll	No	No
SHORT TERM DISABILITY INSURANCE	No	No	No	No	No	No	No	Yes- 2/3 wage replacement
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 if elect low cost medical.	\$250 max VEBA/yr. Cell phone allowance of \$50	AD&D(\$10000)	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)	AD&D .042 per \$1000 of annual earnings	\$400 Expense Acct., \$50 cell phone.	\$125 VEBA (depending on plan); County Issued Cell Phone or \$40/mo reim. EAP, AD&D \$6,000 benefit
COMMENTS	NO Tax Collector Duties. Some elements carried from previous years.	NO tax collector duties. \$150 opt-out benefit payment offered	NO Tax Collector Duties. Information obtained from website. Some elements carried from previous years.	NO Tax Collector Duties.	Tax collector duties. Information obtained from website. Some elements carried from previous years.		NO tax collector duties	Tax collector 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

NOTES FOR YAMHILL COUNTY ASSESSOR

Assessor received a 3% increase in 2014
 Assessor received a 1.5% increase in 2015.
 Assessor received a 1% increase in 2017.
 Assessor received a 7.5% increase in 2018.
 Assessor received a 10.98% increase in 2019.
 No increase in 2020

ELECTED/APPOINTED OFFICIALS SURVEY FISCAL YEAR 2022-2023 - TREASURER IN COMPARABLE COUNTIES

TREASURER	Benton	Columbia	Douglas	Josephine	Linn	Marion	Polk	Yamhill
COUNTY POPULATION *	95,594	53,156	111,716	88,695	131,194	348,616	90,593	108,993
FORM OF GOVERNMENT	Home Rule	General law	General Law	Home Rule	General Law	General Law	General Law	General law
COUNTY BUDGET (million)	\$148.4	\$89.5	\$272.7	\$203.0	\$203.2	\$576.7	\$121.4	\$199.0
FTE	563.6	195.0	528.3	436.0	676.4	1,563.0	415.9	680.5
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	7/1/2022	N/A	7/1/2021	1/1/2023	6/1/2020	7/1/2022	N/A	7/1/2017
ANNUAL SALARY-March 2019	N/A	NA	\$25,000.00	\$77,345.00	\$95,280.00	\$101,587.00	\$12,000.00	\$30,000.00
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
CHANGE IN SALARY MARCH 2022 TO MARCH 2023	8.46%	NA	0.00%	16.60%	-2.32%	5.01%	0.00%	0.00%
YC AS % ABOVE OR BELOW SALARY	-485.68%	NA	11.60%	-242.09%	-242.40%	-277.44%	60.00%	0.00%
PERS PICK UP	6%	N/A	6%	6%	6%	6%	6%	0%
PERS IAP PICK UP	6%		6%	6%, if enrolled in PERS	6%	6%	6%	0%
OTHER RETIREMENT	3% into 457	N/A	No	Yes (See Below)	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	\$1,880	NA	Up to \$2,218 (ee + family coverage)	\$1,816.56	\$2,620 (ee + family coverage)	\$1,621 (EE & Family coverage)	\$1,936 (90%)	N/A
LIFE INSURANCE ANNUAL PREMIUM PAID BY COUNTY	\$14.40 (10k)	NA	No	\$67.92/annually for \$50k policy	\$180 (\$50,000 plus \$5,000 spouse)	\$0.11 per \$1,000 of annual earnings	\$99.36 (25k)	\$40.00 (10k)
LONG TERM DISABILITY INSURANCE % OF INCOME	67%	N/A	60%	67%	No	\$0.38 per \$100 of monthly covered payroll	No	No
SHORT TERM DISABILITY INSURANCE	No	N/A	No	No	No	No	No	Yes- 2/3 wage replacement
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(\$10000)	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)	AD&D .042 per \$1000 of annual earnings		County Issued Cell Phone or \$40/mo. EAP, AD&D \$10,000 benefit
COMMENTS	Duties performed by CFO. Some elements carried from previous years.	Finance Director holds treasurer duties. Position is also a County employee, County Tax Collector - Eligible for all benefits of a full time non-elected employee	Many duties moved to CFO- reduction in FTE of treasurer position in 2018. Information obtained from website. Some elements carried from previous years.	Full Time Position	No tax collector duties.- Also County Budget Officer- Full Time Position. Information obtained from website. Some elements carried from previous years.	Full Time Position.	Position was reduced to .2 FTE in 2016	Part Time Position

Notes:

* Certified Population Estimates- PSU Population

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 2022-2023 - CLERK IN COMPARABLE COUNTIES

CLERK	Benton	Columbia	Douglas	Josephine	Linn	Marion	Polk	Yamhill
COUNTY POPULATION *	95,594	53,156	111,716	88,695	131,194	348,616	90,593	108,993
FORM OF GOVERNMENT	Home Rule	General law	General Law	Home Rule	General Law	General Law	General Law	General law
COUNTY BUDGET (million)	\$148.4	\$89.5	\$272.7	\$203.0	\$203.2	\$576.7	\$121.4	\$199.0
FTE	563.6	195.0	528.3	436.0	676.4	1,563.0	415.9	680.5
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	7/1/2022	7/1/2022	7/1/2022	1/1/2023	7/1/2022	7/1/2022	7/1/2022	7/9/2022
ANNUAL SALARY-March 2019	\$111,779.00	\$86,160.00	\$66,206.00	\$78,127.00	\$97,824.00	\$97,947.00	\$81,960.00	\$79,574.00
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
CHANGE IN SALARY MARCH 2022 TO MARCH 2023	8.46%	8.16%	12.39%	12.11%	-2.33%	13.96%	2.50%	0.00%
YC AS % ABOVE OR BELOW SALARY	-71.13%	-19.35%	-0.36%	-14.44%	-28.02%	-47.19%	-9.32%	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)	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	\$1,880	\$2,390/mo	Up to \$2,218 (ee + family coverage)	\$1,816.56	\$2,620 (ee + family coverage)	\$1,621 (EE & Family coverage)	\$1,936 (90%)	\$1,951.15 EE & Family
LIFE INSURANCE ANNUAL PREMIUM PAID BY COUNTY AND AMOUNT OF COVERAGE	\$14.40 (10k)	\$5.87/mo	NO	\$67.92/annually for \$50k policy	\$180 (\$50,000 plus \$5,000 spouse)	\$0.11 per \$1,000 of annual earnings	\$99.36 (25k)	\$40.00 (10k)
LONG TERM DISABILITY INSURANCE % OF INCOME	67%	No	60%	67%	No	\$0.38 per \$100 of monthly covered payroll	No	No
SHORT TERM DISABILITY INSURANCE	No	No	No	No	No	No	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(\$10,000)	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)	AD&D .042 per \$1000 of annual earnings	\$250 Expense Acct.	\$125 VEBA (depending on plan); County Issued Cell Phone or \$40/mo reim. EAP, AD&D \$10,000 benefit
COMMENTS	Election / Recording duties. Information obtained from website. Some elements carried from previous years.	NO Election / Recording duties. \$150 opt-out benefit payment offered	Election / Recording duties. Information obtained from website. Some elements carried from previous years.	Election / Recording duties.	Election / Recording duties. Information obtained from website. Some elements carried from previous years.		Election / Recording duties	Election / Recording duties

Notes:

* Certified Population Estimates- PSU

** 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 2022-2023 - SHERIFF IN COMPARABLE COUNTIES

SHERIFF	Benton	Columbia	Douglas	Josephine	Linn	Marion	Polk	Yamhill
COUNTY POPULATION	95,594	53,156	111,716	88,695	131,194	348,616	90,593	108,993
FORM OF GOVERNMENT	Home Rule	General law	General Law	Home Rule	General Law	General Law	General Law	General law
COUNTY BUDGET (million)	\$148.4	\$89.5	\$272.7	\$203.0	\$203.2	\$576.7	\$121.4	\$199.0
FTE	563.6	195.0	528.3	436.0	676.4	1,563.0	415.9	680.5
ELECTED/APPOINTED	Elected	Elected	Elected	Elected	Elected	Elected	Elected	Elected
NUMBER HOLDING OFFICE	1	1	1	1	1	1	1	1
LAST SALARY INCREASE DATE	7/1/2022	7/1/2022	7/1/2022	1/1/2023	7/1/2022	7/1/2022	7/1/2022	8/24/2022
ANNUAL BASE SALARY-March 2019	\$119,963	\$102,288	\$109,949	\$98,847	\$125,826	\$156,270	\$98,268	\$105,583
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
CHANGE IN SALARY MARCH 2022 TO MARCH 2023	6.08%	9.20%	8.12%	16.60%	0.48%	8.63%	6.16%	11.46%
YC AS % ABOVE OR BELOW SALARY	8.16%	20.11%	6.76%	14.41%	7.14%	-18.93%	20.57%	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)	No	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	\$1,880	\$2,390/mo	Up to \$2,218 (ee + family coverage)	\$1,816.56	\$2,620 (ee + family coverage)	\$1,621 (EE & Family coverage)	\$1,936 (90%)	\$2,203.52 EE & Family
Life Insurance Premium paid by County and Amount of Coverage	\$14.40 (10k)	\$5.87/mo	No	\$67.92/annually for \$50k policy	\$180 (\$50,000 plus \$5,000 spouse)	\$0.11 per \$1,000 of annual earnings	\$99.36 (25k)	\$43.2 (10k)
LONG TERM DISABILITY INSURANCE % OF INCOME	67%	No	60%	67%	No	\$0.38 per \$100 of monthly covered payroll	No	Yes
SHORT TERM DISABILITY INSURANCE	No	No	No	No	No	No	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 (\$10,000).	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).	AD&D .042 per \$1000 of annual earnings	\$250 Expense Acct.	\$125 VEBA. Cell phone/data allowance up to \$40. AD&D \$10,000 benefit. Education, longevity, and certification incentives.
COMMENTS		\$150 opt-out benefit payment offered. Some elements carried from previous years.	Information obtained from website. Some elements carried from previous years.		Information obtained from website. Some elements carried from previous years.			

NOTES:

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."

	<u>CURRENT</u>			<u>Without COLA</u>	
	<u>Sheriff</u>	<u>Undersheriff</u>	<u>Captain (A)</u>	<u>Captain (J)</u>	<u>DIFF</u>
Base Annual	\$150,318.96	\$144,317.76	\$118,802.64	\$118,802.64	\$6,001.20
Base Monthly	\$12,526.58	\$12,026.48	\$9,900.22	\$9,900.22	\$500.10
AA - BA or BS	\$751.59	\$481.06	\$396.01	\$396.01	\$270.54
Longevity	\$250.53	\$240.53	\$148.50	\$148.50	\$10.00
Bilingual (2%)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
DPSST Advanced (6%)	\$751.59	\$721.59	\$594.01	\$594.01	\$30.01
Monthly with Roll ups	\$14,280.30	\$13,469.66	\$11,038.75	\$11,038.75	\$810.64
Annual with Roll ups	\$171,363.61	\$161,635.89	\$132,464.94	\$132,464.94	\$9,727.72

Contract still under negotiation, expired on 07/01/2022. Sheriff increase due to promotion of Undersheriff position.

ELECTED/APPOINTED OFFICIALS SURVEY FISCAL YEAR 2022-2023 - DISTRICT ATTORNEY IN COMPARABLE COUNTIES

DISTRICT ATTORNEY	Benton	Columbia	Douglas	Josephine	Linn	Marion	Polk	Yamhill
COUNTY POPULATION *	95,594	53,156	111,716	88,695	131,194	348,616	90,593	108,993
FORM OF GOVERNMENT	Home Rule	General law	General Law	Home Rule	General Law	General Law	General Law	General law
COUNTY BUDGET (million)	\$148.4	\$89.5	\$272.7	\$203.0	\$203.2	\$576.7	\$121.4	\$199.0
FTE	563.6	195.0	528.3	436.0	676.4	1,563.0	415.9	680.5
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)	\$51,247.00	\$19,740.00	\$40,830.40	\$28,809.68	\$22,632.00	\$47,465.00	\$16,800.00	\$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 2019	\$129,445.00	\$125,316.00	\$148,472.00	\$126,417.00	\$142,872.00	\$157,520.04	\$114,516.00	\$142,478.00
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
CHANGE IN SALARY MARCH 2022 TO MARCH 2023	0.31%	0.60%	0.74%	1.55%	0.00%	5.03%	0.48%	2.83%
YC AS % ABOVE OR BELOW SALARY	-4.67%	18.70%	-6.91%	12.92%	4.70%	-11.15%	20.58%	0.00%
PERS PICK UP	No		No	6%	No	No	6%	No
PERS IAP PICK UP	No	Yes	No	6%, if enrolled in PERS	No	No	6%	No
OTHER RETIREMENT	No	No	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	Paid by State	Paid by State	Paid by State
LIFE INSURANCE % OF INCOME	No	No	No	No	No	No	No	No
LONG TERM DISABILITY INSURANCE % OF INCOME	No	N/A	No	66.67%	No	No	No	No
SHORT TERM DISABILITY INSURANCE	No	N/A	No	No	No	No	No	No
OTHER BENEFITS- monthly	No	No	No	No	No	No	No	No
Comments:			Information obtained from website. Some elements carried from previous years.		Information obtained from website. Some elements carried from previous years.			

NOTES FOR YAMHILL COUNTY DISTRICT ATTORNEY

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

Received 6,000 increase to stipend in July 2020