

**MINUTES
COMPENSATION COMMITTEE
May 2, 2018**

9:00 a.m.

Room 32, Courthouse

PRESENT: Compensation Committee members Chris McLaran, Denney Elmer and Angel Aguiar.

Staff: Laura, Tschabold, Ken Huffer, Becky Weaver, Desiree Lundeen, Tim Svenson, Derrick Wharff, Stan Primozich, Mary Starrett and Richard L. “Rick” Olson.

Guests: Nicole Montesano, News Register

Former Chair: Chris McLaran

Chris McLaran called the meeting to order at 9:00 a.m.

1. Election of new chair.

Mr. Aguiar nominated Denny Elmer as chair of the Compensation Committee. Mr. McLaran seconded the motion. The motion passed unanimously.

2. Election of new secretary.

Mr. McLaran nominated Mr. Aguiar as secretary. Mr. Elmer seconded the motion. The motion passed unanimously.

3. Consideration of approval of Compensation Committee minutes from May 3, 2017.

Mr. Aguiar moved approval of the minutes. Mr. McLaran seconded the motion. The motion passed unanimously.

4. Consideration of compensation rates for elected officials

a. Staff report – Desiree Lundeen provided an overview of Elected Officials’ salary studies. (Exhibit A).

Mr. McLaran asked how comparable counties are selected. Ms. Lundeen stated it is based on agreed upon bargaining groups. She noted Douglas County has been added to this year’s list of comparable counties as requested by last year’s Compensation Committee. Ms. Tschabold added that the counties selected are the same counties used during collective bargaining based on, population, tax base and budget size.

b. Public Comment

Derrick Wharff discussed the specific aspects and the complexity of what the Assessor’s job entails. He stated that this position requires comprehensive expertise and knowledge. He pointed out when reviewing comparable salaries this office competes with the Portland Metro.

He stated his interest in the Assessor's position grew from his connection to the community and his desire to improve the departments direction and leadership.

Sheriff **Tim Svenson** provided comments to clarify that adding a 3% increase to his budget would increase his salary just above the base of his subordinates and meet statute. This would be in addition to incentives the sheriff receives.

County Clerk **Brian Van Bergen** stated the Clerk's compensation was held steady during the 2009-2012 period due to economic downturn. Ms. Lundeen verified that Mr. Van Bergen opted to take a 1% increase during each 2014-15 and 2015-16 fiscal years as opposed to the full recommended 3% compensations. Mr. Van Bergen would like to bring the Clerk's office to an internal full funding status without using general fund dollars. Mr. McLaran commended Mr. Van Bergen's efforts to improve the Clerk's Office budget over recent years.

Mr. Denney called for a recess at 9:50 a.m. and reconvened at 9:55 a.m.

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

Mr. Aguiar asked Ms. Lundeen to review the approved commissioner percentage increases from 2016 and 2017. She replied, stating in 2016-17 the salary remained flat and in 2017-18 there was a 5% increase. Ms. Tschabold noted that the new increase is projected into the budget regardless if a commissioner chooses to accept it or not so that there is appropriation authority for a new commissioner to take the authorized salary.

Mr. McLaran moved to maintain the **Commissioners'** salary flat. There was no second. Mr. Huffer noted that the projected budget is not a limiting factor and can be adjusted based on the committee's decisions. There was discussion regarding elected officials' decisions to forego increases during years of economic downturn despite the continued increase of the cost of living. There was discussion suggesting a 2% COLA increase for the Commissioner's. Mr. Aguiar noted that a COLA increase is not merit based but rather an adjustment to the increases of cost of living expenses which the commissioners should be entitled to as well. He moved to increase the salary by 3%. Mr. Elmer seconded the motion.

Mr. McLaran addressed comparing a cost of living increase versus the cost of labor in the private sector and how it relates to an elected official's job duties. Mr. Aguiar expressed that an elected official's COLA increase should be given the same consideration as non-elected positions. Mr. Elmer agrees that a COLA increase is acceptable. Ms. Tschabold reviewed COLA percentages according to the county's collective bargaining agreements. Mr. Aguiar amended his motion to increase the commissioner's salary by 2% to commensurate with bargaining agreement COLA percentages. Mr. Elmer seconded the motion. Mr. McLaran commented that tying an elected official's increase to a CPI could raise potential issues in the future. The motion passed, Mr. Elmer and Mr. Aguiar voting aye, Mr. McLaran voting nay.

Mr. McLaran moved to increase the **Assessor's** salary by 2 % COLA. There was no second. Discussion followed regarding salary increases and the differentiation of duties between elected officials who make policy and those who administer it. Mr. Elmer moved to increase the Assessor's salary by 7.5% with a 2% COLA increase. Mr. Aguiar seconded the motion. The motion passed unanimously.

Mr. Aguiar moved to maintain the **Treasurer's** salary flat. Mr. McLaran seconded the motion. The motion passed unanimously.

Mr. McLaran moved to increase the **Clerk's** salary by 3%. Mr. Aguiar seconded the motion. The motion passed unanimously.

Mr. McLaran moved to increase the **Sheriff's** salary by 3% with rollups. Mr. Aguiar seconded the motion. The motion passed unanimously.

Mr. McLaran moved to not make any changes to the stipend for the **District Attorney's** salary. Mr. Aguiar seconded the motion. The motion passed unanimously.

There being no other business the meeting adjourned at 10:35 a.m.

Carolina Rook
Secretary

YAMHILL COUNTY COMPENSATION COMMITTEE

Chair