

**MINUTES
COMPENSATION COMMITTEE
May 1, 2019**

9:00 a.m.

Room 32, Courthouse

PRESENT: Compensation Committee members Denney Elmer, Angel Aguiar and Lindsay Berschauer

Staff: Ken Huffer, Mike Barnhart, Jennifer Elkins, Desiree Lundeen, Tim Svenson, Derrick Wharff, Brian Van Bergen, Patricia Lanseidel, Silas Halloran-Steiner, Casey Kulla, Mary Starrett and Richard L. "Rick" Olson.

Guests: Nicole Montesano, News Register

Former Chair: Denny Elmer

Denny Elmer called the meeting to order at 9:00 a.m.

1. Election of new chair.

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

2. Election of new secretary.

Mr. Elmer nominated Angel Aguiar as secretary. Ms. Berschauer seconded the motion. The motion passed unanimously.

3. Consideration of approval of Compensation Committee minutes from May 2, 2018.

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

4. Consideration of compensation rates for elected officials

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

Mr. Huffer noted historical detail regarding the functions that determine the salary of the Treasurer's position.

Ms. Lundeen noted that Sheriff Svenson's salary is fixed in an amount which is not less than any member of the Sheriff's department. Mr. Huffer added that the Sheriff's increase was implemented midyear to be in compliance with ORS 204.112(4) in the event that the captain's position merits any incentives which puts that position's salary above the Sheriff's.

b. Public Comment

Derrick Wharff presented a summary of considerations related to the Assessor's position. He addressed position compensation, which he stated, is below three comparable counties Washington, Multnomah and Clackamas. Mr. Wharff stated the indication of where his position falls among administrative/department head positions is below 14%. He noted that his position competes with the Portland Metro area. Mr. Wharff stated his budget is balanced with no ad-back requests and with increased property growth in the county, he has effectively changed business practices by utilizing technology in place of additional personnel thereby lowering salary expenses. Mr. Wharff is asking for a flat salary amount of \$95,000.

Brian Van Bergen explained salary comparisons if the Clerk had taken a 1% increase over the last ten years. He noted the Clerk's salary "dip" prior to 2013 was performance based related to the previous County Clerk. He noted neighboring counties are compensating their Clerk's higher than Yamhill County. He would be comfortable with a 10% increase despite still being lower than surrounding counties which would bring the position back to a competitive salary. He noted Yamhill County is a term limited county and he will be filing for his third and last term election this year. He would like to bring the Clerk's salary back up to a competitive base salary before he leaves office.

Commissioner Mary Starrett commented on the raise issue relating to commissioners. She noted that she has not accepted previous raises and commented on the generous compensation package provided by the county. When the benefits are factored into the salary, it is a large sum being asked by the citizens to pay. She stated she is appreciative of the salary and benefits that are offered.

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

Mr. Aguiar made a motion recommending to keep the **Treasurer's** salary flat. The motion passed unanimously.

Mr. Denny moved that the stipend and salary remain at current level for the **District Attorney**. Mr. Aguiar seconded the motion. The motion passed unanimously.

Ms. Berschauer noted the performance audit done by the state secretary's department of the Clerk's Office election division performance was very complimentary. Mr. Aguiar moved to approve an increase for the **Clerk's** salary to \$79,574. Ms. Berschauer seconded the motion. The motion passed unanimously.

There was discussion regarding the clarification of statutory increases in the Sheriff's Department. Sheriff Svenson stated that the highest paid employee in his department is the patrol captain who will receive a 6% increase plus 2.5% COLA this year and next year. Sheriff Svenson noted the Portland CPI was discontinued. The Sheriff stated that his salary is not based on steps; it sets a salary position for his staff and how it relates to their duties. Ms. Berschauer expressed concern of the impact a salary increase will be on the discretionary budget but also pointed out the county citizen's expectation to be protected and served by the Sheriff's position.

Mr. Aguiar noted that the Assessor's position has proven a savings to the county by taking on additional tasks as the tax collector as well. Mr. Wharff noted the gap in salaries among competing county salaries and an increase would put Yamhill County in a competitive

market. Mr. Denny moved to increase the **Assessor's** salary to a flat amount of \$95,000. Mr. Aguiar seconded the motion. The motion passed unanimously.

Ms. Lundeen returned to discuss the Sheriff's salary and incentives and stated the data reflected in Exhibit A is correct. Mr. Huffer clarified that benefits (rollups) are in addition to the salary. After discussion, Ms. Berschauer moved approval to increase the **Sheriff's** compensation level by 8.5%. Mr. Aguiar seconded the motion. The motion passed, Ms. Berschauer and Mr. Aguiar voting aye, Mr. Elmer voting nay.

There was further discussion related to clarification that the Sheriff and Captains are salaried and overtime exempt. Further discussion clarified how the percentages were presented to the bargaining members; 8.5% across the board for patrol and the Sheriff with the percentages increase being consistent with what the Sheriff's office employees will receive under the collective bargaining agreement beginning July 1, 2019. Ms. Berschauer moved to amend her previous motion regarding the **Sheriff's** compensation levels and to clarify that the increase is consistent with the collective bargaining formula increase that was applied to the Sheriff's Department employees. Mr. Aguiar seconded, the motion passed unanimously.

Mr. Denny moved to keep **Commissioner's** salary flat. Ms. Berschauer seconded the motion. The motion passed unanimously.

There being no other business the meeting adjourned at 11:02 a.m.

Carolina Rook
Secretary

YAMHILL COUNTY COMPENSATION COMMITTEE

Chair

ELECTED/APPOINTED OFFICIALS SURVEY FISCAL YEAR 2018-2019 - SHERIFF IN COMPARABLE COUNTIES

SHERIFF	Benton	Columbia	Douglas	Josephine	Linn	Marion	Polk	Yamhill
COUNTY POPULATION	93,590	51,900	111,735	86,352	125,575	344,035	82,100	107,415
FORM OF GOVERNMENT	Home Rule	General law	General Law	Home Rule	General Law	General Law	General Law	General law
COUNTY BUDGET (million)	\$238.9	\$65.0	\$236.8	\$122.1	\$148.7	\$445.0	\$76.8	\$153.1
FTE	463.0	200.0	472.0	412.9	671.2	1,510.2	372.3	601.4
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	7/1/2018	7/1/2018	7/1/2018	1/1/2019	7/1/2018	7/1/2018	7/1/2018	1/9/2019
ANNUAL BASE SALARY-March 2015	\$107,559.00	\$90,864.00		\$84,360.00	\$106,537.00	\$129,522.00	\$88,200.00	\$85,928.00
ANNUAL BASE SALARY-March 2016	\$107,559	\$92,952	\$101,317	\$84,360	\$120,960	\$134,826	\$90,000	\$85,928
ANNUAL BASE SALARY-March 2017	\$107,556	\$96,048	\$103,646	\$89,640	\$123,384	\$138,237	\$91,800	\$93,888
ANNUAL BASE SALARY-March 2018	\$117,346	\$96,048	\$107,786	\$93,627	\$123,384	\$146,619	\$95,400	\$96,705
ANNUAL BASE SALARY-March 2019	\$119,963	\$102,288	\$109,949	\$98,847	\$125,826	\$156,270	\$98,268	\$105,583
CHANGE IN SALARY MARCH 2018 TO MARCH 2019	2.23%	6.50%	2.01%	5.58%	1.98%	6.58%	3.01%	9.18%
YC AS % ABOVE OR BELOW SALARY	-13.62%	3.12%	-4.13%	6.38%	-19.17%	-48.01%	6.93%	0.00%
PERS PICK UP	6%	6%	6%	6%	6%	6%	6%	6%
PERS JAP PICK UP	6%	6%	6%	6%	6%	6%	6%	6%
OTHER RETIREMENT	3%	No	No	No	No	7.5%	No	10%
CAR ALLOWANCE OR COUNTY ISSUED CAR	N/A	Issued Car	Issued Car	Issued Car	Issued Car	Issued Car	Issued Car	Issued Car
MEDICAL, DENTAL AND VISION monthly employer contribution	\$1,360	\$2,061.89	\$1,365.00	\$966.00	\$2,568.14	\$1,362.00	\$1,463.00	\$1,494.96
Life Insurance Premium paid by County and Amount of Coverage	\$44.40 (10k)	\$118.68 (40k)	\$19.32 (10k)	\$88.32 (50k)	\$144(50k)	\$504(77k)	54.96 (10k)	\$39.60 (10k)
LONG TERM DISABILITY INSURANCE % OF INCOME	67%	No	60%	67%	No	.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 included in Life premium	Cell phone allowance: \$50.	AD&D (\$10,000)	County cell phone. AD&D .76	No	AD&D .042 per \$1000 of annual earnings	\$300 expense acct.	\$125 VEBA. Cell phone/data allowance up to \$40. AD&D \$10,000 benefit. Education, longevity, and certification incentives.
COMMENTS								

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."

* Please note that the Sheriff's salary was adjusted 1/1/19 by 6% due to the market adjustment his staff received in order to keep in compliance with ORS 204.112

	CURRENT			WITHOUT COLA		
	Sheriff	Captain (P)	Captain (A)	Captain (U)	DIFF	Sheriff
Base Annual	\$105,582.96	\$104,695.20	\$97,602.96	\$88,588.08	\$16,994.88	\$113,529.19
Base Monthly	\$8,798.58	\$8,719.60	\$8,133.58	\$7,382.34	\$1,416.24	\$9,460.77
AA - BA or BS	\$527.91	\$348.78	\$325.34	\$295.29	\$232.62	\$378.43
Longevity	\$131.98	\$174.39	\$122.00	\$110.74	\$21.24	\$141.91
Bimlual (2%)	\$0.00	\$0.00	0	\$0.00	\$0.00	\$0.00
DPSTT Advanced (6%)	\$439.93	\$435.98	\$406.68	\$369.12	\$70.81	\$567.65
Monthly with Roll ups	\$9,898.40	\$9,678.76	\$8,987.61	\$8,157.49	\$1,740.92	\$10,548.75
Annual with Roll ups	\$118,780.83	\$116,145.07	\$107,851.27	\$97,889.83	\$20,891.00	\$126,585.05

9/19/16 81.52
\$ 124,681.52

ELECTED/APPOINTED OFFICIALS SURVEY FISCAL YEAR 2018-2019 - DISTRICT ATTORNEY IN COMPARABLE COUNTIES

DISTRICT ATTORNEY	Benton	Columbia	Douglas	Josephine	Linn	Marion	Polk	Yamhill
COUNTY POPULATION *	93,590	51,900	111,735	86,352	125,575	344,035	82,100	107,415
FORM OF GOVERNMENT	Home Rule	General law	General Law	Home Rule	General Law	General Law	General Law	General law
COUNTY BUDGET (million)	\$238.9	\$65.0	\$236.8	\$122.1	\$148.7	\$445.0	\$51.0	\$153.1
FTE	463.0	200.0	472.0	412.9	671.2	1,510.2	360.0	601.4
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)	\$33,250.00	\$21,000.00	\$25,688.00	\$22,101.00	\$20,088.00	\$33,924.80	\$12,000.00	\$19,694.00
State Funding (based on County population)	\$105,360.00	\$104,316.00	\$122,784.00	\$104,316.00	\$122,784.00	\$122,784.00	\$104,316.00	\$122,784.00
ANNUAL SALARY-March 2015	\$117,972.00	\$105,972.00		\$112,131.00	\$126,165.00	\$134,368.00	\$90,972.00	\$127,646.00
ANNUAL SALARY-March 2016	\$129,445.00	\$120,516.00	\$146,995.20	\$120,447.00	\$142,476.00	\$149,990.40	\$104,316.00	\$127,646.00
ANNUAL SALARY-March 2017	\$129,445.00	\$125,316.00	\$147,473.60	\$120,871.00	\$142,872.00	\$150,405.40	\$104,316.00	\$142,478.00
ANNUAL SALARY-March 2018	\$129,445.00	\$125,316.00	\$147,473.60	\$120,871.00	\$142,872.00	\$156,708.80	\$113,316.00	\$142,478.00
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
CHANGE IN SALARY MARCH 2018 TO MARCH 2019	0.00%	0.00%	0.68%	4.59%	0.00%	0.52%	1.06%	0.00%
YC AS % ABOVE OR BELOW SALARY	9.15%	12.05%	-4.21%	11.27%	-0.28%	-10.56%	19.63%	0.00%
PERS PICK UP	No	No	No	No	No	No	No	No
PERS AIP PICK UP	No	No	No	No	No	No	No	No
OTHER RETIREMENT	No	No	No	No	No	7.50%	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	Paid by State	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	No	No	No	No	No	No	No
SHORT TERM DISABILITY INSURANCE	No	No	No	No	No	No	No	No
OTHER BENEFITS- monthly	No	No	No	No	No	\$300 expense acct.	No	No
Comments:								

NOTES FOR YAMHILL COUNTY DISTRICT ATTORNEY

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

Comp. Conte.
Exhibit "A"
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