

**MINUTES**  
**COMPENSATION COMMITTEE**  
**June 6, 2011 8:00 a.m.**

Oval Office, Fenton House

**PRESENT:** Compensation Committee members Michael Green, Chris McLaran, and Shelley Halleman.

**Staff:** Mary P. Stern, Leslie Lewis, Kathy George, Laura Tschabold, Chuck Vesper, Rick Sanai, Becky Weaver, and Becky Stern Doll.

**Guests:** Hannah Hoffman, News-Register.

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Mike called the meeting to order at 8:00 a.m.

1. Executive session

The committee recessed to executive session pursuant to ORS 192.660(2)(f) to consider information or records that are exempt by law from public inspection. The meeting reconvened at 9:18 a.m. with no formal decisions made.

2. Consideration of compensation for the clerk.

Mike stated that the government has somewhat done a disservice by setting it up so a new elected official inherits the salary of his or her predecessor. Laura stated that the Budget Committee can decide, with a recommendation from the Compensation Committee, what the compensation level should be, and it can be adjusted throughout the year. She said that in 2000, the Compensation Committee knew that a new assessor would be taking office, so it set the new assessor's salary, starting January 1, at a lower rate than the salary of the previous assessor. She also raised the possibility of setting a salary range. Mary stated that with a salary range, the Budget Committee and Compensation Committee would have to convene after the election to establish the actual salary before the new elected official took office.

After some discussion about ways to base the clerk's compensation on her performance, Rick agreed with Laura that the best approach would be to set a fixed salary now and reconvene the committee later to do a performance review and adjust the salary if the goals are being met. Mike said that the committee doesn't need to be responsible for determining if the goals are being met - that evaluation could be made by a team that includes the clerk's liaison commissioner, Human Resources, and others.

Chris moved to reduce the clerk's salary by 25% (\$50,913), with the committee to reconvene in four months and re-evaluate the salary based on the following criteria:

- a. Measurable progress in reducing the Commissioners' Journal backlog;

- b. Redistribution of staff workload, with continued monitoring to see if it's working;
- c. Additional supervisory training for the clerk and deputy clerk.

The motion passed unanimously.

Shelley moved to grant the clerk the ability to increase her salary by accomplishing the goals listed above. The motion passed unanimously.

3. Consideration of compensation for the treasurer.


Mike stated that the current salary is set at \$1 per year. Laura said that with the treasurer's primary focus being on investments now, Chuck feels that .1 FTE would be a realistic amount of time to monitor those investments. Mike said that the county has sufficient funds to invest that have been ignored. He suggested that the salary be based on .25 FTE, which would allow the person to take on more responsibility and increase the county's investment returns. Chris moved to change the treasurer's salary to \$14,487 per year based on the expectation of a .25 FTE position, effective January 1, 2013. The motion passed unanimously.

The meeting adjourned at 10:10 a.m.

Anne Britt  
Secretary

YAMHILL COUNTY COMPENSATION COMMITTEE

  
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Chair                      Michael Green

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Approved Oct. 7, 2011