



MARION COUNTY BOARD OF COMMISSIONERS

Board Session Agenda Review Form

Meeting date: December 23, 2020

Department: Human Resources Agenda Planning Date: December 17, 2020 Time required: 5 min.

Audio/Visual aids n/a

Contact: Sherry Lintner, Volunteer Services Coordinator Phone: 503-588-7990

Department Head Signature: Michelle Shelton

TITLE Appointment of members to the Marion County Compensation Board

Issue, Description & Background The compensation board is comprised of three to five members who are knowledgeable in personnel and compensation management. The purpose of this board is to determine the compensation schedule for county elected officials. Members of this board are appointed to a one-year term and must be reappointed on an annual basis. Three highly qualified applicants are being recommended for appointment to these board seats. Steven Bergmann, Todd Merklin and Susan Wilson, who all have served on the Compensation Board previously, are qualified and willing to serve.

Financial Impacts: N/A

Impacts to Department & External Agencies N/A

Options for Consideration: 1) Appoint Steven Bergmann, Todd Merklin and Susan Wilson to the Marion County Compensation Board for a one year term ending December 31, 2021; 2) Do not appoint Steven Bergmann, Todd Merklin and Susan Wilson to the Marion County Compensation Board; 3) Take no action at this time.

Recommendation: Appoint Steven Bergmann, Todd Merklin and Susan Wilson to the Marion County Compensation Board for a one year term ending December 31, 2021.

List of attachments: 1. Order of Appointment 2. Member Roster 3. Volunteer Application Forms

Presenter: Requesting consent, but if action item Michelle Shelton will present.

Copies of completed paperwork sent to the following: (Include names and e-mail addresses.)

Copies to: Volunteer Services Coordinator, volunteer@co.marion.or.us

BEFORE THE BOARD OF COMMISSIONERS

FOR MARION COUNTY, OREGON

In the matter of the appointment of)
members to the Marion County)
Compensation Board for 2021)

ORDER No. _____

This matter came before the Marion County Board of Commissioners at its regularly scheduled public meeting on Wednesday, December 23, 2020, to consider appointment of members to the Marion County Compensation Board.

WHEREAS, pursuant to ORS 204.112, the board is required to appoint a county compensation board to perform the duties set forth in ORS 204.112 to 204.126. The board finds that Steven Bergmann, Todd Merklin and Susan Wilson are qualified and willing to serve on the Marion County Compensation Board; now, therefore,

IT IS HEREBY ORDERED that Steven Bergmann, Todd Merklin and Susan Wilson are appointed as members of the Marion County Compensation Board for the term January 01, 2021 through December 31, 2021.

DATED this 23th day of December 2020.

MARION COUNTY BOARD OF COMMISSIONERS

Chair

Commissioner

Commissioner

2021 MARION COUNTY COMPENSATION BOARD MEMBERS

The Compensation Board consists of three (3) to five (5) citizen board members appointed by the Board of Commissioners to serve one year. They can be appointed for consecutive years. Authority: ORS 204.112

NAME, TITLE, LOCATION AND BIOGRAPHY

CONTACT INFORMATION & TERM

Steven Bergmann

Administrator, Oregon Dept of Fish and Wildlife,
Salem, Oregon

Steve Bergmann serves as Chief Audit Executive for Oregon Department of Fish and Wildlife. Steve holds a Bachelor of Science degree in Accountancy from Oregon State University. He also holds professional certifications and licenses as a Certified Public Accountant, Certified Internal Auditor, Licensed Municipal Auditor, and Chartered Global Management Accountant. Steve has 9 years of experience in providing financial and operational consulting services. He served on several boards and committees, including the State of Oregon's Chief Audit Executive Council and the Oregon Employment Department's Audit Committee.

Email: Steven.A.Bergmann@state.or.us

Appointed through: 12/31/2021

Todd Merklin

Senior Human Resources Analyst, City of Salem
Salem, Oregon

Todd Merklin currently serves as a Senior Human Resources Analyst with the City of Salem. Todd has over 15 years of experience in both classification/compensation, labor relations, and various Human Resources professional-level work. He has also served in a Human Resources role for both county and private sector organizations. He holds a Bachelor of Science degree in Business Management, with a Professional in Human Resources certification from the Human Resources Certification Institute.

Email: tmerklin@cityofsalem.net

Appointed through: 12/31/2021

Susan Wilson

Chief Human Resources Officer, State of
Oregon (Retired), Salem, Oregon

Susan Wilson is retired from a 30-year career in Oregon state government that included positions of Legislative Administrator, Administrative Services Director for the Department of Justice and state Human Resources Director. Since retirement she served as the staff for the state Public Officials Compensation Commission and has been active in Willamette University's Atkinson Graduate School of Management as a contributing faculty member. She also serves as an HR consultant for government and non-profit organizations, and is the Executive Director of the Sustainable Living Center at Pringle Creek community. Susan graduated from Oregon State University and the Atkinson Graduate School of Management.

Email: swilson@willamette.edu

Appointed through: 12/31/2021

BOARD STAFF:

Michelle Shelton, Chief Human Resources Officer
Erin Carney-Bell, Human Resources Analyst

ELECTED OFFICIALS:

Tom Rohlifing, Assessor
Bill Burgess, Clerk
Danielle Bethel, Commissioner
Kevin Cameron, Commissioner
Colm Willis, Commissioner
Paige Clarkson, District Attorney
Jan Zyryanoff, Justice of the Peace
Joe Kast, Sheriff
Laurie Steele, Treasurer

Note: Information on this page is considered public record and may be made available upon request.

Name: Steve Bergmann

City of residence: Salem

Business information:

Occupation/business Administrator/State of Oregon

Business address 4034 Fairview Industrial Dr SE

City Salem, Oregon Zip code 97302 Business telephone 5039476193

Business e-mail steven.a.bergmann@state.or.us Business fax N/A

I would like to be considered for the representative position on the Compensation Board (lay or representative designation)

(name of committee, board, council, task force or commission)

The reason I am applying for this appointment is

I would like to contribute in a value-added way to Marion County in appreciation for an internship opportunity that Marion County provided me when I was starting out in my career.

The personal and professional interests that prompted me to apply for this appointment are I am interested in contributing to a governance system that promotes equity, integrity, and effective utilization of resources.

Have you served on any other Marion County board, commission, committee, council, or task force? (If yes, please list)

1. Compensation Board (3 years)

2.

Please list qualifications and skills you have which you believe would be valuable if you are appointed to this position (include relevant skills, activities, training, and education)

I have served on the Marion County Compensation Board on three separate years, including once as chairperson. During those three years, I was an active participant and was able to utilize and develop several key skills, including data analysis, negotiation, collaboration, and communication.

What community or school activities, committees or special activities have you participated in?

I believe strongly in giving back to my community. A few past volunteer activities I have participated in are Marion County Compensation Board, City of Salem Budget Committee, Oregon Employment Department Audit Committee, and Oregon State Bar Client Security Fund Committee.

Note: Information on this page is considered public record and may be made available upon request.

Name: Todd Merklin

City of residence: Salem Oregon

Business information:	
Occupation/business	<u>Senior Human Resources Analyst/City of Salem</u>
Business address	<u>555 Liberty St SE/Room 225</u>
City <u>Salem</u> , Oregon	Zip code <u>97301</u> Business telephone <u>503-589-2076</u>
Business e-mail <u>tmerklin@cityofsalem.net</u>	Business fax <u>503-588-6170</u>

I would like to be considered for the Advisory Board position on
the Marion County Compensation Board (lay or representative designation)

(name of committee, board, council, task force or commission)
The reason I am applying for this appointment is
To use my knowledge and experience in compensation processes and structures in a
crucial County function.

The personal and professional interests that prompted me to apply for this appointment are
I was invited to participate as I have previously worked for Marion County in the role
of a classification/compensation analyst which I enjoyed immensely and I want to
assist and support Marion County as a part of my civic duty.

Have you served on any other Marion County board, commission, committee, council, or task
force? (If yes, please list)

1. _____ 2. _____

Please list qualifications and skills you have which you believe would be valuable if you are
appointed to this position (include relevant skills, activities, training, and education)
I have been a human resources professional for over 15 years and have specialized in
classification and compensation for over 4 of those years.

What community or school activities, committees or special activities have you participated in?
N/A

Note: Information on this page is considered public record and may be made available upon request.

Name: Susan Wilson

City of residence: Salem, OR

Business information:

Occupation/business Retired - Part time program manager of Willamette certificate prog

Business address Willamette University, AGSM

City Salem, Oregon Zip code 97302 Business telephone _____

Business e-mail swilson@willamette.edu Business fax _____

I would like to be considered for the member position on
the Compensation Board (lay or representative designation)

(name of committee, board, council, task force or commission)

The reason I am applying for this appointment is

I was approached because of my background and believe it would be a good use of my skills.

The personal and professional interests that prompted me to apply for this appointment are

My background in HR and public sector management along with an ongoing desire to support state and local government in Oregon.

Have you served on any other Marion County board, commission, committee, council, or task force? (If yes, please list)

1. _____ 2. _____

Please list qualifications and skills you have which you believe would be valuable if you are appointed to this position (include relevant skills, activities, training, and education)

I served as a manager in the public sector for 30 years, including my last five as the Chief Human Resources officer for the State of Oregon. After retiring I staffed the Public Officials Compensation Commission and have also done compensation studies for some small nonprofits. I manage the Certificate in Public Management program at WU and teach the HR class, which includes compensation.

What community or school activities, committees or special activities have you participated in?

I am the Executive Director of the Sustainable Living Center at Pringle Creek Community, which provides educational programming in the areas of green living.