



**COMPENSATION
COMMITTEE**

2020/2021



KARMEN CARLSON

**HUMAN
RESOURCES**

**Elected
Officials**

MORROW COUNTY COMPENSATION BOARD MEETING AGENDA
Thursday, February 13, 2020 at 10:00 AM
Bartholomew Building Upper Conference Room
110 N. Court St., Heppner, OR

- 1. Call to Order - 10:00 AM**
- 2. Approve Minutes 2019**
- 3. Open Comments** – This is the time provided for individuals wishing to address the Board.
- 4. Elected Officials Compensation Deliberations** – This portion of the meeting will be for Board deliberations. Comment will not be accepted during this time.

Consider Pay Levels of Morrow County Elective Officers, as required under ORS 204.112

- Discussion of wages in general
- Commissioners
- Assessor
- Clerk
- Treasurer
- Sheriff
- Justice of the Peace
- District Attorney
- Compensation Board recommendation to the Morrow County Board of Commissioners

- 5. Open Comments** - This is the time provided for individuals wishing to address the Board.
- 6. Adjournment**

The meeting location is accessible to persons with disabilities. A request for an interpreter for the hearing impaired or for other accommodations for persons with disabilities should be made at least 48 hours before the meeting to Roberta Lutcher at (541) 676-5613.

Pursuant to ORS 192.640, this agenda includes a list of the principal subjects anticipated to be considered at the meeting; however, the Board may consider additional subjects as well. This meeting is open to the public and interested citizens are invited to attend. Executive sessions are closed to the public; however, with few exceptions and under specific guidelines, are open to the media. The Board may recess for lunch depending on the anticipated length of the meeting and the topics on the agenda. If you have anything that needs to be on the agenda, please notify the Human Resources office before noon of the preceding Friday. If something urgent comes up after this publication deadline, please notify the office as soon as possible. If you have any questions about items listed on the agenda, please contact Karmen Carlson, Human Resources Director at (541) 676-5620.

COMPENSATION

Tab 1

Notebook

IN THIS SECTION:

- Introduction Letter
- Minutes from 2019 Compensation Board Committee Meeting
- 2019 Letter of Recommendation from the Compensation Board
- Committee Members



Human Resources

P.O. Box 593 • Heppner OR 97836
(541) 676-5620

Karmen Carlson
Human Resources Director
kcarlson@co.morrow.or.us

To: Morrow County Compensation Board

From: Karmen Carlson, Human Resources Director

Date: February 5, 2020

Re: 2020 Compensation Board Process

The Board of Commissioners would like to extend their appreciation for your active involvement in the Compensation Board. Our goal is to provide for a smooth and transparent process. By discussing the variables ahead of time, we hope to eliminate the need for last minute changes.

As per the statutes, the Compensation Board is charged with reviewing the compensation for the Assessor, the Clerk, the Commissioners, the Sheriff and the Treasurer. In the past the Board has also reviewed the Justice Court Judge compensation and any additional compensation for the District Attorney:

Elected Officials have been given the opportunity to provide additional comment to the Compensation Board. The packet of information is to offer comparable wages from other departments, counties, and similar job descriptions. With the information and discussion during the meeting we hope the board can make recommendations to the Commissioners.

When the Compensation Board gathers, it is a Public Meeting. During this meeting there will be a specified time(s) for comment. I would like to allow the Board to be able to deliberate without interruption and would like to limit comments to the identified comment times at the beginning of the meeting and a comment time at the end of the meeting. Last year, the Compensation Board Chair allowed the current Elected Official to make comment prior to deliberations on each position. That seemed to work well and could be continued this year.

The Compensation Board will make a recommendation of compensation for Elected Officials, which will then be presented to the Board of Commissioners. The Board of Commissioners may accept, reject, or modify the recommendation. The Board of Commissioners will decide what will be included in the budget for the next Fiscal Year and what will be presented at the Budget Hearings.

The Compensation Board will be asked to evaluate the compensation of each Elected Official, as well as compensation of all Elected Officials as a whole. The Board will be asked to recommend a COLA (Cost of Living Allowance) for Elected Officials. The Board may recommend to increase, decrease, or make no change to a particular wage. There may be different recommendations for different positions.

If you have any questions or would like to discuss something further, please do not hesitate to contact me.

**Morrow County
Compensation Board Meeting Minutes
February 12, 2019
Bartholomew Building
Heppner, Oregon**

Present

Lisanne Currin, Compensation Board
Andy Fletcher, Compensation Board
Eileen Hendricks, Compensation Board
Jill Martin, Compensation Board
Darrell Green, Administrator

Karmen Carlson, Human Resources Director
Roberta Lutcher, Executive Assistant

Absent

Kevin Ince, Compensation Board

Call to Order: 1:03 p.m.

Open Comments

Karmen Carlson, Human Resources Director, expressed appreciation to the Compensation Board members for attending the meeting, especially given the weather. She said the notebooks for the meeting were prepared with the intention of offering insight into how the County is doing, overall. At last year's Compensation Board meeting, the Board discussed the functions of each job and how they measured with private sector jobs. She said she reached out for comments, which can be found in the notebook. She explained that most of the jobs cannot be compared on an apples-to-apples basis with other counties, so it was difficult to have the information match.

Eileen Hendricks asked about the information from Umatilla County. Ms. Carlson offered several reasons for the difficulties she encounter in trying to compare Morrow County to Umatilla County: Umatilla County is much larger in population and square miles; Umatilla County often has several people in some jobs with duties broken out quite differently from Morrow County; and due to its larger population, Umatilla County builds its workforce much differently.

Election of Officers

Jill Martin nominated Lisanne Currin to remain as Chair. Andy Fletcher seconded.

Chair Currin welcomed those in the audience and noted a few Commissioners were in attendance. She asked for comment.

Commissioner Don Russell said the Morrow County Board of Commissioners appreciated the time put in by the Compensation Board members. He said the members were hand-selected for their skill set and because they were adept at doing this job. He said all the Compensation Board members are familiar with employees, wages, and certainly with Morrow County and the larger region. He said he would be available in his office if there were questions for him or about his role as a County Commissioner. Before leaving, he said he knew the members would do a good job and that he had confidence in them.

Commissioner Lindsay quipped she “echoed” Commissioner Russell’s comments.

Minutes

Mr. Fletcher moved to approve the 2018 Compensation Board meeting minutes, as stated. Ms. Martin seconded. Unanimous approval.

Elected Officials Compensation Deliberations

Commissioners

Chair Currin said it appeared all the bargaining units agreed on three-percent Cost of Living Adjustments (COLAs) for 2019/2020, and then asked if there were any comments.

Ms. Martin said this year’s meeting looks to be “quieter” than those of the last two years. There were lots of important topics discussed the last couple of years, she said, and there were even comments submitted from most of the positions. She added the Board handled a lot in the last two years, which helped settle things down and provide a good idea of the direction the County is going.

Ms. Carlson agreed, and added everyone had their concerns and questions answered in the last couple of years. She said she listened to the recordings and read the minutes of those meetings and could feel the progress everyone made. She said she thought everyone was comfortable with what took place in the last few years.

Mr. Fletcher said the question is still out there now that the Commissioner positions were made full-time. Is there any sentiment toward what the Commissioners believe they want to see done in the future?

Ms. Carlson said she offered them an opportunity to provide a letter and she received nothing. She said she thought the Commissioners felt comfortable with what has been done with their wages. Ms. Carlson said her belief was the Commissioners feel they do their jobs on a full-time basis, but they also have the freedom to take care of their personal businesses and issues, as well. All three of them really do put in a tremendous amount of time, she said, and they’ve done a good job dividing up duties and representation on committees and boards.

Chair Currin asked how the County is doing financially, as a whole.

Ms. Carlson said she did not feel qualified to comment and referred the Board to the Assessment & Tax information provided by Mike Gorman, Assessor/Tax Collector. Brief discussion.

Chair Currin stated the Board would review the information for each elected position and take them under consideration at the end for approval, etc.

Clerk

Ms. Carlson pointed out the letter in the books submitted by Clerk Bobbi Childers.

Ms. Martin said the letter appeared to be the same as what Ms. Childers submitted last few year and that she did not see any changes to her role or any expansion of her duties.

Chair Currin said when she looked at the comparables, the County was still on the upper end and still in the ballpark, even though that doesn't sound very scientific.

Ms. Martin said she did not see any significant changes from the previous year.

Treasurer

Ms. Carlson said a letter was not submitted by the Treasurer, Gayle Gutierrez, but she is still doing the same job as last year and nothing has changed. She added Treasurer duties are very difficult to compare from county to county as some are part-time, some full-time and some have added duties such as tax collection.

Mr. Fletcher said the County is still on the upper end.

Chair Currin said at one time the Morrow County Treasurer was doing the tax function as well. Who decides that?

Administrator Darrell Green provided the history of that position in recent years and said elected officials have to follow Oregon Revised Statutes (ORS) relative to their positions.

Chair Currin asked who has the authority to change job duties of an elected official.

Mr. Green said possibly the Commissioners, but only through control of the purse strings. Beyond that, it's difficult to make major changes, he said.

Surveyor

Mr. Green provided an update on the status of the Surveyor position. He said there is a contract with Stephen Haddock through 2020 for the use of his equipment, tools, truck, etc., and he receives pass-through fees as the County Surveyor, however, he does not receive any benefits. Mr. Haddock also is compensated for re-monumentation work, but that's outside of the scope of today's meeting, said Mr. Green.

Chair Currin said given that situation, the Compensation Board really has no input.

Mr. Green agreed, and added fees will be evaluated twice a year, County-wide.

Ms. Martin asked if the final determination for this position was that it will move away from being an elected official. Mr. Green said that is correct.

Assessor

Ms. Carlson said a letter was provided by Assessor/Tax Collector Mike Gorman, but nothing has changed about his job duties or the amount of people supervised.

Chair Currin asked if any positions had significant changes in budgets for which they are responsible or significant changes in structure.

Mr. Green said in the upcoming budget cycle, there are basically no requests for new positions from departments supervised by elected officials.

Discussion then took place on the Sheriff's salary and the need, by statute, for it to be the highest in that department. In recent years, the County had to increase Sheriff Ken Matlack's salary to accommodate that requirement and the County may find itself in that same situation in the near future. Chair Currin said it may be such a thing that the County Commission needs to deal with.

District Attorney (DA)

Justin Nelson said last year, for the DA position, not salary, but stipend, which is above any base salary, so that's a unique aspect. Many counties in Oregon have those and some go very high, such as Rod Underhill in Multnomah County. There are two current salary bases, he added. The stipend in Morrow County is more recent, and started about three or four years ago. He said last year he asked for no changes during the Compensation Board meeting process, but there was a COLA aspect so instead of limiting, he told the Board to feel free to do whatever, up or down. Things still have to go through the budget aspect no matter what, so it still could get changed either way, he said. Mr. Nelson said the only differing factor he noticed and wanted to add was about similar counties. He said he didn't think we directly compared to because the line of work ...is Umatilla County. The job duties are about the same but there is management aspects that are different for Umatilla County, but the comparable is for Umatilla County's about a \$19,500 stipend, so that's the only additional information he said he wanted to provide.

Chair Currin asked two questions - is the stipend treated as wage or is it flat; and are taxes withheld on the stipend?

Mr. Nelson replied, yes.

Chair Currin asked additional questions - is it considered compensation; are they supplementing your State compensation or are they paying for services provided to Morrow County.

Mr. Nelson said the stipend is a supplemental to the State, that is the difference. The stipend is just for the exact, no additional services for the stipend and that's the way it is for other counties. He said Clatsop County bases it on a certain percentage that is tied to the Sheriff or perhaps the assistant, but they base it on a certain percentage of the highest paid Deputy District Attorney (DDA) because there's actually an issue. There's an issue, he said, in Multnomah, Washington, and Clackamas Counties with the DDAs getting paid higher than the DAs. Mr. Nelson continued, DDA salary is purely based on from the county perspective, so the county might have

it and the State salary is usually very flat based on a set amount for about 28-30 counties in Oregon and the larger six to eight are a different amount. There's usually a very base amount and it only ever goes up for COLAs, he said. It's always part of the government budget but we're not really well liked by the legislature sometimes, so prosecutors don't ever get raises, he commented.

Chair Currin asked of Mr. Nelson, without disclosing your State wage, does the stipend with your State wage keep you above your DDA?

He replied it does. We do not have the same issue right now in Morrow County...but it's hard getting folks in rural areas, he said. They're always poaching each other in the valley areas and the cost of living is higher too, so they pay quite a bit more. In Morrow County we do really well, we do pay our DDA a good salary. He's paid very well for his level, said Mr. Nelson. Umatilla County is always losing folks to the valley and they might even have two openings right now, so there's an issue but we are doing a good job with that, he said.

Justice of the Peace

Ms. Carlson said Judge Ann Spicer did not turn in a letter but provided statistics of traffic citations, fines, etc., for the last few years.

Mr. Fletcher said her salary was bumped up last year.

Chair Currin said if she remembered correctly, there aren't very many comparables.

Ms. Martin added that was part of the discussion last year too.

Sheriff

Chair Currin said she previously commented on the only issue she noticed. She added from a comparable county standpoint, Sheriff Matlack is still at the top of that.

Compensation Board Recommendation to the Morrow County Board of Commissioners Adjustments

Mr. Fletcher said the only one he'd have a comment on would be Mr. Nelson. If a COLA is applied to his \$8,000 stipend, it would be \$240. He said he thought if we're going to make an adjustment, that's where an adjustment would have to take place and not just a COLA adjustment because that doesn't make sense from a mathematic standpoint.

Ms. Hendricks said the most recent information she can bring up is from 2015 (looking at her cell phone and showing it to the other Compensation Board members). She said she was guessing Tier 2, District Attorney salaries in Oregon.

Mr. Nelson replied that is right. He said he thought it was Tier 2 probably, if it was the lower one, it was Tier 2.

Ms. Hendricks said between that and his stipend, he's coming in just barely above the Sheriff.

Mr. Nelson said that is correct, he did look it up, Tier 2 was correct.

Chair Currin asked if there was a recommendation.

Mr. Fletcher said sure, but it wasn't based on anything. He said he was comfortable with a \$2,000 increase to the stipend but he didn't know what he was basing that on.

Ms. Hendricks said \$3,000 would be the same as a three-percent COLA.

Mr. Fletcher asked if she meant on the entire side of it.

Ms. Hendricks said almost, but yes.

Chair Currin asked if that position would receive a COLA from the State as well.

Mr. Nelson said it might, but he didn't know for sure, and there is that potential. He said sometimes they do include those, it's not a salary increase but there have been COLAs in the past, but he didn't recall the amounts. That is the argument the DA is always arguing, that we got our COLA for the past 15 years or so, he said.

Mr. Fletcher said once again, he was going to ask Mr. Nelson one more question to try to formulate it against something. He said Umatilla County per capita, what are we talking about your workload compared to Umatilla County's?

Mr. Nelson's reply was as follows: The best example he could give was Umatilla County's population is around 75,000 and they have a DA and he believed eight DDAs. They do not handle any of the justice, city, they have two city municipal courts, Hermiston and Pendleton. The Hermiston Municipal Court, so as an example that's hard because he said he didn't know workload numbers, but the Hermiston Municipal Court handles misdemeanor offenses that happen in Hermiston and Pendleton has their own municipal court. Morrow County has no municipal courts, we have a Justice Court, but Justice Court is also prosecuted by the DA and so when we say chief law enforcement aspect for a prosecution, we argue only in the County. So workload, you look at the population how it's spread out, is there more management aspect for DA Primus, yes, he said he wouldn't deny that. He said when he thinks about population, how many one DDA and one DA per population vs. nine over in Umatilla County...particularly since we handle all misdemeanor, all felonies, the only thing we don't handle is if it's conflicted on a specific conflict basis, if it involves a Sheriff's deputy or someone else we work with, one case might get farmed out. The only time we've done that, he said, is for Medicaid benefit fraud cases. The State Department of Justice will deputize them. In each of these cases, he said, they're still considered underneath me. He said he didn't have the set numbers but that's the population, office size comparison.

Discussion to clarify the stipend information provided in the notebooks.

Chair Currin asked if there were recommendations.

Ms. Hendricks said she was fine with either but she thought because we haven't adjusted for a few years.

Mr. Fletcher asked, anything right?

Ms. Hendricks continued, that or a \$3,000 increase in stipend.

Ms. Hendricks moved to increase the stipend at \$3,000 in lieu of COLAs which have been foregone for numerous years, which could justify a much bigger number but it's not our budget. Chair Currin said the Commission can modify our recommendation as well. Mr. Fletcher seconded. Ms. Martin said she typically recuses herself from this vote because of her relation to Mr. Nelson. Vote – Aye: Chair Currin, Mr. Fletcher, Ms. Hendricks. Recused: Ms. Martin. Motion passes.

Chair Currin asked if adjustments were needed elsewhere.

Mr. Fletcher said it seems like it's fairly straight forward with the COLA adjustment, three-percent across the board.

Ms. Hendricks said excluding the Surveyor and the DA.

Mr. Fletcher moved to give all Elected Officials, excluding the District Attorney and the Surveyor, three-percent Cost of Living Adjustments. Ms. Martin seconded. Unanimous approval.

Open Comments

Mr. Fletcher said we'll have to address the Sheriff.

Chair Currin said her feeling on that is it's a County Commission discussion and they can make that adjustment if it happens, or maybe it already has with the movement of the scale, but when that happens, they can address it and then next year the Compensation Board can revisit it.

Adjourned: 1:49 p.m.



Human Resources

P.O. Box 788 • Heppner OR 97836
(541) 676-5620

Karmen Carlson
Human Resources Director
kcarlson@co.morrow.or.us

TO: Morrow County Board of Commissioners

FROM: Karmen Carlson, Human Resources Director

DATE: March 6, 2019

RE: Morrow County Compensation Board Recommendations

The Morrow County Compensation Board met on February 12, 2019. I want to thank all of the Board members for their time and effort in this process. All members of the Board had reviewed the notebooks that were provided to them prior to the meeting and arrived at the meeting ready to begin discussions. Kevin Ince was unable to attend and asked to be removed from the Board due to work commitments. Morrow County will be looking to fill that position.

The meeting format allowed for public comment at the beginning and the end of the meeting. During deliberations, the Board would ask questions of those in attendance and the information provided was helpful.

There was discussion regarding the compensation of the Commissioners. Please refer to the minutes of the meeting for more details. The Board made their recommendation for compensation of the Commissioners based on the compensation paid to Commissioners in other counties that also have a paid Administrator. The decision was not based on whether the position was a part-time or full-time equivalent.

I updated the Board on the discussions surrounding the method of compensation for the Surveyor. Currently the Surveyor is under contract that does not expire until 2020, therefore, there will not need to be any recommendation in 2019.

There was discussion about the compensation of the Sheriff. The Board commented that there is no concern regarding compensation exceeding the Sheriff wage this year however this issue appears to be a concern in 2020. The board agreed that this conversation will be covered next year to assure compliance with the State Statute.

The Board reviewed the compensation for the Justice of the Peace, the Tax Assessor, Treasurer, and Clerk and was comfortable with their wages based on the information collected and compatible's.

The Board discussed the Stipend for the District Attorney and asked questions of Mr. Nelson who was present. They discussed that his Stipend had not been adjusted for many years and felt an adjustment was overdue.

Please refer to the minutes for more detail of the deliberations and decisions of the Compensation Board.

The Compensation Board recommends the following compensation for Elected Officials for Fiscal Year 2018-2019:

- **Commissioners - 3% COLA.**
- **Justice of the Peace - 3% COLA.**
- **Clerk, Treasurer, Assessor and Sheriff - 3% COLA.**
- **District Attorney/County Counsel - increase of \$3000 to \$11,000 with no COLA.**
- **Surveyor - not discussed**

***These are all gross wage numbers.**

I appreciate the time and effort of the Board members and thank them for taking this evaluation very seriously. I also appreciate their employers for allowing them the time to participate in this meeting.

MORROW COUNTY COMPENSATION BOARD MEMBERSHIP

Eileen Hendricks
Port of Morrow
Term expires 2021

Jill Martin
Bank of Eastern Oregon
Term expires 2021

Lisanne Currin
Morrow County Grain Growers
Term expires 2023

Marie Cain
Three Mile Dairy
Term expires 2023

Debbie Radie
Boardman Foods, Inc.
Term expires 2023

2017 ORS 204.112¹ County compensation board

- members
- compensation review and recommendations

- (1) Each county governing body shall appoint a county compensation board. A county compensation board shall consist of from three to five members, who are knowledgeable in personnel and compensation management.
- (2) The county compensation board shall annually recommend a compensation schedule for the county elective officers mentioned in ORS 204.005 (Election or appointment of county officers).
- (3) The county compensation board shall annually review the compensation paid to persons comparably employed by the State of Oregon, local public bodies and private businesses within a labor market deemed appropriate by the board for each elective officer. The county compensation board shall take into account such factors as the number of employees supervised and the size of the budget administered by each elective officer, the duties and responsibilities of each elective officer, and the compensation paid to subordinates and other appointed employees who serve in positions of comparable management responsibility. The county compensation board shall prepare and approve by majority vote a recommended compensation schedule for the elective officers and shall submit the recommended compensation schedule to the county governing body.
- (4) Notwithstanding subsections (1) to (3) of this section, the sheriff's salary shall be fixed in an amount which is not less than that for any member of the sheriff's department. [1989 c.941 §1]

¹ Legislative Counsel Committee, *CHAPTER 204—County Officers*, https://www.oregonlegislature.gov/bills_laws/ors/ors204.html (2017) (last accessed Mar. 30, 2018).

COMPENSATION COMMITTEE

Notebook

IN THIS SECTION:

- Morrow County COLA history in review
- Current 2019-2020 Wages in Morrow County Government
- Morrow County Benefits Summary

Tab 2

COLA History

Prepared by Karmen Carlson

February 5, 2019

	General Employee	Road	SO	Managers	Elected Officials	
FY 19/20	3.00%	3.00%	3.00%	3.00%	3.00%	
FY 18/19	3.00%	3.00%	3.00%	3.00%	3.00%	Varied
FY 17/18	3.00%	3.00%	3.00%	3.00%	3.00%	
FY 16/17	3.00%	3.00%	2.50%	3.00%	3.00%	
FY 15/16	3.00%	3.00%	2.50%	3.00%	3.00%	
FY 14/15	3.00%	3.00%	2.25%	3.00%	3.00%	
FY 13/14	3.00%	3.00%	2.00%	3.00%	3.00%	
FY 12/13	3.00%	3.00%	1.50%	3.00%	3.00%	
FY 11/12	3.00%	3.00%	1.00%	2.33%	2.33%	
FY 10/11	3.00%	3.00%	1.50%	1.50%	1.50%	
FY 09/10	3.00%	3.00%	3.00%			
FY 08/09			3.00%			
FY 07/08			4.00%			

Prior to FY 12/13, the Elected Officials and Managers received a COLA that was the average of the three Collective Bargaining Agreements, as that was thought to be a written policy. It was determined that was a past practise, not a policy.

ELECTED OFFICIAL SCALE
2015-2016
3.00%

TITLE	ANNUAL	MONTHLY
JUDGE	\$74,564	\$6,214
COMMISSIONER	\$37,289	\$3,107
COMMISSIONER	\$37,289	\$3,107
ASSESSOR	\$76,003	\$6,334
TREASURER	\$66,480	\$5,540
CLERK	\$66,035	\$5,503
USTICE OF THE PEACE	\$66,035	\$5,503
SHERIFF	\$93,471	\$7,789
	\$517,165	\$43,097

ELECTED OFFICIAL SCALE

2016-2017

3.00%

TITLE	ANNUAL	MONTHLY
COMMISSIONER	\$38,407	\$3,201
COMMISSIONER	\$38,407	\$3,201
COMMISSIONER	\$38,407	\$3,201
ASSESSOR	\$78,283	\$6,524
TREASURER	\$68,475	\$5,706
CLERK	\$68,475	\$5,706
JUSTICE OF THE PEACE	\$68,475	\$5,706
SHERIFF	\$98,136	\$8,178
	\$497,065	\$41,422

COLA 3.000%

**ELECTED OFFICIAL SCALE
2017-2018**

TITLE	MONTHLY	Annual
COMMISSIONER	3,297	39,564
COMMISSIONER	3,297	39,564
COMMISSIONER	3,297	39,564
ASSESSOR	6,719	80,631
TREASURER	5,877	70,529
CLERK	5,877	70,529
JUSTICE OF THE PEACE	5,877	70,529
SHERIFF	8,423	101,081

ELECTED OFFICIAL SCALE
2018-2019

COLA 3.000%

Varies

TITLE	MONTHLY	ANNUAL	
COMMISSIONER	4,250	51,000	no COLA
COMMISSIONER	4,250	51,000	no COLA
COMMISSIONER	4,250	51,000	no COLA
ASSESSOR	6,921	83,052	
TREASURER	6,054	72,648	
CLERK	6,054	72,648	
JUSTICE OF THE PEACE	6,250	75,000	no COLA
SHERIFF	8,676	104,112	

COLA 3.000%

ELECTED OFFICIAL SCALE
2019-2020

TITLE		ANNUAL	MONTHLY
COMMISSIONER		52,536	4,378
COMMISSIONER		52,536	4,378
COMMISSIONER		52,536	4,378
ASSESSOR		85,536	7,128
TREASURER		74,820	6,235
CLERK		74,820	6,235
JUSTICE OF THE PEACE		77,256	6,438
SHERIFF		107,232	8,936

MANAGERS AND SUPERVISORS
2019- 2020

COLA 3.000%

		5%	5%	5%	5%	5%	5%	5%	
	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	
	HIRE	1 YR	3 YRS	5 YRS	7 YRS	9 YRS	11 YRS	13 YRS	
	A	B	C	D	E	F	G	H	
COURT EXECUTIVE ASSIST.	10	\$3,465	\$3,639	\$3,821	\$4,012	\$4,212	\$4,423	\$4,644	\$4,876
SPECIAL TRANS. CORD.		\$3,465	\$3,639	\$3,821	\$4,012	\$4,212	\$4,423	\$4,644	\$4,876
PARK RANGER	11	\$3,639	\$3,821	\$4,012	\$4,212	\$4,423	\$4,644	\$4,876	\$5,120
MANAGEMENT ASSISTANT	12	\$3,821	\$4,012	\$4,212	\$4,423	\$4,644	\$4,876	\$5,120	\$5,376
	13	\$4,012	\$4,212	\$4,423	\$4,644	\$4,876	\$5,120	\$5,376	\$5,645
PARKS GENERAL MANAGER OF OPERA1	14	\$4,212	\$4,423	\$4,644	\$4,876	\$5,120	\$5,376	\$5,645	\$5,927
FINANCE MGT. ASSISTANT		\$4,212	\$4,423	\$4,644	\$4,876	\$5,120	\$5,376	\$5,645	\$5,927
PUBLIC WORKS MANAGER	15	\$4,423	\$4,644	\$4,876	\$5,120	\$5,376	\$5,645	\$5,927	\$6,223
GENERAL MAINTENANCE SUPER	16	\$4,644	\$4,876	\$5,120	\$5,376	\$5,645	\$5,927	\$6,224	\$6,535
CIVIL SERGEANT		\$4,644	\$4,876	\$5,120	\$5,376	\$5,645	\$5,927	\$6,224	\$6,535
ASST. COMMUNICATIONS SERGEANT	17	\$4,876	\$5,120	\$5,376	\$5,645	\$5,927	\$6,223	\$6,534	\$6,861
911 SERGEANT	18	\$5,120	\$5,376	\$5,645	\$5,927	\$6,224	\$6,535	\$6,861	\$7,205
ADMINISTRATION LIEUTENANT		\$5,120	\$5,376	\$5,645	\$5,927	\$6,224	\$6,535	\$6,861	\$7,205
COMMUNICATIONS SERGEANT	19	\$5,376	\$5,645	\$5,927	\$6,223	\$6,534	\$6,861	\$7,204	\$7,564
		\$5,376	\$5,645	\$5,927	\$6,223	\$6,534	\$6,861	\$7,204	\$7,564
PERSONNEL DIRECTOR		\$5,376	\$5,645	\$5,927	\$6,223	\$6,534	\$6,861	\$7,204	\$7,564
ASST. PUBLIC WORKS DIR.	20	\$5,645	\$5,927	\$6,223	\$6,534	\$6,861	\$7,204	\$7,564	\$7,943
PATROL SERGEANT	21	\$5,927	\$6,223	\$6,534	\$6,861	\$7,204	\$7,564	\$7,943	\$8,340
		\$5,927	\$6,223	\$6,534	\$6,861	\$7,204	\$7,564	\$7,943	\$8,340
CRIMINAL SERGEANT		\$5,927	\$6,223	\$6,534	\$6,861	\$7,204	\$7,564	\$7,943	\$8,340
COMMUNICATIONS LIEUTENANT		\$5,927	\$6,223	\$6,534	\$6,861	\$7,204	\$7,564	\$7,943	\$8,340
JUVENILE DIRECTOR		\$5,927	\$6,223	\$6,534	\$6,861	\$7,204	\$7,564	\$7,943	\$8,340
PLANNING DIRECTOR	22	\$6,223	\$6,534	\$6,861	\$7,204	\$7,564	\$7,943	\$8,340	\$8,757
DETECTIVE SERGEANT		\$6,223	\$6,534	\$6,861	\$7,204	\$7,564	\$7,943	\$8,340	\$8,757
		\$6,223	\$6,534	\$6,861	\$7,204	\$7,564	\$7,943	\$8,340	\$8,757
CORRECTIONS LIEUTENANT		\$6,223	\$6,534	\$6,861	\$7,204	\$7,564	\$7,943	\$8,340	\$8,757
PUBLIC HEALTH DIRECTOR	23	\$6,534	\$6,861	\$7,204	\$7,564	\$7,943	\$8,340	\$8,757	\$9,195
HUMAN RESOURCES		\$6,534	\$6,861	\$7,204	\$7,564	\$7,943	\$8,340	\$8,757	\$9,195
OPERATIONS LIEUTENANT		\$6,534	\$6,861	\$7,204	\$7,564	\$7,943	\$8,340	\$8,757	\$9,195
DEPUTY DISTRICT ATTORNEY	24	\$6,861	\$7,204	\$7,564	\$7,943	\$8,340	\$8,757	\$9,195	\$9,654
PUBLIC WORKS DIRECTOR		\$6,861	\$7,204	\$7,564	\$7,943	\$8,340	\$8,757	\$9,195	\$9,654
FINANCE DIRECTOR		\$6,861	\$7,204	\$7,564	\$7,943	\$8,340	\$8,757	\$9,195	\$9,654
UNDER SHERIFF	25	\$7,204	\$7,564	\$7,943	\$8,340	\$8,757	\$9,195	\$9,654	\$10,137
	26	\$7,564	\$7,943	\$8,340	\$8,757	\$9,195	\$9,654	\$10,137	\$10,644
	27	\$7,943	\$8,340	\$8,757	\$9,195	\$9,654	\$10,137	\$10,644	\$11,176
COUNTY ADMINISTRATOR	28	\$8,340	\$8,757	\$9,195	\$9,654	\$10,137	\$10,644	\$11,176	\$11,735

GENERAL SCALE
2019 - 2020

COLA 3.000%

\$2,249.439

RANGE	POSITION	Hire 0 A	1 year B	1 year C	1 year D	1 year E	1 year F
1		1	\$2,249	\$2,362	\$2,480	\$2,604	\$2,734
2		2	\$2,362	\$2,480	\$2,604	\$2,734	\$2,871
	Janitor						\$3,014
3		3	\$2,480	\$2,604	\$2,734	\$2,871	\$3,014
	STF Dispatch						\$3,165
4		4	\$2,604	\$2,734	\$2,871	\$3,014	\$3,165
	Special Trans. Driver						\$3,323
	Translator						
	Health Promoter						
	Health Promoter						
	PT Court Clerk						
	PT Veterans Service Officer						
5		5	\$2,734	\$2,871	\$3,014	\$3,165	\$3,323
6		6	\$2,871	\$3,014	\$3,165	\$3,323	\$3,490
	Office Assistant						\$3,664
	Accounting Clerk						
	Heally Families Home Visitor						
	Fair Caretaker/Gen. Maint.						
7		7	\$3,014	\$3,165	\$3,323	\$3,490	\$3,664
	A&T Clerk						\$3,847
	Care Coordinator						
	Healthy Families Home Visitor Bilingual						
	Office Assistant Bilingual						
8		8	\$3,165	\$3,323	\$3,490	\$3,664	\$3,847
	Planning Dept. Office Mgr.						\$4,040
	Office Support Spec. (CC&F)						
	Office Support Spec. (JV)						
	Chief Deputy Clerk						
	Chief Deputy Clerk						
	Appraiser Trainee						
	Court Clerk						
9		9	\$3,323	\$3,490	\$3,664	\$3,847	\$4,040
	A&T Office Specialist						\$4,242
	Health Dept. Office Mgr.						
	Public Works Office Mgr.						
	Accounting Technician						
10		10	\$3,490	\$3,664	\$3,847	\$4,040	\$4,242
	Legal Secretary						\$4,454
	Vererans Service Officer						
	Maintenance Assist.						
	Maintenance Assist.						
	Public Helth. Offc. Mgr./Billing Super.						
11		11	\$3,664	\$3,847	\$4,040	\$4,242	\$4,454
	DD Case Manager						\$4,676
	Victims Advocate						
12		12	\$3,847	\$4,040	\$4,242	\$4,454	\$4,676
	Planner I						\$4,910
	Maintenance Associate						
	Juvenile Probation Counselor						
	Support Enforcement Officer						
13		13	\$4,040	\$4,242	\$4,454	\$4,676	\$4,910
	Appraiser I						\$5,156
	Appraiser I						
	GIS Planning Tech.						
	CDC/R9HPPC/MRCEORC						
	Staff Accountant						
	Asses. Off. Dep. Asses./Tax Collector						
14		14	\$4,242	\$4,454	\$4,676	\$4,910	\$5,156
15		15	\$4,454	\$4,676	\$4,910	\$5,156	\$5,414
	Appraiser II						\$5,684
	Planner II						
16		16	\$4,676	\$4,910	\$5,156	\$5,414	\$5,684
	RN						\$5,968
	RN						
	RN						
	Community Health Nurse						
	Community Health Nurse						
	Data Analyst (Assr.)						
17		17	\$4,910	\$5,156	\$5,414	\$5,684	\$5,968
18		18	\$5,156	\$5,414	\$5,684	\$5,968	\$6,267
	Lead Appraiser						\$6,580
19		19	\$5,414	\$5,684	\$5,968	\$6,267	\$6,580
	Senior Planner						\$6,909

COLA 3.000%

SHERIFF DEPT. SCALE
2019- 2020

		STEP 1 HIRE	STEP 2 1YEAR	STEP 3 2 YEARS	STEP 4 3 YEARS	STEP 5 4 YEARS	STEP 6 5YEARS
COMM. OFFICER		1	2	3	4	5	6
UNCERTIFIED	U	\$3,105	\$3,260	\$3,423	\$3,594	\$3,774	\$3,963
BASIC	B	\$3,269	\$3,433	\$3,604	\$3,785	\$3,974	\$4,172
INTERMEDIATE	I	\$3,351	\$3,519	\$3,695	\$3,880	\$4,074	\$4,277
ADVANCED	A	\$3,434	\$3,605	\$3,786	\$3,975	\$4,174	\$4,382
PATROL DEPUTY		1	2	3	4	5	6
UNCERTIFIED	U	\$3,833	\$4,024	\$4,226	\$4,437	\$4,659	\$4,892
BASIC	B	\$4,033	\$4,235	\$4,447	\$4,669	\$4,903	\$5,148
INTERMEDIATE	I	\$4,134	\$4,341	\$4,558	\$4,786	\$5,025	\$5,277
ADVANCED	A	\$4,239	\$4,451	\$4,673	\$4,907	\$5,152	\$5,410
CRIMINAL DEPUTY		1	2	3	4	5	6
INTERMEDIATE	I	\$4,341	\$4,558	\$4,786	\$5,025	\$5,277	\$5,540
ADVANCED	A	\$4,451	\$4,673	\$4,907	\$5,152	\$5,410	\$5,680
COMMUNITY CORRECTIONS WORK CREW SUPER.		1	2	3	4	5	6
		\$3,833	\$4,024	\$4,226	\$4,437	\$4,659	\$4,892
PAROLE & PROB. OFFICER		1	2	3	4	5	6
Uncertified	U	\$3,833	\$4,024	\$4,226	\$4,437	\$4,659	\$4,892
Basic	B	\$4,033	\$4,235	\$4,447	\$4,669	\$4,903	\$5,148
Intermediate	I	\$4,134	\$4,341	\$4,558	\$4,786	\$5,025	\$5,277
Advanced	A	\$4,239	\$4,451	\$4,673	\$4,907	\$5,152	\$5,410
PAROLE & PROB. OFFICER		1	2	3	4	5	6
Basic	B	\$4,033	\$4,235	\$4,447	\$4,669	\$4,903	\$5,148
Intermediate	I	\$4,134	\$4,341	\$4,558	\$4,786	\$5,025	\$5,277
Advanced	A	\$4,239	\$4,451	\$4,673	\$4,907	\$5,152	\$5,410

Morrow County Benefits Summary for 2019

The premiums listed below are very close, however, the actual amount may vary by a little bit. We pay every two weeks. Premiums are taken out of paychecks each pay period. Premium amounts listed are effective January 1, 2018 -December 31, 2018.

Medical - Employee pays 7.5% of premium

Regence Blue Cross Blue Shield Copay Plan B RX4 with Alternative Care

Preferred Provider Program

Lifetime Maximum Benefit	\$2,000,000
Individual deductible per calendar year	\$ 500
Maximum family deductible per calendar year	\$1,500
Maximum amount you pay each calendar year including deductible	\$2,500/claimant \$5,500/family

Full Premium

Employee Only	\$ 729.48/month
Employee+ Child	\$1,354.35/month
Employee+ Spouse	\$1,547.93/month
Employee+ Children	\$1,808.53/month
Employee+ Family	\$2,085.98/month

*Actual premium may vary slightly

Dental - Employee pays 7.5% of premium

ODS Dental Plan II

Calendar year maximum, per member	\$1,500
Calendar year deductible	\$0

Employee Only	\$ 49.21/month
Employee+ Child	\$ 75.62/month
Employee + Spouse	\$ 86.14/month
Employee+ Children	\$130.10/month
Employee+ Family	\$149.84/month

*Actual premium may vary slightly

Vision

VSP3

Exams every 24 months for adults.

Prescription Lenses every 24 months for adults

Frames every 24 months (up to \$120.00)

OR

Contact Lens Care every 24 months for adults (up to \$166.00)

Included in Medical Premium.

Medical Supplemental Coverage

AFLAC Supplemental Plans are available at our group rate. All premiums are the responsibility of the employee.

Life Insurance and Long Term Disability

Morrow County provides Life Insurance and Long Term Disability for full-time employees.

Air Medical Transport

Morrow County provides family Air Medical Transport coverage for all employees.

Retirement

Morrow County is not a PERS member. Morrow County's pension plan meets or exceeds the provision of the PERS plan. All full-time employees are required to participate in the Morrow County defined contribution Retirement Plan. Employees contribute 6% of their gross wages, Morrow County pays a significantly higher percentage, currently this is at 24.8%

Holidays- Morrow County recognizes 9 paid Holidays. New Year's Day, Martin Luther King Holiday, President's Day, Memorial Day, Independence Day, Labor Day, Veterans day, Thanksgiving, and Christmas.

Vacation

<u>Years of Service</u>	<u>Days off per year</u>
0-4	12
5-9	14
10-14	16
15-19	18
20+	20

Sick Leave

All regular employees shall earn sick leave with full pay at the rate of one day leave for one calendar month of service.

Utilization: Employees are eligible for sick leave for the following reasons:

- a. Non-occupational illness or injury
- b. Quarantine of an employee by a physician
- c. To care for an ill member of the employee's immediate family.
- d. First three days of leave due to an occupational injury
- e. Medical/dental examinations and appointments for employees and their dependents when such appointments cannot be conveniently scheduled outside working hours.

COMPENSATION COMMITTEE

Notebook

IN THIS SECTION:

- Elected COLA
Calculations for:
 - 2.0%
 - 2.25%
 - 2.5%
 - 2.75%
 - 3.0%

Tab 3

2019-2020 FISCAL YEAR						
ELECTED OFFICIAL PAY SCALE						
EMP #	NAME		TITLE	ANNUAL	MONTHLY	HOURLY
\$1,807.00	LINDSAY, M	\$1.00	COMMISSIONER	\$52,536.00	\$4,378.00	\$25.26
\$1,759.00	RUSSELL, D	\$1.00	COMMISSIONER	\$52,536.00	\$4,378.00	\$25.26
\$1,806.00	DOHERTY, J	\$1.00	COMMISSIONER	\$52,536.00	\$4,378.00	\$25.26
\$1,426.00	GORMAN, M	\$1.00	ASSESSOR	\$85,536.00	\$7,128.00	\$41.12
\$576.00	GUTIERREZ, G	\$1.00	TREASURER	\$74,820.00	\$6,235.00	\$35.97
\$1,202.00	CHILDERS, B	\$1.00	CLERK	\$74,820.00	\$6,235.00	\$35.97
\$1,689.00	DIEHL, G	\$1.00	JUSTICE OF THE PEACE	\$74,820.00	\$6,235.00	\$35.97
\$1,503.00	MATLACK, K	\$1.00	SHERIFF	\$107,232.00	\$8,936.00	\$51.55
TOTAL ANNUAL EXPENSE OF ELECTED WAGES				\$574,836.00		

2020-2021 FISCAL YEAR PROPOSED BUDGET						
ELECTED OFFICIAL PAY SCALE						
3% INCREASE						
EMP #	NAME		TITLE	ANNUAL	MONTHLY	HOURLY
\$1,807.00	LINDSAY, M	\$1.00	COMMISSIONER	\$54,112.08	\$4,509.34	\$26.02
\$1,759.00	RUSSELL, D	\$1.00	COMMISSIONER	\$54,112.08	\$4,509.34	\$26.02
\$1,806.00	DOHERTY, J	\$1.00	COMMISSIONER	\$54,112.08	\$4,509.34	\$26.02
\$1,426.00	GORMAN, M	\$1.00	ASSESSOR	\$88,102.08	\$7,341.84	\$42.36
\$576.00	GUTIERREZ, G	\$1.00	TREASURER	\$77,064.60	\$6,422.05	\$37.05
\$1,202.00	CHILDERS, B	\$1.00	CLERK	\$77,064.60	\$6,422.05	\$37.05
\$1,689.00	DIEHL, G	\$1.00	JUSTICE OF THE PEACE	\$77,064.60	\$6,422.05	\$37.05
\$1,503.00	MATLACK, K	\$1.00	SHERIFF	\$110,448.96	\$9,204.08	\$53.10
TOTAL ANNUAL EXPENSE OF ELECTED WAGES				\$592,081.08		

2020-2021 FISCAL YEAR PROPOSED BUDGET						
ELECTED OFFICIAL PAY SCALE						
2.5% INCREASE						
EMP #	NAME		TITLE	ANNUAL	MONTHLY	HOURLY
\$1,807.00	LINDSAY, M	\$1.00	COMMISSIONER	\$53,849.40	\$4,487.45	\$25.89
\$1,759.00	RUSSELL, D	\$1.00	COMMISSIONER	\$53,849.40	\$4,487.45	\$25.89
\$1,806.00	DOHERTY, J	\$1.00	COMMISSIONER	\$53,849.40	\$4,487.45	\$25.89
\$1,426.00	GORMAN, M	\$1.00	ASSESSOR	\$87,674.40	\$7,306.20	\$42.15
\$576.00	GUTIERREZ, G	\$1.00	TREASURER	\$76,690.50	\$6,390.88	\$36.87
\$1,202.00	CHILDERS, B	\$1.00	CLERK	\$76,690.50	\$6,390.88	\$36.87
\$1,689.00	DIEHL, G	\$1.00	JUSTICE OF THE PEACE	\$76,690.50	\$6,390.88	\$36.87
\$1,503.00	MATLACK, K	\$1.00	SHERIFF	\$109,912.80	\$9,159.40	\$52.84
TOTAL ANNUAL EXPENSE OF ELECTED WAGES				\$589,206.90		

2020-2021 FISCAL YEAR PROPOSED BUDGET						
ELECTED OFFICIAL PAY SCALE						
2.25% INCREASE						
EMP #	NAME		TITLE	ANNUAL	MONTHLY	HOURLY
\$1,807.00	LINDSAY, M	\$1.00	COMMISSIONER	\$53,718.06	\$4,476.51	\$25.83
\$1,759.00	RUSSELL, D	\$1.00	COMMISSIONER	\$53,718.06	\$4,476.51	\$25.83
\$1,806.00	DOHERTY, J	\$1.00	COMMISSIONER	\$53,718.06	\$4,476.51	\$25.83
\$1,426.00	GORMAN, M	\$1.00	ASSESSOR	\$87,460.56	\$7,288.38	\$42.05
\$576.00	GUTIERREZ, G	\$1.00	TREASURER	\$76,503.45	\$6,375.29	\$36.78
\$1,202.00	CHILDERS, B	\$1.00	CLERK	\$76,503.45	\$6,375.29	\$36.78
\$1,689.00	DIEHL, G	\$1.00	JUSTICE OF THE PEACE	\$76,503.45	\$6,375.29	\$36.78
\$1,503.00	MATLACK, K	\$1.00	SHERIFF	\$109,644.72	\$9,137.06	\$52.71
TOTAL ANNUAL EXPENSE OF ELECTED WAGES				\$587,769.81		

2020-2021 FISCAL YEAR PROPOSED BUDGET						
ELECTED OFFICIAL PAY SCALE						
2% INCREASE						
EMP #	NAME		TITLE	ANNUAL	MONTHLY	HOURLY
\$1,807.00	LINDSAY, M	\$1.00	COMMISSIONER	\$53,586.72	\$4,465.56	\$25.76
\$1,759.00	RUSSELL, D	\$1.00	COMMISSIONER	\$53,586.72	\$4,465.56	\$25.76
\$1,806.00	DOHERTY, J	\$1.00	COMMISSIONER	\$53,586.72	\$4,465.56	\$25.76
\$1,426.00	GORMAN, M	\$1.00	ASSESSOR	\$87,246.72	\$7,270.56	\$41.95
\$576.00	GUTIERREZ, G	\$1.00	TREASURER	\$76,316.40	\$6,359.70	\$36.69
\$1,202.00	CHILDERS, B	\$1.00	CLERK	\$76,316.40	\$6,359.70	\$36.69
\$1,689.00	DIEHL, G	\$1.00	JUSTICE OF THE PEACE	\$76,316.40	\$6,359.70	\$36.69
\$1,503.00	MATLACK, K	\$1.00	SHERIFF	\$109,376.64	\$9,114.72	\$52.58

TOTAL ANNUAL EXPENSE OF ELECTED WAGES				\$586,332.72		
---------------------------------------	--	--	--	--------------	--	--

OVERHEAD FOR ELECTED OFFICIALS - ALTERNATIVE COLA CALCULATIONS

EMP #	NAME	FTE	TITLE	ANNUAL COST 3%	ANNUAL COST 2.5%	ANNUAL COST 2.25%	ANNUAL COST 2%
1807	LINDSAY, M	1	COMMISSIONER	\$96,780.88	\$96,432.47	\$96,285.27	\$96,084.07
1759	RUSSELL, D	1	COMMISSIONER	\$90,086.44	\$89,738.03	\$89,536.83	\$89,389.63
1806	DOHERTY, J	1	COMMISSIONER	\$90,086.44	\$89,738.03	\$89,536.83	\$89,389.63
1426	GORMAN, M	1	ASSESSOR	\$126,787.18	\$126,214.52	\$125,928.19	\$125,641.86
576	GUTIERREZ, G	1	TREASURER	\$120,485.44	\$119,989.47	\$119,741.48	\$119,493.49
1202	CHILDERS, B	1	CLERK	\$120,485.44	\$119,989.47	\$119,741.48	\$119,493.49
1689	DIEHL, G	1	JUSTICE OF THE PEACE	\$127,179.88	\$126,683.91	\$126,435.92	\$126,187.93
1503	MATLACK, K	1	SHERIFF	\$157,591.17	\$156,866.84	\$156,504.68	\$156,142.51
TOTAL ANNUAL EXPENSE OF ELECTED WAGES				\$929,482.87	\$925,652.74	\$923,710.68	\$921,822.61

COMPENSATION COMMITTEE

Notebook

IN THIS SECTION:

- Comparisons of neighboring County Compensation
- COLA Comparisons
- Labor Market Information

Tab 4

Comparable Counties

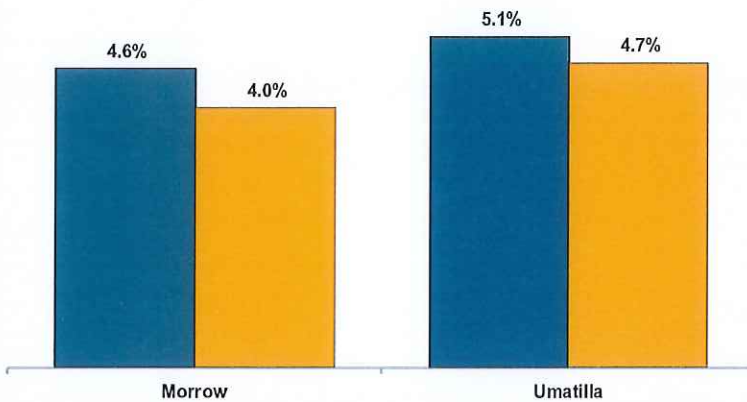
ELECTED JOB TITLE	UNION	WASCO	GRANT	HARNEY	WHEELER	BAKER	JEFFERSON	MORROW
POPULATION	26461	26505	7176	7329	1366	16006	24192	11372
Commissioner	\$72,755.00	\$47688-- .5	\$27060.00/.3	\$37,762.00	\$37,800.00	\$80,712.00	\$36,611.00	\$52,536.00
Sheriff	\$90,723.00	\$94320 w/15k	74,568.00	\$70,971.00	\$57,000.00	\$82,380.00	\$94,126.00	\$107,232.00
Treasurer	\$40123 / .5	\$5448 - 5hrs	63,048.00	\$60,879.00	\$35,100.00	\$72,216.00	\$60,879.00	\$74,820.00
Tax assessor/collector	\$80,245.00	\$88,560.00	66,684.00	\$65,052.00	\$45,800.00	\$72,216.00	\$62,050.00	\$85,536.00
Clerk	\$77,838.00	75144 w/10k	67,272.00	\$60,996.00	\$40,600.00	\$72,216.00	\$60,996.00	\$74,820.00
District Attorney	\$9996 stipended	N/A	N/A	N/A	\$0.00	N/A	N/A	
Surveyor	FEE FOR	N/A	N/A	N/A			\$43.11 per	
County Judge			83,352.00					
Justice of the Peace			63,048.00		53000	36108		74820
Baker has one full/one .5 and one .25 commissioner								
Jefferson has second Commissioner at \$36611 / 3rd at \$34232								

COLA COMPARISON

ENTITIY	COLA 19-20	NOTES	PROJECTED 20-21
HERMISTON CITY	2.75%		
UMATILLA CITY	0%	ADDED A 9TH STEP AFTER A SALARY SURVEY/PAY EQUITY STUDY AND SEVERAL NEW POSITIONS	2%
IRRIGON CITY	2.90%		
BOARDMAN CITY	3.00%		
HEPPNER CITY	2.10%	AUTOMATIC 2.5 ANNUALLY FORWARD	
PILOT ROCK CITY	3%		
UMATILLA COUNTY			
LAGRANDE CITY	2%		
LAGRANDE FIRE	2%		
MILTON FREEWATER CITY IBEW	5%		
MILTON FREEWATER CITY POLICE/DISPATCH	3%		
MILTON FREEWATER PUBLIC WORKS	3.50%		
MILTON FREEWATER SUPERVISORS/TECHS	3%		
MILTON FREEWATER CLERICAL/LIBRARY	3%		
MILTON FREEWATER DEPARTMENT HEADS	5%		
GILLIAM COUNTY	3%		
JOHN DAY CITY	0%	DUE TO PAY EQUITY STUDY EVERYONE RECEIVED APPROX 12% INCREASE -NO COLA	2-3%
THE DALLES CITY SEIU	2%		2%
THE DALLES CITY EXEMPT	2%		2%
THE DALLES CITY POLICE	2.50%		2.50%
PENDLETON CITY POLICE	1.03		
PENDLETON CITY SUPERVISORY	1.03		
PENDLETON CITY IAFF	1.01		
PENDLETON CITY SEIU	1.04		
PENDLETON CITY DEPARTMENT HEAD	1.03		

Unemployment Rates (Seasonally Adjusted)

■ December 2018 ■ December 2019



Unemployment Rate News

Morrow County's seasonally adjusted unemployment rate for December 2019 was 4.0 percent, while Umatilla County came in at 4.7 percent. Both were above Oregon's statewide rate of 3.7 percent and the national rate of 3.5 percent.

Both counties had lower seasonally adjusted unemployment rates in December 2019 than the previous December.

Umatilla County's December 2019 rate is its lowest December rate since comparable statistics began in 1990. The only lower December rate for Morrow County was in 2017.

Morrow County's rate ranked in a four-way tie for 12th lowest among Oregon's 36 counties while Umatilla County's ranked in a three-way tie for 24th.

Nonfarm Employment Change

December 2018 to December 2019

Morrow County added an estimated 100 jobs over the year. The private sector increased by 50 jobs. Manufacturing led private industry gains. Construction, retail trade, and mining and logging lost jobs. The public sector gained 50 jobs with a gain in local government while federal and state government were unchanged.

Umatilla County employment increased by an estimated 110 jobs over the year. The private sector added 90 jobs led by gains in information; retail trade; and mining, logging, and construction. Transportation, warehousing, and utilities and manufacturing saw the largest losses. The public sector added 20 jobs with gains in state government and local education overcoming losses in Indian tribal and other local government while federal government was unchanged.

Notable Industry Gains and Losses

Over-the-Year Employment Change from December 2018



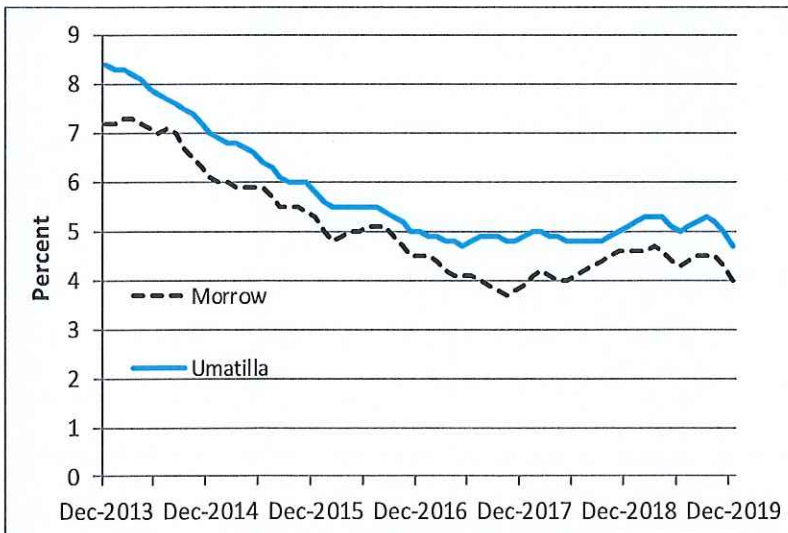
Morrow

- Manufacturing (+110)
- Local Government (+50)
- Wholesale Trade (+10)
- Private Education/Health Services (+10)
- Construction (-40)
- Retail Trade (-20)
- Mining/Logging (-10)

Umatilla

- Information (+130)
- Retail Trade (+120)
- Mining/Logging/Construction (+100)
- Professional/Business Services (+30)
- Wholesale Trade (+20)
- Private Education/Health Services (+20)
- Transportation/Warehousing/Utilities (-230)
- Manufacturing (-90)
- Financial Activities (-10)

Unemployment rate remains fairly level



Want to learn more about the Oregon economy?

Read our blog at: oregonemployment.blogspot.com/

Follow us on Twitter at: twitter.com/OED_Research

Visit our web site at: QualityInfo.org

Visit our subscription service at: qualityinfo.org/p-sofrm

For more economic or labor market data about Morrow or Umatilla counties, contact:

Tony Wendel, Workforce Analyst

Desk: 541-276-9050 ext. 232 Cell: 541-667-7027

E-mail: Tony.A.Wendel@oregon.gov

Dallas Fridley, Regional Economist

Desk: 541-645-0005

E-mail: Dallas.W.Fridley@oregon.gov

Want to be added to the monthly distribution list?

E-mail me at: Tony.A.Wendel@oregon.gov



**Transmission of material in this release is embargoed until
 8:30 a.m. (EST) January 14, 2020**

USDL-20-0044

Technical information: (202) 691-7000 • cpi_info@bls.gov • www.bls.gov/cpi
 Media Contact: (202) 691-5902 • PressOffice@bls.gov

CONSUMER PRICE INDEX – DECEMBER 2019

The Consumer Price Index for All Urban Consumers (CPI-U) rose 0.2 percent in December on a seasonally adjusted basis after rising 0.3 percent in November, the U.S. Bureau of Labor Statistics reported today. Over the last 12 months, the all items index increased 2.3 percent before seasonal adjustment.

The indexes for gasoline, shelter, and medical care all rose in December, accounting for most of the increase in the seasonally adjusted all items index. The gasoline index increased 2.8 percent in December. Other major energy component indexes were mixed, and the energy index rose 1.4 percent. The food index rose 0.2 percent in December with the indexes for both food at home and food away from home increasing over the month.

The index for all items less food and energy rose 0.1 percent in December after increasing 0.2 percent in November. Along with the indexes for shelter and medical care, the indexes for apparel, motor vehicle insurance, recreation, and new vehicles all increased in December. The indexes for used cars and trucks, household furnishings and operations, and airline fares were among those to decline.

The all items index increased 2.3 percent for the 12 months ending December, the largest 12-month increase since the period ending October 2018. The index for all items less food and energy also rose 2.3 percent over the last 12 months, the same increase as the periods ending October and November. The food index rose 1.8 percent over the last 12 months, while the energy index increased 3.4 percent.

Chart 1. One-month percent change in CPI for All Urban Consumers (CPI-U), seasonally adjusted, Dec. 2018 - Dec. 2019
 Percent change

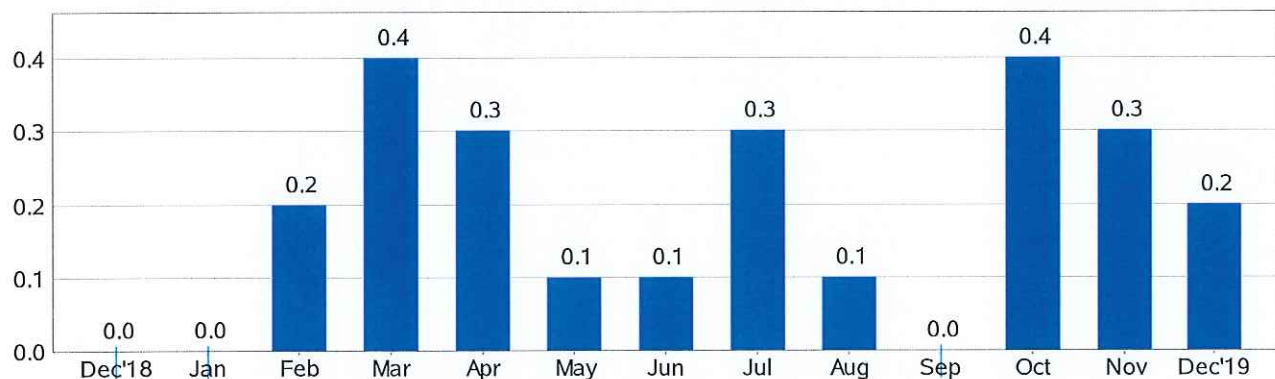


Chart 2. 12-month percent change in CPI for All Urban Consumers (CPI-U), not seasonally adjusted, Dec. 2018 - Dec. 2019
Percent change

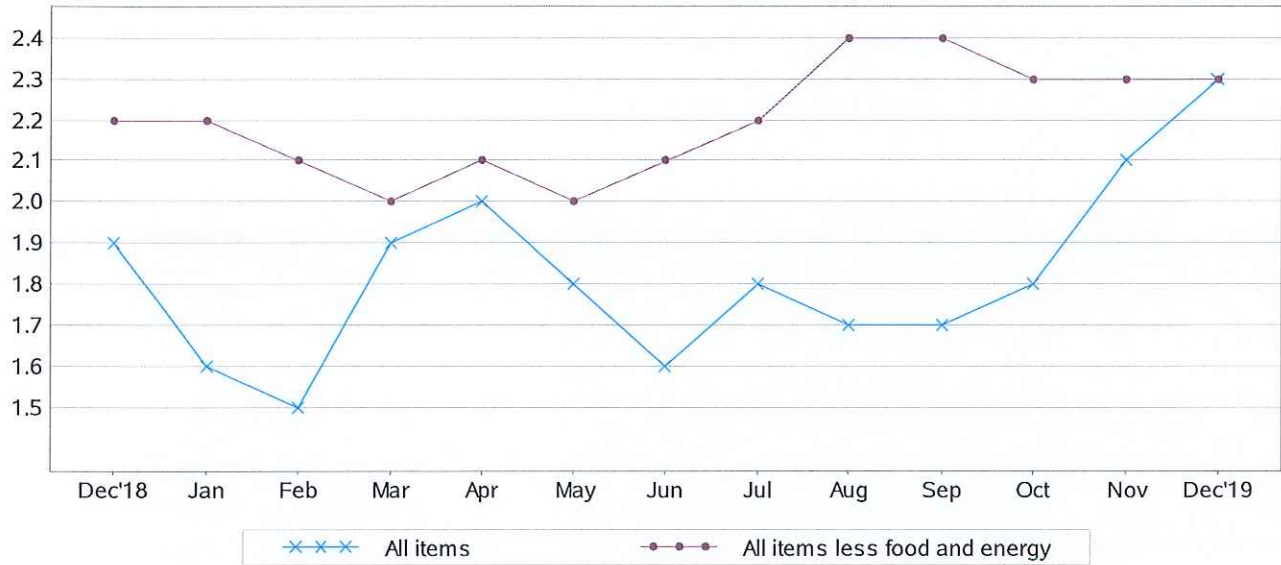


Table A. Percent changes in CPI for All Urban Consumers (CPI-U): U.S. city average

	Seasonally adjusted changes from preceding month							Un-adjusted 12-mos. ended Dec. 2019
	Jun. 2019	Jul. 2019	Aug. 2019	Sep. 2019	Oct. 2019	Nov. 2019	Dec. 2019	
All items.....	0.1	0.3	0.1	0.0	0.4	0.3	0.2	2.3
Food.....	0.0	0.0	0.0	0.1	0.2	0.1	0.2	1.8
Food at home.....	-0.2	-0.1	-0.2	0.0	0.3	0.1	0.1	0.7
Food away from home ¹	0.3	0.2	0.2	0.3	0.2	0.2	0.3	3.1
Energy.....	-2.3	1.3	-1.9	-1.4	2.7	0.8	1.4	3.4
Energy commodities.....	-3.5	2.4	-3.3	-2.3	3.5	1.1	2.8	7.4
Gasoline (all types).....	-3.6	2.5	-3.5	-2.4	3.7	1.1	2.8	7.9
Fuel oil.....	-2.3	0.6	-0.9	-0.8	0.8	1.4	1.6	4.6
Energy services.....	-0.7	0.0	-0.2	-0.1	1.8	0.4	-0.3	-1.2
Electricity.....	-0.8	0.6	-0.3	0.0	1.6	0.3	-0.5	-0.4
Utility (piped) gas service.....	-0.3	-1.8	0.1	-0.7	2.4	1.1	0.3	-3.5
All items less food and energy.....	0.3	0.3	0.3	0.1	0.2	0.2	0.1	2.3
Commodities less food and energy commodities.....	0.4	0.2	0.2	-0.3	-0.1	0.0	0.0	0.1
New vehicles.....	0.1	-0.2	-0.1	-0.1	-0.2	-0.1	0.1	0.1
Used cars and trucks.....	1.6	0.9	1.1	-1.6	1.3	0.6	-0.8	-0.7
Apparel.....	1.1	0.4	0.2	-0.4	-1.8	0.1	0.4	-1.2
Medical care commodities.....	-0.2	0.2	0.3	-0.6	1.2	0.1	1.5	2.5
Services less energy services.....	0.3	0.3	0.3	0.3	0.2	0.3	0.2	3.0
Shelter.....	0.3	0.3	0.2	0.3	0.1	0.3	0.2	3.2
Transportation services.....	0.0	0.3	0.4	0.3	0.1	0.0	-0.3	0.6
Medical care services.....	0.4	0.5	0.9	0.4	0.9	0.4	0.4	5.1

¹ Not seasonally adjusted.

Food

The food index increased 0.2 percent in December after rising 0.1 percent in November. The index for food at home rose 0.1 percent, the same increase as the prior month. The index for meats, poultry, fish, and eggs was the only major grocery store food group index to rise in December, increasing 1.3 percent as the index for beef rose 2.4 percent and the index for eggs increased 2.9 percent.

In contrast, the index for cereals and bakery products fell 0.4 percent in December after rising in November. The index for nonalcoholic beverages also fell 0.4 percent, while the indexes for fruits and vegetables and for other food at home both declined 0.3 percent over the month. The index for dairy and related products was unchanged in December after rising in November.

The index for food away from home rose 0.3 percent in December after rising 0.2 percent in November. The index for limited service meals increased 0.4 percent, while the index for full service meals rose 0.2 percent.

The food at home index increased 0.7 percent over the last 12 months. Five of the six major grocery store food group indexes rose over the past 12 months, with increases ranging from 0.3 percent (both cereals and bakery products and other food at home) to 2.4 percent (dairy and related products). The fruits and vegetables index declined over the span, falling 1.3 percent. The index for food away from home rose 3.1 percent over the last year. The index for full service meals increased 3.3 percent and the index for limited service meals rose 3.0 percent.

Energy

The energy index increased 1.4 percent in December, its third consecutive monthly increase. The gasoline index rose 2.8 percent in December following a 1.1-percent rise in November. (Before seasonal adjustment, gasoline prices fell 1.6 percent in December.) The electricity index declined in December, falling 0.5 percent after rising in November. The index for natural gas increased 0.3 percent in December, its third monthly increase in a row.

The energy index increased 3.4 percent over the past 12 months, with its major component indexes mixed. The gasoline index increased 7.9 percent and the fuel oil index rose 4.6 percent. However, the index for natural gas fell 3.5 percent and the index for electricity declined 0.4 percent.

All items less food and energy

The index for all items less food and energy increased 0.1 percent in December after rising 0.2 percent in both October and November. The shelter index rose 0.2 percent in December, with the indexes for rent and for owners' equivalent rent both increasing 0.2 percent. The medical care index continued to rise, increasing 0.6 percent in December following a 0.3-percent increase in November. The prescription drugs index rose 2.1 percent, while the hospital services index increased 0.2 percent and the physicians' services index advanced 0.1 percent.

The apparel index rose 0.4 percent in December following a 0.1-percent increase in November. The index for motor vehicle insurance rose 0.2 percent after falling in November. The index for new vehicles rose 0.1 percent in December, ending a series of five consecutive monthly declines. The indexes for recreation and for education also increased 0.1 percent in December.

The index for used cars and trucks fell 0.8 percent in December after rising in October and November. The index for household furnishings and operations declined 0.4 percent in December, its largest monthly decline since December 2014. The index for airline fares fell 1.6 percent in December, its third consecutive monthly decline, and the index for personal care fell 0.2 percent.

The index for all items less food and energy rose 2.3 percent over the past 12 months. The shelter index rose 3.2 percent over the 12-month span, and the medical care index rose 4.6 percent. Apparel (-1.2 percent) and used cars and trucks (-0.7 percent) were among the few indexes to decline over the last year.

Not seasonally adjusted CPI measures

The Consumer Price Index for All Urban Consumers (CPI-U) increased 2.3 percent over the last 12 months to an index level of 256.974 (1982-84=100). For the month, the index decreased 0.1 percent prior to seasonal adjustment.

The Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) increased 2.3 percent over the last 12 months to an index level of 250.452 (1982-84=100). For the month, the index decreased 0.1 percent prior to seasonal adjustment.

The Chained Consumer Price Index for All Urban Consumers (C-CPI-U) increased 2.1 percent over the last 12 months. For the month, the index decreased 0.1 percent on a not seasonally adjusted basis. Please note that the indexes for the past 10 to 12 months are subject to revision.

Year in Review (December to December)

The all items CPI rose 2.3 percent in 2019. This was larger than the 2018 increase of 1.9 percent and the largest advance since the 3.0-percent rise in 2011. The index rose at a 1.8-percent average annual rate over the last 10 years.

The food index increased 1.8 percent in 2019, a slightly larger increase than the 2018 rise of 1.6 percent. The index for food at home increased 0.7 percent in 2019, continuing a trend of modest increases; it rose 0.6 percent in 2018 and 0.9 percent in 2017. Over the last 10 years, the food index rose at an average annual rate of 1.8 percent. The food at home index rose at a 1.3-percent annual rate, and the food away from home index increased at a 2.5-percent annual rate since December 2009.

Five of the six major grocery store food group indexes increased in 2019. The index for dairy and related products rose 2.4 percent after falling 0.1 percent in 2018. Similarly, the index for meats, poultry, fish, and eggs rose 2.3 percent in 2019 after falling in 2018. The index for nonalcoholic beverages rose 1.0 percent in 2019 after a 1.4-percent increase in 2018. The indexes for cereals and bakery products and for other food at home both rose 0.3 percent in 2019.

The index for fruits and vegetables declined in 2019, falling 1.3 percent after rising in 2018 and 2017. The indexes for fresh fruits and for fresh vegetables both declined over the year.

The index for food away from home rose 3.1 percent in 2019. This was larger than the 2.8-percent increase in 2018 and the largest December-to-December rise since 2008.

The energy index rose 3.4 percent in 2019 after falling slightly in 2018. The gasoline index rose 7.9 percent over the year after falling 2.1 percent in 2018. The index for fuel oil rose 4.6 percent in 2019. These increases more than offset declines in the other major energy component indexes. The index for natural gas fell 3.5 percent in 2019 after rising in each of the prior 3 years. The electricity index declined 0.4 percent over the year, its first decline since 2015. The energy index increased at a 0.5-percent average annual rate over the past 10 years.

The index for all items less food and energy rose 2.3 percent in 2019, a slightly larger increase than its 2018 rise of 2.2 percent and larger than its 1.9-percent average annual increase over the past 10 years. The shelter index rose 3.2 percent in 2019, the same increase as in both 2018 and 2017. The index for rent rose 3.7 percent in 2019, while the index for owners' equivalent rent increased 3.3 percent. The index for household furnishings and operations increased 1.0 percent in 2019 after rising 2.1 percent in 2018.

The medical care index rose 4.6 percent in 2019, well above its 2.0-percent rise in 2018 and the largest December-to-December advance since 2007. The index for prescription drugs rose 3.0 percent after falling 0.6 percent in 2018. The index for hospital services rose 3.0 percent, while the physicians' services index increased 1.4 percent. The medical care index increased at a 3.0-percent average annual rate since December 2009.

The index for motor vehicle insurance was unchanged in 2019 after rising in each of the past 20 years. The index for new vehicles rose 0.1 percent in 2019 after falling in 2018 and 2017. The index for used cars and trucks declined 0.7 percent in 2019 after rising 1.4 percent in 2018.

The education index increased 2.1 percent in 2019 after a 2.6-percent rise in 2018. The index for communication increased 0.7 percent in 2019 after falling in each of the previous 9 years. The index for airline fares rose 1.7 percent after falling in each of the previous 6 years. The recreation index rose 1.5 percent in 2019, as did the personal care index. The index for tobacco increased 5.5 percent, and the alcoholic beverages index rose 0.5 percent. The apparel index declined for the sixth consecutive year, falling 1.2 percent.

The Consumer Price Index for January 2020 is scheduled to be released on Thursday, February 13, 2020 at 8:30 a.m. (EST).

COMPENSATION COMMITTEE

Notebook

IN THIS SECTION:

Commissioners

Tax Assessor

Clerk

Treasurer

Sheriff

Justice of the Peace

District Attorney



Human Resources

P.O. Box 593 • Heppner OR 97836
(541) 676-5620

Karmen Carlson
Human Resources Director
kcarlson@co.morrow.or.us

TO: Morrow County Compensation Board
FROM: Karmen Carlson, Human Resources Director
DATE: February 13th, 2020
RE: Compensation – Commissioners

Commissioners are currently being compensated \$52,536 Annually. The Board approved a COLA increase of 3% for the Commissioners for 19-20.

Attached in this section are statistics on Real Market Value, Assessed Value, and Certified Value that speaks on current growth and progress in the County. The information provided here by the Tax Assessor's office is to give the Board a better understanding of Morrow County.

There are facts regarding wages as well as County statistics within the packet. There are attached spreadsheet listing the salaries for Commissioners from other Counties in Oregon as comparators for all Elected Officials.

I do not have a recommendation for Commissioners compensation, but will defer to the Compensation Board.

There is a spreadsheet showing wages for all elected based on a 2%, 2.5% and 3% COLA.

The County is currently in negotiations with the Teamsters Union. The AFSCME General and Road agreements will expire in 2021. The AFSCME is agreed upon a 3% COLA for 20-21.

*Please See Tab 2 for past and current wages

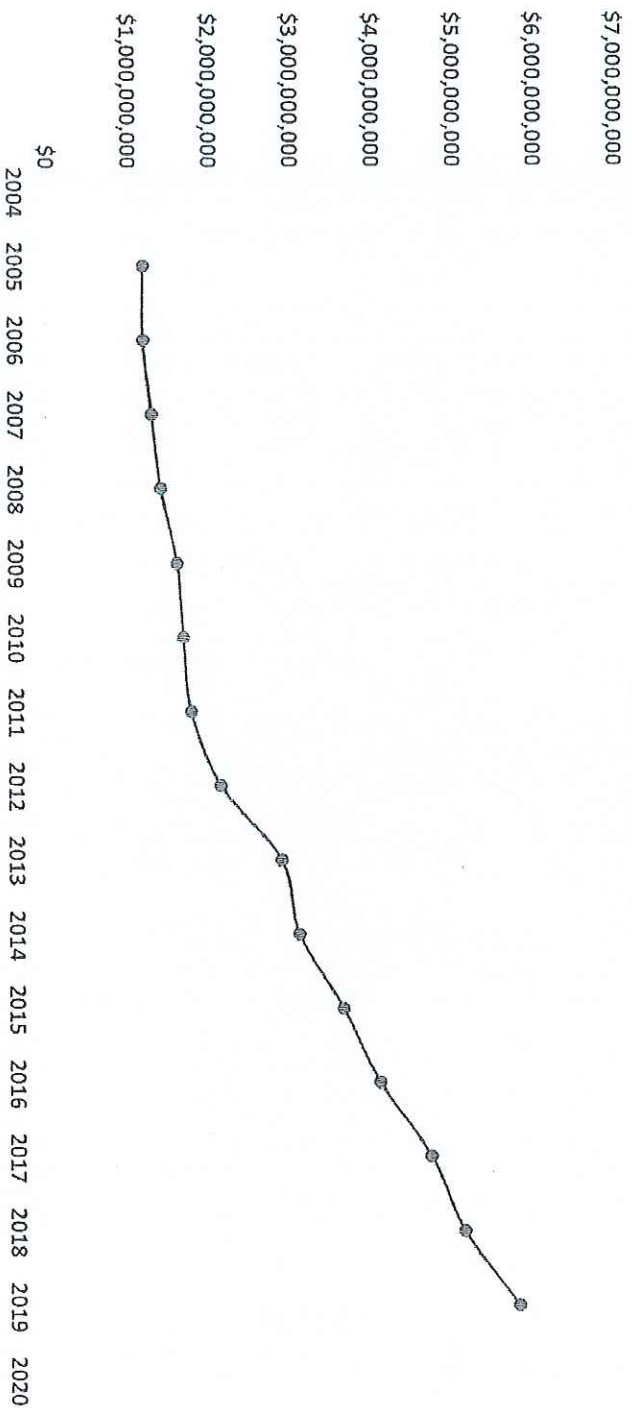
*Please see Tab 3 for COLA Calculations

Morrow County Values and Taxes 2005-Current

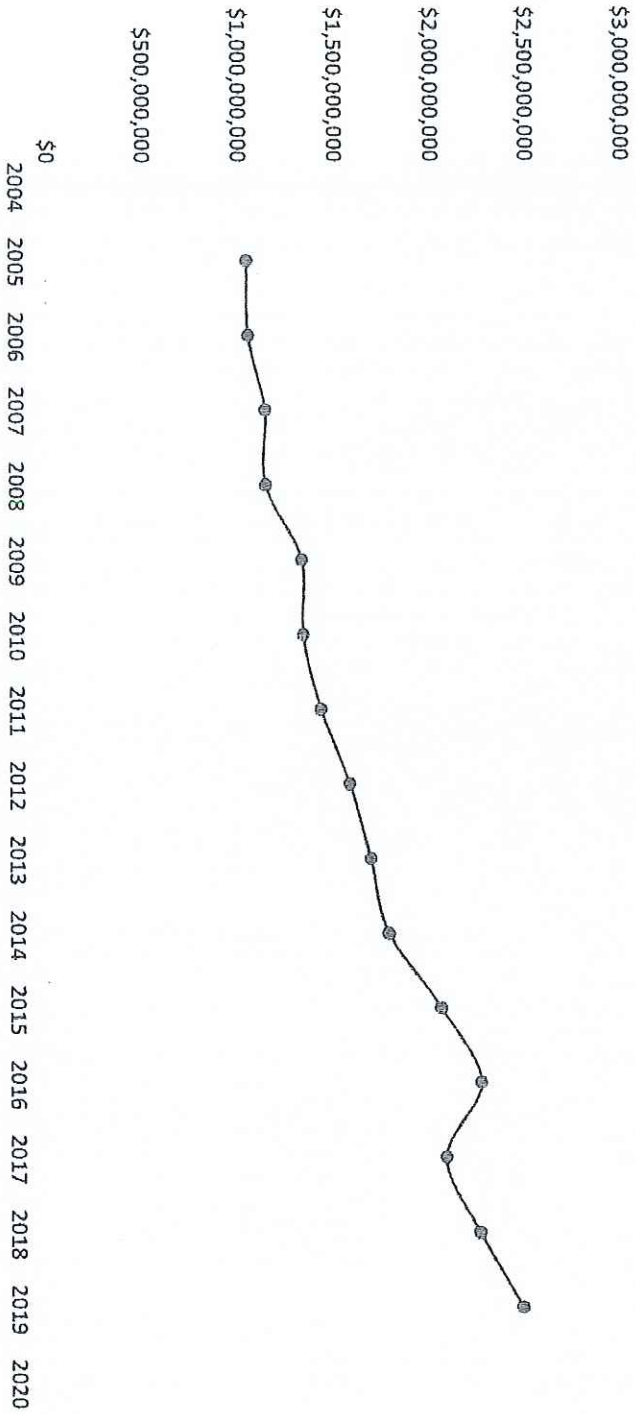
Year	RMV	AV	Certified Tax
2005	\$1,194,131,070	\$1,045,445,870	\$18,375,748.68
2006	\$1,191,675,810	\$1,052,738,820	\$18,410,608.39
2007	\$1,292,027,940	\$1,138,389,150	\$17,147,138.66
2008	\$1,403,128,150	\$1,139,826,720	\$17,424,826.43
2009	\$1,604,931,230	\$1,325,481,330	\$21,077,676.99
2010	\$1,680,530,420	\$1,332,613,790	\$22,149,930.94
2011	\$1,772,714,520	\$1,423,029,720	\$23,349,456.96
2012	\$2,137,135,852	\$1,572,094,739	\$25,656,346.54
2013	\$2,877,019,573	\$1,682,426,033	\$27,133,187.16
2014	\$3,089,994,545	\$1,774,504,324	\$27,839,804.90
2015	\$3,625,832,410	\$2,043,538,478	\$32,228,046.43
2016	\$4,078,799,116	\$2,256,129,368	\$32,711,386.09
2017	\$4,700,766,633	\$2,069,395,917	\$31,885,372.64
2018	\$5,114,350,191	\$2,248,142,683	\$35,192,765.05
2019	\$5,786,369,143	\$2,470,622,726	\$37,334,205.53
Percentage of Increase			
	385%	136%	103%

The increase in Real Market Value (RMV) from 2005 is mostly from new industrial and utility value. The reason the taxable value increase (AV) is not proportional to RMV is because a number of the new industrial and utility properties have received a property tax exemption, either through the Enterprise Zone Program or the Strategic Investment Program. Those exemptions last from 3-15 year and are unique to each property, after which those properties will added to the AV. Several food processing plants, ethanol producing plants and data centers contribute to the industrial growth. 3 major wind production projects and a large scale gas fired power plant contribute to the utility component of value. The 2017 decrease in AV is due to Portland General Electric's Carty Plant starting its 15 year SIP Exemption. There has some been residential and commercial value growth throughout the County but not to the extent of the industrial and utility value growth.

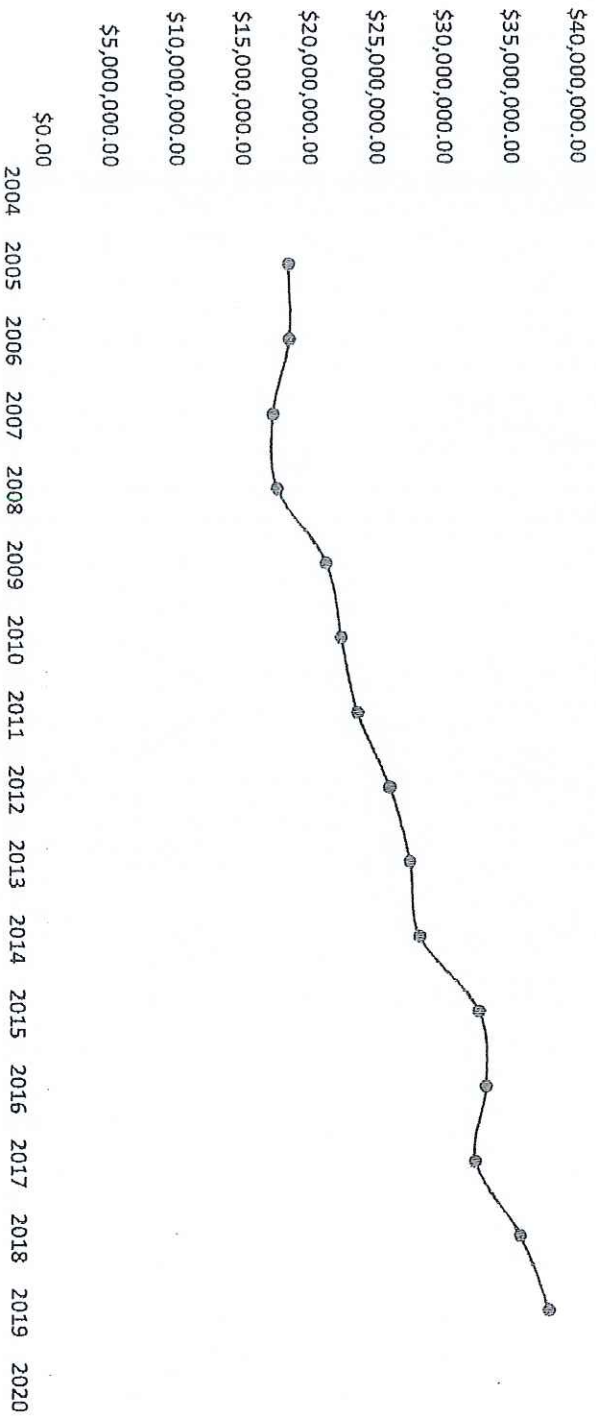
REAL MARKET VALUE



ASSESSED VALUE



CERTIFIED TAX





Human Resources

P.O. Box 593 • Heppner OR 97836
(541) 676-5620

Karmen Carlson
Human Resources Director
kcarlson@co.morrow.or.us

TO: Morrow County Compensation Board
FROM: Karmen Carlson, Human Resources Director
DATE: February 13th, 2020
RE: Compensation – Assessor

The Assessor is currently being compensated at \$85,536.00 Annually. The Board approved a 3% COLA in 2019.

In preparation for the compensation committee meeting the Assessor was invited to provide comment in the form of a letter to the Board. The Response is included. The Assessor did send statistics from the department of Real Market Value, Assessed Value, and Certified Tax, for your information which is included in the Commissioner Section.

I do not have recommendation for compensation but will defer to the Compensation Board. There is a spread sheet showing wages for all elected based on a 2%, 2.5% and 3% COLA. We are currently in negotiations with the TEAMSTERS. AFSCME General and Road agreements will expire in 2021 The current agreement has a 3% COLA for 20-21.

*Please See Tab 2 for past and current wages

*Please See Tab 3 for COLA Calculations



ASSESSMENT & TAXATION

P.O. Box 247 • Heppner, Oregon 97836
(541) 676-5607 FAX: (541) 676-5610

MIKE GORMAN
Assessor/Tax Collector

01/22/2020

Morrow County Elected Officials Compensation Committee

RE: Elected Officials Compensation

Compensation Committee Members,

I am the elected Morrow County Assessor, I am also the Morrow County Tax Collector by appointment.

Following is the description of what The Morrow County Assessment and Tax Office does. The Morrow County Assessment and Tax Office values, calculates, extends and collects taxes for all Real Property, Manufactured Structures, Personal Property and Utility Property located within Morrow County in accordance with State Law. Morrow County has a Market Value of over \$5.7 Billion, a taxable value of over \$2.4 Billion, a certified tax of over \$37 Million and Morrow County also receives in lieu of tax money of over \$10 Million, all of which this office manages. Those respective properties total over 9,600 accounts. Morrow County has experienced substantial growth during the past several years. (See attached value history) This office administers several exemption and special assessment programs for example, Enterprise Zone and SIP Exemptions, Veterans and Senior Deferral, Charitable, Religious and Benevolent Exemptions, Farm, Forest and Wildlife Habitat Special Assessments and Low Income Housing Special Assessments to name a few. This office works closely with the County Clerk, Treasurer and Planner to achieve these duties. This office works with the Oregon Department of Revenue for State Appraised Accounts. This office has a staff of seven including myself. The Assessor and Appraisal staff have statutory requirements that include being a Registered Appraiser with the Oregon Department of Administrative Services, as well as continuing education requirements. This office is an agent for the Building Codes Division of the Oregon Department of Consumer and Business Services for processing Manufactured Home Ownership Documents and Trip Permits. This office defends Morrow County for all levels of property appeals from the local Board of Property Tax Appeals up to The Magistrate Division and Regular Division of The Oregon Tax Court. For all of the above mentioned items, the Assessor is ultimately responsible for. This office is responsible for collecting all local taxing districts budgets and forwarding them to the Oregon Department of Revenue. This office also works closely with all local taxing districts for budgeting purposes. This

office handles all public, private and governmental inquiries for property located in Morrow County. In short, the Assessor, Tax Collector and staff are the basis for Oregon's Local Government and Local School systems, without the Assessment and Tax Office, all local governments and special districts would cease to exist.

If you have any questions or concerns please feel free to reach out to me.

Respectfully,

A handwritten signature in blue ink, appearing to read "Michael Gorman", with a long, sweeping flourish extending to the right.

Michael Gorman
Assessor/Tax Collector



Human Resources

P.O. Box 593 • Heppner OR 97836
(541) 676-5620

Karmen Carlson
Human Resources Director
kcarlson@co.morrow.or.us

TO: Morrow County Compensation Board
FROM: Karmen Carlson, Human Resources Director
DATE: February 13th, 2020
RE: Compensation – Clerk

Clerk is currently being compensated \$74,820 Annually. The Board approved a COLA increase of 3% for the clerk for 19-20.

Attached to this section is a letter from the Clerk to the Compensation Committee that speaks on current growth and progress in the County.

There are facts regarding wages as well as County statistics within the packet. There are attached spreadsheet listing the salaries for Clerks from the Counties chosen by the County Commissioners as comparators for all Elected Officials.

I do not have a recommendation for Clerk compensation, but will defer to the Compensation Board. There is a spreadsheet showing wages for all elected based on a 2%, 2.5% and 3% COLA. All three Union contracts have agreed upon a 3% COLA for 19-20.

*Please See Tab 2 for past and current wages

*Please see Tab 3 for COLA Calculations



PO Box 338-- Heppner, Oregon 97836
(541) 676-5604 FAX (541) 676-9876

County Clerk
Bobbi A. Childers Ext. 5601

Memo: Compensation Committee 2020

RE: Morrow County Clerk

Compensation Committee,

I'd like to thank all of you for donating your time to look at Morrow County Elected Officials compensation.

Currently we have 6561 registered voters, and 149 pending voters that are waiting to turn 18 (they are confidential). Morrow Counties population report through Portland University says that Morrow County has 11,890 people living here. My office has all the same constitutional statutes to uphold as County Clerks' and Election officers/Recorders and Board of Property Clerks throughout Oregon.

I supervise two Chief Deputy Clerks' who work Elections and Recording with me. My office is the first point of contact for many people, as we record their deeds of record and any and all mortgages and lien records. We answer the main multi-line phone system for the county, making it pertinent that we have knowledge of what other offices in the county do and who the point of contact is. We also, manage and archive to Microfilm all county records. My office is the marriage licensing agent for the State of Oregon, we create this record and upload it to the state, this is a vital record that stays here forever, I strive to be diligent in this as most records are created for the public and are a permanent record. I provide marriage ceremonies for couples, in the office and by appointment. I keep all county commissioner minutes and maintain electronic board of commissioners' journals.

We maintain public search stations for the public, in both the Heppner office and the Irrigon office. One reason I sought the Irrigon office was so it could be used as a backup in the case of a shutdown at the Courthouse or other emergencies that

could affect the running of the main office in Heppner, records in two places can't be bad.

I'm the County Death Registrar, Passport Administrator, Board of Property Tax Appeal Administrator, certifier of all elections held in Morrow County, Certifier of the tax roll, and point of contact for all elected officials on behalf of the Ethics Commission. I currently do all updates to the Morrow County Clerk's website link.

I am currently the Vice President for the Oregon Association of County Clerks. I work closely with all Oregon County Clerks and vendors doing business with County Clerks.

I have a number of certificates in Elections and Records/Recording, including being a Certified County Clerk through the Oregon Association of County Clerks continuing education program. I graduated from Election Center in 2008, with a certificate as a Certified Election Registration Administrator, this is a well-known National Election program.

I represented Morrow County as the first county clerk to graduate from AOC's County College. I belong to a number of professional programs to better understand the ever-changing rules and laws that effect the county, cities and districts which I'm statutorily responsible for.

I answer to the people of Morrow County and the Secretary of State; my office is a constitutional office and I comply with the Constitution of Oregon, and have a working knowledge of all the Oregon Revised Statutes that govern my office. I am the designated Election authority in Morrow County. I run all elections for the cities, towns, districts and the State of Oregon in Morrow County. I am responsible for all public notices for elections of Special Districts and for all measure elections for the County of Morrow and special districts. I determine in writing whether initiative measures presented for a vote meet the requirements of section 1 (2)(d), Article IV, and section 10, Article VI of the Oregon Constitution.

As Clerk I am the point of contact for all Property Tax Appeals, and do all the notices to the public, find board members and work with the Department of Revenue to serve Morrow County Citizens.

My office is highly accountable to the citizens of the county to run fair and unbiased elections and preserve the records for many generation to come. I work with the Assessor and Treasure. The Assessor uses all land sales and other

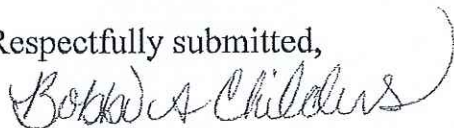
documents in bringing property on the tax rolls, and works with me on Board of Property Tax Appeals. The Treasurer takes the money that we turn over daily and deposits it for us along with auditing our accounts receivable. My books must match those records and it is a valuable service to my office.

I will always be an office that is service orientated and a place that the citizens can come to be helped in any manner needed.

I started as Chief Deputy Clerk in 2000 and have been the County Clerk since 2004, I consider my job to be an honor, as the people of Morrow County have entrusted this job to me.

I am elected to a four-year term, I've been elected four times and am currently running for my fifth term of office. I have worked in this office for 20 years this year, I'd ask that you look at my longevity as an asset to Morrow County.

Respectfully submitted,

A handwritten signature in cursive script that reads "Bobbi Childers". The signature is written in black ink and is positioned below the typed name.

Bobbi Childers
Morrow County Clerk

CC: Job Description

LOCATION: Heppner, OR

ORGANIZATION: Morrow County

DEPARTMENT: Clerk and Elections
REPORTS TO: Electors

DATE: 2016

JOB TITLE: County Clerk

PURPOSE OF POSITION: Direct operations, manage and supervise the Recording, Board of Property Tax Appeals, Elections department, Death Registrar, Passport Program Manager, Morrow County and staff manager along with Casual Employees and Appointed board members, supervise City election/records staff and District Authorities.

ESSENTIAL FUNCTIONS OF POSITION: Adherence to Federal, State, and local laws regarding the duties of the County Clerk, conduct of elections, voter registration, property tax appeals, permanent real property records, marriage licensing, marriage ceremonies, juvenile court hearings and juvenile legal files, passports, vital records (death) and archive management. Assign, review and alter workloads, establish policies and procedures, coordinate education and training opportunities, manage the receipt of fees collected each year to ensure proper distribution, and set expectations that provide direction to staff. Prepare, track and manage each division budget.

Records Functions:

Serve as the County archivist by providing the oversight and recommendations to county departments on archival methods. Responsible for the preservation and management of archives maintained in the County, to include inventory, tracking, storage, and destruction policies and procedures. Analyze and recommend appropriate action toward the short and long term records storage needs of the County. Maintain the County's public records to archival standards which includes the following areas of responsibility: Systems documentation; image, indexing, targets and certifications quality control; storage standards; care of obsolete or court-ordered records; removal; access; retention; destruction; research and retrieval; inventory and appraisal of records; and disaster planning.

Maintain accounting records of monies owed and received. Verify and calculate amounts to be distributed to general ledger. Accurately and timely maintain all related financial records: accounts receivable; refunds; non-sufficient funds; account distribution; resolution and creation of new document types and fees, etc. Coordinate with Financing and Treasurer any necessary updates to the Clerk's records computer financial system. Verify accounts and make necessary corrections. Collect payments, credit customer accounts, balance payments and deposit with County Treasurer. Review delinquent accounts, re-bill and/or initiate small claims proceedings. Establish and maintain various payment procedures designed to meet procedural needs of the customer and independent auditor.

Maintain contact with title company personnel, State Archives Division, Oregon State Vital Records Unit, Department of Revenue, Oregon Recording Standards Committee, U.S. Passport Agency, attorneys, appraisers, surveyors, special districts, cities, other County departments, including county counsel, assessor, treasurer, county judge, justice court, planning, public works and local funeral directors, etc. Provide training and respond to unusual and/or complex questions and problems encountered by the above agencies and subordinates involving all areas of responsibility. Manage death, marriage and passport programs. Act as the department's Management Information System Representative, providing computer training and support to all staff within the Clerk & Elections Department and Board of Property Tax Appeals and Recording Department. .

Prepare a variety of reports and summaries regarding activities related to the Clerk's office. Prepare and publish legal notices, contracts, purchase orders, etc.

Attend conferences, schools and seminars to keep informed of current and proper archival technologies, state and federal laws and legislation on a variety of subjects responsible for, in order to maintain mandated educational requirements.

ORS 205.242 (2) county clerk shall receive and certify, as required by ORS 93.620 (time and place of recording) instruments presented for recording for a minimum of six hours between the hours of 9 a.m. and 4 p.m., including the first hour and the last hour, on every day except Saturdays, Sundays and other holidays.

Elections Functions:

Manage all election activity in Morrow County, to include the review of filings for candidates and committees, petition and measure filings received, management of voter registration processes, ballot preparation and vote tabulation procedures, ballot security measures and the development of office policies and procedures that works to improve the quality of services delivered to the citizens.

Study and adhere to election related federal, state and local laws, and all other relevant ordinances and guidelines. Keep informed on pending legislation that might benefit or adversely affect the operations of the office and/or the County and update the County Judge and the Board of County Commissioners when necessary.

Develop training materials and provide training to staff, election workers, district and city election officials, and volunteers regarding laws and conduct of elections.

Plan, organize and implement a variety of schedules involving election dates, actions and personnel. Prepare and distribute ballot layouts, legal notices and sample ballots. Maintain retention files and records for central committees and special districts.

Issue Notices of Appointment, Oath of Office, Certificates of Election and abstracts, for all districts.

Update election precinct maps and registration records and notify electors when annexations, formations, dissolutions, state and County Commissioner redistricting and postal address changes are implemented.

Respond to questions and requests for assistance for election information from the public, local election officials and candidates. Media exposure and public scrutiny are a regular part of the functions of this position. Prepare news releases and conduct media interviews as requested.

Clerk Functions:

Perform official duties of the County Clerk, such as solemnizing marriages, accepting and rejecting documents presented for recordation, administering oaths, issuing certificates of election to public officials, accepting district budgets, and certifying election returns, annual tax roll and documents of record. Ensure processing of passports, death certificates, abandoned property and personal effects. Seek grants as available.

Keep in contact and maintain relations with the Secretary of State Elections Division, Oregon State Archives, the Oregon Association of County Clerks and Association of Oregon Counties. Attend required training, conferences, meetings and serve on state committees.

Supervise staff in the Records, Elections and Board of Property functions. Assign and schedule work, evaluate job performance, review work, provide education and training opportunities as needed, and establish the policies and procedures that provide the direction to staff. Initiate and conduct processes for hire, disciplinary action and termination.

Formulate and present departmental budget for submission to Finance Director. Monitor and manage fiscal operations of the department.

Follow all safety rules and procedures established for work areas.

Oversee abandoned and lost property processes. Provide back-up support to subordinate personnel during peak workload periods and as staffing levels dictate. Ensure a clean, orderly, secure and safe office environment. Audit department expenses. Process accounts payable, receivable, petty cash, election billings, reports and time cards for proper payment or reimbursement to County. Maintain work areas in a clean and orderly manner.

JOB QUALIFICATION REQUIREMENTS:

MANDATORY QUALIFICATION REQUIREMENTS: Bachelor's Degree or equivalent in Business or Public Administration plus broad specialized training in accounting, business or data processing. Minimum of five years' experience in a public records position and/or elections position, or any satisfactory combination of experience and training. Thorough knowledge of current records management technology; public records archives standards and laws; knowledge of accounting and budget methods; knowledge of general supervisory principles and techniques; advanced knowledge of state election and registration laws, sufficient to interpret and utilize related statutes; ability to plan and organize large-scale election activities, specifically with a vote by mail election. Be aware of changes in federal and state regulations relating to all areas of responsibility. Possess a valid driver's license.

DESIRABLE QUALIFICATIONS: Specific experience in a Records and/or Elections office. Possess an Oregon County Clerk's certification for elections, and/or recording, Elections Center Certification or classes credits. Knowledge of legal documents, property descriptions, accounting, public records, archival and records management terms and processes.

PHYSICAL DEMANDS: Physical demands on position typically involve moving materials weighing up to 15 pounds. Weekly handling of large deeds books, cases of envelopes, forms, etc., weighing up to 50 pounds. Position requires working 10-20 hour days and late night to early morning work hours during elections.

WORKING CONDITIONS: Usual office working conditions.

SUPERVISORY RESPONSIBILITY: Responsible for supervising 2 regular employees and up to 8 casual election employees during elections and finding board members for BOPTA. Currently this office is in charge of building security. Oregon Revised Statute states county clerk is the only election officer who may conduct an election in this state. This includes, but is not limited to, establishing precincts, preparing ballots and sample ballots, and receiving and processing votes. Oregon Revised Statute also charges the county clerk to supervise local elections officials, this includes 5 cities and 20 special districts in Morrow County.



Human Resources

P.O. Box 593 • Heppner OR 97836
(541) 676-5620

Karmen Carlson
Human Resources Director
kcarlson@co.morrow.or.us

TO: Morrow County Compensation Board
FROM: Karmen Carlson, Human Resources Director
DATE: February 13th, 2020
RE: Compensation – Treasurer

The County Treasurer is currently compensated \$74,820.00 Annually. The Board approved a COLA increase of 3% for the Treasurer for 19-20.

Attached in this section is a packet from the Budget Committee meetings that occurred on December 11, 2019 and January 29, 2020 regarding compensation for the Treasurer position based on its current full time FTE. The discussion did not lead to any conclusions but was referred back to the Compensation Committee for review.

I do not have a recommendation for Treasurer compensation, but will defer to the Compensation Board.

There is a spreadsheet showing wages for all elected based on a 2%, 2.5% and 3% COLA.

The County is currently in negotiations with the Teamsters Union. The AFSCME General and Road agreements will expire in 2021. The AFSCME is agreed upon a 3% COLA for 20-21.

*Please See Tab 2 for past and current wages

*Please see Tab 3 for COLA Calculations

When I was elected Treasurer the first time in 1996, I was naïve in the thinking that every county treasurer does the same duties. That couldn't be farther from the truth.

I believe that is exactly the reason why the compensation committee that meets yearly to discuss elected official's wages has always had a tough time comparing the elected officials of Morrow County to other elected officials of different counties. Each county is so different.

Some county treasurers do have additional duties, such as tax collector. The big difference is that they have additional staff. I only have myself to rely upon. Every single penny that comes in and goes out of the county, goes through the Treasurers office. Last fiscal year that was over \$94,000,000.00. I have to be self-motivated and timely in everything I do. If I don't get everything done during the work week for one reason or another (sick/appointments), I have to come in on the weekends.

The BOC has not contacted me, with their sudden concern of hours/wages, to discuss what exactly I do and how much time it takes.

A few examples of why I think the position should be at full time:

I'm not too sure how a part time person could get everything done, especially in the month of November. Not only do I receive four to five batches of payments daily from the tax office that I have to balance to and make the deposits, I have to do the tax distributions on a weekly basis, and then keep up with everything else. I also have to keep the balance in the BEO low so I have to do timely transfers into the state pool account. This November I deposited over \$36,000,000.00 in tax money and from other departments.

The tax office and clerk's office deposit with me on an almost daily basis so that means I go to the bank daily.

With the advent of the county departments taking credit card payments, the daily banking takes a lot more time. It may be easier for all the departments that accept credit cards, but it makes the treasurer's job more time consuming. I receive payments or departments deposits from the following departments in the BEO and/or state pool account: For the Public Works: parks, transfer stations, USDA, ODOT and Airport. Health Department, ODS, MODA, Noridian, Pacific Source, Oregon Health Authority. From Tax/Assessment I receive tax payments, wires from lenders, DCBS, and misc payments. The clerk's office I receive payments from Simplifile, CSC, and EPN (online recording). Justice court, deposits daily and credit card payments, STF payments from ODOT. Planning Department weekly deposits and ACH payments and I receive some payments for the sheriff's department (State Marine Board, USDA – Forest patrol). State and Federal agencies are getting away from issuing a checks. I occasionally receive ACH payments that I have to track down, by either calling the departments that I think it might belong to or the Federal or State agency that it came from. This is in addition to what all the departments bring to me.

When I do the Unclaimed Property report in the fall, not only do I have to report to the State of Oregon, but I have report to any other state that has a check not cashed. I have reported up to five other states in one year. Each state has their own rules and regulation.

I like being available to employees to answer their questions. I run reports for them, look up payments, make sure a check is able to be deposited, look to see if a check has been cashed, issue an occasional manual check, etc. If the treasurer is not there, then they go to the Finance Department for some of this information. So that means Finance will have more calls to deal with. Just being in my office daily gives me and the rest of the employees a sense of continuity that I think is important. It is also important not to have money sitting in departments filing cabinets waiting for the Treasurer to be at work.

If the reason you are planning on cutting the positions hours/wages is because of money, then who is going to do the work the Treasurer is supposed to do? The Finance Department? You will end up creating a new position. I wouldn't think that that would be cost effective.

I strongly urge this committee to keep the Treasurer's hours/wages at full time.

General comments:

It has been implied by the BOC that the Treasurer's office is not transparent. I do want to make sure the public knows that I have never withheld any information the BOC may want to see. I have told them over and over again that if they have a question, to come to my office and I would gladly show them any and all information I may have and that includes the banking information.

I do not like being in this situation; I don't like drama. I have always just wanted to come to work and do my job to best of my ability. Being elected to this position has given me a sense of pride and accomplishment. The voters have had confidence in the job I have been doing as they elected me six times. I have really enjoyed working in the treasurer's position until the last three years. In those three years, I feel I have been subjected to passive/aggressive behavior and bullying. My mental and physical health is more important than any job. I would like to think that you are doing this for the good of the county but I think your ultimate goal is to get rid of me. So, no matter what you decide today, I will withdraw from the treasurer's race this week.



Morrow County Budget Committee Meeting
Wednesday, January 29, 2020
9:00 a.m.

Bartholomew Building, Upper Conference Room
110 N.E. Court Street, Heppner, Oregon

1. Call to Order
2. Opening Comments – Commissioner Melissa Lindsay, Chair
3. Public Comment
4. Change in compensation of elective officers per 2017 ORS 204.126
 - (1) The compensation of any elective county officer shall remain in effect unless changed with the approval of the county budget committee or tax supervising and conservation commission.
 - (2) Before any change in the compensation of an elective county officer is effective, it must be submitted to and approved by the county budget committee or tax supervising and conservation commission at a regular meeting or at a special meeting called for that purpose.
- **Treasurer**
 1. Current duties:
 - a. Chapter 208 – County Treasurers
 - i. *Elected* as defined by *Chapter 208 – County Treasurers*
<https://www.oregonlaws.org/ors/chapter/208>
 - b. *Chapter 294 – County and Municipal Financial Administration*
 - i. *Appointed* as defined by *Chapter 294 – County and Municipal Financial Administration*
https://www.oregonlegislature.gov/bills_laws/ors/ors294.html
 2. Compensation
 - a. Estimated salary & benefits for fiscal year 2020-2021
 - i. No change: \$127,152.31
 - ii. At .25: \$50,524.25
 - iii. At .50: \$76,066.94
 - iv. At .75: \$101,609.65
 3. Association of Oregon Counties – Elected Officials Salary Survey
 4. Fiscal period effective: January 1, 2021
5. Public Comment
6. Action Item(s)
7. Adjourn

2017 ORS 204.126¹

Change in compensation of elective officers

- (1) The compensation of any elective county officer shall remain in effect unless changed with the approval of the county budget committee or tax supervising and conservation commission.
- (2) Before any change in the compensation of an elective county officer is effective, it must be submitted to and approved by the county budget committee or tax supervising and conservation commission at a regular meeting or at a special meeting called for that purpose.
[1981 c.48 §3]

¹ Legislative Counsel Committee, *CHAPTER 204—County Officers*, https://www.oregonlegislature.gov/bills_laws/ors/ors204.html (2017) (last accessed Mar. 30, 2018).

Chapter 208 — County Treasurers

2019 EDITION

COUNTY TREASURERS

COUNTIES AND COUNTY OFFICERS

- 208.010 Receipt and disbursement of moneys
- 208.020 Payment, nonpayment and interest on county orders
- 208.030 Redemption of county orders
- 208.040 Notation of amount of interest paid
- 208.060 Cancellation of warrants received for obligations due county
- 208.070 Manner of keeping books
- 208.080 Inspection of books by county court; exhibit of moneys
- 208.090 Monthly financial statement
- 208.110 Crediting of moneys to proper funds; payment from funds
- 208.140 Annual settlement with county court
- 208.150 Delivery of property to successor
- 208.170 Administration of oaths
- 208.990 Penalties

208.010 Receipt and disbursement of moneys. The county treasurer shall receive all moneys due and accruing to the county, and disburse the same on the proper orders, issued and attested by the county clerk.

208.020 Payment, nonpayment and interest on county orders. The county treasurer shall pay all orders of the county clerk when presented, if there is money in the treasury for that purpose, and write on the face of such orders the date of redemption and the signature of the county treasurer. If there are no funds to pay an order when presented, the county treasurer shall indorse thereon "Not paid for want of funds," and the date of presentment, over the signature of the county treasurer, which shall entitle such order thenceforth to draw legal interest; provided, the county court of any county, sitting for the transaction of county business, may, at any regular term thereof, by order duly made and entered of record, prescribe a rate of interest less than the legal rate, and after a rate of interest less than the legal rate is so prescribed, all orders of the county clerk issued while such orders remain unrevoked shall show upon their face the rate of interest so fixed by the court, which rate they shall bear. Such interest shall cease from the date of notice by publication in some newspaper circulated in the county, to be given by the county treasurer, when the county treasurer has as much as \$15,000 belonging to the county fund, that there are funds to redeem the outstanding orders.

208.030 Redemption of county orders. County orders shall be redeemed by the treasurer according to the priority of the time of presentment. Such orders, payable out of the county revenue, shall be received in payment

of county taxes without any regard to priority of presentment or number, but the treasurer shall not pay any balance thereon over and above such tax when there are outstanding orders unpaid for want of funds.

208.040 Notation of amount of interest paid. When the county treasurer redeems any order on which interest is due, the county treasurer shall note on such order the amount of interest paid thereon, and shall enter on the account the amount of such interest, distinct from the principal.

208.050 [Repealed by 2013 c.34 §1]

208.060 Cancellation of warrants received for obligations due county. The county treasurer of any county may, upon order of the county court, cancel any county warrant which the county treasurer has been compelled to receive in payment of or as an offset to obligations due the county.

208.070 Manner of keeping books. The county treasurer shall so arrange and keep the books of the county treasurer that the amount received and paid out, on account of separate and distinct funds, or specific appropriations, shall be exhibited in separate accounts, as well as the whole receipts and expenditures by one general account.

208.080 Inspection of books by county court; exhibit of moneys. The county treasurer shall at all times keep the books and office of the county treasurer subject to the inspection and examination of the county court. The county treasurer shall exhibit the money in the office of the county treasurer to such court at least once a year.

208.090 Monthly financial statement. The county treasurer of each county shall, on or before the 10th day of each calendar month, file with the county court a statement in writing showing, as of the first of the then calendar month:

- (1) The amount of cash on hand in the custody of the county treasurer as county treasurer;
- (2) The banks in which such funds are deposited, with the amounts so deposited in each bank;
- (3) The security furnished the county by each bank to cover such deposits, and the interest rates paid on such deposits; and
- (4) A statement of the amount of outstanding warrant indebtedness of the county and the date up to which the county's warrant indebtedness has been redeemed.

208.100 [Repealed by 1981 c.48 §8]

208.110 Crediting of moneys to proper funds; payment from funds. In all counties having a population of 100,000 or more, the county treasurer shall:

- (1) Credit all fees, moneys received in trust for litigants or other persons and all other public moneys, except tax moneys, to the proper funds.
- (2) Keep a trust fund for each public officer receiving money in trust for litigants or other persons.
- (3) Pay out money from any such trust fund to the persons entitled to the same upon the order of any such officer.
- (4) Receive checks, drafts and money orders for any such officer for collection only.
- (5) If a check, draft or money order received under subsection (4) of this section is returned to the treasurer unpaid, charge the same to the account of such officer. [Amended by 1981 c.48 §5; 2005 c.22 §158]

208.120 [Repealed by 1981 c.48 §8]

208.130 [Repealed by 1981 c.48 §8]

208.140 Annual settlement with county court. The county treasurer shall annually make complete settlement with the county court at the regular January term thereof.

208.150 Delivery of property to successor. The county treasurer shall, at the expiration of the term of the county treasurer, deliver to the successor of the county treasurer all public money, books and papers in the possession of the county treasurer.

208.160 [Repealed by 1981 c.48 §8]

208.170 Administration of oaths. The county treasurer and the deputy of the county treasurer are authorized to administer all oaths necessary in the discharge of the duties of their office.

208.180 [Repealed by 1981 c.48 §8]

208.190 [1963 c.321 §1; repealed by 1981 c.48 §8]

208.200 [1969 c.694 §1; repealed by 2001 c.215 §1]

208.205 [1977 c.188 §1; repealed by 1981 c.526 §9]

208.210 [1969 c.694 §2; repealed by 2001 c.215 §1]

208.220 [1969 c.694 §3; repealed by 2001 c.215 §1]

208.990 Penalties. Any county treasurer failing to comply with ORS 208.020 for a period of 10 days commits a Class A violation. [Amended by 1999 c.1051 §166; 2011 c.597 §82]_____

Chapter 294 -

- 294.915 Notice of budget committee meeting; public availability of documents
- 294.920 Hearing on budget document
- 294.925 Supplemental budget; conditions; term; publication
- 294.930 Authority of Department of Revenue; budget records maintained by council of governments

MISCELLANEOUS

- 294.950 County revenue sharing with cities
- 294.960 Collection and disposition of amounts due counties

PENALTIES

- 294.990 Penalties

GENERAL PROVISIONS

294.004 Definitions. For the purposes of this chapter, unless the context requires otherwise:

- (1) "Local government" means any county, municipality, political subdivision or school district.
- (2) "Custodial officer" means the officer having custody of the funds of any county, municipality, political subdivision or school district.
- (3) "Deferred compensation plan" means a plan, established by any employer that is a county, municipality, political subdivision or school district, that has as its purposes the deferral of compensation to employees of such employer and the deferral of income taxation on such deferred compensation.
- (4) "Deferred employee compensation" means funds under an agreement providing for payment at a future date by a municipal corporation for services currently rendered by an eligible employee in fixed or variable amounts for life or for a guaranteed number of years after retirement or termination of employment.
- (5) "Nationally recognized statistical rating organization" has the meaning given that term in Rule 15c3-1 under the Securities Exchange Act of 1934, as amended.
- (6) "Surplus funds" means all funds that are not pension funds and that are not required for immediate expenditure. [1975 c.359 §2; 1977 c.470 §1; subsection (4) enacted as 1977 c.102 §1; 1995 c.245 §1; 1997 c.179 §25]

COUNTY AND MUNICIPAL FINANCIAL ADMINISTRATION

294.005 Definitions for ORS 294.005 to 294.025. As used in ORS 294.005 to 294.025, unless the context requires otherwise:

- (1) "Warrant" means a warrant issued by a subdivision.

such warrant is not paid for want of funds, convert the same to an interest-bearing warrant and such governing body may direct that such check-warrants shall not be delivered to the payees therein named until such direction or indorsement shall have been subscribed by the custodian of its funds.

(3) Such governing body may provide that when funds are available for the payment of approved claims, the approval of claims for payment shall, without the issuance of any warrant, be authority to the custodian of its funds to pay such claims by check. [1953 c.664 §1]

294.028 Payment of warrants by depository. When authorized by the governing body, any custodian of funds of any municipal or quasi-municipal corporation or civil subdivision of this state other than a school district may direct the depository of such funds to pay any warrant drawn upon such custodian upon presentment of such warrant to such depository, to the same extent and with the same effect as though such warrant were a check drawn upon such depository by such custodian. Such direction shall be in writing and shall identify by name and signature the warrant issuing officer or officers and such depository may rely upon such direction and identification in the payment of such warrants. [1953 c.664 §2]

294.029 Provisions of ORS 294.027 and 294.028 not mandatory. Nothing contained in ORS 294.027 or 294.028 shall be deemed to require any municipal or quasi-municipal corporation or civil subdivision of this state or any custodian of public funds to exercise any of the powers conferred by such sections. [1953 c.664 §3]

294.030 Deductions for bonds from compensation of municipal and other employees; purchasing bonds in advance. (1) The governing body of a municipal corporation, quasi-municipal corporation or civil subdivision of the state may, with the approval of the relevant employees of the municipal corporation, quasi-municipal corporation or civil subdivision, make deductions from their salaries and wages for the purpose of purchasing for them United States War Savings Bonds or other federal obligations.

(2) The governing body shall take proper precautions for the depositing, securing and disbursing of the sums so deducted and for the delivering of all bonds or other obligations purchased.

(3) Balances to the credit of the accounts in which the sums so deducted are deposited may be used for the purchase in advance, from the federal government or from any federal reserve bank or other authorized federal agency, of war savings bonds or other obligations of the federal government, either in blank or in inscribed form, in convenient denominations to meet the requirements of the purchasers thereof.

294.033 Investment of deferred compensation funds. Funds set aside by any local government pursuant to a deferred compensation plan may be invested in any investment enumerated in ORS 294.035 and are not subject to the collateral requirements of ORS chapter 295. [1977 c.470 §3; 1997 c.179 §26; 2005 c.91 §1]

294.035 Investment of funds of political subdivisions; approved investments. (1) Subject to ORS 294.040 and 294.135 to 294.155, the custodial officer may invest any sinking fund, bond fund or surplus funds in the custody of the custodial officer in the bank accounts, classes of securities at current market prices, insurance contracts and other investments listed in this

section, but only after obtaining from the governing body of the county, municipality, political subdivision or school district a written order that has been entered in the minutes or journal of the governing body.

(2) This section does not:

(a) Limit the authority of the custodial officer to invest surplus funds in other investments when the investment is specifically authorized by another statute.

(b) Apply to a sinking fund or a bond fund established in connection with conduit revenue bonds issued by a county, municipality, political subdivision or school district for private business entities or nonprofit corporations.

(3) Investments authorized by this section are:

(a) Lawfully issued general obligations of the United States, the agencies and instrumentalities of the United States or enterprises sponsored by the United States Government and obligations whose payment is guaranteed by the United States, the agencies and instrumentalities of the United States or enterprises sponsored by the United States Government.

(b) Lawfully issued debt obligations of the agencies and instrumentalities of the State of Oregon and its political subdivisions that have a long-term rating of A or an equivalent rating or better or are rated on the settlement date in the highest category for short-term municipal debt by a nationally recognized statistical rating organization.

(c) Lawfully issued debt obligations of the States of California, Idaho and Washington and political subdivisions of those states if the obligations have a long-term rating of AA or an equivalent rating or better or are rated on the settlement date in the highest category for short-term municipal debt by a nationally recognized statistical rating organization.

(d) Time deposit open accounts, certificates of deposit and savings accounts in insured institutions as defined in ORS 706.008, in credit unions as defined in ORS 723.006 or in federal credit unions, if the institution or credit union maintains a head office or a branch in this state.

(e) Share accounts and savings accounts in credit unions in the name of, or for the benefit of, a member of the credit union pursuant to a plan of deferred compensation.

(f) Fixed or variable life insurance or annuity contracts as defined by ORS 731.170 and guaranteed investment contracts issued by life insurance companies authorized to do business in this state.

(g) Trusts in which deferred compensation funds from other public employers are pooled, if:

(A) The purpose is to establish a deferred compensation plan;

(B) The trust is a public instrumentality of such public employers and described in section (2)(b) of the Investment Company Act of 1940, 15 U.S.C. 80a-2(b), as amended, in effect on September 20, 1985, or the trust is a common trust fund described in ORS 709.170;

(C) Under the terms of the plan the net income from or gain or loss due to fluctuation in value of the underlying assets of the trust, or other change in such assets, is reflected in an equal increase or decrease in the amount distributable to the employee or the beneficiary thereof and, therefore, does not ultimately result in a net increase or decrease in the worth of the public employer or the state; and

(D) The fidelity of the trustees and others with access to such assets, other than a trust company, as defined in ORS 706.008, is insured by a surety bond that is satisfactory to the public employer, issued by a company authorized to do a surety business in this state and in an amount that is not less than 10 percent of the value of such assets.

(h)(A) Banker's acceptances, if the banker's acceptances are:

(i) Guaranteed by, and carried on the books of, a qualified financial institution;

(ii) Eligible for discount by the Federal Reserve System; and
(iii) Issued by a qualified financial institution whose short-term letter of credit rating is rated in the highest category by one or more nationally recognized statistical rating organizations.

(B) For the purposes of this paragraph, "qualified financial institution" means:

(i) A financial institution that is located and licensed to do banking business in the State of Oregon; or

(ii) A financial institution that is wholly owned by a financial holding company or a bank holding company that owns a financial institution that is located and licensed to do banking business in the State of Oregon.

(C) A custodial officer shall not permit more than 25 percent of the moneys of a local government that are available for investment, as determined on the settlement date, to be invested in banker's acceptances of any qualified financial institution.

(i)(A) Corporate indebtedness subject to a valid registration statement on file with the Securities and Exchange Commission or issued under the authority of section 3(a)(2) or 3(a)(3) of the Securities Act of 1933, as amended. Corporate indebtedness described in this paragraph does not include banker's acceptances. The corporate indebtedness must be issued by a commercial, industrial or utility business enterprise, or by or on behalf of a financial institution, including a holding company owning a majority interest in a qualified financial institution.

(B) Corporate indebtedness must be rated on the settlement date P-1 or Aa or better by Moody's Investors Service or A-1 or AA or better by Standard & Poor's Corporation or equivalent rating by any nationally recognized statistical rating organization.

(C) Notwithstanding subparagraph (B) of this paragraph, the corporate indebtedness must be rated on the settlement date P-2 or A or better by Moody's Investors Service or A-2 or A or better by Standard & Poor's Corporation or equivalent rating by any nationally recognized statistical rating organization when the corporate indebtedness is:

(i) Issued by a business enterprise that has its headquarters in Oregon, employs more than 50 percent of its permanent workforce in Oregon or has more than 50 percent of its tangible assets in Oregon; or

(ii) Issued by a holding company owning not less than a majority interest in a qualified financial institution, as defined in paragraph (h) of this subsection, located and licensed to do banking business in Oregon or by a holding company owning not less than a majority interest in a business enterprise described in sub-subparagraph (i) of this subparagraph.

(D) A custodial officer may not permit more than 35 percent of the moneys of a local government that are available for investment, as determined on the settlement date, to be invested in corporate indebtedness, and may not permit more than five percent of the moneys of a local government that are available for investment to be invested in corporate indebtedness of any single corporate entity and its affiliates or subsidiaries.

(j) Repurchase agreements whereby the custodial officer purchases securities from a financial institution or securities dealer subject to an agreement by the seller to repurchase the securities. The repurchase agreement must be in writing and executed in advance of the initial purchase of the securities that are the subject of the repurchase agreement. Only securities described in paragraph (a) of this subsection may be used in conjunction with a repurchase agreement and such securities shall have a maturity of not longer than three years. The price paid by the custodial officer for such securities may not exceed amounts or percentages prescribed by written policy of the Oregon Investment Council or the Oregon Short Term Fund Board created by ORS 294.885.

(k) Shares of stock of any company, association or corporation, including but not limited to shares of a mutual fund, but only if the moneys being invested are funds set aside pursuant to a local government deferred compensation plan and are held in trust for the exclusive benefit of participants and their beneficiaries.

(L) The investment pool as defined in ORS 294.805 and, with the approval of the State Treasurer, any other commingled investment pool that may be established in the discretion of the State Treasurer for investment of the funds of local governments. The State Treasurer may require the governing body of a local government to enter into an investment agreement with the State Treasurer as a condition of investing funds in a commingled investment pool under this paragraph. [Amended by 1957 c.53 §1; 1957 c.689 §1; 1965 c.404 §1; 1973 c.157 §1; 1973 c.288 §1; 1974 c.36 §9; 1975 c.359 §3; 1977 c.300 §1; 1981 c.804 §84; 1981 c.880 §13; 1983 c.456 §2; 1985 c.256 §2; 1985 c.440 §1; 1985 c.690 §2; 1987 c.493 §1; 1991 c.459 §379; 1993 c.59 §1; 1993 c.452 §1; 1993 c.721 §1; 1995 c.79 §102; 1995 c.245 §2; 1997 c.249 §91; 1997 c.631 §446; 1999 c.601 §1; 2001 c.377 §43; 2003 c.405 §1; 2005 c.443 §§13,13a; 2009 c.821 §25; 2013 c.192 §1; 2014 c.18 §1]

294.040 Restriction on investments under ORS 294.035. The bonds listed in ORS 294.035 (3)(a) to (c) may be purchased only if there has been no default in payment of either the principal or the interest on the obligations of the issuing county, port, school district or city, for a period of five years next preceding the date of the investment. [Amended by 1995 c.245 §3; 2005 c.443 §21]

294.045 [Amended by 1959 c.224 §1; 1973 c.157 §2; repealed by 1975 c.359 §7]

294.046 List of approved securities for investment under ORS 294.035; distribution. The State Treasurer shall prepare and keep current a list of agencies and instrumentalities of the United States with available obligations that any county, municipality, political subdivision or school district may invest in under ORS 294.035 (3)(a) and 294.040. The list shall be distributed, upon request, to any county, municipality, political subdivision or school district. [1973 c.157 §3; 1975 c.359 §4; 1995 c.245 §4; 2005 c.443 §22]

294.047 Loss of principal on liquidation of investments. Whenever the custodial officer is forced to liquidate investments made pursuant to ORS 294.035 and 294.040 to meet current cash demands and such liquidation results in a loss of invested principal because the securities were liquidated prior to maturity under market conditions unfavorable to such liquidation, the loss shall be charged against current or future investment earnings and the custodial officer shall not be personally liable to make good such loss. [1959 c.612 §1; 1963 c.465 §1; 1975 c.359 §5]

294.048 Borrowing money when premature withdrawal or liquidation of certain investments would cause loss. When funds invested under ORS 294.035 (3)(d) are required to meet current cash demands and when withdrawal or liquidation of such investments at the time would cause a loss because the investment would be withdrawn or liquidated prior to maturity, the custodial officer may, after receiving the approval of the governing body, borrow funds on short-term promissory notes that shall be secured by pledging or assigning the investments held under ORS 294.035 (3)(d). The notes shall mature in not more than six months after date of issue. If a lender demands physical possession of the certificates of deposit or other evidence of

an investment pledged or assigned under this section, the custodial officer shall deliver the certificate or other evidence to the lender. [1967 c.411 §1; 1975 c.359 §6; 1995 c.245 §5; 2005 c.443 §23]

294.050 [Amended by 1959 c.664 §29; 1969 c.616 §1; renumbered 368.717 in 2015]

294.052 Definitions; investment by municipality of proceeds of bonds. (1) As used in this section:

(a) "Bond" has the meaning given that term in ORS 287A.001.

(b) "Municipality" means a unit of local government within Oregon including, but not limited to, cities, counties, school districts, special districts, public corporations and intergovernmental corporations organized under the authority of ORS 190.010.

(2) Notwithstanding ORS 294.135 or 294.145 or any other law or charter provision, a municipality may invest proceeds of bonds and amounts held in a bond payment reserve or proceeds fund or account in float agreements, debt service deposit agreements, forward investment agreements, guaranteed investment contracts or other investment agreements if the agreements or contracts:

(a) Produce a guaranteed rate of return;

(b) Are fully collateralized by direct obligations of, or obligations guaranteed by, the United States; and

(c) Require that the collateral be held by the municipality, an agent of the municipality or a third-party safekeeping agent. [1999 c.559 §21; 2001 c.537 §7; 2007 c.783 §117]

294.053 Investment by county in master warrants of county. A county treasurer may invest any sinking fund, bond fund or surplus of funds in the custody of the county treasurer in master warrants of that county issued under ORS 287A.482 to 287A.488. [1959 c.208 §1]

294.055 Use by counties of moneys received from federal government under the Mineral Leasing Act. All funds received from the United States Government under the Mineral Leasing Act and Acts amendatory thereof and distributed to counties pursuant to ORS 293.565 shall be used for the support of public schools or for the construction and maintenance of public roads in such counties.

294.060 Apportionment of moneys received by counties from federal forest reserves to road and school funds. (1) The moneys received by each county under ORS 293.560 shall be divided 75 percent to the road fund and 25 percent to the school fund of the county and, subject to subsection (2) of this section, the moneys shall be expended as other moneys in those funds are expended.

(2) The moneys apportioned to the county road fund may be applied in payment of any outstanding road bonds or may be placed in any county road bond sinking fund for the purpose of being so applied.

(3) Notwithstanding the division of receipts specified in subsection (1) of this section, in any county east of the summit of the Cascade Mountains with a population of less than 9,000 and more than 6,500, according to the 1990 federal decennial census, moneys from the road fund in excess of \$2 million may be transferred to the school fund when the amount of money credited to the road fund under subsection (1) of this section exceeds the amount needed for county roads, as

or other instrument on behalf of the county, city, district, public corporation or political subdivision may, in the discretion of the person, sign the check, warrant or other instrument by facsimile signature affixed by rubber stamp or by any mechanical equipment or device.

(2) Where the use of facsimile signatures is authorized under this section, the holder or drawee of any check, warrant or other instrument bearing or purporting to bear a facsimile signature shall be under no duty to determine the authority of the person who affixed the facsimile signature to use facsimile signatures. [1955 c.261 §1]

294.125 Investment of funds authorized by order of governing body; limitations. (1)

Subject to ORS 294.040 and 294.135 to 294.155, the custodial officer of any county, municipality, school district or other political subdivision of this state may, after having obtained a written order from the governing body of the county, municipality, school district or other political subdivision, which order shall be spread upon the minutes or journal of the governing body, invest any sinking fund, bond fund or surplus funds belonging to that county, municipality, school district or other political subdivision in the bank accounts, classes of securities at current market prices, insurance contracts and other investments described in ORS 294.035. However, notwithstanding any provision of ORS 190.003 to 190.250, except as provided in ORS 294.035:

(a) No custodial officer of any political subdivision of this state may accept for investment or invest the funds of any other political subdivision of this state; and

(b) No such political subdivision may tender funds for investment to the custodial officer of any other such political subdivision.

(2) Subject to ORS 294.040, 294.135 to 294.155 and subsection (1) of this section, the custodial officer of a port organized under ORS chapter 777 or 778 may invest any sinking fund, bond fund or surplus funds belonging to the port in interest-bearing revenue bonds issued by an export trading corporation formed by the port under ORS 777.755 to 777.800. A custodial officer of a port shall not invest in the aggregate more than \$3 million in revenue bonds issued by an export trading corporation. [1981 c.880 §5; 1983 c.200 §17; 1995 c.245 §6]

294.135 Investment maturity dates. (1) An investment made by a custodial officer under ORS 294.035 (3)(a) to (f), (h) and (i) or 294.125 may not exceed a maturity of 18 months or the date of anticipated use of the funds by the county, municipality, school district or other political subdivision to which the funds belong, whichever period is shorter. However:

(a) The custodial officer may make investments having a maturity longer than 18 months when the governing body of the county, municipality, school district or other political subdivision to which the funds belong has adopted a written investment policy that, prior to adoption, was submitted to the Oregon Short Term Fund Board for review and comment to the governing body, that includes guidelines concerning maximum investment maturity dates and that provides by its terms for re-adoption not less than annually; or

(b) When the funds in question are being accumulated for an anticipated use that will occur more than 18 months after the funds are invested, then, upon the approval of the governing body of the county, municipality, school district or other political subdivision, the maturity of the investment or investments made with the funds may occur when the funds are expected to be used.

(2) The maximum term of any repurchase agreement transaction may not exceed 90 days. [1981 c.880 §§6,8; 1987 c.389 §1; 1989 c.303 §1; 1995 c.245 §7; 2003 c.41 §1; 2005 c.443 §24; 2009 c.821 §30]

294.145 Prohibited conduct for custodial officer. In making investments pursuant to ORS 294.035, the custodial officer may not:

(1) Make a commitment to invest funds or sell securities more than 14 business days prior to the anticipated date of settlement of the purchase or sale transaction;

(2) Enter into any agreement to invest funds or sell securities for future delivery for a fee other than interest;

(3) Lend securities to any person or institution, except:

(a) On a fully collateralized basis; and

(b) When the lending is specifically permitted under an investment policy adopted pursuant to ORS 294.135 (1)(a);

(4) Pay for any securities purchased by the custodial officer until the officer has received sufficient evidence of title to the securities. Evidence of title must be consistent with modern investment, banking and commercial practices and may include physical possession, book entry and automated recordation of such title. However, the custodial officer may instruct one or more custodial agents or banks to accept or release securities as that custodial officer considers advisable to be held in safekeeping for collection of principal and interest or other income; or

(5) Deliver securities to the purchaser of the securities upon sale prior to receiving payment in full for the securities. However, the custodial officer may deliver the securities to any custodial agent or bank upon instructions to hold the securities pending receipt by the custodial agent or bank of full payment for the securities. [1981 c.880 §7; 1991 c.88 §5; 1995 c.245 §8; 2008 c.18 §1]

294.155 Annual audit report; monthly report. (1) The custodial officer for a local government that holds and invests funds on behalf of another government unit shall at least once a year submit an audited report to that government unit for which funds are invested. An audit report shall be submitted to the local governmental unit or units within 30 days after receipt of the audit report by the custodial officer's governing body. This subsection shall not apply to municipal corporations or political subdivisions exempt from municipal audits in ORS 297.435.

(2) The custodial officer shall prepare a report not less than monthly to each county, municipality, school district and other political subdivision the segregated funds of which the custodial officer is then investing, as to changes made in the investments of the funds of that body during the preceding month. If requested by that body, the custodial officer shall furnish to it details on the investment transactions for its fund. The custodial officer shall also provide copies of any investment policy which has been adopted to the custodial officer's governing body upon request. [1981 c.880 §9; 1995 c.245 §9]

294.160 Opportunity for public comment on new fee or fee increase. (1) The governing body of a city, county or other unit of local government shall provide an opportunity for interested persons to comment on the enactment of any ordinance or resolution prescribing a new fee or a fee increase or an increase in the rate or other manner in which the amount of a fee is determined or calculated.

(2) Where a local government exercises authority to assume the responsibility for a program delivered by the state, the local government shall provide an opportunity to comment on the difference between the fee amount charged by the state for such service and the proposed local fee for the service. [1995 c.576 §5; 2007 c.71 §90]

TREASURER CURRENT

YR.SALARY	\$77,063.47
HEALTH&DENTAL	\$24,817.56
FICA	\$4,777.94
RETIRE	\$19,111.74
UNEMP	\$0.00
DISAB.	\$62.00
LIFE	\$52.00
W.C.	\$100.18
MEDICARE	\$1,117.42
LIFE FLIGHT	\$50.00
TOTAL	\$50,088.84
OVERHEAD	\$24.08
AVG HR COST	\$37.05
TOTAL COST	\$61.13
TOTAL YEARLY COST	\$127,152.31

TREASURER .25

YR.SALARY	\$19,265.87
HEALTH&DENTAL	\$24,817.56
FICA	\$1,194.48
RETIRE	\$4,777.94
UNEMP	\$0.00
DISAB.	\$62.00
LIFE	\$52.00
W.C.	\$25.05
MEDICARE	\$279.36
LIFE FLIGHT	\$50.00
TOTAL	\$31,258.38
OVERHEAD	\$15.03
AVG HR COST	\$9.26
TOTAL COST	\$24.29
TOTAL YEARLY COST	\$50,524.25

TREASURER .50

YR.SALARY	\$38,531.73
HEALTH&DENTAL	\$24,817.56
FICA	\$2,388.97
RETIRE	\$9,555.87
UNEMP	\$0.00
DISAB.	\$62.00
LIFE	\$52.00
W.C.	\$50.10
MEDICARE	\$558.71
LIFE FLIGHT	\$50.00
TOTAL	\$37,535.21
OVERHEAD	\$18.05
AVG HR COST	\$18.52
TOTAL COST	\$36.57
TOTAL YEARLY COST	\$76,066.94

TREASURER .75

YR.SALARY	\$57,797.62
HEALTH&DENTAL	\$24,817.56
FICA	\$3,583.45
RETIRE	\$14,333.81
UNEMP	\$0.00
DISAB.	\$62.00
LIFE	\$52.00
W.C.	\$75.14
MEDICARE	\$838.07
LIFE FLIGHT	\$50.00
TOTAL	\$43,812.03
OVERHEAD	\$21.06
AVG HR COST	\$27.79
TOTAL COST	\$48.85
TOTAL YEARLY COST	\$101,609.65

Please return responses by February 28,
so that we may include your counties information in the current report.
Thank you!



County: Clackamas County

Employee Completing Survey: Heather Pedersen

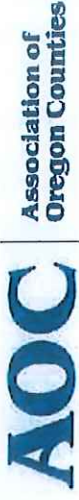
name: Heather Pedersen title: Compensation Manager email: heatherped@clackamas.us

What form of government does the county have?	County Court	Home Rule	General Law
Does your county participate in PERS?	No	<input checked="" type="checkbox"/> Yes	<input checked="" type="checkbox"/> General Law
Does the county pay the employee's 6% PERS contribution for elected officials?	No	<input checked="" type="checkbox"/> Yes	1836
Do elected officials receive deferred compensation contribution or 401(k)?	No	<input checked="" type="checkbox"/> Yes	comment: 6.27% county contribution
Do elected officials receive longevity pay?	<input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes	comment:
Do elected officials receive paid leave?	<input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes	comment:
Do elected officials receive a car allowance?	<input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes	comment:
Do elected officials receive a cell phone allowance?	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes	comment: Some EO's receive allowance, amount varies
County contribution towards elected officials' medical insurance:	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes	comment: Same as Non-Represented Employee group
County contribution towards elected officials' dental insurance:	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes	comment: Same as Non-Represented Employee group
County contribution towards elected officials' vision insurance:	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes	comment: Same as Non-Represented Employee group
County contribution towards elected officials' group life insurance:	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes	comment: Same as Non-Represented Employee group
County contribution towards elected officials' LTD:	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes	comment: Same as Non-Represented Employee group
Do elected officials receive additional compensation not covered above?	<input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes	comment:

Annual County Budget for FY 2017/2018:	\$781,027,976.00
total # of FTEs in the county:	1922.4

Chair/Judge	# of Commissioners	Assessor	Treasurer	Clerk
Annual Salary	\$94,869.96	\$112,725.60	\$113,021.46	\$97,027.27
Last Salary Increase (date/amount)	7/1/17 5.95%	7/1/17 4%	7/1/17 2.4%	7/1/16 0.8%
Next Salary Increase (date/amount)	N/A	N/A	N/A	N/A
Full or Part Time	Full-Time	Full-Time	Full-Time	Full-Time
Elected or Appointed	Elected	Elected	Elected	Elected
Duties		Tax Collector X	Tax Collector	Election X
number of FTEs in department	16.8 (County Admin)	58.50	6.00	19.00
Highest Paid Subordinate (title)	County Administrator	Assessment & Taxation Manager	Treasury Manager	Recording Manager
Subordinate's annual salary	\$206,963.00	\$108,100.00	\$109,816.00	\$92,023.00
Comments	Elected Chair receives a 2% add-to-pay (\$96,767.28)			

Please return responses by February 28,
so that we may include your counties information in the current report.
Thank you!



County:

Clackamas County

	Surveyor	Justice of the Peace	District Attorney	Sheriff	Divisions:
Annual Salary	\$97,463.00	\$98,227.86	\$46,777.48	\$173,520.00	Jails X
Last Salary Increase (date/amount)	7/1/17 2.2%	7/1/15 4.1%	07/01/2015 7.8%	7/1/17 2.2%	Emergency Management
Next Salary Increase (date/amount)	6/1/18 3.5%	N/A	N/A	N/A	Search & Rescue X
Full or Part Time	Full-Time	Full-Time	Full-Time	Full-Time	Adult Parole & Probation X
Elected or Appointed	Appointed	Elected	Elected	Elected	Animal Control
FTEs in Department		10.50	78.30	552.35	other:
Highest Paid Subordinate (title)	Office Manager	Administrative Services Supervisor	Chief Deputy District Attorney	Undersheriff	
Subordinate's Salary	\$81,231.00	\$70,268.00		\$167,641.00	
Comments			Only County salary reported		

Non-Elected Management Positions	Salary	FTEs Supervised	Comments
Building Code Inspector	\$133,481.00	42.00	Building Codes Administrator
Community Corrections	\$138,913.00	97.00	Captain
County Administrator	\$206,963.00	19.00	
County Counsel	\$187,808.00	12.00	
Engineer	N/A		
Facility Manager	\$121,071.00	49.00	
Finance Director	\$176,309.00	105.00	
Health Officials Director	\$163,162.00	508.00	Health, Housing & Human Services Director
Human Resource Director	\$147,263.00	39.00	
Information Technology	\$162,248.00	52.00	Technology Services Director
Juvenile Dept. Director	\$145,169.00	47.00	
Mental Health Director	\$117,637.00	61.00	Behavioral Health Division Director
Parks Director	\$115,307.00	8.00	Parks Manager
Planning Director	\$113,481.00	14.00	
Property Manager	N/A		
Public Works Director	\$154,521/\$145,908	242/89	Department of Transportation & Development/Director of Water Environment Services
Solid Waste Management	N/A		
Sustainability & Energy	\$104,586.00	6.00	Sustainability Supervisor
Tax Collectors	\$108,100.00	43.50	Assessment & Taxation Manager
Veterans Service Officer	N/A		Not a management position
Weed Control Director	N/A		Not a management position

Please return responses by February 28,
so that we may include your counties information in the current report.
Thank you!



County:

DESCHUTES COUNTY

Employee Completing Survey:

name: title: **HR ANALYST** email: HR@deschutes.org

What form of government does the county have?	County Court	Home Rule	General Law
Does your county participate in PERS?	No	<input checked="" type="checkbox"/> Yes	<input checked="" type="checkbox"/> General Law
Does the county pay the employee's 6% PERS contribution for elected officials?	No	<input checked="" type="checkbox"/> Yes	If Yes, how many FTEs are enrolled in PERS: 1003.75
Do elected officials receive deferred compensation contribution or 401(k)?	No	<input checked="" type="checkbox"/> Yes	comment: 3%
Do elected officials receive longevity pay?	No	<input checked="" type="checkbox"/> Yes	comment: yes, except for Commissioners
Do elected officials receive paid leave?	<input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes	comment:
Do elected officials receive a car allowance?	<input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes	comment:
Do elected officials receive a cell phone allowance?	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes	comment: \$75/month
County contribution towards elected officials' medical insurance:	<input checked="" type="checkbox"/> No	<input checked="" type="checkbox"/> Yes	comment: 1915.92/month - family coverage equivalent
County contribution towards elected officials' dental insurance:	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes	comment: included in medical
County contribution towards elected officials' vision insurance:	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes	comment: included in medical
County contribution towards elected officials' group life insurance:	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes	comment:
County contribution towards elected officials' LTD:	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes	comment:
Do elected officials receive additional compensation not covered above?	<input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes	comment:

Annual County Budget for 2017:	\$356,169,146.00	total # of FTEs in the county:	1003.75
--------------------------------	------------------	--------------------------------	---------

	Chair/Judge	Commissioners	Assessor	Treasurer	Clerk
Annual Salary	NA	\$93,243.24	\$110,743.80	11,971.68 (monthly stipend of \$997.64)	\$100,547.16
Last Salary Increase (date/amount)		7/1/17 - 5%	7/1/17 - 6%	7/1/2017 - 2.5%	7/1/17 - 2.5%
Next Salary Increase (date/amount)		TBD	TBD	TBD	TBD
Full or Part Time	FT	FT	FT	0% (combined with Finance Dir	FT
Elected or Appointed	E	E	E	E	E
Duties		NO Tax Collector	Y Tax Collector	Y Election	Y Recording
number of FTEs in department		3	33	13.5	7.5
Highest Paid Subordinate (title)		County Administrator	Deputy Director, Assessor	Accounting Manager	Elections/Recording Supervisor
Subordinate's annual salary		\$175,057.00	\$102,404.00	\$118,546.37	\$84,250.00
Comments					

Please return responses by February 28,
so that we may include your counties information in the current report.
Thank you!



County:

DESCHUTES COUNTY

Annual Salary	Surveyor	Justice of the Peace	District Attorney	Sheriff	
				Divisions:	
Last Salary Increase (date/amount)	\$97,528.21 7/1/2017 - 2.5%	\$57,763.56 7/1/2017 - 2.5%	\$29,680.00 7/1/2017 - 2.5%	\$144,318.00 7/1/2017 - 2.5%	X Jails
Next Salary Increase (date/amount)	TBD	tbd	tbd	tbd	X Emergency Management
Full or Part Time	FT	pt - .6fte	FT	FT	X Search & Rescue
Elected or Appointed	A	E	E	E	Adult Parole & Probation
FTEs in Department	1.00	4.60	51.95	227.50	X Animal Control
Highest Paid Subordinate (title)	NA	Court Administrator	CHIEF DEPUTY DA	CAPTAIN	other:
Subordinate's Salary		\$84,250.00	\$130,700.00	\$131,202.00	
Comments					
Non-Elected Management Positions	Salary	FTEs Supervised	Comments		
Building Code Inspector	\$102,404.00	1.00	BUILDING OFFICIAL		
Community Corrections	\$144,093.00	3.00	COMMUNITY JUSTICE DIRECTOR (ADULT & JUVENILE PAROLE & PROBATION)		
County Administrator	\$175,057.00	4.00			
County Counsel	\$173,818.00	5.00			
Engineer	\$102,404.00	1.00	COUNTY ENGINEER		
Facility Manager	\$102,404.00	4.00	FACILITIES DIRECTOR		
Finance Director	\$125,261.00	13.50	FINANCE/TREASURER DIRECTOR - SALARY EXCLUDES STIPEND RECEIVED FOR		
Health Officials Director	\$137,232.00	4.00	HEALTH SERVICES DIRECTOR		
Human Resource Director	\$107,525.00	6.00			
Information Technology	\$144,094.00	3.00			
Juvenile Dept. Director	N/A		COMMUNITY JUSTICE DIRECTOR (ADULT & JUVENILE PAROLE & PROBATION)		
Mental Health Director	N/A		HEALTH SERVICES DIRECTOR		
Parks Director	N/A				
Planning Director	\$137,232.00	7.00	COMMUNITY DEVELOPMENT DIRECTOR		
Property Manager	\$88,461.00	1.00			
Public Works Director	\$144,097.00	6.00			
Solid Waste Management	\$124,954.00	5.00			
Sustainability & Energy	N/A				
Tax Collectors	N/A		FINANCE/TREASURER DIRECTOR		
Veterans Service Officer	\$76,415.98	3.00			
Weed Control Director	N/A				

**Elected Officials Salary Survey
Results as of December 2017**

Please return responses by February 28,
so that we may include your counties information in the current report.
Thank you!



Association of
Oregon Counties

County: **Lake County**

Employee Completing Survey: **Nicki Alves**

Business Services Accounting/Payroll

nalves@co.lake.or.us

title

What form of government does the county have?	County Court	Home Rule	General Law
Does your county participate in PERS?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	<input checked="" type="checkbox"/> General Law
Does the county pay the employee's 6% PERS contribution for elected officials?	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes	If Yes, how many FTEs are enrolled in PERS:
Do elected officials receive deferred compensation contribution or 401(k)?	<input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes	comment:
Do elected officials receive longevity pay?	<input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes	comment:
Do elected officials receive paid leave?	<input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes	comment: Accrued Sick Leave
Do elected officials receive a car allowance?	<input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes	comment:
Do elected officials receive a cell phone allowance?	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes	comment: \$70 per month
County contribution towards elected officials' medical insurance:	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes	comment: 80%
County contribution towards elected officials' dental insurance:	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes	comment: 80%
County contribution towards elected officials' vision insurance:	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes	comment: 80%
County contribution towards elected officials' group life insurance:	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes	comment: 100% of first \$20,000
County contribution towards elected officials' LTD:	<input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes	comment:
Do elected officials receive additional compensation not covered above?	<input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes	comment:

Annual County Budget for 2017: **\$40,445,344.00**

total # of FTEs in the county: **83**

	Chair/Judge	# 3 of Commissioners	Assessor	Treasurer	Clerk
Annual Salary		\$58,965.12	\$67,679.28	\$64,695.12	\$58,965.12
Last Salary Increase (date/amount)		7/1/2017 2.3%	7/1/2017 2.3%	7/1/2017 2.3%	7/1/2017 2.3%
Next Salary Increase (date/amount)		7/1/2018 COLA based on CPI	7/1/2018 COLA based on CPI	7/1/2018 COLA based on CPI	7/1/2018 COLA based on CPI
Full or Part Time	Full	Full	Full	Full	Full
Elected or Appointed	Elected	Elected	Elected	Elected	Elected
Duties		Tax Collector	Tax Collector	Budget Officer	Election Recording
number of FTEs in department		4.00	6.00	1.50	2.00
Highest Paid Subordinate (title)		Admin Assistant	Chief Appraiser	Deputy Clerk	Deputy Clerk
Subordinate's annual salary		\$44,808.00	\$53,028.00	\$19,556.00	\$36,144.00
Comments					

Please return responses by February 28,
so that we may include your counties information in the current report.
Thank you!



Lake County

County:

Annual Salary	Surveyor	Justice of the Peace	District Attorney	Sheriff	
				Divisions:	
Annual Salary	\$6,166.00	N/A	No Contribution	\$73,650.00	
Last Salary Increase (date/amount)	7/1/2017 2.3%			7/1/2017 2.3%	Jails
Next Salary Increase (date/amount)	7/1/2018 COLA based on CPI			7/1/2018 COLA based on CPI	Emergency Management
Full or Part Time	Part Time			Full Time	Search & Rescue
Elected or Appointed	Elected			Elected	Adult Parole & Probation
FTEs in Department	0.50			20.00	Animal Control
Highest Paid Subordinate (title)	Assistant			Undersheriff	other:
Subordinate's Salary	\$9,315.00			\$73,644.00	
Comments					
Non-Elected Management Positions	Salary	FTEs Supervised	Comments		
Building Code Inspector	New 2/1/2018 \$91,000	1.50			
Community Corrections	\$80,686.00	5.00	Supervise both Adult / Juvenile Probation Officers		
County Administrator					
County Counsel	Contract				
Engineer					
Facility Manager	\$59,400.00	2.00			
Finance Director	HR/Finance \$71604.	1.00			
Health Officials Director	\$63,082.00	8.00	32 hours per week		
Human Resource Director	HR/Finance \$71604.				
Information Technology	Contract				
Juvenile Dept. Director	\$80,686.00	3.00	Supervise both Adult / Juvenile Probation Officers		
Mental Health Director	Contract				
Parks Director					
Planning Director	\$62,424.00				
Road Superintendent	\$76,616.16	16.00			
Public Works Director					
Solid Waste Management	\$16,416.00				
Sustainability & Energy					
Tax Collectors					
Veterans Service Officer	\$45,840.00				
Weed Control Director					

Elected Officials Salary Survey
Results as of December 2017

Please return responses by February 28,
so that we may include your counties information in the current report.
Thank you!



Association of
Oregon Counties

County:

Linn County

Employee Completing Survey:

Dave Alderman

Accounting Officer

dalderman@co.linn.or.us

email

What form of government does the county have?	County Court	Home Rule	General Law
Does your county participate in PERS?	No	Yes	641
Does the county pay the employee's 6% PERS contribution for elected officials?	No	Yes	
Do elected officials receive deferred compensation contribution or 401(k)?	No	Yes	
Do elected officials receive longevity pay?	No	Yes	comment: longevity is built into range/step class 2.5 % 10 years, 5% 15 years
Do elected officials receive paid leave?	No	Yes	comment:
Do elected officials receive a car allowance?	No	Yes	comment:
Do elected officials receive a cell phone allowance?	No	Yes	comment: 3 do, 7 don't, up to \$55/month
County contribution towards elected officials' medical insurance:	No	Yes	comment: maximum \$2400.69/month for full family
County contribution towards elected officials' dental insurance:	No	Yes	comment: maximum \$180.78/month for full family
County contribution towards elected officials' vision insurance:	No	Yes	comment: maximum \$38.04/month for full family
County contribution towards elected officials' group life insurance:	No	Yes	comment: \$50,000 for employee, \$5,000 for spouse
County contribution towards elected officials' LTD:	No	Yes	comment:
Do elected officials receive additional compensation not covered above?	No	Yes	comment:

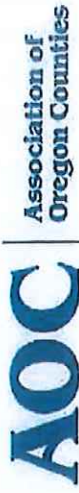
Annual County Budget for 2017: **\$145,015,049.00** total # of FTEs in the county: **694**

Chair/Judge	# of Commissioners	Assessor	Treasurer	Clerk
\$95,904.00	2 commissioners, \$95,904	\$96,132.00	\$93,408.00	\$95,904.00
June 1, 2017	June 1, 2017	June 1, 2017	June 1, 2017	June 1, 2017
unknown	unknown	unknown	unknown	unknown
full	full	full	full	full
Elected	Elected	Elected	Elected	Elected
		Tax Collector	Tax Collector	Election
			Budget Officer	Recording
	3.50	20.00	3.00	9.00
number of FTEs in department		Chief appraiser	Chief deputy	Chief Deputy clerk
Highest Paid Subordinate (title)		\$78,696.00	\$59,460.00	\$71,652.00
Subordinate's annual salary				
Comments				

Surveyor Justice of the Peace District Attorney Sheriff

Elected Officials Salary Survey
Results as of December 2017

Please return responses by February 28,
so that we may include your counties information in the current report.
Thank you!



County:

Linn County

Annual Salary	\$88,440.00	\$88,440.00	\$20,088.00	\$123,384.00	Divisions:
Last Salary Increase (date/amount)	june 1,2017	june 1,2017	June 1,2017	june 1,2017	x Jails
Next Salary Increase (date/amount)	unknown	unknown	unknown	unknown	x Emergency Management
Full or Part Time	full	full	full	full	x Search & Rescue
Elected or Appointed	elected	elected	elected	elected	x Adult Parole & Probation
FTEs in Department	6.00	6.50	27.50	185.00	x Animal Control
Highest Paid Subordinate (title)	chief deputy	justice court admin	senior deputy DA	undersheriff	other:criminal, civil
Subordinate's Salary	\$75,060.00	\$56,036.00	\$106,536.00	\$91,128.00	
Comments					

Non-Elected Management Positions	Salary	FTEs Supervised	Comments
Building Code Inspector	\$85,632.00		w/o longevity
Community Corrections			
County Administrator	\$156,444.00	9.00	w/o longevity
County Counsel	\$111,720.00	4.00	w/o longevity
Engineer	\$96,936.00	6.00	w/o longevity
Facility Manager	\$96,936.00	11.50	w/o longevity, General Services Director
Finance Director	\$88,236.00		3 w/o longevity
Health Officials Director	\$102,468.00	7 managers	w/o longevity, at step 1, step 6 is 128,868
Human Resource Director			included in Administrative Officer
Information Technology	\$99,636.00	7.00	w/o longevity
Juvenile Dept. Director	\$101,628.00		w/o longevity
Mental Health Director	\$84,108.00	149.00	w/o longevity
Parks Director	\$101,628.00	10.00	w/o longevity
Planning Director	\$103,392.00	11.00	w/o longevity
Property Manager			w/o longevity, General Services Director
Public Works Director	\$117,180.00		w/o longevity, Job Title is Roadmaster
Solid Waste Management	none		
Sustainability & Energy	none		
Tax Collectors			see assessor
Veterans Service Officer	\$63,588.00	3.00	w/o longevity
Weed Control Director			

County: **MARION**

Employee Completing Survey: **Jan Fritz**

Deputy County Administrative Officer

jfritz@co.marion.or.us

email

What form of government does the county have?	County Court	Home Rule	General Law
Does your county participate in PERS?	No	X	Yes
Does the county pay the employee's 6% PERS contribution for elected officials?	No	X	Yes
Do elected officials receive deferred compensation contribution or 401(k)?	No	X	comment: 7.50%
Do elected officials receive longevity pay?	X	No	comment:
Do elected officials receive paid leave?	X	No	comment:
Do elected officials receive a car allowance?	X	No	comment:
Do elected officials receive a cell phone allowance?	X	No	comment:
County contribution towards elected officials' medical insurance:	No	X	comment:
County contribution towards elected officials' dental insurance:	No	X	comment:
County contribution towards elected officials' vision insurance:	No	X	comment:
County contribution towards elected officials' group life insurance:	No	X	comment:
County contribution towards elected officials' LTD:	No	X	comment:
Do elected officials receive additional compensation not covered above?	X	No	comment:

Annual County Budget for 2017: **\$412,381,377.00**

total # of FTEs in the county:

	Chair/Judge	3 Commissioners	Assessor	Treasurer	Clerk
Annual Salary	\$94,244.80	\$106,163.20	\$91,644.80	\$96,054.40	6,667 7/1/17
Last Salary Increase (date/amount)	9,277 7/1/2017	7,824 7/1/17	3,824 7/1/17	1,338 (1.5 COLA) 7/1/2018	FT
Next Salary Increase (date/amount)	1,414 (1.5 COLA) 7/1/2018	1,410 (1.5 COLA) 7/1/2018	1,315 (1.5 COLA) 7/1/2018	1,338 (1.5 COLA) 7/1/2018	FT
Full or Part Time	FT	FT	FT	FT	FT
Elected or Appointed	Elected	Elected	Elected	Elected	Elected
Duties		Tax Collector			Election Recording
number of FTEs in department	15.00	51.00	2.50	13.50	
Highest Paid Subordinate (title)	Chief Administrative Officer	Deputy Assessor		Elections/Recording Mgr	
Subordinate's annual salary	\$219,772.80	\$83,531.00		\$79,768.00	
Comments					

	Surveyor	Justice of the Peace	District Attorney	Sheriff
Annual Salary	\$98,675.00	\$88,422.00	\$3,924.80 GF	\$146,619.20
Last Salary Increase (date/amount)	4,784 7/1/17	875.00 7/1/2017	6,719 7/1/17	11,793 7/1/2017
Next Salary Increase (date/amount)	NA	1,327 (1.5 COLA) 7/1/18	2,199 (1.5 COLA) 7/1/2018	2,199 (1.5 COLA) 7/1/2018
				X Jails
				Emergency Management

**Elected Officials Salary Survey
Results as of December 2017**

Please return responses by February 28,
so that we may include your counties information in the current report.
Thank you!



County:

MARION

Full or Part Time Elected or Appointed FTEs in Department	FT Appointed 4.06	FT Elected 8.00	FT Elected 91.03	FT Elected 353.50	X Search & Rescue Adult Parole & Probation Animal Control
Highest Paid Subordinate (title) Subordinate's Salary	Surveyor Technician 3 \$76,648.00	Office Manager \$58,626.00	Trial Team Supervisor \$142,685.00	Undersheriff \$145,017.00	X Law Enforcement Judicial Security
Comments					
Non-Elected Management Positions	Salary	FTEs Supervised	Comments		
Building Code Inspector	\$72,373.00	22.49			
Community Corrections	\$128,361.00	76.00			
County Administrator	\$219,765.00	15.00			
County Counsel	\$140,121.00	10.00			
Engineer	\$111,595.00	29.11			
Facility Manager	\$92,330.00	39.00			
Finance Director	\$128,233.00	20.0			
Health Human Services Director	\$125,257.00	444.32			
Human Resource Director	\$94,730.00	13.00			
Information Technology	\$125,257.00	59.00			
Juvenile Dept. Director	\$122,119.00	107.60			
Mental Health Director	See Health Director				
Parks Director	\$59,305.00	1.00			
Planning Director	\$81,259.00	6.97			
Property Manager	NA				
Public Works Director	\$128,233.00	207.00			
Solid Waste Management	\$104,040.00				
Sustainability & Energy	NA				
Tax Collectors	\$81,792.00	4.00			
Veterans Service Officer	Contract	3.0 VSOs			
Weed Control Director	NA				

Elected Officials Salary Survey
Results as of December 2017

Please return responses by February 28,
so that we may include your counties information in the current report.
Thank you!



Association of
Oregon Counties

County: **Morrow**

Employee Completing Survey: **Karen Wolff**

name		title	
Karen Wolff		Human Resources Director	
email		kwolff@co.morrow.or.us	

What form of government does the county have?	County Court	Home Rule	General Law
Does your county participate in PERS?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does the county pay the employee's 6% PERS contribution for elected officials?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do elected officials receive deferred compensation contribution or 401(k)?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Do elected officials receive longevity pay?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do elected officials receive paid leave?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do elected officials receive a car allowance?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do elected officials receive a cell phone allowance?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
County contribution towards elected officials' medical insurance:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
County contribution towards elected officials' dental insurance:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
County contribution towards elected officials' vision insurance:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
County contribution towards elected officials' group life insurance:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
County contribution towards elected officials' LTD:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do elected officials receive additional compensation not covered above?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Annual County Budget for 2017: **\$36,229,984.00** total # of FTEs in the county: **120**

Chair/Judge	#_3_ of Commissioners	Assessor	Treasurer	Clerk
\$39,564.00	\$39,564.00	\$80,631.00	\$70,529.00	\$70,529.00
7/1/2017 3%	7/1/2017 3%	7/1/2017 3%	7/1/2017 3%	7/1/2017 3%
7/1/2018 3%	7/1/2018 3%	7/1/2018 3%	7/1/2018 3%	7/1/2018 3%
Full	Full	Full	Full	Full
Elected	Elected	Elected	Elected	Elected
		Tax Collector - Yes	Tax Collector - No	Election - Yes
			Budget Officer - No	Recording - Yes
			6.00	2.00
number of FTEs in department	2.00	6.00	0.00	2.00
Highest Paid Subordinate (title)	County Administrator	Lead Appraiser		Chief Deputy Clerk
Subordinate's annual salary	\$95,000.00	\$58,320 - \$74,424		\$34,092 - \$43,512
Comments				

Surveyor: Justice of the Peace District Attorney Sheriff

Elected Officials Salary Survey
Results as of December 2017

Please return responses by February 28,
so that we may include your counties information in the current report.
Thank you!



County:

Morrow

Annual Salary	\$36,000.00	\$70,529.00	\$8,000.00	\$101,081.00	Divisions:
Last Salary Increase (date/amount)		7/1/2017 3%	7/1/2017 \$2,000	7/1/2017 3%	Jails - No
Next Salary Increase (date/amount)	N/A	7/1/2018 \$75,000	N/A	7/1/2018 3%	Emerg Management-Yes
Full or Part Time	PT	FT	FT	FT	Search & Rescue - Yes
Elected or Appointed	Elected	Elected	Elected	Elected	Adult Parole & Prob - Yes
FTEs in Department	0.00	2.00	4.00	35.00	Animal Control - Yes
Highest Paid Subordinate (title)		Court Clerk II	Deputy District Attorney	Undersheriff	other: Matine Patrol
Subordinate's Salary		\$35,796 - \$45,696	\$77,604 - \$109,200	\$81,492 - \$114,660	OHV Park Patrol
Comments					
Non-Elected Management Position:	Salary	FTEs Supervised	Comments		
Building Code Inspector			Contract with the City of Boardman		
Community Corrections	\$70,392 - \$99,048	3.00	Corrections Lt.		
County Administrator	\$89,844 - \$126,420	10.00			
County Counsel			Contracted		
Engineer			Contracted		
Facility Manager	\$52,536 - \$73,920	2.00	General Maintenance Supervisor		
Finance Director	\$77,604 - \$109,200	2.00			
Health Officials Director	\$73,908 - \$104,004	11.00	Public Health Director		
Human Resource Director	\$67,044 - \$94,332	0.00			
Information Technology			Contracted with Intermountain ESD		
Juvenile Dept. Director	\$67,044 - \$94,332	2.00			
Mental Health Director			Contracted to Community Counseling Solutions		
Parks Director	\$47,640 - \$67,044	0.75			
Planning Director	\$70,392 - \$99,048	4.00			
Property Manager					
Public Works Director	\$77,604 - \$109,200	29.50	Roads, Parks, Airport, Transfer Station, General Maintenance, Weed		
Solid Waste Management					
Sustainability & Energy					
Tax Collectors			Assessor		
Veterans Service Officer	29,460 - \$37,596	0.00	Veteran's Service Officer		
Weed Control Director					

Elected Officials Salary Survey
Results as of December 2017

Please return responses by February 28,
so that we may include your counties information in the current report.
Thank you!



Association of
Oregon Counties

County:

Employee Completing Survey:

Greg Hansen name Admin Officer title hansen.greg@co.polk.or.us email

What form of government does the county have? Home Rule General Law

Does your county participate in PERS? Yes No If Yes, how many FTEs are enrolled in PERS: 360

Does the county pay the employee's 6% PERS contribution for elected officials? Yes No comment:

Do elected officials receive deferred compensation contribution or 401(k)? Yes No comment:

Do elected officials receive longevity pay? Yes No comment:

Do elected officials receive paid leave? Yes No comment:

Do elected officials receive a car allowance? Yes No comment:

Do elected officials receive a cell phone allowance? Yes No comment: \$75/mo

County contribution towards elected officials' medical insurance: Yes No comment: 85%

County contribution towards elected officials' dental insurance: Yes No comment: 85%

County contribution towards elected officials' vision insurance: Yes No comment: 85%

County contribution towards elected officials' group life insurance: Yes No comment: 100%

County contribution towards elected officials' LTD: Yes No comment:

Do elected officials receive additional compensation not covered above? No Yes comment: Expense Allowance \$500/month for Commissioners, \$350/mc \$150/mo for Clerk, \$6,000/mo for Treasurer (tax collection/fin: and Sheriff gets incentive pay and expense allowance \$800/r

Annual County Budget for 2017: \$69,150,000.00

total # of FTEs in the county: 350

	Chair/Judge	# 3 of Commissioners	Assessor	Treasurer	Clerk
Annual Salary		\$76,200.00	\$83,976.00	\$72,000.00	\$81,372.00
Last Salary Increase (date/amount)		7-1-17 3%	7-1-17 3%	0%	7-1-17 3%
Next Salary Increase (date/amount)		7-1-18 4%	7-1-18 4%	0%	7-1-18 4%
Full or Part Time		full	full	part-time	full
Elected or Appointed		elected	elected	elected	elected
Duties			Tax Collector	Tax Collector	Election
number of FTEs in department				Finance Officer	Recording
Highest Paid Subordinate (title)		Admin. Officer	Chief Appraiser	Chief Tax Collector	Chief Elections Clerk
Subordinate's annual salary			\$74,508.00	\$51,204.00	\$51,204.00
Comments		salary includes allowance	salary includes allowance	salary includes allowance	salary includes allowance

	Surveyor	Justice of the Peace	District Attorney	Sheriff
Annual Salary	n/a	n/a	\$9,000.00	\$105,000.00
Last Salary Increase (date/amount)			7/1/2017	7-1-17 4%
Next Salary Increase (date/amount)			7/1/18 \$250/mo	7-1-18 3%
Full or Part Time			full	full
				Jails
				Emergency Management
				Search & Rescue

Elected Officials Salary Survey
Results as of December 2017

Please return responses by February 28,
so that we may include your counties information in the current report.
Thank you!



County:

Elected or Appointed FTEs in Department	Salary	FTEs Supervised	Comments	elected	elected	Adult Parole & Probation
Highest Paid Subordinate (title)				17.50	66.00	x Animal Control
Subordinate's Salary				Chief Deputy D.A.	Captain	x other: Marine Patrol
Comments				\$100,380.00	\$104,064.00	
				supplement	salary includes allowance	
Non-Elected Management Positions	Salary	FTEs Supervised	Comments			
Building Code Inspector	n/a					
Community Corrections	\$97,200.00	20.00	Combined with Juvenile			
County Administrator	\$160,000.00	10.00	Supervise Department Heads and misc. staff, Budget Officer, Major Projects, Bo			
County Counsel	\$114,960.00	0.00				
Engineer	n/a					
Facility Manager	n/a					
Finance Director	n/a					
Health Officials Director	\$80,976.00	17.00	Duties assigned to Treasurer			
Human Resource Director	\$103,968.00	21.00	Public Health Manager			
Information Technology	\$103,932.00	8.00	Admin. Services Director (Human Resources, Facilities)			
Juvenile Dept. Director	n/a		0.85 FTE			
Mental Health Director	\$120,312.00	135.00	Health Services Director oversees (Mental Health & Public Health)			
Parks Director	n/a					
Planning Director	\$119,832.00	10.00	Devo)			
Property Manager	n/a					
Public Works Director	\$119,832.00	24.00				
Solid Waste Management	n/a					
Sustainability & Energy	n/a					
Tax Collectors	n/a					
Veterans Service Officer	\$61,800.00	1.00	Supervisor			
Weed Control Director	n/a					

Please return responses by February 28,
so that we may include your counties information in the current report.
Thank you!



County: **Tillamook County**

Employee Completing Survey: **MaryJo Beckstead**

Human Resources Analyst

mbeckste@co.tillamook.or.us

title

email

What form of government does the county have? County Court Home Rule General Law

Does your county participate in PERS? Yes No if Yes, how many FTEs are enrolled in PERS:

Do elected officials receive deferred compensation contribution or 401(k)? Yes No comment:

Do elected officials receive longevity pay? Yes No comment:

Do elected officials receive paid leave? Yes No comment:

Do elected officials receive a car allowance? Yes No comment:

Do elected officials receive a cell phone allowance? Yes No comment:

County contribution towards elected officials' medical insurance: No Yes comment: County pays 90%, Elected Official pays 10%

County contribution towards elected officials' dental insurance: No Yes comment: County pays 90%, Elected Official pays 10%

County contribution towards elected officials' vision insurance: No Yes comment: County pays 90%, Elected Official pays 10%

County contribution towards elected officials' group life insurance: No Yes comment: \$50K Basic Life, \$50K AD&D; County pays 100%

County contribution towards elected officials' LTD: No Yes comment: County pays 100%

Do elected officials receive additional compensation not covered above? No Yes comment: Tillamook County has its own retirement plan. Government defined benefit plan. FTE = 241

Annual County Budget for 2017: **\$73,728,280.00**

total # of FTEs in the county: **249**

Annual Salary	Chair/Judge	#_3_ of Commissioners	Assessor	Treasurer	Clerk
Last Salary Increase (date/amount)		\$94,780.00	\$87,636.00	\$93,948.00	\$82,884.00
Next Salary Increase (date/amount)		7/1/2017 5%	7/1/2017 5%	7/1/2017 5%	7/1/2017 5%
Full or Part Time		Unknown	Unknown	Unknown	Unknown
Elected or Appointed		Full Time	Full Time	Full Time	Full Time
Duties		Elected	Elected	Elected	Elected
number of FTEs in department			Tax Collector <input checked="" type="checkbox"/>	Tax Collector <input type="checkbox"/>	Election <input checked="" type="checkbox"/>
Highest Paid Subordinate (title)		6.88	Budget Officer <input checked="" type="checkbox"/>	Budget Officer <input type="checkbox"/>	Recording <input checked="" type="checkbox"/>
Subordinate's annual salary		\$166,468.00	15.00	4.00	5.00
Comments	Commissioner's Chair does not have a different salary	County Counsel	Chief Deputy Appraiser	Chief Deputy Treasurer	Chief Deputy Clerk
			\$78,384.00	\$69,660.00	\$64,392.00

**Elected Officials Salary Survey
Results as of December 2017**

Please return responses by February 28,
so that we may include your counties information in the current report.
Thank you!



Tillamook County

County:

	Surveyor	Justice of the Peace	District Attorney	Sheriff
Annual Salary	\$72,492.00	\$82,884.00	\$16,284.00	\$100,848.00
Last Salary Increase (date/amount)	7/1/2014 1%	7/1/2017 5%	7/1/2017 5%	7/1/2017 5%
Next Salary Increase (date/amount)	Unknown	Unknown	Unknown	Unknown
Full or Part Time	Full Time	Full Time	Full Time	Full Time
Elected or Appointed	Appointed	Elected	Elected	Elected
FTEs in Department	4.00	4.00	10.50	51.50
Highest Paid Subordinate (title)	Surveyor Supervisor	Justice Court Administrator	Chief Deputy District Attorney	Lieutenant
Subordinate's Salary	\$65,196.00	\$55,020.00	\$99,204.00	\$72,456.00
Comments			DA Annual is stipend only	
				Divisions: X Jails X Emergency Management X Search & Rescue X Adult Parole & Probation X Animal Control X other: Marine, Enforcement
Non-Elected Management Positions	Salary	FTEs Supervised	Comments	
Building Code Inspector	\$81,528.00	5.00	Building Official	
Community Corrections	\$75,360.00	5.00	Lieutenant Community Corrections	
County Administrator	\$75,396.00	2.00	Chief of BOCC Staff (previous title - General Services Administrator)	
County Counsel	\$166,468.00	0.00	.88 FTE	
Engineer	NA	NA		
Facility Manager	NA	3.00	Chief of BOCC Staff supervises	
Finance Director	NA	NA	Finance Director is the County Treasurer	
Health Officials Director	\$99,264.00	44.00	Health & Human Services Administrator	
Human Resources Director	\$84,828.00	2.00		
Information Technology	\$91,764.00	8.00		
Juvenile Dept. Director	\$91,764.00	3.75		
Mental Health Director	NA	NA		
Parks Director	\$88,224.00	7.00		
Planning Director	\$75,396.00	12.00		
Property Manager	NA	NA	Community Development Director	
Public Works Director	\$88,224.00	23.00		
Solid Waste Management	\$69,660.00	2.00	Solid Waste Program Coordinator	
Sustainability & Energy	NA	NA		
Tax Collectors	NA	NA	Tax Collector is the County Assessor	
Veterans Service Officer	\$59,520.00	0.00		
Weed Control Director	NA	NA		

**Elected Officials Salary Survey
Results as of December 2017**

Please return responses by February 28,
so that we may include your counties information in the current report.
Thank you!



Association of
Oregon Counties

County: **Union**

Union

Employee Completing Survey:

name
 title
 email

What form of government does the county have? County Court Home Rule General Law

Does your county participate in PERS? No Yes

Does the county pay the employee's 6% PERS contribution for elected officials? No Yes

If Yes, how many FTEs are enrolled in PERS:

Do elected officials receive deferred compensation contribution or 401(k)?	<input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes	comment:
Do elected officials receive longevity pay?	<input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes	comment:
Do elected officials receive paid leave?	<input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes	comment:
Do elected officials receive a car allowance?	<input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes	comment:
Do elected officials receive a cell phone allowance?	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes	comment: \$20/per month is available but most elected officials decline
County contribution towards elected officials' medical insurance:	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes	comment:
County contribution towards elected officials' dental insurance:	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes	comment:
County contribution towards elected officials' vision insurance:	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes	comment:
County contribution towards elected officials' group life insurance:	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes	comment:
County contribution towards elected officials' LTD:	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes	comment:
Do elected officials receive additional compensation not covered above?	<input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes	comment:

Annual County Budget for 2017: total # of FTEs in the county:

	Chair/Judge	#_3_of Commissioners	Assessor	Treasurer	Clerk
Annual Salary		\$69,520.00	\$76,678.00	\$38,339.00	\$76,678.00
Last Salary Increase (date/amount)		7/1/2017 2.5%	7/1/2017 2.5%	7/1/2017 2.5%	7/1/2017 2.5%
Next Salary Increase (date/amount)		7/1/2018 2.5%	7/1/2018 2.5%	7/1/2018 2.5%	7/1/2018 2.5%
Full or Part Time	Full	Full	Full	Part Time	Full
Elected or Appointed	Elected	Elected	Elected	Elected	Elected
Duties		Tax Collector X	Tax Collector	Budget Officer	Election X Recording X
number of FTEs in department		9.00	1.00	3.50	3.50
Highest Paid Subordinate (title)	Administrative Officer	Chief Deputy	n/a	n/a	Chief Deputy
Subordinate's annual salary	\$84,550.00	\$60,088.00	\$60,088.00	\$57,266.00	\$57,266.00
Comments					

	Surveyor	Justice of the Peace	District Attorney	Sheriff
Annual Salary		\$20,400.00	State Paid	\$86,941.00
Last Salary Increase (date/amount)				7/1/2017 2.5%
	Contracted			X Jails

**Elected Officials Salary Survey
Results as of December 2017**

Please return responses by February 28,
so that we may include your counties information in the current report.
Thank you!



County:

Union

Next Salary Increase (date/amount)				7/1/2018 2.5%	Emergency Management
Full or Part Time			Full Time		X Search & Rescue
Elected or Appointed		Elected	Elected	Elected	Adult Parole & Probation
FTEs in Department		1.00	9.00	30.00	X Animal Control
Highest Paid Subordinate (title)		Office Manager	Chief Deputy	Captain	other:
Subordinate's Salary		\$57,226.00	\$73,037.00	\$77,952.00	
Comments					
Non-Elected Management Positions	Salary	FTEs Supervised	Comments		
Building Code Inspector	N/A				
Community Corrections	\$78,933.00	8.00			
County Administrator	\$84,550.00	12.00	Also serves as Budget Officer, Human Resources, Facilities Manager		
County Counsel	Contracted				
Engineer	N/A				
Facility Manager	N/A				
Finance Director					
Health Officials Director	Contracted				
Human Resource Director	Administrator				
Information Technology	\$76,689.00	1.00			
Juvenile Dept. Director	\$76,689.00	7.00			
Mental Health Director	Contracted				
Parks Director	\$61,452.00	0.00			
Planning Director	\$73,037.00	2.00			
Property Manager					
Public Works Director	\$95,191.00	17.00			
Solid Waste Management					
Sustainability & Energy					
Tax Collectors					
Veterans Service Officer	Contracted				
Weed Control Director	\$66,250.00	0.00			

Elected Officials Salary Survey
Results as of December 2017

Please return responses by February 28,
so that we may include your counties information in the current report.
Thank you!



County: Wasco

Employee Completing Survey:

Nichole Biechler
name
Human Resources Manager
title
nicholeb@co.wasco.or.us
email

What form of government does the county have? County Court Home Rule General Law

Does your county participate in PERS? No Yes
If Yes, how many FTEs are enrolled in PERS: 135

Does the county pay the employee's 6% PERS contribution for elected officials? No Yes

Do elected officials receive deferred compensation contribution or 401(k)? No Yes comment:

Do elected officials receive longevity pay? No Yes comment:

Do elected officials receive paid leave? No Yes comment: only sick leave

Do elected officials receive a car allowance? No Yes comment:

Do elected officials receive a cell phone allowance? No Yes comment:

Do elected officials receive elected officials' medical insurance? No Yes comment: 100% employee only coverage

Do elected officials receive elected officials' dental insurance? No Yes comment: 100% employee only coverage

Do elected officials receive elected officials' vision insurance? No Yes comment: 100% employee only coverage

Do elected officials receive elected officials' group life insurance? No Yes comment: \$5,000

County contribution towards elected officials' LTD: No Yes comment: \$5,000

Do elected officials receive additional compensation not covered above? No Yes comment:

Annual County Budget for 2017: \$55,649,949.00

total # of FTEs in the county: 138

Chair/Judge	# of Commissioners	Assessor	Treasurer	Clerk
N/A	\$42,182.48	\$80,360.52	\$26.20/hour	\$58,862.76
N/A	7/1/2017	7/1/2017	Unknown	7/1/2017
N/A	7/1/2018	7/1/2018	Unknown	7/1/2018
N/A	part-time	Full-time	Part-time	Full-time
N/A	Elected	Elected	Elected	Elected
N/A		Tax Collector	Tax Collector	Election
			Budget Officer	Recording
N/A	\$0.00	9.00	N/A	3.00
N/A	N/A	Chief Appraiser	N/A	Chief Deputy Clerk
N/A	N/A	\$58,862.64	N/A	\$46,899.24
N/A	N/A	N/A	Stipend/5 hrs. per month	N/A
Surveyor	Justice of the Peace	District Attorney	Sheriff	
\$71,897.04	N/A	N/A	\$86,101.35	Divisions:

**Elected Officials Salary Survey
Results as of December 2017**

Please return responses by February 28,
so that we may include your counties information in the current report.
Thank you!



County:

Wasco

Last Salary Increase (date/amount)	5/1/2017	N/A	N/A	7/1/2017	Jails
Next Salary Increase (date/amount)	7/1/2018	N/A	N/A	7/1/2018	x Emergency Management
Full or Part Time	Full	N/A	N/A	Full	x Search & Rescue
Elected or Appointed	Appointed	N/A	N/A	5/1/2016	x Adult Parole & Probation
FTEs in Department	1.00	N/A	N/A	37.00	Animal Control
Highest Paid Subordinate (title)	Surveying & Engineering Tech.	N/A	N/A	Chief Deputy	x other:
Subordinate's Salary	\$45,250.20	N/A	N/A	\$77,756.64	911 Communications
Comments	N/A	N/A	N/A	N/A	
Non-Elected Management Positions					
Building Code Inspector	N/A	N/A	N/A	Comments	
Community Corrections	\$63,546.60	9.00	N/A	Under Sheriff's Dept.	
County Administrator	\$135,556.92	6.00	N/A		
County Counsel	N/A	N/A	N/A		
Engineer	N/A	N/A	N/A		
Facility Manager	\$65,135.16	3.00	N/A		
Finance Director	\$94,834.56	5.00	N/A		
Health Officials Director	N/A	N/A	N/A		
Human Resource Director	\$66,026.40	0.00	N/A	Manager not Director	
Information Technology	\$80,847.84	5.00	N/A		
Juvenile Dept. Director	\$76,570.44	6.00	N/A	*Youth Services	
Mental Health Director	N/A	N/A	N/A		
Parks Director	N/A	N/A	N/A		
Planning Director	\$78,876.00	9.00	N/A		
Property Manager	N/A	N/A	N/A		
Public Works Director	\$77,811.00	N/A	N/A		
Solid Waste Management	N/A	N/A	N/A		
Sustainability & Energy	N/A	N/A	N/A		
Tax Collectors					
Veterans Service Officer	\$50,631.12	1.00	N/A	Oversees volunteers also	
Weed Control Director	\$59,519.88	0.00	N/A	Weed Superintendent	

Elected Officials Salary Survey
Results as of December 2017

Please return responses by February 28,
so that we may include your counties information in the current report.
Thank you!



Association of
Oregon Counties

County: Yamhill

Employee Completing Survey: Desiree Lundeen

HR Manager

lundeend@co.yamhill.or.us

title email

What form of government does the county have? County Court Home Rule General Law

Does your county participate in PERS? No Yes

Does the county pay the employee's 6% PERS contribution for elected officials? No Yes

Depends on whether or not the elevated official has waived PERS participation

Do elected officials receive deferred compensation contribution or 401(k)? No Yes

Do elected officials receive longevity pay? No Yes

Do elected officials receive paid leave? No Yes

Do elected officials receive a car allowance? No Yes

Do elected officials receive a cell phone allowance? No Yes

County contribution towards elected officials' medical insurance: No Yes

County contribution towards elected officials' dental insurance: No Yes

County contribution towards elected officials' vision insurance: No Yes

County contribution towards elected officials' group life insurance: No Yes

County contribution towards elected officials' LTD: No Yes

County contribution towards elected officials' STD plan: No Yes

Do elected officials receive additional compensation not covered above? No Yes

comment: **With the exception of the Sherriff**

comment: **\$40/ month reimbursement for data plan**

comment: **No LTD- County provides an STD plan**

Annual County Budget for 2017: \$140,701,467.00

total # of FTEs in the county: 569.6

Chair/Judge	#_3_of Commissioners	Assessor	Treasurer	Clerk
NA	\$76,730.64	\$79,632.24	\$30,000.00	\$70,234.08
Last Salary Increase (date/amount)	7/1/2017	7/1/17 1%	7/1/17 increase of \$3000 a year	7/1/2017
Next Salary Increase (date/amount)	TBD	TBD	TBD	TBD
Full or Part Time	Full	Full	Part Time	Full
Elected or Appointed	Elected	Elected	Elected	Elected
Duties		Tax Collector <input checked="" type="checkbox"/>	Tax Collector <input type="checkbox"/>	Election <input checked="" type="checkbox"/>
		Budget Officer <input type="checkbox"/>	Budget Officer <input checked="" type="checkbox"/>	Recording <input checked="" type="checkbox"/>
number of FTEs in department		19.00	0.00	5.00
Highest Paid Subordinate (title)	County Administrator	Deputy Assessor	na	Deputy Clerk
Subordinate's annual salary	\$143,742.48	\$75,946.08	na	\$62,634.48
Comments	2 commissioners refused pay increase and pay is still at 73076.88			

Elected Officials Salary Survey
Results as of December 2017

Please return responses by February 28,
so that we may include your counties information in the current report.
Thank you!



County:

Yamhill

	Surveyor	Justice of the Peace	District Attorney	Sheriff
Annual Salary	60/hr	NA	\$19,694.00	\$96,704.64
Last Salary Increase (date/amount)				7/1/17 3%
Next Salary Increase (date/amount)	TBD		TBD	
Full or Part Time	Part Time/ Hourly		Full	
Elected or Appointed	Appointed		Elected	
FTEs in Department	1.00		21.80	
Highest Paid Subordinate (title)	Engineering Tech		Chief Deputy District Attorney	
Subordinate's Salary	\$53,214.72			\$95,837.28
Comments				
Non-Elected Management Positions	Salary	FTEs Supervised	Comments	Divisions:
Building Code Inspector				<input checked="" type="checkbox"/> Jails
Community Corrections	\$92,033.28	54.98	DCJ Director oversees both Adult and Juvenile Corrections	<input checked="" type="checkbox"/> Emergency Management
County Administrator	\$143,742.48	12.00		<input checked="" type="checkbox"/> Search & Rescue
County Counsel	\$115,775.28	3.00		<input checked="" type="checkbox"/> Adult Parole & Probation
Engineer	60/hr	1.00	hourly/part-time	<input checked="" type="checkbox"/> Animal Control
Facility Manager	\$70,461.60	6.50		<input checked="" type="checkbox"/> other: YCOM
Finance Director	\$86,430.72	5.00		<input checked="" type="checkbox"/> Marine
Health Officials Director	\$107,148.00	230.80	HHS Director (AMH/CD, Public Health, Family & Youth, DD, Veteran's, and etc)	
Human Resource Director	\$67,773.84	2.60		
Information Technology	\$99,191.04	9.00	recruitment underway	
Juvenile Dept. Director		28.08	DCJ Director oversees both Adult and Juvenile Corrections	
Mental Health Director			See Health officials Director	
Parks Director	\$65,195.04	5.40	Also Work Crew Division Manager in Corrections	
Planning Director	\$90,256.32	15.10		
Property Manager				
Public Works Director	\$104,198.64	29.70		
Solid Waste Management	\$67,766.88	0.00		
Sustainability & Energy				
Tax Collectors				
Veterans Service Officer	\$60,164.64	3.00		
Weed Control Director				



Human Resources

P.O. Box 593 • Heppner OR 97836
(541) 676-5620

Karmen Carlson
Human Resources Director
kcarlson@co.morrow.or.us

TO: Morrow County Compensation Board
FROM: Karmen Carlson, Human Resources Director
DATE: February 13th, 2020
RE: Compensation – Sheriff

The Sheriff is currently being compensated at \$107,232.00 Annually. The Board approved a 3% COLA in 2019-20.

In preparation for the compensation committee meeting, the Sheriff was invited to provide comments in the form of a letter to the Board. A response was issued to the Board of Commissioners regarding the Statutory requirement that the Sheriff will be the highest-paid employee in the department. I have attached the letter for your review. I will provide calculations based on this requirement to the committee at our meeting.

I do not have a recommendation for compensation but will defer to the Compensation Board.

There is a spreadsheet showing wages for all elected based on 2%, 2.5% and 3% COLA. We are currently in negotiations with the Teamsters. The AFSCME General and Road agreements will expire in 2021. The current agreement has a 3% COLA for 20-21.

*Please See Tab 2 for past and current wages

*Please See Tab 3 for COLA Calculations

MORROW COUNTY SHERIFF'S OFFICE

DATE: January 30, 2020
TO: Board of Commissioners
FROM: Sheriff Ken Matlack *KMM*
SUBJECT: **SHERIFF'S SALARY REVIEW**

For your information, I am providing you notice of a probable salary adjustment necessary for the Sheriff's salary due to a subordinate employee's monthly salary increasing to more than the Sheriff's monthly salary.

As you might recall, the Sheriff's salary by statute shall be greater than his highest subordinate employee. I have been advised that on April 24th 2020 Lieutenant Terry Harper will be eligible to go from Step G \$ 8,757.00 monthly salary to step H monthly salary set at \$ 9195.00.

On July 1st, 2020, Lt. Harper is expected to have a cost of living adjustment to his salary as well. The amount of the COLA is unknown. Should the COLA be for example 3%, his July salary would increase by \$ 274 for a new monthly salary of \$ 9470.

Some of the figures used are very approximate but I wanted to let you know of the projected increase to the Sheriff's salary as a result of his subordinate's salary being higher than the Sheriff's salary starting in April and again in July.

Thank you.

Cc: File



Human Resources

P.O. Box 788 • Heppner OR 97836
(541) 676-5620

Karmen Carlson
Human Resources Director
kcarlson@co.morrow.or.us

TO: Morrow County Compensation Board
FROM: Karmen Carlson, Human Resources Director
DATE: February 13th, 2020
RE: Compensation – Justice of the Peace

Our Justice of the Peace is currently at \$74,820.00 Annually.

Judge Spicer retired at the first of 2020 and the Governor's office appointed Glen Diehl as the Justice of the Peace. The Budget Committee met on December 11, 2019 and adjusted the Justice of the Peace wage from \$77,250 to \$74820. Wage adjustment was based on a prior increase due to Judge Spicer having a law degree.

The Justice of the Peace has attached a letter and has provided some statistics for the department showing the amount of activity the Justice Court office.

I do not have a recommendation for compensation for Justice of the Peace but will defer to the Compensation Board.

There is a spreadsheet showing wages for all elected based on 2%, 2.5% and 3% COLA. We are currently in negotiations with the Teamsters. The AFSCME General and Road agreements will expire in 2021. The current agreement has a 3% COLA for 20-21.

*Please See Tab 2 for past and current wages

*Please see Tab 3 for COLA Calculations



MORROW COUNTY JUSTICE COURT

P.O. Box 130
Irrigon, OR 97844
541-922-4082
(Fax) 541-922-3472

P.O. Box 1125
Heppner, OR 97836
541-676-5644
(Fax) 541-676-5660

Court Clerks
Gabriela Perches
Robin Jones

Glen G. Diehl
Justice of the Peace

To: Morrow County Compensation Board

FROM: Glen G. Diehl Justice of the Peace

DATE: January 13, 2020

RE: Compensation- Justice of the Peace

AS you know, the Morrow County Budget Committee met on December 11, 2019 to consider the Justice of the Peace salary and voted to reduce the then current yearly salary from \$77,249.90 to \$74,820.00. This reduction was then voted on and approved by the Morrow County Board of Commissioners.

With this in mind, I respectfully request a wage increase for the fiscal year 2020-21 equal to the COLA provided to the rest of the County employees and elected officials.

Sincerely,

Glen G. Diehl

02/05/20

CASES BY DOCKET CODE

OFFENSE DATE RANGE: 01/01/19 TO 12/31/19

D	ANIMAL VIOLATION	1
G	FISH & GAME	21
O	COUNTY OFFICER	3
S	SMALL CLAIMS	1667
T	STATE OFFICER	1
V	MISD.	343
W	STATE WEIGHMASTER	142
Z	DUII	21
*	SMALL CLAIMS	49
	TOTAL CASES:	39
		2,287

LOCAL COURT REPORT QUESTIONNAIRE - 2019 REPORT

COURT NAME: IRRIGON JUSTICE COURT

CONTACT:

2017-2018 FISCAL YEAR

2018-2019 FISCAL YEAR

	2017-2018 FISCAL YEAR	2018-2019 FISCAL YEAR
2 NUMBER OF CASES FILED	2,477	2,371
2A CIVIL	1	2
2C TRAFFIC	2,270	2,161
2D OTHER VIOLATIONS	22	32
2E MISDEMEANORS	184	176
3 FINES IMPOSED	605,743.00	556,037.00
3A CIVIL	435.00	380.00
3C TRAFFIC	537,009.00	520,113.00
3D OTHER VIOLATIONS	1,945.00	2,375.00
3E MISDEMEANORS	66,354.00	33,169.00
4 GROSS FEE/PINE REVENUES	581,519.19	533,861.04
4A VIOLATIONS REVENUES	533,556.24	541,367.04
4B CRIMES REVENUES	47,962.95	52,229.00
4C CIVIL REVENUES		265.00
5 REVENUES DISTRIBUTED TO THE STATE UNRESTRICTED	192,830.84	170,478.59
6 REVENUES DISTRIBUTED TO COUNTIES- JAIL AND DRUG & ALCOHOL	360,557.85	395,533.45
7 REVENUES DISTRIBUTED TO COUNTIES- COURT FACILITIES SECURITY	28,030.50	27,824.00
8 REVENUES DISTRIBUTED TO COUNTIES- COURT FACILITIES SECURITY		
9 REVENUES DISTRIBUTED TO CITIES		25.00

ADDITIONAL INFORMATION

RESPONSE

- A HOW DID YOU DEFINE CRIMINAL CASES (BY CITATION, OFFENSE, OTHER DEFINITION?) DEFINE BY OFFENSE
- B OTHER COMMENTS/EXPLANATIONS (IF NEEDED)
- C OTHER COMMENTS/EXPLANATIONS (IF NEEDED)



Human Resources

P.O. Box 593 • Heppner OR 97836
(541) 676-5620

Karmen Carlson
Human Resources Director
kcarlson@co.morrow.or.us

TO: Morrow County Compensation Board
FROM: Karmen Carlson, Human Resources Director
DATE: February 13th, 2020
RE: Compensation – District Attorney

The District Attorney is currently being compensated a Stipend at \$11,000.00 Annually. The Board approved the increase of \$3000 in 2019. Prior to 2019, the Stipend was adjusted to \$8000 in 2017.

In preparation for the compensation committee meeting the District Attorney was invited to provide comment in the form of a letter to the Board. The Response is included.

The District Attorney is compensated by the State for his work as a District Attorney and the compensation Morrow County has allotted him allows our County to utilize his services for a variety of legal questions and concerns.

I do not have recommendation for compensation but will defer to the Compensation Board.

There is a spread sheet showing wages for all elected based on a 2%, 2.5% and 3% COLA. We are currently in negotiations with the Teamsters. The AFSCME General and Road agreements will expire in 2021. The current agreement has a 3% COLA for 20-21.

*Please See Tab 2 for past and current wages

*Please See Tab 3 for COLA Calculations



MORROW COUNTY DISTRICT ATTORNEY

P.O. Box 664, Heppner, Oregon 97836
Telephone: (541) 676-5626
Facsimile: (541) 676-5660

Justin Nelson: District Attorney
Richard Tovey: Deputy District Attorney
Cynthia M. Greenup: Office Manager
Deona Siex: Victim Assistance Director
Debbie Peck: Support Enforcement

January 7, 2020

TO: Morrow County Compensation Board

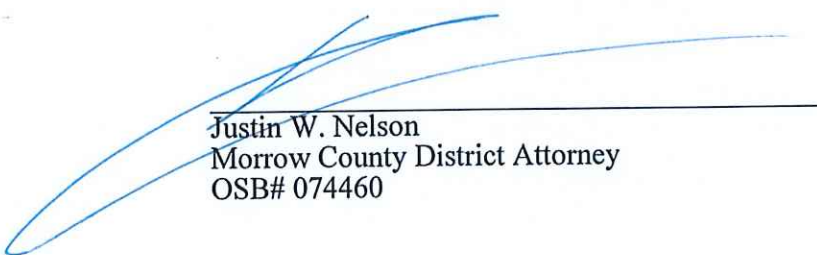
RE: Morrow County District Attorney Compensation Review

Morrow County Compensation Board Members,

The Compensation Board graciously recommended an increase to my District Attorney stipend in 2019, and the Budget Committee approved that increase.

For 2020 I am not taking a position if my stipend should be increased, and I do not plan to present any additional information this year regarding my stipend.

Thank you for your time,



Justin W. Nelson
Morrow County District Attorney
OSB# 074460