

Morrow County Compensation Committee
March 31, 2016
Heppner, Oregon
Bartholomew Building Upper Conference Room

Committee Members

Lisanne Currin, Chief Financial Officer, Morrow County Grain Growers

Rob Brown, Irrigon, (by phone)

Andy Fletcher, Manager of Finance & Administration, Columbia Basin Electric Cooperative

Staff/Audience

Jerry Sorte, Administrative Officer

Ronda Fox, Finance Management Assistant

Roberta Lutcher, Court Executive Assistant

Mike Gorman, Assessor/Tax Collector

Stephen Haddock, Surveyor

Greg Sweek, Heppner

Excused

Karen Wolff, Human Resources Director

Call to Order: 9:05 a.m.

Mr. Sorte asked if the Committee was open to receiving new information from elected officials as Gayle Gutierrez submitted comment following the meeting of March 29th. The members indicated they were willing to receive it. He then explained the committee reconvened today to review new information on surveyor compensation.

Surveyor Compensation

Mr. Sorte reviewed his memo to the Compensation Committee which contained hourly rates for field work and office work from survey firms in the region. He also referenced surveyor wage comparison information previously provided in the Compensation Committee binders. Extensive discussions took place.

Ms. Currin moved to make a recommendation to the County Court and Budget Committee that the elected Surveyor position compensation fall within the range of \$15,000 to \$36,000 (based on 300-400 hours worked annually). Mr. Fletcher seconded. Unanimous approval.

New Information from Treasurer

Mr. Fletcher explained Ms. Gutierrez's memo shows Treasurer, Clerk and Justice of the Peace wages when compared to Assessor wages in various counties. He said there appears to be a discrepancy (higher wage for Assessor), but some Assessor positions show they supervise more employees and oversee a larger budget than the other positions.

Ms. Currin said comparisons are always difficult because job duties vary so widely. She added the Treasurer position in Morrow County is well above the average for the other counties. At what point do we stop comparing, she asked. Mr. Fletcher said he would like to see the discrepancy with the Assessor wage looked into and addressed, if necessary.

Future Agenda Items

- Mr. Fletcher said the Committee will need to address the issue of subordinate wages nearing the wage of their supervisor (elected official).
- Mr. Brown said longevity issues need to be addressed.
- Ms. Currin said she would like to expand the counties used for comparisons. Mr. Fletcher agreed, and noted Clackamas County isn't appropriate for comparison purposes.

Mr. Sorte said he would present the Committee's recommendations to the County Court on April 6th, and obtain direction on how to move the recommendations through the budget process.

Adjourned: 10:01 a.m.