

November 18, 2024

To whom it may concern,

The purpose of this letter is that we, the undersigned, request that Malheur County reconsider their compensation policy for their retired contract service employees ("retirees" going forward).

The reason that we got together to address this, is so that we are all receiving similar compensation packages, no one is left behind and the County doesn't have to re-negotiate 6 or 7 new contracts every year. This will create an understanding between the County and the retirees that doesn't change from year to year.

Several local organizations, such as TVCC, the City of Ontario and the City of Vale have compensation packages for their retirees similar to that of the non-retired personnel they have working for them. Their vacation compensation is the same for both.

The same can be said for other Counties across Oregon, such as Tillamook and Lincoln Counties.

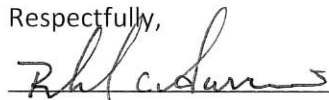
Those of us represented in this letter are the longest serving, most experienced, and in some cases, highest ranking members of County Government. But our compensation packages don't reflect the time and dedication that we have put in, or the responsibility that we carry in Malheur County Government.

We ask the following for each of our respective contracts:

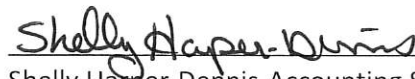
- If we are not topped-out, we'd like to continue to graduate through our respective pay scales until we reach the last step. Once we are topped out, we'd like to continue to receive the current and up-to-date compensation for that particular position in the highest paid step, with each new contract. This will allow for COLA and other increases and continually keep us compensated respective to our non-retired counterparts.
- Vacation time off at the rate that our non-retired counterparts would receive with the same rank and time in service. We respect the current language in our contracts that says we will not receive monetary compensation for any unused vacation time. We will use it or lose it.
- Holiday pay.

We are not asking for anything too lofty. Nothing that the County wouldn't be providing, had we not chosen to take advantage of the retirement opportunity that we earned.

Respectfully,



Richard Harriman – Emergency Manager
Malheur County Sheriff's Office



Shelly Harper-Dennis-Accounting Spec.
County Road Department

NOT PARTICIPATING

Don Dalton-Maintenance Supervisor
Malheur County Facilities



Dan Perkins- Senior Deputy
Malheur County Sheriff's Office



Teri Miller- Child Support Specialist
Malheur County District Attorney's Office



David Kesey – Undersheriff
Malheur County Sheriff's Office



Rachel Reyna-Jail Commander
Malheur County Sheriff's Office