

PUBLIC SAFETY LOG

THURSDAY

9:11 a.m. - A caller told the Morrow County Sheriff's Office she hit a deer with her pickup on Tupper Lane near the Tupper Guard Station in the Blue Mountains, and the pickup ended up in a ditch. However, she said, she did not remember exactly where. She said she returned to look for the pickup, but did not find it. She said the crash tore off the rear driver's side wheel, so it was not drivable.

1:17 p.m. - A 911 caller reported an armed person at Highway 730 and Willamette Avenue, Umatilla.

1:37 p.m. - Residents near Rhea Creek Road in south Morrow County reported the neighbor's goats were out again and all over the road.

2:04 p.m. - The Morrow County Sheriff's Office received a report of a person threatening self-harm.

2:32 p.m. - A caller reported giving a person a check for 65 cents, but the Bank Of Eastern Oregon, S. First St., Irrigon, cashed it for \$65. The bank called to get back the money, but the person refused.

4:40 p.m. - Oregon State Police responded to a hit-and-run on Highway 395 a couple of miles south of Pendleton. A large cleaning device fell from the back of a flatbed truck and struck another vehicle. Several witnesses confronted the driver of the flatbed, who denied anything fell and fled the scene. The investigation is ongoing.

9:30 p.m. - Stanfield police responded to a 911 call about domestic violence on North Thielsen Street, Echo.

ARRESTS, CITATIONS

•Hermiston police at about 12:45 a.m. responded to an assault call on the 1300 block of North First Street. Police arrested Noah Daley Weatherford, 18, of Hermiston, for second-degree disorderly conduct and minor in possession of marijuana.

•The Morrow County Sheriff's Office arrested Gordon James Rock Jr., 50, of Irrigon, for felony failure to report as sex offender and on a misdemeanor of failure to appear.

•Pendleton police arrested Angela Lynn Myers, 56, of Pendleton, for first-degree theft.

•Umatilla Tribal Police arrested James Perry Morris, 59, no address available, for driving under the influence of intoxicants.

•Umatilla County Sheriff's Office arrested Alexander Rafael Contreras, 22, of Hermiston, for felony domestic violence assault.

•Oregon State Police arrested Shawn T. Borne, 38, of Casper, Wyoming, for DUII after he crashed a Ford Ranger at about 6:30 p.m. on the westbound side of Interstate 84 near milepost 240.

COMING EVENTS

SATURDAY, SEPTEMBER 29

IMAC BREAKFAST FUNDRAISER, 7:30-10:30 a.m., Stokes Landing Senior Center, 150 Columbia Lane, Irrigon. Benefits the Irrigon Multicultural Arts Center project. Costs \$4.50. (Peggy Price 541-567-3806)

FREE FOR ALL, 9:30-10:15 a.m., Pendleton Center for the Arts, 214 N. Main St., Pendleton. Free art classes for children up to age 12. Children under 8 should be accompanied by an adult. (Roberta Lavadour 541-278-9201)

YARN CLUB, 10 a.m.-12 p.m., Hermiston Public Library, 235 E. Gladys Ave., Hermiston. (541-567-2882)

FAMILY HISTORY WORKSHOPS, 10 a.m., Church of Jesus Christ of Latter-day Saints, 850 S.W. 11th St., Hermiston. Workshops, photo scanning and more. (Stephanie Blackburn 541-567-6251)

HIP & HANDMADE, 11 a.m.-12 p.m., Pendleton Center for the Arts, 214 N. Main St., Pendleton. Free drop-in project class for adults. (Roberta Lavadour 541-278-9201)

ECHO CORN MAZE, 11 a.m.-10 p.m., Echo Corn Maze, 100 N. Dupont St., Echo. Cost is \$10 for one trip through, \$12 for reentry and haunted path. Reservations suggested for groups and field trips. (Gina 509-528-5808)

INTERNATIONAL PEACEMAKERS PRESENTATION, 1 p.m., First Presbyterian Church Rogers Fellowship Room, 201 S.W. Dorion Ave., Pendleton. Fabienne Jean, coordinator of the Hands Together Foundation of Haiti, and interpreter Cindy Corell will speak about the group's efforts to combat the root causes of poverty in Haiti. Free. (Alice Hepburn 541-276-7681)

IRRIGON FARMERS MARKET, 3-7 p.m., Irrigon City Hall parking lot, 500 N.E. Main Ave., Irrigon. Local vendors, local produce, crafts and more. (Aaron Palmquist 541-922-3047)

OKTOBERFEST WINE & STEIN, 5 p.m., Hermiston Community Center, 415 S. Highway 395, Hermiston. Dinner (\$30), music, raffles, live and silent auctions and beer from Ordinance Brewing. Tickets available at the Hermiston chamber office or from any Altrusan.

SUNDAY, SEPTEMBER 30

ECHO CORN MAZE, 11 a.m.-6 p.m., Echo Corn Maze, 100 N. Dupont St., Echo. Cost is \$10 for one trip through, \$12 for reentry and haunted path. Reservations suggested for groups and field trips. (Gina 509-528-5808)

MONDAY, OCTOBER 1

PRESCHOOL STORY TIME, 10:30 a.m., Athena Public Library, 418 E. Main St., Athena. For ages birth to 6. (541-566-2470)

PENDLETON SENIOR MEAL SERVICE, 12-1 p.m., Pendleton Senior Center, 510 S.W. 10th St., Pendleton. Costs \$3.50 or \$6 for those under 60. Pool, puzzles, crafts, snacks. Second Time Around thrift store 9 a.m. to 1 p.m. For Meals On Wheels, call 541-276-1926. (Tori Bowman 541-276-5073)

ART STUDIO, 4-5:30 p.m., Pendleton Center for the Arts, 214 N. Main St., Pendleton. Free class for ages 7-12 to develop skills and encourage art exploration. (Roberta Lavadour 541-278-9201)

TUESDAY, OCTOBER 2

COFFEE WITH THE CITY, 8-10 a.m., Hamley Cafe, 16 S.E. Court Ave., Pendleton. Let the city buy you a cup of coffee and ask questions about what is happening in town. (Donna Biggerstaff 541-966-0221)

PRESCHOOL STORY TIME, 10:30-11 a.m., Stanfield Public Library, 180 W. Coe Ave., Stanfield. (541-449-1254)

SENSORY EXPLORATION, 11 a.m., Children's Museum of Eastern Oregon, 400 S. Main St., Pendleton. For ages 0-3. Sensory Bins provide endless ways for little ones to experience new things with all of their senses and boost essential skills. (541-276-1066)

BOARDMAN SENIOR MEAL SERVICE, 12 p.m., Boardman Senior Center, 100 Tatone St., Boardman. Cost is \$4 for seniors 55 and over or \$5 for adults. (541-481-3257)

PENDLETON SENIOR MEAL SERVICE, 12-1 p.m., Pendleton Senior Center, 510 S.W. 10th St., Pendleton. Costs \$3.50 or \$6 for those under 60. Pool, puzzles, crafts, snacks. Second Time Around thrift store 9 a.m. to 1 p.m. For Meals On Wheels, call 541-276-1926. (Tori Bowman 541-276-5073)

HERMISTON SENIOR MEAL SERVICE, 12 p.m., Harkenrider Center, 255 N.E. Second St., Hermiston. Cost is \$4 for adults, free for children 10 and under, \$4 for Meals on Wheels. Extra 50 cents for utensils/dishes. Bus service available by donation. (541-567-3582)

ECHO CORN MAZE, 2-6 p.m., Echo Corn Maze, 100 N. Dupont St., Echo. Cost is \$10 for one trip through, \$12 for reentry and haunted path. Reservations suggested for groups and field trips. (Gina 509-528-5808)

Area Democrats change meeting date

The upcoming meeting of the Umatilla County Democratic Party is Monday, Oct. 1.

Everyone is invited to the meeting, which begins

at 6 p.m. in the Community Room at Pendleton City Hall, 501 S.W. Emigrant Ave. The group will resume its regular schedule of the second Monday of each month in November.

For more information, contact Sue Petersen at bikerchick49@hotmail.com or 541-276-4569.

Pay equity analyses shake up Salem

Law passed in 2017 requires study and rectification

By CONNOR RADNOVICH
Salem Statesman Journal

SALEM — Pay equity analyses in all three branches of state government have exposed instances of unequal pay for similar work and created growing confusion among legislative staff and members.

Intermittently during the past few days of legislative hearings, lawmakers and staff have emailed and met to discuss the implementation of pay equity and the corresponding analysis as required by a law passed in 2017.

There is some concern the analysis has lacked adequate communication or is moving too fast with what will directly impact state workers' pay.

Any changes to meet pay equity standards can only come from an increase in salary. The law states that a person's salary cannot be reduced to meet pay equity.

An analysis is being completed for every department individually. The section of the law dealing with the pay equity analysis and safe harbor provision goes into effect Jan. 1.

The legislative and executive branch analyses are in the information gathering stages. Staff said even the documents sent out to help clarify the process are subject to change.

That's led to speculation throughout the Capitol.

"There's a lot of misinformation and not a lot of understanding," said Sen. Floyd Prozanski, D-Eugene, a member of the legislative work group.

The new law

The Oregon Equal Pay Act of 2017 expanded protections against pay discrimination. It added several protected classes beyond gender to current law, required that differences in compensation be based on job-related reasons and banned screening job applicants based on salary history.

The law passed out of the House after hours of debate and a split vote, but went to the governor's desk with unanimous approval after several changes were made in the Senate.

The safe harbor provision was one of those upper chamber additions. If an organization completes a pay equity analysis and fixes any problems it finds, then the law protects them from paying compensatory and punitive damages in related lawsuits for the next three years. The law does not require businesses to complete an analysis.

The internal deadline for the analysis in the legislative branch is Nov. 1. Any



AP Photo/Andrew Selsky, File

This Jan. 11, 2018 file photo shows dark clouds hovering over the Capitol in Salem. Pay equity analyses in all three branches of Oregon state government have exposed instances of unequal pay for similar work and created growing confusion among legislative staff and members.

employees seeing a pay increase will get back pay to June 1.

The legislative branch has about 350 employees and consists of the legislative assembly and six support agencies. An analysis is being completed for every department individually, but it's the assembly that's proven the most challenging.

A work group consisting of four Democrats, four Republicans, and various staff have met twice to discuss implementation of the law. A third meeting is scheduled for early October.

The six chiefs of staff of the caucuses and presiding offices also have met separately.

In the last week, letters and emails were sent to legislative assembly employees asking them to make sure their experience and education information was complete.

But to some, this is a premature step — gathering information to put into a calculator, when that calculator isn't yet complete.

"If (the work group) haven't approved it, then how the hell are you implementing it?" said Sen. Brian Boquist, R-Dallas.

These analyses come as an employee in the Legislative Policy and Research Office is alleging Equal Pay Act violations.

In a Tuesday federal court filing, Cheyenne Ross said she is paid less than her male co-workers, giving one example of a colleague of comparable skills, experience and responsibility with an annual salary more than \$30,000 higher.

Ross filed a similar suit in state court several months ago.

Loren Collins, Ross' lawyer, said the claim is not based on the law passed in 2017 and the pay differences were not discovered as a result of the analysis.

"Changes in the 2017 law expanded coverage of the Equal Pay Act, but the Equal Pay Act, as it related to gender, was a law already on the books for the state of Oregon and a federal law,"

Collins said.

But the lawsuit does show one example of what legislative leaders believe is the existence of pay inequity in the legislature.

How much is still unclear, and what the analyses hope to eventually show.

"I am sure it's going to cost us more money than we're paying right now," said Senate President Peter Courtney, D-Salem. "We're going to have to find the money ... I believe we should pay people what they're worth."

Full analysis

The Department of Administrative Services is responsible for analyzing about 35,000 employees in the state's executive branch.

Each employee has received a survey asking them to make sure their resume on file is complete and up-to-date.

The same questions were also posed to employees in the legislative and judicial branches.

From there, an analysis is done of each employee's experience, education, seniority and additional training, to determine what their monthly salary should be on a "step and range" salary scale.

A back-of-the-envelope calculation earlier this year from a preliminary analysis and conversations with lawyers showed a potential budget impact of \$400 million in the executive branch.

Mark Rasmussen, manager of Classification and Compensation within the Department of Administration Services, said that number was a "worst case scenario" based on an interpretation of how the new law might intersect with collective bargaining agreements.

Rasmussen said they now expect the fiscal impact to be much less because of evolving interpretations of the law. He considers the

\$400 million estimate to be "irrelevant."

But there is not a current estimate because "we've been too busy trying to get the actual work done," he said.

The Bureau of Labor and Industries is in the process of creating rules for implementation of the law. The majority of the law becomes operative Jan. 1, 2019, though the provision disallowing businesses from using salary as a job screening method took effect last October.

It's still unclear how those rules could impact state government employees. BOLI recently extended the comment period for rule-making into mid-October.

"BOLI has been very late to the game," said Betsy Imholt, chief of staff in the Senate President's office.

The judicial branch, with more than 1,500 full-time equivalents on staff, is far ahead of its legislative and executive counterparts and nearly done with their analysis.

Phil Lemman, acting deputy state court administrator of the Judicial Department, said there are fewer than 100 employees left to analyze, and so far more than 100 people will see a pay increase.

A dollar figure, however, has not been determined yet, because the department is waiting until the analysis is finalized before doing those calculations, Lemman said.

But he said it's clear the judicial branch will need to reevaluate its personnel hiring rules based on the pay equity law. Those rules are also used in budgetary assumptions.

Another structural change as a result of implementing pay equity will be the loss of some flexibility among lawmakers of how much they can pay staff.

The staffing needs of legislators vary depending on all sort of factors, including committee assignments, legislative focus, and even district location.

Budget wonks tend to look for aids with accounting experience, while knowledge of the medical field might be important for other lawmakers. Some hire family, contending they are the most trustworthy and helpful aids they can find.

Legislators also pay legislative staff out of campaign funds, a subset of employees not addressed by this analysis.

While legislative aids are technically already designated placement on the pay scale, it has not been enforced.

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Kathy Blaustein at 541-737-4705
or kathy.blaustein@oregonstate.edu

This study, titled "Experiences of Breast, Prostate, and Lung Cancer Survivors in Rural Oregon," is led by Dr. Sheryl Thorburn from the College of Public Health and Human Sciences at Oregon State University and is funded by the National Cancer Institute.

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