

To Whom It May Concern:

Thank you for the opportunity to address the issue of equitable pay for the position of Allen County Voter Registration Board Member.

As set by Indiana Election Code, the position is responsible for all matters relating to the fair, accurate and timely registration of Allen County voters, the preparation of the official Election Day poll lists and certification of the county's petition/remonstrance processes, along with many other duties. Each of these responsibilities is a building block for our representative form of government, and should be valued accordingly.

The position itself has evolved extensively over the years. Registration numbers have grown to over 250,000, a myriad of new responsibilities have been assigned and the work load has grown much more technical and sophisticated. The salary of this position no longer reflects the realities of the workload or responsibilities. Movement toward a salary that complements the current position is fair and worthy of attention.

Many factors have influenced my salary recommendation, and I would like to detail some of them. In comparing Allen County's salary for this position to the two counties most similar—one smaller and one larger—the salary inequity is quickly apparent. All figures are based on 2008 salaries including Allen County. When I last met with Allen County Human Resources (HR), these were current.

- The Vanderburgh County Registration Board has the same structure and similar duties to Allen County. The salary of each board member in 2008 was \$51,009. They had 130,000 registered voters. The salary in 2008 for Allen County's board member was \$43,777. The number of registered voters was 246,000. *Allow me to point out that almost all other comparable executive positions in Vanderburgh County were earning less than their counterparts in Allen County.*
- Marion County Registration Board is the same in structure although they have fewer department head type responsibilities such as budget administration and personnel. Marion County board members in 2008 earned \$60,012, and they had 644,000 registered voters.

Comparing the Allen County Voter Registration Board Member position with other Allen County positions also demonstrates internal inequity. In the recent HR study, the position was erroneously compared to a dissimilar PayScale title bearing little resemblance to the duties and responsibilities of the county position. This proved to have a very detrimental impact. However, in comparing the more relevant SAM and PAT scores, a different picture emerges.

<u>Position</u>	<u>Combined Score</u>	<u>Salary 2008</u>
Voter Registration Board Member	885	\$44,600
*PIO	585	\$50,366
*Incumbent had less than 1 year of service, no budgetary or personnel responsibilities.		
Governmental Affairs	630	\$51,057
Dep. Dir. Land Use	920	\$65,349

These figures do not reflect recent council approved changes to salaries.

Finally, it is important to keep in mind that a significant reason for a lag in executive salaries is due to the absence of longevity increases. As has been discussed throughout this process, experience is a recognized asset in executive positions, yet in Allen County those positions have not been compensated to reflect that sentiment. The salary project set out to remedy that disparity.

Deb Morrone has been involved in voter education for almost twenty years, has been a local government employee for almost ten years, and has been in her current position for almost five years. An employee on the grid would enjoy a salary increase at six months, five years (an increase of approximately 9% from starting salary) and at 10 years (an increase of approximately 20% from starting salary). Each hourly employee in the office has enjoyed this benefit and also enjoys additional compensation for each hour worked in excess of 37.5 hours, unlike board members.

Additionally, Ms. Morrone serves as the president of the Indiana Voter Registration Association, serves on the state's committee to revamp election forms, served on the state's former steering and advisory committees for the statewide voter registration system. Because of her strong leadership and industry knowledge, Allen County always has had a place at the table when decisions impacting our and all Indiana counties are made. Furthermore, the Allen County Voter Registration Office's ability to be at the forefront in troubleshooting, problem solving and innovation is widely recognized. Just this week, Ms. Morrone discovered and reported an error on an Indiana State Board of Accounts form that has been in use around the state, though it failed to reflect 2008 changes in Indiana Election law. Her leadership and expertise are serving the county well.

Taking all of the above factors into consideration, I propose the salary for the position of Allen County Voter Registration Board Member, with Deb Morrone as the incumbent, be moved closer to an equitable amount with the 2010 salary of \$53,500. This figure fits into all guidelines explained in this letter. It falls very near the current salary of the smaller but similar Vanderburgh County Voter Registration Board Member position. It is comparable to the current salary of the less tenured and experienced position of PIO which has a combined PAT/SAM score 300 points fewer. It also is comfortably close to the salary the position would pay had it been on the "grid," without even considering the increases in duties and responsibilities that have occurred since that salary was set.

As the provider of valued leadership in the delivery of fair and accurate elections for all citizens of Allen County, a proper conclusion to the five-year salary review for this position would bring the salary closer to parity and recognize the increased responsibilities of the office. I urge you to take action to meet those thresholds and reward this position in a fair and just manner.

Thank you for your time and effort.

Sincerely,

Mike Bynum
Chair