



## ELECTED OFFICIALS COMPENSATION BOARD MEETING MINUTES

9:00 am

FRIDAY March 14, 2025

Allen Room  
Live Streamed Video

Present were Board members Jim Fister; Krisanna Clark-Endicott (via Zoom); and Judy Trego. Also present were County Administrator Nick Lelack; Deputy County Administrator Erik Kropp; Deputy County Administrator Whitney Hale; Chief Financial Officer Robert Tintle; Budget & Financial Planning Manager Cam Sparks; and BOCC Executive Assistant Brenda Fritsvold (via Zoom).

This meeting was audio and video recorded and can be accessed on Deschutes County's YouTube channel <https://www.youtube.com/watch?v=3hWD4KcNong&feature=youtu.be>.

**CALL TO ORDER:** The meeting was called to order at 9:01 am.

Board Member Jim Fister reviewed the agenda and explained that the purpose of the meeting is to set compensation amounts for the County's elected officials in FY 2026 which takes effect on July 1, 2025.

Laurie Grenya, president and owner of HR Answers, presented data returned from surveying the designated comparables for the County—namely, the counties of Marion, Lane, Clackamas—in addition to private industry data from two survey sources, filtered according to both budget and staff size.

Grenya explained how the information was collected, noting that the three counties used as comparables are also undergoing compensation reviews and therefore their compensation amounts are subject to change.

Noting that the Board will set the base pay of each position, subject to intermediate approval by the Budget Committee and final approval by the Board of County Commissioners, Grenya reminded that the County's compensation philosophy is to pay 5% above the base pay average. She then reviewed the recommended adjustment for each position along with the reasons for each recommendation, saying that no adjustment is recommended for some of the positions.

Fister said last year or the year before, the County's compensation amounts were determined to be below goal in most of the elected official positions. He questioned why several of the positions now show as above goal.

Grenya responded that happened as a result of looking at the full market using the all-industry survey sources, which includes private market data in addition to that from the public sector.

Trego reminded that the last few years, the Elected Officials Compensation Board worked to increase the pay for positions which were determined to be underpaid.

In response to Fister, Budget & Financial Planning Manager Cam Sparks said the general CPI currently utilized by the County is 2.5%.

- Assessor

It was noted that the current compensation for the position of Assessor is 15% above the County's compensation philosophy goal at base pay and 16% above that goal at total pay,

*Motion:* Trego moved approval of the recommendation of no adjustment to the compensation for the Assessor position in FY 2026. Clark-Endicott seconded the motion, which carried 3 - 0.

- Clerk

It was noted that the current compensation for the position of Clerk is 10% above the County's compensation philosophy goal at base pay and 12% above that goal at total pay,

*Motion:* Trego moved approval of the recommendation of no adjustment to the compensation for the Clerk position in FY 2026. Clark-Endicott seconded the motion, which carried 3 - 0.

- Commissioner

Fister noted that the Commissioner's current salary is \$135,364, and the recommendation is to increase it to \$142,899.

Discussion ensued that Lane and Marion Counties each have five-member County Commissioner Boards. Clark-Endicott noted that all three comparable counties have populations higher than Deschutes County.

With regard to the voter-approved measure to expand the Board of County Commissioners from three to five, Fister noted that the Elected Officials Compensation Board is determining compensation only for the current three Commissioners at this time as the two additional Commissioners will not take office until January 1, 2027.

Trego spoke to the job description, duties and role of County

Commissioners; noted that each Commissioner decides the amount of time to spend on the job; and pointed out that their compensation was increased the past two years. Saying that the financial condition of the County must be considered, she was concerned about the projected additional \$300,000 needed to compensate another two Commissioners and supported spreading the total amount paid to the current three Commissioners between the five who will serve on the expanded BOCC.

Grenya said when looking at compensation, the assumption is that everyone is performing well. She added that the current three Commissioners will continue to do the same amount of work until the other two are added.

Clark-Endicott agreed with Trego about the budgetary constraints and said the BOCC positions are not meant to be career positions—rather, Commissioners are elected to represent the constituency in matters concerning local government. She said anyone interested in running to be a Commissioner should know how much the compensation will be before they file to run.

Noting that CEOs of private companies are paid very well, Fister said lowering the BOCC salary or holding it steady could disincentivize some people from running for these positions.

Trego and Clark-Endicott said it is difficult to compare these positions with any in the private sector, since the BOCC entails public service to the community.

Following discussion, the proposed salary for Commissioners was reached by multiplying the recommended amount (\$142,899) by three and dividing it by five.

*Motion:* Trego moved to set the amount of Commissioner compensation at \$85,739 in FY 2026. Clark-Endicott seconded the motion, which carried 2 - 1 (Fister opposing).

- District Attorney (DA)  
It was noted that this position is compensated at 17% below the County's compensation philosophy goal at base pay and 15% below that goal at total pay. While the State pays the majority of the DA's salary, the County has historically elected to pay an additional amount.

Saying that compensation increases above 10% are unheard of in

government as well as in private industry, Grenya recommended an increase of 10% or 11% to meet the average of the market compensation for this position.

~~*Motion:* Trego moved to increase the District Attorney's compensation to \$255,031.70. Clark-Endicott seconded the motion, which carried 3 – 0.\*~~

Budget & Financial Planning Manager Cam Sparks reminded that the State pays most of the DA's salary. Subsequent to receiving advice from County Counsel Dave Doyle, the following motion was made:

*\*Motion:* Trego moved to strike the previous approved motion relating to the District Attorney's salary and approve an adjustment to the County-paid portion of the DA's salary to bring the position's total pay to \$255,031.71. Clark-Endicott seconded the motion, which carried 3 – 0.

- Sheriff

It was noted that the current compensation for the position of Sheriff is 1% above the County's compensation philosophy goal at base pay and 2% below at total pay,

Fister spoke to the position of Undersheriff and the need to avoid compression between the Sheriff and Undersheriff compensation levels. Deputy County Administrator Whitney Hale shared that the compensation range for the position of Undersheriff is \$139,570 - \$187,037.

Discussion ensued regarding the larger sizes of the comparable counties, the fact that the FY 2026 COLA may be 2.5%, and the appropriateness of making no change to the Sheriff's salary at this time but looking at it again next year.

*Motion:* Trego moved approval of the recommendation of no adjustment to the compensation for the Sheriff position in FY 2026. Clark-Endicott seconded the motion, which carried 3 – 0.

- Justice of the Peace

The current compensation for this position was reviewed along with those from the three counties used as comparables. It was noted that this position is currently compensated at 9% above the County's compensation philosophy goal at base pay and 10% above that goal at total pay.

*Motion:* Trego moved approval of the recommendation of no adjustment to the compensation for the Justice of the Peace position in FY 2026. Clark-Endicott

seconded the motion, which carried 3 – 0.

- Treasurer

The current compensation for this position was reviewed along with those from the three counties used as comparables. This position is compensated on the basis of a half-time basis; the current compensation amount is 4% above the County's compensation philosophy goal at base pay and 5% above that goal at total pay.

*Motion:* Trego moved approval of the recommendation of no adjustment to the compensation for the Treasurer position in FY 2026. Clark-Endicott seconded the motion, which carried 3 – 0.

**ADJOURN:**

Being no further items to come before the Board, the meeting was adjourned at 10:08 am.

**RESPECTFULLY SUBMITTED:**



**RECORDING SECRETARY**