



BOARD OF COMMISSIONERS

BUDGET COMMITTEE MEETING

8:30 AM, FRIDAY, JANUARY 16, 2026

Barnes & Sawyer Rooms - Deschutes Services Building - 1300 NW Wall St - Bend
(541) 388-6570 | www.deschutes.org

AGENDA

MEETING FORMAT: In accordance with Oregon state law, this meeting is open to the public and can be accessed and attended in person or remotely.

Members of the public may view the meeting in real time via Zoom or the public meeting portal at www.deschutes.org/meetings.

Public comment will be allowed in person and via Zoom.

Zoom Meeting Information: This meeting may be accessed via Zoom using a phone or computer.

- To join the meeting via Zoom from a computer, copy and paste this link: bit.ly/3h3oqdD.
- To join by phone, call 253-215-8782 and enter webinar ID # 899 4635 9970 followed by the passcode 013510.
- If joining by a browser, use the raise hand icon to indicate you would like to provide public comment, when allowed. If using a phone, press *6 to indicate you would like to speak and *9 to unmute yourself when you are called on.

8:30AM CALL TO ORDER Jim Fister, Budget Committee Chair

OPENING COMMENTS Nick Lelack, County Administrator
Robert Tintle, Chief Financial Officer

8:40AM PUBLIC COMMENT

**8:50AM BUDGET COMMITTEE
ROLE REVIEW & BUDGET CALENDAR** Cam Sparks, Budget & Financial Planning Mgr.

8:55AM FINANCE UPDATE Cam Sparks, Budget & Financial Planning Mgr.

- Property Taxes
- Health Benefits Fund Update
- PERS Update
- Wage Equity Project Update
- FY27 Budget Development
- General Fund Update
- Transient Lodging Tax Update
- Capital Reserve Forecast
- County FTE Review

9:40AM RECESS

9:50AM HEALTH SERVICES FUNDING Holly Harris, Health Services Director

10:00AM ROAD DEPARTMENT FUNDING Chris Doty, Road Department Director

10:10AM JUVENILE JUSTICE UPDATE Deevy Holcomb, Community Justice Director

10:25AM WRAP-UP Jim Fister, Budget Committee Chair

10:30AM ADJOURN MID-YEAR BUDGET COMMITTEE MEETING

10:30AM RECESS

**10:40PM ELECTED OFFICIALS
COMPS DISCUSSION** Whitney Hale, Deputy County Administrator

12:30PM ADJOURN EOCC



Deschutes County encourages persons with disabilities to participate in all programs and activities. This event/location is accessible to people with disabilities. If you need accommodations to make participation possible, call (541) 388-6572 or email brenda.fritsvold@deschutes.org.

Budget Committee Update



January 16, 2026

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Discussion Items

- Budget Committee Role Review**
- Budget Calendar**
- County Finance Update**
- State and Federal Funding Updates**
 - Health Services**
 - Roads**
- Juvenile Justice Update**



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Budget Committee Roles and Responsibilities

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What the Budget Committee Does



1. Receives the budget document (the Proposed budget).
2. Hears the budget message.
3. Hears and considers public comment.
4. Discusses and revises the budget as needed.
5. Approves the budget.
6. Approves the property tax rate.

Source: OR Local Budgeting Manual and ORS



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Budget Committee Reminders

- Committee members may not discuss or deliberate on the budget outside of a public meeting (Local Budget Manual).
- The BC may meet from time to time throughout the year at the governing body's discretion, if it's a public hearing and is noticed.
- Requests to staff for information should not be beyond that required for revision and preparation of the budget document (ORS 294.428(3)).
 - If a request for information is estimated to take longer than about 15 minutes to complete, the majority of the budget committee members must approve the information request per County practice.
- Direct all questions related to the budget to the Budget Manager, to ensure responses include all Committee members and appropriate department contacts.
- Use County issued email address; do not forward emails to personal email address.
- Please check County issued email frequently.

Source: OR Local Budgeting Manual and ORS



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Budget Calendar

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Budget Calendar



- **Important Dates:**

- May 12 – May 14: Budget Week
 - Currently scheduled for 8:30 am to 5:00pm

- **Other topics will be presented/discussed in Jan/April at a regular BOCC meeting.**

- **Healthy Schools Update –**
January 21st
- **EDCO & VCO –** April 1st



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County Finance Update

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Property Taxes

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Deschutes County Tax Levies

Levy	Authorized Rate	FY26 Levy Rate	FY26 Revenue - Budget	FY26 Revenue - Estimate
Countywide Levies				
County Permanent Rate	\$ 1.2783	\$ 1.2783	\$ 42,470,000	\$ 43,358,000
Countywide Law Enforcement	1.2500	1.2500	41,530,000	41,687,000
County Extension/4H	0.0224	0.0224	744,000	750,000
9-1-1	0.4250	0.3618	12,020,000	12,068,000
Total Countywide Levies	\$ 2.9757	\$ 2.9125	\$ 96,764,000	\$ 97,863,000
Additional Levies				
Rural Law Enforcement – Sheriff	\$ 1.5500	\$ 1.5500	\$ 16,573,000	\$ 16,592,000
Sunriver Service District – Police and Fire	3.4500	3.4500	6,361,000	6,364,000
Sunriver Service District – Local Option	0.4700	0.4700	867,000	867,000
Black Butte Ranch Service District – Police	1.0499	1.0499	858,000	855,000
Black Butte Ranch SD Local Option – Police	0.7800	0.7800	637,000	635,000
Total Additional Levies	\$ 7.2999	\$ 7.2999	\$ 25,296,000	\$ 25,313,000

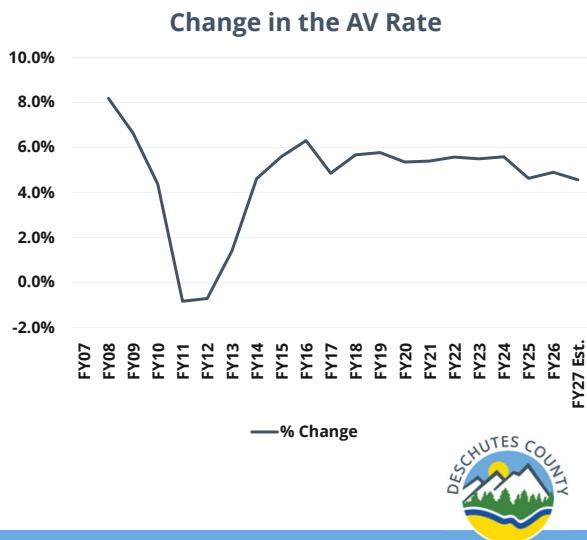
- Deschutes County and Sheriff's Office Levied the maximum authorized rates in FY24.
- 9-1-1 is the only County district not levying the full authorized rate. Long-range modeling indicates the need for an increase in approximately five years.



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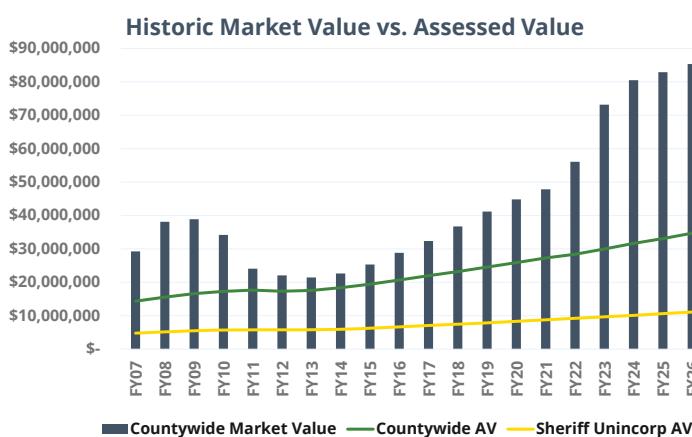
Assessed Value Growth

- **FY26 Actual = 4.90%**
- **10-Year Average = 5.3%**
- **Assuming 4.57% for FY27**
- **Budgetary assumptions are conservative.**
 - Best practice and noted by Moody's rating agency.



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Assessed Value



Assessed Value

- **4.58% FY26 budgeted growth.**
 - 4.90% actual growth.
 - Difference between budgeted and projected property taxes is an increase of \$1.1M (GF, SO and 911).

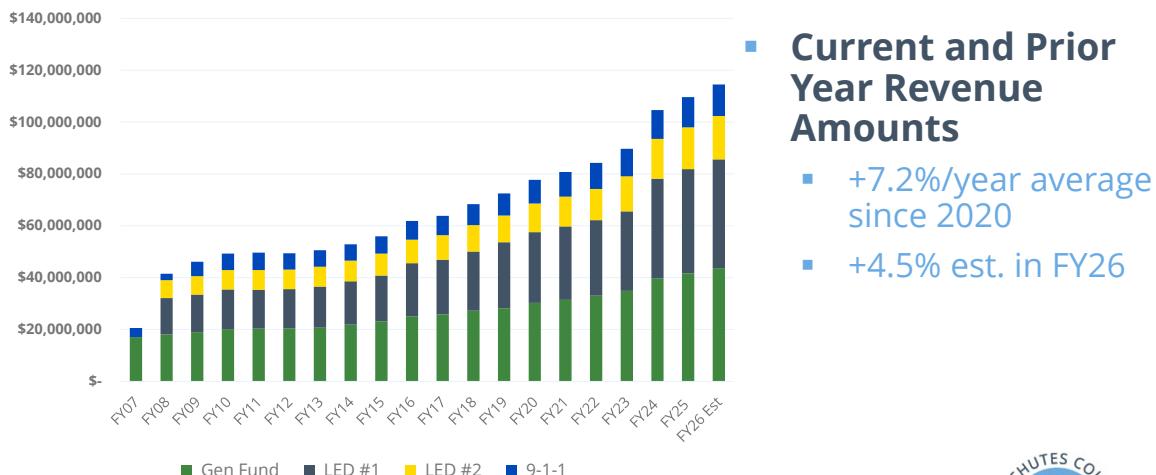
Market Value

- **12%/year average growth since 2016.**
- **2.9% growth in FY26**
- **3.0% growth in FY25**
- **10% growth in FY24**



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Property Tax Revenue

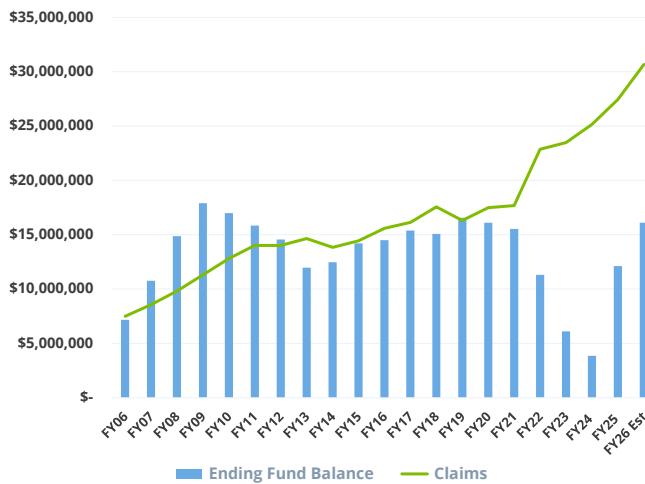


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Health Benefits Fund Update

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Health Benefits – Claims History

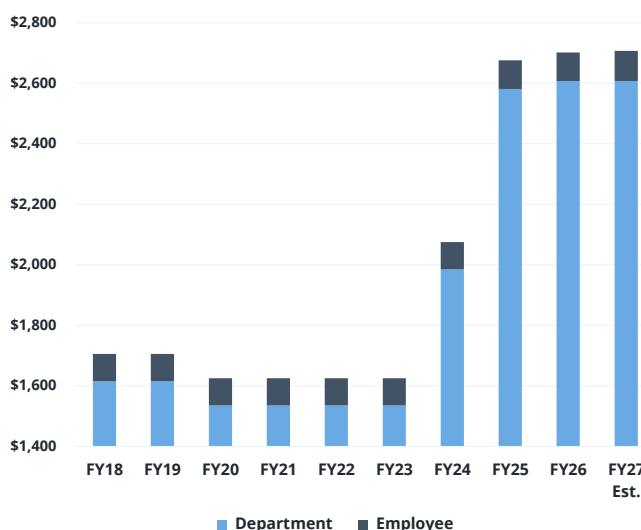


- 3-year (FY23 – FY25) average annual increase in claims cost was 6.3%.
- Expecting claims to stabilize.
- Assuming 9% year over year increases in the 5-year forecast.



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Health Insurance Rates

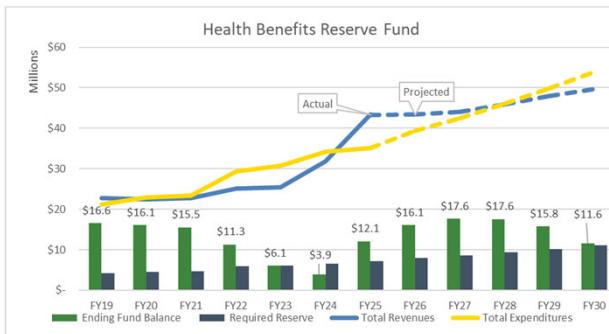


- Department rates increased 1% in FY26.
- Employee rates increased on January 1, 2026, from \$95 to \$100 for employee only and \$116 to \$121 for employee plus dependents.
- Planning a 0% increase to departments for FY27.



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Health Benefits Fund Forecast



Forecast assumes department premium increases of 0% in FY27 and 2% in FY28 and beyond. Future year projections will be revisited annually.

- Several factors have contributed to reserves being above the target of \$8.0 million at the end of FY25.
 - ~30% increase to department rates in FY24 and FY25 and a 1% increase in FY26.
 - Plan design changes saving an estimated \$1.4 million annually.
 - Stabilization of claims.
- FY26 Beginning Fund Balance is \$12.1 million.**

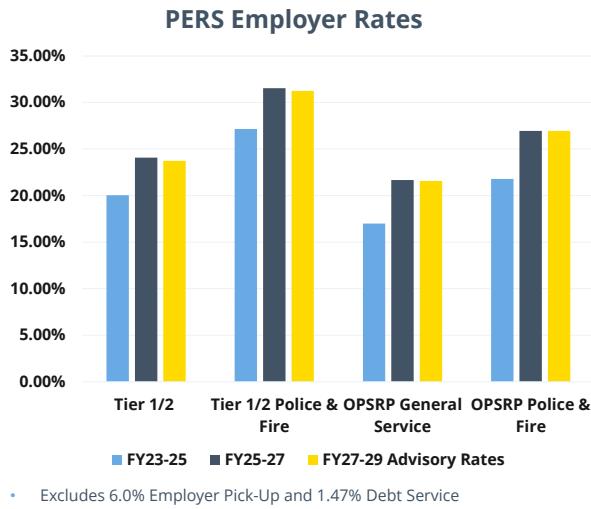


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PERS Rates

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PERS Rates



- Biennial rate cycle.
- 2025-2027 rates increased an average of 4.6 percentage points.
- PERS rates remain unchanged for FY27.
- **PERS 2027-2029 Advisory Rates**
 - Base rates projected to increase an average of 2.89 percentage points.
 - Overall rates are expected to decrease slightly because of offsets (transition liability, side accounts and member redirect offset).



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PERS Side Accounts

- The County has three side accounts, the newest created in October 2025.
- In October, the County deposited \$5.0M and received a state match of \$1.25M. This is projected to provide a rate credit of 0.39% over a 20-year period with estimated savings of \$10.3M.
 - Rate credit goes into effect on July 1, 2027.

Account #5121				
Deposit on May 28, 2004	Interest	Admin Expense	Rate Relief	Balance on December 31, 2024
\$ 6,761,232	\$ 8,918,776	\$ (18,500)	\$ (13,886,452)	\$ 1,775,056

Rate offset end date 12/31/2027

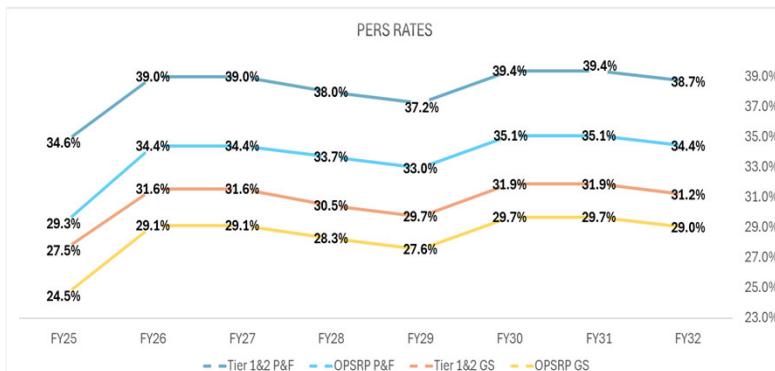
Account #5413 County Deposit \$13 million + State Match of \$3.25 million = \$16.25 million				
Deposit on May 29, 2020	Interest	Admin Expense	Rate Relief	Balance on December 31, 2024
\$ 16,250,000	\$ 7,037,064	\$ (3,500)	\$ (7,853,349)	\$ 15,430,215

Rate offset end date 12/31/2035



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PERS Rates - Forecast



- The new side account and PERS debt service ending offsets increases occurring at the start of the 2027-2029 biennium.
- Half year of debt service in FY28, drops off in FY29.
- Small rate increase projected in 2030 (0.44%); transition liability credit ends (1.70%).
- Rates projected to decrease in 2032-2034 biennium.



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Wage Equity Project

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Wage Equity Project Overview



Phase 1 – Pay Equity

Pay equity analysis for all employees. Includes two groups of data. Review occurs every three years. Adjustments required by law.
In Progress.



Phase 2 – Market Analysis

Market analysis for AFSCME and Non-Represented positions. Last occurred in 2017. **Complete.**



Phase 3 – Classification Updates

Review and modification of existing classifications and development of new classifications. **Implementation occurs in alignment with Phase I.**



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Phase II - Market Study Implementation

- BOCC approved implementation at the start of FY27.
- Aligning compensation for AFSCME represented and Non-Represented classifications with the County's compensation philosophy will result in a 4.8% increase in total personnel costs.
- Total annual impact: \$7.09 million in wages*.
- 49% of the impact is in Health Services.
- Wage breakdown by service area:

Service Area	Estimated Annual Impact (Total Wages)
Public Safety	\$1.23 million or 1.5% increase
Direct Services	\$4.44 million or 4.4% increase
Support Services	\$1.26 million or 6.0% increase
Service Districts	\$150,000 or 1.4% increase

*Factors in average vacancies. Does not include benefits.



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Phase I – Pay Equity Timeline

- **Effective Period:** April 22, 2024, thru April 22, 2026
- **Nov 2025 – Dec 2025:** All employees received experience and education survey
- **Dec 2025 – March 2026:** Review period
- **April 2026:** Employee notification
- **April 2026 – May 2026:** Appeal period
- **May 2026 – June 2026:** Appeal review period
- **June 30, 2026:** Retro adjustments paid



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FY27 Budget Assumptions

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Preliminary FY27 Personnel Assumptions

- **COLA:** TBD (using 2.8% for preliminary modeling)
 - The average CPI increase from Jan 2025 – Dec 2025 will be used. Average from Jan 2025 to Nov 2025 is 2.7%.
- **Health Insurance Premium increase:** 0%
- **PERS:** No change in PERS rates – second year of the biennium.



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Other Assumptions

- **Assessed Value Growth for Property Taxes:** 4.57%
- **Property Tax Collection Rate:** 96%
- **Interest Earnings:** 3.6%
- **TLT Revenue/Discretionary Allocations:** 2.0%



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General Fund

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General Fund Operations

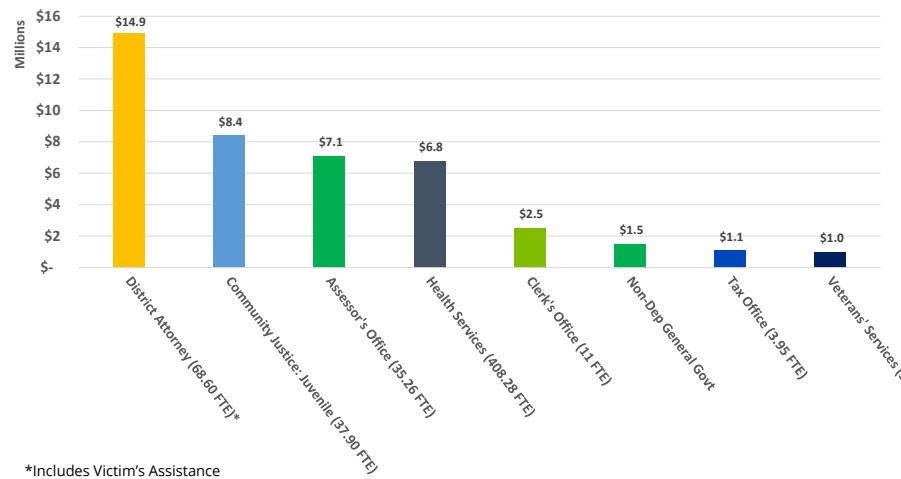
- The GF accounts for the financial operations of the County which are supported primarily by Property Tax revenue.
- GF departments include the County Assessor, County Clerk, District Attorney, Tax, Veterans' Services and Property Management.
- The GF supports other departments through transfers including, Health Services, Juvenile, Adult P&P, Victim's Assistance and Dog Control.
- County Financial Policy requires the General Fund to hold 4 months (or 33%) of property tax revenue in Contingency.
 - FY26 requirement is \$13.9M
 - FY27 estimated requirement is \$14.4M



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General Fund Expenses

Major General Fund Expenditures – FY26



*Includes Victim's Assistance



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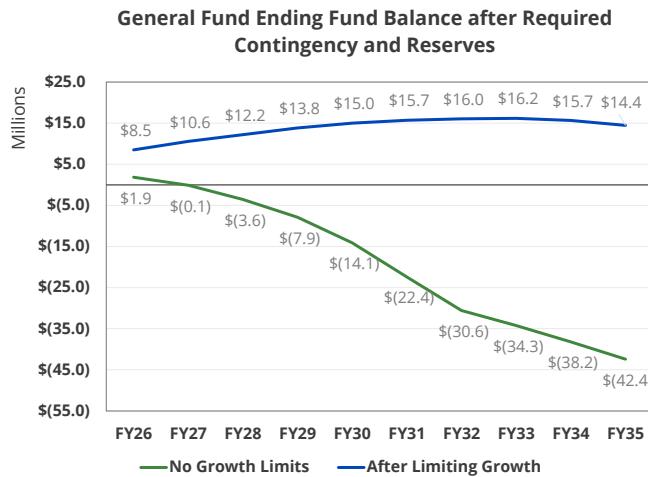
FY26 Budget Initiative

- The County implemented a series of strategies to reset the expenditure curve and achieve financial sustainability in the General Fund (GF).
 1. Expenditure growth in the GF was capped at 3.3%.
 2. Internal Service Fund charges were capped at 8%.
 - Actual ISF charges increased by 6%.
 3. \$1.0 million of ongoing GF expenditures were re-allocated to other funding sources.



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Long-Range Forecast Model



- FY26 budget initiatives successfully reset the expenditure curve.
- Without limits to expenditure growth, the County GF was facing a budget shortfall as early as FY27.
- The County in a stronger position to absorb unknown costs or revenue losses.



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GF Limited Growth Scenarios for FY27

Goal: Financial Sustainability > 5 Years		Ending Fund Balance after Contingency/Reserves (in millions)											
Scenario	Years of Financial Sustainability	FY26 Budget	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35	FY36	FY37
4% in FY27, 5% in FY28 and beyond. \$350K for Special Requests.	8	\$ 9.5	\$ 9.8	\$ 9.7	\$ 9.4	\$ 8.6	\$ 7.2	\$ 5.3	\$ 3.1	\$ 0.1	\$ (3.8)	\$ (10.0)	\$ (18.7)

- Commissioners considered different levels of limited growth on existing General Fund expenditures.
- On December 17th, the Board approved 4% limited growth.
- General Fund supported departments can submit Special Requests; however, the maximum allocation in total for ongoing expenditures is \$350K.
- The Budget Committee will review Special Requests during budget week and make the final determination of how the \$350K is allocated.



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Estimated Budget Savings - PRELIMINARY

- The table reflect savings departments may need to meet baseline budgets.
- Preliminary analysis indicates most funds can absorb limited-growth savings within baseline budgets and current service levels.

General Fund Departments	Possible Budget Savings Needed at 4%	Annual Program Expense Savings (5-year Avg)
Assessor	\$ 149,300	\$ 519,000
Clerk	None	303,000
District Attorney	None	490,000
PVAB	None	126,000
Property Management	900	213,000
Tax	None	191,000
Veterans'	None	97,000



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Transient Lodging Tax Forecast

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Transient Lodging Tax (TLT) Overview

First 6% (1975 & 1980)

- 20% Tourism
 - VCO: ~\$1.9M
- 80% Discretionary
 - General County Operations: ~\$7.5M

Next 1% (1988)

- 100% Tourism
 - VCO: ~\$1.6M

Newest 1% (2014)

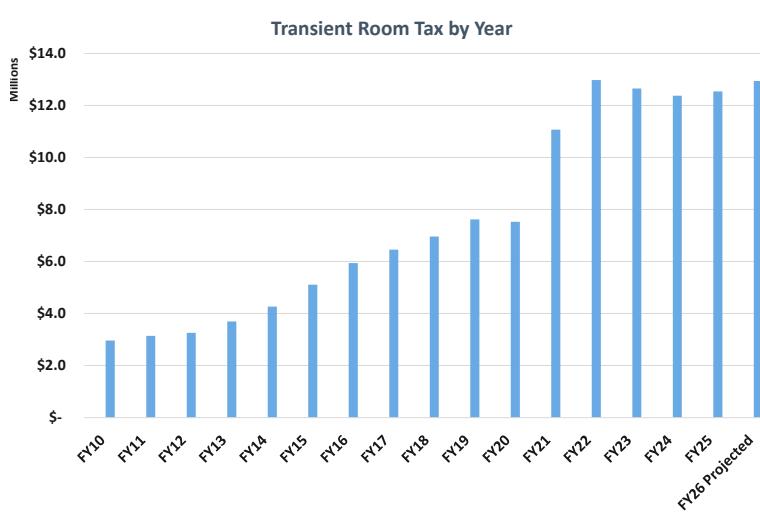
- 70% Tourism
 - F&E: ~\$1.1M
- 30% Discretionary
 - Fair and Expo Capital Reserve: \$471K

Note: Amounts are based on FY26 projections



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TLT Revenue History

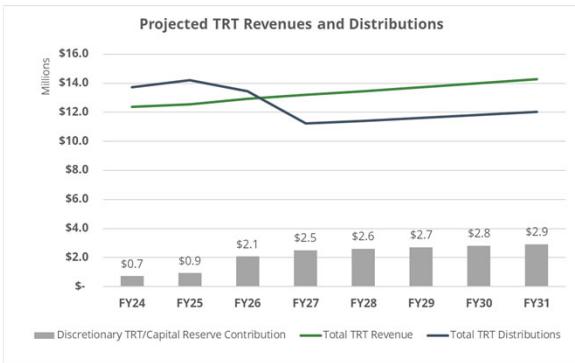


- **17% increase in FY22**
- **FY23 and FY24 down an average of 2.4%; FY25 up 1.3%.**
- **As of November 31, revenues are up 5.2% compared to FY25 and 6.9% compared to budget.**
- **Projecting \$12.9M in TRT collections for FY26, which is 5% higher than budget.**



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TLT Forecast

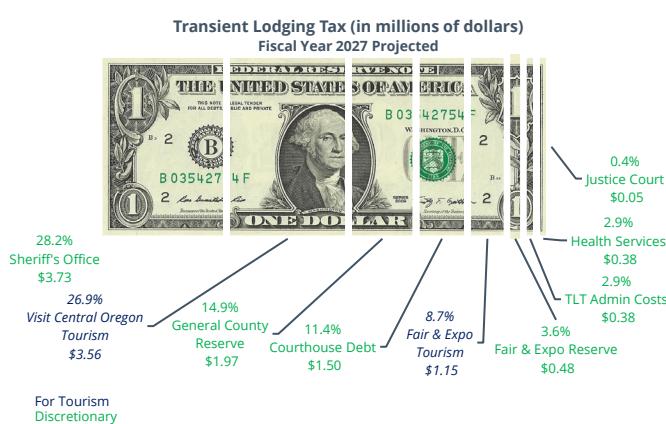


- TLT revenue and discretionary distributions will be budgeted to grow by 2.0% over FY26 projection in FY27.
- Fund retains \$1.5 million in reserves for one year of debt service.
 - Any remaining discretionary funds are forecasted to be transferred to the Capital Reserve Fund as a strategy to fund future capital projects as the GF can no longer contribute as it has in the past.
 - Projected to transfer \$2.5 million in FY27.
- In FY26 the County implemented a Certificate of Authority fee which is projected to generate ~\$500K annually.
- Justice Court will begin receiving City of Redmond traffic camera citation revenue which will reduce TLT transfer by ~\$350K.



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Estimated FY27 TLT Revenue & Allocations



- **Estimating \$13.2 million for FY27 revenue.**
- **36% being allocated to tourism (\$4.7 million).**
- **Remaining 64% are discretionary funds (\$8.5 million).**
- **Assumes discretionary TLT is allocated the same way as FY26; however, funds could be allocated differently at the Board's discretion.**

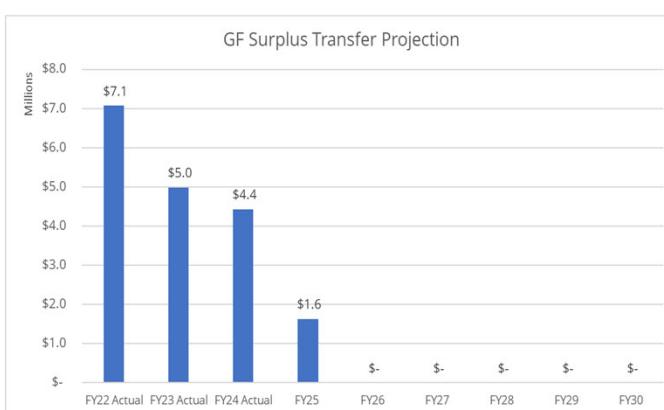


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Capital Reserve Forecast

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Capital Reserve- GF Transfer

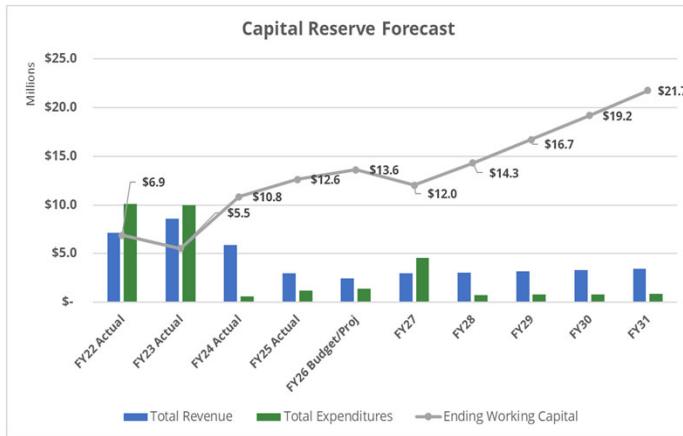


- The General Fund will not be able to contribute to the Capital Reserve Fund at the same level as in the past.
- Under the limited growth model, transfers to Capital Reserve are zero.
- Source of revenue for future projects will be from the TLT fund.



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Capital Reserve Forecast



- Last large expenditure of \$3.5M is in FY27 to finish the DA remodel.
- The forecast does not include spending on additional projects as those have yet to be prioritized and approved.
 - Ongoing costs are a transfer to Fund 070 – General County Projects for capital maintenance of ~\$700K/year with a 5% growth assumption.
- Revenue source beginning in FY26 are from the TLT fund only. The General Fund no longer has excess funds after funding operations.

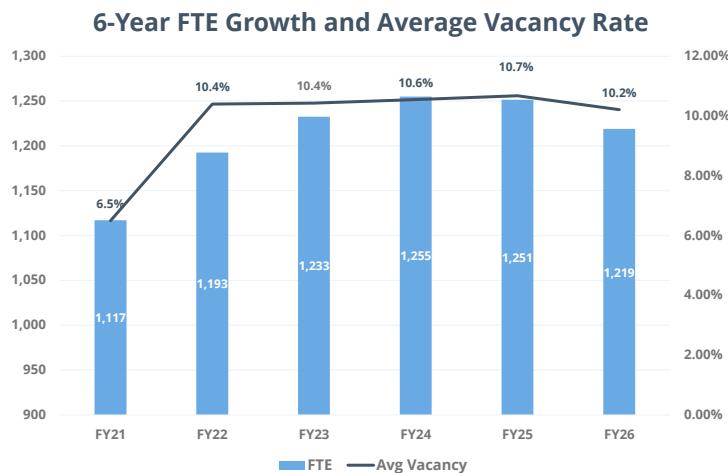


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County FTE Review

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County FTE Update



- **2.9% average FTE growth from FY22 to FY25.**
- **2.6% FTE reduction from FY25 to FY26.**
- **Vacancy rates have consistently been around 10% since FY22.**



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FTE Additions/Reductions

FTE Additions/Reductions by Department					
DEPARTMENT	FY26	FY25	FY24	FY23	FY22
911 District	-	-	-	-	-
Adult Parole & Probation	(9.25)	-	-	-	(9.25)
Administrative Services	-	(0.50)	-	1.00	2.00
Assessor's Office	-	-	-	-	-
Board of Commissioners	-	-	-	-	-
Coordinated Houselessness	-	(1.00)	-	2.00	-
Clerk's Office	-	-	-	-	1.00
Community Development	1.00	(5.00)	(6.00)	(6.00)	9.00
District Attorney (Incl. Victim's Assistance)	(1.20)	(0.80)	(0.50)	4.50	4.40
Facilities	-	1.00	1.75	-	2.00
Fair and Expo Center	-	-	4.00	1.00	1.50
Finance	-	1.00	1.00	1.00	2.00
GIS	-	-	-	-	-
Health Services	(16.02)	1.30	2.20	21.50	39.30
Human Resources	-	1.00	-	1.00	1.00
IT	1.00	2.00	1.00	-	-
Justice Court	1.00	-	-	-	1.00
Juvenile Community Justice	(6.60)	-	-	-	(6.60)
Legal	-	-	-	-	-
Natural Resources	-	1.00	-	-	1.00
Property Management	-	-	-	1.00	-
Risk Management	-	-	-	-	-
Road Department	-	(1.00)	1.00	4.00	1.00
Sheriff's Office	(11.00)	(1.00)	7.00	6.00	7.00
Solid Waste	4.00	3.00	11.00	2.00	4.00
Tax	-	-	-	1.00	-
Veterans' Services	-	-	-	-	1.00
Total FTE Additions	(37.07)	1.00	22.45	40.00	75.20

Net FTE Changes	FY26	FY25	FY24	FY23	FY22
Beginning FTE	1,255.96	1,254.96	1,232.51	1,192.51	1,117.31
FTE Added/Removed in Budget Process	(6.62)	(3.70)	19.25	24.55	37.10
Adopted Legal FTE for FY	1,249.34	1,251.26	1,251.76	1,217.06	1,154.41
Mid-Year FTE Additions/Reductions	(30.45)	4.70	3.20	15.45	38.10
Ending FY Legal FTE	1,218.89	1,255.96	1,254.96	1,232.51	1,192.51
Total FTE Increase per FY	(37.07)	1.00	22.45	40.00	75.20



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Questions?



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Federal and State Funding Updates

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Health Services Funding Update

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Health Services

Overview of FY 2027 Departmental Strategy and Fiscal Planning



January 16, 2026

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Current Landscape Overview



STATE



FEDERAL



MEDICAID



LOCAL



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Strategies to Maintain Core Services

- Quality Improvements and Efficiencies
- Vacancies (existing and future)
- Reviewing budgets for non-essential expenses
- Maximize partnerships



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Staffing Update

- **Elimination of Select Vacancies in December - 10.35 FTE**
 - 2.00 Adult Intensive (limited duration - COB Navigator & Older Adults)
 - 4.00 I/DD (IDDS Is, Admin Supports)
 - 1.00 Admin Services (Snr. Quality Analyst)
 - 1.35 Healthy People and Families (PHN IIs)
 - 1.00 PH General (Epidemiologist)
 - 1.00 Emergency Prep MRC Coordinator (CHS II)



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Budget Planning for FY27

- December 15th - DOD Budget Review and Discussion
- December 17th - BOCC Presentation to Eliminate FTE
- January - Service Areas Determine Priorities
- February - DOD Planning Session
- March - Budget Submission



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Questions?



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Roads Funding Update

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FY 2026 Mid-Year Revenue Discussion

Road Department

Presenter:
Chris Doty, PE, Director



Budget Committee Meeting | January 16, 2026

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DCRD State/Federal Funding Update



Secure Rural Schools

Reauthorized for FY 25 - FY 27 (backpay for FY 25 of approximately \$200,000, payment and \$642,000 payment in FY 26)



Payment in Lieu of Taxes (PILT)

Yet-to-be reauthorized (federal). Remain hopeful. (\$2.4M budgeted in Road Department, FY 26)



State Highway Fund

Bill passed, bill referred, bill potentially revoked and revisited in 2027 legislative session. Deschutes County would have received approximately \$7M in additional revenue at full implementation of HB 3991 (a 25% increase).



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SHF Reminders and Talking Points

1. SHF funding mechanisms do not have a built-in inflation hedge (unlike virtually all other forms of government tax mechanisms).
2. Since 2017, the contracted cost of in-place hot-mix asphalt has increased by 58% (CPI, 37%).
3. The Road Department is highly dependent on an allocation from the SHF – potentially moreso than ODOT as it relates to funding maintenance, operations and capital projects (+/-80%).
4. Not unlike utility rates, SHF funding mechanisms either require occasional adjustment, or the addition of new revenue (new mechanisms) to counter impacts of inflation.



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Community Justice Update

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Community Justice Midyear Budget Committee Presentation



WHO: BUDGET COMMITTEE



DATE: JANUARY 16, 2026



DEEVY HOLCOMB AND TREVOR STEPHENS

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FY26 Budget Realities

Following FY26 budget approval that had already eliminated 5.75 FTE from prior year:

- Continued reductions in detention use
- Sustained reductions in adult supervised population
- Received less-than-budgeted state Community Corrections funding

Determination of need to pursue general 5-year balanced budget plan:

- Realign/assess detention
- Increase revenue
- Decrease costs
- Prioritize flexible and agile staff structure

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Budget Committee and County Request

- In face of limited growth general fund revenue over next 5 years, and declining youth detention admissions - 70% since 2014:
- Within statutory obligations, community safety, best practices – identify if and what alternative options to provide necessary detention services:
 - Status Quo
 - Reduced Footprint/Capacity
 - Eliminate local detention services and instead provide 24-7 assessment services and transportation to another detention facility outside of the county

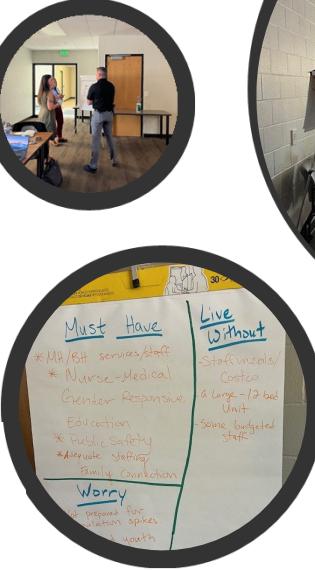
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Assessment Participants

- Behavioral Health
- Family members
- High Desert ESD
- District Attorney Office
- Bend Police Department
- Kids Center
- Redmond Police Department
- Community members
- Deschutes Defenders (Defense Attorney)
- Deschutes County Facilities
- Deschutes County Victim's Services
- Bend Police Department
- Deschutes County Circuit Court







Must Have

- * MH/BH services/staff
- * Nurse-Medical
- Gender Responsive
- Education
- * Public Safety
- Adequate staffing
- Family Court liaison

Live Without

- State wages/
- Costco
- A large - 2 bed
- Unit
- Some budgeted staff

Worry

- No pressure for
- juvenile spikes
- workforce





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Detention Assessment Recommendation



- Certain baseline staffing costs and program requirements for 24-7 facility
- Half of space currently leased to private provider
- Difficult to renovate or house other programs that don't serve youth or operate within secure, detention-like setting
- Important "insurance policy" for community safety
- Important for justice system, youth, and families to have youth detained near to family, services, community supports, and court/judge
- No "zero cost" options for a service the county is responsible to provide



- Fund detention services at a reduced FTE (15.8 compared to total FY26 budgeted of 20 FTE).
- Diversify and expand community-based services that staff formally assigned to detention routinely provide – value add.
- Public Safety Leaders across county support this plan.
- Department supports this recommendation and asks for time to test and measure success

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Other Changes that Achieved a 5-Year Balanced Plan



- Stabilization subsidy and support for adults on supervision:
- \$200,000
- Administrative Support (-4 FTE)
- Parole & Probation Officer (-2.5 FTE)
- Parole & Probation Specialist (-1 FTE)
- Community Justice Specialist (-2.2 FTE)
- Community Justice Officer (-1.4 FTE)
- Detention Supervisor (-1 FTE)
- Detention Manager (-1 FTE)
- Better integration of administrative functions between Juvenile and Adult P&P divisions
- Better integration of detention and probation services staff in Juvenile division

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Looking Ahead

Testing reduced detention footprint and more integrated programming

Absorbing significant wage increases alters current 5-year balanced budget plan

State Community Corrections funding shortfalls expected to continue

Balancing the need for new revenue with administrative costs to procure and manage

Innovating and partnering with county agencies serving mutual populations more important than ever

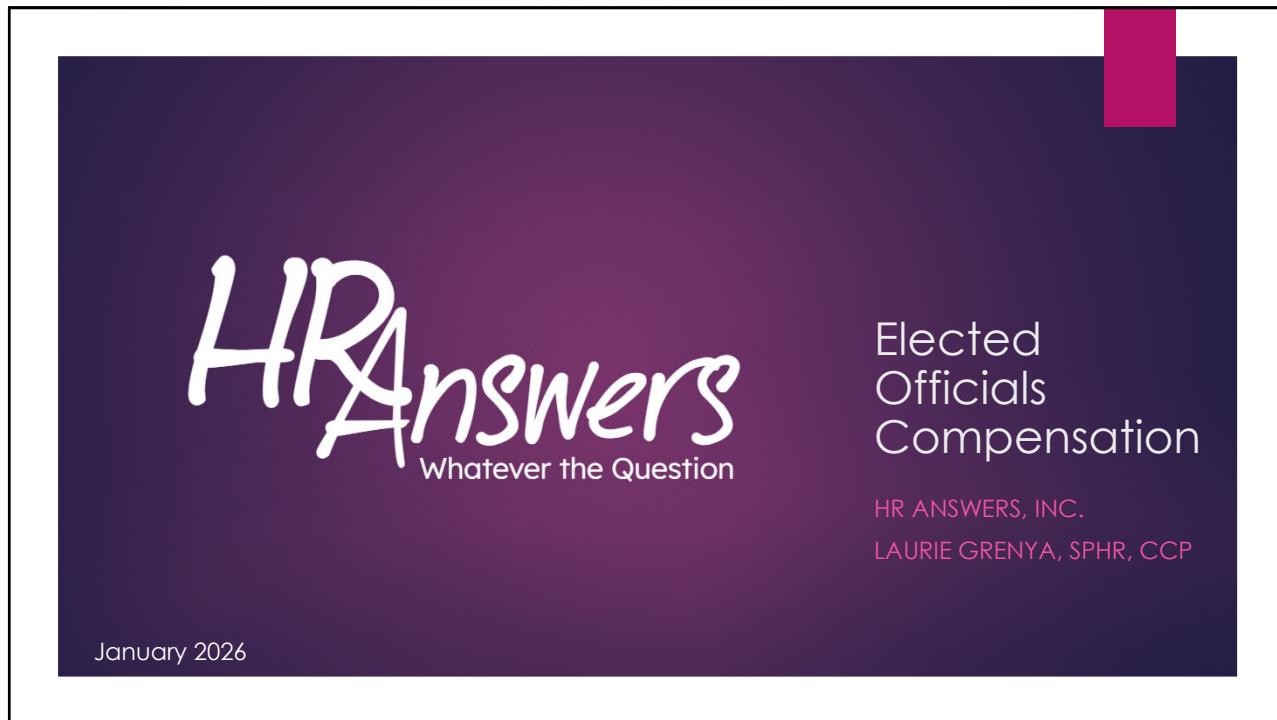
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Elected Officials Compensation Committee



January 16, 2026

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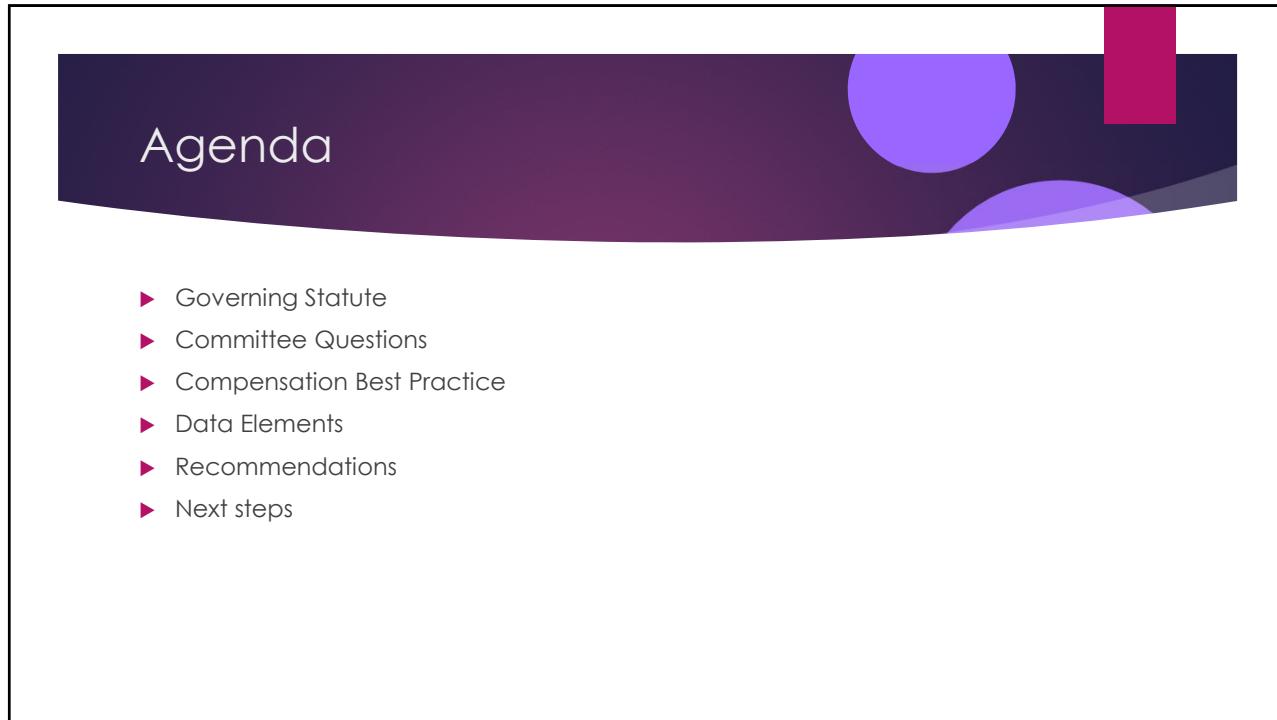
HR Answers
Whatever the Question

Elected
Officials
Compensation

HR ANSWERS, INC.
LAURIE GRENYA, SPHR, CCP

January 2026

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Agenda

- ▶ Governing Statute
- ▶ Committee Questions
- ▶ Compensation Best Practice
- ▶ Data Elements
- ▶ Recommendations
- ▶ Next steps

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Governing Statute

ORS 204.112 County Compensation Board (summary)

- 1.) Appoint a compensation board of 3-5 members who are knowledgeable in personnel and compensation management.
- 2.) Annually recommend a compensation schedule for the county elective officers outlined in ORS 204.005.
- 3.) Review the compensation paid to persons comparably employed by; the State of Oregon, local public bodies, and private businesses within the labor market deemed appropriate by the board.
- 4.) The board will take into account; number of employees supervised, size of the budget administered, duties and responsibilities, compensation paid to subordinates, and other appointed employees who serve in position of comparable management responsibility.

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Governing Statute – cont'd

ORS 204.112 County Compensation Board (summary)

- 5.) The board will prepare and approve, by majority vote, a recommended compensation schedule for the elective officers and submit the schedule to the county governing body (ORS 204.126 – County Budget Committee).
- 6.) Specific to Sheriffs: Pay shall be fixed in an amount which is not less than that for any member of the sheriff's department.

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Governing Statute – cont'd

ORS 204.205 Election or appointment county officers

- ▶ Sheriff
- ▶ County clerk
- ▶ County assessor
- ▶ County treasurer
- ▶ County commissioner

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Committee
Questions

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Compensation Best Practice

- ▶ Define comparables, within statutory allowance
 - ▶ Considerations within The State of Oregon, Local Public Entities and Private Businesses
 - ▶ Comparable duties and responsibilities
 - ▶ Comparable Budget and Employee Count

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Data Elements

- ▶ Total Compensation
 - ▶ Base Pay, Min, Mid-point, Max, and Spread
 - ▶ Differential Payments (longevity and other)
 - ▶ Benefits
 - ▶ Retirement
 - ▶ Deferred Compensation

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Recommendations

- ▶ Comparables
 - ▶ Match the overall County Comparables, removing the City of Bend.
 - ▶ Marion County, Lane County, Clackamas County
 - ▶ Private Industry data, filtered by contributions from all industries with comparable budget/employee, count, then geographically leveled by Deschutes County using two survey sources.
- ▶ The committee is required to look at the compensation of staff supervised to maintain alignment and alleviate compression. If significantly different comparables are used the likelihood of inconsistency in the findings is greater.

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Committee Questions



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HR
Answers
Whatever the Question



DESCHUTES COUNTY

Summary

**Elected Officials - FY26 Compensation Board
Survey Data as 6/30/2026**

This survey includes the following elected positions:

**Assessor
Clerk
Commissioner
District Attorney
Sheriff
Justice of the Peace
Treasurer**

Salary data was collected from the following Oregon Counties:

Population

Clackamas	427,318
Lane	382,641
Marion	355,860
Deschutes	214,213

<https://worldpopulationreview.com/us-counties/states/or>

County Compensation Board: <https://www.oregonlaws.org/ors/204.112>

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COLA Summary and Director Pay Reference
Compensation Board Blank Recommendation Page
Elected Official Total Compensation Survey Summary

Elected Official Compensation Survey Detail Pages

[Assessor](#)

[Clerk](#)

[Commissioners](#)

[District Attorney](#)

[Sheriff](#)

[Justice of Peace](#)

[Treasurer/Chief Financial Officer](#)


ELECTED OFFICIALS - FY27 COMPENSATION BOARD
SUMMARY OF EMPLOYEE BENEFITS
January, 2026

	Oregon Public Employees Retirement System - PERS	Deferred Compensation (457 Plan) - Employer Paid	Deferred Compensation (457 Plan) - Employee Paid	Longevity Pay - FY26/27
	The IAP component of the pension program is a defined contribution plan and is funded by contributions of 6% of the subject salary. Deschutes County pays the 6% contribution on behalf of the employee.	<i>Employer Matching Contributions</i>	<i>Voluntary Employee Elections for either pre-tax or after-tax (Roth) Contributions into retirement plan</i>	\$100 per month, for every 5 years of Service
County Assessor	All are Offered Same Coverage	County matches 3%	All are Offered Same Coverage	Eligible - amount depends on Years of Service
County Clerk	All are Offered Same Coverage	County matches 3%	All are Offered Same Coverage	Eligible - amount depends on Years of Service
County Commissioners	All are Offered Same Coverage	County matches 3%	All are Offered Same Coverage	Not Eligible - voted in FY17
District Attorney	All are Offered Same Coverage	County matches 3%	All are Offered Same Coverage	Eligible - amount depends on Years of Service
County Sheriff	All are Offered Same Coverage	County matches 3%	All are Offered Same Coverage	Eligible - amount depends on Years of Service
Justice of Peace	All are Offered Same Coverage	County matches 3%	All are Offered Same Coverage	Eligible - amount depends on Years of Service
County Treasurer	All are Offered Same Coverage	County matches 3%	All are Offered Same Coverage	Eligible - amount depends on Years of Service
Department Heads	All are Offered Same Coverage	Not Eligible	All are Offered Same Coverage	Eligible - amount depends on Years of Service

	Time Management Leave (TML)	Paid Leave Oregon (PLO)	Health/Dental/Vision/Prescrip	Deschutes Onsite Clinic & Rx (DOC)
	Accrued paid time off, Sell-back TML	State Plan	\$100/month EE Only \$120/month EE+Dependents	Onsite Health & Wellness services (no cost) and Rx (reduced cost) to enrollees of DC Health Plan
County Assessor	Salaried, no use of TML	Not Eligible	All are Offered Same Coverage	All are Offered Same Coverage
County Clerk	Salaried, no use of TML	Not Eligible	All are Offered Same Coverage	All are Offered Same Coverage
County Commissioners	Salaried, no use of TML	Not Eligible	All are Offered Same Coverage	All are Offered Same Coverage
District Attorney	Salaried, no use of TML	Not Eligible	All are Offered Same Coverage	All are Offered Same Coverage
County Sheriff	Salaried, no use of TML	Not Eligible	All are Offered Same Coverage	All are Offered Same Coverage
Justice of Peace	Salaried, no use of TML	Not Eligible	All are Offered Same Coverage	All are Offered Same Coverage
County Treasurer	Salaried, no use of TML	Not Eligible	All are Offered Same Coverage	All are Offered Same Coverage
Department Heads	Eligible - Accrued paid time off, Sell-back TML	Eligible - State Plan	All are Offered Same Coverage	All are Offered Same Coverage

	Life Insurance & Accidental Death & Dismemberment (AD&D) - Employer Paid	Life Insurance & Accidental Death & Dismemberment (AD&D) - For Dependents - Employer Paid	Voluntary Supplemental Life & AD&D - Employee Paid	Long-Term Disability (LTD) - Employer Paid
	1x Annual Salary, up to \$100k - 100% of Premiums paid by Employer	\$5,000/dependent	Plans vary Amount Depends on elected coverage	Pays a percentage of income when unable to work because of an injury or illness, 66.67% of monthly covered earnings, up to \$6,000 benefit per month.
County Assessor	All are Offered Same Coverage	All are Offered Same Coverage	All are Offered Same Coverage	All are Offered Same Coverage
County Clerk	All are Offered Same Coverage	All are Offered Same Coverage	All are Offered Same Coverage	All are Offered Same Coverage
County Commissioners	All are Offered Same Coverage	All are Offered Same Coverage	All are Offered Same Coverage	All are Offered Same Coverage
District Attorney	All are Offered Same Coverage	All are Offered Same Coverage	All are Offered Same Coverage	All are Offered Same Coverage
County Sheriff	All are Offered Same Coverage	All are Offered Same Coverage	All are Offered Same Coverage	All are Offered Same Coverage
Justice of Peace	All are Offered Same Coverage	All are Offered Same Coverage	All are Offered Same Coverage	All are Offered Same Coverage
County Treasurer	All are Offered Same Coverage	All are Offered Same Coverage	All are Offered Same Coverage	All are Offered Same Coverage
Department Heads	All are Offered Same Coverage	All are Offered Same Coverage	All are Offered Same Coverage	All are Offered Same Coverage

	Flexible Spending Accounts	Other Miscellaneous Supplemental Benefits		
County Assessor	Employee election to set-aside pre-tax dollars to pay for out-of-pocket healthcare or dependent care costs, up to annual IRS maximum.	AFLAC, Legal Shield, etc.		
County Clerk	All are Offered Same Coverage	All are Offered Same Coverage		
County Commissioners	All are Offered Same Coverage	All are Offered Same Coverage		
District Attorney	All are Offered Same Coverage	All are Offered Same Coverage		
County Sheriff	All are Offered Same Coverage	All are Offered Same Coverage		
Justice of Peace	All are Offered Same Coverage	All are Offered Same Coverage		
County Treasurer	All are Offered Same Coverage	All are Offered Same Coverage		
Department Heads	All are Offered Same Coverage	All are Offered Same Coverage		



DESCHUTES COUNTY
Compensation Board - Recommendation Summary
Elected Officials - FY27
Changes effective June 30, 2026

Elected Officials	FY27 Adjustment Recommendation	Notes/Consideration
Assessor	up to 17%	Role is 8% above the goal* at base pay and 9% above at total pay. However, internal compression exists and an increase of 17% is recommended to meet the organization's compression differential target of 15%.
Clerk	0	Role is 2% above the goal* at base pay and 4% above at total pay
Commissioners	up to 13%	Role is 13% below the goal* at base pay and 14% below at total pay
District Attorney	up to 17%	Role is 17% below the goal* at base pay and 17% below at total pay
Sheriff	up to 7%	Role is 7% below the goal* at base pay and 10% below at total pay.
Justice of Peace	0	Role is on target at base pay and 1% above at total pay
Treasurer	up to 2%	Role is 2% below the goal* at base pay and 1% below at total pay.

***County Compensation Philosophy: 5% above Market Average**

FY27 Recommended Cost of Living Adjustment: (DATA IS NOT YET AVAILABLE FOR CONSIDERATION)

Recommendations made with the goal to maintain County's Compensation Philosophy.

Data collected from:

Clackamas County	
Lane County	
Marion County	
Economics Research Institute	<i>All Industry, \$438M, Geo Level to Deschutes County</i>
Comp Analyst	<i>All Industry, \$200-500M, Geo Level to Deschutes County</i>

DESCHUTES COUNTY FY25 ELECTED OFFICIALS SALARY SURVEY
Annual Compensation Comparison Summary
Survey Data as of June 30, 2026

COUNTY	Assessor		Clerk		Commissioner		District Attorney (State & County Portion)		Sheriff		Justice of Peace (annualized, currently @ .60FTE)		Treasurer		PERS	Deferred Comp*
	Base Salary	Total Pay	Base Salary	Total Pay	Base Salary	Total Pay	Base Salary	Total Pay	Base Salary	Total Pay	Base Salary	Total Pay	Base Salary	Total Pay		
Clackamas	\$ 162,906	\$ 182,895	\$ 131,688	\$ 147,846	\$ 133,860	\$ 150,284	\$ 304,889	\$ 320,252	\$ 235,041	\$ 263,881	\$ 138,030	\$ 154,966	\$ 156,213	\$ 175,380		
Lane	\$ 152,838	\$ 172,323	\$ 133,286	\$ 143,949	\$ 114,026	\$ 128,245	\$ 246,654	\$ 252,655	\$ 200,138	\$ 236,375	\$ 123,760	\$ 133,661	\$ 162,531	\$ 172,283		
Marion	\$ 159,390	\$ 180,908	\$ 142,376	\$ 161,597	\$ 142,709	\$ 161,974	\$ 246,550	\$ 255,578	\$ 209,123	\$ 237,355	\$ 139,048	\$ 157,819	\$ 127,400	\$ 144,599		
ERI (Oregon)	no match	no match	\$ 129,258	\$ 133,963	\$ 169,704	\$ 175,881	\$ 220,986	\$ 229,030	no match	no match	no match	no match	\$ 189,356	\$ 196,249		3.64%
Comp Analyst (Oregon)	\$ 176,214	\$ 147,946	\$ 146,578	\$ 153,027	No Match	No Match	\$ 367,037	\$ 383,186	no match	no match	no match	no match	\$ 147,285	\$ 153,765		4.40%
Deschutes	\$ 176,214	\$ 198,274	\$ 147,005	\$ 161,476	\$ 130,158	\$ 141,872	\$ 244,415	\$ 257,893	\$ 211,031	\$ 234,984	\$ 140,141	\$ 157,715	\$ 160,958	\$ 175,444	Yes - 6%	3%
Average (excludes DC):	\$ 162,837	\$ 171,018	\$ 136,637	\$ 148,076	\$ 140,075	\$ 154,096	\$ 277,223	\$ 288,140	\$ 214,767	\$ 245,870	\$ 133,613	\$ 148,815	\$ 156,557	\$ 168,455		
% DC Compared:	7.59%	13.75%	7.05%	8.30%	-7.62%	-8.62%	-13.42%	-11.73%	-1.77%	-4.63%	4.66%	5.64%	2.73%	3.98%		
Average +5% (excludes DC):	\$ 170,979	\$ 179,569	\$ 143,469	\$ 155,480	\$ 147,078	\$ 161,801	\$ 291,084	\$ 302,547	\$ 225,506	\$ 258,164	\$ 140,293	\$ 156,256	\$ 164,385	\$ 176,878	Stated Goal	
% DC Compared:	2.97%	9.43%	2.41%	3.71%	-13.00%	-14.05%	-19.09%	-17.31%	-6.86%	-9.86%	-0.11%	0.92%	-2.13%	-0.82%		
50th Percentile (excludes DC):	\$ 161,148	\$ 176,616	\$ 133,286	\$ 147,846	\$ 138,284	\$ 156,129	\$ 246,654	\$ 255,578	\$ 209,123	\$ 237,355	\$ 138,030	\$ 154,966	\$ 156,213	\$ 172,283		
% DC Compared:	8.55%	10.92%	9.33%	8.44%	-6.24%	-10.05%	-0.92%	0.90%	0.90%	-1.01%	1.51%	1.74%	2.95%	1.80%		
75th Percentile (excludes DC):	\$ 172,887	\$ 182,398	\$ 144,477	\$ 157,312	\$ 162,955	\$ 172,405	\$ 335,963	\$ 351,719	\$ 235,041	\$ 263,881	\$ 139,048	\$ 157,819	\$ 175,944	\$ 185,814		
% DC Compared:	1.89%	-3.51%	1.72%	2.58%	-25.20%	-21.52%	-37.46%	-36.38%	-11.38%	-12.30%	0.78%	-0.07%	-9.31%	-5.91%		

Notes:

Notes: Elected Officials are on a standard 173.33/2080 Pay Schedule

Total Pay includes any Add Pays, such as Auto Allowance, but does not include standard cell phone, etc

457 Contribution for DC Elected Officials is a "match" - maximum 3%

Lane County provides 2% deferred comp into a 457 for all non-represented positions, including elected, with the exception of commissioners who have declined it

Longevity pay is included in Total Pay summary for DC officials, County Commissioners do not receive Longevity Pay. Comparators do not pay longevity pay to any of their elected officials.

DA: Base and total salaries include State of Oregon monthly salary

For non-elected positions, where applicable, annual salary represents top of pay range

DESCHUTES COUNTY FY27 ELECTED OFFICIALS SALARY SURVEY

Survey Data as of June 30, 2026

Assessor

The Deschutes County Assessor is responsible for identifying all taxable properties within the County and assigning values and property taxes to those properties. The County Assessor also prepares the County's annual assessment roll.

County	Annual Salary	PERS Contribution	401(K)/457 Contribution	Other Add Pay (Auto, Longevity, Etc.)	Total Pay
Clackamas (elected, Assessment & Tax)	\$162,906	6.0%	6.27%		\$182,895
Lane (elected, Assessment & Tax)	\$152,838	6.0%	2.0%	\$6,720	\$172,323
Marion (elected, Assessment & Tax)	\$159,390	6.0%	7.5%		\$180,908
ERI (Oregon) - No Match	no match				
Comp Analyst (Oregon) - Appraisal Manager	\$141,710		4.4%		\$147,946
Deschutes (elected, does not have Tax)	\$176,214	6.00%	3.00%	\$5,850	\$198,274
Average (excludes DC):	\$ 154,211				\$ 171,018
% DC Compared:	12%				14%
Average +5% (excludes DC):	\$ 161,922				\$ 179,569
% DC Compared:	8%				9%
50th Percentile (excludes DC):	\$ 156,114				\$ 176,616
% DC Compared:	11%				11%
75th Percentile (excludes DC):	\$ 162,027				\$ 182,398
% DC Compared:	8%				8%
2nd in Command					
N424/Step 7					
Deputy Director, Assessor (as of 6)	Annual Salary \$ 180,257	PERS 6%		Longevity \$ 4,680.00	Total Pay \$ 196,034
% Diff Assessor to Deputy					
-2%					

Notes:

ORS 308.005 "Assessor" as defined, includes Deputy Assessor. [Amended by 1979 c.689 §25; 1981 c.804 §28; 1995 c.79 §123]

Lane receives a car allowance of \$560/mo (6,720 per year)

Lane County is Home Rule

DESCHUTES COUNTY FY27 ELECTED OFFICIALS SALARY SURVEY

Survey Data as of June 30, 2026

Clerk

The County Clerk is chief election official, official keeper of all public records, processing all real property transactions, plats, Commissioners' Journal documents and Board of Property Tax Appeal petitions, and also issues marriage and antique dealers licenses and accepts passport applications.

County	Annual Salary	PERS Contribution	401(K)/457 Contribution	Other Add Pay (Auto, Longevity, Etc.)	Total Pay
Clackamas	\$131,688	6.00%	6.27%		\$147,846
Lane (non-elected)	\$133,286	6.00%	2.0%		\$143,949
Marion	\$142,376	6.00%	7.5%		\$161,597
ERI (Oregon) - Records Management Manager	\$129,258		3.6%		\$133,963
Comp Analyst (Oregon) - Records Manager	\$146,578		4.4%		\$153,027
Deschutes:	\$147,005	6.00%	3.00%	\$1,170	\$161,476
Average (excludes DC):	\$ 136,637				\$ 148,076
% DC Compared:	7%				9%
Average +5% (excludes DC):	\$ 143,469				\$ 155,480
% DC Compared:	2%				4%
50th Percentile (excludes DC):	\$ 133,286				\$ 147,846
% DC Compared:	10%				9%
75th Percentile (excludes DC):	\$ 144,477				\$ 157,312
% DC Compared:	2%				3%

2nd in Command

N415	Min	Max
Elections/Recording Supervisor	\$ 79,433.44	\$ 106,448.38
% Diff Clerk to Supervisor:	46%	

DESCHUTES COUNTY FY27 ELECTED OFFICIALS SALARY SURVEY
 Survey Data as of June 30, 2026

Commissioner

The Board of County Commissioners is comprised of three elected officials who serve four-year terms. The Board is elected at large, serves as the public's elected advocate, and is the policy making body of Deschutes County government. The Board's duties include executive, judicial (quasi-judicial), and legislative authority over policy matters of countywide concern.

County	Annual Salary	PERS Contribution	401(K)/457 Contribution	Other Add Pay (Auto, Longevity, Etc.)	Total Pay
Clackamas	\$133,860	6.00%	6.27%		\$150,284
Lane	\$114,026	6.00%	0.0%	\$6,960	\$128,245
Marion	\$142,709	6.00%	7.5%		\$161,974
ERI (Oregon) - Board/Commission Member	\$169,704		3.6%		\$175,881
Comp Analyst (Oregon)	No Match		4.4%		
Deschutes:	\$130,158	6.00%	3.0%	\$0	\$141,872
Average (excludes DC):	\$ 140,075				\$ 154,096
% DC Compared:	-8%				-9%
Average +5% (excludes DC):	\$ 147,078				\$ 161,801
% DC Compared:	-13%				-14%
50th Percentile (excludes DC):	\$ 138,284				\$ 156,129
% DC Compared:	-6%				-10%
75th Percentile (excludes DC):	\$ 162,955				\$ 172,405
% DC Compared:	-25%				-22%

Notes:

Longevity Pay eliminated for DC Commissioners and added to base pay in FY17

1 DC Commissioner has elected Not to participate in 3% Deferred Comp match

Lane receives a car allowance \$670/month, \$8040/year; Commissioners are currently waiving 2% DefComp

Clackamas offers Chair 2% more per month

DESCHUTES COUNTY FY27 ELECTED OFFICIALS SALARY SURVEY
Survey Data as of June 30, 2026

District Attorney

The District Attorney's Office represents the State of Oregon in all criminal cases filed in Deschutes County, advocating for victim's rights and enforcing the laws of the State of Oregon.

County	Total Base Pay	State Salary	County Stipend	PERS Contribution	401(K)/457 Contribution	Other Add Pay (Auto, Longevity, Etc.)	Total County Pay	Total Base Pay	Total Pay
Clackamas	\$304,889	\$179,678	\$125,211	6.00%	6.27%		\$140,574	\$304,889	\$320,252
Lane	\$246,654	\$179,678	\$66,976	6.00%	2.00%	\$8,040	\$72,977.28	\$246,654	\$252,655
Marion	\$246,550	\$179,678	\$66,872	6.00%	7.50%		\$75,900	\$246,550	\$255,578
ERI (Oregon) - General Counsel	\$220,986	\$220,986			3.6%			\$220,986	\$229,030
Comp Analyst (Oregon) - General Counsel	\$367,037	\$367,037			4.4%			\$367,037	\$383,186
Deschutes:	\$244,415	\$179,678	\$64,737	6.00%	3.00%	\$7,020	\$78,215	\$244,415	\$257,893
Average (excludes DC):	\$ 257,964						\$ 96,484	\$ 277,223	\$ 288,140
% DC Compared:	-11%						-23%	-13%	-12%
Average +5% (excludes DC):	\$ 270,862						\$ 101,308	\$ 291,084	\$ 302,547
% DC Compared:	-17%						-30%	-19%	-17%
50th Percentile (excludes DC):	\$ 229,666						\$ 75,900	\$ 246,654	\$ 255,578
% DC Compared:	1%						3%	-1%	1%
75th Percentile (excludes DC):	\$ 308,310						\$ 140,574	\$ 335,963	\$ 351,719
% DC Compared:	-33%						-80%	-37%	-36%

FY26

Chief Deputy DA	Min	Max	Longevity	Total Pay (At max)
N428	\$ 149,786.28	\$ 200,728.20	\$ 5,850.00	\$ 214,607.33
% Diff DA (DC & State) to Deputy:				

Deputy to DA %

22%

Notes:

Lane receives a car allowance of \$670/mo (8040 per year) - included as Other Add Pay

Note: State Of Oregon Pass through

2026 rate (effective Feb 1, 2026 -2.5%): \$179,678

2027 rate (effective Jan 1, 2027 - 4%): \$186,866

DESCHUTES COUNTY FY27 ELECTED OFFICIALS SALARY SURVEY

Survey Data as of June 30, 2026

Sheriff

The Deschutes County Sheriff's Office is a full service organization providing patrol, criminal investigations, corrections, civil and search and rescue. Special operations include a Marine Patrol, K-9 units, and Forest Patrol.

County	Annual Salary	PERS Contribution	401(K)/457 Contribution	Other Add Pay (Auto, Longevity, Etc.)	Total Pay
Clackamas	\$235,041	6.00%	6.27%		\$263,881
Lane	\$200,138	6.00%	2.00%	\$18,728.26	\$236,375
Marion	\$209,123	6.00%	7.50%		\$237,355
Aggregator Survey - ERI (Oregon)	no match				
Aggregator Survey - Comp Analyst (Oregon)	no match				
Deschutes:	\$ 211,030.68	6.00%	3.00%	\$4,680	\$234,984
Average (excludes DC):	\$ 214,767				\$ 245,870
% DC Compared:	-2%				-5%
Average +5% (excludes DC):	\$ 225,506				\$ 258,164
% DC Compared:	-7%				-10%
50th Percentile (excludes DC):	\$ 209,123				\$ 237,355
% DC Compared:	1%				-1%
75th Percentile (excludes DC):	\$ 235,041				\$ 263,881
% DC Compared:	-11%				-12%

2nd in Command	Min Pay	Max Pay	Longevity (current incumbents)	Total Pay (at max)
Captain, N426 (all 3) @ Top Step 7:	\$ 135,860.76	\$ 182,066.64	\$ 4,680.00	\$ 186,746.64
% Diff Sheriff to Captain	-36%	-14%		

Notes:

OARs: Sheriff's salary shall be fixed in an amount which is not less than that for any member of the Sheriff's staff

Lane County - receives a car allowance of \$670/mo, \$8040 per year (increased 2023) and an additional 6% Advanced DPSST certification pay -- included as Other Add Pay

DESCHUTES COUNTY FY27 ELECTED OFFICIALS SALARY SURVEY

Survey Data as of June 30, 2026

Justice of the Peace

Justice Court is a state court administered by the County, under the direction of an elected Justice of the Peace. Justice Court handles traffic and ordinance violations, small claims and certain civil matters.

County	Annual Salary	PERS Contribution	401(K)/457 Contribution	Other Add Pay (Auto, Longevity, Etc.)	Total Pay
Clackamas (Atty)	\$138,030	6.00%	6.27%		\$154,966
Lane (reflects FT salary, currently at .5 FTE)	\$123,760	6.00%	2.00%		\$133,661
Marion	\$139,048	6.00%	7.50%		\$157,819
ERI (Oregon)	no match				
Comp Analyst (Oregon)	no match				
Deschutes (also Atty) (reflects FT salary, currently at .6 FTE)	\$140,141	6.00%	3.00%	\$4,680	\$157,715
Average (excludes DC):	\$ 133,613				\$ 148,815
% DC Compared:	5%				6%
Average +5% (excludes DC):	\$ 140,293				\$ 156,256
% DC Compared:	0%				1%
50th Percentile (excludes DC):	\$ 138,030				\$ 154,966
% DC Compared:	2%				2%
75th Percentile (excludes DC):	\$ 139,048				\$ 157,819
% DC Compared:	1%				0%

FY26 Current Rates	Min	Max
2nd Cmnd: Court Admin, N418	\$ 91,955.88	\$ 123,229.44
% Diff JoP to Administrator:	12%	

Notes:

JOP an attorney:

DC, Clackamas, and Marion

30% of time spent on small claims, 50% on traffic trials and arraignments, 20% of time on admin and misc.

DESCHUTES COUNTY FY27 ELECTED OFFICIALS SALARY SURVEY
Survey Data as of June 30, 2026

Treasurer

The Finance Department is responsible for collection of property taxes, accounting services, treasury management and financial advice to Administration and the Board of County Commissioners

County	Annual Salary	PERS Contribution	401(K)/457 Contribution	Other Add Pay (Auto, Longevity, Etc.)	Total Pay
<u>Clackamas (elected)</u>	\$ 156,212.77	6.00%	6.27%		\$ 175,380.08
<u>*Lane (non-elected)</u> <u>Budget/Financial Planning Manager</u> <u>County Treasurer</u>	\$ 162,531.20	6.00%			\$ 172,283.07
<u>Marion (elected)</u>	\$ 127,400.00	6.00%	7.50%		\$ 144,599.00
ERI (Oregon) - Treasury Director	\$ 189,356		3.6%		\$ 196,248.56
Comp Analyst (Oregon) - Treasury Manager	\$ 147,285		4.4%		\$ 153,765.33
Deschutes County (elected) @.5	\$ 80,479	6.00%	3.00%		\$ 87,722.20
Deschutes County (1.0 Equivalent)	\$ 160,958	6.00%	3.00%		\$ 175,444.39
Average (excludes DC):	\$ 156,557				\$ 168,455.21
% DC Compared: (1.0 Equivalent)	3%				4%
Average +5% (excludes DC):	\$ 164,385				\$ 176,877.97
% DC Compared: (1.0 Equivalent)	-2%				-1%
50th Percentile (excludes DC):	\$ 156,213				\$ 172,283.07
% DC Compared: (1.0 Equivalent)	3%				2%
75th Percentile (excludes DC):	\$ 175,944				\$ 185,814.32
% DC Compared: (1.0 Equivalent)	-9%				-6%

The Treasurer's office and the Finance office are separate departments. The Treasurer is also the appointed Internal Audit Director and has responsibility for managing the internal audit function in Clackamas County and managing the County's fraud hotline.

COO appointed treasurer and duties are delegated to Finance Manager

The Treasurer's office and the Finance office are separate departments. TR responsible for cash handling.

*Notes:

Lane: Max step 9 is shown above - range is \$118,768 - \$162,531

Per EOCB FY24 Treasurer is compensated @ 50% of CFO Pay Grade Mid-point

CFO Pay Grade:	N427	MIN	MID	MAX
	FY26 Rates	\$68.85	\$79.70	\$92.26
		\$143,201.76	\$165,773.92	\$191,904.34

50% of Mid-Rate \$82,886.96