



## ELECTED OFFICIALS COMPENSATION BOARD MEETING

9:00 AM, FRIDAY, MARCH 14, 2025

Allen Room - Deschutes Services Building - 1300 NW Wall St – Bend

(541) 388-6570 | [www.deschutes.org](http://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, with the exception of any executive session.

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

- To join the meeting via Zoom from a computer, use this link: <http://bit.ly/3h3oqdD>.
- To join by phone, call 253-215-8782 and enter webinar ID # 899 4635 9970 followed by the passcode 013510.

### CALL TO ORDER

### AGENDA ITEMS

1. Review of data assembled from the selected comparables (Marion, Lane and Clackamas counties, and private sector compilations from two survey sources)
2. Discussion of FY 2026 compensation levels for elected officials

### ADJOURNMENT



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](mailto:brenda.fritsvold@deschutes.org).



## DESCHUTES COUNTY

### Summary Elected Officials - FY26 Compensation Board Survey Data as 7/1/2025

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:

	<u>Population</u>
Clackamas	423,228
Lane	380,181
Marion	346,763
Deschutes	210,543

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

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

#### Table of Contents

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 - FY26 COMPENSATION BOARD  
SUMMARY OF EMPLOYEE BENEFITS  
March, 2025**

	Oregon Public Employees Retirement System - PERS	Deferred Compensation (457 Plan) - Employer Paid	Deferred Compensation (457 Plan) - Employee Paid	Longevity Pay
	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>	FY25 - \$95 per month, for every 5 years of Service
<b>County Assessor</b>	All are Offered Same Coverage	County matches 3%	All are Offered Same Coverage	Eligible - amount depends on Years of Service
<b>County Clerk</b>	All are Offered Same Coverage	County matches 3%	All are Offered Same Coverage	Eligible - amount depends on Years of Service
<b>County Commissioners</b>	All are Offered Same Coverage	County matches 3%	All are Offered Same Coverage	Not Eligible - voted in FY17
<b>District Attorney</b>	All are Offered Same Coverage	County matches 3%	All are Offered Same Coverage	Eligible - amount depends on Years of Service
<b>County Sheriff</b>	All are Offered Same Coverage	County matches 3%	All are Offered Same Coverage	Eligible - amount depends on Years of Service
<b>Justice of Peace</b>	All are Offered Same Coverage	County matches 3%	All are Offered Same Coverage	Eligible - amount depends on Years of Service
<b>County Treasurer</b>	All are Offered Same Coverage	County matches 3%	All are Offered Same Coverage	Eligible - amount depends on Years of Service
<b>Department Heads</b>	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)
	<i>Accrued paid time off, Sell-back TML</i>	<i>State Plan</i>	<i>\$95/month EE Only \$116/month EE+Dependents</i>	<i>Onsite Health &amp; Wellnes services (no cost) and Rx (reduced cost) to enrollees of DC Health Plan</i>
<b>County Assessor</b>	Salaried, no use of TML	Not Eligible	All are Offered Same Coverage	All are Offered Same Coverage
<b>County Clerk</b>	Salaried, no use of TML	Not Eligible	All are Offered Same Coverage	All are Offered Same Coverage
<b>County Commissioners</b>	Salaried, no use of TML	Not Eligible	All are Offered Same Coverage	All are Offered Same Coverage
<b>District Attorney</b>	Salaried, no use of TML	Not Eligible	All are Offered Same Coverage	All are Offered Same Coverage
<b>County Sheriff</b>	Salaried, no use of TML	Not Eligible	All are Offered Same Coverage	All are Offered Same Coverage
<b>Justice of Peace</b>	Salaried, no use of TML	Not Eligible	All are Offered Same Coverage	All are Offered Same Coverage
<b>County Treasurer</b>	Salaried, no use of TML	Not Eligible	All are Offered Same Coverage	All are Offered Same Coverage
<b>Department Heads</b>	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
	<i>1x Annual Salary, up to \$100k - 100% of Premiums paid by Employer</i>	<i>\$5,000/dependent</i>	<i>Plans vary Amount Depends on elected coverage</i>	<i>Pays a percentage of income when unable to work because an injury or illness, 66.67% of monthly covered earnings, up to \$6,000 benefit per month.</i>
<b>County Assessor</b>	All are Offered Same Coverage	All are Offered Same Coverage	All are Offered Same Coverage	All are Offered Same Coverage
<b>County Clerk</b>	All are Offered Same Coverage	All are Offered Same Coverage	All are Offered Same Coverage	All are Offered Same Coverage
<b>County Commissioners</b>	All are Offered Same Coverage	All are Offered Same Coverage	All are Offered Same Coverage	All are Offered Same Coverage
<b>District Attorney</b>	All are Offered Same Coverage	All are Offered Same Coverage	All are Offered Same Coverage	All are Offered Same Coverage
<b>County Sheriff</b>	All are Offered Same Coverage	All are Offered Same Coverage	All are Offered Same Coverage	All are Offered Same Coverage
<b>Justice of Peace</b>	All are Offered Same Coverage	All are Offered Same Coverage	All are Offered Same Coverage	All are Offered Same Coverage
<b>County Treasurer</b>	All are Offered Same Coverage	All are Offered Same Coverage	All are Offered Same Coverage	All are Offered Same Coverage
<b>Department Heads</b>	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		
	<i>Employee election to set-aside pre-tax dollars to pay for out-of-pocket healthcare or dependent care costs, up to annual IRS maximum.</i>	<i>AFLAC, Legal Shield, etc.</i>		
<b>County Assessor</b>	All are Offered Same Coverage	All are Offered Same Coverage		
<b>County Clerk</b>	All are Offered Same Coverage	All are Offered Same Coverage		
<b>County Commissioners</b>	All are Offered Same Coverage	All are Offered Same Coverage		
<b>District Attorney</b>	All are Offered Same Coverage	All are Offered Same Coverage		
<b>County Sheriff</b>	All are Offered Same Coverage	All are Offered Same Coverage		
<b>Justice of Peace</b>	All are Offered Same Coverage	All are Offered Same Coverage		
<b>County Treasurer</b>	All are Offered Same Coverage	All are Offered Same Coverage		
<b>Department Heads</b>	All are Offered Same Coverage	All are Offered Same Coverage		



**DESCHUTES COUNTY**  
**Compensation Board - Recommendation Summary**  
**Elected Officials - FY26**  
*Changes effective July 1, 2025*

Elected Officials	FY25 Adjustment Recommendation	Notes/Consideration
<b>Assessor</b>	0	Role is 15% above the goal* at base pay and 16% above at total pay
<b>Clerk</b>	0	Role is 10% above the goal* at base pay and 12% above at total pay
<b>Commissioners</b>	up to 6%	Role is 6% below the goal* at base pay and 6% below at total pay
<b>District Attorney</b>	up to 17%	Role is 17% below the goal* at base pay and 15% below at total pay
<b>Sheriff</b>	0	Role is 1% above the goal* at base pay and 2% below at total pay, in addition the role is 19% above the next in command at the highest potential step (7)
<b>Justice of Peace</b>	0	Role is 9% above the goal* at base pay and 10% above at total pay
<b>Treasurer</b>	0	Role is 4% above the goal* at base pay and 5% above at total pay

**\*County Compensation Philosophy: 5% above Market Average**  
**FY26 Recommended Cost of Living Adjustment: 0**

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

Revised Survey only data reflects recommended FY26 COLAs for Deschutes County data.

**Data collected from:**

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

**DESCHUTES COUNTY FY25 ELECTED OFFICIALS SALARY SURVEY**  
**Annual Compensation Comparison Summary**  
**Survey Data as of June 30, 2025**

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	\$ 158,469	\$ 177,913	\$ 128,101	\$ 143,819	\$ 130,214	\$ 146,191	\$ 286,320	\$ 301,265	\$ 228,639	\$ 256,693	\$ 134,270	\$ 150,745	\$ 151,958	\$ 170,603	Yes - 6%	6.27%
Lane	\$ 147,118	\$ 166,145	\$ 133,286	\$ 143,949	\$ 114,026	\$ 128,245	\$ 229,666	\$ 235,520	\$ 189,530	\$ 224,231	\$ 120,390	\$ 130,022	\$ 162,531	\$ 172,283	Yes - 6%	2.00%
Marion	\$ 150,821	\$ 171,182	\$ 132,392	\$ 150,265	\$ 125,923	\$ 142,923	\$ 225,194	\$ 233,385	\$ 203,029	\$ 230,438	\$ 123,261	\$ 139,901	\$ 123,677	\$ 140,373	Yes - 6%	7.50%
<b>ERI (Oregon)</b>	no match	no match	\$ 126,542	\$ 131,186	\$ 174,213	\$ 180,641	\$ 218,339	\$ 226,396	no match	no match	no match	no match	\$ 189,075	\$ 196,052		3.67%
<b>Comp Analyst (Oregon)</b>	\$ 183,263	\$ 140,822	\$ 138,700	\$ 145,219	No Match	No Match	\$ 330,300	\$ 345,824	no match	no match	no match	no match	\$ 141,300	\$ 147,941		4.70%
<b>Deschutes</b>	\$ 183,263	\$ 204,463	\$ 152,885	\$ 167,822	\$ 135,364	\$ 147,547	\$ 231,847	\$ 245,165	\$ 219,472	\$ 245,107	\$ 145,747	\$ 163,570	\$ 168,036	\$ 183,159	Yes - 6%	3.00%
<b>Average (excludes DC):</b>	\$ 159,918	\$ 164,015	\$ 131,804	\$ 142,888	\$ 136,094	\$ 149,500	\$ 257,964	\$ 268,478	\$ 207,066	\$ 237,121	\$ 125,974	\$ 140,223	\$ 153,708	\$ 165,450		
% DC Compared:	12.74%	19.78%	13.79%	14.86%	-0.54%	-1.32%	-11.26%	-9.51%	5.65%	3.26%	13.57%	14.27%	8.53%	9.67%		
<b>Average +5% (excludes DC):</b>	\$ 167,914	\$ 172,216	\$ 138,394	\$ 150,032	\$ 142,899	\$ 156,975	\$ 270,862	\$ 281,902	\$ 217,419	\$ 248,977	\$ 132,272	\$ 147,234	\$ 161,394	\$ 173,723		
% DC Compared:	8.38%	15.77%	9.48%	10.60%	-5.57%	-6.39%	-16.83%	-14.98%	0.94%	-1.58%	9.25%	9.99%	3.95%	5.15%		
<b>50th Percentile (excludes DC):</b>	\$ 154,645	\$ 168,664	\$ 132,392	\$ 143,949	\$ 128,069	\$ 144,557	\$ 229,666	\$ 235,520	\$ 203,029	\$ 230,438	\$ 123,261	\$ 139,901	\$ 151,958	\$ 170,603		
% DC Compared:	15.62%	17.51%	13.40%	14.23%	5.39%	2.03%	0.94%	3.93%	7.49%	5.99%	15.43%	14.47%	9.57%	6.86%		
<b>75th Percentile (excludes DC):</b>	\$ 177,064	\$ 176,230	\$ 135,993	\$ 147,742	\$ 163,213	\$ 172,029	\$ 308,310	\$ 323,545	\$ 228,639	\$ 256,693	\$ 134,270	\$ 150,745	\$ 175,803	\$ 184,167		
% DC Compared:	3.38%	3.84%	11.05%	11.96%	-20.57%	-16.59%	-32.98%	-31.97%	-4.18%	-4.73%	7.87%	7.84%	-4.62%	-0.55%		

Stat

**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 FY26 ELECTED OFFICIALS SALARY SURVEY**  
**Survey Data as of June 30, 2025**

**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)	\$158,469	6.0%	6.27%		\$177,913
Lane (elected, Assessment & Tax)	\$147,118	6.0%	2.0%	\$6,720	\$166,145
Marion (elected, Assessment & Tax)	\$150,821	6.0%	7.5%		\$171,182
ERI (Oregon) - No Match	no match				
Comp Analyst (Oregon) - Appraisal Manager	\$134,500		4.7%		\$140,822
Deschutes (elected, does not have Tax) - w/4% FY25 COLA	\$183,263	6.00%	3.00%	\$4,440	\$204,463
Average (excludes DC):	\$ 147,727				\$ 164,015
% DC Compared:	19%				20%
Average +5% (excludes DC):	\$ 155,113				\$ 172,216
% DC Compared:	15%				16%
50th Percentile (excludes DC):	\$ 148,970				\$ 168,664
% DC Compared:	19%				18%
75th Percentile (excludes DC):	\$ 156,557				\$ 176,230
% DC Compared:	15%				14%
<b>2nd in Command</b> N424/Step 7					
Deputy Director, Assessor	Annual Salary	PERS		Longevity	Total Pay
FY25 - 4% COLA	\$ 167,390	6%		\$ 4,560.00	\$182,267
% Diff Assessor to Deputy		9%			

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 FY26 ELECTED OFFICIALS SALARY SURVEY**  
**Survey Data as of June 30, 2025**

**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	\$128,101	6.00%	6.27%		\$143,819
Lane (non-elected)	\$133,286	6.00%	2.0%		\$143,949
Marion	\$132,392	6.00%	7.5%		\$150,265
ERI (Oregon) - Records Management Manager	\$126,542		3.7%		\$131,186
Comp Analyst (Oregon) - Records Manager	\$138,700		4.7%		\$145,219
Deschutes w/4% FY25 COLA	\$152,885	6.00%	3.00%	\$1,110	\$167,822
<b>Average (excludes DC):</b>	\$ 131,804				\$ 142,888
% DC Compared:	14%				17%
<b>Average +5% (excludes DC):</b>	\$ 138,394				\$ 150,032
% DC Compared:	10%				12%
<b>50th Percentile (excludes DC):</b>	\$ 132,392				\$ 143,949
% DC Compared:	15%				17%
<b>75th Percentile (excludes DC):</b>	\$ 135,993				\$ 147,742
% DC Compared:	12%				14%

**2nd in Command**

N415	Min	Max
Elections/Recording Supervisor	\$ 77,420.49	\$ 103,750.84
% Diff Clerk to Supervisor:	49%	
FY25 COLA- 4%:	\$ 80,517.31	\$ 107,900.88
% Diff Clerk to Supervisor:	47%	

**DESCHUTES COUNTY FY26 ELECTED OFFICIALS SALARY SURVEY**  
 Survey Data as of June 30, 2025

**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	\$286,320	\$164,520	\$121,800	6.00%	6.27%		\$136,745	\$286,320	\$301,265
Lane	\$229,666	\$164,520	\$65,146	6.00%	2.00%	\$8,040	\$71,000.45	\$229,666	\$235,520
Marion	\$225,194	\$164,520	\$60,674	6.00%	7.50%		\$68,865	\$225,194	\$233,385
ERI (Oregon) - General Counsel	\$218,339	\$218,339			3.7%			\$218,339	\$226,396
Comp Analyst (Oregon) - General Counsel	\$330,300	\$330,300			4.7%			\$330,300	\$345,824
Deschutes - w/4% FY25 COLA on stipend	\$231,847	\$164,520	\$67,327	6.00%	3.00%	\$6,660	\$80,645	\$231,847	\$245,165
Average (excludes DC):	\$ 257,964						\$ 92,203	\$ 257,964	\$ 268,478
% DC Compared:	-11%						-14%	-11%	-10%
Average +5% (excludes DC):	\$ 270,862						\$ 96,813	\$ 270,862	\$ 281,902
% DC Compared:	-17%						-20%	-17%	-15%
50th Percentile (excludes DC):	\$ 229,666						\$ 71,000	\$ 229,666	\$ 235,520
% DC Compared:	1%						12%	1%	4%
75th Percentile (excludes DC):	\$ 308,310						\$ 136,745	\$ 308,310	\$ 323,545
% DC Compared:	-33%						-70%	-33%	-32%

Chief Deputy DA	Min	Max	FY25 COLA	FY26 Longevity	Total Pay (At max)
N429	\$ 152,413.45	\$ 204,248.91	4%	\$ 4,360.00	\$ 216,978.87
% Diff DA (DC & State) to Deputy:					
Deputy to DA %	14%				

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



**DESCHUTES COUNTY FY26 ELECTED OFFICIALS SALARY SURVEY**  
**Survey Data as of June 30, 2025**

**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	\$130,214	6.00%	6.27%		\$146,191
Lane	\$114,026	6.00%	0.0%	\$6,960	\$128,245
Marion	\$125,923	6.00%	7.5%		\$142,923
ERI (Oregon) - Board/Commission Member	\$174,213		3.7%		\$180,641
Comp Analyst (Oregon)	No Match				
Deschutes - w/4% FY25 COLA	\$135,364	6.00%	3.0%		\$147,547
<b>Average (excludes DC):</b>	\$ 136,094				\$ 149,500
% DC Compared:	-1%				-1%
<b>Average +5% (excludes DC):</b>	\$ 142,899				\$ 156,975
% DC Compared:	-6%				-6%
<b>50th Percentile (excludes DC):</b>	\$ 128,069				\$ 144,557
% DC Compared:	5%				2%
<b>75th Percentile (excludes DC):</b>	\$ 163,213				\$ 172,029
% DC Compared:	-21%				-17%

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 FY26 ELECTED OFFICIALS SALARY SURVEY**  
**Survey Data as of June 30, 2025**

**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	\$228,639	6.00%	6.27%		\$256,693
Lane	\$189,530	6.00%	2.00%	\$18,091.78	\$224,231
Marion	\$203,029	6.00%	7.50%		\$230,438
Agregator Survey - ERI (Oregon)	no match				
Agregator Survey - Comp Analyst (Oregon)	no match				
Deschutes - w/4% FY25 COLA	\$ 219,471.91	6.00%	3.00%	\$5,550	\$245,107
Average (excludes DC):	\$ 207,066				\$ 237,121
% DC Compared:	6%				3%
Average +5% (excludes DC):	\$ 217,419				\$ 248,977
% DC Compared:	1%				-2%
50th Percentile (excludes DC):	\$ 203,029				\$ 230,438
% DC Compared:	7%				6%
75th Percentile (excludes DC):	\$ 228,639				\$ 256,693
% DC Compared:	-4%				-5%

2nd in Command	Min Pay	Max Pay	Reflects FY25 COLA & Longevity Rates	Longevity
Captain, N4256	\$ 132,926.56	\$ 178,134.53	4%	\$ 5,700.00
% Diff Sheriff to Captain	-39%	-19%		

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 FY26 ELECTED OFFICIALS SALARY SURVEY**  
**Survey Data as of June 30, 2025**

**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)	\$134,270	6.00%	6.27%		\$150,745
Lane (reflects FT salary, currently at .5 FTE)	\$120,390	6.00%	2.00%		\$130,022
Marion	\$123,261	6.00%	7.50%		\$139,901
ERI (Oregon)	no match				
Comp Analyst (Oregon)	no match				
Deschutes (also Atty) - w/FY25 4% COLA (reflects FT salary, currently at .6 FTE)	\$145,747	6.00%	3.00%	\$4,440	\$163,570
<b>Average (excludes DC):</b>	\$ 125,974				\$ 140,223
% DC Compared:	14%				14%
<b>Average +5% (excludes DC):</b>	\$ 132,272				\$ 147,234
% DC Compared:	9%				10%
<b>50th Percentile (excludes DC):</b>	\$ 123,261				\$ 139,901
% DC Compared:	15%				14%
<b>75th Percentile (excludes DC):</b>	\$ 134,270				\$ 150,745
% DC Compared:	8%				8%

  

Reflects FY25 4% COLA	Min	Max
2nd Cmnd: Court Admin, N418	\$ 88,770.28	\$ 118,960.58
% Diff JoP to Administrator:	18%	

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 FY26 ELECTED OFFICIALS SALARY SURVEY**  
**Survey Data as of June 30, 2025**

**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
Clackamas (elected)	\$ 151,957.94	6.00%	6.27%		\$ 170,603.18
*Lane (non-elected)					
Budget/Financial Planning Manager County Treasurer	\$ 162,531.20	6.00%			\$ 172,283.07
Marion (elected)	\$ 123,676.80	6.00%	7.50%		\$ 140,373.17
ERI (Oregon) - Treasury Director	\$189,075		3.7%		\$ 196,051.87
Comp Analyst (Oregon) - Treasury Manager	\$141,300		4.7%		\$ 147,941.10
Deschutes County (elected) @.5 w/FY25 4% COLA	\$84,018	6.00%	3.00%		\$ 91,579.54
Deschutes County (1.0 Equivalent) w/FY25 4% COLA	\$168,036	6.00%	3.00%		\$ 183,159.09
Average (excludes DC):	\$ 153,708				\$ 165,450.48
% DC Compared: (1.0 Equivalent)	9%				10%
Average +5% (excludes DC):	\$ 161,394				\$ 173,723.00
% DC Compared: (1.0 Equivalent)	4%				5%
50th Percentile (excludes DC):	\$ 151,958				\$ 170,603.18
% DC Compared: (1.0 Equivalent)	10%				7%
75th Percentile (excludes DC):	\$ 175,803				\$ 184,167.47
% DC Compared: (1.0 Equivalent)	-5%				-1%

\*Notes:

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

CFO Pay Grade:	N427	FY25 Rates		
		MIN	MID	MAX
FY25	4% COLA	\$69.79	\$80.79	\$93.52
		\$145,172.85	\$168,035.86	\$194,522.95