



## DESCHUTES COUNTY

### Summary Elected Officials - FY24 Compensation Board Survey Data as 5/1/2023

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	435,024
Lane	392,349
Marion	355,094
Jackson	229,274
Deschutes	210,409

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

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

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**ELECTED OFFICIALS - FY24 COMPENSATION BOARD  
SUMMARY OF COLA HISTORY**

Elected Official COLA Summary								
Elected Officials	7/1/2015	7/1/2016	7/1/2017	7/1/2018	7/1/2019	7/1/2020	7/1/2021	7/1/2022
	COLA	COLA	COLA	COLA	COLA	COLA	COLA	COLA
Assessor	1.5%	2.0%	6.0%	3.0%	20.0%	0.0%	3.3%	10.0%
Clerk	6.0%	3.0%	2.5%	2.1%	17.0%	0.0%	1.5%	5.5%
Commissioners	3.0%	5%*	5.0%	3.0%	6.0%	0.0%	3.3%	5.5%
District Attorney	1.0%	1.5%	2.5%	7.0%	26.0%	0.0%	6.6%	8.0%
Justice of Peace	0.0%	0.0%	2.5%	2.1%	23.0%	0.0%	1.5%	5.5%
Sheriff	0.0%	1.5%	2.5%	2.1%	9.0%	0.0%	9.6%	5.5%
Treasurer (Stipend)	0.0%	1.5%	2.5%	Adj. to \$5112/yr	Adj to \$426/yr	*Adj to \$5110/yr	1.5% on stipend	No Chg to stipend

\*Treasurer Stipend, Order #2020-005

Non-elected positions								
Bargaining Unit	7/1/2015	7/1/2016	7/1/2017	7/1/2018	7/1/2019	7/1/2020	7/1/2021	7/1/2022
	COLA	COLA	COLA	COLA	COLA	COLA	COLA	COLA
IUOE, FOPPO, DCSEA, DCDA	1.5%	1.5%	2.5%	2.1%	1.6%	2.5%	1.5%	5.50%
911	1.5%	1.5%	2.5%	2.1%	1.6%	2.5%	1.4%	5.50%
NON-REP	2.0%	2.0%	2.5%	2.1%	1.6%	2.5%	1.5%	5.50%
AFSCME	1.5%	1.5%	2.5%	2.1%	1.6%	2.5%	1.5%	5.50%

**FY24 DIRECTOR PAY FOR REFERENCE**

**COLA: 4%** (proposed FY24 Budget)

Director Pay Grades

*Annual Salary Reflects 4% COLA for FY24  
7 Steps, 5% spread between steps*

Job Description	Grade	Min	Mid	Max
Director, 911 Director, Facilities Director, Fair & Expo Director, Solid Waste	N426	\$61.45 \$127,324.80	\$71.14 \$147,394.56	\$82.35 \$170,627.76
Director, Community Development Chief Financial Officer Director, Community Justice Director, Health Services Director, Human Resources Director, Info Technology Director, Public Works	N427	\$64.52 \$133,690.92	\$74.69 \$154,764.00	\$86.47 \$179,159.16
Deputy County Administrator	N428	\$67.75 \$140,375.52	\$78.43 \$162,502.44	\$90.79 \$188,117.04
County Administrator 4 steps	N270	\$103.26 \$213,958.20		\$118.11 \$244,722.84



**DESCHUTES COUNTY**

**Compensation Board - Recommendation Summary**

**Elected Officials - FY24**

*Changes effective July 1, 2023*

<b>Elected Officials</b>	<b>FY24 Adjustment Recommendation</b>	<b>Notes/Consideration</b>
<b>Assessor</b>	5%	<i>Adjustment to maintain 5% spread from Deputy</i>
<b>Clerk</b>	0%	<i>No adjustment to maintain Comp Philosophy</i>
<b>Commissioners</b>	8%	<i>Adjustment to maintain Comp Philosophy</i>
<b>District Attorney</b>	30%	<i>Adjustment to County contribution to maintain Comp Philosophy</i>
<b>Sheriff</b>	3%	<i>Adjustment to maintain Comp Philosophy</i>
<b>Justice of Peace</b>	0.0%	<i>No adjustment to maintain Comp Philosophy</i>
<b>Treasurer</b>		<i>To be discussed</i>

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

*Additional consideration for FY24 COLA application as survey data does not reflect FY24 COLAs applied to comparator counties.*

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

**FY24 Proposed Cost of Living Adjustment: 4%**

**DESCHUTES COUNTY FY24 ELECTED OFFICIALS SALARY SURVEY**  
**Annual Compensation Comparison Summary**  
**Survey Data as of 5/1/2023**

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	\$ 145,672	\$ 163,546	\$ 117,756	\$ 132,205	\$ 119,699	\$ 134,386	\$ 259,789	\$ 272,711	\$ 210,176	\$ 235,965	\$ 123,427	\$ 138,571	\$ 139,687	\$ 156,827	Yes - 6%	6.27%
Jackson	\$ 123,885	\$ 131,318	\$ 109,616	\$ 116,193	\$ 136,594	\$ 149,878	\$ 192,207	\$ 194,471	\$ 159,848	\$ 169,439	\$ 74,880	\$ 79,373	\$ 152,194	\$ 161,325	Yes - 6%	0.00%
Lane	\$ 133,648	\$ 151,597	\$ 119,496	\$ 129,056	\$ 87,869	\$ 100,519	\$ 215,992	\$ 221,470	\$ 181,126	\$ 212,658	\$ 115,718	\$ 124,975	\$ 151,590	\$ 160,686	Yes - 6%	2.00%
Marion	\$ 138,108	\$ 156,753	\$ 121,224	\$ 137,589	\$ 115,296	\$ 130,861	\$ 201,936	\$ 208,343	\$ 178,776	\$ 202,911	\$ 112,860	\$ 128,096	\$ 113,232	\$ 128,518	Yes - 6%	7.50%
Deschutes	\$ 155,159	\$ 173,703	\$ 128,499	\$ 140,064	\$ 111,422	\$ 121,450	\$ 200,516	\$ 210,546	\$ 185,038	\$ 207,415	\$ 129,563	\$ 144,658	\$ 17,293	\$ 18,849	Yes - 6%	3.00%
<b>Average (excludes DC):</b>	\$ 135,328	\$ 150,804	\$ 117,023	\$ 128,761	\$ 114,864	\$ 128,911	\$ 217,481	\$ 224,249	\$ 182,482	\$ 205,243	\$ 106,721	\$ 117,754	\$ 139,176	\$ 151,839		
% DC Compared:	14.65%	15.18%	9.81%	8.78%	-3.00%	-5.79%	-7.80%	-6.11%	1.40%	1.06%	21.40%	22.85%	-87.57%	-87.59%		
<b>Average +5% (excludes DC):</b>	\$ 142,095	\$ 158,344	\$ 122,874	\$ 135,199	\$ 120,608	\$ 135,356	\$ 228,355	\$ 235,461	\$ 191,606	\$ 215,505	\$ 112,057	\$ 123,642	\$ 146,135	\$ 159,431		
% DC Compared:	9.19%	9.70%	4.58%	3.60%	-7.62%	-10.27%	-12.19%	-10.58%	-3.43%	-3.75%	15.62%	17.00%	-88.17%	-88.18%		
<b>50th Percentile (excludes DC):</b>	\$ 135,878	\$ 154,175	\$ 118,626	\$ 130,630	\$ 117,497	\$ 132,623	\$ 208,964	\$ 214,907	\$ 179,951	\$ 207,784	\$ 114,289	\$ 126,536	\$ 145,639	\$ 158,756		
% DC Compared:	14%	13%	8%	7%	-5%	-8%	-4%	-2%	3%	0%	13%	14%	-88%	-88%		
<b>75th Percentile (excludes DC):</b>	\$ 143,781	\$ 161,848	\$ 120,792	\$ 136,243	\$ 132,370	\$ 146,005	\$ 248,840	\$ 259,901	\$ 202,914	\$ 230,138	\$ 121,500	\$ 135,953	\$ 152,043	\$ 161,165		
% DC Compared:	8%	7%	6%	3%	-16%	-17%	-19%	-19%	-9%	-10%	7%	6%	-89%	-88%		

**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 FY24 ELECTED OFFICIALS SALARY SURVEY**  
**Survey Data as of 5/1/2023**

**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
<b>Clackamas</b> <i>(elected, Assessment &amp; Tax)</i>	\$145,672	6.0%	6.27%		\$163,546
<b>Jackson</b> <i>(elected, does not have Tax)</i>	\$123,885	6.0%			\$131,318
<b>Lane</b> <i>(elected, Assessment &amp; Tax)</i>	\$133,648	6.0%	2.0%	\$6,720	\$151,597
<b>Marion</b> <i>(elected, Assessment &amp; Tax)</i>	\$138,108	6.0%	7.5%		\$156,753
<b>Deschutes</b> <i>(elected, does not have Tax)</i>	\$155,159	6.00%	3.00%	\$4,320	\$173,703
<b>Average (excludes DC):</b>	\$ 135,328				\$ 150,804
% DC Compared:	15%				15%
<b>Average +5% (excludes DC):</b>	\$ 142,095				\$ 158,344
% DC Compared:	9%				10%
<b>50th Percentile (excludes DC):</b>	\$ 135,878				\$ 154,175
% DC Compared:	14%				13%
<b>75th Percentile (excludes DC):</b>	\$ 143,781				\$ 161,848
% DC Compared:	8%				7%
<b>2nd in Command</b> N424/Step 7					
Deputy Director, Assessor	Annual Salary	<i>Reflects FY24 4% COLA &amp; Longevity Rates</i>			Total Pay
FY23	\$ 148,811	6%		\$ 4,320.00	\$162,319
% Diff Assessor to Deputy	4.27%				
FY24 - 4% COLA	\$ 154,764	6%		\$ 4,440.00	\$168,756
% Diff Assessor to Deputy	0.26%				

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 FY24 ELECTED OFFICIALS SALARY SURVEY**  
**Survey Data as of 5/1/2023**

**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	\$117,756	6.00%	6.27%		\$132,205
Jackson	\$109,616	6.00%	0.0%		\$116,193
Lane <i>(non-elected)</i>	\$119,496	6.00%	2.0%		\$129,056
Marion	\$121,224	6.00%	7.5%		\$137,589
<b>Deschutes</b>	<b>\$128,499</b>	<b>6.00%</b>	<b>3.00%</b>		<b>\$140,064</b>
<b>Average (excludes DC):</b>	\$ 117,023				\$ 128,761
% DC Compared:	10%				9%
<b>Average +5% (excludes DC):</b>	\$ 122,874				\$ 135,199
% DC Compared:	5%				4%
<b>50th Percentile (excludes DC):</b>	\$ 118,626				\$ 130,630
% DC Compared:	8%				7%
<b>75th Percentile (excludes DC):</b>	\$ 120,792				\$ 136,243
% DC Compared:	6%				3%

2nd in Command		
N415	Min	Max
Elections/Recording Supervisor	\$ 68,110.02	\$ 91,363.58
<i>% Diff Clerk to Supervisor:</i>	<i>89%</i>	
FY24 COLA:	\$ 70,834.42	\$ 95,018.13
<i>% Diff Clerk to Supervisor:</i>	<i>81%</i>	

Notes:

Lane no longer receives a car allowance

**DESCHUTES COUNTY FY24 ELECTED OFFICIALS SALARY SURVEY**  
**Survey Data as of 5/1/2023**

**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	\$119,699	6.00%	6.27%		\$134,386
Jackson	\$136,594	6.00%	0.0%	\$4,800	\$149,878
Lane	\$87,869	6.00%	0.0%	\$6,960	\$100,519
Marion	\$115,296	6.00%	7.5%		\$130,861
<b>Deschutes</b>	<b>\$111,422</b>	<b>6.00%</b>	<b>3.0%</b>		<b>\$121,450</b>
<b>Average (excludes DC):</b>	<b>\$ 114,864</b>				<b>\$ 128,911</b>
% DC Compared:	-3%				-6%
<b>Average +5% (excludes DC):</b>	<b>\$ 120,608</b>				<b>\$ 135,356</b>
% DC Compared:	-8%				-10%
<b>50th Percentile (excludes DC):</b>	<b>\$ 117,497</b>				<b>\$ 132,623</b>
% DC Compared:	-5%				-8%
<b>75th Percentile (excludes DC):</b>	<b>\$ 132,370</b>				<b>\$ 146,005</b>
% DC Compared:	-16%				-17%

Notes:

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

Jackson receives a car allowance of \$4,800 per year

Lane receives a car allowance of 6,960 per year

Lane offered 2% deferred comp contribution, however Commissioners have all declined

Clackamas offers Chair 2% more per month

**DESCHUTES COUNTY FY24 ELECTED OFFICIALS SALARY SURVEY**  
**Survey Data as of 5/1/2023**

**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	State Salary	County Stipend	PERS Contribution	401(K)/457 Contribution	Other Add Pay (Auto, Longevity, Etc.)	Total County Pay	Base Salary (State and County)	Total Pay
Clackamas	\$154,476	\$105,313	6.00%	6.27%		\$118,235	\$259,789	\$272,711
Jackson	\$154,476	\$37,731	6.00%	0.00%		\$39,995	\$192,207	\$194,471
Lane	\$154,476	\$61,516	6.00%	2.00%	\$6,960	\$66,994.08	\$215,992	\$221,470
Marion	\$154,476	\$47,460	6.00%	7.50%		\$53,867	\$201,936	\$208,343
<b>Deschutes</b>	<b>\$154,476</b>	<b>\$46,040</b>	<b>6.00%</b>	<b>3.00%</b>	<b>\$5,400</b>	<b>\$56,070</b>	<b>\$200,516</b>	<b>\$210,546</b>
<b>Average (excludes DC):</b>	\$ 154,476	\$ 63,005				\$ 69,773	\$ 217,481	\$ 224,249
% DC Compared:	0%	-27%				-20%	-8%	-6%
<b>Average +5% (excludes DC):</b>	\$ 154,476	\$ 66,155				\$ 73,261	\$ 228,355	\$ 235,461
% DC Compared:	0%	-30%				-23%	-12%	-11%
<b>50th Percentile (excludes DC):</b>	\$ 154,476	\$ 54,488				\$ 60,431	\$ 208,964	\$ 214,907
% DC Compared:	0%	-16%				-7%	-4%	-2%
<b>75th Percentile (excludes DC):</b>	\$ 154,476	\$ 94,364				\$ 105,425	\$ 248,840	\$ 259,901
% DC Compared:	0%	-51%				-47%	-19%	-19%

Notes: Clackamas comps are higher - DA received 11.65%, plus COLA - for reference, they also use Multnomah & Washington County as a comparator

Chief Deputy DA	FY24 COLA	Annual Salary	FY24 Longevity		6%	Total Pay
N425, Top Step 7:	4%	\$162,502.44	\$ 4,440.00		\$ 10,016.55	\$ 176,958.99
% Diff DA (DC & State) to Deputy:		23%				

Notes:  
 State Salary: \$12,873/mo  
 Lane receives a car allowance of \$580/mo (6960 per year) - included as Other Add Pay



**DESCHUTES COUNTY FY24 ELECTED OFFICIALS SALARY SURVEY**  
**Survey Data as of 5/1/2023**

**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	\$210,176	6.00%	6.27%		\$235,965
Jackson	\$159,848	6.00%	0.00%		\$169,439
Lane	\$181,126	6.00%	2.00%	\$15,779.40	\$212,658
Marion	\$178,776	6.00%	7.50%		\$202,911
<b>Deschutes County</b>	<b>\$ 185,038.00</b>	<b>6.00%</b>	<b>3.00%</b>	<b>\$5,400</b>	<b>\$207,415</b>
<b>Average (excludes DC):</b>	<b>\$ 182,482</b>				<b>\$ 205,243</b>
% DC Compared:	1%				1%
<b>Average +5% (excludes DC):</b>	<b>\$ 191,606</b>				<b>\$ 215,505</b>
% DC Compared:	-3%				-4%
<b>50th Percentile (excludes DC):</b>	<b>\$ 179,951</b>				<b>\$ 207,784</b>
% DC Compared:	3%				0%
<b>75th Percentile (excludes DC):</b>	<b>\$ 202,914</b>				<b>\$ 230,138</b>
% DC Compared:	-9%				-10%

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

2nd in Command	Base Pay	Reflects FY24 COLA & Longevity Rates	Longevity	Total Pay
Captain, N425	\$ 162,502.44	6%	\$ 5,500.00	\$ 178,082.59
<i>% Diff Sheriff to Captain</i>	<i>14%</i>			
	Min	Max		
Undersheriff, N426 (not assigned):	\$ 127,324.80	\$ 170,627.76		

Notes:

Lane County - receives a car allowance of \$560/mo (6,720 per year) and an additional 6% Advanced DPSST certification pay - - included as Other Add Pay

**DESCHUTES COUNTY FY24 ELECTED OFFICIALS SALARY SURVEY**  
**Survey Data as of 5/1/2023**

**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
<b>Clackamas (Atty)</b>	\$123,427	6.00%	6.27%		\$138,571
<b>Jackson</b> <i>(new EE - lower step)</i>	\$74,880	6.00%	0.00%		\$79,373
<b>Lane</b> <i>(reflects FT salary, currently at .5 FTE)</i>	\$115,718	6.00%	2.00%		\$124,975
<b>Marion</b>	\$112,860	6.00%	7.50%		\$128,096
<b>Deschutes (Atty)</b> <i>(reflects FT salary, currently at .6 FTE)</i>	\$129,563	6.00%	3.00%	\$3,240	\$144,658
<b>Average (excludes DC):</b>	\$ 106,721				\$ 117,754
% DC Compared:	21%				23%
<b>Average +5% (excludes DC):</b>	\$ 112,057				\$ 123,642
% DC Compared:	16%				17%
<b>50th Percentile (excludes DC):</b>	\$ 114,289				\$ 126,536
% DC Compared:	13%				14%
<b>75th Percentile (excludes DC):</b>	\$ 121,500				\$ 135,953
% DC Compared:	7%				6%

<i>Reflects FY24 4% COLA</i>	Min	Max
2nd Cmnd: Court Admin, N418	\$ 86,178.00	\$ 115,487.00
<i>% Diff JoP to Administrator:</i>	<i>12%</i>	

**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.  
 Jackson County justice doesn't do small claims, all in circuit court

**DESCHUTES COUNTY FY24 ELECTED OFFICIALS SALARY SURVEY**  
**Survey Data as of 5/1/2023**

**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
<a href="#">Clackamas (elected)</a>	\$ 139,687.00	6.00%	6.27%		\$ 156,826.59
<a href="#">Jackson - Finance Director serves as Treasurer (non-elected/Home Rule)</a>	\$ 152,193.60	6.00%	0.00%		\$ 161,325.22
<a href="#">Lane (non-elected)</a>	\$151,590	6.00%			\$ 160,685.82
<a href="#">Financial Services Manager/ County Treasurer</a>					
<a href="#">Marion (elected)</a>	\$ 113,232.00	6.00%	7.50%		\$ 128,518.32
<b>Deschutes County (elected)</b> <i>(Treasurer = 10% of top step CFO )</i>	\$17,293	6.00%	3.00%		\$ 18,849.37
<b>Average (excludes DC):</b>	\$ 139,176				\$ 151,838.99
% DC Compared:	-88%				\$ (0.88)
<b>Average +5% (excludes DC):</b>	\$ 146,135				\$ 159,430.94
% DC Compared:	-88%				\$ (0.88)
<b>50th Percentile (excludes DC):</b>	\$ 145,639				\$ 158,756.21
% DC Compared:	-88%				\$ (0.88)
<b>75th Percentile (excludes DC):</b>	\$ 152,043				\$ 161,165.37
% DC Compared:	-89%				\$ (0.88)

Notes:

DC 457 match will be on Elected Treasurer stipend only  
Treasurer Stipend, Order #2020-005

FY24 Rates

CFO Pay Grade:	N427	MIN	MID	MAX
<b>FY24</b>	4% COLA	\$64.52	\$74.69	\$86.47
		\$133,690.92	\$154,764.00	\$179,159.16