



**ELECTED OFFICIALS'
COMPENSATION COMMITTEE MEETING
FISCAL YEAR 2026/2027**

**Tuesday, March 10, 2026 @ 4:00 pm
601 State Street, 1st Floor Conf Room, Hood River OR**

Join Virtually: [Webinar Registration - Zoom](#)

AGENDA

- I. CALL TO ORDER
- II. ELECTION OF SUB-COMMITTEE CHAIR AND VICE CHAIR
- III. REVIEW AND DISCUSS ELECTED OFFICIALS' COMPENSATION DATA – Carin Pike, Human Resources Director
- IV. COMPENSATION COMMITTEE APPROVALS FOR FY 2026/2027 BUDGET
 - Full Sub-Committee
 - County Sheriff - salary and cost of labor
 - Justice of the Peace - salary and cost of labor
 - District Court Attorney - Stipend
 - Citizen Members of Committee only
 - County Commissioners – Cost of Labor
 - Commission Chair – Cost of Labor
- V. ADJOURN

NEWS RELEASE

BUREAU OF LABOR STATISTICS
U.S. DEPARTMENT OF LABOR



**Transmission of material in this release is embargoed until
8:30 a.m. (ET) Friday, February 13, 2026**

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CONSUMER PRICE INDEX – JANUARY 2026

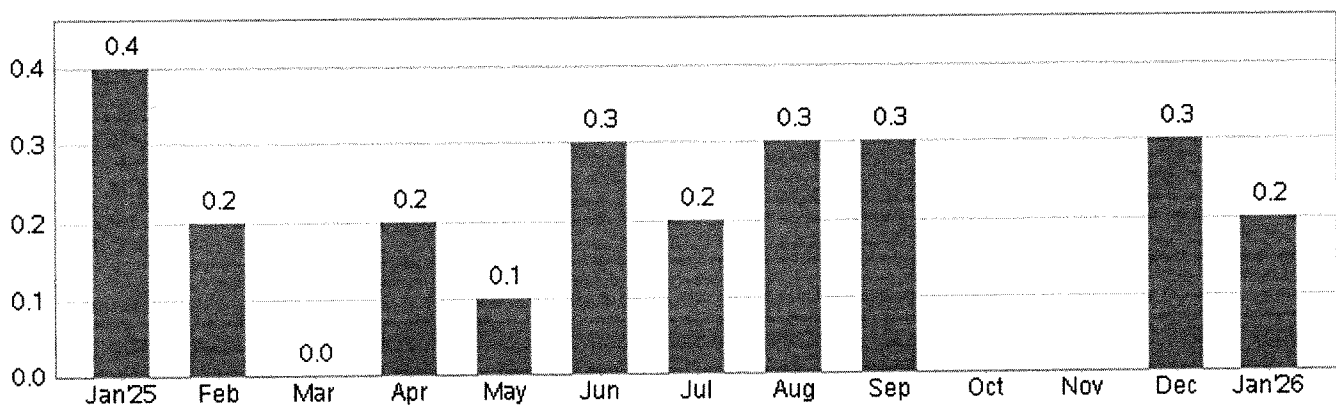
The Consumer Price Index for All Urban Consumers (CPI-U) increased 0.2 percent on a seasonally adjusted basis in January, the U.S. Bureau of Labor Statistics reported today. Over the last 12 months, the all items index increased 2.4 percent before seasonal adjustment.

The index for shelter rose 0.2 percent in January and was the largest factor in the all items monthly increase. The food index increased 0.2 percent over the month as did the food at home index, while the food away from home index rose 0.1 percent. These increases were partially offset by the index for energy, which fell 1.5 percent in January.

The index for all items less food and energy rose 0.3 percent in January. Indexes that increased over the month include airline fares, personal care, recreation, medical care, and communication. The indexes for used cars and trucks, household furnishings and operations, and motor vehicle insurance were among the major indexes that decreased in January.

The all items index rose 2.4 percent for the 12 months ending January, after rising 2.7 percent for the 12 months ending December. The all items less food and energy index rose 2.5 percent over the last 12 months. The energy index decreased 0.1 percent for the 12 months ending January. The food index increased 2.9 percent over the last year.

Chart 1. One-month percent change in CPI for All Urban Consumers (CPI-U), seasonally adjusted, Jan. 2025 - Jan. 2026
Percent change



NOTE: The Oct and Nov 2025 data values are not available due to the 2025 lapse in appropriations.

Sheriff

County	Salary
Clatsop	\$201,301
Crook	\$ 164,819.00
Curry	\$ 109,046.00
Lincoln	\$ 147,554.00
Tillamook	\$ 139,830.00
Wasco	\$ 139,009.00
Hood River	\$ 152,713.00

Average (MEAN) Salary	\$ 150,610.29
Median Salary	\$ 147,554.00
Hood River County	\$152,713.00
Difference:	
Average (Mean)	-1.38
Median	-3.38

Commissioners

County	Salary	
Clatsop	\$ 20,221.00	Expenses Stipend
Crook	\$ 123,656.00	Full time
Curry	\$ 46,463.00	Full time
Lincoln	\$ 106,505.00	Full time
Tillamook	\$ 98,324.00	Full Time
Wasco	\$ 56,185.00	Full time
Hood River	\$ 21,944.00	Part time

Comparing only Part-Time		
Average(MEAN) Salary	\$ 21,082.50	There was not a comparable commissioner arrangement. Numbers reflect Clatsop and HR only.
Median Salary	\$ 21,082.50	
Hood River County	\$ 21,944.00	
Difference:		
Average (Mean)	-3.9	
Median	-3.925902297	

Justice of the Peace

Clatsop	Salary
Crook	-
Curry	-
Lincoln	-
Tillamook	\$ 96,136.00
Wasco	-
Hood River	\$ 96,366.00

Average (MEAN) Salary	\$ 96,251.00
Median Salary	\$ 96,251.00
Hood River County	\$ 96,366.00
Difference:	
Average (Mean)	-0.12
Median	-0.12

District Attorney Stipend

County	Stipend	
Clatsop	\$ 49,675.00	Full time
Crook	\$ 42,229.00	
Curry	\$ 117,648.00	Full time
Lincoln	\$ 27,567.00	
Tillamook	\$ 20,424.00	Full time
Wasco	\$ -	
Hood River	\$ 20,700.00	

Average (MEAN) Salary	\$ 22,184.00	When calculating the Avg and Median Salary, I excluded full time rates calculations
Median Salary	\$ 20,700.00	
Hood River County	\$20,700.00	
Difference:		
Average (MEAN)	7.17	
Median	0.00	

Summary:
 PERS: Hood River County pays PERS for the Sheriff and for the Justice of the Peace; but not for Commissioners
 Health Insurance: Hood River County pays 85% of either of the two offered Medical Insurance Medical Programs; 85% of Vision Program and the remainder of the Dental premium over \$105/month
 Leave: No elected officials receive any Leave Benefits, no Holiday pay, no Sick Leave.

ORS 8.830 Additional Compensation from County for District Attorney paid by State: Whenever in the judgement of any county court or board of county commissioners, the salaries paid by the state to the district attorney, are not commensurate with the character of th service performed, the county court or board of county commissioerns may pay out of the funds of the county such additional amounts as will properly compensate said officers for the service performed.

Elected Official Data	Clatsop	Crook	Curry	Lincoln	Tillamook	Wasco	Hood River
Sheriff							
Considered Full Time	Full Time	Full Time	Full Time	Full time	Full Time	Full Time	Full Time
Paid Annual Salary/Paid Hourly	Salary - \$203,887 10% cushion guarantee btwn Mgr and Direct reports	Salary - \$164,819 Has this same challenge. Unclear on solve. Leadership in SO received big raises which compressed the Under Sheriff and Sheriff.	Salary - \$109,046	Salary - \$147,554 1% higher than the highest paid subordinate (statute), now it's 2% higher.	Salaried - \$139,830	Salaried - \$156,698 5% pay grade difference between Sheriff and Undersheriff on the pay scale.	Salary - \$152,713
#Direct Reports - # Departments	8 FTE / 6 Dept	9 FTE/6 Depts	9 FTE/6 Depts	4 FTE/5 Divisions	6 FTE/3 Depts	5 FTE / 6 Dept	8 FTE/6 Depts
Vacation/# Days or Hours	Yes # unknown		N	N	N	N	None
Sick Leave	Yes # unknown	N	N	N	N	1 day/month	None
Medical/Dental/Vision	Medical/Dental/Vision	Medical/Dental/Vision	Medical/Dental/Vision	Medical/Dental Vision	Medical/Dental/Vision	Medical/Dental/Vision	Medical/Dental/Vision
Life Insurance				Y		\$5,000	Y
HRA					Y - \$115		Rollover Allowed
Life Insurance	Y				\$50k	\$5,000	Y
Health Benefit % Premium	90% Covered	80% Covered	94% Covered	90% Covered	90% Covered	100% EE Only for employees working 21.75 hrs+ per month, 75% for Spouse or Family Dental is 100% for EE only	85% Covered
Certification Pay	N		N	N	Y - Effective 1/1/2026	N	Y
Certification Pay Amount	N		N	N	Y - Effective 1/1/2026 (7% DPSST Adv)	N	8%/month
Personal Leave/# Hours	N		N	N	N	28 days	N
Holiday Pay/# Hours	Yes - 11.5 days	11+1 floating - SO Ees get PTO	N	11 holidays	N	10 holidays	11 holidays
Cell Phone						\$50 per month	Y
PERS		Only Law Enforcement Participates	N	Only Law Enforcement Participates / Has retired from PERS and gets 11% into 401k		Yes - Undefined	Yes

Commissioners							
Considered Full Time	Part Time - Chair Full Time	Full Time	Full Time (Chair Director of County Ops)	Full Time - replaced Courts	Full Time	Part Time	Part Time
Paid Annual Salary/Paid Hourly	Volunteer - Receive Stipend for Expenses	Salaried-\$123,656 Receives same COLA as all employees	Salaried-\$46,463	Salaried - \$106,505	Salaried-\$98,324	Salaried: \$56,185	Salaried: \$21,944
#Direct Reports - # Departments	1 FTE	14 FTE / 14 Dept		2 FTE / 2 Dept	4 FTE/1 Dept	1 FTE	4 FTE / County Admin, Justice of Peace, Sheriff, District Attorney
Vacation/# Days or Hours	Varies by Yrs of Service		N	N	N	Varies by Yrs of Serv	0
Sick Leave	0	N		N	N	1 day/month	0
Medical/Dental/Vision	N	Medical/Dental/Vision	Medical/Dental/Vision	Medical/Dental/Vision	Medical/Dental/Vision	Medical/Dental/Vision	Medical/Dental/Vision
HRA Vebe					\$165		
Long Term Disability Insurance						Y	N
Life Insurance					\$50k	\$5,000	Y
Health Benefit % Premium		80% Covered	94% Covered	90% Covered	90% Covered	100% EE Only for employees working 21.75 hrs+ per month, 75% for Spouse or Family Dental is 100% for EE only	85% Covered

Certification Pay	N		N	N	N	N	N
Certification Pay Amount	N		N	N	N	N	N
Personal Leave/# Hours	N		N	N	N	Varies by Yrs of Serv	N
Holiday Pay/# Hours	N		N	11 Holidays	N	10 days/yr	N
iPad Reimbursement				N		Up to \$399	N
Cell Phone				N		\$50 per month	N
PERS			N	N			N

Justice Court Judge

Considered Full Time	N/A	N/A	N/A	N/A	Full Time	N/A	Full Time
Paid Annual Salary/Paid Hourly					Salaried - \$96,136		Salary - \$96,366
#Direct Reports - # Departments					3 FTE / 1 Dept		1 FTE/1 Dept
Vacation/# Days or Hours					N		N
Sick Leave					N		N
Medical/Dental/Vision					Medical/Dental/Vision		Medical/Dental/Vision
Long Term Disability							Y
HRA					y - \$165		Rollover Allowed
Life Insurance					\$50K	\$5,000	Y
Health Benefit % Premium					90% Covered		85% Covered
Certification Pay					N		N
Certification Pay Amount					N		N
Personal Leave/# Hours					N		N
Holiday Pay/# Hours					N		N
PERS							Yes

District Attorney

Considered Full Time	Full Time (Stipend)	.25 FTE	Full Time	Full Time (Stipend)	Full Time (Incentive Pay)	N/A	Full Time (Stipend)
Paid Annual Salary/Paid Hourly	\$49,675	\$44,229	\$117,648	\$27,567 Every two years elected officials get step increase and it's 1.5% between steps. They also are COLA eligible.	\$20,424		\$20,700
#Direct Reports - # Departments	12 FTE / 4 Dept				10 FTE / 1 Dept		4 FTE
Vacation/# Days or Hours					N		N
Sick Leave					N		N
Medical/Dental/Vision					N		N
Health Benefit % Premium					N		N
Certification Pay					N		N
Certification Pay Amount					N		N
Personal Leave/# Hours					N		N
Holiday Pay/# Hours					N		N
PERS					N		N

General Salary Calculations

Sheriff				Difference between Sheriff Salary and Undersheriff Salary \$ 8,434.36 5.224%	2025 CURRENT Under Sheriff Salary Includes Longevity, Cert \$ 161,444.70 Base \$ 133,979.00 Cert \$ 10,718.32 0.08 Long \$ 16,747.38 0.125 \$ 161,444.70
\$ 152,714.00	Annual Sal	12	# mos/year		
\$ 0.030	Increase Amount				
\$ 157,295.420	Increased Annual Salary				
\$ 13,107.95	Monthly Sal				
\$ 1,048.64	Cert % Mo Rate	0.08			
\$ 169,879.05 Annual Salary with 3% increase and Cert Pay					
Sheriff				Difference between Sheriff Salary and Undersheriff Salary \$ 10,083.67 6.25%	2025 CURRENT Sheriff Salary Includes Longevity, Cert Base \$ 152,714.00 Cert \$ 12,217.12 0.08 \$ 164,931.12 2% <i>Current % above Undersheriff</i>
\$ 152,714.00	Annual Sal	12	# mos/year		
\$ 0.040	Increase Amount				
\$ 158,822.560	Increased Annual Salary				
\$ 13,235.21	Monthly Sal				
\$ 1,058.82	Cert % Mo Rate	0.08			
\$ 171,528.36 Annual Salary with 4% increase and Cert Pay					
Sheriff				Difference between Sheriff Salary and Undersheriff Salary \$ 11,732.98 7.27%	
\$ 152,714.00	Annual Sal	12	# mos/year		
\$ 0.050	Increase Amount				
\$ 160,349.700	Increased Annual Salary				
\$ 13,362.48	Monthly Sal				
\$ 1,069.00	Cert % Mo Rate	0.08	Adv Cert %		
\$ 173,177.68 Annual Salary with 5% increase and Cert Pay					

Justice of the Peace

\$ 96,636.00	Annual Salary	
0.10	Increase Amount	If awarded 1%
\$ 106,299.60	New Annual Salary	

Commissioners

\$ 21,944.00	Annual Salary	
0.10	Increase Amount	If awarded 1%
\$ 24,138.40	New Annual Salary	

Commissioner Chair

\$ 29,952.00	Annual Salary	
0.10	Increase Amount	If awarded 1%
\$ 32,947.20	New Annual Salary	

District Attorney

\$ 20,700.00	Annual Stipend	
0.10	Increase Amount	If awarded 1%
\$ 22,770.00	New Annual Stipend	

Sheriff English 2025 Accomplishments

Sheriff Matt English is currently tied as the third longest serving Sheriff in Oregon. English serves on about twenty committees representing Hood River County, chairing five. In 2025, he finished four terms with Oregon's Department of Public Safety Standards and Training, where he was on the Public Safety Memorial Fund Board and chaired the Corrections Policy Committee, as well as the Board on Public Safety Standards and Training, which oversees certifications and training, for all Public Safety Disciplines and Private Security.

Sheriff English is recognized across the Western United States for his work as the co-chair of the Western States Sheriffs' Association Government Affairs and Public Lands Committee, representing nineteen western states, where he continues to engage at a national level with Congress and the Executive Branch.

Under English's leadership, the Sheriff's Office has continued to aggressively seek alternative funding sources to maintain and, in many cases, expand public safety programs in Hood River County. The latest examples were the establishment of the new state funded Law Enforcement Assisted Diversion (LEAD) Program in partnership with Wasco County and a fully funded snowcat from a state grant. Last week, the HRC SO was notified of a new award of state money more than \$340,000 to bolster the IMPACTS Grant.

Sheriff English was the 2020 Oregon Sheriff of the Year and 2024-2025 Western States Sheriff of the Year. He was past president of the Oregon State Sheriff's Association and continues to serve on the executive board, where he has received the President's Special Recognition Award eight times. He is also an active member of the National Sheriff's Association Government Affairs Committee.

	Base	COLA	
2020		2.97%	
The Sheriff's compensation is low compared to the average of the other counties.			
To be consistent, maintain equity and fairness, it is recommended the Sheriff receive the same certification pay as the other members in the Department, an 8% increase retro to January 1, 2022.			
It is also recommended the Sheriff receive a 2% increase in salary plus a cost of living adjustment as approved by the Commissioners for other County employees July 1, 2022.			
2021		0%	2%
2022		0%	2%
The Sheriff's compensation is low compared to the average of the other counties.			
To be consistent, the Sheriff receives the same certification pay as the other members in the Department. As a result of the Comp and Class study, the Undersheriff role is now receiving total compensation (longevity and certification pay) that is 1.5% greater than the Sheriff.			
Effective January 2023, The Undersheriff will receive a step increase in the salary structure. This will increase the Undersheriff salary by an additional 4%.			
With these increases, it is recommended the Sheriff receive a minimum of 8.5% increase in salary, effective December 1, 2022.			
The recommendation would also include a cost of living adjustment as approved by the Commissioners for other County employees effective July 1, 2023.			
2023		8.50%	2.25%
The Committee may wish to increase the minimum percentage increase referenced above to allow for a greater spread between the Undersheriff and the Sheriff compensation numbers.			
Sheriff receive a salary adjustment of 8%, retro to January 1, 2024. Retro salary will take effect fiscal year 23-24 and carry through fiscal year 24-25.			
2024		8%	3.50%
It is recommended that the Sheriff receive a cost of labor adjustment at the same rate as the non-represented staff. That percentage is at this time not yet determined. The cost of labor adjustment will be effective July 1, 2024, in alignment with the non-represented staff.			
Sheriff received a salary adjustment of 5%, retro to January 1, 2025.			
2025		5%	3%
It is recommended that the Sheriff receive a cost of labor adjustment at the same rate as the non-represented staff, effective July 1, 2025			

Grade Top Step Compression Evaluation

Roles	Top Step Base Wage	Grade Compression Evaluation
Sheriff	\$152,714	5%
Under Sheriff	\$144,912	18%
Commander / Division Manager	\$127,250	30%
Sergeant	\$107,202	

Sheriff and Under Sheriff @ Top Step Compression
 Sheriff and Division Commander or Division Manager @ Top Step Compression
 Under Sheriff and Sergeant @ Top Step Compression

Wage Actuals

Wages	Base Wages	With Cert	With Cert, Long,	
Sheriff Actual	\$152,714	\$164,931.12	\$164,931.12	Cert: 8% Not eligible for Longevity or Language pay Step Grade: 10 of 12 Long: 28 years
Under Sheriff Actual	\$133,979	\$144,697.32	\$162,784.49	Cert: 8% Step Grade: 7 of 10 Long: 11 years
P+P Commander Actual	\$113,125	\$122,175.00	\$128,283.75	Cert: 8% Step Grade: 8 of 10 Long: 28 years
911 Division Manager	\$117,650	\$127,062.00	\$142,944.75	Cert: 8% Avg of Sergeants Long: 10 years
Sergeant	\$97,393	\$101,288.72	\$109,391.82	Cert: 4%

Wage Compression By Percentages

	Base Wage	With Cert	With Cert, Long, Lang	If 3% increase
Sheriff and Under Sheriff Compression	12%	12%	1%	4%
Sheriff and Division Commander Compression	26%	26%	22%	24%
Sheriff and Division Manager Compression	23%	23%	13%	16%
Under Sheriff and Sergeant Compression	27%	30%	33%	

204.112 County compensation board; members; compensation review and recommendations.’=

(1) Each county governing body shall appoint a county compensation board. A county compensation board shall consist of from three to five members, who are knowledgeable in personnel and compensation management.

(2) The county compensation board shall annually recommend a compensation schedule for the county elective officers mentioned in ORS 204.005.

(3) The county compensation board shall annually review the compensation paid to persons comparably employed by the State of Oregon, local public bodies and private businesses within a labor market deemed appropriate by the board for each elective officer. The county compensation board shall take into account such factors as the number of employees supervised and the size of the budget administered by each elective officer, the duties and responsibilities of each elective officer, and the compensation paid to subordinates and other appointed employees who serve in positions of comparable management responsibility. The county compensation board shall prepare and approve by majority vote a recommended compensation schedule for the elective officers and shall submit the recommended compensation schedule to the county governing body.

(4) Notwithstanding subsections (1) to (3) of this section, the sheriff’s salary shall be fixed in an amount which is not less than that for any member of the sheriff’s department. [1989 c.941 §1]

Hood River County

District Attorney Elected Official Stipend

In accordance with ORS 204.112, Hood River County, through a 'Compensation Board', shall annually recommend a compensation schedule for the county elective officers mentioned in ORS 204.005 (Election or appointment of county officers).

"The county compensation board shall annually review the compensation paid to persons comparably employed by the State of Oregon, local public bodies and private businesses within a labor market deemed appropriate by the board for each elective officer. The county compensation board shall take into account such factors as the number of employees supervised and the size of the budget administered by each elective officer, the duties and responsibilities of each elective officer, and the compensation paid to subordinates and other appointed employees who serve in positions of comparable management responsibility. The county compensation board shall prepare and approve by majority vote a recommended compensation schedule for the elective officers and shall submit the recommended compensation schedule to the county governing body."

A District Attorney for each county shall be elected by the electors of the county, at the general election, or if applicable, at the election specified in ORS 249.088 next preceding the expiration of the term of the then incumbent. The district attorney shall hold office for the term of four years and until a successor is elected and qualified. Although Oregon's District Attorneys are elected by and accountable to the people in their respective counties, they are considered state officers whose salaries are paid by the state.

In accordance with ORS 8.830, Additional Compensation from the County for District Attorney paid by the State:

"Whenever in the judgement of any county court or board of county commissioners, the salaries paid by the state to the District Attorney, are not commensurate with the character of the service performed, the county court or board of county commissioners may pay out of the funds of the county such additional amounts as will properly compensate said officers for the service performed."

Staff offers three options for reviewing the decision to provide supplemental compensation for the state-paid, county elected District Attorney for Hood River County.

- a) Supplemental compensation paid by Counties comparable in population (3 up and 3 down) size.
 - a. This has been a long standing traditional method used when surveying for the entire employee population (Union and Non-Union) to determine a status of fair pay for similar roles held between the Counties. While this doesn't support the verbiage from ORS 8.830, it is consistent with prior practice involving salary surveys.

This method allows us to remain competitive and attract good talent, while separating compensation from performance which is already being evaluated by the state and voters.

- b) The State of Oregon provides a guideline for measuring agency performance. The Annual Performance Progress Report is the primary expression of agency performance measured against legislatively approved Key Performance Measures (KPM). This report should provide an improved understanding of agency strategies, accomplishments, and areas for performance improvement. The measures are fairly representative of overall agency functioning and performance.
 - a. The District Attorneys Annual Performance Progress Report for 2025, provides for 4 approved Key Performance Measures (KPM).
 - i. Child Support Collections – Percentage of current child support collected relative to total child support owed.
 - ii. Services to victims – Percentage of adult criminal cases where the named victim(s) are provided “prompt notice” of their rights as crime victims.
 - iii. Early and Special Resolution Programs – Percentage of District Attorney offices resolving cases through early and special resolution, number of cases resolved.
 - iv. Implicit Bias Training – Percentage of District Attorneys receiving implicit bias training each biennium.

The County Charter identifies the Powers and Duties of the District Attorney shall be:

- a) The enforcement of State law with the exception of the function of tax collection
- b) Performing the duties and responsibilities as set forth in State law and the County Administrative Code
- c) The employment or termination of deputies and other personnel of the department in conformance with the County Administrative Code, Employee Handbook, state laws and any applicable collective bargaining agreement(s).

Hood River County Compensation Committee could choose to evaluate the Hood River County District Attorney case history activities against the above approved KPMs and the outline provided within the County Administrative Code. If the elected District Attorney were to be found to meet the general guidelines above in the disposition of duties, the County Compensation Committee could recommend that the District Attorney receive a stipend in the amount of 1% of the budget set aside for the Office of the District Attorney. If the elected District Attorney were to not be found to meet the general guidelines above in the disposition of duties, the County Compensation Committee could recommend either a .05% stipend, or a zero stipend.

Due to the separation of statutory duties, we do not have full control over performance, making this a challenging approach.

- c) Hood River County could evaluate annually the District Attorney office budget within the confines of statutory/charter identified services. The new DA has identified that the core services his office

is to provide, is his role as DA along with victims advocate services. With regard to the District Attorney office budget, during fiscal year 24/25, the DA's office requested permission from the BOC to apply for a grant that had a \$20,000 match the first year, and increasing each year for 3 years. The BOC approved that grant. The grant ends June 30, 2026.

RECOMMENDATION

Staff asks the Compensation Committee to evaluate the methodologies and provide:

- 1) A recommendation of a methodology; and
- 2) A recommendation of stipend/no stipend

District Attorneys

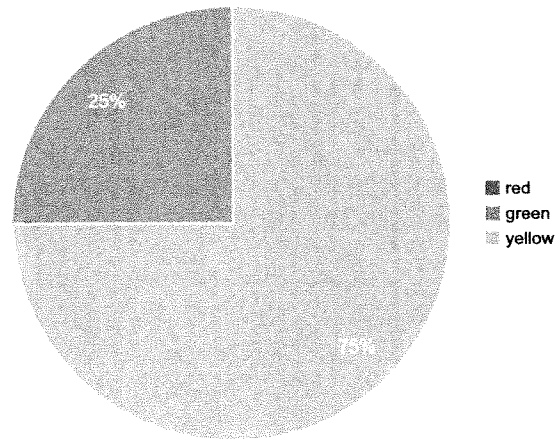
Annual Performance Progress Report

Reporting Year 2024

Published: 7/30/2024 3:22:07 PM

KPM # Approved Key Performance Measures (KPMs)

- 1 Child Support Collections - Percentage of current child support collected relative to total child support owed.
- 2 Services to Victims - Percentage of adult criminal cases where the named victim(s) are provided "prompt notice" of their rights as crime victims.
- 3 Early and Special Resolution Programs - Percentage of District Attorney offices resolving cases through early and special resolution, number of cases resolved.
- 4 Implicit Bias Training - Percentage of district attorneys receiving implicit bias training each biennium.



Performance Summary

Green

= Target to -5%

25%

Yellow

= Target -5% to -15%

75%

Red

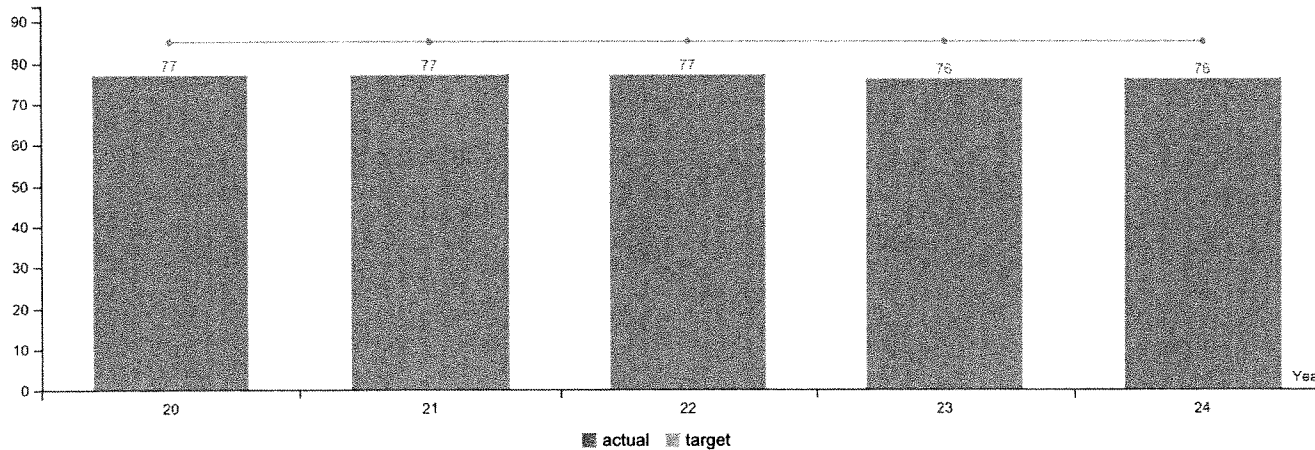
= Target > -15%

0%

Summary Stats:

KPM #1 Child Support Collections - Percentage of current child support collected relative to total child support owed.
 Data Collection Period: Oct 01 - Sep 30

* Upward Trend = positive result



Report Year	2020	2021	2022	2023	2024
Percentage of current child support collected relative to total child support owed					
Actual	77%	77%	77%	76%	76%
Target	85%	85%	85%	85%	85%

How Are We Doing

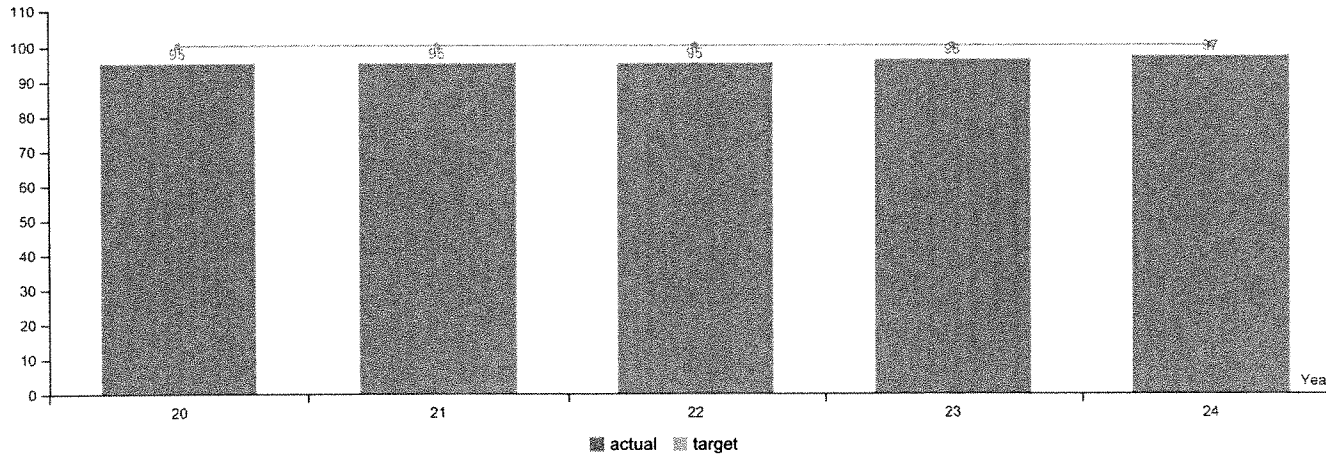
The District Attorney child support offices' performance for this fiscal year, current as of June 2024, is 75.62%.

Factors Affecting Results

The amount collected depends in part on the effectiveness and efficiency of the tools available to the Oregon Child Support Program, which includes District Attorney offices, under state and federal law for parents paying support who are able but unwilling to meet their obligations. This measure also depends on court-ordered amounts being based on ability to pay and set at a level that allows parents to pay the full amount each month. To receive full credit for a collection on current support due, the entire monthly court-ordered amount must be received. The number of parents paying support may increase, but this measure increases only if the amount of money collected increases relative to the total amount of current support due. Because a "right-sized" order has significant impact on this measure, efforts to modify orders when there is a change of circumstances factor into this measure as well. Economic factors impact this measure because, generally, lower incomes make collections more difficult and higher incomes make collecting easier. The program's effectiveness in collecting funds from parents who have the ability to pay depends to a great extent on the resources invested to carry out collection activities. Timing of payments is also a factor. Payments received even one day into the following month do not count as a current support payment in the month the payment was due. Therefore, individuals on a 26 pay-period cycle (every other week) have months where the final payment on current support comes after the end of the month. The individual may be current on support payments at the end of the year, but the collections on current will not reach 100%.

KPM #2 Services to Victims - Percentage of adult criminal cases where the named victim(s) are provided "prompt notice" of their rights as crime victims.
 Data Collection Period: Jul 01 - Jun 30

* Upward Trend = positive result



Report Year	2020	2021	2022	2023	2024
% of cases where victim was provided notice of victims' rights w/in 5 business days of defendant's arraignment					
Actual	95%	95%	95%	96%	97%
Target	100%	100%	100%	100%	100%

How Are We Doing

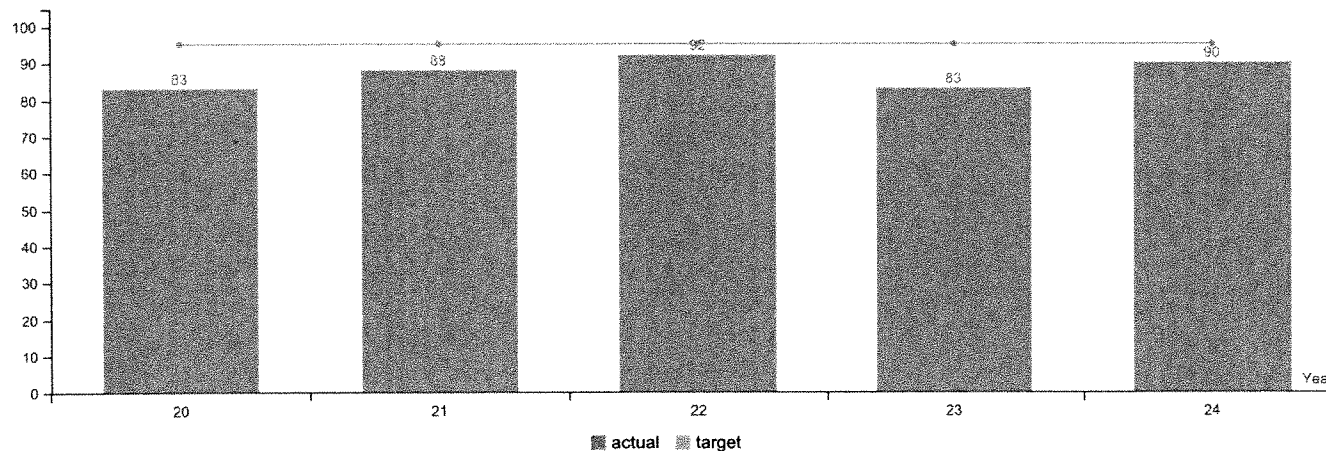
Our performance for the state timing ending June, 2024, show an average of those offices reporting had "prompt notice to victims" over 97% of the time, with 70% of the reporting offices having 100% of victims notified promptly.

Factors Affecting Results

While the compliance rate for this measure is high, the number of victims notified is affected by factors that are common to all programs that provide services to a diverse population. First, victims may be difficult to locate because: 1. They don't want law enforcement contact because they are aligned with the suspect or are wanted themselves; 2. They are afraid for their safety; 3. There is incomplete or incorrect contact information for the victims; and 4. Logistic and budgetary restrictions. Some counties, for example, have automated systems which send rights letters out in the appropriate time period and those systems make tracking this measure much easier. Several other counties across the state have switched to automated, email based systems to increase their ability to track these notifications. Some counties still call or write each victim individually or provide the information to victims when they appear for Grand Jury. Depending on the size and available technology of each county office, the ability to track this information can either be simple or onerous. This lack of uniformity impacts the net results. Additionally, some offices reported increased challenges due to staffing shortages resulting from the pandemic and an increase in demand for DA victim advocate resources due to historically substantial increases in clemency petitions.

KPM #3 Early and Special Resolution Programs - Percentage of District Attorney offices resolving cases through early and special resolution, number of cases resolved.
 Data Collection Period: Jul 01 - Jun 30

* Upward Trend = positive result



Report Year	2020	2021	2022	2023	2024
Percentage of District Attorney Offices resolving cases through early resolution and specialty courts					
Actual	83%	88%	92%	83%	90%
Target	95%	95%	95%	95%	95%

How Are We Doing

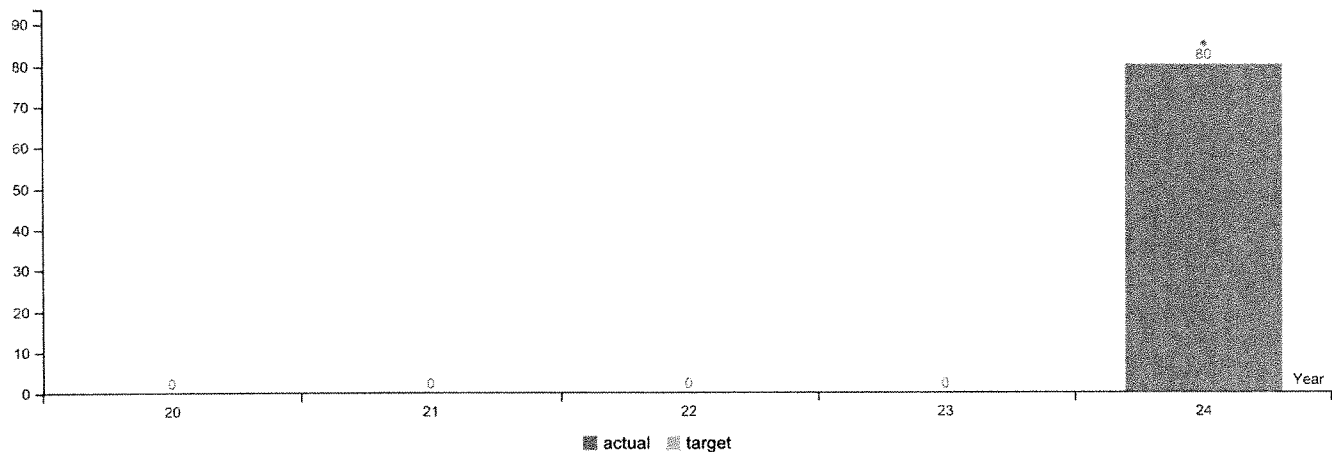
For the current fiscal year, 90% of reporting offices reported have specialty courts, early resolution programs or, in the case of a very small office, high use of diversion programs to resolve cases. Specialty courts around the state include DUII courts, adult and juvenile drug courts, veterans' courts, mental health courts and domestic violence courts. Incarceration of drug-using offenders costs county taxpayers approximately \$21,000 per person per year, according to figures from Douglas County Corrections. In contrast the Drug Court treatment program costs approximately \$2,500 per offender. Recidivism rates are dramatically reduced through the Drug Court treatment program, thus resulting in lowering crime and building safer communities while saving tax dollars. Types of specialty courts operating during Fiscal Year 2024 include the following: Adult Drug/Treatment, Mental Health, Domestic Violence, DUII, Juvenile Drug, Family Dependency, Family Treatment, Veteran's, Aid and Assist, Re-Entry and Downward Dispositional Departure. Statewide, drug courts are the most prevalent type of specialty court.

Factors Affecting Results

30 of 36 Oregon District Attorney Offices have formal early or special resolution programs or courts. The two main factors that affect a greater result in this performance measure are the lack of participation by one or more of the necessary justice system participants and the lack of financial and/or staff support to expand these courts. Available court/judge time is beginning to become a problem in some counties. Small counties have difficulty maintaining a caseload that justifies the cost and time necessary to operate a specialty court. BM 110 also reduced the number of criminal drug cases being handled by DA Offices.

KPM #4 Implicit Bias Training - Percentage of district attorneys receiving implicit bias training each biennium.
 Data Collection Period: Jan 01 - Jan 01

* Upward Trend = positive result



Report Year

2020

2021

2022

2023

2024

Implicit Bias Training

Actual	80%
Target	85%

How Are We Doing

80% of the reporting offices reported "yes", that they have had this training in the last biennium.

Factors Affecting Results

Find in document...

Highlight All Match Case Match Diacritics Whole Words

District Attorneys

Annual Performance Progress Report

Reporting Year 2025

Published: 10/31/2025 11:21:18 AM

**BEFORE THE BOARD OF COMMISSIONERS
HOOD RIVER COUNTY, OREGON**

RESOLUTION ESTABLISHING) **Resolution No. 2376**
CRITERIA FOR DETERMINING)
COMPENSATION FOR ELECTED)
OFFICIALS)

WHEREAS, Article 2, Section 13 of the Hood River County Charter provides that reasonable compensation for the Hood River County Board of Commissioners ("Board") shall be determined by the lay members of the Budget Committee; and,

WHEREAS, Article 4, Section 1, (7) provides that reasonable compensation for the Sheriff shall be determined by lay members of the Budget Committee, the Chair of the Board of Commissioners, and the Vice Chair of the Board of Commissioners; and,

WHEREAS, the Board wishes to set compensation for the Justice of the Peace in the same manner as the Sheriff; and,

WHEREAS, the County has historically determined reasonable compensation for elected officials by comparing similar positions with other Oregon counties; and,

WHEREAS, the Board met in 2020 and 2021 to discuss and establish criteria for the Budget Committee to use in determining reasonable compensation; and,

NOW, THEREFORE, BE IT RESOLVED BY THE HOOD RIVER COUNTY BOARD OF COMMISSIONERS, as follows:

Section 1. For purposes of determining reasonable compensation for elected officials, Hood River County will compare to Oregon Counties as listed below:

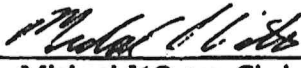
- Clatsop
- Crook
- Curry
- Lincoln
- Tillamook
- Wasco

Section 2. Duties and responsibilities of Elected Officials as defined by the Hood River County Charter and Hood River County Administrative Code shall be used to assess like positions.

Section 3. In determining reasonable compensation, total compensation including any form of wages or benefits may be considered in determining comparability.

ADOPTED this 5th day of April, 2021.

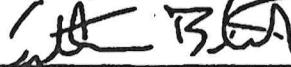
**BOARD OF COUNTY COMMISSIONERS
HOOD RIVER COUNTY, OREGON**



Michael J. Oates, Chair




Karen Joplin, Commissioner



Arthur Babitz, Commissioner



Robert Benton, Commissioner



Les Perkins, Commissioner