

COMPENSATION BOARD FOR ELECTED OFFICIALS

Meeting Discussion Highlights – March 6, 2025

Members Present

Kevin Aguilar
Alisa Grandy

Members Absent

Aimee Smith

Guests Present

Angela Brandenburg, Sheriff

Staff Present

Nina M. Smith
Erin Braman
Danielle Misché

Call to Order		Nina M. Smith, Classification & Compensation Manager, called the Compensation Board for Elected Officials (CB) meeting to order at 3:32 p.m.
Welcome and Introduction of Members		Members present are Kevin Aguilar and Alisa Grandy. Aimee Smith is not in attendance today. Classification & Compensation staff present include Nina Smith, Erin Braman, and Danielle Misché.
Recognition of Guests		Sheriff Angela Brandenburg arrived at the beginning of the CB meeting.
County Sheriff Presentation		<p>The Sheriff provided an overview of the Sheriff's Office and the work they do. Regarding staffing, currently the Sheriff's Office is not having trouble filling positions with 94% of professional and sworn positions staffed. In 2023, 67 FTE were hired and of those 52 were sworn. In 2024, 79 FTE were hired and of those 58 were sworn. The Sheriff personally meets each new hire. She hears that CCSO is an employer of choice. Our compensation package is attractive and helps with retention. The rehire retiree program is also attractive. The Sheriff's goal is to be fully staffed this year. Application to hire is approximately around 3-4 months.</p> <p>We are one of the safest counties within the largest five counties. Crime rate is lower due to good policies, District Attorney's Office and other law enforcement partners.</p> <p>Jail – Medicaid Assisted Treatment in the Jail, one of the few jails in the country to participate. It helps inmates coming off of opioids. The jail works closely with Behavioral Health for treatment options. Currently working on developing a methadone clinic in the jail.</p> <p>Rapid Forensic Program – the state hospital in Salem is full and not functioning well. Sheriff's Office instituted a telehealth from the state hospital and cut the wait from months to days for an evaluation.</p> <p>Jail has three accreditations (first in Oregon to do so): Mental Health, opioid treatment, and general healthcare standards. The Jail invested in new jail beds and has had no suicides in the last 2 years.</p> <p>Courthouse: Sheriff's Office provides security, adding an additional 13 FTE. The current old courthouse is 80,000 sq ft and the new courthouse is 250,000 sq ft., more courtrooms and more judges to hear cases.</p>

		<p>The Sheriff has public facing dashboards online to provide information, accountability, and transparency. These dashboards provide information on the strategic business plan (driving business needs with outcomes), budget, policies, procedures, and statistics.</p> <p>Sheriff's Office has an online crime reporting system, public can complete/submit crime report and get a case number.</p> <p>Calls for service – more traffic stops than City of Portland, comparable to Washington County for call volume, Multnomah County has less patrol and greater focus on corrections</p> <p>Overall calls are down, and crime rates are steady. Received \$600,000 to help with overtime for stings. Seeing less crime stings now because there is more enforcement/accountability.</p> <p>The Family Justice Center is the first in Oregon and is part private/public. 11 non-profits help people who come in – domestic violence, child or elder abuse, human trafficking, etc. A Safe Place is a one-stop for services, all free and confidential unless they choose to report to law enforcement. Our Voices Group is a support group with people who came in for services, made it through the trauma, and are now there to help.</p>
Discussion		<p>The CB went off the record at 4:14 p.m. to review the Meeting Discussion Highlights from the previous meeting.</p> <p>The CB went back on the record at 4:20 p.m.</p>
Review and Approve Meeting Discussion		Meeting discussion highlights (minutes) from February 27, 2025, were reviewed and approved without any changes.
General Discussion	Action	<p>Nina presented a document that displays what the CB discussed at the last meeting – the addition of a fourth element, to increase the salaries of elected officials who act as a department director to the minimum of grade NRP 40 (a salary range assigned to some County department directors). The document outlines the four pronged approach and associated pay rate adjustments. Alisa and Kevin agreed this reflected the conversation at the last CB meeting, noting a correction is needed in the Sheriff's data (calculation error).</p> <p>Nina noted she spoke with the County Administrator (CA) regarding the EOs presentations mentioning that they acts as a department director, and that the CA intends to attend the next CB meeting. The CB is hopeful he will attend at the beginning of the meeting, at 9:00am.</p> <p>Nina asked the CB if the CA brings points that change the trajectory of the CB's recommendations, that perhaps they consider alternate ideas or a breakdown of the actions for their recommendations.</p> <p>Alisa suggested the recommendations may be phased and offered over the course of two years to get where they want the amount to be. Kevin noted the CB could start with salary grade NRP 38 and then next year move to NRP 40. The CB would like to see a similar document, as noted above, be</p>

	Follow-up	prepared for moving elected officials who acts as a department director to the minimum of NRP 38 (also a salary range assigned to some County department directors).
	Follow-up	In discussion regarding the final recommendation documents, the CB agreed that HR staff can begin drafting the documents reflecting what has been discussed so far. Kevin noted to include the overall percentage change compared to the County's overall budget.
Adjourn		Meeting adjourned at 4:41 p.m.

Action Items/Items for Follow-up		
Deliverable	Responsible Party	Due Date
Document for NRP 38 concept	Human Resources	3/12/2025
Initial drafts of CB recommendation documents	Human Resources	3/12/2025

Upcoming meetings/events:

- Comp Board Meetings (all In-person):
 - **March 12, 2025 – 9am-12pm**
- Compensation Board Recommendations presented to Budget Committee: Tuesday, April 29, 2025 (in-person)

Comp Board Handouts:

- Agenda
- Meeting Discussion Highlights from February 27, 2025
- Document for NRP 40 concept

Audio recording is available upon request.