



Salary Commission

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Date: April 24, 2026

To: Multnomah County Board of County Commissioners

From: 2026 Salary Commission
Cheryl Stryker, Secretary
Koffi Dessou, DBA
Heather Pedersen, Co-Chair
Sara Hamlet
Travis Southworth-Neumeyer, Co-Chair

Re: Multnomah County Salary Commission Report 2026

Under the authority of Section 4.30 of the Multnomah County Home Rule Charter as amended November 2010, the 2026 Multnomah County Salary Commission was appointed by the County Auditor to set salaries for members of the Board of County Commissioners (BOCC), the Chair of the Board of County Commissioners, the Sheriff, and the supplemental salary of the District Attorney.

Enclosed is the Salary Commission's report, which sets the salaries for these positions and documents the basis for our decisions. We will be happy to answer questions or provide additional information upon request.

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**2026 Multnomah County Salary Commission
Summary of Recommendations**

Position	Current Salary	2026/27 Salary	2027/28 Salary	Notes
County Commissioner	\$152,616	Current + COLA 7/1/2026	+ COLA 7/1/2027	Anchored to the minimum of the Department Director 1 salary range
Chair, Board of County Commissioners	\$253,496	Current + COLA 7/1/2026	+ COLA 7/1/2027	Anchored to 85% through the range of the Department Director 2 salary range
Sheriff	\$253,496	Current + COLA 7/1/2026	+ COLA 7/1/2027	Anchored to 85% through the range of the Department Director 2 salary range
District Attorney *County-paid Supplement	\$114,462* (+ State \$179,676)	\$129,724* + COLA 7/1/2026	+ COLA 7/1/2027	Anchored at 85% of the minimum of the Department Director 1 salary range. Applies to the County supplemental portion of salary only – the state salary is independent of this portion.

Notes:

- COLA refers to the Cost-of-Living Adjustment granted to non-represented employees of Multnomah County.
- Items in **bold** reflect updated methodology effective July 1, 2026.

Executive Summary

In each even year, the Salary Commission collects and analyzes data related to the compensation of the Board of County Commissioners (BOCC), the Chair of the BOCC, the Sheriff, and the supplemental salary of the District Attorney. Data reviewed includes both external market data as well as the compensation of County staff (internal comparisons). Since 2018, the Salary Commission has placed an emphasis on internal comparisons when reviewing elected official salaries and has used the methodology of anchoring all elected official compensation to a point within the salary range of either Department Director 1 or Department Director 2.

County Commissioners

This Commission collected and analyzed data on comparable positions in other jurisdictions and found the Commissioner positions are compensated more than 11% above the external market. The 2026 Salary Commission agreed to continue the established approach of anchoring County Commissioner pay to the minimum of the Department Director 1 salary range, which is currently \$152,615.96. The Salary Commission also agreed to maintain the practice of increasing the Commissioner salary by any cost-of-living adjustment given to Multnomah County non-represented employees for 2026/27 and 2027/2028 to maintain internal alignment.

Chair, Board of County Commissioners

This Commission collected and analyzed data of County Chair positions in other jurisdictions. Due to the unique nature of the Multnomah County Chair, which serves as the County CEO and Budget Officer, the external market does not yield comparable positions; therefore, internal equity continues to drive the Salary Commission's recommendation.

The Salary Commission continues to monitor compensation for appointed incumbents who report directly to the County Chair, particularly within the Department Director 2 classification, where salaries may be up to 6% higher than the Chair. The Chief Operating Officer (COO), classified as Department Director, Principal, also reports directly to the Chair; at the top of the pay range, this position may earn up to 28% more than the Chair. The Salary Commission has determined that these pay differentials are acceptable given the distinction between elected officials and appointed positions.

The 2026 Salary Commission agrees to continue the established approach of anchoring County Chair pay to 85% through the Department Director 2 salary range, which is currently \$253,495.62. The Salary Commission also agreed to maintain the practice of increasing the Commissioner salary by any cost-of-living adjustment given to Multnomah County non-represented employees for 2026/27 and 2027/2028 to maintain internal alignment.

Multnomah County Sheriff

The Commission collected and analyzed compensation data for Sheriff positions across comparable jurisdictions and found that the current salary is more than 21% above the market average. The Commission also noted that the Sheriff's salary is approximately 10.25% above market average when compared to other Portland-metro county Sheriff positions. In addition, the Commission reviewed the salaries of direct reports, including Chief Deputy positions, to assess potential compression issues and did not identify any concerns.

The 2026 Salary Commission agreed to continue the established approach of anchoring Sheriff pay to 85% through the new Department Director 2 salary range, which is currently \$253,495.62. The Salary Commission also agreed to maintain the practice of increasing the Sheriff salary by any cost-of-living adjustment given to Multnomah County non-represented employees for 2026/27 and 2027/2028 to maintain internal alignment.

District Attorney - County Paid Supplemental Salary

The District Attorney's salary is comprised of a State of Oregon salary (which is the same for all county district attorneys) and a Multnomah County supplemental salary. The Commission reviewed and analyzed compensation data for District Attorney positions across comparable jurisdictions and found that the current salary is more than 15% above the market average. However, when compared to other Portland-metro county District Attorney positions, the salary is approximately 4% *below* market.

In 2022, the Commission revised its methodology, setting the County's supplemental salary at 75% of the minimum of the Department Director 1 pay range, which improved the District Attorney's overall market position. For 2026, the Commission is adjusting this methodology by increasing the County supplemental salary from 75% to 85% of the minimum of the Department Director 1 range. This adjustment is intended to improve alignment with the local market and create consistency by applying the same 85% benchmark used for the Sheriff and County Chair.

Effective July 1, 2026, the District Attorney's county-paid supplemental salary will increase to \$129,723.56, which is equivalent to 85% of the minimum of the Department Director 1 range. The Commission also agreed to maintain the practice of increasing the District Attorney county-paid salary by any cost-of-living adjustment given to Multnomah County non-represented employees for 2026/27 and 2027/2028 to maintain internal alignment.

Respectfully submitted this 24th day of April, 2026.

By the Multnomah County Salary Commission:

Cheryl Stryker, Secretary
Koffi Dessou, DBA
Heather Pedersen, Co-Chair

Sara Hamlet
Travis Southworth-Neumeyer, Co-Chair

SALARY COMMISSION HISTORY

In November, 1984 the Home Rule Charter was amended as follows:

"The Auditor shall appoint a five-member salary commission, composed of qualified people with personnel experience by January 1, 1986, and by January 1 in each even year thereafter..(to make) salary adjustment recommendations, if any..."

The first Salary Commission was appointed in 1986 and a new Salary Commission has been appointed in each even year, up to the current 2026 Salary Commission.

In 1990, the voters approved a ballot measure submitted by the Multnomah County Charter Review Commission, which allowed the BOCC to approve their own salary increases rather than salary increase recommendations being referred to the voters. The measure also specified they were not allowed to set salaries higher than the recommendation from the Salary Commission.

In 1991, a County Counsel's opinion stated the Salary Commission may also make recommendations regarding the salaries of the Sheriff and District Attorney, if requested.

In 2004, the voters approved a ballot measure submitted by the Multnomah County Charter Review Commission, which modified the language of the County Charter, Section 4.30 to read as follows:

"The auditor shall appoint a five-member salary commission, composed of qualified human resource professionals with compensation experience, by January 1 of each even year. The salary commission shall set the salaries for the chair of the board of county commissioners and the county commissioners, documenting the basis of its decisions."

In October 2005, the Salary Commission was given the authority, under BOCC Resolution No. 05-169, to recommend salary adjustments to the District Attorney's salary in future years. Included in the BOCC Resolution No. 05-169 was a provision that the District Attorney receive the annual cost of living increases, based on the total salary granted to other non-represented staff in the County.

Beginning in October 2007, the Board of County Commissioners requested the Auditor to include the Sheriff's salary in the Salary Commission study, through Resolution No. 97-160.

Ballot measure 26-76, adopted by the people November 2, 2010, amended the Home Rule Charter, giving authority to the Salary Commission to set the salary of the Sheriff and the County paid supplemental salary of the District Attorney.

APPENDIX

CONTENTS OF THIS APPENDIX

This Appendix contains sections on the following:

- Board of County Commissioners positions (Commissioner and Chair)
- Sheriff
- District Attorney's County-paid supplemental salary
- Acknowledgements

I. BOARD OF COUNTY COMMISSIONER POSITIONS

Since 2018, the Salary Commission has emphasized internal comparisons for the positions of Commissioner and Chair, anchoring compensation to a point within the salary range of the Department Director 1 and Department Director 2, respectively.

The 2022 Salary Commission upheld the methodology for County Commissioner, anchoring salary to the minimum of the Department Director 1 salary range. However, for the position of the Chair, the Commission adjusted the anchor position from 75% to 85% through Department Director 2 to address compression and better align the position to direct reports.

The 2026 Salary Commission has maintained this methodology.

METHODOLOGY AND FINDINGS

Compensation theory suggests that considering both external market data and internal alignment is the most widely accepted methodology for setting salary rates. The 2026 Salary Commission continued to take the approach outlined below.

The Salary Commission collected and reviewed data from several sources, summarized below.

1. Survey information for County Commissioner provided by the County Human Resources (HR) Office:

The County HR office previously identified several comparable counties for purposes of comparing County Commissioner salaries. The current Salary Commission continues to believe there are sufficient Pacific Northwest comparators. The current Salary Commission continues to limit the geographic adjustment to a single index used by the County HR Office, from the Economic Research Institute (ERI).

**Exhibit A: Comparison of County Commissioner Salaries in Comparable Counties
December 2025**

County	Actual Salary 1/1/2024	Geographic Adjustment*	Equivalent Portland Salary
Clackamas County, OR	\$133,860	None	\$133,860
Lane County, OR	\$114,026	8.61%	\$123,842
Marion County, OR	\$142,709	4.68%	\$149,382
Pierce County, WA	\$137,889	-4.55%	\$131,616
Snohomish County, WA	\$151,496	-11.43%	\$134,182
Thurston County, WA	\$147,936	4.19%	\$154,134
Washington County, OR	\$132,581	None	\$132,581
		Average:	\$137,085
		Multnomah County:	\$152,616
		Differential:	11.33%

*Geographic adjustment via ERI data through the Multnomah County Human Resources Office.
Salary Data Source: Multnomah County Auditor's Office Survey, December 2025*

Note: Not adjusted for any employer paid pickup contribution to the retirement system.

The data above reflects information collected in December 2025. Some jurisdictions may adjust salaries during 2026, and using this dataset to establish 2026/27 salaries may result in a “lag” effect, in compensation terms. Despite this, it remains the most reliable and appropriate data available.

2. Survey information for County Chair provided by the County Human Resources (HR) Office:

As in past years, this Salary Commission was unable to match the Multnomah County’s Chair position to another county with any degree of confidence. There are counties in the Pacific Northwest that match the demographics of Multnomah County closely enough to be considered contenders. However, their organizational structures vary widely, some with responsibilities split between the legislative body and a county executive who manages operations. In Multnomah County, those responsibilities are held solely by the Chair of the BOCC, with the assistance of a Chief Operating Officer, who supervises Department Directors under the authority of the County Chair. The commission found no equivalent job matches.

3. Comparability between the Chair and County Department Directors:

The Chair has county-wide operational and fiscal responsibilities, which the County Commissioners do not. Eight department directors in four salary ranges are under the authority of the Chair, including the COO. Salaries for all positions are detailed in Exhibit B below.

Exhibit B: Department Directors' 2023/24 Salaries

Department	Classification	2025/26 Salary	Pay Scale Minimum	Pay Scale Midpoint	Pay Scale Maximum
Community Justice	Department Director 1	\$228,594	\$152,616	\$198,401	\$244,187
Community Services	Department Director 1	\$242,586	\$152,616	\$198,401	\$244,187
Library	Department Director 2	\$232,038	\$167,877	\$218,241	\$268,605
County Assets	Department Director 2	Vacant	\$167,877	\$218,241	\$268,605
Human Services	Department Director 2	\$230,000	\$167,877	\$218,241	\$268,605
Homeless Services	Department Director 2	\$230,846	\$167,877	\$218,241	\$268,605
County Management	COO/Principal Dept Director	\$326,510	\$203,132	\$264,072	\$325,012
Health Services	Health Department Director	\$295,465	\$184,666	\$240,065	\$295,465

Compensation theory suggests the spread between a supervisor and subordinate should be 10% to 25%. The Chair’s salary is set at 85% through the salary range of the Department Director 2. Compared with the salaries of their direct reports, the Chair is paid more than all but two incumbents. The Salary Commission has determined that these pay differentials are acceptable given the distinction between an elected official and appointed positions.

4. Tenure in the job:

As elected officials are paid a single, flat rate, tenure in the position is not a factor in considering an appropriate salary.

5. Assumption of full-time:

Although there is no mandated requirement, this Salary Commission continues to assume Commissioner and Chair are full-time positions and salaries set based on this assumption.

6. Benefits considerations:

Elected officials receive the same benefits as other County employees, with the exception of disability insurance. Benefits for elected officials are not within the scope of the Salary Commission’s authorized review.

7. Consumer Price Index (CPI) considerations:

CPI data is an integral part of the information base in the data presented. It influences the market data from other counties and from within the County in determining appropriate salary ranges for department directors.

8. Pay for performance:

BOCC salaries relate to the office and not the elected incumbent. In other words, salaries are based on what the *job* is worth. Because it does not include a "pay for performance" model, the set salary is not based on the *individual* who occupies the position.

9. Compensation philosophy:

Typically, an organization will consider three factors when designing compensation programs. These are the ability for an organization to 1) attract, 2) retain and 3) motivate employees. Attracting talent for the BOCC is limited to the local area so salary comparability with other jurisdictions is not relevant to a certain extent. Nevertheless, this Salary Commission believes that an equitable and competitive salary will attract a larger number of highly qualified individuals to run for, and be willing to serve in, these elected offices.

RECOMMENDATIONS AND REASONING

The Salary Commission has strived to keep the Chair's salary closely aligned with positions under the authority of the Chair. In this case, the most significant and heavily weighted data is internal equity rather than external market, for the following reasons:

- a. Internal equity (data regarding Department Directors) is a professionally-acceptable method for assigning a salary;
- b. External market data has not provided acceptable job matches; however, future Salary Commissions should continue to search, as external comparators are also an important consideration.

2026/27 AND 2027/28 SALARIES

The 2026 Salary Commission maintains the 2026/27 rate for County Commissioner salaries at the minimum of the Department Director 1 salary range. This rate shall be increased by any cost-of-living adjustment given to Multnomah County non-represented employees for 2026/27.

Additionally, for 2027/28, the salary rate shall be increased by any cost-of-living increase given to Multnomah County non-represented employees for 2027/28. This Commission encourages future Commissions to review and monitor internal equity between Commissioner, department directors and other elected officials.

The 2026 Salary Commission maintains the 2026/27 rate for the Chair at a rate equivalent to 85% through the Department Director 2 salary range. This rate shall be increased by any cost-of-living adjustment given to Multnomah County non-represented employees for 2026/27 and 2027/28.

II. SHERIFF

METHODOLOGY AND FINDINGS

The Salary Commission collected and reviewed current data from several sources, including:

1. Sheriff salaries in counties in Oregon and Washington:

The Salary Commission considered market data from the following Oregon and Washington counties:

Oregon: Clackamas, Lane, Marion and Washington
Washington: Pierce, Snohomish and Thurston

The Salary Commission recognizes that, while many counties operate a jail, the Multnomah County Sheriff oversees a corrections system that is nearly twice the size of those in other local jurisdictions. In addition, the Sheriff's Office has broader and more complex responsibilities, including oversight of the Transit Police Division and administration of a U.S. Marshals contract—functions not present in neighboring counties.

The Commission further acknowledges that Multnomah County operates within a distinct environment compared to surrounding jurisdictions. As the state's most populous and urbanized county, it experiences higher population density, greater service demands, and more complex public safety challenges, including those associated with urban poverty, behavioral health needs, and a highly engaged civic and political landscape. These factors contribute to a more complex operational context and increased public accountability for County leadership.

While some Oregon counties may have a larger patrol presence, their overall staffing levels and scope of responsibilities remain smaller. Taken together, the size, complexity, and unique operating environment of Multnomah County result in a significantly broader span of responsibility for the Sheriff compared to comparable counties in Oregon and Washington.

Salary data was collected from the jurisdictions listed in Exhibit A. The Salary Commission continues to limit the geographic adjustment to a single index used by the County HR Office, from the Economic Research Institute (ERI).

**Exhibit A: Sheriff Salaries Adjusted for Geographical Differences
December 2025**

County	Actual Salary	Geographic Adjustment*	Equivalent Portland Salary
Clackamas, OR	\$235,041	0.00%	\$235,041
Lane County, OR	\$209,123	3.73%	\$216,928
Marion County, OR	\$209,123	2.73%	\$214,838
Washington County, OR	\$224,805	0.00%	\$224,805
Pierce County, WA	\$196,833	-5.07%	\$186,848
Snohomish County, WA	\$219,815	-12.30%	\$192,789
Thurston County, WA	\$182,761	3.64%	\$189,405
Average:			\$208,665
Multnomah County:			\$253,496
Differential:			21.48%

**Geographic adjustment via ERI data through the Multnomah County Human Resources Office.*

Salary Data Source: Multnomah County Auditor's Office Salary Survey December 2025.

Note: Not adjusted for any employer paid pickup contribution to the retirement system.

The survey data shows the Sheriff's salary to be 21.48% higher than the average of jurisdictions surveyed. The Commission also noted the Sheriff's salary to be 10.25% above market average in relation to other Portland-Metro area county Sheriff positions.

2. Comparability between the Sheriff and Multnomah County Department Directors:

There are eight Department Directors in the County in four pay ranges, including the Chief Operating Officer.

Exhibit B: Department Directors' 2025/2026 Salaries

Department	Classification	2025/26 Salary	Pay Scale Minimum	Pay Scale Midpoint	Pay Scale Maximum
Community Justice	Department Director 1	\$228,594	\$152,616	\$198,401	\$244,187
Community Services	Department Director 1	\$242,586	\$152,616	\$198,401	\$244,187
Library	Department Director 2	\$232,038	\$167,877	\$218,241	\$268,605
County Assets	Department Director 2	Vacant	\$167,877	\$218,241	\$268,605
Human Services	Department Director 2	\$230,000	\$167,877	\$218,241	\$268,605
Homeless Services	Department Director 2	\$230,846	\$167,877	\$218,241	\$268,605
County Management	COO/Principal Dept Director	\$326,510	\$203,132	\$264,072	\$325,012
Health Services	Health Department Director	\$295,465	\$184,666	\$240,065	\$295,465

Given the level of authority and responsibility over the Sheriff's Office, the Sheriff is most closely aligned with Department Director 2. To maintain internal equity, the Salary Commission continues to set the Sheriff's salary at 85% through the Department Director 2 salary range.

3. Comparability between the Sheriff and their direct reports:

Oregon state law ORS 204.112 provides guidance related to County Sheriff salaries, citing “The sheriff’s salary shall be fixed in an amount which is not less than that for any member of the sheriff’s department.” However, as a Home Rule County, this Salary Commission is not bound by statute and has the discretion to set the salary of the Sheriff regardless of their direct reports.

The highest-level position below the Sheriff with an incumbent is Chief Deputy at \$213,220. Compensation theory suggests the spread between a supervisor and subordinate should be 10% to 25%. Currently, the Sheriff salary is approximately 19% higher than their highest paid direct reports.

4. Tenure in the job:

As elected officials are paid a single, flat rate, tenure in the position is not a factor in considering an appropriate salary.

5. Benefits considerations:

Elected officials receive the same benefits as other County employees, with the exception of disability insurance. Benefits for elected officials are not within the scope of the Salary Commission’s authorized review.

6. Internal equity versus external market considerations:

- a. Internal equity (data regarding department directors and subordinates) is a professionally acceptable method for assigning a salary;
- b. Concerning external market data (data regarding other county Sheriff salaries), while not exactly matching the operations of the Multnomah County Sheriff’s Office, the comparison to other Pacific Northwest Sheriff positions is still relevant and forms the basis of an additional source of information for purposes of recommending salary for the Multnomah County Sheriff position.

7. Consumer Price Index (CPI) considerations:

CPI data is an integral part of the information base in the data presented. It influences the market data from other counties and from within the County in determining appropriate salary ranges for department directors.

8. Compensation philosophy:

Typically, an organization will consider three factors when designing compensation programs. These are the ability for an organization to 1) attract, 2) retain and 3) motivate employees. Attracting talent for the Sheriff’s position is limited to the local area and to those with the required certifications. Nevertheless, this Salary Commission believes that an equitable and competitive salary will attract a larger number of highly qualified individuals to run for, and be willing to serve in, this and other elected offices.

RECOMMENDATIONS AND REASONING

The Salary Commission has sought to maintain the Sheriff's salary in close alignment to that of other county sheriffs in the Portland metropolitan area, while also ensuring appropriate internal alignment with direct reports. The Commission is pleased to note that the Sheriff's salary is appropriately positioned above external comparators and remains well-aligned within the County's internal compensation structure.

The Salary Commission notes the following principles were considered in this salary determination:

1. The recommendations come from professionals in the field of compensation and are based on (to the best of our knowledge) accurate, relevant and appropriate data and methodologies; and
2. The salary recommendations relate to the office and not to the person; in other words, the salary is based on what the *job* is worth and because it does not include a "pay for performance" model the set salary is not based on the *individual* who occupies the position.
3. Being paid for what the job is objectively worth is extremely vital to maintaining high quality leadership for the Sheriff and their successor; thus the public will be better served.

2026/27 and 2027/28 SALARY

The 2026 Salary Commission maintains the 2026/27 rate for the Sheriff at a rate equivalent to 85% through the Department Director 2 salary range. This rate shall be increased by any cost-of-living adjustment given to Multnomah County non-represented employees for 2026/27 and 2027/28.

III. DISTRICT ATTORNEY

SALARY HISTORY

Oregon District Attorneys receive a set salary from the State of Oregon, which is currently set at \$175,296. Most counties, including Multnomah County, choose to supplement the state salary with an additional county-paid salary. This Salary Commission has authority over the county-paid salary only.

METHODOLOGY AND FINDINGS

1. District Attorney’s salaries in counties in Oregon and Washington:

The Salary Commission considered market data from the following counties in Oregon and Washington:

Oregon: Clackamas, Lane, Marion and Washington
Washington: Pierce, Snohomish and Thurston

Prior Salary Commissions have noted the differences in duties among District Attorneys in Oregon and Washington counties. Most counties are only responsible for prosecuting crimes that have occurred within their jurisdictional boundaries. However, the Multnomah County District Attorney's Office also provides Termination of Parental Rights services to the entire state, works with the US Attorney's Office to prosecute some federal cases, and prosecutes all city code crimes within the City of Portland.

The Commission also acknowledges that Multnomah County operates within a distinct environment compared to surrounding jurisdictions. As Oregon’s most populous and urbanized county, the Multnomah County District Attorney manages a significantly higher volume and complexity of cases, including those involving serious violent crime, behavioral health considerations, and issues tied to urban poverty and community safety. The County’s highly engaged civic and political landscape also contributes to heightened visibility and public accountability for prosecutorial decisions and priorities.

The size, complexity, and unique operating environment of Multnomah County results in a substantially broader span of responsibility for the District Attorney compared to similarly situated counties in Oregon and Washington.

Salary data was collected from the jurisdictions listed in Exhibit A below. The Salary Commission continues to limit the geographic adjustment to a single index used by the County HR Office, from the Economic Research Institute (ERI).

**Exhibit A: District Attorney Salaries Adjusted for Geographical Differences
December 2025**

County	Total Salary (State + County)	Geographic Adjustment*	Equivalent Portland Salary
Clackamas, OR	\$304,887	0.00%	\$304,887
Lane County, OR	\$246,652	3.32%	\$254,830
Marion County, OR	\$246,548	2.61%	\$252,983
Washington County, OR	\$306,819	0.00%	\$306,819
Pierce County, WA	\$237,460	-4.65%	\$226,416
Snohomish County, WA	\$238,996	-11.75%	\$210,923
Thurston County, WA	\$217,391	2.82%	\$223,518
Average:			\$254,339
Multnomah County:			\$294,138
Differential:			15.65%

**Geographic adjustment via ERI data through Multnomah County Human Resources Office.*

Salary Data Source: Multnomah County Auditor's Office Salary Survey December 2025

Note: Not adjusted for any employer paid pickup contribution to the retirement system.

2. Comparability between the District Attorney and Multnomah County department directors:

There are eight department directors in four salary ranges, including the COO. Salaries for all positions are detailed in Exhibit B below.

Exhibit B: Department Directors' 2025/2026 Salaries

Department	Classification	2025/26 Salary	Pay Scale Minimum	Pay Scale Midpoint	Pay Scale Maximum
Community Justice	Department Director 1	\$228,594	\$152,616	\$198,401	\$244,187
Community Services	Department Director 1	\$242,586	\$152,616	\$198,401	\$244,187
Library	Department Director 2	\$232,038	\$167,877	\$218,241	\$268,605
County Assets	Department Director 2	Vacant	\$167,877	\$218,241	\$268,605
Human Services	Department Director 2	\$230,000	\$167,877	\$218,241	\$268,605
Homeless Services	Department Director 2	\$230,846	\$167,877	\$218,241	\$268,605
County Management	COO/Principal Dept Director	\$326,510	\$203,132	\$264,072	\$325,012
Health Services	Health Department Director	\$295,465	\$184,666	\$240,065	\$295,465

The midpoint of the Department Director 2 salary range is \$218,241 and all current Department Directors are paid above their respective midpoints. To maintain internal equity with other Department Directors, the Salary Commission has anchored the county-paid portion of the District Attorney salary at 75% of the minimum of the Department Director 1 range; however, this has not maintained alignment with other Portland-Metro county District

Attorney positions. For this reason, the 2026 Commission is increasing the county-paid supplemental salary to 85% of the minimum of the Department Director 1 range. This adjustment is intended to improve alignment with the local market and create greater consistency by applying the same 85% benchmark used for the Sheriff and County Chair.

3. Comparability between the District Attorney and their direct reports:

The highest-level, non-elected position in the District Attorney's Office is Deputy District Attorney First Assistant, whose salary is set by the District Attorney. The current incumbent is currently paid \$294,822, which is slightly more than the District Attorney's current salary.

4. Tenure in the job:

As elected officials are paid a single, flat rate, tenure in the position is not a factor in considering an appropriate salary.

5. Benefits considerations:

Of the data available to this Salary Commission, there are differences in benefits packages provided to Oregon District Attorneys. However, the level of benefits is not within the scope of the Salary Commission's authorized review.

6. Internal equity versus external market considerations:

- a. Internal equity (data regarding department directors and subordinates) is a professionally acceptable method for assigning a salary; and
- b. While external market data (data regarding Oregon and Washington county district attorney salaries) may not be directly comparable to Multnomah County, the comparison to other Portland-Metro positions is still relevant and forms the basis of an additional source of information for purposes of recommending salary for the District Attorney position.

7. Consumer Price Index (CPI) considerations:

CPI data is an integral part of the information base in the data presented. It has influenced the market data from both outside sources such as other counties and from within the County in determining an appropriate salary range for department directors.

8. Compensation philosophy:

Typically, an organization will consider three factors when designing compensation programs. These are the ability for an organization to 1) attract, 2) retain and 3) motivate employees. Attracting talent for the District Attorney's position is limited to the local area, and to those with the required education and experience. Nevertheless, this Salary Commission believes that an equitable and competitive salary will attract a larger number of highly qualified individuals to run for and be willing to serve in this and other elected offices.

RECOMMENDATIONS AND REASONING

The Multnomah County District Attorney's Office has greater complexities than most of the counties surveyed and should be paid more than the average. Overall, the Multnomah County District Attorney's salary is 15.65% higher than the average of all jurisdictions surveyed; however, the Commission noted the District Attorney salary is 3.83% *below* market average in relation to other Portland-Metro area District Attorneys.

Increasing the county-paid salary to 85% of the minimum of the Department Director 1 range improves alignment with the local market and addresses compression with the First Assistant Deputy District Attorney position, creating a modest spread of 3.5% between the District Attorney and First Assistant. The Salary Commission will continue to monitor this internal alignment.

2026/27 and 2027/28 SALARY

Effective July 1, 2026, the District Attorney's county-paid supplemental salary will increase to \$129,723.56, which is equivalent to 85% of the minimum of the Department Director 1 range.

This rate shall be increased by any cost-of-living adjustment given to Multnomah County non-represented employees for 2026/27 and 2027/28.

ENHANCING SERVICE TO THE PUBLIC

The Salary Commission notes the following principles were considered in this salary determination:

1. The recommendations come from professionals in the field of Compensation Administration and are based on (to the best of our knowledge) accurate, relevant and appropriate data and methodologies; and
2. The salary recommendations relate to the office and not to the person; in other words, the salary is based on what the *job* is worth and, because it does not include a "pay for performance" model, it is not a measure of the worth of the *individual* who occupies the position; and
3. Being paid for what the job is objectively worth is extremely vital to maintaining high quality leadership for the District Attorney and their successor; thus the public will be better served.

ACKNOWLEDGEMENTS

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