



County Administration

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Crook County Elected Officials Compensation Committee

Wednesday, February 11, 2026 at 4:00 PM

**Crook County Administration Conference Room | 203 NE Court St. |
Prineville OR**

Members of the public and media are welcome to attend in person or via Zoom: 1-253-215-8782; Meeting ID: 985 9070 4188; Passcode: 317396

Members: Scott Tibbs; Bill Anderson; Rhonda Sneva; Steve Brown

Regular Meeting Agenda

Consent Agenda

- 1. Approve May 2, 2025 Meeting Minutes**

Discussion

- 2. Recommendation to the County Board of Commissioners and Budget Committee for a compensation schedule for Crook County elected positions as defined in ORS 204.005**

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Additional Items

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Contact: Crook County Administration (Administration@crookcountyor.gov) (541) 447-6555) | Agenda published on January 29, 2026.



Crook County Compensation Committee

Address: 300 NE 3rd Street, Prineville, Oregon 97754

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CROOK COUNTY COMPENSATION COMMITTEE MEETING MINUTES OF MAY 02, 2025

BE IT REMEMEBERED that the Crook County Compensation Committee convened on May 02, 2025, at 4:02 p.m. in the Administration Conference room located at 203 NE Court Street, Prineville, Oregon 97754.

Board Members Present: Scott Tibbs, William “Bill” Anderson, Ronda Sneva, and Steve Brown
Absentees:

Others Present in Person or Via Zoom: County Manager Will Van Vactor; Executive Assistant Breyanna Cupp; Executive Assistant and Communications Officer Sarah Puerner; Finance Director Christina Haron; HR Director Meghan Mckee; County Clerk Cheryl Seely; Sheriff John Gautney; Payroll Administrator Kathy Puckett; and Assessor Jon Soliz.

Discussion item #1: Review and consider approval of April 23, 2025, meeting minutes:

Bill Anderson made a comment on the minutes regarding when he mentions the complexity. His comment was about the county itself not the complexity of the process or elected officials. The minutes don’t require any changes to be made, Bill just wanted to clarify his statement.

MOTION to approve the minutes. Motion moved by Steve Brown. Motion seconded by Scott Tibbs. No discussion. Committee Member Ronda Sneva votes Aye, Committee Member Steve Brown votes Aye, Committee Member Scott Tibbs votes Aye, and Committee Member Bill Anderson votes Aye. Motion carried 4-0.

Discussion item #2: Review compensation information and discuss recommendations for a compensation schedule for the county elective officers mentioned in ORS 204.005:

Details:

The committee discussed the complexity of the county and neighboring counties and compensation issues. They recapped the issues discussed last year when the compensation committee met to adjust elected officials. Scott Tibbs asked the board to clarify the adjustments that were made last year and if there was a level up. Bill Anderson explained that last year the judge position was removed, and all commissioners were put at the same level of compensation. Scott Tibbs reviewed the increases made last year to all elected officials and wanted to make sure that Crook County was up to market for the salaries and that everyone was leveled up to the appropriate level. There was a discussion based on the tenure of the commissioners and what they should be paid based on time as a commissioner. Steve Brown stated that it is not standard practice based on tenure what your pay is, and that when you run

for a position you know what you are being paid. The compression rules with the Sheriff's office were discussed and that the Sheriff must earn more than the Undersheriff by statute.

County Manager Will Van Vactor clarified for the committee that the employees in departments are below the elected official salary and if there were any compression issues. County Clerk Cheryl Seely commented that she doesn't have compression issues in her department. Sheriff John Gautney clarified that the Undersheriff receives certification pay and longevity pay and with all that included he earns about \$140k.

The committee discussed the meaning of stipend and how it is used among the definition. Ronda Sneva moves to roll the stipend into their salary for simplicity. Ronda also states that it's a package deal when they were elected officials and that is what they signed up for. Will Van Vactor commented on the stipend starting about two years ago with the Sheriff due to certification pay and compression issues. County Clerk Cheryl Seely commented that it was longevity and certification for all elected officials outside of the commissioners. The commissioner stipend was intended to address the receipts, claim sheets and having to process all of those. Steve Brown states that his understanding was that the commissioners get their stipend and use the county credit card. The consensus last week was that this system was very duplicative.

Scott Tibbs agrees that if you remove the stipend, it reduces the pay of the elected officials but also stated that it was a bad program to implement two years ago to add it to the compensation of the elected officials. Scott believes that it was implemented incorrectly and now it is up to the committee to fix it and to fix it probably needs to be put in their salary. The committee discussed step move but may not be dollar for dollar.

Bill Anderson asks County Manager Will Van Vactor about the budget and if other departments are going to take any cuts or decreases in pay. Will Van Vactor answered with there are no proposed pay cuts and there is still a proposed COLA in the budget. We have asked our departments to look at materials and services and vacant FTEs that have been eliminated.

Bill Anderson asked if anyone would like to make a proposal on how to move forward. Scott Tibbs stated that he would like to look at moving the elected officials from step 7 to step 8 and see if that would suffice for eliminating the stipend. Steve Brown stated that it is very simple, there's only a limited number of them.

The committee discussed and calculated the difference in amounts by steps to replace the stipend on the salary schedule. Finance Director Christina Haron clarified the discrepancy on the salary schedule for what the commissioner's current salary is and what is on the schedule. Last year the Commissioners were approved on a percentile and all the other elected officials were approved on a step schedule.

Scott Tibbs calculated each elected official with their current stipend and what the next step would be if the stipend is removed to see what the difference is. The committee discussed the DA FTE and stipend. Will clarified that the state pays 75% of the DA salary and the county pays the other 25%. Scott Tibbs calculated the stipend and steps needed to replace and align with an increase. The committee asked Will if they move the DA to step 10 on the salary schedule if this will make things more difficult in the coming years. Will expressed that due to

how DAs are paid in the state of Oregon this might always be a little difficult. Christina Haron clarified that the DA doesn't receive the COLA.

Discussion item #3: Vote on the recommended compensation schedule for submission to the Crook County Budget Committee and the County governing body for approval:

Details:

MOTION to eliminate stipends for elected officials. Motion seconded by Steve Brown. No discussion. Committee Member Ronda Sneva votes Aye, Committee Member Steve Brown votes Aye, Committee Member Scott Tibbs votes Aye, and Committee Member Bill Anderson votes Aye. Motion carried 4-0.

MOTION to move County Clerk to step 7 to step 8 on the current salary schedule for FY 2024-2025. Motion seconded by Ronda Sneva. No discussion. Committee Member Ronda Sneva votes Aye, Committee Member Steve Brown votes Aye, Committee Member Scott Tibbs votes Aye, and Committee Member Bill Anderson votes Aye. Motion carried 4-0.

MOTION to move County Assessor from step 7 to step 8 on the current salary schedule for FY 2024-2025. Motion seconded by Ronda Sneva. No discussion. Committee Member Ronda Sneva votes Aye, Committee Member Steve Brown votes Aye, Committee Member Scott Tibbs votes Aye, and Committee Member Bill Anderson votes Aye. Motion carried 4-0.

MOTION to move all County Commissioners from their current salary to step 8 on the current 2024-2025 salary schedule. Motion seconded by Ronda Sneva. No discussion. Committee Member Ronda Sneva votes Aye, Committee Member Steve Brown votes Aye, Committee Member Scott Tibbs votes Aye, and Committee Member Bill Anderson votes Aye. Motion carried 4-0.

MOTION to move the District Attorney from their current rate to a step 10 on current 2024-2025 salary schedule. Motion seconded by Ronda Sneva. Discussion about .25 as the FTE or 25%. Scott Tibbs clarifies 25% and 1 being whole. Committee Member Ronda Sneva votes Aye, Committee Member Steve Brown votes Aye, Committee Member Scott Tibbs votes Aye, and Committee Member Bill Anderson votes Aye. Motion carried 4-0.

MOTION to move the Sheriff from step 7 to step 9 on the current 2024-2025 salary schedule. Motion seconded by Ronda Sneva. No discussion. Committee Member Ronda Sneva votes Aye, Committee Member Steve Brown votes Aye, Committee Member Scott Tibbs votes Aye, and Committee Member Bill Anderson votes Aye. Motion carried 4-0.

MOTION to move to keep the County Treasurer at current salary schedule step. The committee discussed the salary for the County Treasurer and proposed to keep at the current salary step. Bill Anderson explains to the board that the treasurer doesn't want a salary but that is him and elected officials should have a salary. The treasurer spends 10% of their time in this role.

AMENDED MOTION to move the County Treasurer to a step 8 on the current 2024-2025 salary schedule closer to alignment with the other elected officials. Motion seconded by Ronda Sneva. No discussion. Committee Member Ronda Sneva votes Aye, Committee Member Steve Brown votes Aye, Committee Member Scott Tibbs votes Aye, and Committee Member Bill Anderson votes Aye. Motion carried 4-0.

Will Van Vactor asks for clarification on the 25% of the DA salary. Steve Brown stated that they were increasing to step 10 so that 25% of what we pay aligns with the replacement of their stipend. Scott Tibbs added that we are paying 25% of step 10 to the district attorney.

Bill Anderson asked Will how often he plans to have comp study done. Will hopes that not frequently. There has been an internal compensation review committee created to make sure that any adjustments that are made are equitable. The goal is that with the internal committee we keep the salary schedule more inline and more equitable.

There being no further business, the Committee adjourned the meeting at 5:12pm.

Respectfully submitted,

Breyanna Cupp

CROOK COUNTY SALARY SCHEDULE

2025-2026

Grade Placements and Ranges for Elected Officials

Includes 2.4% COLA

Effective July 1, 2025

| Grade / Classification | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 | STEP 11 | STEP 12 | STEP 13 |
|-----------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| 127 | 91,936.00 | 94,681.60 | 97,510.40 | 100,443.20 | 103,459.20 | 106,059.20 | 108,680.00 | 111,425.60 | 114,212.80 | 117,083.20 | 118,830.40 | 120,619.20 | 122,428.80 |
| Clerk (Elected) | 7,661.33 | 7,890.13 | 8,125.87 | 8,370.27 | 8,621.60 | 8,838.26 | 9,056.66 | 9,285.46 | 9,517.73 | 9,756.93 | 9,902.53 | 10,051.60 | 10,202.40 |
| Treasurer (Elected) | 44.20 | 45.52 | 46.88 | 48.29 | 49.74 | 50.99 | 52.25 | 53.57 | 54.91 | 56.29 | 57.13 | 57.99 | 58.86 |
| 129 | 102,044.80 | 105,102.40 | 108,243.20 | 111,508.80 | 114,836.80 | 117,728.00 | 120,660.80 | 123,656.00 | 126,776.00 | 129,937.60 | 131,913.60 | 133,889.60 | 135,886.40 |
| Assessor (Elected) | 8,503.73 | 8,758.53 | 9,020.26 | 9,292.40 | 9,569.73 | 9,810.66 | 10,055.06 | 10,304.66 | 10,564.66 | 10,828.13 | 10,992.80 | 11,157.46 | 11,323.86 |
| Commissioner (Elected) | 49.06 | 50.53 | 52.04 | 53.61 | 55.21 | 56.60 | 58.01 | 59.45 | 60.95 | 62.47 | 63.42 | 64.37 | 65.33 |
| 134 | 132,641.60 | 136,635.20 | 140,732.80 | 144,934.40 | 149,302.40 | 153,046.40 | 156,873.60 | 160,784.00 | 164,819.20 | 168,916.80 | 171,454.40 | 174,033.60 | 176,654.40 |
| District Attorney (Elected) | 11,053.46 | 11,386.26 | 11,727.73 | 12,077.86 | 12,441.86 | 12,753.86 | 13,072.80 | 13,398.66 | 13,734.93 | 14,076.40 | 14,287.86 | 14,502.80 | 14,721.20 |
| Sheriff (Elected) | 63.77 | 65.69 | 67.66 | 69.68 | 71.78 | 73.58 | 75.42 | 77.30 | 79.24 | 81.21 | 82.43 | 83.67 | 84.93 |

CROOK COUNTY SALARY SCHEDULE

2025-2026

Elected Officials

Effective July 1, 2025

| Grade | Position | Annual Amt | Hourly Amt | Note |
|------------|-------------------|------------|------------|----------------|
| EAS | Assessor | 123,656.00 | 59.45 | |
| ECO | Commissioner | 123,656.00 | 59.45 | |
| ECL | Clerk | 111,425.60 | 53.57 | |
| ETR | Treasurer | 11,142.56 | 53.57 | 10% (0.1 FTE) |
| EDA | District Attorney | 42,229.20 | 81.21 | 25% (0.25 FTE) |
| ESO | Sheriff | 164,819.20 | 79.24 | |