



MARION COUNTY BOARD OF COMMISSIONERS

Board Session Agenda Review Form

Meeting date: March 11, 2026

Department: Human Resources

Title: Elected Officials Compensation Board FY26-27 Recommendations

Management Update/Work Session Date: 2/25/2026 Audio/Visual aids [ ]

Time Required: 5 minutes Contact: HRCompClass@co.marion.or.us Phone: x7777

Requested Action: Forward to the 2026-27 Marion County Budget Committee the 2026 Elected Officials Compensation Board recommendations.

Issue, Description & Background: The Board of Commissioners appoints three to five volunteers to serve on the Elected Officials Compensation Board, in accordance with ORS 204.112. This board is tasked with conducting an annual review of the compensation paid to elected officials and determining whether adjustments are appropriate. The 2026 board is composed of three members with expertise in personnel and compensation practices. The board convened in November 2025 to review compensation and related information.

Financial Impacts: Annual: \$24,945 (Base Salary and COLA rounded)

Impacts to Department & External Agencies: Assessor's Office \$3,188; County Clerk's Office \$2,848; Board of Commissioners' Office \$8,563 (3.00 x \$2,854); District Attorney's Office \$3,384; Justice of the Peace's Office \$2,781; and Sheriff's Office \$4,182. (Base Salary and COLA rounded)

List of attachments: 2026 Compensation Board memo to the Budget Committee

Presenter: Salvador Llerenas

Department Head Signature: Salvador Llerenas Digitally signed by Salvador Llerenas Date: 2026.02.27 10:22:25 -08'00'

**County Commissioners**  
Colm Willis, Chair  
Kevin Cameron, Vice Chair  
Danielle Bethell



**Chief Administrative Officer**  
Jan Fritz

**Chief Human Resources Officer**  
Salvador Llerenas

## MARION COUNTY HUMAN RESOURCES

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**To:** Marion County Budget Committee

**From:** Marion County Elected Officials Compensation Board: Melessa Villoria, Chair and Board Members Jolene Kelley, and Lore Christopher

**RE:** Elected Officials Compensation Recommendations

**Date:** November 20, 2025

The Elected Officials Compensation Board (board) met in November of 2025 rather than the customary March schedule. Marion County's implementation of the Oracle Fusion ERP (Enterprise Resource Planning) project necessitated an accelerated budget schedule for 2026. The board's presentation to the Budget Committee is scheduled for Thursday, March 19, 2026.

The Elected Officials Compensation Board is responsible for the annual review of elected officials' compensation and for making recommendations to the Budget Committee on adjustments to compensation and related practices. The board conducts its review in accordance with Oregon Revised Statutes 204.112 and established Compensation Board practices.

As part of the 2026 review, the board evaluated market data to assess whether current salaries are aligned with comparable positions in similarly situated jurisdictions. The analysis indicates that elected officials' total compensation is consistent with Marion County's compensation policy, except for the District Attorney.

Based on current findings, the board recommends the following salary adjustment, effective July 1, 2026.

Base Salary:

- adjust the Marion County District Attorney upward 3.00%,
- uphold the remaining Marion County Elected Officials positions.

The Compensation Board further recommends a 2.00% cost-of-living adjustment for all elected officials, except the Treasurer. The amount is aligned with the Budget Officer's recommendations.

Thank you for the opportunity to serve our community.