



## BOARD OF COMMISSIONERS

# AGENDA REQUEST & STAFF REPORT

**MEETING DATE:** December 17, 2025

**SUBJECT:** Wage Equity Project Update: Phase II (Market Study for AFSCME and Non-Represented Positions)

**RECOMMENDED MOTION:** Move Board approval of implementation as recommended by the project steering committee.

**BACKGROUND AND POLICY IMPLICATIONS:**

Human Resources has completed its compensation study for Deschutes County AFSCME represented and non-represented (not represented by a union) positions.

Non-represented positions include managers, supervisors, and employees who work in "confidential" positions. In this context, "confidential" refers to positions with job duties that would create a conflict of interest if the position was represented by a union (such as positions in the Human Resources Department).

The purpose of the study (Phase II of the County's Wage Equity Project) is to ensure that a market analysis is conducted to ensure that compensation for classifications is aligned with the County's compensation philosophy and to adjust any compression that may exist in the County's compensation structure.

Staff will present implementation recommendations from the County's Wage Equity Steering Committee to the Board and answer questions.

**BUDGET IMPACTS:** Budget impacts are dependent on implementation decisions.

**ATTENDANCE:**

Susan DeJoode, Human Resources Director  
Whitney Hale, Deputy County Administrator