



## BOARD OF COMMISSIONERS

# AGENDA REQUEST & STAFF REPORT

**MEETING DATE:** October 8, 2025

**SUBJECT:** Consideration of Contract No. 2025-968, a Collective Bargaining Agreement  
Between Deschutes County and the Deschutes County Sheriff Employees  
Association

**RECOMMENDED MOTION:**

*Move approval of Contract No. 2025-968, a Collective Bargaining Agreement Between Deschutes County and the Deschutes County Sheriff Employees Association.*

**BACKGROUND AND POLICY IMPLICATIONS:**

The new collective bargaining agreement is effective from July 1, 2025 – June 30, 2026. The agreement includes a 1 – 4 % cost of living adjustment in FY 2026, based on the consumer price index. The agreement also includes adjustments for K-9 and FTO premium pay and wage adjustments for corrections nurses, records specialists, evidence technicians and mechanics.

The CBA also includes modifications to the tuition reimbursement program, the time management leave program, military leave program.

The County's bargaining team tentatively agreed to the collective bargaining agreement and recommends its approval.

Employees represented by the DCSEA voted to ratify the agreement.

**BUDGET IMPACTS:**

The fiscal impacts of the new collective bargaining agreement have been included in the FY 25-26 budget.

**ATTENDANCE:**

Sheriff Ty Rupert, DCSO

Jeff Price, DCSO Business Manager

Christopher Bell, Sr. Assistant Legal Counsel

Whitney Hale, Deputy County Administrator