



MARION COUNTY
BOARD OF COMMISSIONERS
Emergency BOC/CAO Issues Coordination

August 18, 2026
11:00AM to 12:30PM
Courthouse Square
Commissioner's Boardroom
Salem, Oregon

Meeting Minutes

AGENDA

1. Welcome

Chair Willis

Chair Willis called the meeting to order at 11:20AM

Chair Willis, Commissioner Bethell, CAO Fritz, DCAO Eppley, County Ops Manager Lawyer, Sheriff Hunter, Undersheriff Landers were present.

2. Sheriff's Office Update

Jeremy Landers

- a. Undersheriff Landers began by showing the Board an updated Org Chart that identifies changes the Sheriff's Office has made to their administrative structure to meet operational needs and provide appropriate supervision. He stated that because of promoting Todd Moquin from Sergeant (Sgt) to Lieutenant (Lt), there is now an open Sgt position in the Justice Security Unit (JSU) that needs to be filled. Currently, that position is being filled with a deputy acting in capacity. The JSU team includes 11-FTE deputies, and 12-temp deputies.

Commissioner Bethell asked about eliminating the Sgt classification and replacing with something else, like lead worker or senior deputy. Sheriff Hunter expressed that he does not believe we can eliminate the Sgt classification because the line supervisor is needed and we don't have another classification that can perform the needed duties but that current restructuring of administrative duties has significantly reduced overtime expenses.

Commissioner Bethell would like a list of the duty changes that have resulted in reduced overtime and other operational efficiencies. Undersheriff Landers stated he would provide that information to the commissioner. Generally, however, he stated that the administrative and management responsibilities are being moved to the Lt

positions while the Sgt positions are now functioning purely as lead workers with no management responsibilities

Commissioner Bethell would like to have a discussion about the potential to reduce positions going into the future for budgetary purposes since the cost of law enforcement is outpacing the growth of revenues in the General Fund, which makes up a large majority of Sheriff's Office funding. The Sheriff explained that they are making administrative structural changes to drive efficiencies and become more fiscally responsible. He explained that the Sheriff's Office is already performing only base functions like Enforcement and the jail. Other functions like drug teams and special units have been dismantled to provide staffing levels for the base functions.

Commissioner Willis stated he believes there is a macro level issue driving the conversation behind the scenes. He believes the Sheriff has been very mission focused and needs to be fully staffed for Patrol, the G-Pod at the jail for the additional bed space, etc. to properly perform his mission, but we have structurally counted on vacancy savings in the past for the budget to pencil and now that we're staffing at levels close to full, those savings are not materializing like they have in the past, making it necessary to be very cautious about the positions the Board decides to fund. Commissioner Willis stated he believes law enforcement assets are simply becoming extremely expensive due to collective bargaining and binding arbitration and that the costs are uncontrollable.

Commissioner Bethell agrees with Commissioner Willis on this point and wants full transparency within the Sheriff's Office so that she can fully understand their needs, the agency costs, and the resources available to pay for them. That will allow the Board to make good decisions in partnership with the Sheriff to provide the best public safety to the community that we can.

The ask from the Sheriff is to fund a JSU Sgt, a CIU Sgt, an Enforcement deputy, the LEAD Coordinator position, and develop a futures list of candidates that can fill future positions quickly when funding becomes available. Commissioner Willis suggested that HB4002 money could be used to fund that position and, potentially, other LEAD Navigator positions.

Commissioner Bethell asked Undersheriff Landers to work with DCAO Eppley on the Budget allocation of additional HB4002 funding. She also would like to see a report of vacancy savings from 2021 through current and where that savings has been utilized. She would also like to know current projected vacancy savings, how many retirements are expected in the near future, OT for Sgts in 2025-2026, and a report of PLO use and the impact it is having on the Sheriff's Office.

3. Adjourn

- a.** Chair Willis adjourned the meeting at 1:15PM.