

**Personnel and Finance Committee (PFC) Meeting Agenda**  
**Monday, April 20, 2026; 6-7:30 PM - IN PERSON MEETING with Virtual option**

**In Person:** 804a NW Buchanan Drive, Suite #9, Corvallis, OR 97330

**Join Zoom Meeting:**

<https://us02web.zoom.us/j/89113422445?pwd=IFun31eCaW6a8RzFblrVGiyetcBFYk.1>

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<b>Time</b>	<b>Topic</b>	<b>Lead</b>
6:00	Call into session, introductions, public comments, changes and/or additions to agenda - 5 minutes	Marcella
6:05	1 - Discuss FY27 health and dental benefit; Review Life insurance and Short-Term Disability. Approve District contribution for employee medical, dental, Life, STDI - 15 minutes. Summary in packet	MA/PFC
6:25	2 - Update on District HRA-VEBA contribution for employees who waive medical insurance benefit. Maintain 40% District contribution. \$371.20 would be updated amount. 5 minutes.	MA/PFC
6:30	3 - Staff Updates and grant funding	MA/PFC
6:40	4 - Pay structure ideas - Discuss future ideas for increased staff compensation that is within District Budget.	MA/PFC
7:10	5 - Discuss and approve FY27 3.5% COLA (Cost of Living Adjustment) at a flat rate based off ED salary - 10 minutes. March 2026 CPI Western Region data in packet.	MA/PFC
7:20	6- PFC questions and other business	PFC

**Personnel & Finance Committee (PFC) Meeting Minutes**  
**Monday April 21, 2025; 6-8 PM**  
**MEETING at 804 NW Buchanan Ave. Suite #9 and via Zoom**

**In Attendance:**

*Committee Members:* Marcella Henkels, Kerry Hastings, Nate Johnson

*Others: In Person -* Michael Ahr, Candace Mackey (minutes), Nico Conoan Nieves, Cierra Dawson

*Via Zoom-*Brad Remsey, BSWCD Resource Conservationist, Jennifer McRae; Member of BSWCD Budget Committee

**Call to Order:**

[Henkels] 6:01pm

See the Agenda below.

No changes to Agenda or Public Comment. Brief self-introduction of all members present.

1- Review changes in Consumer Price Index-Western Region since last PFC Meeting. Summary in packet. Decide if any adjustments need to be made to compensation package.

Michael Ahr: Historically, we have only reviewed the Cost-of-Living Adjustment (COLA) once a year. Given the market turmoil in April of 2025 when we last met, we agreed to meet ½ way through the year to see where we were with the Consumer Price Index West Region numbers. In April, the PFC recommended a 2.6% increase for COLA and 1% for a merit increase.

Kerry Hastings mentions there were staff who had been with the district for a long time, which was the rationale behind the 1% increase.

Nate Johnson sees a trend up in the Consumer Price Index and proposes the addition of 0.6% for the remainder of the fiscal year.

The budgetary impacts presented in the packet were reviewed and determined to not be significant enough to disrupt the whole budget.

The issue of whether to make this a flat rate COLA was discussed but was not pursued.

**Motion/Second: Motion to Update the COLA to 2.6% to 3.2%-Nate Johnson/Kerry Hastings Marcella Henkels-yes Kerry Hastings-Yes Nate Johnson-Yes**

2- Review of employee compensation and discussion on establishing pay ranges. Summary in packet.

Michael Ahr explains how compensation amounts are determined with study by Cascade Employer's Association every three years. The District aims to hit the median which we are doing and offer competitive benefits in measurement to the rest of the market. COLA's and merit increases are not always a guarantee but are offered when budgeting will allow and the board approves. Usually, COLA's are increases for each individual's salary, but there can also be a "flat" rate COLA, based off the highest salary. This was done in the past to bring positions pay up to hit the overall median target. This was a creative way to create an adjustment to pay without creating another, more complicated system. Nate Johnson speaks about whether this would be another way to also account for the higher cost of living in the Corvallis area specifically, as it seems that this should be considered. Perhaps there could be an investigation into what % other than the median as Cascade Employer's Association have suggested. Nate Johnson doesn't know what that % amount would be, but it's worth talking

about. Michael Ahr also brings up the index used to calculate the COLA...there are others that include cities that have a higher cost of living which may be more relevant. Nico Conoan Nieves mentions more data is better for decisions, perhaps pulling in cost-of-living calculations from other sources. Nate Johnson also wants to clarify that there are two different things being calculated here—the Consumer Price Index for West Region, as well as the evaluation of compensation by Cascade Employer’s Association, showing the package comps showing BSWCD at the 50% median, which is where the majority of employers compensate.

Discussion ensued.

Michael Ahr explains other practices of pay increases that BSWCD has used in the past and currently. (In packet)

Kerry Hastings asks about the pay range that Michael Ahr proposed for further exploration. Discussion about different systems of steps or framework for pay increases, as it would enable better budgeting as the executive director would know what compensation would be set up for next fiscal year. This is not inclusive of the COLA, and the PFC would still determine that. Marcella Henkels discusses whether these ranges would top out...Kerry Hastings talks about the idea that this range would change based off of the compensation evaluation recommendations every three years. Nate Johnson brings up 2 critical considerations: Do you want to have people stay for their whole careers who stay for 30 years which can stress the financial resources for the organization, or what if you decide you keep this organizations’ ranges in step with NGO’s, Federal Agencies, Counties and Cities, etc. Then there will be a ceiling that is realistic.

For Michael Ahr, the challenge is that we don’t offer bad packages...it’s that after a certain amount of time, when the employee has learned their jobs fully, there’s not another step they can take to offer them increased pay, which can cause good employees to look elsewhere.

Nate Johnson-TASK: what is the cost to work up a pay range system and perhaps indices to include the Corvallis area more specifically (from a contractor)? Michael Ahr will explore.

## **No Motion Made**

### 3-Funding timelines for internal grants. Summary in packets.

Michael Ahr explains the current schedule of grants we give out. Some are scheduled; some are more random. There is great interest from the public in these grants. BSWCD is running into timing issue with budgeting, asking for applications, granting awards and getting the project implemented. This timing can impact projects as there are best seasons to roll out weed control, plant, etc. (See “Funding Timelines for Internal BSWCD Grants” in packet) MA is proposing moving the schedule to announce grants in May, prior to budget adoption in June, so that the money can be granted out immediately when it is available. Questions about current funding levels are raised to determine if their impact would be significant on each FY budget. MA explains that regardless of funding, the grants would be there to send out calls for applications, just may limit the number of projects funded in the end. This would mean the grant program would not be in danger nor the organization making promises it can’t keep, but the numbers of funded projects might change each year.

## **No Motion Made**

#### 4- Staff Updates

Teresa Matteson has been bringing up the desire to retire...she's looking to perhaps the end of the year, but there is not a definite date, nor should there be. MA is discussing the succession of this position with staff, including the distribution of duties, job description and ways forward.

Performance evaluations have been going well. Evaluations have been changed from all being done in June each year to being on the anniversary of hire for each employee.

NJ-Michael's 1<sup>st</sup> year anniversary is coming up. It would be time to set up a framework/evaluation for him, perhaps in February. In April, Michael will reach 5 years of service at the District and will get a \$250 recognition award at that time.

#### **No Motion Made**

#### PFC Questions and Other Business

No other questions or other Business

#### Discussion of Next Meeting

Suggested early April, prior to the April Board Meeting. TASK: Michael Ahr will propose dates to the committee soon.

Meeting Adjourned  
[Henkels] 7:25pm

**Personnel and Finance Committee (PFC) Meeting Agenda**  
**Monday, October 6, 2025; 6-8:00 PM - IN PERSON MEETING with Virtual option**

**In Person:** 804a NW Buchanan Drive, Suite #9, Corvallis, OR 97330

**Join Zoom Meeting:**

<https://us02web.zoom.us/j/83538356414?pwd=ifXjbmNBOPt-BDM5kqaremFHCbyNTfl.1>

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Meeting ID: 835 3835 6414

Passcode: 385357

Join instructions

[https://us02web.zoom.us/meetings/83538356414/invitations?signature=JMhQ9ncLJFIS\\_jVHslk5Ucic6gNTf1qZox8FFT2GNBA](https://us02web.zoom.us/meetings/83538356414/invitations?signature=JMhQ9ncLJFIS_jVHslk5Ucic6gNTf1qZox8FFT2GNBA)

<b>Time</b>	<b>Topic</b>	<b>Lead</b>
6:00	Call into session, introductions, public comments, changes and/or additions to agenda - 5 minutes	Marcella
6:05	1- Review changes in Consumer Price Index - Western Region since last PFC Meeting. Summary in packet. Decide if any adjustments need to be made to compensation package	MA/PFC
6:20	2- Review of employee compensation and discussion on establishing pay ranges. Summary in packet	MA/PFC
7:00	3- Funding timelines for internal grants (Jerry Paul Native Pollinator Conservation Grant, Invasive Species grant, etc.). Summary in Packet	MA/PFC
7:15	4- Staff Updates -Performance evaluations -Upcoming anniversaries/introductory periods	MA/PFC
7:30	PFC questions and other business	PFC
7:45	Next PFC Meeting, Evening of 4/20/2026?	PFC

**BENTON SOIL AND WATER CONSERVATION DISTRICT**

Quote March 6, 2026 for rates effective July 1, 2026

The premiums shown below are based on census data submitted with your proposal request. Final rates may vary if actual enrollment differs from the original census.

Minimum Employer Contribution Requirement: 75% employee & 0% dependent OR 50% employee & 50% dependent.

Minimum Participation Requirement: 100% of eligible employees & 75% of eligible dependents.

**The premiums below will require review if the effective date is after: July 1, 2026**

CENSUS					
	Employee Only	Employee + Spouse	Employee + Family	Employee+ Child(ren)	Total
Subscribers	4	0	0	0	4

MEDICAL PLAN OPTIONS					
Regence Preferred Network	Employee Only	Employee + Spouse	Employee + Family	Employee+ Child(ren)	Total Monthly Premium
Blue PPO II	\$1,192.00	\$2,384.00	\$3,398.00	\$2,206.00	\$4,768.00
Blue PPO II-A	\$1,138.00	\$2,275.00	\$3,243.00	\$2,105.00	\$4,552.00
Blue PPO III	\$1,092.00	\$2,184.00	\$3,112.00	\$2,020.00	\$4,368.00
Blue PPO IV	\$1,015.00	\$2,029.00	\$2,891.00	\$1,877.00	\$4,060.00
Blue PPO V	\$977.00	\$1,955.00	\$2,785.00	\$1,808.00	\$3,908.00
Blue PPO VI	\$931.00	\$1,863.00	\$2,654.00	\$1,723.00	\$3,724.00
Blue PPO VII	\$903.00	\$1,806.00	\$2,573.00	\$1,670.00	\$3,612.00
Red PPO C	\$1,078.00	\$2,155.00	\$3,071.00	\$1,993.00	\$4,312.00
Red PPO D	\$1,037.00	\$2,075.00	\$2,957.00	\$1,919.00	\$4,148.00
Red PPO E	\$963.00	\$1,926.00	\$2,744.00	\$1,781.00	\$3,852.00
Red PPO F	\$920.00	\$1,840.00	\$2,622.00	\$1,702.00	\$3,680.00
Red PPO H	\$868.00	\$1,737.00	\$2,475.00	\$1,606.00	\$3,472.00
Red PPO J	\$843.00	\$1,685.00	\$2,401.00	\$1,559.00	\$3,372.00
Red PPO K	\$820.00	\$1,639.00	\$2,336.00	\$1,516.00	\$3,280.00
Red PPO L	\$791.00	\$1,582.00	\$2,254.00	\$1,463.00	\$3,164.00
HSA #1	\$719.00	\$1,439.00	\$2,050.00	\$1,331.00	\$2,876.00

DENTAL PLAN OPTIONS					
Delta Dental Premier Network	Employee Only	Employee + Spouse	Employee + Family	Employee+ Child(ren)	Total Monthly Premium
OPTION 1 \$1,500 Constant Dental	\$60.00	\$109.00	\$158.00	\$114.00	\$240.00
OPTION 2 \$1,500 Incentive Dental	\$65.00	\$119.00	\$172.00	\$123.00	\$260.00
Ortho 1500	\$4.00	\$15.00	\$33.00	\$15.00	\$16.00
OPTION 3 \$2,000 Constant Dental	\$66.00	\$115.00	\$167.00	\$121.00	\$264.00
OPTION 4 \$2,000 Incentive Dental	\$70.00	\$128.00	\$185.00	\$132.00	\$280.00
Ortho 2000	\$4.00	\$17.00	\$36.00	\$16.00	\$16.00
Willamette Dental-Ortho Included	Employee Only	Employee + Spouse	Employee + Family	Employee+ Child(ren)	Total Monthly Premium
OPTION 5 Standard Plan	\$60.00	\$117.00	\$179.00	\$120.00	\$240.00
OPTION 6 Enhanced Plan	\$79.00	\$154.00	\$235.00	\$159.00	\$316.00

CURRENT RATES					
Plan	Employee Only	Employee + Spouse	Employee + Family	Employee+ Child(ren)	Total Monthly Premium
Red PPO H	\$944.00	\$1,888.00	\$2,691.00	\$1,747.00	\$3,776.00
OPTION 1 \$1,500 Constant Dental	\$57.00	\$103.00	\$149.00	\$108.00	\$228.00
OPTION 5 Standard Plan	\$56.00	\$110.00	\$169.00	\$114.00	\$224.00



**2026 SDIS Life & Disability Plans with Standard**

The rates for the Life/AD&D plans as well as the STD plans are charged on a Per Employee Per Month (PEPM) basis. The LTD plans rates are charged as a percent of covered payroll.

**BENTON SOIL AND WATER CONSERVATION DISTRICT**

**Life/AD&D Plans**

	Option 1	Option 2	Option 3	Option 4	Option 5
Life/AD&D Schedule	\$10,000	\$20,000	\$50,000	1 X Annual Salary	\$100,000
<b>Rates- PEPM</b>	<b>\$3.00</b>	<b>\$6.00</b>	<b>\$13.00</b>	<b>\$14.00</b>	<b>\$30.00</b>
Dependent Life	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
<b>Rates-PEPM</b>	<b>\$2.00</b>	<b>\$2.00</b>	<b>\$2.00</b>	<b>\$2.00</b>	<b>\$2.00</b>

**Short-Term Disability Plans**

	Option 5	Option 6
STD Plan	60% to \$900 per week	60% to \$900 per week
Duration	Up to 90 days	Up to 180 days
<b>Rates-PEPM</b>	<b>\$8.00</b>	<b>\$11.00</b>

**Long-Term Disability Plans**

	Option 1	Option 2
LTD	60% to \$5,000	60% to \$5,000
Elimination Period	90 Days	180 Days
Benefit Duration	SSNRA	SSNRA
<b>Rates - % of CP</b>	<b>\$0.551% of covered payroll</b>	<b>\$0.436% of covered payroll</b>

<--- 2026 LTD PEPM PREMIUM

Note: A current census is required to confirm the monthly premium for a LTD proposal.

INDICATES CURRENT PLAN




## HRA VEBA Plan Policy

Benton Soil & Water Conservation District (“Employer”) has adopted the Health Reimbursement Arrangement (HRA) plans offered and administered by the Voluntary Employees’ Beneficiary Association (VEBA) Trust for Public Employees in the Northwest (“Plan”). The Plan is designed with a variety of coverage options to allow for the maximum benefit permitted by applicable law. Employer agrees to contribute to the Plan on behalf of all employees defined as eligible to participate in the Plan, in accordance with the Plan, this Policy, and regulatory limitations. The Plan must receive an enrollment file for each eligible employee to become a participant and become eligible for benefits under the Plan. To become eligible for the Plan, an employee must sign and date an Attestation Form certifying that the employee is opting out of the Employer’s health benefit, and that the employee’s other medical coverage meets the guidelines of a qualified group health plan.

**Contributions on behalf of each eligible employee (or eligible former employee) shall be based on the following selected funding sources/formulas:**

**Employer Contribution in Lieu of BSWCD Health Insurance:** Eligibility is limited to employees waiving Employer’s health insurance coverage. Employer contributions shall equal 40% of cost of waived benefit, which shall be contributed monthly.

The term of this Employer Policy shall be from 7/1/2023 through 6/30/2024. This Policy shall be reviewed on an annual basis by the District’s Personnel and Finance Committee. Employer reserves the right to amend, modify, or terminate the Employer HRA VEBA Plan and Plan contribution at any time.

  
Kerry Hastings (Jul 12, 2023 15:46 PDT)

Kerry Hastings, Board Secretary  
Benton Soil & Water Conservation District

\_\_\_\_\_  
Date

## HRA VEBA Amount

In the attached policy, we pay 40% of eligible health care benefits to employees who opt out of insurance coverage through the HRA VEBA. These are funds that the employee can use to cover health care costs.

The math on determining this number in FY 27 will be

Health insurance: \$868

Dental insurance: \$60\_\_

TOTAL            \$928

40% of \$928.00 is **\$371.20 per month**

Currently, 3 staff members receive these VEBA payments

When we budget for next fiscal year, we still budget for employees to accept full insurance benefits because circumstances can change quickly where a staff person could switch to accepting the insurance.



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### News Release Information

26-624-SAN  
Friday, April 10, 2026

### Contacts

#### Technical information:

(415) 625-2270  
[BL.SinfoSF@bls.gov](mailto:BL.SinfoSF@bls.gov)  
[www.bls.gov/regions/west](http://www.bls.gov/regions/west)

#### Media contact:

(415) 625-2270

### Related Links

[CPI historical databases](#)

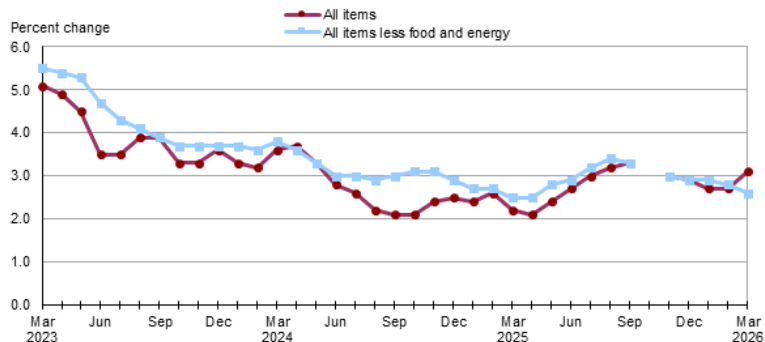
## Consumer Price Index, West Region — March 2026

**Area prices were up 0.9 percent over the past month, up 3.1 percent from a year ago**

The Consumer Price Index for All Urban Consumers (CPI-U) in the West region advanced 0.9 percent in March, the U.S. Bureau of Labor Statistics (BLS) reported today. The all items less food and energy index increased 0.3 percent. The food index rose 0.1 percent, and the energy index increased 12.1 percent. (Data in this report are not seasonally adjusted. Accordingly, month-to-month changes may reflect seasonal influences.)

The West all items CPI-U rose 3.1 percent for the 12 months ending in March. The index for all items less food and energy advanced 2.6 percent over the year. Food prices advanced 2.6 percent. Energy prices rose 11.7 percent.

Chart 1. Over-the-year percent change in CPI-U, West region, March 2023–March 2026



Note: The October 2025 data values are not available due to the 2025 lapse in appropriations.  
Source: U.S. Bureau of Labor Statistics.

[View Chart Data](#)

### Food

Food prices advanced 0.1 percent for the month of March. Prices for food at home (grocery store purchases) were unchanged, and prices for food away from home (restaurant, cafeteria, and vending purchases) advanced 0.2 percent for the same period.

Food prices advanced 2.6 percent over the year. Prices for food at home rose 1.7 percent, with higher prices in 4 of the 6 major grocery store food groups. Prices for food away from home advanced 3.8 percent.

### Energy

The energy index advanced 12.1 percent over the month. Gasoline prices increased 22.6 percent. Prices for natural gas service fell 2.2 percent, and prices for electricity decreased 1.0 percent for the same period.

Energy prices rose 11.7 percent over the year. Gasoline prices increased 19.1 percent. Prices for electricity advanced 2.1 percent, while prices for natural gas service fell 2.5 percent during the past year.

### All items less food and energy

The index for all items less food and energy advanced 0.3 percent in March. Among the index's components, prices were higher for shelter (+0.5 percent). In contrast, prices were lower for medical care (-0.3 percent) and household furnishings and operations (-0.3 percent).

The index for all items less food and energy advanced 2.6 percent over the year. Components contributing to the increase included medical care (+4.1 percent) and shelter (+2.7 percent). In contrast, prices were lower for used cars and trucks (-2.6 percent) and education and communication (-0.4 percent).

**Table A. West region CPI-U 1-month and 12-month percent changes, all items index, not seasonally adjusted**

Month	2022		2023		2024		2025		2026	
	1-month	12-month	1-month	12-month	1-month	12-month	1-month	12-month	1-month	12-month
January	0.9	7.7	0.9	6.3	0.7	3.3	0.6	2.4	0.4	2.7
February	0.8	8.1	0.5	6.0	0.4	3.2	0.6	2.6	0.5	2.7
March	1.3	8.7	0.5	5.1	0.9	3.6	0.5	2.2	0.9	3.1
April	0.7	8.3	0.5	4.9	0.6	3.7	0.5	2.1		
May	0.8	8.3	0.4	4.5	0.1	3.3	0.3	2.4		
June	1.2	8.8	0.3	3.5	-0.2	2.8	0.1	2.7		
July	0.1	8.3	0.1	3.5	-0.1	2.6	0.2	3.0		
August	0.0	8.1	0.4	3.9	0.1	2.2	0.3	3.2		
September	0.3	8.3	0.4	3.9	0.2	2.1	0.3	3.3		
October	0.7	8.1	0.1	3.3	0.1	2.1	-	-		
November	-0.4	7.1	-0.4	3.3	-0.1	2.4	-	3.0		
December	-0.4	6.2	-0.1	3.6	0.0	2.5	-0.2	2.9		

Note: The October 2025 data values are not available due to the 2025 lapse in appropriations

The April 2026 Consumer Price Index for the West Region is scheduled to be released on May 12, 2026.

### Technical Note

The [Consumer Price Index](#) (CPI) is a measure of the average change in prices over time in a fixed market basket of goods and services. The Consumer Price Index for the West Region is published monthly. The set of components and sub-aggregates published for regional and metropolitan indexes is more limited than at the U.S. city average level; these indexes are byproducts of the national CPI program.

The **West region** covered in this release is comprised of the following thirteen states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

Refer to the national [CPI news release technical note](#) or the [Handbook of Methods](#) for more information.

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services.

**Table 1. West region CPI-U by expenditure category for March 2026, not seasonally adjusted (1982-84=100 unless otherwise noted)**

Expenditure category	Indexes				Percent change from -		
	Historical data	Jan. 2026	Feb. 2026	Mar. 2026	Mar. 2025	Jan. 2026	Feb. 2026
All items		345.152	346.990	350.226	3.1	1.5	0.9
All items (December 1977 = 100)		557.919	560.890	566.120			
Food and beverages		359.632	360.472	360.776	2.6	0.3	0.1
Food		362.650	363.578	363.811	2.6	0.3	0.1
Food at home		335.240	335.984	335.986	1.7	0.2	0.0
Cereals and bakery products		347.132	347.300	346.823	2.5	-0.1	-0.1
Meats, poultry, fish, and eggs		370.338	364.504	363.454	-3.7	-1.9	-0.3
Dairy and related products		279.707	276.394	277.659	-3.5	-0.7	0.5
Fruits and vegetables		415.609	425.455	427.888	5.5	3.0	0.6
Nonalcoholic beverages and beverage materials		239.539	242.438	238.898	2.9	-0.3	-1.5
Other food at home		292.909	294.311	295.434	4.2	0.9	0.4

**Footnotes**

(1) Indexes on a December 1982=100 base.  
(2) Indexes on a December 1997=100 base.  
(3) Special index based on a substantially smaller sample.  
(4) Indexes on a December 1993=100 base.  
(5) Indexes on a December 1977=100 base.

- Data not available.  
Note: Index applies to a month as a whole, not to any specific date.

Expenditure category	Indexes				Percent change from -		
	Historical data	Jan. 2026	Feb. 2026	Mar. 2026	Mar. 2025	Jan. 2026	Feb. 2026
Food away from home		401.585	402.819	403.461	3.8	0.5	0.2
Alcoholic beverages		313.713	313.273	314.620	1.8	0.3	0.4
Housing		388.353	390.761	391.880	2.7	0.9	0.3
Shelter		447.728	450.259	452.320	2.7	1.0	0.5
Rent of primary residence		478.799	479.538	480.018	2.2	0.3	0.1
Owners' equivalent rent of residences <sup>(1)</sup>		474.217	475.870	476.319	2.7	0.4	0.1
Owners' equivalent rent of primary residence <sup>(1)</sup>		474.024	475.677	476.131	2.7	0.4	0.1
Fuels and utilities		440.753	442.487	439.631	2.4	-0.3	-0.6
Household energy		378.686	380.109	375.961	1.3	-0.7	-1.1
Energy services		382.553	383.664	378.754	1.1	-1.0	-1.3
Electricity		427.755	429.679	425.255	2.1	-0.6	-1.0
Utility (piped) gas service		294.652	293.758	287.242	-2.5	-2.5	-2.2
Household furnishings and operations		162.253	164.363	163.804	3.5	1.0	-0.3
Apparel		125.639	131.832	132.611	3.3	5.5	0.6
Transportation		281.762	284.921	298.422	5.3	5.9	4.7
Private transportation		279.793	283.240	297.351	4.8	6.3	5.0
New and used motor vehicles <sup>(2)</sup>		122.374	122.061	122.432	-0.9	0.0	0.3
New vehicles		176.336	176.485	176.514	0.3	0.1	0.0
New cars <sup>(3)</sup>		175.551	176.001	176.934	1.1	0.8	0.5
Used cars and trucks		172.132	170.240	170.874	-2.6	-0.7	0.4
Motor fuel		303.149	321.413	395.346	19.6	30.4	23.0
Gasoline (all types)		301.156	319.745	391.961	19.1	30.2	22.6
Gasoline, unleaded regular <sup>(3)</sup>		295.612	314.411	387.455	19.4	31.1	23.2
Gasoline, unleaded midgrade <sup>(3)(4)</sup>		291.235	308.443	374.309	18.3	28.5	21.4
Gasoline, unleaded premium <sup>(3)</sup>		303.648	320.306	385.474	17.7	26.9	20.3
Medical care		655.472	656.281	654.237	4.1	-0.2	-0.3
Medical care commodities		481.568	483.709	474.400	0.2	-1.5	-1.9
Medical care services		708.845	709.253	709.395	4.9	0.1	0.0
Professional services		447.877	450.097	450.247	4.9	0.5	0.0
Recreation <sup>(2)</sup>		137.894	137.310	137.371	3.1	-0.4	0.0
Education and communication <sup>(2)</sup>		144.336	143.104	143.370	-0.4	-0.7	0.2
Tuition, other school fees, and child care <sup>(5)</sup>		1,766.027	1,769.084	1,769.644	3.3	0.2	0.0
Other goods and services		587.959	585.858	589.309	3.6	0.2	0.6

**Footnotes**  
(1) Indexes on a December 1982=100 base.  
(2) Indexes on a December 1997=100 base.  
(3) Special index based on a substantially smaller sample.  
(4) Indexes on a December 1993=100 base.  
(5) Indexes on a December 1977=100 base.











- Data not available.  
Note: Index applies to a month as a whole, not to any specific date.

**Table 2. West region CPI-U by special aggregate index for March 2026, not seasonally adjusted (1982-84=100 unless otherwise noted)**

Special aggregate index	Indexes				Percent change from -		
	Historical data	Jan. 2026	Feb. 2026	Mar. 2026	Mar. 2025	Jan. 2026	Feb. 2026
All items		345.152	346.990	350.226	3.1	1.5	0.9
Food		362.650	363.578	363.811	2.6	0.3	0.1
Energy		341.887	353.487	396.271	11.7	15.9	12.1
All items less food and energy		346.509	347.822	348.774	2.6	0.7	0.3
All items less energy		348.053	349.311	350.162	2.6	0.6	0.2
All items less medical care		330.915	332.793	336.251	3.0	1.6	1.0
All items less shelter		304.552	306.116	309.828	3.4	1.7	1.2

**Footnotes**  
(1) Indexes on a December 1982=100 base.

- Data not available.  
NOTE: Index applies to a month as a whole, not to any specific date.

Special aggregate index	Indexes			Percent change from -			
	Historical data	Jan. 2026	Feb. 2026	Mar. 2026	Mar. 2025	Jan. 2026	Feb. 2026
Commodities		229.585	231.632	236.604	3.4	3.1	2.1
Commodities less food		175.497	177.769	183.907	3.8	4.8	3.5
Commodities less food & beverages		170.484	172.786	178.953	3.9	5.0	3.6
Durables		122.014	121.801	121.899	0.1	-0.1	0.1
Nondurables		291.714	295.662	304.616	4.8	4.4	3.0
Nondurables less food & beverages		225.323	231.988	248.538	7.8	10.3	7.1
Nondurables less food		231.666	237.985	253.808	7.4	9.6	6.6
Services		453.478	455.019	456.279	3.0	0.6	0.3
Services less rent of shelter <sup>(1)</sup>		474.422	474.643	474.817	3.4	0.1	0.0
Services less medical care services		435.484	437.102	438.438	2.8	0.7	0.3
<b>Footnotes</b>							
(1) Indexes on a December 1982=100 base.							
- Data not available.							
NOTE: Index applies to a month as a whole, not to any specific date.							

**Last Modified Date:** Friday, April 10, 2026

U.S. BUREAU OF LABOR STATISTICS Western Information Office Attn: EA & I, 90 Seventh Street Suite 14-100 San Francisco, CA 94103-6715

Telephone: 415-625-2270, [www.bls.gov/regions/west](http://www.bls.gov/regions/west) [Contact Western Region](#)

## Fiscal Year 2027 wages with a 3.5% Flat Rate Cost of Living Adjustment

*The information in the following table covers existing staff*

3.5% FLAT RATE COLA / Insurance has reduced in cost							
2026-2027 DRAFT Compensation ALL STAFF / ALL FUNDS							
Title & FTE	Total Hours	Hourly Rates	Annual Wages	Payroll Taxes (9.00%)	Retirement	Health; Life; STDI; EAP	Total Cost
<b>Exec. Director (Michael)</b>					7%		
1 FTE	2080	salaried	113,263	10,194	7,928	11,340	\$ 142,725
<b>Resource Cons. (Brad)</b>					4%		
1 FTE	2080	28.42	59,116	5,320	2,365	11,340	\$ 78,141
<b>Habitat Cons (Tatum)</b>					4%		
1 FTE	2080	29.45	61,259	5,513	2,450	11,340	\$ 80,563
<b>Comm. Coordinator (Sara)</b>					7%		
1 FTE	2080	31.75	66,043	5,944	4,623	11,340	\$ 87,950
<b>Ops. Coordinator (Candace)</b>					7%		
36 hrs/week	1872	32.30	60,468	5,442	4,233	11,340	\$ 81,483
<b>Plant Prog. Coord. (Cierra)</b>					7%		
1 FTE	2080	27.11	56,392	5,075	3,947	11,340	\$ 76,755
<b>Holiday gift cards</b>							\$ 700
			<b>416,541</b>	<b>37,489</b>	<b>25,547</b>	<b>68,040</b>	<b>548,316</b>

*The information in the lines that follow relates to ideas we've had for staff expansion. None are planned at this time, but we can budget a larger number for personnel to give us some room to grow*

<b>Seasonal Technician</b>							
20 hours a week for 6 months	520	20.00	10,400	936	-	-	\$ 11,336
<b>Non seasonal part time tech</b>							
0.50 FTE	1040	20.00	20,800	1,872	416	5,670	\$ 28,758
<b>Full time technician</b>							
1 FTE	2080	20.00	41,600	3,744	832	11,340	\$ 57,516
<b>Full Time Resource Conservationist</b>							
1 FTE	2080	28.50	59,280	5,335	1,186	11,340	\$ 77,141

At the April 2025 PFC meeting, there was interest in seeing more examples related to Cost of Living in Benton County. The MIT resource was mentioned and the link is provided here for PFC members wishing to review before the meeting.

Living Wage Calculation for Corvallis, OR

<https://livingwage.mit.edu/metros/18700>

*When searching “Benton County, OR” on this site, the numbers are the same as searching “Corvallis, OR”*