

Paul Kansky

Date: July 11, 2025

To: Deschutes County Board of Commissioners

Subject: Letter of Interest; Interim Deschutes County Sheriff

Dear Deschutes County Commissioners and Administrators:

Over the past five years, evolving social and public safety challenges have demanded leaders who can foster unity across all levels. This ability to bring people together is my greatest strength. With more than 25 years of service in the City of Bend's police department, I've been fortunate to thrive in a professional, positive, and forward-thinking environment. Through seasons of growth and revitalization, I've witnessed firsthand how effective communication, collaboration, community trust, and workforce engagement can shape and redefine a positive agency culture of which we can all be proud. I'm grateful for the opportunities I've had to lead teams and develop programs that reinforce these values.

Throughout my 32-year policing career—including my current role as Deputy Chief of Police in Bend—I have embraced servant leadership and committed myself to organizational improvement. This includes managing strategic goals, reducing risk and liability, overseeing budgets and operations, and addressing personnel matters. My education, executive training, and successful completion of the FBI National Executive Leadership Academy have prepared me well for the role of Interim Sheriff of Deschutes County.

I approach this leadership opportunity from a neutral, unbiased perspective and am prepared to guide the members of the Deschutes County Sheriff's Office in restoring trust, improving morale, and strengthening community relationships. I will lead with integrity, energy, transparency, and a passion for collaboration.

I've had the privilege of being a member of a senior executive team dedicated to building a progressive, community-centered department. Our "one team" philosophy earned unprecedented trust and satisfaction from both the community and our workforce. It also led to notable recruiting and hiring successes and recognition as one of the nation's top departments in the 2018 report to the U.S. Congress. I personally led the development and implementation of our Community Enhancement Program, transforming everyday interactions and deepening community trust.

Throughout Central Oregon, I've built strong, respectful relationships with internal department members, public safety partners, and community organizations. These partnerships—spanning the tri-county region, state, and beyond—have formed the foundation for effective, collaborative public safety strategies, in times of both crisis and stability.

If selected as Interim Sheriff, I will bring a leadership style grounded in accountability, transparency, consistency, relationship-building, with forward-thinking strategies. I will focus on empowering the exceptional members of the Deschutes County Sheriff's Office—who are the heart and soul of this agency—to achieve new levels of success. I promise to serve the public and this department with humility, guided by its mission, vision, values, and the law enforcement code of ethics. I will remain accountable, compassionate, and dedicated to those I serve and work alongside.

Thank you for your time and consideration.

Respectfully submitted,

Paul Kansky