

Ty E. Rupert

Ty.Rupert@deschutes.org

July 7, 2025

Deschutes County

1300 NW Wall Street

Bend, Oregon 97703

Dear Board of County Commissioners and Deschutes County Administrators,

I am writing to formally express my interest in serving as the Interim Sheriff of Deschutes County. I believe our Sheriff's Office stands at a critical crossroads. In recent years, we've seen a troubling increase in negative attention, culminating in recent events surrounding our elected Sheriff. These challenges risk undermining the community's trust in an office that must be rooted in integrity, accountability, and service.

Despite these challenges, our core values and mission to serve remain strong. We are fortunate to have dedicated, resilient employees who continue to show up for our community every day. It is on their behalf-and in service to the public-that I feel compelled to step forward. My decision to pursue this interim role is grounded in my commitment to restoring public trust and supporting the people who do this work with integrity.

I have always been service-driven. My foundation in leadership was shaped by my time in the United States Marine Corps, where I learned the enduring principles of servant leadership, trust, resilience, and accountability. These values have guided me throughout my professional life.

After my military service, I spent 15 years in the private sector, ultimately serving as Vice President of a manufacturing company with an annual revenue of over \$6 million dollars. In that role, I worked closely with employees at all levels, from the production floor to senior leadership, to ensure that operations are running efficiently and effectively. I was responsible for operations, budgeting, procurement, and strategic planning. That experience built my strengths in financial oversight, contract management, and cost control-skills essential to leading a large, complex agency.

Since joining the Deschutes County Sheriff's Office as a Reserve Deputy in 2005, I've had the honor of serving in many roles, rising through the ranks to my current position as Captain. Today, I lead our Investigative Units, Emergency Management, Automotive Services, Search and Rescue, and the Sheriff's Office Posse. I work with both full-time staff and volunteers and understand the importance of teamwork, transparency, and community engagement.

If you honor me with your trust to lead the Sheriffs office until the next election, I will work with my team to attain the following:

- **Restoring Moral and Rebuilding Trust:** I have a history of building strong teams, and I firmly believe it is critical that we take intentional steps to reestablish trust and boost morale throughout our ranks. In addition to the demanding nature of our work, we must also acknowledge the internal pressures our employees face—pressures that stem not from the job itself, but from inconsistent leadership and a lack of equitable accountability.
- **Addressing Staffing Needs:** Ensuring that each unit within the Sheriffs Office is appropriately staffed is critical to reducing overtime costs and minimizing deputy fatigue. Adequate staffing not only supports the health, well-being, and operational effectiveness of our personnel, but also strengthens our ability to deliver the high standard of public safety our community expects and deserves.
- **Fostering Community Engagement and Building Trust:** Rebuilding trust and strengthening the relationship between the Sheriffs Office and our community is essential. I propose holding regular community meetings, establishing advisory boards, and expanding community policing initiatives. These efforts will prioritize meaningful partnerships between law enforcement and the public, allowing us to work together to address local issues and ensure public safety through transparency, accountability and collaboration.
- **Cultivating Strong and Transparent Leadership:** True leadership goes beyond operational management, it requires intentionally shaping and nurturing the culture of the organization. Leaders must continually remind their teams of the deeper "why" behind their work, grounding them in a unifying purpose such as protecting the vulnerable and building safer communities.
- **Ensuring Fiscal Responsibility:** With the trust and support of our citizens, who have provided us with permanent funding, we have a profound obligation to manage these public resources responsibly. This involves careful budgeting, ongoing monitoring of revenues and expenditures and strict adherence to established financial policies and procedures.

I am committed to fiscal responsibility, organizational stability and building a supportive unified environment within the Sheriffs Office. Above all, I am committed to ensuring that our community receives the professional, trustworthy and effective public safety services they deserve.

Thank you for your consideration. I would welcome the opportunity to speak with you further.

Respectfully,

Captain Ty Rupert