

**Department:** County Management

**Program Contact:** Travis Brown

**Program Offer Type:** Operating

**Program Offer Stage:** Proposed

**Related Programs:**
**Program Characteristics:**
**Program Description**

Class Comp impacts a large percentage of the total County workforce by ensuring positions are allocated at the appropriate level, job profiles are written accurately, and that compensation within our job profile structure is competitive with the public sector market. These efforts ensure equitable work assignments and compensation, which ultimately result in processes that are consistent with the Oregon Equal Pay Act.

Class Comp aligns practices with County organizational values of safety, trust, and belonging by acting as a neutral function, following procedures established by county code, personnel rules, and collective bargaining agreements to review requests from a centralized perspective. Giving employees the opportunity to have their position reviewed in the reclassification process helps to ensure equity among how positions are classified and compensated.

Program outcomes are measured for Class Comp based on the number of positions impacted by classification and/or compensation studies, new positions classified, and positions reclassified. Reclassifications and studies directly impact our current workforce and new positions allow for the County to hire staff needed to deliver more effective and new services to the public.

This program is responsible for:

- Performing classification and compensation studies
- Determining appropriate job profile placements for all regular and limited duration positions
- Performing market research for compensation studies for represented and non-represented jobs
- Assisting departments with compliance to Oregon's Equal Pay Act

**Performance Measures**

Measure Type	Performance Measure	FY24 Actual	FY25 Budgeted	FY25 Estimate	FY26 Target
Output	Number of positions reviewed as a result of class/comp studies.	1,721	1,447	1,234	900
Outcome	Percent of total positions reclassified, revised, updated.	39%	34.40%	30%	24%
Output	Number of positions reviewed as a result of individual requests.	505	525	540	500

**Performance Measures Descriptions**

Output/Outcome measures align to job market factors and the inability to fill vacancies and/or impact on essential public services.

## Legal / Contractual Obligation

Federal, state, local laws, rules, and regulations covering wage and hour, discrimination, harassment, labor relations, privacy, employment at will, hiring, defamation, Uniformed Service Employment and Re-employment Rights Act, Health Insurance Portability & Accountability Act and other employment related issues. Thirteen labor agreements necessitate contract compliance regarding rates of pay, hours of work, fringe benefits and other matters pertaining to employment.

## Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Proposed General Fund	Proposed Other Funds
Program Expenses	2025	2025	2026	2026
Personnel	\$737,815	\$0	\$802,947	\$0
Contractual Services	\$5,000	\$0	\$5,000	\$0
Materials & Supplies	\$15,060	\$0	\$16,020	\$0
Internal Services	\$1,370	\$0	\$3,528	\$0
<b>Total GF/non-GF</b>	<b>\$759,245</b>	<b>\$0</b>	<b>\$827,495</b>	<b>\$0</b>
<b>Program Total:</b>	<b>\$759,245</b>		<b>\$827,495</b>	
<b>Program FTE</b>	4.00	0.00	4.00	0.00

Program Revenues				
<b>Total Revenue</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

## Explanation of Revenues

This program is supported by the General Fund.

## Significant Program Changes

Last Year this program was: FY 2025: 72050 Central HR Classification & Compensation