

**Division:** Central Human Resources

**Program Characteristics:**

**Program Description**

The Classification & Compensation Team (Class Comp) leads and manages all classification and compensation processes and policies for the County's workforce. Its main goal is to make sure that jobs are set at the correct level, position descriptions are accurate, and that employee pay is competitive with other public sector organizations. The team achieves this by reviewing job classifications and pay rates. They also research compensation for all employees, including those who are part of a union and those who are not. This work is guided by procedures established in county code, personnel rules, and collective bargaining agreements and helps the County follow Oregon's Equal Pay Act.

**Equity Statement**

Staff maintain compliance and apply the County's core values of equity and inclusion. This program addresses inequities in how jobs are grouped and how much they pay, making sure all employees are paid fairly and treated equally under the Equal Pay Act.

**Revenue/Expense Detail**

	<b>2026 General Fund</b>	<b>2026 Other Funds</b>	<b>2027 General Fund</b>	<b>2027 Other Funds</b>
Personnel	\$802,947	\$0	\$854,420	\$0
Contractual Services	\$5,000	\$0	\$5,000	\$0
Materials & Supplies	\$16,020	\$0	\$14,100	\$0
Internal Services	\$3,528	\$0	\$3,190	\$0
<b>Total GF/non-GF</b>	<b>\$827,495</b>	<b>\$0</b>	<b>\$876,710</b>	<b>\$0</b>
<b>Total Expenses:</b>	<b>\$827,495</b>		<b>\$876,710</b>	
<b>Program FTE</b>	4.00	0.00	4.00	0.00
<b>Total Revenue</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

**Performance Measures**

<b>Performance Measure</b>	<b>FY25 Actual</b>	<b>FY26 Estimate</b>	<b>FY27 Target</b>
Percent of total positions reclassified, revised, updated.	30%	38%	30%
Number of positions reviewed as a result of individual requests or class/comp studies.	1,777	2,210	1,736