

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

	2026 General Fund	2026 Other Funds	2027 General Fund	2027 Other Funds
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
Total GF/non-GF	\$827,495	\$0	\$876,710	\$0
Total Expenses:	\$827,495		\$876,710	
Program FTE	4.00	0.00	4.00	0.00
Total Revenue	\$0	\$0	\$0	\$0

Performance Measures

Performance Measure	FY25 Actual	FY26 Estimate	FY27 Target
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