

## **FY 2026**

### **Non Represented Compensation Package Follow-up**

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#### **Response:**

#### **Central HR response to the following questions:**

- Why is the Graduate Intern a job that can make more than regular positions?
- As a job that implies temporary status, why would the job need a COLA? Or is it just bumping the whole pay scale up?
  - Example provided was the Elections Worker rate compared to the Graduate Intern.

Interns and Elections Worker job profiles *do not* receive COLA. Both jobs are used to hire temporary/seasonal positions.

#### **Interns**

- Minimums of the pay ranges follow Portland's minimum wage.

#### **Elections Worker**

- Has historically followed the Local 88 contract minimum (currently \$20.00, we will evaluate this rate upon closure of the open Local 88 contract bargaining if the county's represented minimum increase).

The Graduate Intern has a wider range because the positions can be used in a variety of functional areas that may call for a difference in pay whereas the Elections Worker job has routine and consistent work assignments. An example of the variation in pay and wider ranges for Interns is the use of the College Intern in our IT program where we partner with PSU to bring on interns. In 2021, the last time we adjusted Intern scales, PSU had a minimum wage rate for this program of \$28, necessitating us to widen the overall range to participate in this program that brings in IT talent and expertise, still at a fraction of the market rate for IT jobs.

The other piece is minimum qualifications. Election Worker qualifications are completion of the twelfth grade (or equivalent) and no experience. The Graduate Intern requires enrollment in a program leading to a post-graduate degree.

Therefore, given that the College and Graduate Interns require higher qualifications, perform work assignments aligned to those higher qualifications, and that both Interns and Elections Workers are temporary in nature, the difference in compensation is appropriate.