



CLASSIFICATION AND COMPENSATION PROJECT OVERVIEW

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AGENDA

- GUIDING STANDARDS
- PROJECT COMPONENTS
 - CLASSIFICATION
 - PAY EQUITY (INTERNAL)
 - MARKET EQUITY (EXTERNAL)
 - POLICY & PROCESS REVIEW/UPDATES
- Market Discussion
- Timeline
- Questions

GUIDING STANDARDS

ORS 652.220. Pay Equity

ORS 243.743 Strike Prohibited Interest
Arbitration

OAR 115.040.0015. Market Data Points

ORS 243.746 Strike Prohibited Interest
Arbitration – Comparability and other
considerations

PROJECT COMPONENTS

Classification

Pay Equity

Market
Equity

Policy and
Process
Review

MARKET DISCUSSION

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- Where is the County's market?
 - Public
 - Public & Private
 - Private
 - How is market data collected
 - Public
 - Private

TIMELINE

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- Six – Nine Months
 - Most time consuming tasks
 - Gathering and confirming job information
 - Direct market comparison for job matches



QUESTIONS