

CASCADES WEST COUNCIL OF GOVERNMENTS COMPENSATION PHILOSOPHY AND OBJECTIVES

PHILOSOPHY

CWCOG employees are our key organizational resource, and are essential to the provision of outstanding public service. It is CWCOG's goal to compensate employees with a total compensation package, (a combination of pay and benefits) that is equitable within the organization¹, reflects the value of the employee's work, achieves external competitiveness with comparable public, and in some situations private, sector organizations², is acceptable to CWCOG's member jurisdictions, and meets the agency's ability to pay.

OBJECTIVES

1. Implement Salary Structures that Balance Internal Equity and External Market

Placement of positions on the salary plan based upon the internal organizational structure 50%, and market data 50%.

2. Balance Compensation Costs with Available Resources

Compensation, a total of benefits and salary, must meet the agency's ability to pay.

3. Provide Flexibility

The agency must maintain the ability to respond to changing conditions and provide flexibility in the compensation system. Review of position placement on the salary plan will occur when the top step of the old and new salary ranges varies by plus or minus 15%.

¹ Equitable within the organization means that positions are compensated fairly, and with comparable worth, relative to other positions in the agency. To insure internal equitability, the relative compensation for positions is based on objective criteria (required knowledge, responsibility, social contacts, physical requirements and work demands).

² External competitiveness with comparable public, and in some situations private, sector organizations, means our combined pay and benefits should be at a level that enables the agency to effectively compete with other organizations for qualified employees based upon identified benchmark positions.

The goal is to compensate our employees equivalent to our comparative organizations (plus or minus five percent of the comparable market). Comparable market is the surveyed average of the market value of benchmark positions as reported by our comparable organizations.

The weighted average is computed by multiplying the number of incumbents by the total compensation rate, and then dividing the sum (products) of those results by the total number of incumbents. This gives a realistic picture of the true "job market".