

PORTLAND STATE UNIVERSITY

CENTER FOR PUBLIC SERVICE COMPENSATION STUDIES



WHAT IS CPS?

The Center for Public Service offers a wide range of on-demand services and resources for Oregon's local governments.

WHAT IS AN ADJUSTED COMPENSATION STUDY?

Our adjusted compensation studies provide a holistic look at the total compensation an employee receives. To achieve this, the research team reviews and matches job descriptions, then looks at base salaries, health insurance premium contributions, PERS, and vacation and holidays.

HOW THE CPS COMPENSATION TEAM CAN HELP YOU

- Updating job descriptions
- Preparing for labor union negotiations
- Understanding how job positions within comparable jurisdictions and institutions compare in the market

Our team works closely with our community partners to select job descriptions and comparable jurisdictions to meet their needs. We will also contact all comparable jurisdictions, collecting all necessary data. The data are analyzed and results are reported out in a mixed method report with overall adjusted compensation and a narrative comparison of job descriptions.

JURISDICTIONS

CPS has conducted compensation studies for various jurisdictions and institutions across Oregon since 2012. Clients include:

- Cities/ Counties
- Educational Institutions
- Fire Departments
- Libraries
- Police Departments
- Special Districts



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