

# Understanding My Calculator

## State of Oregon Compensation Step Calculator

The 2024 Equal Pay Analysis is effective on June 1, 2024.

The 2024 Equal Pay Analysis is conducted on current Executive Branch employees on their base classification title.

**Calculation Type**

New Employee / New Job

Review in Current Position

**Calculation Date**  
6/1/2024

**Analyst Name**

**Highest Degree Attained**  
Associate's Degree

**Experience Equivalent**  
1.5

Advanced degrees (associate, bachelor, master, doctorate) are given an experience equivalent, regardless of minimum qualification requirements or relevancy to the current job.

Total years of Relevant prior experience. Relevant prior experience is any past experience, tasks, and duties relevant to a job in terms of skills or knowledge required. It does not necessarily mean that you must have worked in the exact role or had the same job title before. Overlapping relevant experience is auto-calculated and total credit is given to one position per period of time.

Benefit service date is the date the employee will receive their next step increase, if not already at top step.

**Candidate/Employee Information**

Employee name [Enter Employee Name]

OR number (if applicable) OR9999999

Agency Department of Administrative Services

Employee's manager(s) Manager's Name

Benefit service date 4/1/2025

Current step 5

Employee's Current step within the salary range prior to the Equal Pay Analysis.

**Job Profile Information**

Current job profile Human Resource Analyst 2

Current compensation grade profile MMN-26-AP

Required experience deduction 5.0

Current classification hire date 5/31/2022

Years in current classification 2.0

Base classification (job profile) and related compensation, as of June 1, 2024.

| Relevant Prior Experience |                            |            |            |            |            |                           |
|---------------------------|----------------------------|------------|------------|------------|------------|---------------------------|
|                           | Job Title                  | Start Date | End Date   | Experience | Overlaps   | Relevant Experience Total |
| 1                         | HR Analyst 1               | 4/1/2020   | 12/31/2021 | 1.8        | 0.0        | 1.8                       |
| 2                         | HR Analyst 2 Job Rotation  | 1/1/2022   | 6/14/2022  | 0.5        | 0.0        | 0.4                       |
| 3                         | Multnomah City HR Spec     | 9/1/2015   | 3/31/2020  | 4.6        | 0.0        | 4.6                       |
| 4                         | City of Portland, HR Asst. | 7/1/2012   | 8/25/2015  | 3.2        | 0.0        | 3.2                       |
| 5                         |                            |            |            | 0.0        | 0.0        | 0.0                       |
| 6                         |                            |            |            | 0.0        | 0.0        | 0.0                       |
| 7                         |                            |            |            | 0.0        | 0.0        | 0.0                       |
| 8                         |                            |            |            | 0.0        | 0.0        | 0.0                       |
| 9                         |                            |            |            | 0.0        | 0.0        | 0.0                       |
| 10                        |                            |            |            | 0.0        | 0.0        | 0.0                       |
| 11                        |                            |            |            | 0.0        | 0.0        | 0.0                       |
| 12                        |                            |            |            | 0.0        | 0.0        | 0.0                       |
| 13                        |                            |            |            | 0.0        | 0.0        | 0.0                       |
| 14                        |                            |            |            | 0.0        | 0.0        | 0.0                       |
| 15                        |                            |            |            | 0.0        | 0.0        | 0.0                       |
| <b>Total</b>              |                            |            |            | <b>9.9</b> | <b>0.0</b> | <b>9.9</b>                |

Plus experience equivalent for highest degree attained, if any.

**Notes**

[Enter any notes here]

Policy Based Override  CBA Override

**Recommended Step Calculation**

|                                 |            |
|---------------------------------|------------|
| Relevant prior experience       | 9.9        |
| Degree experience equivalent    | +1.5       |
| Required experience deduction   | -5.0       |
| <b>Total experience</b>         | <b>6.4</b> |
| Weighting                       | x 0.5      |
| <b>Experience steps</b>         | <b>3.0</b> |
| Years in current classification | +2.0       |
| <b>Recommended step</b>         | <b>6.0</b> |

Deduction for required experience specific to this classification.

Years in current classification is weighted at 1.0 (one full year of time in current classification equals one step). The duration of time in current classification is counted from the date last hired, allocated, reclassified, or moved into current classification.

Experience steps are steps awarded above the minimum step in the salary range. Total experience is weighted at 0.5 (two full years of Total experience equals one step).

Recommended step is the salary step result of your Equal Pay Analysis. If this step is lower than your Current step as of 6/1/2024 there will not be a reduction in salary.