

Office of the County Internal Auditor

Wage Equity Follow-Up

Original audit published
3/18/24

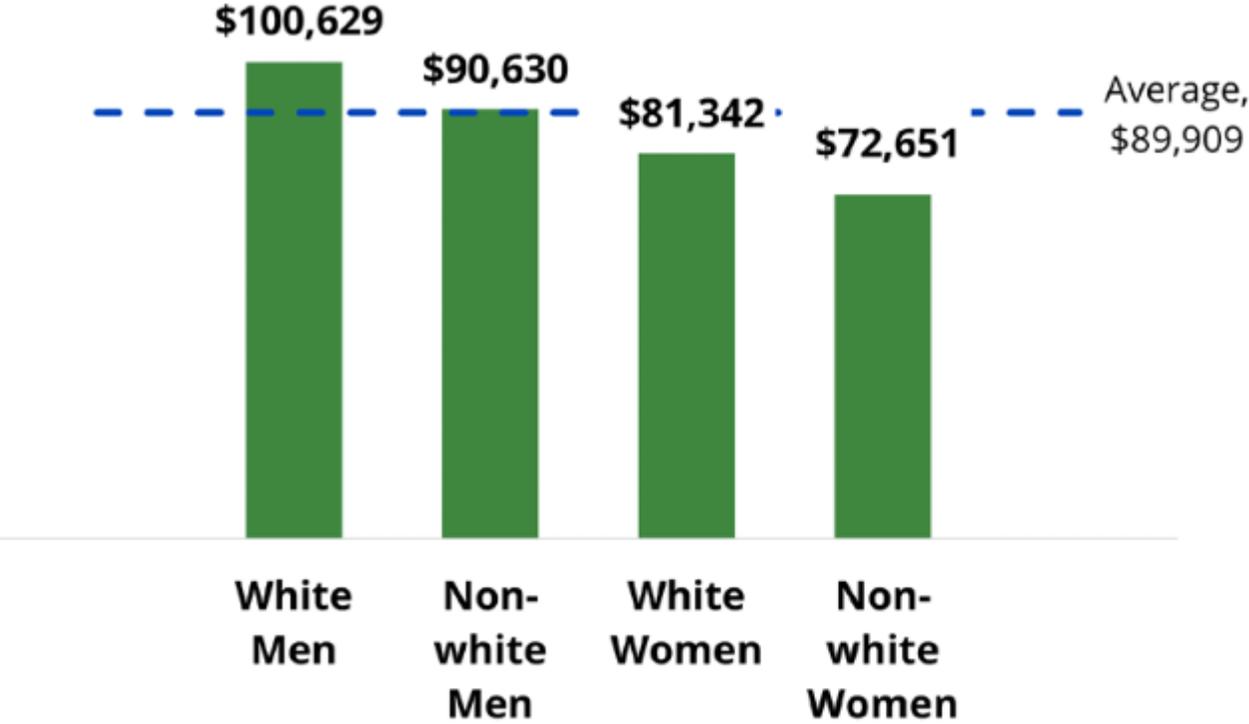


February 14, 2025

Background

Wage Inequities Existed

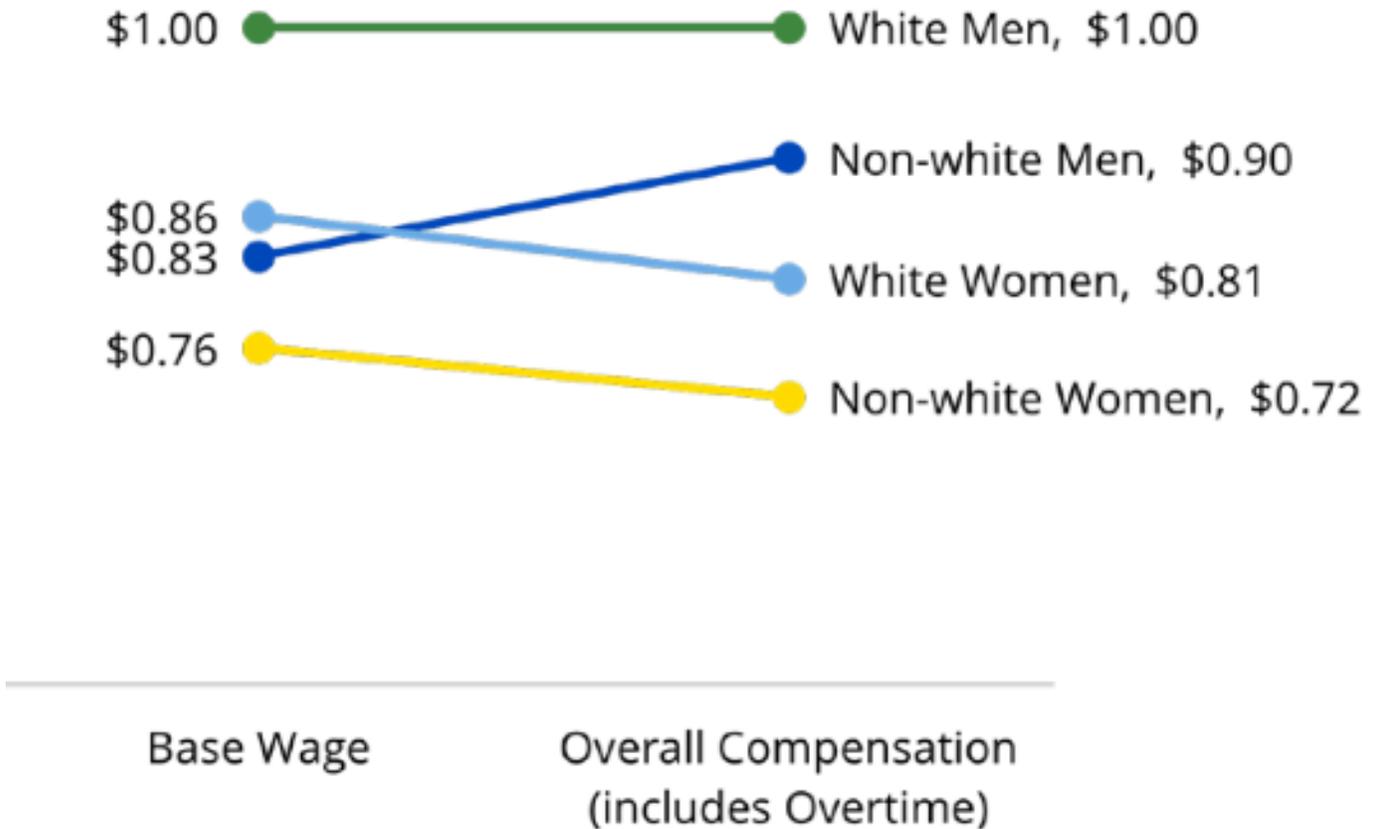
Figure X:
White men earned more in total compensation than other staff in 2022.



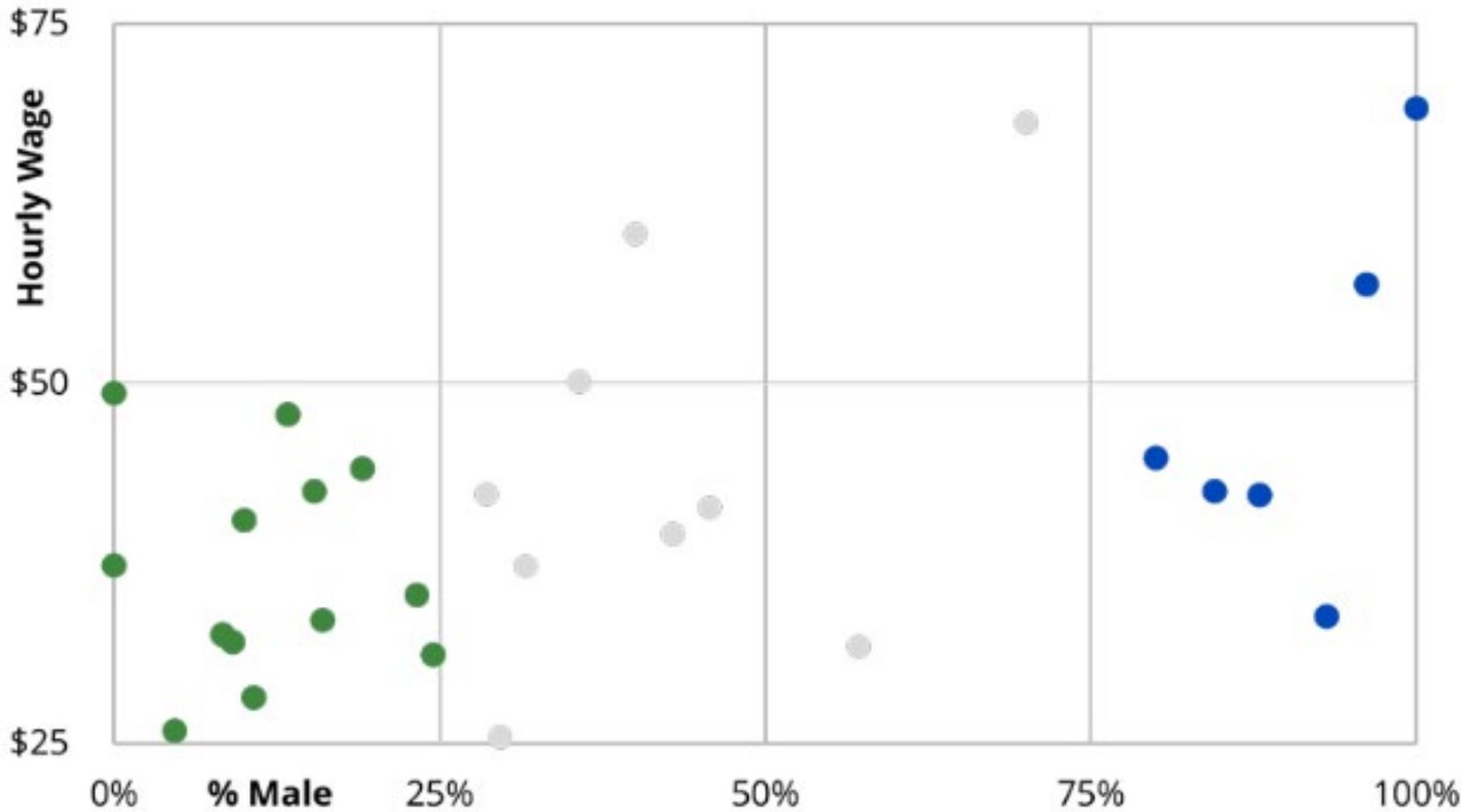
Source: Deschutes County Financial System



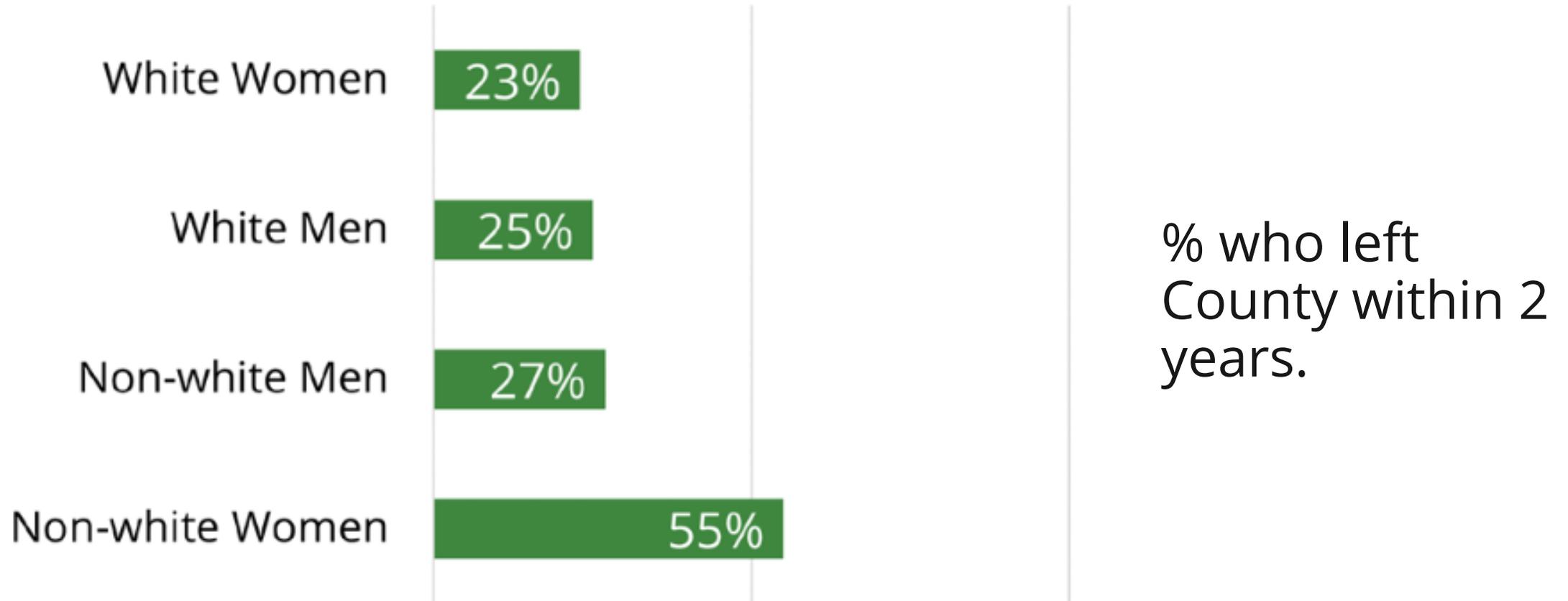
Factors not covered by law: Overtime



Factors not covered by law: Job sorting



Factors not covered by law: Tenure



Recommendation Updates

Improved procedures, analysis still in process



2
Resolved

*Management addressed risk.
Auditors will no longer monitor.*



3
In Process

*Recommendations are in
progress. Auditors will continue
to monitor.*



0
Accept Risk

*Management accepted the risk of
not implementing the
recommendation.*



The County was conducting an equal-pay analysis.

In Process



We recommended that County Administration continue with the plan to conduct an equal-pay analysis. Administration anticipated that the analysis would run through Spring 2025. Target completion date: March 2025.



The County planned to report results of the equal-pay analysis upon completion.

In Process



We recommended that County Administration report results of the equal-pay analysis in a format accessible to leadership, employees, and community members. The County planned to report study results upon completion. Target completion date: March 2025



Human Resources planned to update personnel rules after completion of the equal-pay analysis.

In Process



We recommended that Human Resources update the Personnel Rules to include the Equity Review process. Staff said that they would wait until receiving advice from consultants at the end of the equal-pay analysis to propose changes to personnel rules to the Board of County Commissioners. Target completion date: March 2025



Human Resources updated procedures to include employees offered salary steps one and two.

Resolved



We recommended that Human Resources update the Equity Review procedures to include review for employees offered steps one or two. Human Resources added the information to guidance documents.



Human Resources added the Equity Review Procedure to the Supervisor Tool Kit.

Resolved



We recommended that Human Resources add the Equity Review process and procedures to the Supervisor Tool Kit. Human Resources added the information to the tool kit.



Next Steps

We'll continue to follow-up on in process recommendations during annual global follow-ups.



Questions and Comments?

