



PARKS & RECREATION

Date: 12/31/2017 **Updated:** 06/30/2022 **Date To Be Reviewed:** Three Years – 12/31/2025

Title of Document: 4.1.8 LOPR_Compensation Plan

Background: The City of Lake Oswego states it is the policy of the City to pay salaries that are market equitable and reflect the duties and responsibilities of the position. Lake Oswego Parks & Recreation (LOPR) follows practices of the policy set forth in The Personnel Policy (PP) 3-2 which contains guidelines for:

- **Compensation Plan**
- **Job Evaluation**
- **Classification Specifications**
- **Classification Title**
- **Pay Rates**

The Human Resources Department and Director are responsible for the development and maintenance of the compensation plan. The plan is reviewed annually according to the conditions set forth in the bargaining negotiations that typically includes percentages for increases.

Links to Sources:

[Personnel Policy 3-2 Compensation](#)

[The City of Lake Oswego Compensation Plan](#)

Responsibility/Contacts: Director, Administrative Assistant