

# the Oregon Management Project

Sponsored by Oregon's Enterprise Leadership Team



## Project Update for Managers

As a way to manage the Oregon Management Project effectively, its work was originally divided into three distinct work streams:

- classification and compensation,
- empowerment and accountability, and
- career development.



Most of our work to date has focused on classification and compensation, working with the Enterprise Leadership Team (ELT) this spring to develop an implementation plan for the new classification and compensation systems revealed the need for a holistic approach.

This means we are turning our attention to the empowerment and accountability and career development work streams, and bringing them up to speed with the good work completed thus far around classification and compensation. Once sufficient progress is made in those areas, we'll be able to develop an implementation plan for the entire project – improving our chances for success.

Additionally, because ELT has recommended to Governor Brown that we take more time to develop a comprehensive recommendation, we will maintain the current classification and compensation structure for managers for the time being. In addition, **Governor Brown has approved a 2.75 percent Cost of Living Adjustment (COLA) to Executive Service, Management Service, and unrepresented staff, effective December 1.** This is the same COLA achieved through bargaining for most represented employees.

This next phase of our work will answer the question, "What does it mean to be a manager in Oregon state government?"

We've already worked with agencies to identify a core set of values all managers should share. We are working now to apply those values to our daily work, identifying the competencies we expect every manager in any agency to have. Soon, we will undertake to develop comprehensive training opportunities to support our managers as they hone their skills and abilities in alignment with our core values and competencies.

On behalf of the project and steering team, and the ELT, we want to send our sincere thank you to the hundreds of managers who have offered their time and input into developing an updated classification framework. That work is highly valuable as we move forward and will continue to be foundational as we develop the other work streams.

We still need your help. Manager input was critical to the class/comp work and it is still needed as we work to define what's expected of state managers, what tools they will have and how they rise

through the ranks. If you have questions about the Oregon Management Project, please contact your Agency HR office or visit the [project webpage](#).

Yours in service to Oregonians,

Madilyn Zike, Chief Human Resource Officer