**Pay Equity: The right thing to do for state employees**

**Oregon State Government Needs Your Help to Meet Pay Equity Law**

In response to a revision of state law, the state Chief Human Resources Office will conduct a survey of state employees to identify and address pay inequities within our workforce. *(read more)*

When you were hired by the State of Oregon, your starting pay was determined by a number of factors, which may have included your previous salary. However, research shows when salary offers to new hires are based on previous salaries, existing pay inequities may be perpetuated and amplified across a career.

House Bill 2005 was passed during the 2017 legislative session to correct any existing pay inequities for Oregon employees. Rather than using an employee’s salary history to determine the starting salary, employers are now required to use more objective, qualification-based criteria instead. Education, experience and training are three of the eight criteria that may be used when determining employee pay.

In order to learn the details of each current employee’s education, experience and training, the Chief Human Resources Office is conducting a mandatory survey of state employees. Data collected from the survey will be used to compare pay rates between employees with similar jobs and identify those who are earning less than their peers, even though they have similar qualifications. This analysis of all state employees will be completed by late summer of 2018. If it is determined your current pay is too low, it may be adjusted upward, however, no one’s pay will be reduced.

Completing the survey will allow ensure that you are being appropriately paid for your work based upon your qualificaitons. Share with us your job-related experience, training, education, and time spent working out of class. The survey must be completed during work hours, and may take between 30 and 60 minutes. Please work with your manager to arrange time to take the survey, if necessary.

You can find the survey at this link:

[http://www.oregon.gov/das/hr/pages/equitysurvey-enter.aspx](https://www.oregon.gov/das/HR/pages/equitysurvey-enter.aspx)

**The survey closes at 5pm on Wednesday, February 28, 2018.**

If you need assistance with the survey or have questions, please contact your HR Business Partner or HR department at (email) or (phone).

You can also contact the Pay Equity Project at chro.payequity@oregon.gov or 503-779-6905.For more information about the Pay Equity Project, visit their webpage at http://payequity.oregon.gov

Thank you in advance for doing your part in making Oregon’s pay practices equitable for state workers.