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

In response to changes in state law, the Chief Human Resources Office will be conducting a mandatory survey of state employees – which aims to identify and address pay inequities *(read more).*

House Bill 2005 was passed during the 2017 legislative session to correct any existing pay inequities for Oregon employees (both private and public sectors). Instead of using a candidate’s salary history to determine the starting salary for new hires, employers are now required to use only the individual’s education, training, job-related experience, seniority, merit, location or travel. The state no longer considers a new employee’s salary history when making a job offer.

This January, the Chief Human Resources Office will conduct a mandatory survey of state employees to learn the details of each person’s education, experience and training. Once all the data has been gathered, your information will be compared to that of other employees performing similar work. This analysis of state employees will be completed by late summer of 2018. If it is determined that your current compensation is too low, it will be adjusted upward as of January 1, 2019. No employee’s pay will be reduced as a result of this analysis.

This information gathered in the survey will also be utilized to populate the new HRIS system, “Workday,” and available to you if you choose to apply for a different position within state government.

By participating in the survey, you are helping to ensure that state employees are equitably compensated based on their qualifications and experience. Share with us your job-related experience, training, education, and certifications. Again, nobody’s compensation will be reduced; the purpose is to identify and address those employees who are being paid less when compared to their peers who are doing similar work with similar qualifications.

The survey will be available beginning in January – don’t miss out!

Looking for more information? Check out the project webpage <http://payequity.oregon.gov>