

Department of Administrative Services



**2024 Equal Pay Analysis Update
HR Director Meeting - 1.18.2024**

Equal Pay Analysis Project Partners (Invited)



- Angie Anteau, Department of Corrections
- Ryan Barnes, Kingsley Fire Fighter Association (KFFA)
- Jennifer Cameron/Mindy Sprague, Federation of Oregon Parole and Probation Officers (FOPPO)
- Krista Campbell, Department of Administrative Services
- Anna Giddens-Reed, Oregon Department of Transportation
- Todd Gray, Criminal Investigators Association (CIA)
- Ian Green, Audit Manager, Secretary of State
- Laura Gomez, Oregon Parks and Recreation Department
- Melinda Gross, Director of Cultural Change, Dept. of Administrative Services
- Rocky Hanes, International Association of Firefighters for Portland Air National Guard (IAFF-PANG)

Equal Pay Analysis Project Partners (Invited)



- Michelle Johnson, Oregon Youth Authority
- Kristina Keeney, Employment Department
- Sherry Lauer, Small Boards and Commissions
- Tricia Lea, Department of Education
- Michael Lopez, Oregon State Police Officer Association (OSPOA)
- Elana Martinez, Association of Oregon Correction Employees (AOCE)
- Brian McBeth, Association of Engineering Employees (AEE)
- Minnie McCloud-Walker (formerly Jen Midkiff), Oregon Health Authority
- Jade McCredy, Association of Federal, State, County, and Municipal Employees (AFSCME)
- Lesly Munoz, State Teachers Education Association (STEA)

Equal Pay Analysis Project Partners (Invited)



- Jamie Newman, Oregon Nurses Association (ONA)
- Sean O'Day, Department of Consumer and Business Services
- Jimmie Phillips, Department of State Lands
- Robert Primm, Oregon Public Safety Association (OPSA)
- Penny Robertson, Department of Environmental Quality
- Phil Shilts, Service Employees International Union (SEIU)
- Taylor Sorgenfrie, Department of Land Conservation Development
- Katie Thiel, Department of Revenue
- Heather Thomas, Department of Early Learning Care
- Kyle Weraky, Oregon Department of Human Services
- Caleb Yant, Oregon Housing and Community Services



Project Partner Meetings

Held two meetings:

- Listening sessions in three small groups - October 30, November 8, November 21
- Large meeting to review themes and discuss potential changes to methodology - January 9

Themes:

- Remove caps
- Value outside experience more (weights)
- Use other bona fide factors, such as location
- Simplify calculator and make it more transparent



Equal Pay Methodology Considerations

January 9 Project Partner Meeting – Explored Alternatives

- Removing Caps
- Weighting previous experience the same (e.g., 1 step for every two years, 1 step for every three years, 1 step for every four years)
- Seniority steps remain the same (e.g., one step for every year in the job)
- Minimum qualifications:
 - Count experience above MQs
 - Count all experience, regardless of MQs

Timeline Roadmap

