



THE OREGON MANAGEMENT PROJECT

Management Classification Review

PURPOSE

The general Principal Executive Manager (PEM) series – most of Oregon’s 3,000 state managers – will be converted into more specific, job-related classifications and compensate them accordingly.

BACKGROUND

- Nearly 25 years have passed since Oregon took a thorough look at the state’s classification and compensation system for managers, resulting in an outdated system.
- The Oregon Management Project originally started in 2013 to meet the complex and evolving challenges facing state government. We need to keep high-performing managers, foster the growth of future leaders, and successfully recruit new talent in the modern, fast-changing labor market.
- The Management Classification Review workstream of TOMP offers an opportunity to evaluate and recommend a new compensation system competitive with the public and private sectors. The Enterprise Leadership Team voted in March 2019 to restart this part of the project, after a temporary pause in 2015.
- The Management Classification Review workstream will propose several changes, including converting the general Principal Executive Manager (PEM) series – about 2,800 state managers – into more specific, job-related classifications and compensate them accordingly.
- Upper management positions are lagging the most in the market, thus making the state less competitive in these positions. This workstream will also provide managers a clearer path for career advancement within agencies and across state government, which will help with retention.
- Since the project paused in 2015, a lot of work has been going on in the background – including the development of the statewide management values and competencies we now use in training and recruiting. The newly launched Workday system also incorporates those elements.

TIMELINE

Between now and November 2021, DAS CHRO will meet with agencies to refresh agency allocations, meet with agency subject matter experts to develop new job classification specifications, and develop the classification allocation and pay equity appeal forms and processes.

We will be breaking implementation down into four windows lasting from November 2021 through November 2022. Each window will address a different group of job families and last three months.

If you have any questions, please contact CHRO.TOMP@oregon.gov