

From: Statewide Announcements * DAS
Sent: Tuesday, December 04, 2018 8:30 AM
To: all_exec_employees@state.or.us
Subject: Important message about pay equity

In June 2017, Governor Brown signed pay equity legislation (House Bill 2005) into law. Under the new law, Oregon employers (in both the private and public sectors) were encouraged to analyze and correct pay inequities between employees who do similar work and have similar qualifications (such as seniority, experience, education). For state government to comply, the DAS Chief Human Resources Office (CHRO) launched the [Pay Equity Project](#).

One component of the project was a comprehensive analysis of our workforce to look for areas where inequities may exist. In early 2018, more than 33,000 state employees completed a pay equity survey. The project team spent the last nine months analyzing the survey responses and comparing employees who do similar work and who have similar education, experience, and training to ensure they are being paid equitably.

Now that the analysis is nearly complete – and the standards take effect Jan. 1, 2019 – we want to provide a timeline so you know what to expect in the coming months.

ACTION	RESPONSIBLE PARTY	TIMELINE
Finalize equal pay analysis findings	DAS CHRO with input from agency leadership	Nov. 13 – Dec. 12, 2018
Finalize equal pay analysis decisions	Executive Branch leadership (DAS and the Governor’s Office)	Dec. 13 – 31, 2018
Implement employee pay increases	DAS CHRO in cooperation with Oregon Statewide Payroll Services and agency payroll offices	Jan. 2 – 25, 2019
Notify impacted employees*	DAS CHRO Pay Equity Project team	By Jan. 25, 2019 Pay increase effective date: 01/01/19

Please note, while pay may increase for some employees in order to achieve equity, **pay will not decrease for anyone. DAS CHRO will notify all employees who will receive a pay increase (equity adjustment) as a result of the equal pay analysis. We will **not** notify employees who have been found to be equitably compensated based on their qualifications. There also will be an employee appeal process (subject to collective bargaining). We will post information about the appeal process to the [Pay Equity Project](#) website when it’s available.*

Ensuring employees receive equitable compensation based on their qualifications is important to state leadership. Thank you for your time and participation in helping Oregon state government meet the intent of the pay equity law. Please see the [Pay Equity Project](#) website for more information. You can contact the project team via email at chro.payequity@oregon.gov if you have questions or comments.

Katy Coba
DAS Director and COO

Note: While Secretary of State employees and non-represented employees with the Treasury Department did not complete the pay equity survey, those Executive Branch employees may be subject to separate equal pay analysis being completed within their employing agencies.