

PAY equity PROJECT

Challenging barriers to pay equity

An Opportunity

Wide gaps in the earning power between men and women, as well as those between non-minority and minority populations, are well-documented in the workforce at large. As an employer, Oregon state government's historic compensation policies and practices mitigated most of these differences, however, current available data is insufficient to substantially analyze, address and close the gaps.

On June 1st, 2017, Governor Brown signed House Bill 2005, also known as the Pay Equity Bill, expanding pay equity protections to all Oregonians and incentivizing employers to correct existing pay inequities between employees who perform comparable work.

The Solution

This project will develop tools, policies, procedures, and processes that align state compensation structures and systems with the new legislation and educate managers and human resource partners on how to make equitable compensation decisions. Long-term, Oregon state government will implement a statewide human resource information system, Workday, providing data-analysis and reports easily accessible to hiring managers and human resource partners.

The Work

The Department of Administrative Services, Chief Human Resources Office chartered a project team to revise current statewide policies, contracts and practices that impact state employee compensation and salary negotiations with applicants seeking state employment. The project team will train and educate HR business partners and hiring managers on the new processes and policies. The project includes an equal pay analysis of the current workforce to determine where inequities exist and recommend corrective actions to state leadership. With the adoption of Workday, the new human resource information system, on-going equal pay analyses and data-informed strategies to close wage gaps can be more easily conducted and executed.

The Outcomes

- Compensation is solely determined by factors an employee or applicant controls, such as merit, education, skills and experience
- Oregon state government employees are compensated equitably for performing comparable work
- No employee's race, color, religion, sex, sexual orientation, national origin, marital status, veteran's status, disability or age shall influence his or her compensation

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