Oregon Pay Equity Act
Overview

- Federal and state laws have long prohibited discrimination in pay based on protected class
- House Bill 2005, enacted in 2017, amended previous Oregon legislation
It is unlawful to:

- Ask a candidate or prospective employee what they earned in the past
- Screen job applicants based on current or past compensation
- Base an employee’s current pay or a prospective employee’s initial salary placement on what they earned in the past, except in the case of a current employee who is undergoing an internal transfer, location change, or promotion
It is unlawful to:

Discriminate against an employee in pay-related matters based on race, color, religion, sex, sexual orientation, national origin, marital status, veteran status, disability and age.
It is unlawful to:

Pay a different wage to employees doing work of comparable character...

...unless some significant distinguishing features are present.
Work of Comparable Character

- PCC’s Classification System
- Based on:
  - Knowledge
  - Skills
  - Effort
  - Responsibilities
  - Working Conditions
Allowable Pay Differences

- Seniority
- Performance (merit)
- Education
- Training
- Experience
- Work location
- Quantity produced (piece-rate work)
Robust classification system in place
  o Specifies work of comparable character

Current salary practices already consistent with pay equity
  o Based on contractual requirements or experience and internal equity
  o Applied uniformly
  o Well documented

Equity review is part of several current pay policies/practices
HR Action Plan

- Review job/class descriptions
  - Review classifications to ensure:
    - Positions of comparable character are grouped together
    - Descriptions of duties and responsibilities align with minimum qualifications and KSAs

- Work History Analysis
  - Review application materials for employees to determine overall experience related to their position

- Equity Analysis
  - Review employees in positions of comparable character for equitable pay
HR Action Plan

- Pay policy and practice review
  - Reviewed contractual agreements in relation to regulations
- Review plans to ensure we are meeting regulation requirements
- Create costing estimates
  - Based on identification of possible inequities
Next Steps

Classifications:
- Create stand alone positions where needed; i.e.
  - Program Manager I – break into individual positions based on shared duties and responsibilities, etc.
  - Management and confidential positions will see the most new classifications
- Currently underway

Finalize salary adjustment recommendations
- Prioritize adjustments
- Incorporate recommendations into bargaining process
Next Steps

- Create communication plan
  - Management talking points
  - Information for Federation
  - General information for employees

- Changes to pay practice and policies
  - May require bargaining
Maintenance Plan

- All new hires and promotions will continue to be reviewed for equity
- Review of internal equity every three years
- Regular review of all pay practices to ensure alignment with Pay Equity provisions
- Managers will assign responsibilities and duties in alignment with classification
Management Responsibilities

- Support of equity based salary placements
- Align duties and responsibilities of employees with classifications
- Answer general questions based on provided talking points
Questions?