

# EMPLOYER OF CHOICE

The City of Portland's goal is to attract, develop and retain a diverse, culturally competent, fully engaged workforce providing excellent public services.

## STRATEGIC CREATIVITY



- The Work Itself
- Making a Difference
- Opportunity to Do My Best Work
- Effective Use Of Talent
- Process Improvement

## EFFECTIVE LEADERSHIP



- Communication
- Coaching
- Recognition of Job Performance
- Relationship with Manager/Supervisor

## VALUES-BASED EMPLOYER



- PUBLIC SERVICE
- PUBLIC TRUST
- EQUITABLE OUTCOMES
- DIVERSITY AND INCLUSION
- ETHICAL CONDUCT

## TOTAL REWARDS



- Competitive Pay and Benefits
- Wellness
- PERS
- Retirement Programs
- Paid Leave Programs

## EMPLOYEE DEVELOPMENT & LEARNING



- Professional Development
- Talent Development
- Succession Planning
- Continuous Learning Opportunities
- Career Advancement

## SUPPORTIVE INCLUSIVE WORK ENVIRONMENT



- Work-Life Balance
- Feeling Safe
- Relationship with Coworkers
- Transparency
- Cultural Competence