

## Cavender, Natasha

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**Sent:** Monday, December 18, 2017 1:19 PM  
**To:** 2014-17 Class Comp Study Participants  
**Cc:** City Elected Officials; City Bureau Directors  
**Subject:** Class Comp Study Update



Hello Non-Represented Class & Comp Study Participants,

Over the last few months we received an outpouring of passionate input from you regarding this Study. We listened and heard your voices and concerns. After thoughtful consideration of all the feedback, we made the decision to end the Study effective immediately.

### ***How does this affect you?***

- 1) Your current classification and compensation will be untouched by anything from the Study process.
- 2) With the end of the Study, there are no more “draft” class specs. This means you no longer need to pursue a “request for reconsideration.” If a request was already submitted, your work will not be wasted; we will save your input for future discussions about your position’s classification should the need arise.
- 3) All the current non-represented structures will remain in place and the business of classification and compensation will proceed as usual (pre-Study).

### ***What has the City gained from this effort?***

- 1) Greater understanding of how City bureaus and offices operate.
- 2) Position descriptions for non-represented jobs at the City. This body of knowledge will serve as a valuable tool to inform all ongoing classification and compensation efforts, as well as contribute to employee development and communication about the work you do.
- 3) Significant insight on how to approach any future non-rep classification and compensation studies.

Since we are no longer pursuing this Study, the Class Comp team will engage in other projects to address immediate concerns around compensation. We intend to pursue market compensation studies on targeted groups of classifications that have proven challenging to attract and retain.

We thank you for all your contributions to this effort. Many of you have poured your heart and soul into working through this process with us, and we deeply appreciate it. Hopefully this news will relieve some stress and allow you to focus on the important work you do for the City.

### **Questions?**

Please contact Elisabeth Nunes ([elisabeth.nunes@portlandoregon.gov](mailto:elisabeth.nunes@portlandoregon.gov)) with your questions.

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