

# #WEAREPORTLAND

Equity 🌸 Transparency 🌸 Collaboration 🌸 Communication

Directors' Cut -- February 2020



## CHRObservations

Welcome to the first BHR #WeArePortland Directors' Cut! This is an abbreviated version of the new Citywide newsletter (which you will also receive just this first time), going out every other month. I hope you find value in the information. The Directors' Cut is meant to be short, to the point, and need to know—more of a briefing.

During the summer of 2018-spring 2019, BHR held 37 focus groups and 50 meetings with various bureau employees and City stakeholders. The purpose of those meetings was to inform City leadership about the qualities important, and expected, as BHR managed executive recruitments for eight open bureau director positions. It is also how we plan to align manager/supervisor training moving forward. Trust is earned through intentional decisions to be equitable, transparent, collaborative and to have meaningful communication that is inclusive and timely—which is where our Citywide #WeArePortland comes in.

Let us know what you think!

- Cathy L. Bless

## City Life – All Are Welcome

### Workforce Recruitment & Training

In June 2019, a new process was introduced for casual and temporary recruitment Citywide. This enhancement created the opportunity to leverage NEOGOV, the City's applicant tracking system, to attract and engage talent. Since that time BHR teams have worked collaboratively to produce short term staffing guides to identify when a work-out-of-class, casual or temporary process should be utilized. Check out the Limited Competitive Process, Temporary Recruitment Exception Process, and our new Staffing Guides [here](#).



### Total Rewards

In July 2018, City of Portland's Bureau of Human Resources, recognizing the challenges the current labor market presents, made the strategic decision to take a "total rewards" approach. As a result, the department of Total Rewards was created; Occupational Health, Benefits, and Classification and Compensation were merged into one, more agile team.



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Our goal is to use the key elements of Total Rewards: Work/Life effectiveness, benefits, and compensation to attract, motivate, engage, and retain employees. [Read more.](#)

**\*\* Employee Relations and Labor Relations are joining together as one team. More information coming soon! \*\***

### Employee Relations

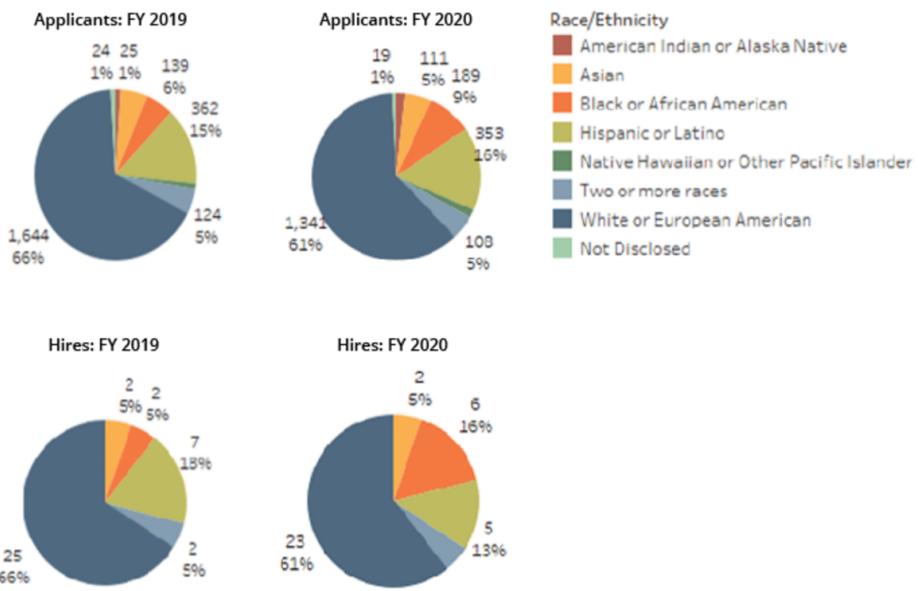
Beginning in January 2019, several bureaus began piloting a new approach to conducting performance reviews online through our SAP SuccessFactors platform. Their role as pilot bureaus was to evaluate this new process and technology, and to ensure it makes performance conversations easier and more impactful for everyone involved, prior to rolling out the new system Citywide in July 2020. [Read more.](#)

### Labor Relations

Labor Relations is revving up its engine now that the New Year is here! Currently there are five contracts the team is focused on—starting with Marelle stepping in as the PPA and DCTU scribe while also managing the Civil Service Board and a new and improved Reasonable Suspicion online class. Jamaal and AnnMarie are concentrating on BOEC, working to get an agreement through mediation while also prepping for DCTU. Marquis and Jerrell are getting ready for PPA and PPCOA bargaining. *It's going to be action packed!*

## The Portland Police Bureau is Hiring

Applicants have increased in fiscal year 2020 versus 2019. Hiring rate has also picked up (FY 2020 is only July though November—5 months)! And, diversity in both categories has increased exponentially.



[See the new "Individuals Wanted" recruiting videos.](#)

**#WeArePortland will be published every other month. If there is something you would like included, please let us know at the email below. Next issue is coming in April.**



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