

From: [Hello Class Comp](#)
Subject: Employee Pay Equity Study Introduction & Survey Information
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USC Race and Equity Center

*****This message is being sent to all non-represented employees. *****

Dear Colleagues,

Welcome to the City of Portland's 2021 Pay Equity Study. On June 1, 2017, Governor Brown signed into law [House Bill 2005 "the Pay Equity Bill"](#) expanding pay equity protections for Oregonians. This law created new requirements for Oregon employers. The new protections require Oregon employers to pay employees equitably, when doing comparable work with similar qualifications.

The City of Portland is partnering with the University of Southern California (USC) Race and Equity Center to collect data from all non-represented employees at the City of Portland for a pay equity analysis. With the results from the pay equity analysis, the City can identify and better understand any pay equity gaps among employees.

The City of Portland will soon administer the Employee Pay Equity Survey, a survey that will ask questions about your education, training, and work experience prior to your current role at the City of Portland.

On May 19th, check your employee email for a message from naccc@usc.edu with your unique survey link to complete the Survey. The survey will take about 10 minutes to complete. Your participation and timely completion of the survey is greatly appreciated! If you have questions about this project, you may contact the City's Classification and Compensation Team at Helloclasscomp@portlandoregon.gov. If you have technical questions or issues with the survey, email naccc@usc.edu.

The Bureau of Human Resources (BHR) is committed to a pay philosophy for the City that is transparent, equitable, and includes your input. We are grateful for your support and will provide regular updates about this year's Pay Equity Study via email communications and in

the BHR Bulletin. Stay tuned for more details.

In partnership,
Tracy

Tracy Warren

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City of Portland Core Values:

Anti-racism | Equity | Transparency | Communication | Fiscal Responsibility

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