

# 2021 NASPEs AWARD

## *Eva N. Santos Communication Awards*

Nominations from dues-paying states are considered for eligibility. Nominated leaders and programs should have a positive effect on the administration of state human resource programs. A state's central human resource department or line agency human resource operations may administer nominated programs.

Programs and projects must have been operational for at least six months and must be transferable to other states. Selection criteria are based on the questions asked on the award application. Included in this packet are the specific criteria for each award and their categories. Nominations are encouraged in all areas of human resource management administration.

Additionally, please provide the project initiative in one of the following formats:

- Web link
- Snapshot
- PDF

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## **NOMINATION INFORMATION**

Title of Nomination: Equal Pay Analysis Summary Report

State: OR

Contact Person: Jen Coney

Contact's Title: HR Administrator

Agency: Oregon Department of Administrative Services

Mailing Address: 155 Cottage St. NW, Salem, OR 97304

Telephone: 503.949.6169

Fax: [Click or tap here to enter text.](#)

E-mail: [jen.a.coney@oregon.gov](mailto:jen.a.coney@oregon.gov)

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### **ALL SUBMISSIONS MUST:**

Meet all eligibility requirements. • Meet deadline requirements stated on the NASPE website. • Be entered in the correct category and be correctly identified. • Include a complete nomination packet. • Conform to all copyright laws.

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### NOMINATOR INFORMATION

Nominator: Madilyn Zike      Title: Chief Human Resources Officer

State: OR      Agency: Oregon Department of Administrative Services

Telephone: 503.569.8283      Fax: [Click or tap here to enter text.](#)

E-mail: [Madilyn.zike@oregon.gov](mailto:Madilyn.zike@oregon.gov)

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### DETAILS

**1. Please provide a brief description of the submission.**

Submission can be found here:

<https://www.oregon.gov/das/HR/Documents/Equalpayanalysis2019.pdf>

The State of Oregon Equal Pay Analysis Summary report is an overview of the [Pay Equity Project](#): a response by the Oregon State Government to HB 2005 requiring an equal-pay analysis of compensation.

This report was distributed to key stakeholders, such as the Governor, Governor's Office Staff, and members of the Legislature. The report is posted online on the [Oregon Pay Equity site](#) for employee and public access and viewing.

**2. How long has the submission been in existence?**

The report was published and released in September 2019.

**3. Why was this submission created?**

The passage of Oregon's Pay Equity Law in 2017 expanded existing pay discrimination laws to make it "unlawful for any employer to discriminate between employees on the basis of a protected class in the payment of wages or other compensation for work of a comparable character."

The Chief Human Resources Office of the Department of Administrative Services planned, coordinated, and carried out the immense Pay Equity Project on behalf of Oregon state government. Project work included: creating and administering a survey to Executive Branch employees; collecting data from disparate databases; refining data collected; running data through a multi-prong analysis; identifying trends and outliers; notifying employees of initial adjustment decisions; creating and implementing an employee appeal process; reviewing employee appeals; and notifying employees of appeal adjustment decisions. As a result of this project, 3,459 employees received a Pay Equity Adjustment.

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This report was developed as a document summarizing the project background, purpose, actions, and outcomes and served as the key point of information for employees and the public regarding the project.

#### **4. How does this submission support the goals and objectives of your agenda/department?**

Oregon's Chief Human Resources Office Provides direction and services to promote a stable and qualified workforce in Oregon state government, while reflecting the state's values of accountability, equity, excellence, and integrity. The purpose of the Pay Equity Analysis project was to reflect these values in the alignment of the Pay Equity law, in accordance bring Oregon state government's compensation and recruitment systems, policies, and practices.

The Pay Equity Summary, the submission for the Eva N. Santos Communication Award, demonstrates all of the state's values of accountability, equity, excellence, and integrity through the publishing and distribution of this document.

#### **5. Have you been able to measure the effectiveness of this submission? If so, how?**

The State of Oregon, true to its history, was one of the pioneering states that first implemented an Equal Pay Analysis with California, New York, and Massachusetts leading the charge in 2016. Each state that enacted laws regarding pay equity were unique and different, however the ability to see the process and outcome of other states endeavors increases the effectiveness of each states efforts that follows suite.

As the Equal Pay Analysis Summary is a pdf document, web tracking software is limited and we are unable to measure how many times the document has been viewed or downloaded. The audience of this document, all 40,000+ state employees and the public, is vast and the document remains accessible online. Oregon continues to be a leader in pay equity, and as an employer, the State of Oregon has presented its journey of implementing this landmark bill in 2017, 2018, and 2019 at the annual meeting of the National Compensation Association of State Governments.

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