



MEMORANDUM

To: Agency Human Resources Managers
From: Jessica Knieling, Chief Human Resources Officer
Date: July 2, 2024
Subject: Addendum A – Pay Practices 20.005.10

Boldened and italicized text reflects revisions and additions to current policy language.

Policy Statement:

As of June 1, 2024, the Executive Branch of state government temporarily modifies the Pay Practices policy to place a moratorium on internal equal pay assessments and appeals for employees new to their position prior to June 1, 2024.

Policy Authority: ORS 240.145; 240.190; 240.235; 240.240; 240.245; 240.250; 240.395; 240.430; 652.220(1); 659A, Equal Pay Law 659A.820, 659A.870; 659A.875; OAR 839-008- 0000 thru 839-008-0035

Applicability: Classified unrepresented, management and unclassified “executive” service, unclassified excluded and unclassified unrepresented, limited duration and temporary employees. Applies to represented employees only for the purposes of pay upon initial hire and agency documentation requirements, where not in conflict with an applicable collective bargaining agreement.

Attachments: Equal Pay Appeal Procedures

Policy Amendments

Effective June 1, 2024, the Pay Practices policy 20.005.10 is temporarily amended as follows:

(1) Equal Pay

(j) Sections (1) (f), (g), and (i) apply to classified unrepresented, management and unclassified “executive” service, unclassified excluded and unclassified

unrepresented, limited duration and temporary employees new to their position effective June 1, 2024, and after.

Questions should be sent to CHRO.Policy@oregon.gov