



Oregon

Tina Kotek, Governor

Department of Administrative Services

Office of the Chief Operating Officer

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January 31, 2025

Co-Chair Chris Gorsek

Co-Chair Greg Smith

Members of the Joint Ways and Means General Government Subcommittee

Oregon State Legislature

900 Court St NE

Salem, OR 97301

Re: Joint Ways and Means General Government Subcommittee Follow-Up Information

Co-Chair Gorsek, Co-Chair Smith and members of the committee,

Thank you for being so generous with your time with the Department of Administrative Service this week. We appreciate the opportunity to showcase the work DAS does for Oregonians.

Below please find follow up information to questions asked during this week's Compensation Plan and Pay Equity Updates. We have included a link to the calculator on DAS' Pay Equity website.

As always, please don't hesitate to let me know if there's anything further DAS can assist with.

Thank you!

-Meliah Masiba

DAS Legislative Director

Wednesday, Jan 29: Compensation Plan & Pay Equity Updates

- 1) Here is a link to the calculator so members can see the difference between the prior and current methodologies.**

[Department of Administrative Services: Equal Pay Analysis: Chief Human Resources Office: State of Oregon](#)

- 2) How much of an increase has been allotted to pay due to these studies?**

Below are our approximate numbers for the last 3 equal pay analyses. We are still processing 2024 appeals for this round so the number can change.

2019: \$13M

2022: \$17M

2024: \$81M

Total: \$101M