

EMPLOYER OF CHOICE

The City of Portland's goal is to attract, develop and retain a diverse, culturally competent, fully engaged workforce providing excellent public services.

STRATEGIC CREATIVITY



- The Work Itself
- Making a Difference
- Opportunity to Do My Best Work
- Effective Use Of Talent
- Process Improvement

EFFECTIVE LEADERSHIP



- Communication
- Coaching
- Recognition of Job Performance
- Relationship with Manager/Supervisor

VALUES-BASED EMPLOYER



- PUBLIC SERVICE
- PUBLIC TRUST
- EQUITABLE OUTCOMES
- DIVERSITY AND INCLUSION
- ETHICAL CONDUCT

EMPLOYEE DEVELOPMENT & LEARNING



- Professional Development
- Talent Development
- Succession Planning
- Continuous Learning Opportunities
- Career Advancement

SUPPORTIVE INCLUSIVE WORK ENVIRONMENT



- Work-Life Balance
- Feeling Safe
- Relationship with Coworkers
- Transparency
- Cultural Competence

TOTAL REWARDS



- Competitive Pay and Benefits
- Wellness
- PERS
- Retirement Programs
- Paid Leave Programs

Why Employer of Choice?

VALUES-BASED EMPLOYER

PUBLIC SERVICE – PUBLIC TRUST – EQUITABLE OUTCOMES
DIVERSITY & INCLUSION – ETHICAL CONDUCT

Effective Leadership

“People work for supervisors”

Path to Leadership program

Supervisory training

Emerging leaders

INTERACT

Culture of coaching

Total Rewards

Healthy foundations

Class/Comp study

LMBC

Comp research and support

PERS

Benefits education

\$Paycheck

Financial benefits

Employee Development and Learning

Professional development

Mentoring program

Succession planning

Training & development

PBOT Transport Academy

Job shadow

Tuition reimbursement

Career paths

Talent acquisition

Talent development program

Skill development

Knowledge transfer

Lunch & learn events

Speaker series

Why Employer of Choice?

VALUES-BASED EMPLOYER

PUBLIC SERVICE – PUBLIC TRUST – EQUITABLE OUTCOMES
DIVERSITY & INCLUSION – ETHICAL CONDUCT

Strategic Creativity

Process improvement
Innovation projects
Opportunity to do my best work
Career opportunities/paths
Clear position descriptions
New employee onboarding program
SOAKED – Water Bureau program
Workplace Excellence (BPS)
Making the City a better place
Talent acquisition

Supportive / Inclusive Workplace

PEER program
Cultural competence
Employee surveys
Outreach / employees & external
Employee Assistance Program
LMC's
Safety committees
Equity committees
DEEP / monthly focus events
Affiliation groups
Work / life balance
Bureau events (picnics, potlucks, celebrations)
Employee recognition programs
New employee welcome meetings