



Research Requests from Independent Salary Commission

May 23, 2023 Meeting

The following is a response to requests for information from Commissioners during the May 23, 2023 meeting, organized into broad subject headings.

Information on Language Pay Differential Program

- How is the City's Language Pay Differential applied?

Resolution 37525 established the City's Language Pay Differential Program:

<https://www.portland.gov/sites/default/files/2022/agenda-no-council-resolution-no.-37525-establish-a-language-pay-differential-for-multilingual-staff.pdf.pdf>

Details of the application process are found here: <https://www.portland.gov/bhr/class-comp/language-pay-differential-overview/language-pay-differential-processes>

In summary, any employee may request a \$1 per hour premium to be applied to their hourly wage to compensate for the use of a language other than English while on the job, to support access to services to residents and visitors. A list of languages and public-facing jobs has been identified as aligning with the purpose of the program. Individuals who speak these languages and work in these jobs submit an application, are tested, and receive the differential when they pass the test. Employees may also apply for the differential if they speak a language not on the list and/or work in a job other than those identified. These applications are reviewed on a case-by-case basis by Bureau of Human Resources and Office of Equity and Human Rights staff.

Information on the Employee Assistance Program Benefit

- What are the components of the City's EAP?

The City of Portland partners with CityStrong GuidanceResources and Canopy to provide free and confidential support to employees and eligible dependents. Non-represented employees can contact a ComPsych Employee Assistance Program counseling professional who listen to their concerns and guide them to the appropriate services. Alternately, employees can visit GuidanceResources Online at www.guidanceresources.com. Services Include: • Confidential Counseling • Work-Life Solutions • Legal Support • Financial Information • GuidanceResources® Online • Interactive Digital Tools.

Ted Wheeler, Mayor

We are an equal opportunity employer

Please notify the City of Portland of the need for ADA accommodations no less than five (5) days prior to any City-sponsored event by contacting the Bureau of Human Resources at 503-823-3572 or the City's TTY at 503-823-6868.





Updated Market Summary

- Update the market summaries using current City of Portland pay with proposed COLA rates added.

Mayor	Salary
City of Portland	\$ 159,245
Market Average	\$ 177,897
City of Portland lags market by 10.48%	
City Council Member	
City of Portland	\$ 139,318
Market Average	\$ 111,760
City of Portland leads market by 24.66%	
Auditor	
City of Portland	\$ 139,318
Market Average	\$ 166,744
City of Portland lags market by 16.45%	

Confirmation of Market Data for San Jose, CA

- Are the numbers for San Jose, California in the market survey correct?

The numbers are correct. San Jose is a Silicon Valley city with a high cost of living relative to Portland and national averages.



Confirmation of Data from Auditor’s Office

- Review the data from the Auditor’s Office.

The market information provided by the Portland City Auditor’s Office has been updated with a geodifferential applied:

City	Auditor Salary	Geodiff	Adjusted
Denver, CO	\$163,000	1.0610	\$153,629
Baltimore, MD	\$161,000	1.0210	\$157,689
Austin, TX	\$175,000	1.0410	\$168,108
San Diego, CA	\$235,000	1.0700	\$219,626
Detroit, MI	\$147,000	1.0060	\$146,123
San Jose, CA*	\$243,269	1.2780	\$190,351
Tulsa, OK	\$73,500	0.9390	\$78,275
Charlotte, NC	\$178,500	0.9980	\$178,858
Minneapolis, MN	\$147,000	1.0240	\$143,555
Sacramento, CA	\$195,000	1.0710	\$182,073
Seattle, WA	\$199,000	1.1010	\$180,745
Anaheim, CA	\$157,000	1.1000	\$142,727

Portland Auditor Salary updated for COLA	\$139,318
Market Average	\$161,813

The Auditor’s Office submitted a list of individual pay rates whereas BHR submitted pay ranges and compared the midpoint of the range. The data agrees that Portland City Auditor pay is about 16% below the market average:

City Auditor’s Office data based on individual salaries – 16.1% below market

BHR data based on midpoint of the pay range – 16.45% below market

*Adjusted based on email received from City of San Jose Human Resources on 5/22/23 confirming salary of incumbent.