



Research Requests from Independent Salary Commission

July 20, 2023 Meeting

The following is a response to requests for information from Commissioners during the July 20, 2023 meeting, organized into broad subject headings.

Side by Side Comparison of Commissioner Salary Options

Role	Option	Annual
Commissioner	Current	\$125,694
Commissioner	Public Sector Thriving Wage / Premiums Only	\$126,864
Commissioner	Public Sector Thriving Wage / Premiums + Out of Pocket	\$134,065
Commissioner	Current + COLA to 7/1/2022	\$134,098
Commissioner	Current + COLA to 7/1/2023	\$140,795
Commissioner	Public Sector Thriving Wage / Premiums + Out of Pocket + COLA	\$140,768
Commissioner	Private Sector Thriving Wage	\$142,404
Commissioner	Private Sector Thriving Wage + COLA	\$149,524

Language Pay Differential Information

As of 7/21/2023, 322 currently active employees have been approved to receive the LPD. The table below shows the current (7/21/2023) median hourly rate for these individuals, split by FLSA status. The table also shows what the \$1/hour LPD represents as a percentage of the median base wage.

FLSA Status	Exempt	Non-exempt	Grand Total
Number of Employees	70	252	322
Median Annual Rate	\$103,792	\$78,260	\$82,805
Median Hourly Rate	\$49.90	\$36.90	\$38.34
\$1 as % of Median Hourly Rate	2.0%	2.7%	2.6%

Note that of the 252 non-exempt employees who were approved to receive the LPD, 33 are currently in Casual classifications and 24 are assigned to a fire suppression schedule.

Ted Wheeler, Mayor

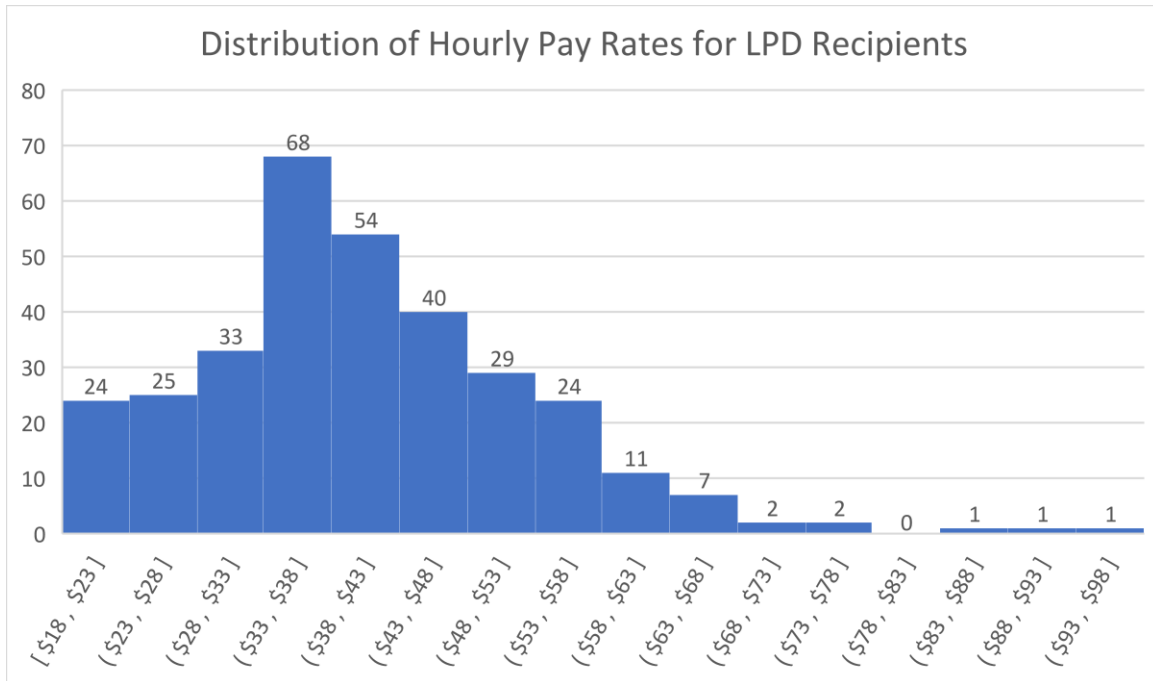
We are an equal opportunity employer



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.



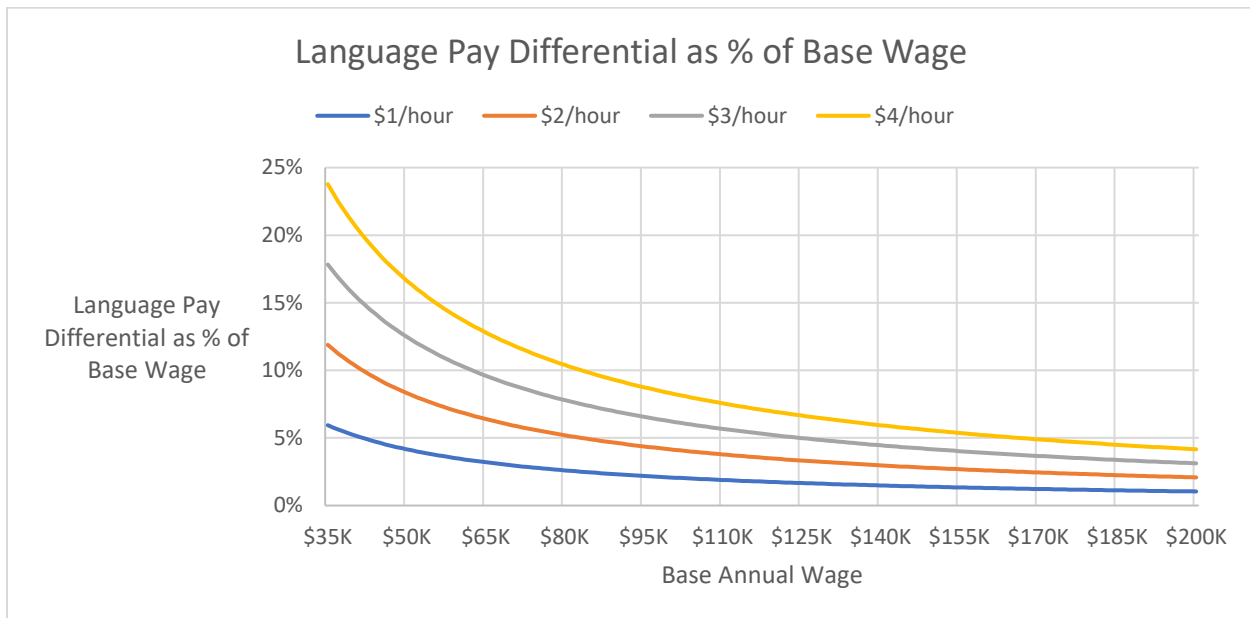
The histogram below summarizes the distribution of hourly rates for the 322 LPD recipients:





Flat Dollar per Hour Pay Differential Options

The graph below shows the relationship between base pay and the % of base pay for an LPD of \$1, \$2, \$3, or \$4 per hour.



The table below summarizes the preceding graph, from \$100,000 to \$200,000 by multiples of \$10,000. For example, if the base annual wage is \$100,000, a \$1/hour LPD represents a 2.1% addition to base wages.

LPD Amount	Base Annual Wage										
	\$100K	\$110K	\$120K	\$130K	\$140K	\$150K	\$160K	\$170K	\$180K	\$190K	\$200K
\$1/hour	2.1%	1.9%	1.7%	1.6%	1.5%	1.4%	1.3%	1.2%	1.2%	1.1%	1.0%
\$2/hour	4.2%	3.8%	3.5%	3.2%	3.0%	2.8%	2.6%	2.4%	2.3%	2.2%	2.1%
\$3/hour	6.2%	5.7%	5.2%	4.8%	4.5%	4.2%	3.9%	3.7%	3.5%	3.3%	3.1%
\$4/hour	8.3%	7.6%	6.9%	6.4%	5.9%	5.5%	5.2%	4.9%	4.6%	4.4%	4.2%

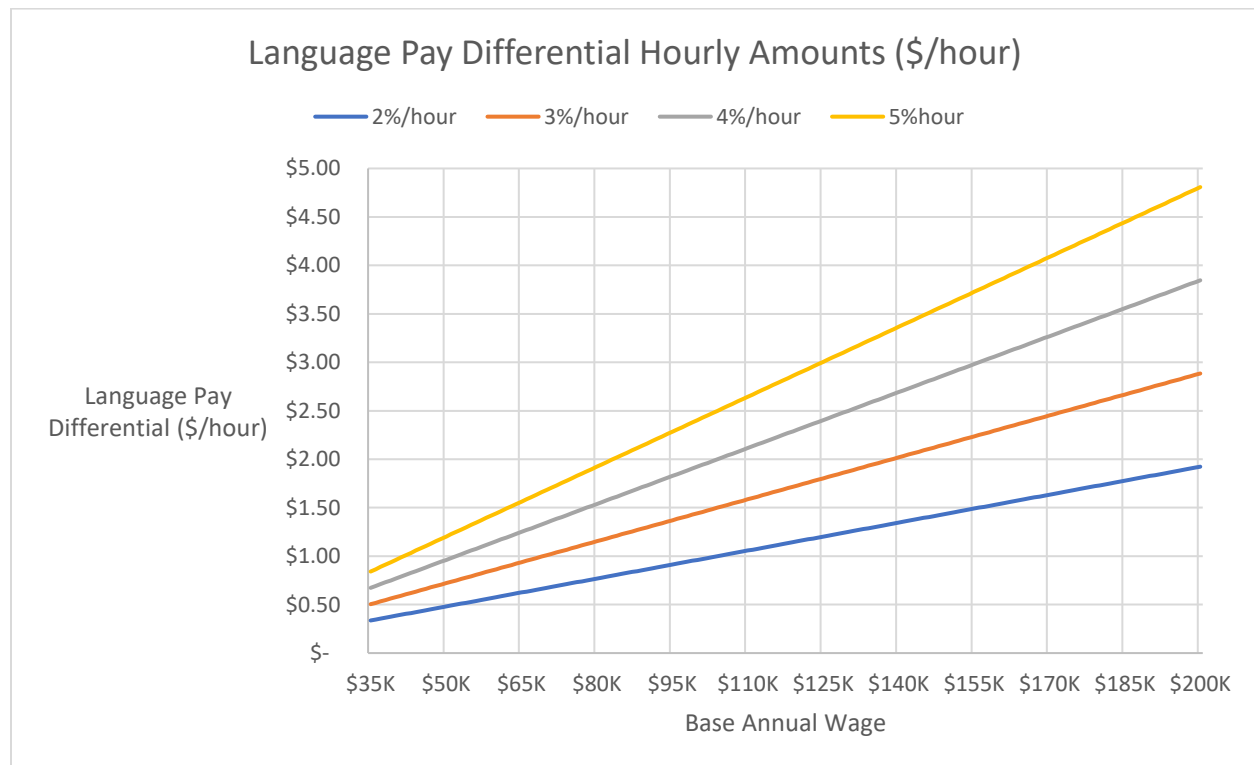


The graph below summarizes the cost of each of a \$1, \$2, \$3, or \$4/hour LPD for the 322 current employees who have been approved to received the differential. Costs include employer-paid wage-driven benefits such as Medicare, Social Security, pension (where applicable), transit tax, etc. Costs are shown by FLSA status and in total. The cost of the current \$1/hour program is estimated to be approximately \$822,000 for FY 23-24.

FY 23-24 Cost of LPD (including wage-driven benefits)	Exempt	Non-exempt	Grand Total
\$1/hour	\$196,000	\$625,000	\$822,000
\$2/hour	\$392,000	\$1,250,000	\$1,644,000
\$3/hour	\$588,000	\$1,875,000	\$2,466,000
\$4/hour	\$784,000	\$2,500,000	\$3,288,000

Percentage Pay Differential Options

The graph below shows the relationship between base pay and the \$/hour LPD for an LPD of 2%, 3%, 4%, or 5% of hourly base wages.





The table below summarizes the preceding graph, from \$100,000 to \$200,000 by multiples of \$10,000. For example, if the base annual wage is \$100,000, a 2%/hour LPD is equivalent to a \$0.96/hour pay differential.

LPD Amount	Base Annual Wage										
	\$100K	\$110K	\$120K	\$130K	\$140K	\$150K	\$160K	\$170K	\$180K	\$190K	\$200K
2%/hour	\$0.96	\$1.06	\$1.15	\$1.25	\$1.35	\$1.44	\$1.54	\$1.63	\$1.73	\$1.83	\$1.92
3%/hour	\$1.44	\$1.59	\$1.73	\$1.88	\$2.02	\$2.16	\$2.31	\$2.45	\$2.60	\$2.74	\$2.88
4%/hour	\$1.92	\$2.12	\$2.31	\$2.50	\$2.69	\$2.88	\$3.08	\$3.27	\$3.46	\$3.65	\$3.85
5%/hour	\$2.40	\$2.64	\$2.88	\$3.13	\$3.37	\$3.61	\$3.85	\$4.09	\$4.33	\$4.57	\$4.81

The graph below summarizes the cost of each of a 2%, 3%, 4%, or 5%/hour LPD for the 322 employees who have been approved to received the differential. Costs include employer-paid wage-driven benefits such as Medicare, Social Security, pension (where applicable), transit tax, etc. The cost of the current \$1/hour program is estimated to be approximately \$822,000 for FY 23-24.

FY 23-24 Cost of LPD (including wage-driven benefits)	Exempt	Non-exempt	Grand Total
2%/hour	\$211,000	\$462,000	\$673,000
3%/hour	\$316,500	\$693,000	\$1,009,500
4%/hour	\$422,000	\$924,000	\$1,346,000
5%/hour	\$527,500	\$1,155,000	\$1,682,500