



Lester Spittler
Chief Procurement Officer

Michelle Kirby
Chief Financial Officer

Tom Rinehart
Chief Administrative Officer

Ted Wheeler
Mayor

CITY OF PORTLAND
Office of Management and Finance
 1120 SW 5th Avenue
 Portland, OR 97204

P: (503) 823-1095
 F: (503) 823-3455
 TTY: (503) 823-6868
portlandoregon.gov/brfs

MEMORANDUM

TO: City Elected Officials
 City Bureau Directors

FROM: Lester Spittler, Chief Procurement Officer

SUBJECT: Fiscal Year 2020-2021 Fair Wage Adjustment

DATE: May 5, 2020

Pursuant to the City of Portland Fair Wage Policy (PCC 3.99), employees performing certain categories of work under formal contracts for janitorial services, security services, and parking garage attendant services with the City are guaranteed a minimum fair hourly wage.

OMF provides City bureaus with a yearly minimum hourly wage rate for covered services. This rate is evaluated annually based on the change in the West Region Size A Consumer Price Index-West, as provided by the City Economist. The Fiscal Year 2019-20 minimum hourly wage rate was \$16.55 for services covered by PCC 3.99, which represented a 3.9% increase from FY2018-19. Annual adjustments are effective for all contracts for janitorial services, security services, and parking garage attendant services on July 1st of each year. In determining the adjustment amount, the policy directs OMF to take into account the City's overall financial picture and ensure that changes are consistent with the City's financial health and capabilities.

For Fiscal Year 2020-21, OMF has determined an increase will not be granted based on the current State of Emergency and economic forecast resulting from COVID-19. This decision is consistent with the City's approach to resolving the anticipated budget shortfall as a result of the crisis.

Please let me know if you have questions about this decision.

cc:	Tom Rinehart	OMF	Michael Jacobs	PBOT
	Carmen Merlo	OMF	Lucas Hillier	OMF
	Maty Sauter	OMF	Cate Antisdell	Parks
	Kristin Wells	OMF	Diane Seaton	OMF
	Benjamin Smith	OMF	Jessica Kinard	CBO



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