MEMORANDUM

TO: City Elected Officials
                City Bureau Directors

FROM: Lester Spitler, 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 Antisdel   Parks
        Kristin Wells   OMF   Diane Seaton   OMF
        Benjamin Smith OMF   Jessica Kinard   CBO

BRFS BUREAU OF REVENUE AND FINANCIAL SERVICES