

Office of the County Internal Auditor

Wage Equity

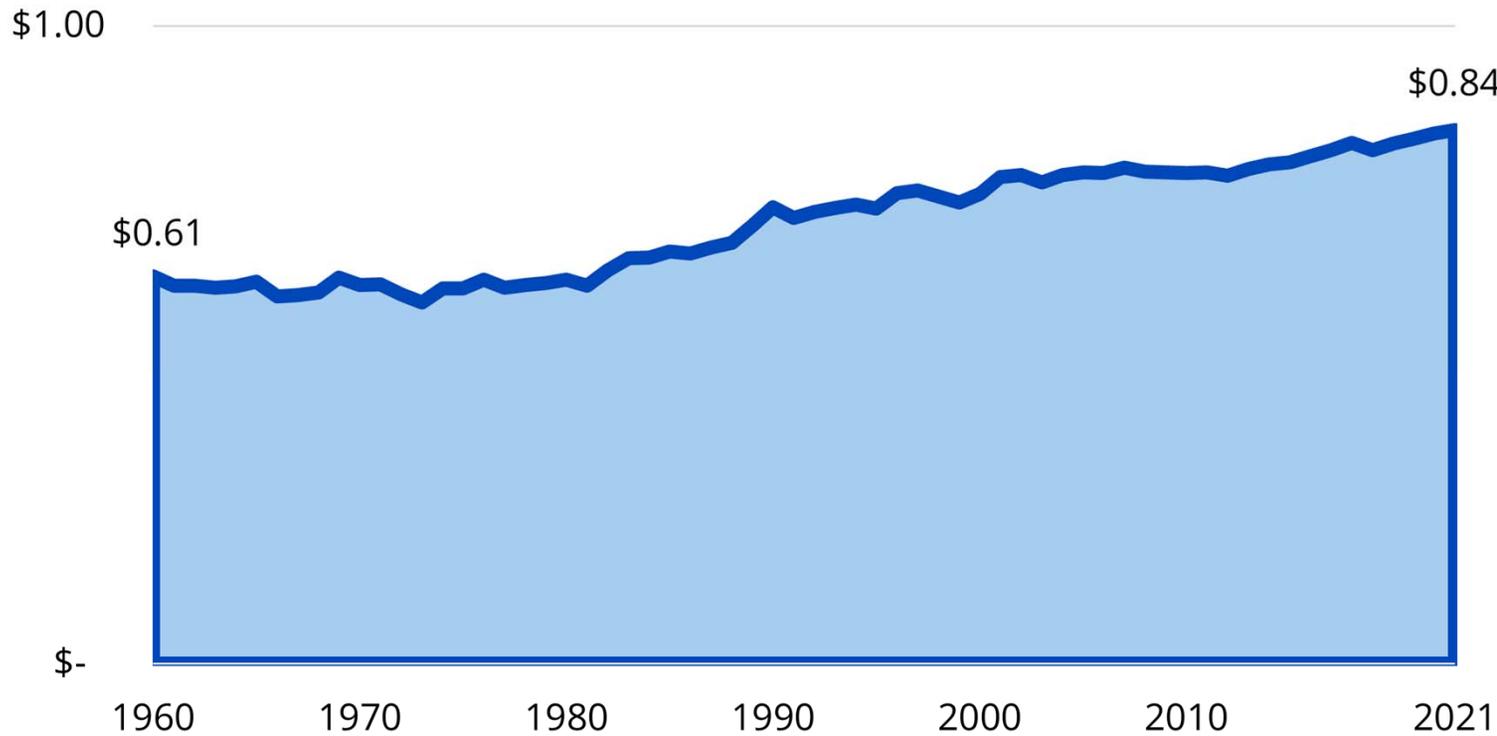
Equal Pay Analysis Planned
2324-5



March 8, 2024

Background

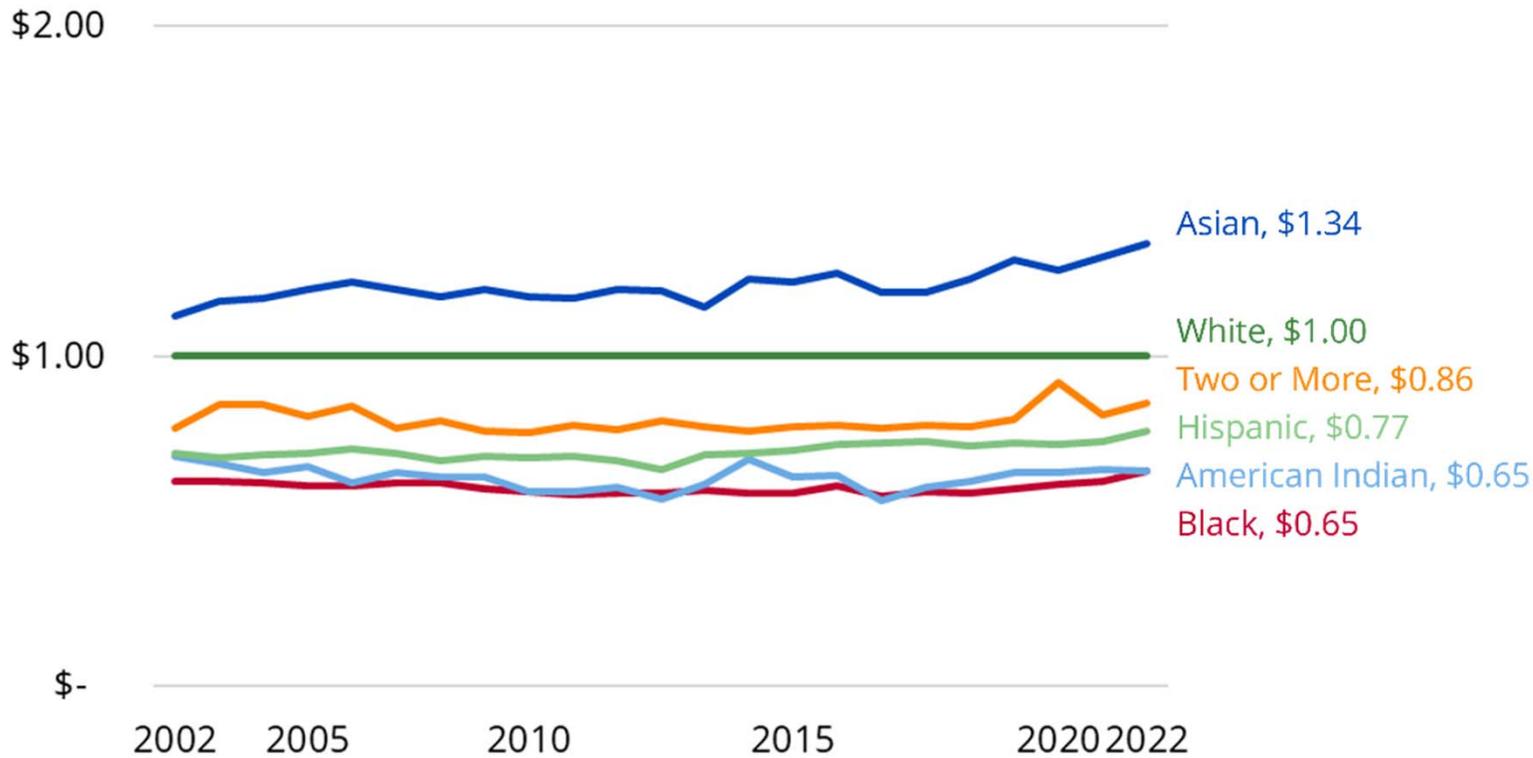
Wage Disparities Are Common



National gender wage gap decreased since 1960 but remains.



Wage Disparities Are Common



National race earnings gap remained steady since early 2000s.



Laws to Prevent Wage Discrimination

1963 Federal Equal Pay Act

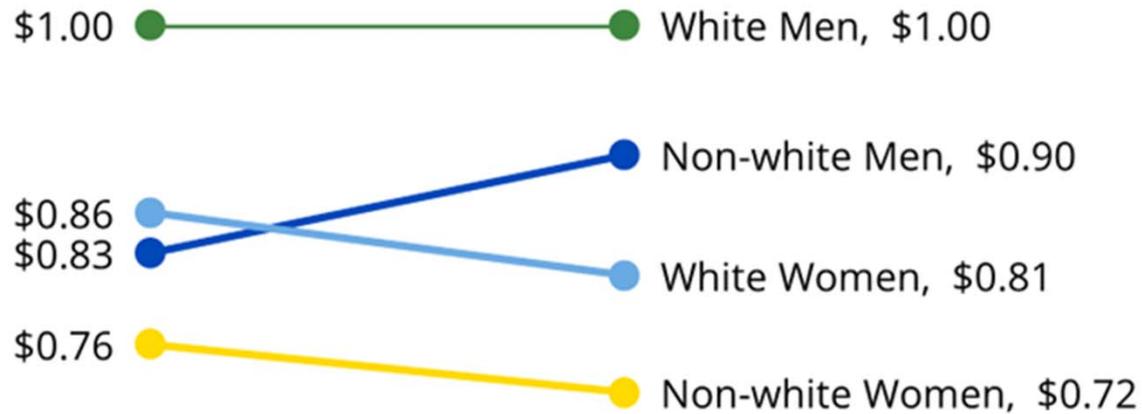
1964 Federal Civil Rights Act

2017 Oregon Equal Pay Act



Observations

Overtime



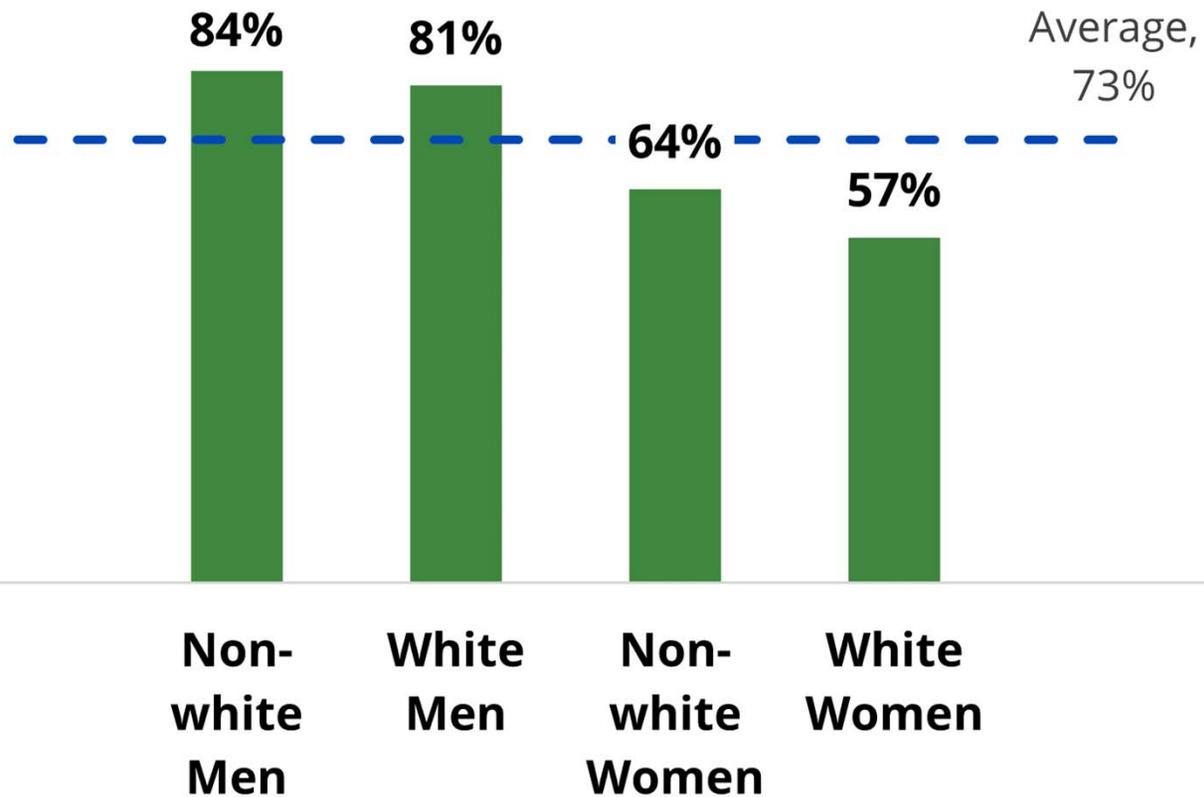
Overtime decreases compensation disparities for Non-white men but increases disparities for women.

Base Wage

Overall Compensation
(includes Overtime)



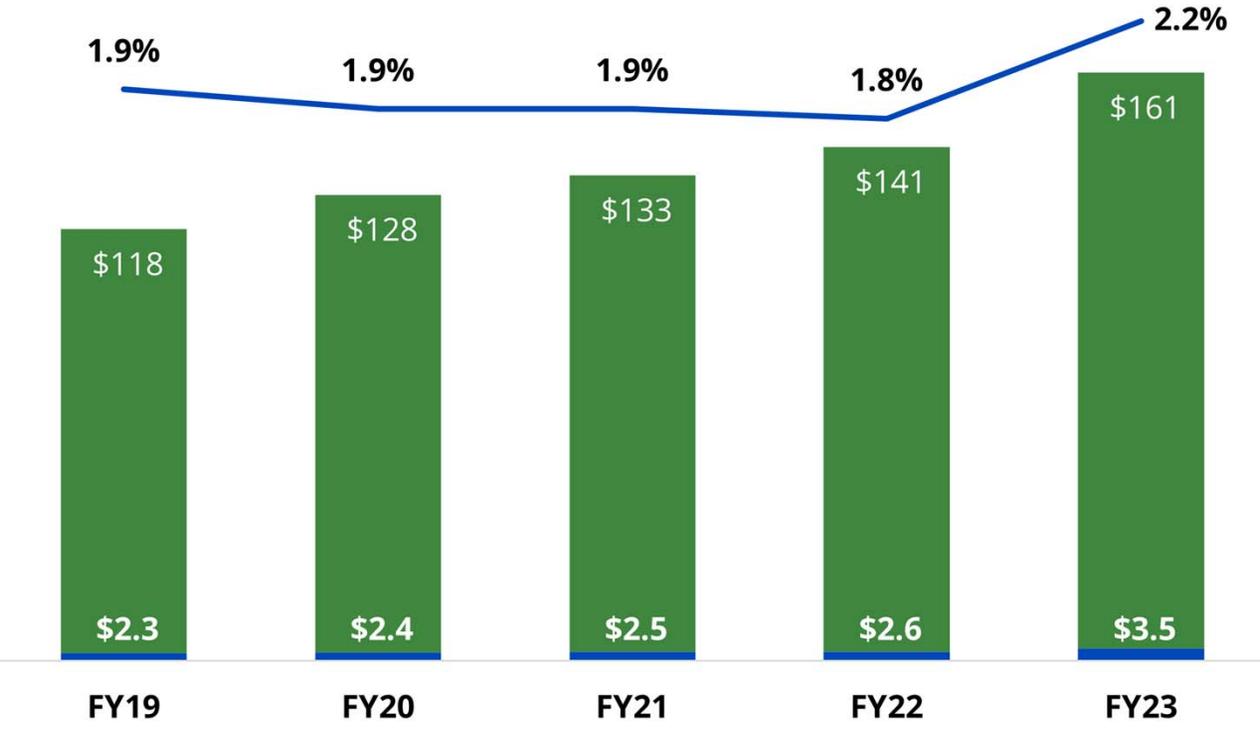
Overtime



Compared to men, a lower percentage of women who were eligible to work overtime did so.



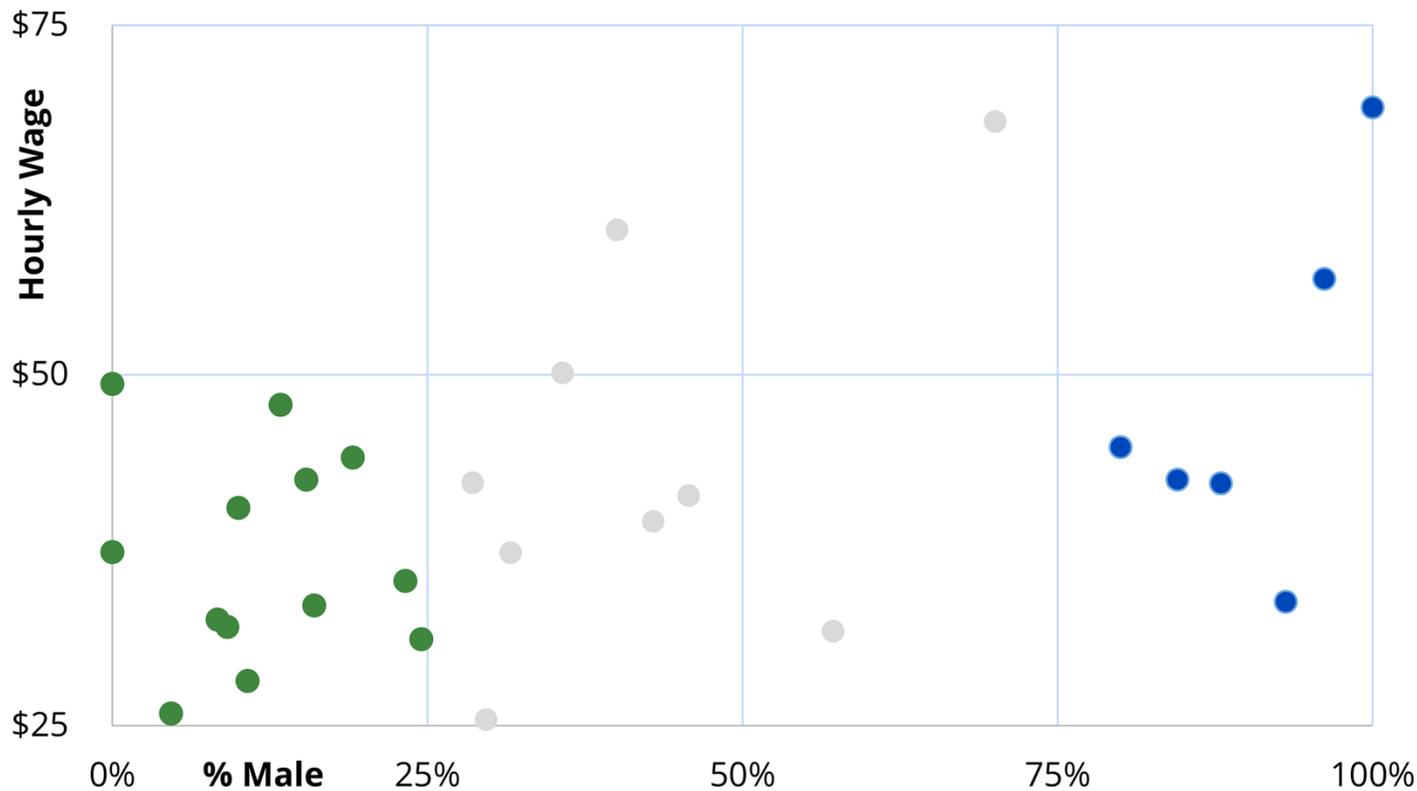
Overtime



Overtime increased as a percentage of overall personnel costs in 2023. (cost in millions)



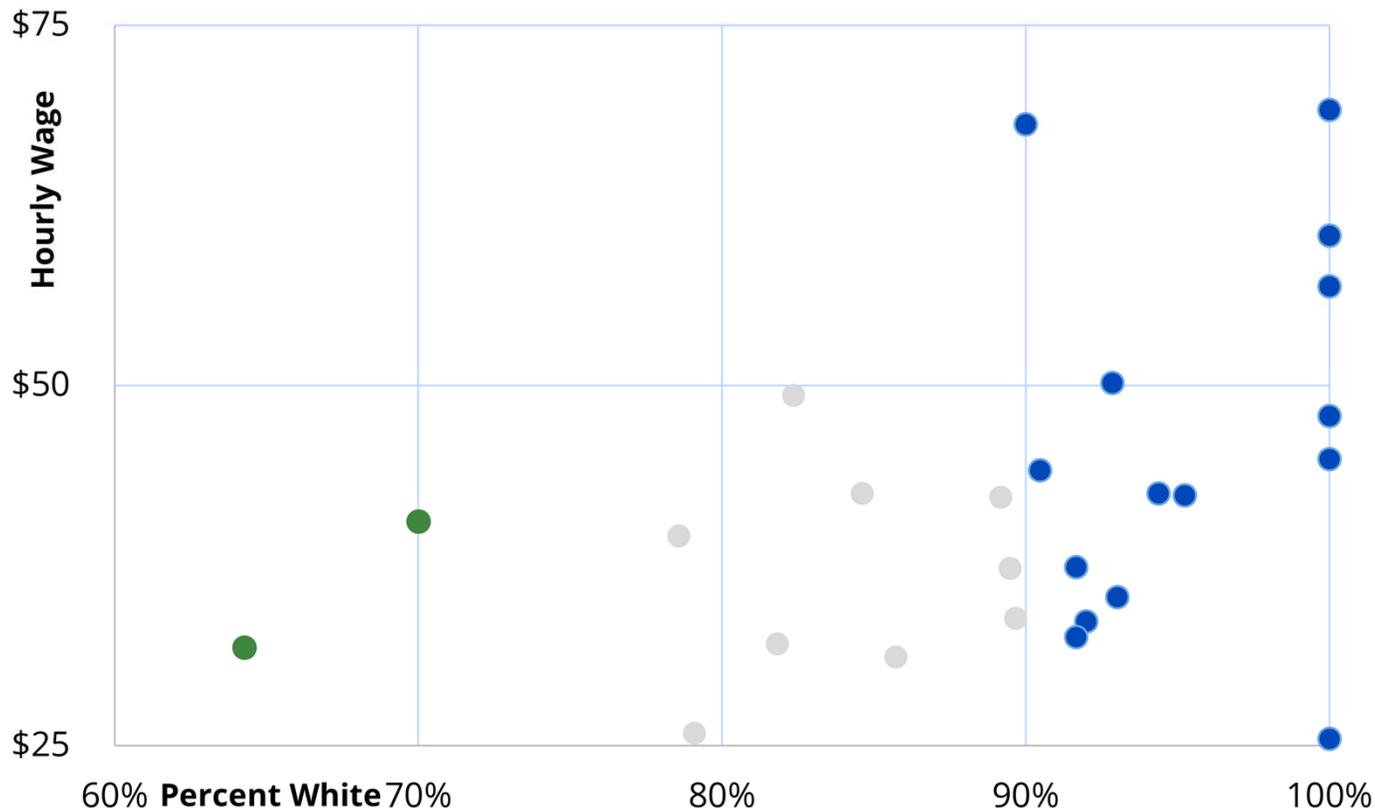
Job Sorting Gender



Jobs with fewer than 25% men tend to pay less than jobs with more than 75% men.



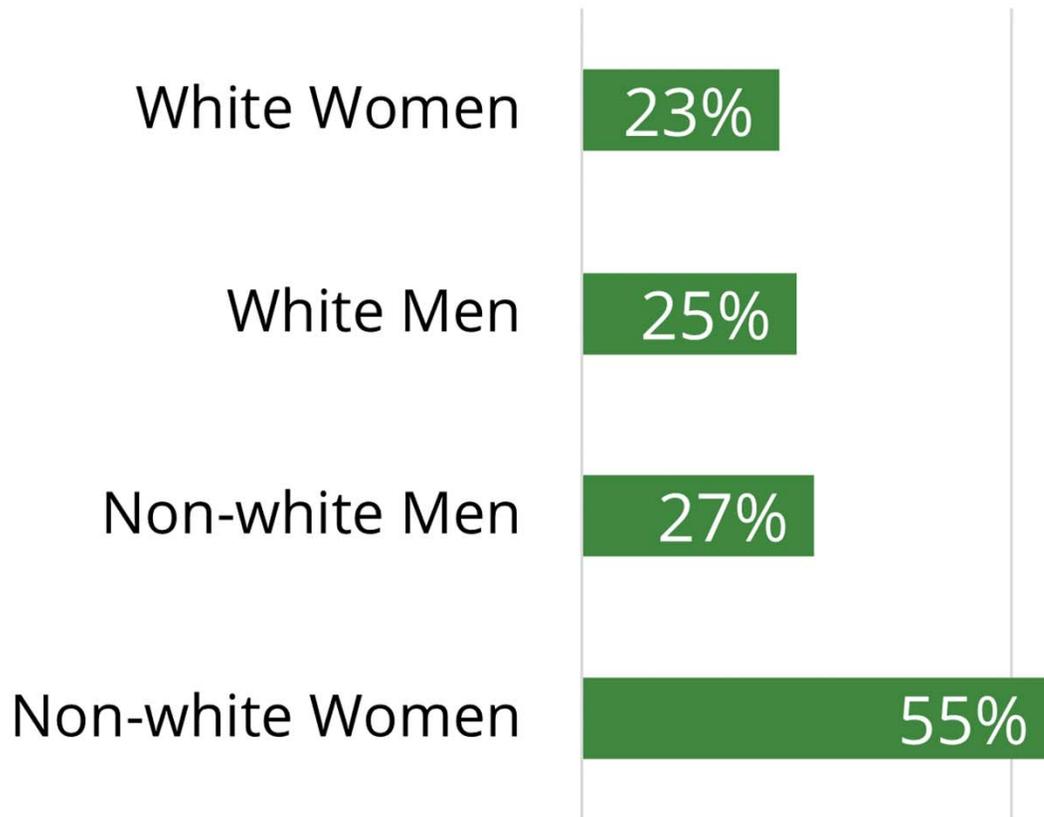
Job Sorting Race



Jobs with fewer White people at the County paid less than jobs with more White people



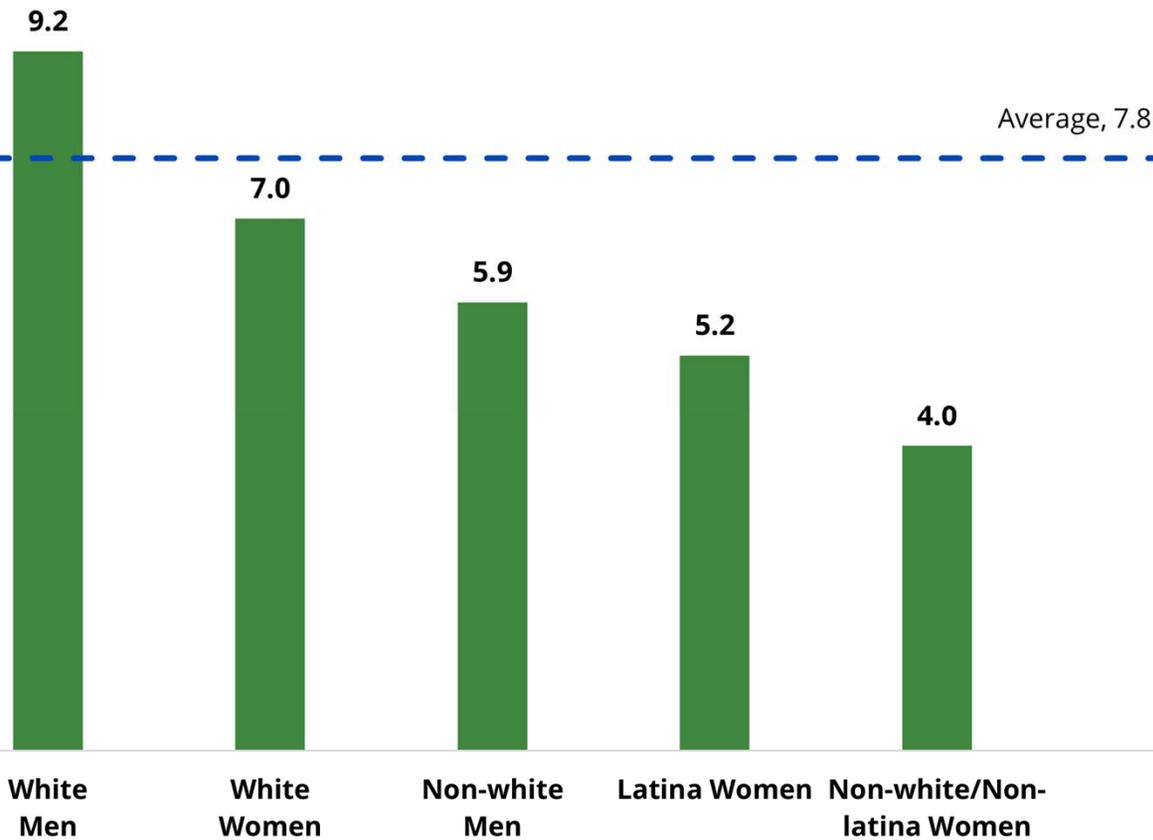
Retention



55 percent of Non-white women left the County within two years of being hired.



Retention

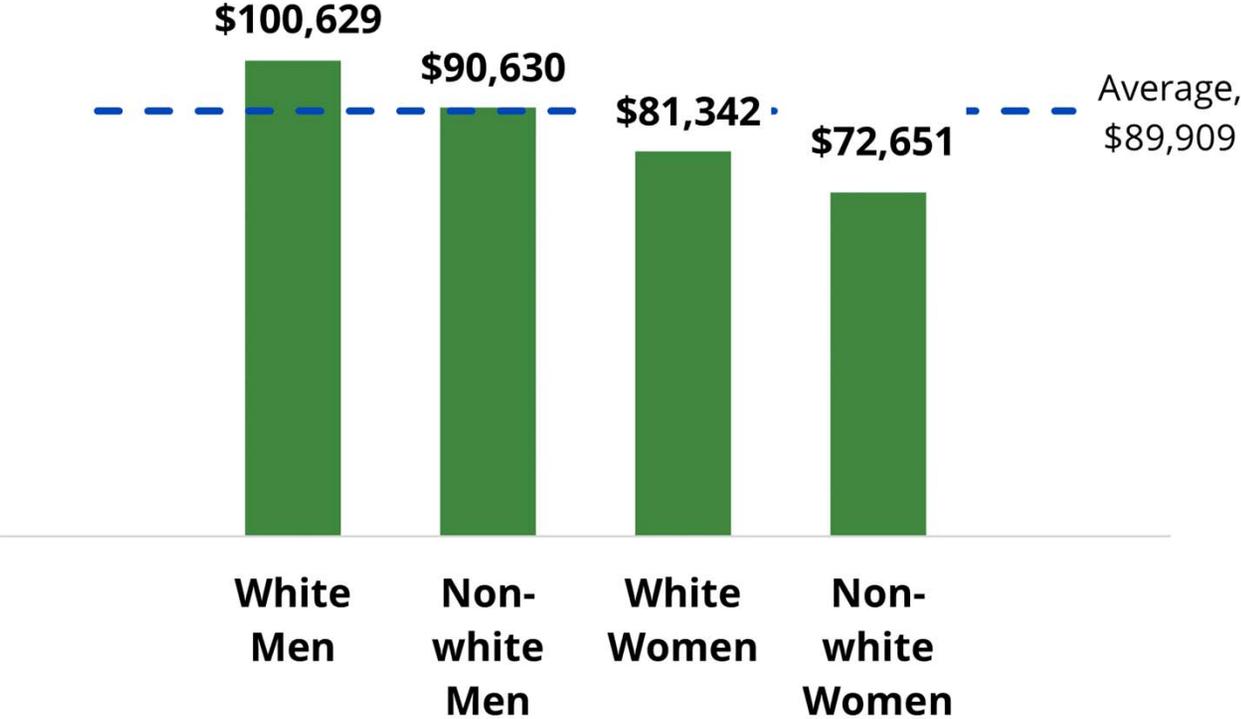


White men had more years with the County than other groups.



Findings and Recommendations

Equal-Pay Analysis Planned



White men earned more in total compensation than other staff in 2022.



1. Recommendation

County Administration should continue with the plan to conduct an equal-pay analysis.



Agree



2. Recommendation

County Administration should report results of the equal-pay analysis in a format accessible to leadership, employees, and community members.



Agree



Equity Review Process Did Not

Include Entry Level

New employees shall generally be placed at the first step of the pay grade. When a new employee has **extensive** prior experience and the department believes it is justified, an employee may be hired at **the second step** of the pay grade. Hiring at step three or above requires prior approval by the County Administrator and will only be granted in **extraordinary** circumstances.
(emphasis added)



3. Recommendation

Human Resources should update the Personnel Rules to include the Equity Review process.



Agree



4. Recommendation

Human Resources should update the Equity Review procedures to include review for employees offered steps one or two.



Agree



5. Recommendation

Human Resources should add the Equity Review process and procedures to the Supervisor Tool Kit.



Agree



Questions and Comments?

Complete the Survey!

