



# MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

(Revised: 6/9/2014)

## Board Clerk Use Only

Meeting Date: 7/16/15  
Agenda Item #: R.6  
Est. Start Time: 10:40 am  
Date Submitted: 7/7/15

**Agenda Title:** **Board Briefing on Multnomah County Pay Equity Audit**

*Note: Title should not be more than 2 lines but sufficient to describe the action requested. Title on APR must match title on Ordinance, Resolution, Order or Proclamation.*

## Requested

Meeting Date: July 16, 2015 Time Needed: 30 minutes

Department: Non. Departmental Division: Auditor

Contact(s): Judy Rosenberger

Phone: 83320 Ext.  I/O Address: 503/601

## Presenter

### Name(s) &

Title(s): Steve March, County Auditor, Nicole Dewees, Management Auditor,

## General Information

### 1. What action are you requesting from the Board? Informational Briefing

**2. Please provide sufficient background information for the Board and the public to understand this issue. Please note which Program Offer this action affects and how it impacts the results. Please provide sufficient background information for the Board and the public to understand this issue. Please note which Program Offer this action affects and how it impacts the results.**

The Auditor's Office determined there is equal pay for the same job in most cases. We found no evidence of widespread pay disparity based on gender or race in most jobs. Despite equal pay for the same job, women and minorities earn less than white males.

Pay differences are mostly due to women and minorities working in lower paying positions. Some of these differences mirror the local labor pool, where women and minorities make up a greater percentage of lower paying jobs. However, the County greatly outpaces the labor pool in the hiring of racial minorities in lower paying jobs and only moderately outpaces the labor pool in the hiring of minorities in higher paying jobs. While there are some larger societal issues at play, the County can promote pay equity by ensuring that all employees have access to training and making sure that hiring managers and recruiters are familiar with minimum qualifications best practices and the Equal and Empowerment Lens.

3. Explain the fiscal impact (current year and ongoing). N/A
4. Explain any legal and/or policy issues involved. N/A
5. Explain any citizen and/or other government participation that has or will take place. N/A

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**Required Signature**

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**Elected  
Official or  
Department**

**Director:** Steve March /s/

**Date:** July 7, 2015

*Note: Please submit electronically. Insert names of your approvers followed by /s/ - we no longer use actual signatures. Please insert date approved.*