

JUST – APPLICABLE SECTIONS

- Living Wage Policy

Wage and Salary Policy

YGH maintains a pay scale policy which is in alignment with the Dietrich Salary Survey and with local industry market. Every fiscal year salaries are reviewed for all employees based on current skills and experience. YGH maintains a fair and equitable pay scale which does not discriminate based on gender or race.

YGH Wage Summary

| | |
|---|------------|
| Living Wage (Hourly) – Portland, Oregon | \$20.55 |
| YGH's Lowest Paid Employee (Hourly) | \$23.50 |
| % Above Living Wage | 14% |

| Hourly Wages | 1 Adult | 1 Adult 1 Child | 1 Adult 2 Children | 1 Adult 3 Children | 2 Adults (1 Working) | 2 Adults 1 Child | 2 Adults 2 Children | 2 Adults 3 Children |
|--------------|----------|--------------------|-----------------------|-----------------------|-------------------------|---------------------|------------------------|------------------------|
| Living Wage | \$ 13.09 | \$26.35 | \$ 31.78 | \$ 40.73 | \$ 20.55 | \$ 14.86 | \$ 17.35 | \$ 20.83 |
| Poverty Wage | \$ 5.00 | \$ 7.00 | \$ 9.00 | \$ 11.00 | \$ 7.00 | \$ 4.00 | \$ 5.00 | \$ 6.00 |
| Minimum Wage | \$ 9.75 | \$ 9.75 | \$ 9.75 | \$ 9.75 | \$ 9.75 | \$ 9.75 | \$ 9.75 | \$ 9.75 |

Living Wage Calculation for Portland city, Multnomah County, Oregon

The living wage shown is the hourly rate that an individual must earn to support their family, if they are the sole provider and are working full-time (2080 hours per year). The state minimum wage is the same for all individuals, regardless of how many dependents they may have. The poverty rate is typically quoted as gross annual income. We have converted it to an hourly wage for the sake of comparison. Wages that are less than the living wage are shown in red.

Sincerely,



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