

JUST – APPLICABLE SECTIONS:

- Living Wage

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, race, sexual orientation or gender bias.

YGH Wage Summary

Living Wage (Hourly) – Portland, Oregon	\$22.19
YGH's Lowest Paid Employee (Hourly)	\$23.60
% Above Living Wage	6.35%

Living Wage Calculation for 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 (2 per adult in a family unless otherwise noted. The state minimum wage is the same for all individuals, regardless of how many dependents they may quoted as gross annual income. We have converted it to an hourly wage for the sake of comparison.

For further detail, please reference the [technical documentation here](#).

Hourly Wages	1 Adult	1 Adult 1 Child	1 Adult 2 Children	1 Adult 3 Children	2 Adults (1 Working)	2 Adults (1 Working) 1 Child	2 Adults (1 Working) 2 Children	2 Adults (1 Working) 3 Children	2 Adults (1 Working Part Time) 1 Child*	2 Adults
Living Wage	\$14.59	\$27.46	\$33.35	\$44.00	\$22.19	\$26.06	\$28.87	\$34.14	\$29.38	\$11.10
Poverty Wage	\$5.84	\$7.91	\$9.99	\$12.07	\$7.91	\$9.99	\$12.07	\$14.14		\$3.96
Minimum Wage	\$10.75	\$10.75	\$10.75	\$10.75	\$10.75	\$10.75	\$10.75	\$10.75		\$10.75

YGH has engaged with professional subconsultants over long term assignments. We've worked with owners and employees of these firms for many years and feel their pay practices are in line with our own. We have seen no evidence or turnover rates in their staff that would make us think otherwise. We know other firms have reviewed the JUST label after learning about our involvement.

Sincerely,



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