

**IMPACT STATEMENT**

**Legislation title:** Direct the Bureau of Human Resources to evaluate existing workforce data and determine whether, and how, gender impacts types of appointments, pay at appointment, progression through the pay range and promotional opportunities. (Resolution)

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**Purpose of proposed legislation and background information:**

The purpose of this resolution is to recognize the work that the City of Portland has done to support wage equity, and to direct the Bureau of Human Resources to evaluate existing workforce data to determine if and how gender impacts types of appointments, pay range and promotional opportunities. While there are established policies that encourage parity in wages and promotions, there is currently no formal analysis on the potential impact that gender has on those aspects of the work environment. This resolution calls on the Bureau of Human Resource to create a mechanism to evaluate this data.

**Financial and budgetary impacts:**

The Bureau of Human Resources will conduct this study with existing resources.

**Community impacts and community involvement:**

There is no significant community impact or involvement required by this council action.

**Budgetary Impact Worksheet**

**Does this action change appropriations?**

- YES:** Please complete the information below.
- NO:** Skip this section

Fund	Fund Center	Commitment Item	Functional Area	Funded Program	Grant	Sponsored Program	Amount