# OREGON'S MINIMUM WAGE JOBS: Facts, Figures, and Context

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# Executive Summary

- Oregon's 2016 minimum wage is $9.25 per hour. The minimum wage is adjusted annually to account for inflation.

- The national minimum wage is $7.25 per hour. It was last increased in 2009.

- Oregon's 2016 minimum wage is the eighth highest state minimum. Oregon had the second highest minimum wage in the nation for years, behind Washington State, but that changed in 2016.

- The purchasing power of Oregon's minimum wage today is similar to the purchasing power of the minimum wage in the late-1970s, while nationally the minimum wage has lost purchasing power.

- Almost two-thirds of minimum wage workers are women. Minimum wage workers tend to be young and most do not have a college degree.

- Five percent of Oregon workers in 2015 worked at or below the minimum wage of $9.25.

- Two out of every five Oregon jobs pay less than $15.00 per hour and could potentially be affected by one or more of the minimum wage adjustments currently under debate.

- Low-wage jobs are concentrated in food service, retail, recreational, and office occupations and in the leisure and hospitality, retail, and natural resource industries.

- Low-wage employment makes up differing shares of employment in local areas of Oregon. Therefore, the impact of increases in the minimum wage would vary by location.

- Studies have found that moderate increases in the minimum wage substantially increase the earnings of those at the bottom of the income distribution and reduce wage inequality. Negative employment effects of such policies are too small to have meaningful consequences for public policy.

- The effects of large increases in the minimum wage are untested.

# Minimum Wage in the News

Recent pushes for an increase in the national minimum wage gained widespread attention in 2012 when department store and fast-food workers staged walkouts in multiple cities. The workers called for a pay raise to $15.00 per hour, a figure that has become a rallying point for many proponents of raising the minimum wage. The federal minimum wage has been $7.25 since 2009 and hasn't increased, but some states and cities recently raised their local minimum wages.

Oregon's minimum wage was one of the highest in the nation since the passage of Measure 25 in 2002. The initiative raised the state's minimum wage from $6.50 to $6.90 per hour in 2003 and created a new provision for Oregon's minimum wage to increase each year based on the rate of inflation. After a decade of relatively few discussions about Oregon's minimum wage, proposals calling for increasing Oregon's minimum wage from $9.25 per hour to $13.50 or $15.00 are receiving a lot of attention.

The goal of this report is to compile the available foundational data and interpretation that can inform discussions about Oregon's minimum wage. The data helps answer many of the questions we receive about the minimum wage. Much of the information included in this report has already been presented in various legislative and other forums. This report, for the first time, brings the data into a single, complete compendium.

This report is not an analysis of the ways in which the minimum wage affects workers or businesses. Such an analysis falls beyond the scope of the available data.

# How Oregon's Minimum Wage Compares with Other Places

Oregon's minimum wage is higher than the national minimum of $7.25. The last national increase occurred in 2009. Twenty-nine states have minimum wage rates higher than the federal minimum. Of those, eight states have minimum wage rates above $9 per hour.

In 2015, Oregon's minimum wage of $9.25 per hour was the second highest in the nation, with Washington State having the highest rate. That's no longer the case.

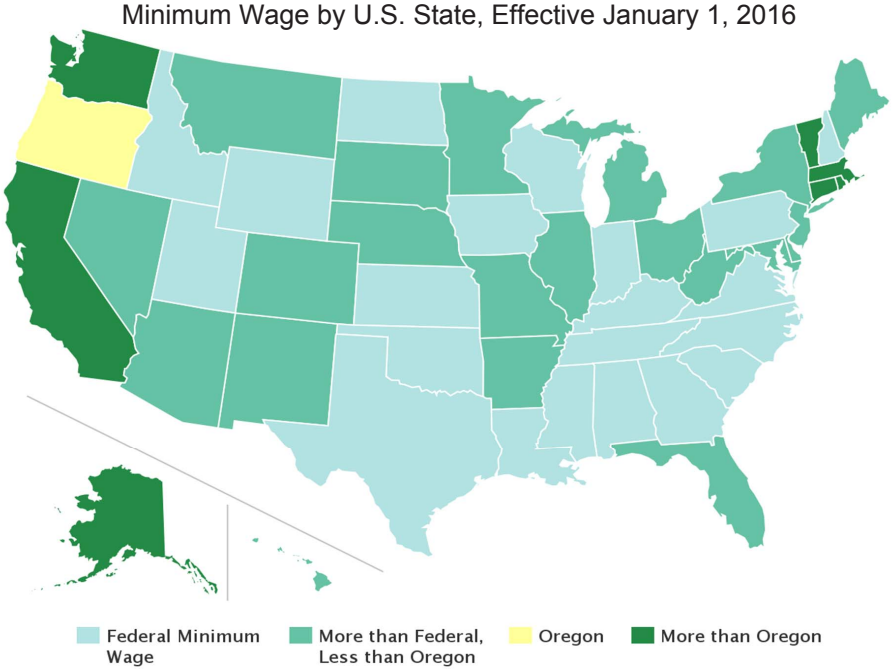
### A Note about Data Sources…

Most of the Oregon data in this report comes from quarterly Unemployment Insurance tax information reported to the Oregon Employment Department by Oregon employers. We also make use of Occupational Employment Statistics survey data, reports from the Bureau of Labor Statistics covering national data, and the book *What Does the Minimum Wage Do?* – a 2014 meta-analysis of more than 200 studies on the minimum wage. For a full accounting of data sources, see Appendix A.

Oregon's minimum wage is adjusted annually for inflation, but with very little inflation over the course of 2015, the minimum wage stayed at the same rate in 2016. As of January 1, 2016, Oregon's minimum became the eighth-highest in the nation, as increases took effect in several other states. The highest state minimum wages are now in Massachusetts and California, with increases to $10 per hour implemented in 2016.

**Oregon Has the 8th Highest State Minimum Wage at $9.25**

Minimum Wage by U.S. State, Effective January 1, 2016




*Source: U.S. Department of Labor*

In 10 states, including Oregon, the minimum wage is adjusted annually for inflation. Oregon's minimum wage is adjusted according to the August-to-August change in the Consumer Price Index for All Urban Consumers (CPI-U), rounded to the nearest nickel. Other states may use the Consumer Price Index for Urban Wage Earners (CPI-W), and may or may not round. Oregon's adjustment process has been in place since 2004 and Oregon's minimum wage increased each year except 2010 and 2016, when there wasn't enough inflation to trigger an increase. In times of deflation, Oregon's minimum is not adjusted downward. Deflation on an over-the-year basis occurs only rarely, but did take place in 2009.

There are some cities with minimum wages set higher than the national (and state) levels. In San Francisco, the minimum wage is $12.25 per hour, while in Washington D.C. it is $10.50. In Seattle, the minimum wage is higher than in Washington State statewide, but it also varies by business size, with rates of $10.50 per hour for small firms (those with fewer than 500 employees in the U.S.) and $13.00 for large firms. By 2017, Seattle's minimum wage will be $15.00 for large firms that do not provide medical benefits.

***"As of January 1, 2016, Oregon's minimum became the eighth-highest in the nation."***

# More about Oregon's Minimum Wage Law

The minimum wage law in Oregon is a little different than the laws of other states and the nation. Here are the important differences:

- Oregon's minimum wage is adjusted annually to account for inflation and rounded to the nearest nickel. This retains the purchasing power of Oregon's minimum wage over time. It also replaces the previous irregular large increases in the minimum wage with steady and relatively predictable increases.

- Oregon's minimum wage law does not allow for a "tip credit." The federal minimum wage allows employers to pay tipped employees a minimum of $2.13 per hour, so long as the tips raise the hourly earnings to at least $7.25. This is considered a $5.12 tip credit, and is only allowed for occupations that customarily and regularly receive more than $30 per month in tips. Oregon employers are obliged to pay the entire $9.25 hourly wage, even if the employee receives tips that take their income beyond the minimum wage level. Six other states do not allow tip credits, including California, Nevada, and Washington.

- Oregon's minimum wage does not allow younger workers to be paid less than the minimum wage. Washington's minimum wage allows 14 and 15 year olds to be paid 85 percent of the minimum wage. Federal minimum wage laws allow workers under the age of 20 to be paid $4.24 per hour during their first 90 days on the job.

- Oregon and federal minimum wage laws allow certain workers to be paid less than the full minimum wage under certain conditions. A list of workers not subject to the state minimum wage can be found in Appendix B.

# Oregon's Minimum Wage History

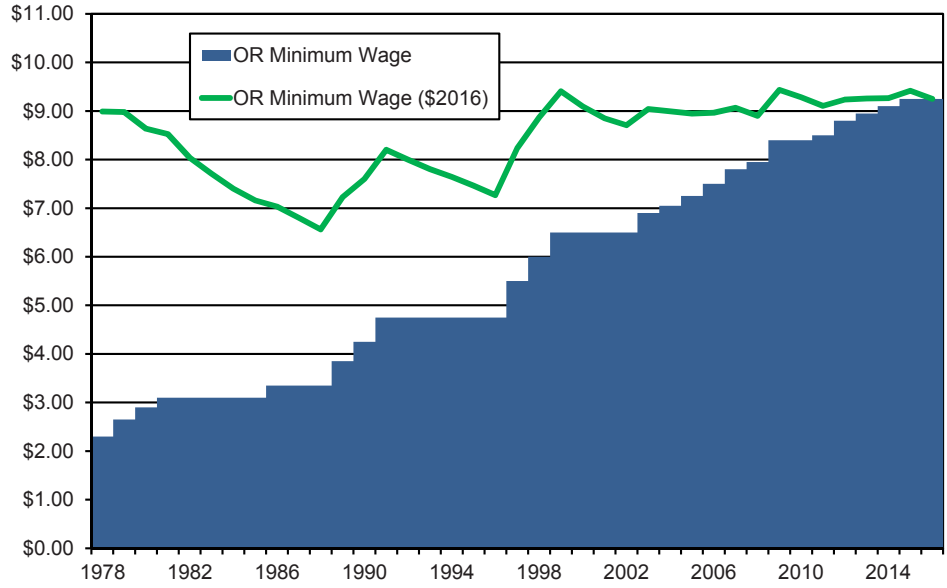
Oregon was home to some of the nation's first debates over a minimum threshold for wages, starting back in 1913. A century ago, sociological study into the conditions faced by workers – danger on the job, long hours, and low wages – led to the first movement toward a minimum wage and more worker protections. These first exchanges built momentum toward change that affected every laborer in the country and formed the underpinning for later work establishing the national Fair Labor Standards Act.

Oregon's first hourly minimum wage took effect in February of 1968, at a rate of $1.25 for adults and $1.00 for minors. By the 1980s there was no longer a distinction between adults and minors in the Oregon law; the 1981 minimum wage of $3.10 per hour applied to all workers covered by the minimum wage, regardless of age.

## Purchasing Power of the Minimum Wage

The purchasing power of Oregon's minimum wage today is similar to the purchasing power of the minimum wage in the late-1970s. The minimum wage lost purchasing power in the 1980s, and remained below that late-1970s peak purchasing power until 1999.

**Oregon's Minimum Annually Adjusted for Inflation Since 2004**
**Oregon's Minimum Wage and Minimum Wage Adjusted for Inflation Using Consumer Price Index Research Series (CPI-U-RS)**




*Source: Oregon Employment Department, Bureau of Labor Statistics*

In the past, minimum wage adjustments were generally legislatively approved. They worked into the system over several years and then were left alone for multi-year periods. This led to a peak-and-valley pattern of the inflation-adjusted wage. Sharp and sudden increases in the minimum wage were followed by a gradual decline in purchasing power in years with inflation and no minimum wage increases. In other words, as prices increased over time, minimum wage earners were not able to buy as many goods and services for each hour worked. Then another sharp and sudden minimum wage increase would occur.

In Oregon, a fundamental shift occurred in 2002 with the passage of Ballot Measure 25, which increased the minimum wage and tied future increases to inflation. In 2004, Oregon's minimum wage was automatically adjusted for inflation for the first time, marking a move to annual adjustments in the wage that have maintained purchasing power of minimum wage earnings.

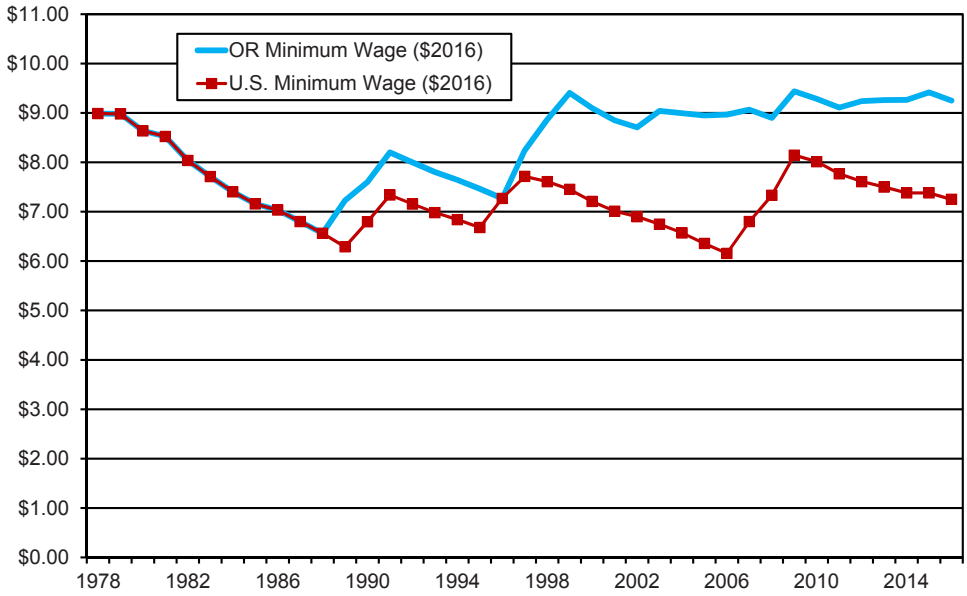
***"The purchasing power of Oregon's minimum wage today is similar to the purchasing power of the minimum wage in the late-1970s."***

## Oregon's Purchasing Power Outperforms Nation

Unlike Oregon's minimum wage, the federal minimum wage has lost some of its real purchasing power. The national minimum wage in 2016 buys less than it did when it was raised to $7.25 in 2009. To buy the same goods and services today, a worker would have to make $8.14 per hour. So the real purchasing power of the national minimum wage has fallen 89 cents (11%) since its last increase. In contrast, the purchasing power of Oregon's minimum wage has increased slightly.

Prior to the late 1980s, the national minimum wage was higher than the minimum wage specified in Oregon law, so the federal minimum wage prevailed. The real purchasing power of the minimum wage fell by $2.50 due to inflation in the 1980s, until Oregon raised its minimum wage above the federal minimum in 1989. Oregon's minimum wage was higher than the federal minimum wage each year since (except 1996, when they were equal) and the increases of the late 1990s were relatively large and fast.

**Oregon's Inflation Adjustment Maintains Purchasing Power**
**Oregon and Federal Minimum Wage, Adjusted for Inflation Using Consumer Price Index Research Series (CPI-U-RS)**




*Source: Oregon Employment Department, Bureau of Labor Statistics*

When minimum wage increases are not linked to inflation, the inflation-adjusted minimum wage tends to follow a peak and valley pattern. Relatively large increases in the minimum wage occur irregularly and are followed by years of the minimum wage's purchasing power being eroded by inflation. This means the real federal minimum wage varies over time, which makes long-term planning more difficult for employers and their workers. Oregon's minimum wage increases have been frequent and relatively small since the switch to annual increases in 2004, helping the real minimum wage remain steady over the years.

## Minimum Wage Consistently Half of Median Wage

While Oregon's minimum wage is not tied to the median wage in any mandated arrangement, the minimum wage has consistently been about half of the median wage in the state for some time.

**Oregon's Minimum Wage Is Consistently Half of the Median Wage**
**Oregon's Minimum Wage and Median Wage Since 2000**

| Year | Minimum Wage | Minimum Wage Increase | Minimum Percent Increase | Median Wage | Median Wage Increase | Median Percent Increase | Minimum as Percent of Median |
|---|---|---|---|---|---|---|---|
| 2000 | $6.50 | | | $12.62 | | | 52% |
| 2001 | $6.50 | $0.00 | 0.0% | $13.06 | $0.44 | 3.5% | 50% |
| 2002 | $6.50 | $0.00 | 0.0% | $13.82 | $0.76 | 5.8% | 47% |
| 2003 | $6.90 | $0.40 | 6.2% | $13.98 | $0.16 | 1.2% | 49% |
| 2004 | $7.05 | $0.15 | 2.2% | $14.17 | $0.19 | 1.4% | 50% |
| 2005 | $7.25 | $0.20 | 2.8% | $14.41 | $0.24 | 1.7% | 50% |
| 2006 | $7.50 | $0.25 | 3.4% | $14.79 | $0.38 | 2.6% | 51% |
| 2007 | $7.80 | $0.30 | 4.0% | $15.22 | $0.43 | 2.9% | 51% |
| 2008 | $7.95 | $0.15 | 1.9% | $16.00 | $0.78 | 5.1% | 50% |
| 2009 | $8.40 | $0.45 | 5.7% | $16.97 | $0.97 | 6.1% | 49% |
| 2010 | $8.40 | $0.00 | 0.0% | $17.00 | $0.03 | 0.2% | 49% |
| 2011 | $8.50 | $0.10 | 1.2% | $17.22 | $0.22 | 1.3% | 49% |
| 2012 | $8.80 | $0.30 | 3.5% | $17.44 | $0.22 | 1.3% | 50% |
| 2013 | $8.95 | $0.15 | 1.7% | $17.53 | $0.09 | 0.5% | 51% |
| 2014 | $9.10 | $0.15 | 1.7% | $17.74 | $0.21 | 1.2% | 51% |
| 2015 | $9.25 | $0.15 | 1.6% | $18.02 | $0.28 | 1.6% | 51% |
| Averages (2001 to 2015) | | $0.18 | 2.4% | | $0.36 | 2.4% | 50% |

*Source: Oregon Employment Department, First Quarter Unemployment Insurance Wage Records*

Proposals have been floated that would tie adjustments to the minimum wage in some way to the median wage. In Oregon, such a mandate does not seem necessary. Tying minimum wage increases to inflation seems to be enforcing such a relationship without adding it to the letter of the law.

# Portrait of Low-Wage Jobs in Today's Economy

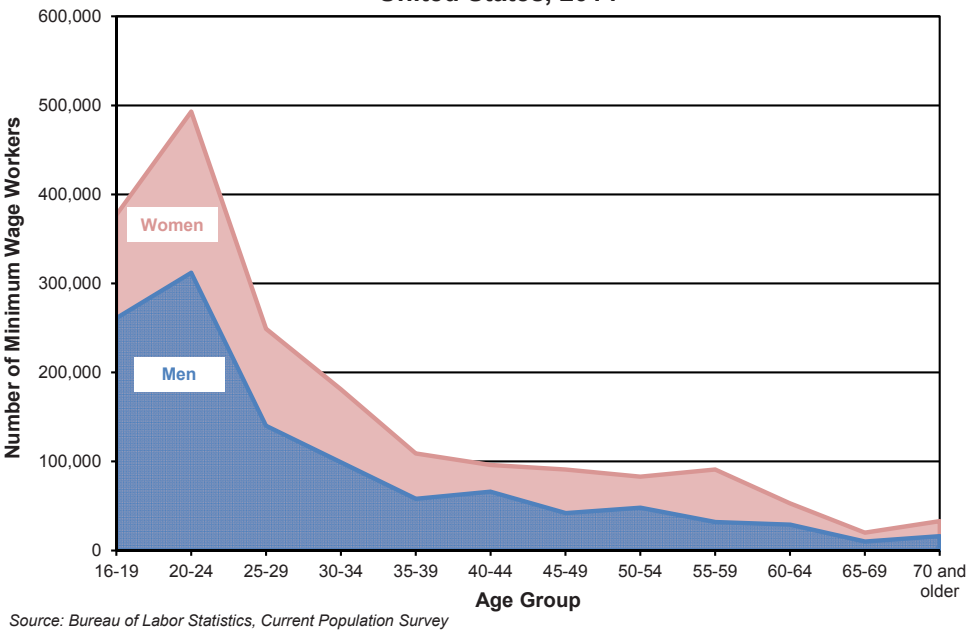
## Who Works Minimum Wage Jobs?

Solid data on characteristics of minimum wage workers does not exist at the state level, but from national data we can tease out some characteristics of workers earning the minimum wage. This information from the Bureau of Labor Statistics includes only workers earning the federal minimum wage, not workers earning state or city minimum wages that are above the federal minimum. It also covers only the paid hourly wage, not including tips, commissions and other forms of compensation. But it provides us a useful proxy for the demographic makeup of minimum wage workers in Oregon.

Minimum wage workers are more often women (63%). In comparison, about 47 percent of all U.S. workers are women.

Minimum wage workers tend to be young. The median age of minimum wage workers is 25 years, which means half are age 25 or younger. In comparison, the median age of all U.S. workers is 42 years. National data shows little variation by race and ethnicity in the percentage of workers earning the federal minimum wage.

**Minimum Wage Workers Are Often Female and/or Young, Workers at or Below Minimum Wage by Age and Gender, United States, 2014**




*Source: Bureau of Labor Statistics, Current Population Survey*

Most minimum wage workers do not have a college degree. More than half have no college experience (54%), while another 30 percent have some college in their backgrounds, but no degree.

Minimum wage workers tend to work part time, which is defined as usually working fewer than 35 hours per week. Workers in part-time jobs account for 65 percent of minimum wage workers in the United States.

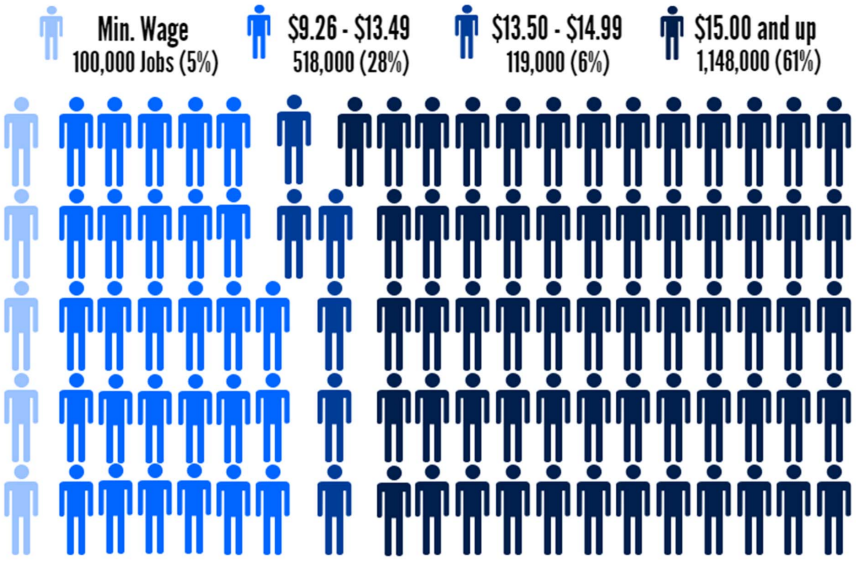
## How Many Jobs Pay Oregon's Minimum Wage?

Minimum wage jobs accounted for 100,000 Oregon jobs in the first quarter of 2015, out of a total of almost 1.9 million jobs in the state.

Five percent of Oregon's jobs in 2015 paid at or below the minimum wage of $9.25. A larger share worked in the wage band directly above minimum wage, with 28 percent at wages between $9.26 and $13.49. Jobs paying $13.50 to $14.99 accounted for 6 percent of employment in Oregon. Taken together, two out of every five Oregon jobs paid less than $15.00 per hour and could potentially be affected by one or more of the minimum wage adjustments currently under debate.

***"Minimum wage workers are more often women."***

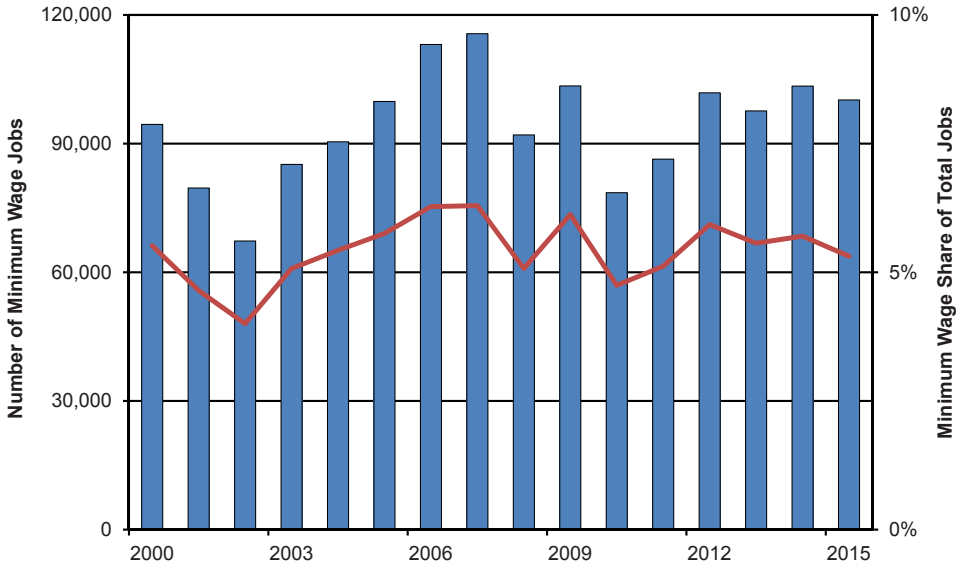
**About 1 out of 20 Oregon Jobs Pays Minimum Wage (or less)**
**Number of Jobs in Oregon by Select Wage Group**




*Source: Unemployment Insurance Wage Records, First Quarter 2015*

Over the last 15 years, Oregon's minimum (and sub-minimum) wage jobs have accounted for between 4 and 6 percent of the total number of jobs.

**Share of Jobs that Pay Minimum Wage Holds Steady**
**Oregon Minimum Wage Jobs, 2000 to 2015**




*Source: Oregon Employment Department, First Quarter Unemployment Insurance Wage Records*

While the common perception is that the minimum wage is a wage floor that applies to all workers, this is not actually the case. In some cases, workers can be paid below the minimum wage. Oregon and federal minimum wage laws allow certain workers to be paid less than the full minimum wage under certain conditions. Examples for Oregon include some types of agricultural and livestock workers, childcare providers who work in their home or the home of a child, taxicab operators,

workers at seasonal non-profit camps, referees of youth or adult recreational soccer matches, and golf course caddies. See Appendix B for a more complete list.

### *Some Occupations Have Many Minimum Wage Jobs*

Minimum wage jobs aren't sprinkled evenly across the entire economy. Some types of work have larger shares of minimum and low-wage jobs. Reliable wage data is not available by occupation for only minimum wage jobs, because they make up too small a share of the total economy at 5 percent of all jobs. However, by expanding the group to jobs paying below $10 per hour, which account for 14 percent of Oregon jobs, we can obtain estimates of occupational employment below that threshold.

The top 20 occupations with the greatest numbers of jobs below $10 per hour account for nearly two-thirds of the lowest wage jobs. Together these occupations employ about 156,000 workers at hourly wages below $10 per hour.

There are four occupations that employ more than 15,000 at wages below $10 per hour: food preparation and serving workers, including fast food; waiters and waitresses; retail salespersons; and cashiers.

Employers are asked to report tips and gratuities in occupational and payroll tax wage reports. Tipped jobs that pay minimum wage can exceed the $10 per hour level once tips are included and the job would not appear here as a less than $10 per hour job.

**Food Service and Retail Make Up a Large Share of Minimum Wage Jobs**
**Occupations with the Most Jobs Paying Less than $10.00 per Hour, 2015**

| Occupation | Number of Jobs Paying Less Than $10.00 | Share of Jobs in Occupation Paying Less Than $10.00 | Total Occupational Employment |
|---|---|---|---|
| **Total, All Occupations** | **242,031** | **14%** | **1,683,470** |
| Combined Food Preparation and Serving Workers, Including Fast Food | 21,371 | 66% | 32,330 |
| Waiters and Waitresses | 20,336 | 72% | 28,180 |
| Retail Salespersons | 20,089 | 32% | 62,300 |
| Cashiers | 16,576 | 44% | 37,760 |
| Cooks, Restaurant | 7,241 | 33% | 21,920 |
| Bartenders | 7,186 | 69% | 10,410 |
| Food Preparation Workers | 6,817 | 50% | 13,740 |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 6,566 | 27% | 24,620 |
| Cooks, Fast Food | 5,159 | 69% | 7,510 |
| Personal Care Aides | 5,057 | 29% | 17,560 |
| Laborers and Freight, Stock, and Material Movers, Hand | 4,990 | 22% | 22,940 |
| Maids and Housekeeping Cleaners | 4,861 | 41% | 11,750 |
| Counter Attendants, Cafeteria, Food Concession, and Coffee Shop | 4,826 | 60% | 8,090 |
| Dishwashers | 4,542 | 72% | 6,300 |
| Farmworkers and Laborers for Crops, Nurseries, and Greenhouses | 3,866 | 66% | 5,830 |
| Packers and Packagers, Hand | 3,716 | 50% | 7,410 |
| Office Clerks, General | 3,426 | 11% | 31,910 |
| Dining Room and Cafeteria Attendants and Bartender Helpers | 3,269 | 78% | 4,180 |
| Service Station Attendants | 3,021 | 46% | 6,550 |
| Stock Clerks and Order Fillers | 2,771 | 16% | 16,930 |

*Employers are asked to report tips and gratuities in occupational and payroll tax wage reports.

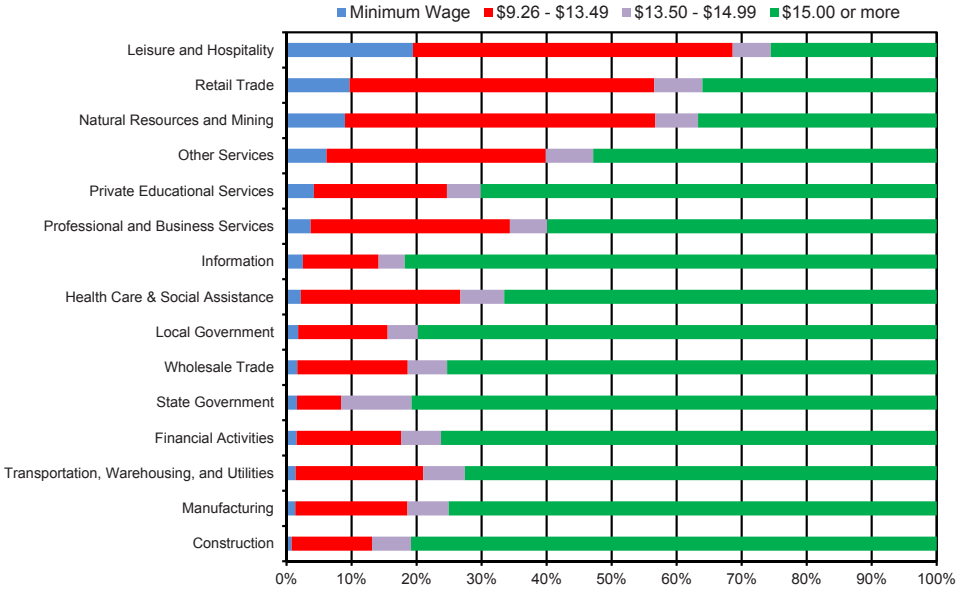
**Farmworkers counted here only include workers covered by unemployment insurance. Our estimates suggest there are an additional 3,134 agricultural workers that aren't covered by unemployment insurance.

*Source: Oregon Employment Department, Occupational Employment Statistics*

### *Two-Thirds of Minimum Wage Jobs Concentrated in Three Industries*

Minimum wage and other low-paying jobs are particularly concentrated in a few industries. In the first quarter of 2015, more than two-thirds of minimum wage jobs were found in three sectors: leisure and hospitality, retail trade, and natural resources and mining. While these sectors captured 69 percent of minimum wage employment in the state, they represented just 26 percent of Oregon's total number of jobs.

**Leisure and Hospitality Has the Most Minimum Wage Jobs**
**Percent of Jobs by Hourly Wage Range**
**Oregon, 1st Quarter 2015**




*Source: Oregon Employment Department, Unemployment Insurance Wage Records*

Looking at wages at a more detailed industry level, Oregon's food services and drinking places employed by far the greatest number of minimum wage jobs, with more than 35,000 in the first quarter of 2015. Food and beverage stores, and administrative and support services were the next two detailed industries with large groups of jobs paying $9.25 or less in the first quarter of 2015; each had more than 7,000 of these minimum wage jobs.

### *Minimum Wage Employment Is Concentrated in the Private Sector*

In early 2015, there were more than 95,000 minimum wage jobs in Oregon's private sector. In the public sector, local governments accounted for 3,400 jobs paying $9.25 or less, and state government accounted for about 1,200.

As a percentage of employment in those ownerships, the private sector had 5 percent of employment in minimum wage jobs, while minimum wage jobs accounted for 2 percent of the jobs in both state and local

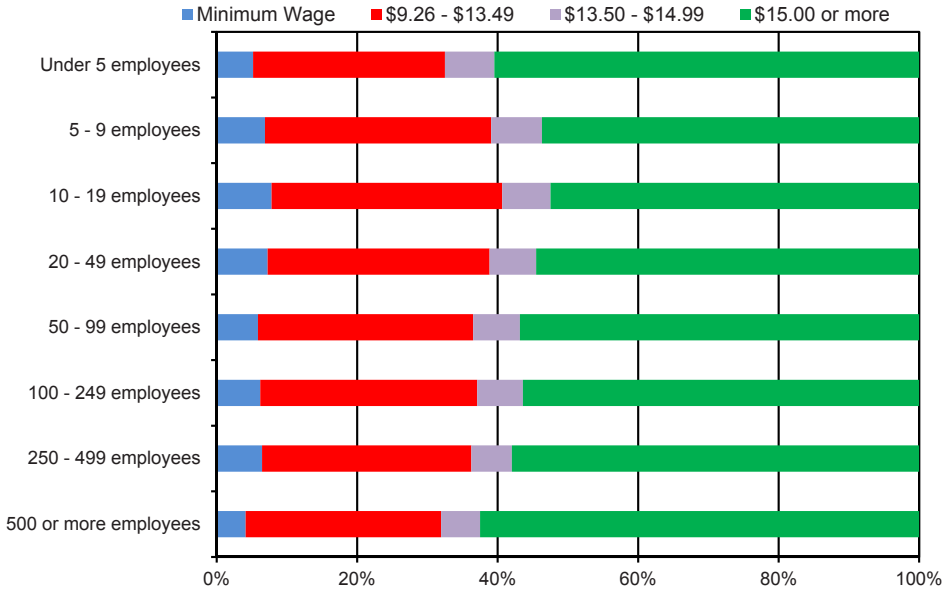
> ***"More than two-thirds of minimum wage jobs were found in three sectors: leisure and hospitality, retail trade, and natural resources and mining."***

government. State and local government employs very few workers in occupations where minimum wage jobs are common, such as fast food workers, waiters and waitresses, and retail salespersons. In state government, virtually all of the minimum wage employment occurred in educational services and social assistance programs. Local government minimum wage employment was a bit more diverse, but two-thirds of these jobs were also in educational services.

### *Smaller Employers Have Higher Shares of Minimum Wage Jobs*

Smaller employers tend to employ a larger share of their workforce in minimum wage jobs. While employers with fewer than 50 employees working in Oregon employ 33 percent of Oregon's jobs, they are home to 43 percent of the state's minimum wage jobs.

**Smaller Businesses Have Larger Share of Minimum Wage Jobs**
**Percent of Jobs by Hourly Wage Range**
**Oregon, Private Sector, 1st Quarter 2015**




*Source: Oregon Employment Department, Unemployment Insurance Wage Records*

The largest employers – those with 500 or more employees in Oregon – have the lowest share of minimum wage jobs, at 3 percent. These large employers account for 35 percent of Oregon's total workforce, and because they are so large, even the small share of minimum wage jobs in this size class amounts to a lot of minimum wage jobs. Employers with more than 500 employees had 21,700 minimum wage workers in the first quarter of 2015, accounting for 22 percent of the state's minimum wage employment.

## What about Jobs Paying Slightly above Minimum Wage?

Increases in the minimum wage are also anticipated to have an effect on jobs that pay more than minimum wage. As minimum wage rises, there is added pressure on employers to raise the wages paid to other low-wage workers. Some of the increases currently under debate would raise the minimum wage to $13.50 or $15 per hour. In some occupations, industries and areas of the state, those wage levels capture a large share of employment.

One-third of Oregon jobs paid less than $13.50 per hour in the first quarter of 2015, accounting for 618,500 Oregon jobs. Just 5 percent were paid at or below the minimum wage, with 27 percent of Oregon's workforce – more than half a million jobs – paid between minimum wage and $13.49 per hour.

Much of the analysis that appears in this section regarding jobs paying less than $13.50 per hour is similar when looking at jobs paying $15 per hour. We've completed the same analysis with the $15 per hour threshold, and tables with those figures appear in Appendix C.

### *Occupations Paying Less than $13.50*

Jobs paying less than $13.50 per hour are more likely to fall into certain occupational groups. Together, the top 20 occupations with the highest numbers of low-wage jobs accounted for more than half of the employment at wages below $13.50 per hour.

Many of the same job titles – retail salespersons, food preparation and serving workers, cashiers, waiters and waitresses, etc. – were on the list of top 20 occupations paying below $10 per hour as well. Some office and administrative occupations bump into the top group when looking at a broader range of low-wage jobs.

Nineteen occupations in Oregon had more than 90 percent of their jobs below $13.50 per hour and also had more than 100 jobs at that level of pay. Some of the occupations in this group aren't as large, but consist of almost all low-wage jobs. Several recreation-related jobs appear here: amusement and recreation attendants; hotel, motel, and resort desk clerks; ushers, lobby attendants, and ticket takers; lifeguards, ski patrol and other recreational protective service workers; parking lot attendants; and gaming dealers. A few manufacturing jobs are also heavily concentrated in below $13.50 per hour employment. More than 90 percent of graders and sorters of agricultural products, and textile pressers earn less than $13.50 per hour. More than nine out of 10 farmworkers and laborers growing crops and nursery products also make less than $13.50 per hour.

### *In Some Industries, Many Jobs Pay Less than $13.50*

More than two-thirds of jobs in the leisure and hospitality sector paid less than $13.50 per hour (69%) in the first quarter of 2015. Natural resources and mining, and retail trade also had more than half of their jobs paying below $13.50. These three are also the only sectors with an overall median wage below the $13.50 threshold.

While the professional and business services and other services sectors did not have a high share of jobs paying minimum wage, the sectors did have a large concentration of employment in the $9.26 to $13.49 range, each with about one-third of their employment in the band of wages just above the minimum. Many types of jobs that would pay these low wages are concentrated in these types of businesses. For example, a lot of personal care workers are employed in personal care services businesses, which are included in the other services sector, and the professional and business services sector includes many landscaping and groundskeeping workers, janitorial, and office and administrative jobs.

Health care and social assistance is a large sector. Jobs paying below $13.50 per hour accounted for 26 percent of the sector's workforce. While health care and social assistance doesn't stand out when it comes to minimum wage jobs, employing just 5 percent of minimum wage jobs in the state, the sector does account for a sizeable portion of the employment just above minimum wage, making up 12 percent of the Oregon jobs that paid $9.26 to $13.49 per hour.

### *Private-Sector Employers Have Higher Shares of Low-Wage Jobs*

Minimum wage employment is concentrated in the private sector, and, to a lesser extent, so is other low-wage employment. In the private sector, jobs paying between $9.26 and $13.49 in the first quarter of 2015 accounted for 27 percent of all jobs. In local government, that share was 14 percent, and in state government these low-wage jobs accounted for just 7 percent of the total.

Just as educational services made up a majority of the minimum wage employment in local government, those activities make up the bulk of other low-wage local government employment, at 64 percent of local government's $9.26 to $13.49 jobs. More than 19,000 local government educational services jobs pay below $13.50 per hour. These low-wage jobs account for 17 percent of employment in local government educational services.

In state government, social assistance activities make up two-thirds of the low-wage jobs, with educational services adding another 26 percent. Social assistance stands out as the state government industry with the most concentrated low-wage employment, with 27 percent of its jobs paying below $13.50 per hour.

***Smaller Employers Also Have Higher Shares of Low-Wage Jobs***

Employers with between five and 49 employees have the highest concentration of employment in the band of wages between $9.26 and $13.49, with more than 30 percent of these employers' jobs in this category.

The largest employers – those with more than 500 employees – have the lowest share of jobs paying between $9.26 and $13.49 per hour, at 22 percent. However, since these employers employ such a large portion of the state workforce, even that comparably low share accounts for 28 percent of all jobs in Oregon that paid between $9.26 and $13.49.

The analysis included in this report centers on jobs paying less than $13.50 per hour. The results are similar when looking at jobs paying $15 per hour. We've completed the same analysis with the $15 per hour threshold, and tables with those figures appear in the Appendix.

## Some Areas Have More Minimum and Low-Wage Jobs

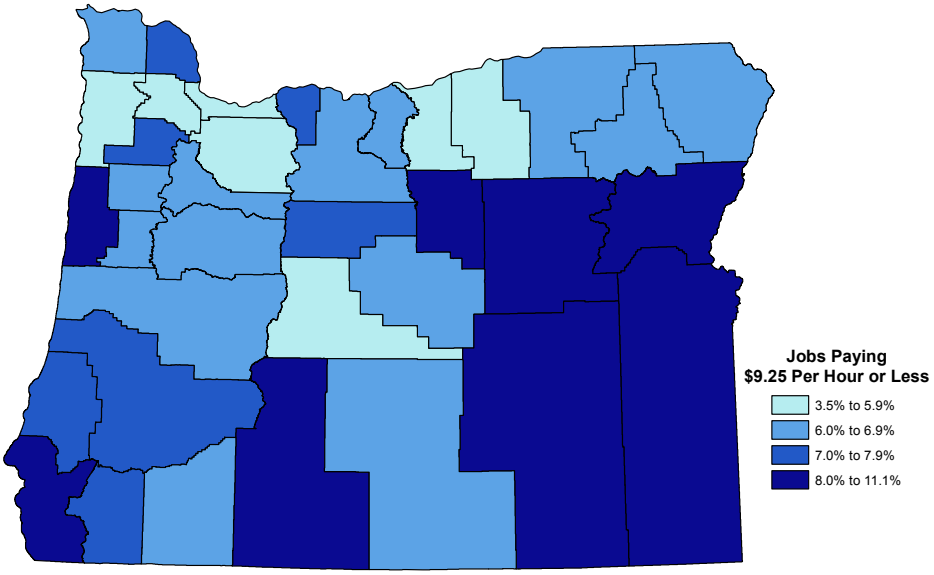
The impact of any minimum wage increase will vary by location. The structure of local economies means that some areas have more employment concentrated in low-wage industries. These areas are often rural and dependent on either tourism-related or natural resources industries, both of which have highly seasonal employment patterns. In areas with larger shares of low-wage jobs, a minimum wage increase will affect a bigger part of the local economy. However, the state's metropolitan areas have far more people, so they make up a very large share of the total jobs that would be affected by possible minimum wage increases.

Overall, minimum wage workers made up 5 percent of Oregon's workforce at the beginning of 2015. Metropolitan (urban) counties tend to have the lowest shares of minimum wage workers. In nonmetropolitan (rural) counties, the share of minimum wage jobs is higher. While minimum wage jobs make up a larger share of jobs in rural counties, they account for a relatively small share of the total number of minimum wage jobs in the state.

Oregon has 13 metropolitan and 23 nonmetropolitan counties. Around 87 percent of jobs in Oregon are in metro areas, while nonmetro counties account for 13 percent of jobs statewide. When it comes to

***"The structure of local economies means that some areas have more employment concentrated in low-wage industries."***

**Share of Jobs Paying Minimum Wage ($9.25) or Less**
**Oregon Counties, 1st Quarter 2015**




*Source: Oregon Employment Department, Unemployment Insurance Wage Records*

minimum wage jobs, the nonmetro share jumps to 18 percent, but in sheer numbers the minimum wage jobs in nonmetro areas are dwarfed by the volume of minimum wage work in metro areas. Oregon's metro counties account for more than 80,000 minimum wage jobs, while fewer than 19,000 are in the nonmetro counties.

As wages get higher, metropolitan areas take up a greater and greater share of jobs. Metro Oregon counties capture 82 percent of jobs paying $9.25 or less, 84 percent of jobs paying $9.26 to $14.99, and 88 percent of jobs paying $15 or more per hour.

**Nonmetro Areas Have Larger Shares of Low-Wage Jobs**
**Oregon Jobs in Metro and Nonmetro Areas, 1st Quarter 2015**

| | Minimum Wage | $9.26 - $13.49 | $13.50 - $14.99 | $15.00 or more | Total |
|---|---|---|---|---|---|
| Metro | 5% | 27% | 6% | 62% | 100% |
| Nonmetro | 7% | 34% | 7% | 52% | 100% |
| Total | 5% | 28% | 6% | 61% | 100% |

*Source: Oregon Unemployment Insurance Wage Records*

Many of the same counties with larger shares of minimum wage jobs also have greater than average concentrations of jobs paying just above minimum wage. The share of jobs below $13.50 per hour has a much broader range across Oregon, from 27 percent to 46 percent of jobs, depending on the county. Among the 13 metropolitan counties, 27 percent of jobs fall into this category, while among nonmetro counties one-third of jobs pay $9.26 to $13.49.

The share of jobs paying less than $15 per hour ranges from 32 percent to 52 percent. In 30 of Oregon's 36 counties, the share tops 40 percent. In six counties – Hood River, Josephine, Klamath, Lincoln, Malheur, and Umatilla – more than half of jobs pay less than $15 per hour.

## Lower-Wage Workers Work Fewer Hours

Most of the data in this report centers on the numbers of jobs in different categories and wage levels. However, an astute observer will point out that many of the occupations with the highest levels of low-wage employment include many part-time jobs. That's true. Lower wage workers tend to work fewer hours per quarter than workers earning a higher wage.

The median number of hours worked increases at each wage level. Among jobs paying $9.25 or less, median hours worked amounted to 141 in the first quarter of 2015. Jobs paying $9.26 to $13.49 worked double the hours worked at minimum-wage jobs, reaching 285 median hours. For jobs paying $13.50 to $14.99, median hours worked were 401, and this boosts up to 451 median hours in the quarter for jobs paying $15 per hour or more.

The difference in hours worked results in large differences in the total wages of workers at the bottom and top of the hourly earning spectrum.

**Low-Wage Workers Work Fewer Hours**
**Oregon Jobs, Hours, and Wages by Wage Level, 1st Quarter 2015**

| | Minimum Wage | $9.26 - $13.49 | $13.50 - $14.99 | $15.00 or more | Total |
|---|---|---|---|---|---|
| Total Jobs | 5% | 27% | 6% | 61% | 100% |
| Total Hours | 3% | 22% | 6% | 69% | 100% |
| Total Wages | 1% | 8% | 3% | 88% | 100% |

*Source: Oregon Unemployment Insurance Wage Records*

Minimum wage jobs made up 5 percent of Oregon's total number of jobs in the first quarter of 2015, but minimum wage hours made up just 3 percent of the total hours worked, and all of the wages earned by minimum wage jobs summed to just 1 percent of the state's total wages. The jobs paying $9.26 to $13.49 accounted for 27 percent of Oregon jobs. However, the hours paid in this range amounted to 22 percent of the total number of hours worked, and the wages paid to workers at this level of wages made up 8 percent of total wages in Oregon in 1st quarter 2015. The jobs and hours match up for jobs paying $13.50 to $14.99 per hour, both at 6 percent of the total. Wages for this group amount to 3 percent of total wages. Jobs paying more than $15 per hour account for 61 percent of the total jobs, 69 percent of the total hours, and earn 88 percent of the wages paid in the state.

# Other Considerations in the Minimum Wage Discussion

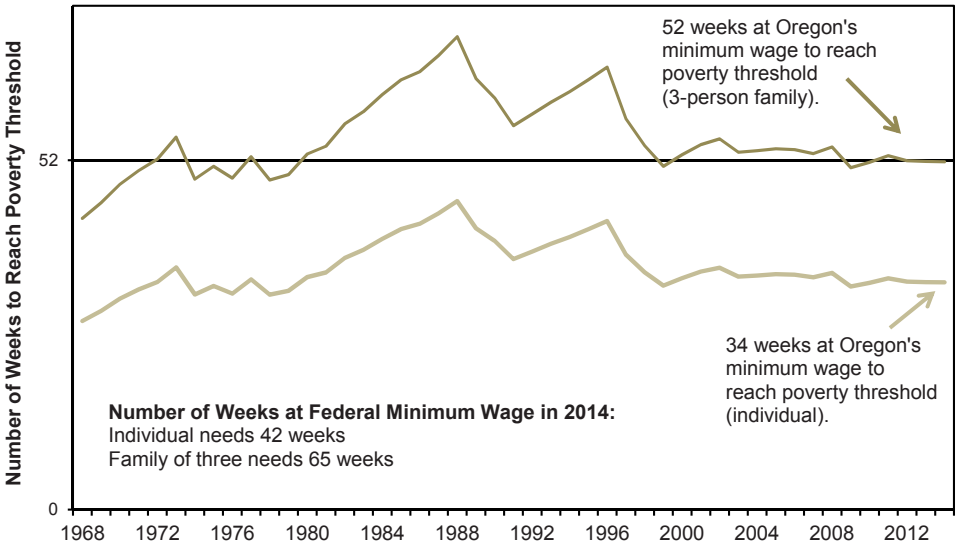
## Poverty and the Minimum Wage

Poverty rates in the United States have remained high after the Great Recession that took hold in 2008. Despite several years of job growth, there's a section of the population that is not seeing any gains from expansion and remains worse off than prior to that drastic economic upset. In the U.S. and Oregon, the poverty rate remains high – more than 14 percent of the population was below the poverty level in 2014.

The question of whether raising the minimum wage reduces poverty is a pertinent one to debates over changes in the minimum wage. However, there's little link between increasing the minimum wage and reducing poverty rates. Across states there does not seem to be a correlation between high minimum wage and a low poverty rate, or between a low minimum wage and a high poverty rate. Too many other factors are at play to tie the complex problem of poverty to the minimum wage.

Each year, the United States Department of Labor's Bureau of Labor Statistics produces a *Profile of the Working Poor*. For 2013, they found that, "Although the poor were primarily children and adults who had not participated in the labor force during the year, 10.5 million individuals were among the "working poor" in 2013." The working poor are people in the labor force at least 27 weeks during the year, but who still fall below the official poverty level. In total, about 45.3 million people in the U.S. lived below the official poverty level in 2013.

**It Takes 34 Full-Time Weeks at Oregon's Minimum Wage to Reach Individual Poverty Threshold**
**Weeks Worked at Minimum Wage to Reach Poverty Threshold (at 40 hours per week)**




*Source: U.S. Census Bureau, Oregon Employment Department*

In Oregon, with a minimum wage of $9.25 per hour – $2 above the federal minimum wage – it takes 34 full-time working weeks to reach the poverty threshold for an individual. For a family of three, it takes one worker 52 full-time working weeks at Oregon's minimum wage to reach the poverty threshold.

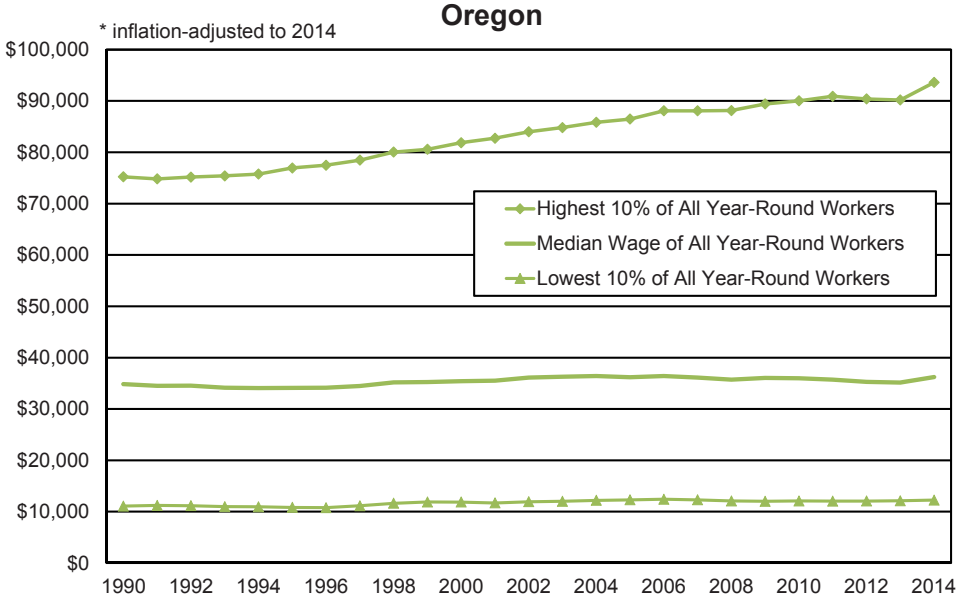
At the federal minimum wage of $7.25, a minimum wage worker needs to put in 42 full-time weeks to reach the poverty threshold for an individual. That goes up to 65 full-time weeks to reach the poverty threshold for a family of three. A worker earning the federal minimum wage would need to work 50 hours every week of the year to meet the poverty threshold for a family of three. It's not possible to add weeks to the year, but it is sometimes possible to work more hours per week. Of course, working more hours per week is not an option for all workers or in all types of jobs.

## Trends in Income by Percentile – Wage Gains at the Top

Debates over increasing the minimum wage come at a time of growing concern in U.S. policy and public discussion over wage inequality in the country. In Oregon, too, there's been a concentration of wage growth among the highest earners, with smaller shares of the total "pie" of economic activity to go around for other groups.

Real wages for the lowest-paid 10 percent of Oregon's year-round workforce have been essentially flat since 1990. The median Oregon worker also has wages that are comparable with levels two decades ago after adjusting for inflation. In contrast, the inflation-adjusted wages of the highest paid 10 percent of Oregon's year-round workforce have increased 24 percent since 1990.

**Wages of Top 10 Percent Make Significant Gains; Wages of Workers in the Middle Remain Stagnant, Oregon**




*Source: Oregon Unemployment Insurance Wage Records*

> ***"Real wages for the lowest-paid 10 percent of Oregon's year-round workforce have been essentially flat since 1990."***

If this type of data were available for other states, a similar graph for areas of the country that do not adjust their minimum wages for inflation would show erosion of the real wages of the lowest 10 percent of workers. In contrast, the buying power of wages among Oregon's lowest-paid 10 percent has been preserved by annual adjustment for inflation since 2004.

## Small Increases Have Modest Employment Effects; Large Increases Are Untested

The debate over the minimum wage is not an Oregon-specific topic – it's being hashed out around the country. Dale Belman and Paul J. Wolfson published a 2014 meta-analysis of more than 200 publications regarding the effects of the minimum wage, most of which were published after 2000, in a book titled *What Does the Minimum Wage Do?*

It's important to keep in mind that our past experience with increases to the minimum wage is with small increases. Some of the policies being considered today would go beyond our past experience in the size and scope of the change, and may have effects that we are unable to anticipate at the present moment.

Belman and Wolfson found that moderate increases in the minimum wage substantially increase the earnings of the lowest-earning workers, and that these increases reduce wage inequality. Their meta-analysis also supports the theory that there are spillover effects from increasing the minimum wage, for workers earning just above the minimum, and particularly for women, although they note that the evidence of these spillover effects is mixed.

On the whole, small to moderate increases in the minimum wage do not appear to have sizeable negative effects on employment. Belman and Wolfson note, "Employment effects are too modest to have meaningful consequences for public policy in the dynamically changing U.S. labor market." There are so many moving pieces in the economy, so many structural and cyclical changes causing constant churn, that moderate increases to the minimum wage in the past have had effects "too small to be statistically detectable in the meta-analysis."

# What's Next for the Minimum Wage?

About one out of 20 jobs in Oregon pay the minimum wage of $9.25. Oregon's minimum wage is higher than the federal minimum wage of $7.25, but two dollars isn't the only difference. Oregon's process of annually increasing the minimum wage to keep pace with inflation preserves the buying power for each hour worked in these jobs. It also provides wage stability for workers and businesses because Oregon's minimum wage, unlike the federal minimum wage, is no longer subjected to periodic sharp increases which are eroded by inflation over time. The relatively small increases in Oregon's minimum wage have not had a noticeable impact on total employment in the state. Other states are following this approach, raising their minimum wage higher than the federal minimum and annually adjusting for inflation.

So what's next for Oregon's minimum wage? There are proposals to raise the minimum wage by $4.25 or even $5.75 per hour in steps over the next few years. There is also a proposal to allow local areas to set their local minimum wages higher than the state's minimum wage. These proposals have generated a lot of questions about Oregon's minimum wage, and many of those questions have been addressed in this report. The full potential impact that a large increase in the minimum wage would have on Oregon's workers, businesses, and the overall economy, remains to be seen.

# Appendix A: Data Notes

Information collected from employers by the Oregon Employment Department answers many of the questions we receive about minimum wage and low-wage jobs in Oregon.

Analysis included in this report about the number of minimum wage jobs, the industries and occupations of minimum wage jobs, and where minimum wage jobs are located is based on employer data collected by the Oregon Employment Department in administration of the Unemployment Insurance tax system. We chose to publish the same information for jobs paying less than $13.50 and $15.00 per hour because we receive so many questions about jobs at these wage levels.

In addition, occupational estimates of employment at different low-wage thresholds were obtained for the purposes of this report, from the Occupational Employment Statistics program, a joint federal-state program with the Oregon Employment Department and the U.S. Department of Labor's Bureau of Labor Statistics.

Estimates from a national survey of households, the Current Population Survey conducted by the U.S. Department of Labor's Bureau of Labor Statistics, help answer questions about the characteristics of minimum wage workers.

These sources cannot provide answers to every question about the minimum wage, but they provide many of the basic facts required for an informed discussion.

# Appendix B: Sub-Minimum Wage Work

Oregon and federal minimum wage laws allow certain workers to be paid less than the full minimum wage under certain conditions. The following workers are not subject to the state minimum wage and overtime requirements, according to Oregon's Bureau of Labor and Industries:

- Some agricultural workers, including:
  - Members of the employer's immediate family.
  - Workers mainly engaged in the range production of livestock.
  - Local hand harvest or pruning workers who are paid on a piece rate basis and who worked fewer than 13 weeks in agriculture during the preceding calendar year.
  - Workers 16 years of age or under who are paid the same piece rate as workers over 16 years of age.
  - Hand harvest and pruning workers who are paid on a piece rate basis and who worked for an employer who, during any quarter of the previous calendar year, did not use more than 500 piece rate work days* of agricultural labor.
  - Note: *Piece-rate-work-day means any day when an employee (except immediate family of the employer) performs any agricultural labor on a piece-rate basis for at least one hour.
- Individuals who perform child care services in their home or the home of the child
- Domestic workers employed on a casual basis in a family home
- Certain administrative, executive, or professional workers
- Persons employed by the United States Government
- Students enrolled in and employed by an institution of primary or secondary education
- Outside salespersons
- Taxicab operators

- Workers living at a place of employment for the purpose of being available for emergency or occasional duties
- Workers paid for specified hours who are to be available for recall to duty
- Managers, assistant managers and maintenance workers employed and lodged in multi-unit accommodations, including mobile home parks or manufactured dwelling parks
- Workers employed on a seasonal basis at educational or organized camps having an annual income of less than $500,000 and workers employed on a seasonal basis at non-profit camps
- Workers employed at a non-profit conference ground or center operated for educational, charitable, or religious purposes
- Volunteer firefighters
- Workers providing companionship services to elderly, infirm or disabled persons in a family home
- Resident managers of licensed adult foster care homes
- Inmate labor
- Certain individuals volunteering as campground hosts who reside in publicly owned campgrounds
- Referees of youth or adult recreational soccer matches
- Certain ski patrollers, golf course caddies, and marshals

*For more information on the minimum wage and other Oregon wage and hour laws, visit the Bureau of Labor and Industries website at oregon.gov/boli.*

# Appendix C: Occupation Tables

**Top 50 Occupations in Oregon Paying Less than $10.00, 2015**

| Occupation | Number of Jobs Paying Less Than $10.00 | Share of Jobs in Occupation Paying Less Than $10.00 | Total Occupational Employment |
|---|---|---|---|
| All Occupations | 242,031 | 14% | 1,683,470 |
| | | | |
| Combined Food Preparation and Serving Workers, Including Fast Food | 21,371 | 66% | 32,330 |
| Waiters and Waitresses | 20,336 | 72% | 28,180 |
| Retail Salespersons | 20,089 | 32% | 62,300 |
| Cashiers | 16,576 | 44% | 37,760 |
| Cooks, Restaurant | 7,241 | 33% | 21,920 |
| Bartenders | 7,186 | 69% | 10,410 |
| Food Preparation Workers | 6,817 | 50% | 13,740 |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 6,566 | 27% | 24,620 |
| Cooks, Fast Food | 5,159 | 69% | 7,510 |
| Personal Care Aides | 5,057 | 29% | 17,560 |
| Laborers and Freight, Stock, and Material Movers, Hand | 4,990 | 22% | 22,940 |
| Maids and Housekeeping Cleaners | 4,861 | 41% | 11,750 |
| Counter Attendants, Cafeteria, Food Concession, and Coffee Shop | 4,826 | 60% | 8,090 |
| Dishwashers | 4,542 | 72% | 6,300 |
| Farmworkers and Laborers for Crops, Nurseries, and Greenhouses | 3,866 | 66% | 5,830 |
| Packers and Packagers, Hand | 3,716 | 50% | 7,410 |
| Office Clerks, General | 3,426 | 11% | 31,910 |
| Dining Room and Cafeteria Attendants and Bartender Helpers | 3,269 | 78% | 4,180 |
| Service Station Attendants | 3,021 | 46% | 6,550 |
| Stock Clerks and Order Fillers | 2,771 | 16% | 16,930 |
| Childcare Workers | 2,516 | 49% | 5,100 |
| Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop | 2,480 | 73% | 3,410 |
| Graders and Sorters, Agricultural Products | 1,985 | 69% | 2,870 |
| Customer Service Representatives | 1,976 | 8% | 26,120 |
| Teacher Assistants | 1,957 | 11% | 17,110 |
| Amusement and Recreation Attendants | 1,830 | 62% | 2,970 |
| Landscaping and Groundskeeping Workers | 1,760 | 18% | 9,590 |
| Driver/Sales Workers | 1,731 | 27% | 6,460 |
| Security Guards | 1,593 | 22% | 7,160 |
| Counter and Rental Clerks | 1,576 | 33% | 4,840 |
| Production Workers, All Other | 1,446 | 16% | 8,910 |
| Receptionists and Information Clerks | 1,410 | 14% | 9,870 |
| Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 1,404 | 6% | 24,130 |
| Packaging and Filling Machine Operators and Tenders | 1,383 | 24% | 5,680 |
| Bookkeeping, Accounting, and Auditing Clerks | 1,321 | 6% | 22,560 |
| Home Health Aides | 1,303 | 26% | 4,920 |
| Hotel, Motel, and Resort Desk Clerks | 1,280 | 37% | 3,440 |
| Supervisors and Managers of Food Preparation and Serving Workers | 1,229 | 11% | 10,740 |
| Food Servers, Nonrestaurant | 1,190 | 48% | 2,470 |
| Cleaners of Vehicles and Equipment | 1,161 | 28% | 4,100 |
| Information and Record Clerks, All Other | 1,095 | 16% | 6,920 |
| Education, Training, and Library Workers, All Other | 1,090 | 17% | 6,580 |
| Machine Feeders and Offbearers | 1,024 | 25% | 4,080 |
| Nursing Assistants | 1,006 | 9% | 11,390 |
| Truck Drivers, Light or Delivery Services | 1,003 | 13% | 7,770 |
| Cooks, Institution and Cafeteria | 953 | 16% | 6,040 |
| Hairdressers, Hairstylists, and Cosmetologists | 935 | 34% | 2,770 |
| Motor Vehicle Operators, All Other | 898 | 40% | 2,230 |
| Manicurists and Pedicurists | 829 | 63% | 1,320 |
| Office and Administrative Support Workers, All Other | 816 | 10% | 8,290 |

*Employers are asked to report tips and gratuities in occupational and payroll tax wage reports.

**Farmworkers counted here only include workers covered by unemployment insurance. Our estimates suggest there are an additional 3,134 agricultural workers that aren't covered by unemployment insurance.

*Source: Oregon Employment Department, Occupational Employment Statistics*

**Top 50 Occupations in Oregon Paying Less than $13.50, 2015**

| Occupation | Number of Jobs Paying Less Than $13.50 | Share of Jobs in Occupation Paying Less Than $13.50 | Total Occupational Employment |
|---|---|---|---|
| All Occupations | 559,645 | 33% | 1,683,470 |
| Retail Salespersons | 44,343 | 71% | 62,300 |
| Combined Food Preparation and Serving Workers, Including Fast Food | 29,873 | 92% | 32,330 |
| Cashiers | 29,503 | 78% | 37,760 |
| Waiters and Waitresses | 24,321 | 86% | 28,180 |
| Cooks, Restaurant | 17,902 | 82% | 21,920 |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 16,074 | 65% | 24,620 |
| Personal Care Aides | 15,563 | 89% | 17,560 |
| Laborers and Freight, Stock, and Material Movers, Hand | 12,976 | 57% | 22,940 |
| Food Preparation Workers | 12,098 | 88% | 13,740 |
| Office Clerks, General | 11,311 | 35% | 31,910 |
| Bartenders | 9,594 | 92% | 10,410 |
| Maids and Housekeeping Cleaners | 9,548 | 81% | 11,750 |
| Stock Clerks and Order Fillers | 8,917 | 53% | 16,930 |
| Customer Service Representatives | 8,241 | 32% | 26,120 |
| Teacher Assistants | 7,581 | 44% | 17,110 |
| Counter Attendants, Cafeteria, Food Concession, and Coffee Shop | 7,570 | 94% | 8,090 |
| Cooks, Fast Food | 7,294 | 97% | 7,510 |
| Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 7,081 | 29% | 24,130 |
| Dishwashers | 6,168 | 98% | 6,300 |
| Packers and Packagers, Hand | 5,971 | 81% | 7,410 |
| Supervisors and Managers of Food Preparation and Serving Workers | 5,964 | 56% | 10,740 |
| Nursing Assistants | 5,631 | 49% | 11,390 |
| Service Station Attendants | 5,556 | 85% | 6,550 |
| Receptionists and Information Clerks | 5,489 | 56% | 9,870 |
| Landscaping and Groundskeeping Workers | 5,466 | 57% | 9,590 |
| Farmworkers and Laborers for Crops, Nurseries, and Greenhouses | 5,352 | 92% | 5,830 |
| Bookkeeping, Accounting, and Auditing Clerks | 4,494 | 20% | 22,560 |
| Childcare Workers | 4,302 | 84% | 5,100 |
| Production Workers, All Other | 4,235 | 48% | 8,910 |
| Home Health Aides | 4,125 | 84% | 4,920 |
| Dining Room and Cafeteria Attendants and Bartender Helpers | 3,927 | 94% | 4,180 |
| Security Guards | 3,838 | 54% | 7,160 |
| Cooks, Institution and Cafeteria | 3,692 | 61% | 6,040 |
| Packaging and Filling Machine Operators and Tenders | 3,464 | 61% | 5,680 |
| Tellers | 3,395 | 62% | 5,450 |
| Driver/Sales Workers | 3,313 | 51% | 6,460 |
| Truck Drivers, Light or Delivery Services | 3,303 | 43% | 7,770 |
| Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop | 3,237 | 95% | 3,410 |
| Hotel, Motel, and Resort Desk Clerks | 3,162 | 92% | 3,440 |
| Supervisors and Managers of Retail Sales Workers | 3,119 | 22% | 14,320 |
| Cleaners of Vehicles and Equipment | 3,108 | 76% | 4,100 |
| Construction Laborers | 3,081 | 30% | 10,290 |
| Medical Secretaries | 2,962 | 21% | 14,080 |
| Preschool Teachers, Except Special Education | 2,939 | 57% | 5,190 |
| Counter and Rental Clerks | 2,906 | 60% | 4,840 |
| Social and Human Service Assistants | 2,884 | 42% | 6,800 |
| Shipping, Receiving, and Traffic Clerks | 2,873 | 39% | 7,350 |
| Maintenance and Repair Workers, General | 2,757 | 22% | 12,370 |
| Amusement and Recreation Attendants | 2,670 | 90% | 2,970 |
| Information and Record Clerks, All Other | 2,657 | 38% | 6,920 |

*Employers are asked to report tips and gratuities in occupational and payroll tax wage reports.

**Farmworkers counted here only include workers covered by unemployment insurance. Our estimates suggest there are an additional 3,134 agricultural workers that aren't covered by unemployment insurance.

*Source: Oregon Employment Department, Occupational Employment Statistics*

**Occupations in Oregon With Greatest Share of Jobs Paying Less than $13.50, 2015**

| Occupation | Number of Jobs Paying Less Than $13.50 | Share of Jobs in Occupation Paying Less Than $13.50 | Total Occupational Employment |
|---|---|---|---|
| **Total, All Occupations** | **559,645** | **33%** | **1,683,470** |
| Gaming Dealers | 416 | 99% | 420 |
| Dishwashers | 6,168 | 98% | 6,300 |
| Cooks, Fast Food | 7,294 | 97% | 7,510 |
| Baggage Porters and Bellhops | 280 | 97% | 290 |
| Parking Lot Attendants | 887 | 95% | 930 |
| Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop | 3,237 | 95% | 3,410 |
| Locker Room, Coatroom, and Dressing Room Attendants | 123 | 95% | 130 |
| Dining Room and Cafeteria Attendants and Bartender Helpers | 3,927 | 94% | 4,180 |
| Counter Attendants, Cafeteria, Food Concession, and Coffee Shop | 7,570 | 94% | 8,090 |
| Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers | 1,471 | 93% | 1,580 |
| Pressers, Textile, Garment, and Related Materials | 456 | 93% | 490 |
| Combined Food Preparation and Serving Workers, Including Fast Food | 29,873 | 92% | 32,330 |
| Bartenders | 9,594 | 92% | 10,410 |
| Hotel, Motel, and Resort Desk Clerks | 3,162 | 92% | 3,440 |
| Farmworkers and Laborers for Crops, Nurseries, and Greenhouses | 5,352 | 92% | 5,830 |
| Ushers, Lobby Attendants, and Ticket Takers | 932 | 91% | 1,020 |
| Graders and Sorters, Agricultural Products | 2,594 | 90% | 2,870 |
| Cooks, Short Order | 1,100 | 90% | 1,220 |
| Amusement and Recreation Attendants | 2,670 | 90% | 2,970 |

*Employers are asked to report tips and gratuities in occupational and payroll tax wage reports.

**Farmworkers counted here only include workers covered by unemployment insurance. Our estimates suggest there are an additional 3,134 agricultural workers that aren't covered by unemployment insurance.

*Source: Oregon Employment Department, Occupational Employment Statistics*

**Top 50 Occupations in Oregon Paying Less than $15.00, 2015**

| Occupation | Number of Jobs Paying Less Than $15.00 | Share of Jobs in Occupation Paying Less Than $15.00 | Total Occupational Employment |
|---|---|---|---|
| All Occupations | 673,856 | 40% | 1,683,470 |
| Retail Salespersons | 50,371 | 81% | 62,300 |
| Cashiers | 32,378 | 86% | 37,760 |
| Combined Food Preparation and Serving Workers, Including Fast Food | 31,368 | 97% | 32,330 |
| Waiters and Waitresses | 24,750 | 88% | 28,180 |
| Cooks, Restaurant | 20,220 | 92% | 21,920 |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 19,512 | 79% | 24,620 |
| Personal Care Aides | 17,079 | 97% | 17,560 |
| Office Clerks, General | 15,813 | 50% | 31,910 |
| Laborers and Freight, Stock, and Material Movers, Hand | 15,699 | 68% | 22,940 |
| Food Preparation Workers | 13,148 | 96% | 13,740 |
| Customer Service Representatives | 11,354 | 43% | 26,120 |
| Stock Clerks and Order Fillers | 11,054 | 65% | 16,930 |
| Maids and Housekeeping Cleaners | 10,427 | 89% | 11,750 |
| Teacher Assistants | 10,359 | 61% | 17,110 |
| Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 9,917 | 41% | 24,130 |
| Bartenders | 9,863 | 95% | 10,410 |
| Nursing Assistants | 7,890 | 69% | 11,390 |
| Counter Attendants, Cafeteria, Food Concession, and Coffee Shop | 7,809 | 97% | 8,090 |
| Cooks, Fast Food | 7,446 | 99% | 7,510 |
| Supervisors and Managers of Food Preparation and Serving Workers | 7,396 | 69% | 10,740 |
| Receptionists and Information Clerks | 7,145 | 72% | 9,870 |
| Landscaping and Groundskeeping Workers | 6,624 | 69% | 9,590 |
| Bookkeeping, Accounting, and Auditing Clerks | 6,583 | 29% | 22,560 |
| Packers and Packagers, Hand | 6,562 | 89% | 7,410 |
| Dishwashers | 6,282 | 100% | 6,300 |
| Service Station Attendants | 6,101 | 93% | 6,550 |
| Farmworkers and Laborers for Crops, Nurseries, and Greenhouses | 5,658 | 97% | 5,830 |
| Production Workers, All Other | 5,125 | 58% | 8,910 |
| Medical Secretaries | 5,001 | 36% | 14,080 |
| Childcare Workers | 4,687 | 92% | 5,100 |
| Cooks, Institution and Cafeteria | 4,667 | 77% | 6,040 |
| Tellers | 4,564 | 84% | 5,450 |
| Supervisors and Managers of Retail Sales Workers | 4,463 | 31% | 14,320 |
| Home Health Aides | 4,437 | 90% | 4,920 |
| Security Guards | 4,432 | 62% | 7,160 |
| Construction Laborers | 4,261 | 41% | 10,290 |
| Truck Drivers, Light or Delivery Services | 4,170 | 54% | 7,770 |
| Packaging and Filling Machine Operators and Tenders | 4,044 | 71% | 5,680 |
| Dining Room and Cafeteria Attendants and Bartender Helpers | 4,009 | 96% | 4,180 |
| Shipping, Receiving, and Traffic Clerks | 4,006 | 55% | 7,350 |
| Driver/Sales Workers | 3,980 | 62% | 6,460 |
| Maintenance and Repair Workers, General | 3,769 | 30% | 12,370 |
| Social and Human Service Assistants | 3,609 | 53% | 6,800 |
| Preschool Teachers, Except Special Education | 3,583 | 69% | 5,190 |
| Cleaners of Vehicles and Equipment | 3,523 | 86% | 4,100 |
| Bus Drivers, School or Special Client | 3,482 | 52% | 6,720 |
| Fork Lift, Industrial Truck and Tractor Operators | 3,439 | 38% | 9,140 |
| Information and Record Clerks, All Other | 3,395 | 49% | 6,920 |
| Hotel, Motel, and Resort Desk Clerks | 3,359 | 98% | 3,440 |
| Office and Administrative Support Workers, All Other | 3,351 | 40% | 8,290 |

*Employers are asked to report tips and gratuities in occupational and payroll tax wage reports.

**Farmworkers counted here only include workers covered by unemployment insurance. Our estimates suggest there are an additional 3,134 agricultural workers that aren't covered by unemployment insurance.

*Source: Oregon Employment Department, Occupational Employment Statistics*

# Appendix D: Industry Table

**Oregon - Number of Jobs by Hourly Wage Level and Broad Industry - 1st Quarter 2015***

| | Hourly Wage | | | | | |
|---|---|---|---|---|---|---|
| | **$9.25 or less** | **$9.26 - $13.49** | **$13.50 - $14.99** | **$15.00 or more** | **Total** | **Median Wage** |
| Total - All Industries | 100,182 | 518,318 | 119,392 | 1,148,035 | 1,885,927 | $18.02 |
| | | | | | | |
| Natural Resources and Mining | 4,917 | 26,113 | 3,587 | 20,080 | 54,697 | $12.23 |
| Construction | 703 | 11,171 | 5,432 | 73,106 | 90,412 | $22.90 |
| Manufacturing | 2,600 | 33,513 | 12,322 | 145,778 | 194,213 | $21.73 |
| Wholesale Trade | 1,247 | 12,915 | 4,600 | 57,228 | 75,990 | $21.90 |
| Retail Trade | 21,788 | 105,417 | 16,632 | 81,031 | 224,868 | $12.47 |
| Transportation, Warehousing, and Utilities | 795 | 11,339 | 3,695 | 41,898 | 57,727 | $20.29 |
| Information | 889 | 4,130 | 1,424 | 29,009 | 35,452 | $29.30 |
| Financial Activities | 1,351 | 14,031 | 5,369 | 66,601 | 87,352 | $22.27 |
| Professional and Business Services | 8,893 | 73,910 | 13,845 | 144,374 | 241,022 | $18.22 |
| Private Educational Services | 1,411 | 6,857 | 1,747 | 23,514 | 33,529 | $20.00 |
| Health Care & Social Assistance | 5,292 | 59,618 | 16,359 | 161,434 | 242,703 | $19.28 |
| Leisure and Hospitality | 41,605 | 105,212 | 12,543 | 54,635 | 213,995 | $10.93 |
| Other Services | 4,055 | 22,271 | 4,823 | 34,908 | 66,057 | $15.43 |
| State Government | 1,176 | 4,975 | 7,974 | 59,373 | 73,498 | $25.22 |
| Local Government | 3,446 | 26,696 | 9,010 | 154,731 | 193,883 | $25.61 |
| Non-classifiable | 14 | 147 | 28 | 321 | 510 | $19.04 |

* Count of records. Individuals holding multiple jobs will be counted more than once.

Records meeting the following conditions have been excluded from this analysis:
- 0 (zero) hours reported
- 999 hours reported
- wages < $7.25/hr calculated
- wages > $500/hr calculated and < 10 hours reported

*Source: Oregon Employment Department, Unemployment Insurance Wage Records*

# Appendix E: Employer Size Table

**Oregon - Number of Jobs by Hourly Wage Level and Firm Size Class - 1st Quarter 2015***

| | Hourly Wage | | | | | |
|---|---|---|---|---|---|---|
| | **$9.25 or less** | **$9.26 - $13.49** | **$13.50 - $14.99** | **$15.00 or more** | **Total** | **Median Wage** |
| Total - All Industries | 100,182 | 518,318 | 119,392 | 1,148,035 | 1,885,927 | $18.02 |
| | | | | | | |
| Under 5 employees | 5,138 | 27,090 | 6,979 | 60,281 | 99,488 | $17.30 |
| 5 - 9 employees | 8,148 | 38,311 | 8,651 | 64,689 | 119,799 | $15.69 |
| 10 - 19 employees | 12,464 | 52,634 | 11,030 | 85,118 | 161,246 | $15.49 |
| 20 - 49 employees | 17,284 | 75,453 | 15,867 | 132,524 | 241,128 | $16.11 |
| 50 - 99 employees | 10,313 | 53,890 | 11,759 | 104,451 | 180,413 | $17.00 |
| 100 - 249 employees | 14,806 | 74,718 | 16,024 | 146,452 | 252,000 | $17.19 |
| 250 - 499 employees | 10,333 | 48,935 | 10,128 | 106,590 | 175,986 | $18.20 |
| 500 or more employees | 21,696 | 147,287 | 38,954 | 447,930 | 655,867 | $21.66 |

* Count of records. Individuals holding multiple jobs will be counted more than once.

Records meeting the following conditions have been excluded from this analysis:
- 0 (zero) hours reported
- 999 hours reported
- wages < $7.25/hr calculated
- wages > $500/hr calculated and < 10 hours reported

*Source: Oregon Employment Department, Unemployment Insurance Wage Records*

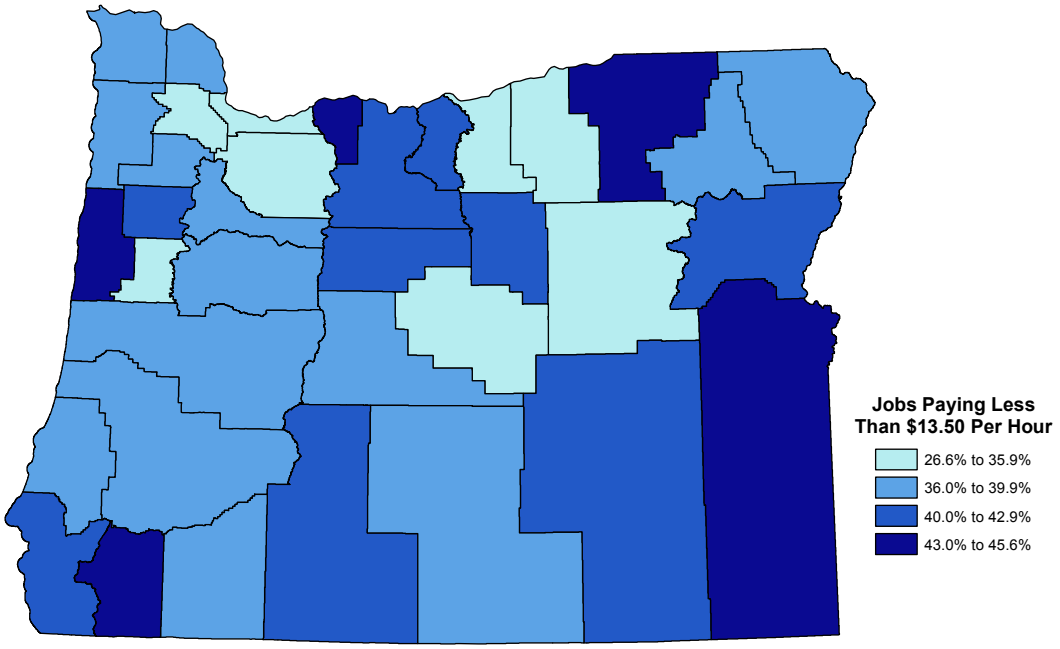
# Appendix F: County Table and Maps

**Jobs by County and Wage Group - 1st Quarter 2015**

| | Levels | | | | Share | | | |
|---|---|---|---|---|---|---|---|---|
| | $9.25 or less | $9.26 - $13.49 | $13.50 - $14.99 | $15.00 or more | $9.25 or less | $9.26 - $13.49 | $13.50 - $14.99 | $15.00 or more |
| Baker | 420 | 1,760 | 381 | 2,581 | 8.2% | 34.2% | 7.4% | 50.2% |
| Benton | 2,299 | 9,318 | 2,247 | 23,592 | 6.1% | 24.9% | 6.0% | 63.0% |
| Clackamas | 8,330 | 43,463 | 10,290 | 99,423 | 5.2% | 26.9% | 6.4% | 61.6% |
| Clatsop | 1,141 | 6,085 | 1,208 | 9,731 | 6.3% | 33.5% | 6.7% | 53.6% |
| Columbia | 799 | 3,608 | 732 | 5,934 | 7.2% | 32.6% | 6.6% | 53.6% |
| Coos | 1,631 | 7,451 | 1,714 | 12,621 | 7.0% | 31.8% | 7.3% | 53.9% |
| Crook | 351 | 1,695 | 463 | 3,365 | 6.0% | 28.9% | 7.9% | 57.3% |
| Curry | 535 | 2,232 | 460 | 3,295 | 8.2% | 34.2% | 7.0% | 50.5% |
| Deschutes | 4,260 | 23,180 | 5,554 | 42,993 | 5.6% | 30.5% | 7.3% | 56.6% |
| Douglas | 2,633 | 11,912 | 2,566 | 20,036 | 7.1% | 32.1% | 6.9% | 53.9% |
| Gilliam | 41 | 204 | 39 | 528 | 5.1% | 25.1% | 4.8% | 65.0% |
| Grant | 179 | 614 | 185 | 1,239 | 8.1% | 27.7% | 8.3% | 55.9% |
| Harney | 214 | 703 | 164 | 1,096 | 9.8% | 32.3% | 7.5% | 50.4% |
| Hood River | 1,093 | 5,455 | 1,079 | 6,937 | 7.5% | 37.5% | 7.4% | 47.6% |
| Jackson | 5,426 | 27,909 | 6,394 | 47,834 | 6.2% | 31.9% | 7.3% | 54.6% |
| Jefferson | 521 | 2,309 | 586 | 3,432 | 7.6% | 33.7% | 8.6% | 50.1% |
| Josephine | 1,971 | 9,301 | 2,199 | 12,569 | 7.6% | 35.7% | 8.4% | 48.3% |
| Klamath | 1,854 | 7,727 | 1,628 | 11,080 | 8.3% | 34.7% | 7.3% | 49.7% |
| Lake | 151 | 749 | 189 | 1,249 | 6.5% | 32.0% | 8.1% | 53.4% |
| Lane | 9,794 | 46,244 | 10,857 | 88,335 | 6.3% | 29.8% | 7.0% | 56.9% |
| Lincoln | 1,502 | 6,924 | 1,291 | 8,984 | 8.0% | 37.0% | 6.9% | 48.0% |
| Linn | 3,221 | 14,764 | 3,081 | 25,333 | 6.9% | 31.8% | 6.6% | 54.6% |
| Malheur | 1,454 | 4,518 | 844 | 6,291 | 11.1% | 34.5% | 6.4% | 48.0% |
| Marion | 9,155 | 46,215 | 9,434 | 88,802 | 6.0% | 30.1% | 6.1% | 57.8% |
| Morrow | 211 | 1,465 | 365 | 4,010 | 3.5% | 24.2% | 6.0% | 66.3% |
| Multnomah | 19,070 | 114,170 | 29,078 | 338,891 | 3.8% | 22.8% | 5.8% | 67.6% |
| Polk | 1,291 | 6,877 | 1,594 | 10,085 | 6.5% | 34.7% | 8.0% | 50.8% |
| Sherman | 48 | 265 | 50 | 415 | 6.2% | 34.0% | 6.4% | 53.4% |
| Tillamook | 558 | 2,953 | 686 | 5,255 | 5.9% | 31.2% | 7.3% | 55.6% |
| Umatilla | 2,087 | 11,317 | 2,533 | 15,179 | 6.7% | 36.4% | 8.1% | 48.8% |
| Union | 685 | 2,917 | 735 | 5,645 | 6.9% | 29.2% | 7.4% | 56.6% |
| Wallowa | 154 | 746 | 207 | 1,308 | 6.4% | 30.9% | 8.6% | 54.2% |
| Wasco | 685 | 4,032 | 853 | 5,597 | 6.1% | 36.1% | 7.6% | 50.1% |
| Washington | 12,667 | 71,691 | 16,027 | 196,445 | 4.3% | 24.2% | 5.4% | 66.2% |
| Wheeler | 28 | 98 | 27 | 162 | 8.9% | 31.2% | 8.5% | 51.4% |
| Yamhill | 2,583 | 12,082 | 2,529 | 19,494 | 7.0% | 32.9% | 6.9% | 53.1% |

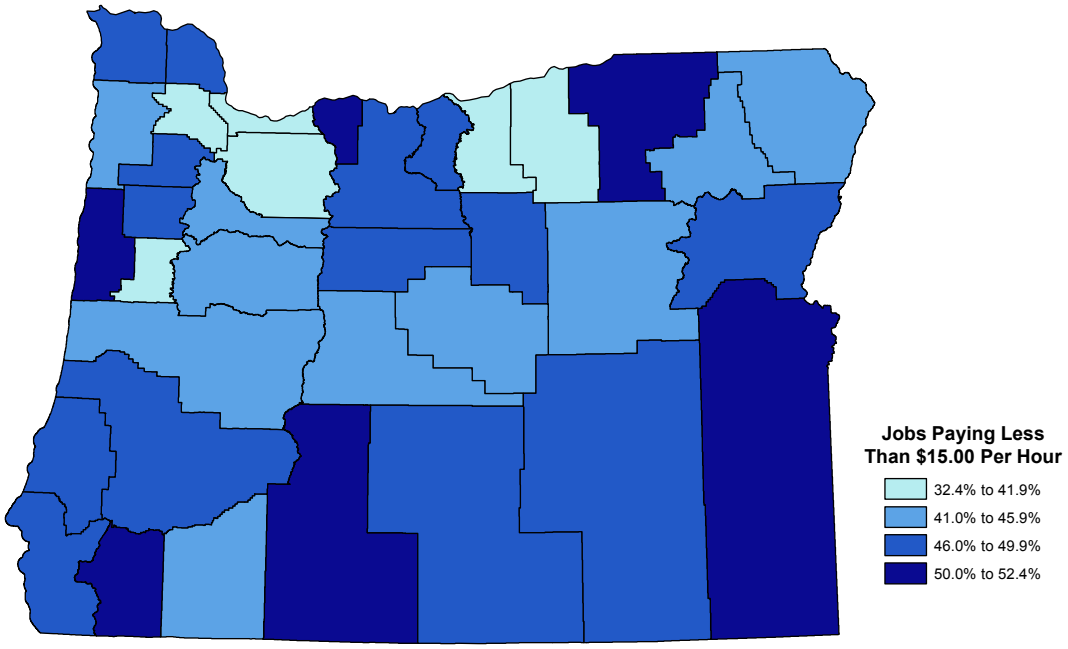
*Source: Oregon Employment Department, Unemployment Insurance Wage Records*

## Percent of Jobs Paying Less than $13.50
## Oregon Counties, 1st Quarter 2015




*Source: Oregon Employment Department, Unemployment Insurance Wage Records*

## Percent of Jobs Paying Less than $15.00
## Oregon Counties, 1st Quarter 2015




*Source: Oregon Employment Department, Unemployment Insurance Wage Records*

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