

Port of Seattle Compensation Equity Study Commission Briefing

Objective

- Provide a high level review of the Port of Seattle's Compensation Equity Study and its results.

Findings and Results

- Peoplefluent conducted an OFCCP-style pay study.
- The study found no disparities in pay due to race or gender.
- We consider the OFCCP-style methodology used by Peoplefluent to be a best practice.

NO DIFFERENCES IN PAY DUE TO RACE OR GENDER

Opportunities Moving Forward

- Continue on-going monitoring of pay equity.
- Continue the practice whereby managers can request salary equity reviews within their workgroups.
- Adopt the OFCCP-style pay study as a bi-annual review.

BI-ANNUAL REVIEW TO ASSURE CONTINUED FINDINGS OF NO ADVERSE IMPACT