



For Immediate Release  
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## **Burgerville invests \$3M in wage increase to employees at all 41 restaurants**

*Local company secures loan to make investment*

Vancouver, Wash. – Beloved local restaurant Burgerville, U.S.A. announced today an investment of \$3 million in wages to employees at all 41 restaurants throughout the region, effective in December. The investment was made possible by a loan.

“Burgerville is working to make the Pacific Northwest the healthiest region on the planet. We cannot do that without our employees. While the 2018 cyberattack resulted in some significant and unplanned expenditures for our company, I am pleased that this year, our focus is back to our critical human infrastructure: our employees. Already this year we’ve enabled tipping in restaurants and increased holiday pay. Now we’re announcing a restaurant-wide raise. Our employees are the heart of our company, and the vital connection between guests, farmers and ranchers, and the region we love. We are committed to investing in them,” said CEO Jill Taylor.

In recent years, Burgerville has focused resources on reinforcing IT security, in part due to a sophisticated, international cyberattack in 2018. Hundreds of Southwest Washington companies were targeted, including Burgerville. The company has invested in strengthening its cybersecurity systems to go beyond industry standards, offering identity theft protection for affected customers, hiring a firm to monitor cybersecurity 24/7, hiring a new staff person dedicated to cybersecurity, training staff to notice signs of a security breach, and updating its protocol to respond to breaches.

Once those updates were made, Burgerville continued its focus on investing in employees. This year, Burgerville installed a new POS system to allow tipping at all stores and increased holiday pay. To make the new restaurant-wide wage increases possible, Burgerville secured a loan.

New wages will go into effect in December, amounting to a \$1/hour increase to all hourly employees. Hourly crew workers will earn a base pay of \$13.50 per hour in both Oregon and Washington. Wage increases will step up from there, keeping ahead of the state-scheduled increases in minimum wage in Oregon and Washington. Depending on the location, workers earn an average of \$0.75-\$1.50/hour in tips on top of their base pay. At the Portland Airport location, base pay plus tips total up to \$20/hour.

Other employee benefits that Burgerville already offers include affordable health insurance, life insurance, an annual scholarship program, and financial resources for any employee in need through Oregon’s nonprofit Save First. When you factor in these benefits, average compensation rises even more.

Restaurant managers will also be getting a wage increase in December, something that Burgerville has delayed for a number of years due to the cyber attack and recent IT costs.

“Burgerville is changing the way we do business. We are engaging employees more, listening better and rebuilding trust,” said CEO Jill Taylor.

Burgerville also recently announced that they are teaming up with several local partners to offer six shakes year-round, each celebrating flavors of the Pacific Northwest. By partnering with local farms and produce providers, the new shake menu will help keep nearly \$400,000 in the regional food economy.

The six new flavors on their “hyper-local” shake menu include Classic Chocolate made with Portland Holy Kakow syrup; Sweet Cream, made with Alpenrose Dairy ice cream; Oregon Strawberry, made with flash-frozen Northwest berries; Mint Patty, from heirloom mint oil and peppermint patties out of Seely Farm in Clatskanie, Ore.; Portland Cold Brew, using coffee from Portland Roasting; and Hazelnut Chocolate, using Oregon-grown hazelnut butter from Ground Up PDX.

“We spent months collaborating with some amazing partners to create our everyday shake menu. The high-quality ingredients create flavor that really shines through and we’re excited for our fans to find their new favorite,” said Jamie Powell, senior vice president of menu design and development.

**2020 Restaurant Salary Ranges**

	<b>Current</b>	<b>Future</b>
<b>Crew Members</b>		
Crew Member (Washington)	\$12.00 - \$13.05	\$13.50 - \$16.18
Crew Member (Oregon)	\$12.50 - \$13.55	\$13.50 - \$16.18
Crew Member (PDX)	\$13.75 - \$14.80	\$14.75 - \$17.43
<b>Team Managers</b>		
Team Manager (Washington)	\$13.10 - \$15.00	\$15.87 - \$18.75
Team Manager (Oregon)	\$13.60 - \$15.50	\$15.87 - \$18.75
Team Manager (PDX)	\$14.85 - \$16.75	\$17.12 - \$20.00
<b>Assistant Managers</b>		
Assistant Manager 2	\$36,000 - \$40,000	\$38,965 - \$45,750
Assistant Manager 1	\$40,000 - \$44,000	\$46,154 - \$54,000
<b>General Managers</b>		
General Manager	\$50,000 - \$72,000	\$55,390 - \$85,000

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