



Research Requests from Independent Salary Commission

Prior Meetings

Current Budget % of Elected Offices

Service Area	2022-23 Adopted Operating Budgets	as % of City Operating
Council Offices	5,882,232	0.1%
Mayor	4,162,004	0.1%
Auditor	9,573,167	0.2%
Transportation	336,490,807	5.6%
Parks & Recreation	402,764,074	6.7%
Public Safety	713,459,287	11.9%
Community Development	914,976,954	15.2%
City Support Services	1,407,569,836	23.4%
Public Utilities	2,218,492,910	36.9%
	6,013,371,271	

Ted Wheeler, Mayor

We are an equal opportunity employer



Please notify the City of Portland of the need for ADA accommodations no less than five (5) days prior to any City-sponsored event by contacting the Bureau of Human Resources at 503-823-3572 or the City's TTY at 503-823-6868.



April 11, 2023 Meeting

The following is a response to requests for information from Commissioners during the April 11, 2023 meeting, organized into broad subject headings.

Roles of Elected Officials

- What elements of the roles of elected officials are unique to the City of Portland? Is there anyone we can invite who might be able to speak to this or who we can get information from?

Request being reviewed by City of Portland Charter Transition Team, awaiting response.

- What can we use to value the positions based on any Charter drivers, such as increasing representation? Are there other cities doing this?

Request sent to contact at International City/County Management Agency, awaiting response.

- What are the qualifications for Mayor, Councilors, Auditor?

Each elected official shall be a citizen of the United States and of the State of Oregon, and a registered voter who shall have been a resident of the City of Portland or of an area which has become part of the City prior to filing the declaration of candidacy or petition for nomination, for a period of not less than one (1) year immediately preceding the election.

A Councilor elected from a district must have resided in that district and been a registered voter in that district for a period of not less than one (1) year immediately preceding the election. If any officer shall be elected without such qualifications or shall cease to have the same, the office shall immediately become vacant.

The Auditor shall have the qualifications of the Mayor, and in addition, shall at the time of filing a declaration of candidacy, or a nominating petition for the office of Auditor be a Certified Public Accountant, Certified Internal Auditor, or Certified Management Accountant and remain certified as such throughout the term of office, if elected.

Anticipated Staff Structure

- What is the staff structure estimated to be?

Prior estimates assume each of the twelve new offices will have between 3 and 4.7 full-time equivalent staff members supporting the Councilor. This assumption is informed by comparative research of other jurisdictions. Both estimates assume that each district of 3 representatives will have some level of shared staff providing communications and business operations functions:

<https://www.portland.gov/transition/documents/2022-city-charter-reform-cost-summary/download>



Wages of Elected Officials, Staff

- From 2019 to present, what were the COLA amounts that were applied?

Elected Official	Current & 7/1/2018 Salary	19/20 Salary with COLA Applied (3.9%)	20/21 Salary with COLA Applied (0%)	21/22 Salary with COLA Applied (1.6%)	22/23 Salary with COLA Applied (5%)	23/24 Salary with COLA Applied (5%)
Mayor	\$143,666	\$149,261	\$149,261	\$151,653	\$159,245	\$167,211
Commissioner	\$125,694	\$130,603	\$130,603	\$132,683	\$139,318	\$146,286
City Auditor	\$125,694	\$130,603	\$130,603	\$132,683	\$139,318	\$146,286

- How were the pay ranges of elected staff determined (Senior Staff Reps, Staff Reps, Admin Spec and any other classes specific to Mayor, Commissioner, and Auditor Offices)? Was there a market review? If so, what were the comparable cities?

Classifications and salary ranges for administrative staff of elected officials were established in a compensation study in 2002. These files appear to be save physically in the Records Office and were not readily available. Apparently rates have been adjusted by COLA since then. Auditor staff were included in a compensation study that began in 2014 however in 2017 the Auditor’s Office became independent and has been responsible for setting pay for all Auditor classifications.

Portland Living Wage

- What is a living wage in Portland? What is a thriving wage or what would you need to earn in Portland to only put 50% of your income toward expenses (see 50/30/20 rule for reference).

See separate spreadsheet



Other Salary Commissions

- Do cities in Oregon, WA, and CA have salary commissions? What do they pay their elected officials?

Vancouver, WA and Tacoma, WA engage Salary Commissions:

<https://www.cityofvancouver.us/src>

https://www.cityoftacoma.org/government/committees_boards_commissions/citizen_commission_on_elected_salaries

City of Vancouver, WA

Office	Current Pay Rate
Mayor	\$34,500
City Council Member	\$27,000

***has Salary Commission**

City of Beaverton, OR

Office	Current Pay Rate
Mayor	\$96,795
City Council Member	1600 mthly stipend

City of Los Angeles, CA

Office	Current Pay Rate
Mayor	\$297,874
City Council Member	\$229,137

City of Hillsboro, OR

Office	Current Pay Rate
Mayor	\$74,303
City Council Member	

City of Tacoma, WA

Office	Current Pay Rate
Mayor	\$112,668
City Council Member	\$49,596

***has Salary Commission**



City of Seattle, WA

Office	Current Pay Rate
Mayor	\$231,246
City Council Member	\$137,432 - \$144,614

City of San Diego, CA

Office	Current Pay Rate
Mayor	\$231,174
City Council Member	\$173,381

- Provide more information on the Baltimore, MD salary commission

<https://mayor.baltimorecity.gov/bc/boards/compensation-commission-elected-officials#boardinfo>

Request for additional information made to Baltimore Salary Commission contact, awaiting response.