

May 26th, 2023

Dear Portland City Council Members, Auditor, and Mayor,

The Independent Salary Commission for the new City Charter is seeking community engagement to provide a diverse range of perspectives to inform our decision making regarding the salaries of our future 12 city councilors, mayor, and auditor. We are reaching out to you to request your perspectives as part of our community engagement efforts and as subject matter experts whose experiences are among the closest to the variables and circumstances we are assessing to determine competitive, fair, and sustainable salaries. Our methodology is structured so that we make decisions based on our guiding principles listed and defined below.

We hope to learn from you about your perspectives regarding the impact the guiding principles have or should have on salaries for these positions. You may not have answers or feedback on all of them. We ask that you share your perspectives in written form and directly to the City of Portland Charter Transition Team in order to live our values of transparency, avoid even the appearance of undue influence, and promote community trust in our decision making.

You may not have feedback relevant to all principles, we ask your share about those you find relevant to your experience and knowledge.

1) **Anti-racism**

- The City of Portland is committed to being an anti-racist institution
- We support the need to create anti-oppressive pay, which works to dismantle existing systems of pay that negatively impact non-dominant groups. We recognize that wealth can be healing in community and is at the core of financing social change.
- Addressing issues concerning anti-Blackness will be a priority for the workforce and city
- Actions to dismantle institutional and systemic racism will be the responsibility of every employee and resident
- Racism, discrimination, and bias will not be tolerated within the workplace or our communities
- Oppression, violence, and hate speech towards people of color is condemned by the City of Portland
- The City should be held accountable for this commitment to anti-racism
- We support the need to address anti-oppressive pay by decolonizing wealth as a medicine for mutual sharing and where community are at the core of financing social change.

2) Equity

- We are committed to addressing equity to ensure livable wages are adopted to promote people from all incomes who are attracted to public service and careers in elected governmental institutions, not just individuals who are independently wealthy.
- Solidarity and the preservation of diverse communities and their cultures enhances the livability and vibrancy of our beautiful city
- Equity, access, and the removal of institutional and systemic barriers to resources and opportunities is essential in diversifying our workforce and the public good
- The intersectional identities and lived experiences of our workforce and over 650,000 residents are valued
- We acknowledge Oregon's history of exclusion and are dedicated to rebuilding trust through reconciliation and restorative justice
- We are committed to hearing from communities around Portland, and creating space for geographic distribution of voices.
- Our vision to lead people, cultivate change, and develop a culture of innovation, inclusion, and inspiration will strengthen our city and communities
- Sense of belonging, support, and safety are vital for a diverse, equitable, and inclusive city and workforce
- The Office of Equity and Human Rights was established in 2011 and is charged with setting the foundation and accountability mechanisms for the City's equity work, and this office should continue to hold the City accountable to this commitment to equity.
- We are committed to addressing equity to ensure livable wages are adopted to promote people from all incomes who are attracted to public service and careers in elected governmental institutions, not just individuals who are independently wealthy.

3) Fiscal Responsibility

- Finding resources required to adequately staff and deliver equitable programs and services without asking community members for more, by divesting and repurposing what has already been given.
- Community values, addressing inequities, and transparent budgetary decisions are essential to developing trust
- Communities should be involved in decision-making around budgeting and priorities for the City
- Fiscal resiliency, climate action, equity, and the needs of our most vulnerable populations will be the focus of every budget decision
- The City of Portland is dedicated to being fiscally accountable to the public
- Rethinking budget processes will ensure the economic sustainability of our city

4) Transparency

- Transparency is essential to upholding the principles of democracy

- Reimagining political processes occurs through accountability, and transparency is a critical part of public accountability
- Portland, OR being the first city in the United States to adopt an Open Data policy leads the nation in developing a culture of information sharing
- Trust is established and maintained through integrity and inclusion

5) **Communication**

- Communication serves as a catalyst for transformative change
- Knowledge sharing will impact our workplace and communities
- As critical as it is to share knowledge with communities, listening to communities is equally important, and providing opportunities for community to speak to decision- makers
- The art of storytelling and narratives can promote a culture of inclusion
- The power of our collective voice will unify our city

6) **Collaboration**

- Our belief that we are Better Together promotes collaboration and the co-creation of knowledge
- The nexus of politics and public service will connect our workforce and communities
- Civic engagement and collective action will empower our employees and residents
- Institutional knowledge and awareness is gained through inclusive outreach and public engagement
- Communities should be able to evaluate this engagement to build accountability to this value
- All behaviors, actions, decisions, and systems shall reflect a culture of accountability and
- commitment to the City's core values

We deeply appreciate your contributions to our community engagement effort by submitting in writing your most relevant perspectives on the guiding principles listed and defined above. Your written document may be submitted any time by end of day Friday, July 14th to:

Jamey Duhamel (she/her)
Strategic Engagement and Project Delivery Coordinator
City of Portland Charter Transition Team
Chief Administrator's Office
503-349-4553

Sincerely and with appreciation,

Commissioner Rut Martinez-Alicea
On behalf of the Independent Salary Commission