

# The Salary Commission

## What is the Salary Commission?

Due to the voter-approved charter amendments, the roles and responsibilities of council members and the mayor will change.

Beginning on Jan. 1, 2025, the 12-member city council will focus on setting legislative policy, while the mayor will manage our city government's day-to-day operations with the help of a professional city administrator.

The charter amendments also require the mayor to appoint five human resource professionals with compensation experience to a salary commission that will set pay for the City of Portland's elected officials: mayor, auditor, and 12 councilors. The City's first salary commission was appointed on March 8, 2023 by council vote.



**The Salary Commission will set the pay for Portland's elected officials.**

In November 2022, Portland voters approved Ballot Measure 26-228 that directs the City of Portland to implement these three connected changes by Jan. 1, 2025:

- Allow voters to rank candidates in order of preference, using ranked-choice voting.
- Establish four geographic districts, with three city council members elected to represent each district – expanding city council to a total of 12 members.
- Establish a city council that focuses on setting policy and engaging with community, transitioning day-to-day oversight of bureaus to a mayor elected citywide and a professional city administrator.

## What is the Salary Commission's Authority?

With support from Portland's Bureau of Human Resources, the commissioners will determine research methodology, host public meetings through August 2023, and ask Portlanders for their opinions before setting and adopting the recommended pay for the 12 elected councilors, the mayor, and the auditor. The commission will use a full consensus model called Fist to Five to approve the plan. Minutes will reflect each Commissioner's position. Council approval is not required.

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## The Salary Commission's Process



Host public meetings.



Release draft proposal and engage Portlanders.



Approve proposal.



Make recommendations for future commissions.

## How can I get involved?

The commission is slated to meet 11 times between March and August 2023. Meetings are hybrid, with virtual and in-person options. More information about the Salary Commission's meetings and other transition events is available at: [portland.gov/transition/events](https://portland.gov/transition/events).

Community members are invited to attend meetings in the Portland Building, Room 100, 11320 SW 5th Avenue, Portland OR 97204.

To provide public comment, please visit the commission's website:

[portland.gov/transition/salarycommission](https://portland.gov/transition/salarycommission)

Spanish interpretation and ASL support is available at these meetings.

For additional accommodations, including disability, cultural, or other accommodations to fully participate please contact Liam Sar at [liam.sar@portlandoregon.gov](mailto:liam.sar@portlandoregon.gov).

## When will this take effect?

Salaries will be adopted Aug. 1, 2023 and take effect on Jan. 1, 2025.

The basis for the decision will be documented and the recommendations will be a resource for future salary commissions. A new salary commission will be appointed every two years to evaluate and set the salaries for all elected positions in Portland.

## TIMELINE

### May:

Conduct research and analysis, and provide initial recommendations.

### July:

Incorporate public comment revisions and vote to approve the plan. If consensus isn't reached, the commission will hold a second vote.

MARCH

APRIL

MAY

JUNE

JULY

AUGUST

### March and April:

Begin meeting. Build foundation and determine methodology to set salaries.

### June:

Release draft salary proposal and provide opportunities for public comment.

### August:

Evaluate work.

For more information visit: [Portland.gov/Transition/SalaryCommission](https://Portland.gov/Transition/SalaryCommission).