



## What is the Independent Salary Commission?

The Independent Salary Commission is a community body tasked with adopting the salaries of our future mayor, auditor and 12 city councilors. ISC members were selected through a citywide application process and appointed by the mayor and confirmed by the city council in March 2023.



## The commission's process

Host public meetings.



Release draft proposal and engage Portlanders.



Approve proposal.



Make recommendations for future commissions.



Stay updated on the Independent Salary Commission's work: [portland.gov/transition/updates](https://portland.gov/transition/updates)

Review the proposal and take the survey!



# DATA USED TO SET THE PROPOSAL



**Portland Transition**  
Voter approved. Community centered. City delivered.

## Cost of living in Portland

Thriving v. living wages based on cost to live in Portland

1 Adult				
	0 Children	1 Child	2 Children	3 Children
Living Wage (hourly)	\$21.85	\$40.94	\$51.75	\$69.64
Living Wage (annual)	\$45,458.00	\$85,154.00	\$107,639.00	\$144,854.00
Thriving Wage (hourly)	\$36.36	\$68.46	\$88.04	\$120.68
Thriving Wage (annual)	\$75,620.00	\$142,404.00	\$183,132.00	\$251,004.00

2 Adults (Both Working-total wages)				
	0 Children	1 Child	2 Children	3 Children
Living Wage (hourly)	\$32.56	\$45.34	\$56.18	\$69.78
Living Wage (annual)	\$67,717.00	\$94,290.00	\$116,872.00	\$145,142.00
Thriving Wage (hourly)	\$51.70	\$75.21	\$93.77	\$121.51
Thriving Wage (annual)	\$107,526.00	\$156,434.00	\$195,042.00	\$252,736.00

## Comparable cities

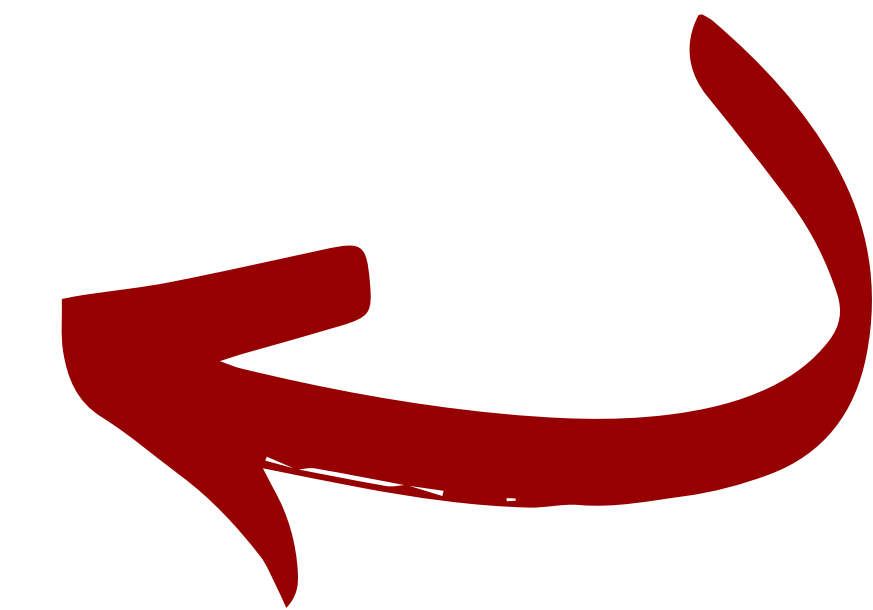
MAYOR SALARIES	
CITY	COUNCIL SALARY
San Francisco	\$357,084.00
Seattle	\$231,246.00
San Diego	\$231,000.00
Boston	\$207,000.00
<b>Portland</b>	<b>\$175,463.00</b>
Sacramento	\$164,205.00
Minneapolis	\$140,812.00

Mayoral salaries in cities KATU compared to (KATU)

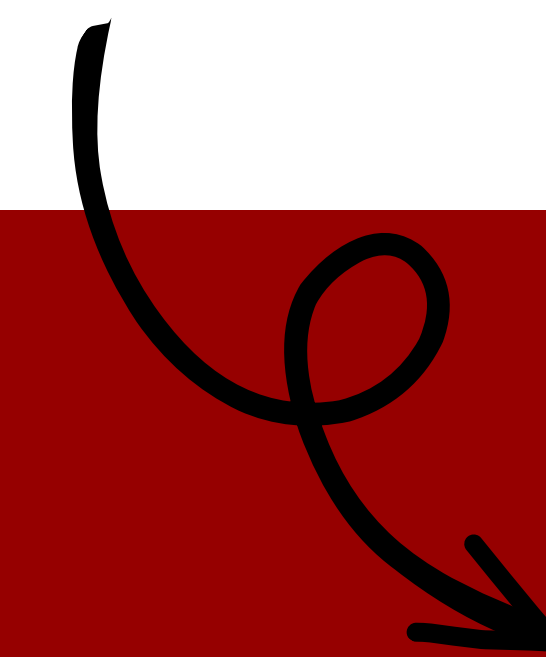
CITY COUNCILOR SALARIES	
CITY	COUNCIL SALARY
San Diego	\$173,381.00
San Francisco	\$156,442.00
<b>Portland</b>	<b>\$142,404.00</b>
Seattle	\$137,432.00
Boston	\$120,000.00
Minneapolis	\$109,846.00
Sacramento	\$102,793.00

City council salaries in cities we compared Portland's proposed raises to (KATU)

**As shared by KATU**



**Interested in data? Read the report to learn more!**



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# Proposed Wages



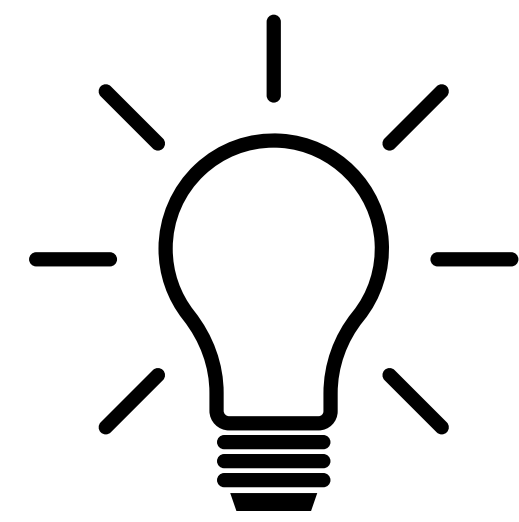
**Mayor: \$175,463**



**Auditor: \$168,758**



**Council: \$142,404**



Did you know these new salaries still only represent 0.33% of the City's general fund budget?

\*Based on the FY 2022-23 general fund (\$927,444,765) and does not account for the language pay differential or cost of living adjustments.

## Why does this matter?



These are full-time jobs.



Elected officials are not allowed to have any other jobs or businesses.



We need diverse community leaders.

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