

Tuesday, May 23, 2023



Independent Salary Commission

Voter approved. Community centered. City delivered.



Portland
Transition



Zoom Overview

- Meeting is being recorded and will be posted on the Commission’s website.
- We have Close Captioning, American Sign language, and Spanish interpretation available.
- Commissioners, please change your chat setting to “Everyone”.
- Community members, you can submit questions or thoughts through the Q&A.



Commission Business

- Approve May 9 meeting minutes
- Public Comment report
- Agenda review

Meeting Agenda

TIME	ACTIVITY
6:00 – 6:05pm	Welcome
6:05 – 6:15pm	Commission Business <ul style="list-style-type: none">• Adopt May 9 meeting minutes• Public Comment report• Agenda review
6:15– 6:30pm	Public Comment
6:30– 7:15pm	BHR research and Methodology Discussion <ul style="list-style-type: none">• Data points for structuring salary recommendations• Discuss each data set and make decisions
7:15 – 7:55pm	Differential Pay Discussion & Guest Speaker <ul style="list-style-type: none">• Commissioner Martinez-Alicea• Latricia Tillman, Northwest Racial Equity Leaders
7:55pm	Next Steps
8:00pm	Meeting Adjourned



Public Comment

- 2 minutes per community member
- Community members had the opportunity to sign-up ahead of time
- If you want to testify & we have time on the agenda, sign-up by “raising” Zoom hand



BHR Research and Methodology Discussion

Guiding Principles

1. Pay will open opportunities for historically marginalized communities and will not be a deterrent to running and holding office.
2. Pay should be based on examining a range of data, be fiscally responsible, and consider the city's budget, the public, and the elected officials.
3. Pay should reflect the City of Portland's values around anti-racism, equity, transparency, communication, collaboration, and fiscal responsibility

Data in Support of Methodology

Data to support the values of Anti-racism and Equity

- **Anti-Oppressive Pay article**
- **Current wages of elected officials with COLA added**
- **Household data**
- **Wage data based on cost of living in Portland**
- **Pay gap trends**

Data to support the value of Fiscal Responsibility

- **Market data**
- **Budget**

Data in Support of Methodology

Summary of Data – Anti-Racism and Equity

Anti-Oppressive Pay Article by Rashmi Dixit and Kate Dixon

The Salary Commission recognizes that for pay to be anti-oppressive, it must "embrace pay concepts that depart from an over-reliance on market pay." (Dixit & Dixon, 2021, April 1). While the Commission will still consider market pay data, including:

- the current wages of elected official
- the current wages of elected officials with cost-of-living adjustments (COLA) added
- market averages from cities with comparable populations
- wage data based on the cost of living in Portland

we recognize that market pay is only instructive and not conclusive. For example, the Commission recognizes that many elected positions are viewed as part-time and are paid as such. The City of Portland has identified all the positions we are considering as full-time and, therefore, the Commission will not take any part-time salaries into account in the data reviewed in our decision-making process.

Summary of Data – Anti-Racism and Equity

Elected Official Salary with COLA and Benefits Costs Applied

Elected Official	Current & 7/1/2018 Salary	23/24 Salary with COLA Applied	23/24 Salary with COLA + Benefits Applied
Mayor	\$143,666	\$159,245	\$238,867
Commissioner	\$125,694	\$139,318	\$208,978
City Auditor	\$125,694	\$139,318	\$208,978

- City-paid parking is available to the Mayor and to each Commissioner
- Medical, dental and vision coverage – 95% paid by City
- Basic life insurance coverage of \$50k
- Short and Long Term Disability coverage – 40% base salary with premium paid by City
- Optional buy up coverage for life insurance and disability
- Employee Assistance Program
- Voluntary Flexible Spending Accounts for Healthcare and Dependent Care
- PERS
- Deferred Compensation 457 program

Data in Support of Methodology

Summary of Data – Anti-Racism and Equity

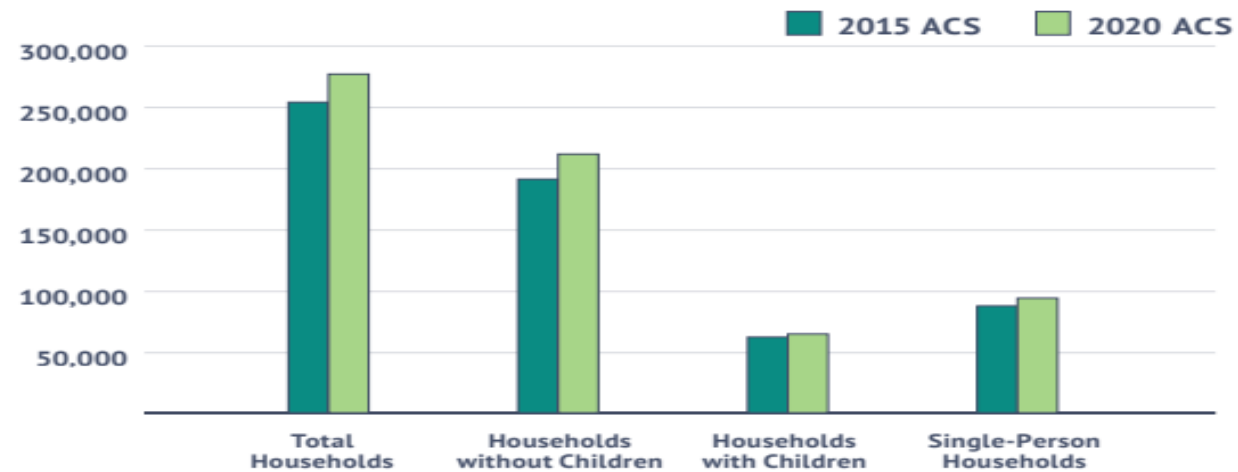
Pay Gap Trends in Oregon

Race or Ethnicity	Average Weekly Earnings	Earnings per Dollar
White	\$1,008.29	\$1.00
Black	\$926.36	\$0.92
Native American/American Indian	\$678.90	\$0.67
Asian-Pacific Islander	\$1,104.37	\$1.10
Hispanic/Latino	\$676.11	\$0.67
Multiracial	\$766.93	\$0.76

Summary of Data – Anti-Racism and Equity

Household Structure in Portland

Fig. 1.12 Number of Households



Source: U.S. Census Bureau—2015 5-year ACS Estimates, 2020 5-year ACS Estimates

76% of Portland households do not include children. 34% are single person households. 24% include children. 7% are single parent households.

Data in Support of Methodology

Summary of Data – Anti-Racism and Equity

Wage data based on cost of living 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

Data in Support of Methodology

Summary of Data – Anti-Racism and Equity

Wage data based on cost of living in Portland

	2 Adults (1 Working)			
	0 Children	1 Child	2 Children	3 Children
Living Wage (hourly)	\$32.56	\$39.70	\$44.93	\$52.45
Living Wage (annual)	\$67,717	\$82,583	\$93,458	\$109,088
Thriving Wage (hourly)	\$51.70	\$63.95	\$71.26	\$86.84
Thriving Wage (annual)	\$107,526	\$133,018	\$148,214	\$180,628

Data in Support of Methodology

Summary of Data – Anti-Racism and Equity

Wage data based on cost of living in Portland

	2 Adults (Both Working)			
	0 Children	1 Child	2 Children	3 Children
Living Wage (hourly)	\$16.28	\$22.67	\$28.09	\$34.89
Living Wage (annual)	\$67,717.00	\$94,290.00	\$116,872.00	\$145,142.00
Thriving Wage (hourly)	\$25.85	\$37.60	\$46.89	\$60.75
Thriving Wage (annual)	\$53,763.00	\$78,217.00	\$97,521.00	\$126,368.00

Data in Support of Methodology

Summary of Data – Fiscal Responsibility

Market Data

Mayor	
City of Portland	\$ 143,666
Market Average	\$ 177,897
City Council Member	
City of Portland	\$ 125,694
Market Average	\$ 111,760
Auditor	
City of Portland	\$ 125,694
Market Average	\$ 166,744

Data in Support of Methodology

Summary of Data – Fiscal Responsibility

Budget Data for Current 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%

Council – 4 offices with 13.5 staff on average

Mayor – 26 staff

Auditor – 36 staff



Invited Guest Speaker & Discussion

Commissioner Martinez-Alicea and Latricia Tillman



Next Steps

- Next meeting is Tuesday, May 30th
- Next meeting will be hybrid and include public comment
- Commissioners will be in person

Meeting Adjourned

