

Tuesday, May 9, 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 April 27 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 April 27 meeting minutes• Public Comment report• Agenda review
6:15– 7:00pm	Invited Guests & Discussion <ul style="list-style-type: none">• Metro Councilor Duncan Hwang• Former State Representative Teresa Alonso Leon
7:00– 7:40pm	BHR research and Methodology Discussion <ul style="list-style-type: none">• Data points for structuring salary recommendations• Discuss each data set and make decisions
7:40 – 7:55pm	Public Comment
7:55pm	Next Steps
8:00pm	Meeting Adjourned



Invited Guest Speakers

Metro Councilor Duncan Hwang

Former State Representative Teresa Alonso Leon



BHR Research and Methodology Discussion

Guiding Principle

Pay should not be a deterrent to holding office

Pay should be fiscally responsible

Let's workshop!

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**
- **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 article identifies six factors that can have systemically oppressive impacts on pay structures:

- Levels
- Functions
- Performance
- Transparency
- Market Pay
- Rewards Practices

Data in Support of Methodology

Summary of Data – Anti-Racism and Equity

Elected Official Salary with COLA Applied

Elected Official	Current & 2018 Salary	22/23 Salary with COLA
Mayor	\$143,666	\$159,245
Commissioner	\$125,694	\$139,318
City Auditor	\$125,694	\$139,318

Summary of Data – Anti-Racism and Equity

Elected Official Salary with COLA and Benefits Costs Applied

Elected Official	22/23 Salary with COLA	22/23 Salary w/Benefits
Mayor	\$159,245	\$238,868
Commissioner	\$139,318	\$208,977
City Auditor	\$139,318	\$208,977

- 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

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	\$ 197,397

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



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



Next Steps

- Next meeting is Tuesday, May 23rd
- Next meeting will be hybrid and include public comment
- Any additional research requests?

Meeting Adjourned

