

Tuesday, June 13, 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.

Meeting Agenda

TIME	ACTIVITY
6:00 – 6:05pm	Welcome & Zoom logistics
6:05 – 6:15pm	Commission Business: <ul style="list-style-type: none">• Adopt May 30 meeting minutes• Public comment report
6:15-6:30pm	Public Comment
6:30– 7:00pm	Differential Pay Discussion with City Attorney, Heidi Brown
7:00-7:55pm	Salary Proposal Options <ul style="list-style-type: none">• Floors and Ceilings• Differential Pay Example• Conditional Proposal
7:55– 8:00pm	5-minute Break
8:00 – 8:30pm	Review/edit Communication Materials <ul style="list-style-type: none">• Draft Report• Draft Survey• One pager, table posters, flyer etc.
8:30-8:55pm	Engagement Plan <ul style="list-style-type: none">• Media Spokesperson• Listening Session• IDC tabling events
8:55pm	Next Steps
9:00pm	Meeting Adjourned



Commission Business

- Approve May 30 meeting minutes
- Public Comment report



Public Comment

- 3 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



Differential Pay Discussion

Heidi Brown, Chief Deputy City Attorney on Labor & Employment



Salary Proposal Options

Floors & Ceilings
Differential Pay
Conditional Proposal

Floors & Ceilings/Differential Pay

Methodology

- % difference between Council Member salary and Mayor Salary was determined for each city
- Once differences for all cities were determined, the average % difference was calculated
- The market average for Council Member was increased by the average % difference
- This calculation = Mayor base pay
- This same process was followed to determine Auditor base pay

FOR EXAMPLE....

Floors & Ceilings/Differential Pay

Methodology - Example

Baltimore: Mayor Salary = \$194,907 / Council Member Salary = \$74,347 → 76% dif in pay
Boston: Mayor Salary = \$180,944 / Council Member Salary = \$135,708 → 67% dif...etc.

Difference in Mayor and Council Member calculated for each city

Average % difference between Mayor and Council Member = 57%

Council Member market average = \$111,760

$\$111,760 + 57\% = \$175,563$ → Base pay for Mayor

Floors & Ceilings/Differential Pay

Market Data Analysis

3% Step Spread	Base Pay	Step 1	Step 2	Step 3
Mayor Range	\$ 175,463	\$ 180,727	\$ 186,149	\$ 191,733
Auditor Range	\$ 168,758	\$ 173,820	\$ 179,035	\$ 184,406
Council Range	\$ 142,404	\$ 146,676	\$ 151,076	\$ 155,609

5% Step Spread	Base Pay	Step 1	Step 2	Step 3
Mayor Range	\$ 175,463	\$ 184,236	\$ 193,448	\$ 203,121
Auditor Range	\$ 168,758	\$ 177,195	\$ 186,055	\$ 195,358
Council Range	\$ 142,404	\$ 149,524	\$ 157,000	\$ 164,850

Conditional Pay Structure

Is the Salary Commission interested in creating a pay recommendation that is conditional on decisions yet to be made?

Office Staffing

Duties of Council President

Other



5-minute break!



Communication Materials

Draft Report
Draft Survey
ISC Fact Sheet
ISC Poster Boards
ISC Events Flyer

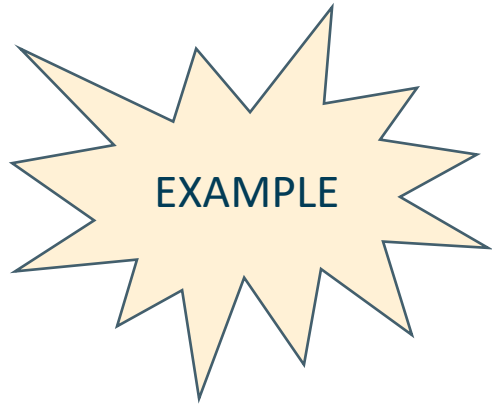


Community Engagement


Media Spokesperson will be:

Commissioner Engers

Listening Session- June 27, 6pm-8pm



Time	Activity
10 mins	Welcome & Overview <ul style="list-style-type: none">•Welcome•Zoom logistics: Q&A, raised hand, Recording, Mute/Unmute, ASL + Spanish + Closed Captioning•Agenda overview
35 mins	Educational Presentation on ranked choice voting <ul style="list-style-type: none">•Voting methods•Ranked choice voting
10 mins	Break
60 mins	Small group discussion <ul style="list-style-type: none">•Small group facilitated discussion in Zoom breakout rooms
5 mins	Closing & next steps <ul style="list-style-type: none">•Closing remark•How to continue to engage

JUNE				1	2 E-newsletter announces upcoming listening session	3
4	5	6	7	8	9	10
11	12	13 ISC mtg 	14	15	16 ISC releases proposal/survey	17
18	19	20	21	22	23	24
25	26	27 ISC listening session?	28	29 Council work session	30	

JULY						1
2	3	4	5 IDC hearing- Downtown 6pm-8pm	6 IDC hearing-East 6pm-8pm	7	8 IDC hearing- N/NE 12pm-2pm
9 IDC hearing- SE 1pm-3pm	10	11	12 IDC hearing- N/NE 6pm-8pm	13 IDC hearing- SE 6pm-8pm	14	15 IDC hearing- Downtown 12pm-2pm
16 IDC hearing- East 1pm-3pm	17	18	19	20 ISC Mtg- VOTE!	21	22
23	24 ISC Mtg- VOTE!	25	26	27	28	29



Next Steps

- Next meeting is Tuesday, June 27th – listening session!
- Get the word out!
- Keep an eye on your inboxes for updates and info

Meeting Adjourned

