

# Public Hearing

June 27, 2023



## Independent Salary Commission

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



**Portland  
Transition**

# Zoom Overview

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- **Recording:** Recording of the educational presentation will be posted on our website for later viewing.
- **Spanish Interpretation available:** To turn on, please click on the globe icon at the bottom right of your zoom panels.
- **Mute:** Please remember to mute yourself when not speaking.
- **Chat:** If you have questions or thoughts as folks are presenting, please put them in the chat. We won't be able to answer questions during the presentation, but they will become part of the meeting record.
- **Tech support:** We have Zoom tech support available. If you have any Zoom problems, contact Sofia Alvarez-Castro via Zoom Chat.

# Public Hearing Agenda

TIME	ACTIVITY
6:00 – 6:05 pm	Welcome
6:05 – 6:50 pm	Educational presentation on the Draft Salary Proposal
6:50– 7:25 pm	Public Comment
7:25– 7:30 pm	Closing remarks
7:30 pm	Hearing adjourned

# 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.



# Salary Commissioners



## Independent Salary Commission



## Alternate Members



**Portland Transition**  
Voter approved.  
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# Independent Salary Commission Methodology

## Desired outcomes

CHARTER COMMISSION OUTCOMES	CONSIDERATIONS SPECIFIC TO SALARY COMMISSION
More voices being heard in elections	<ul style="list-style-type: none"> <li>• More Portlanders vote and the electorate is more reflective of our entire community</li> <li>• Voters have more choices and more opportunities to elect their preferred candidate</li> </ul>
Councilors who are easy to reach	<ul style="list-style-type: none"> <li>• Portlanders can access services and influence power regardless of their wealth or other privilege</li> <li>• Candidates for elected office face less barriers, play by the same rules, and aren't advantaged by wealth</li> </ul>
Councilors who look like the community they represent	<ul style="list-style-type: none"> <li>• City Council spends more time engaging constituents including in policy development</li> <li>• Candidates reflect our diverse communities</li> <li>• Elected officials reflect our diverse communities and the community they represent</li> </ul>
Councilors who understand your community needs	<ul style="list-style-type: none"> <li>• Representative candidates and councilors improve the effectiveness of government responses</li> <li>• There are improved community outcomes because government responses are more effective</li> </ul>
Councilors who answer to the people	<ul style="list-style-type: none"> <li>• Government is answerable to us for its actions and its commitments to anti-racism and equity</li> </ul>
Councilors who safeguard democracy	<ul style="list-style-type: none"> <li>• People don't perceive conflicts of interest when Council makes laws</li> </ul>

# Independent Salary Commission Methodology



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Identify guiding principles

## 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



1

## Additional guiding principles



- City Charter explicitly prevents elected officials from working additional jobs or receiving outside income
- The Charter Commission reinforced the roles in charter that require the positions to be full-time in order to fulfill their responsibilities



## Living versus thriving wages 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

Values: Anti-Racism, Equity

2

Evaluate values-informed data



## Current wages of elected officials

Elected Official	Correction: 2018 Salaries	23/24 Salary with COLA Applied	23/24 Salary with COLA + Benefits Applied
Mayor	\$143,666	\$159,245	\$238,867
Commissioner	\$120,973	\$134,098	\$201,146
City Auditor	\$120,973	\$134,098	\$201,146

Table 1. A table listing the current salaries of commissioners, the Mayor, and the City Auditor. This data and a more detailed list of benefits can be found in the report provided by BHR, Research Requests from 5.9.23 Meeting and in the separate attachment, [BHR- COLA Applied to Elected Pay- CORRECTED 6.16.23.](#)

Values: Fiscal Responsibility

## 2 Evaluate values-informed data

### Market comparisons for similar roles in comparable sized cities

<b>Mayor</b>	
City of Portland current salary with COLA applied	\$ 159,245
Market Average	\$ 177,897
<b>City Council Member</b>	
City of Portland current salary with COLA applied	\$ 134,098
Market Average	\$ 111,760
<b>Auditor</b>	
City of Portland current salary with COLA applied	\$ 134,098
Market Average - Pay Ranges	\$ 166,744
Market Average - Actual Incumbent Pay	\$ 161,813

Table 5. A table comparing the current salaries (with COLA applied) of Portland's Mayor, City Council, and Auditor against market wages. This table is available in the BHR report Research Requests from 4.27.23 Meeting and as a separate attachment, BHR- COLA Applied to Elected Pay- CORRECTED 6.16.23.

Additional information on other cities' Mayor and Council member wages is available in the BHR report Research Requests from 4.11.23 Meeting.

Values: Equity, Fiscal Responsibility

3

Invite subject matter experts



## ISC Public Meeting #4: May 9



Duncan Hwang,  
Metro Councilor



Teresa Alonso Leon,  
former state rep

## ISC Public Meeting #5: May 23



Rut Martinez-Alicea,  
OFB Equity Director



Latricia Tillman,  
Chief E&I Officer,  
Washington County

## ISC Public Meeting #6: May 30



Andres Oswill, Campaign  
Manager, Opp to Serve OR  
Coalition



Jennifer Parrish Taylor,  
Steering Committee, Opp to  
Serve OR Coalition

# Independent Salary Commission Methodology

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Invite subject matter experts



I have a second job in addition to being a Metro councilor. I make it work, but I'm getting too old to pull all-nighters

The average rent for a 2 bedroom in my district requires an income over \$101k. It would be virtually impossible for me to live in my own district without two jobs

I really want to see my city councilor in the community as much as possible and be able to focus on their job



Duncan Hwang,  
Metro Councilor

# Independent Salary Commission Methodology

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Invite subject matter experts



I am the first indigenous immigrant Latina legislator in the history of our state

Folks from across the state would reach out to my office because I spoke Spanish or because I looked like many of them. I couldn't turn them away because maybe their state legislator didn't speak their language. I was actually doing more work.

I didn't realize that becoming a legislator would mean I would have to sacrifice my life savings.



Teresa Alonso Leon,  
former state rep

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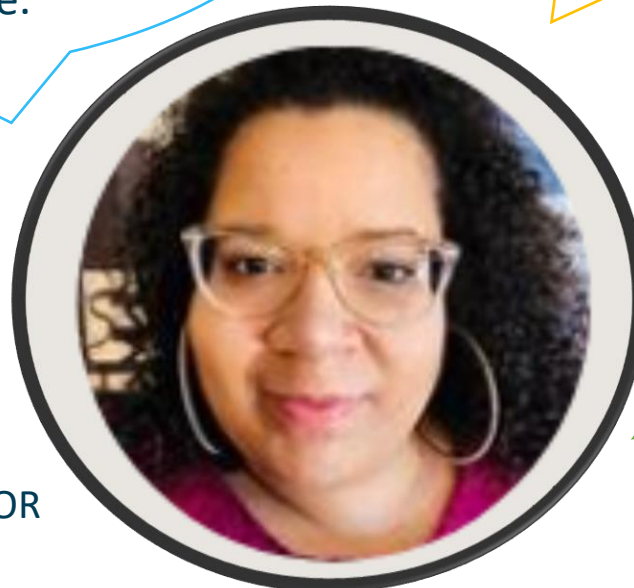
Invite subject matter experts



I am born and raised in Portland. After going to college and working in D.C., I wanted to be in public service here. I quickly found out I could not afford to run for office.

I would stress as you are all thinking through what a model would look like in terms of pay, think about the folks that you know would otherwise want to participate but they can't afford it. A lot of us don't have independent wealth.

It can be transformational to have a wage that allows someone to get out of survival mode. It not only impacts that person, but it impacts their community and the work that gets done in City Hall.



Jennifer Parrish Taylor,  
Opportunity to Serve OR  
Coalition



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Use data and testimony to define criteria



**Criteria 1:** Use the thriving wage for a single parent of one child as the base pay amount for all roles (\$142,404)

**Criteria 2:** Using the base pay for Council as the floor (\$142,404), identify the average difference in pay between councilors, mayors, and auditors from market data in comparable cities (Mayor +57%, Auditor +51%)

**Criteria 3:** Apply that average difference to the floor base pay to find the base pay salaries for Mayor and Auditor. (Mayor \$175,463, Auditor \$168,758)

**Criteria 4:** Apply a differential pay model to compensate for language skills. (4%)

**Criteria 5:** Include an expectation of COLA increases based on council-approved budget decisions for all non-represented staff.

5

Use criteria to draft salary proposal



The Salary Commission has identified the following base pay rates for elected positions:

Mayor: \$175,463.00

Auditor: \$168,758.00

Council: \$142,404.00

In addition, any elected official who chooses to qualify under the City of Portland's Language Access Program would receive an additional 4% base pay rate.

Base pay amounts were set from data that will soon become out of date and are therefore subject to any council-approved cost-of-living increases for non-represented employees beginning with the 23/24 fiscal year.

# Frequently Asked Questions

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# Is the Portland City Council giving themselves a big raise?

## ANSWER

- ❑ The city charter gives the Salary Commission authority to set the salaries to remove the conflict of interest of council approving their own pay. That means the current officeholders do not influence the proposal, nor do they need to vote on the proposal.
- ❑ The salaries set by the Salary Commission only impact the new form of government and will not take effect until January 1, 2025.

### Data considered:

- ✓ Portland City Charter

Why should councilors make more money when they no longer manage city bureaus?

> 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)

## ANSWER

- ❑ As seen on KATU, the proposed salaries for Mayor and Council are within market range for comparable roles that also do not manage bureaus.

Data considered:

- ✓ Expert testimony
- ✓ Current wages in Portland
- ✓ Market averages

# Why should councilors make more money when they no longer manage city bureaus?

## CONTINUED ANSWER

- ❑ The roles do not become less important, they shift in focus to serve you more directly. Without the need to manage bureaus, elected officials will be able to spend more time in community, working with you to address issues you care about most.
- ❑ Public service comes with sacrifice to one's privacy and career. To attract all types of qualified candidates, we must consider the personal and financial costs that can prevent someone from giving up the job they already have in order to represent and serve their community.

### Data considered:

- ✓ Expert testimony
- ✓ Portland City Charter
- ✓ Market averages
- ✓ Household structures
- ✓ Living vs Thriving wage (costs-of-living)

# Why should multi-lingual officeholders get paid more ?

## ANSWER

- ❑ People who speak languages other than English often do invisible labor.  
Examples include:
  - Building multilingual websites
  - Translating government documents
  - Holding meetings in multiple languages
  - Assisting other offices with communication
  
- ❑ It is already common practice in the City and in Washington County to compensate for language because it provides benefits in multiple ways.  
Examples include:
  - It improves access to government services for more Portlanders.
  - It helps electeds connect to their constituents within their districts.
  - It results in policies and solutions that reflect the will of more Portlanders.

Data considered:

✓ Expert testimony

How can you set salaries without job descriptions?

Shouldn't wages be based on performance?

## ANSWER

- ❑ The roles and responsibilities for elected officers in the City of Portland are defined in the city charter.
- ❑ The needed talents, skills, and experience to perform those roles are defined by the people through their votes.
- ❑ For very practical reasons, the salary should not be a barrier to attracting candidates with the talents, skills, and experiences that the people would find most valuable.
- ❑ The people provide a job performance review at every election by voting for the candidate that best reflects what Portland needs.

### Data considered:

- ✓ Expert testimony
- ✓ Portland City Charter
- ✓ Market averages



How will this impact the city budget?

Will other cuts need to be made just to pay officeholders more?

## ANSWER

- The budget is outside of the authority given to the Salary Commission by city charter.
- The City Budget Office and council is currently reviewing the entire funding allocation that council offices receive to see what funding could be reallocated based on anticipated staffing sizes and duties for the respective offices.

Data considered:

- ✓ Expert testimony
- ✓ Market averages



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.

# Public comments

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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

# Agreements

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- **Be courteous**
- **Stay on time**
- **Take care of yourself**



# Thank you for your feedback!

## Here are more ways to engage

**Online  
comment  
form**

**Email  
comment**

**Take the  
survey**

**Attend public  
meetings**



[www.portland.gov/transition/SalaryCommission](http://www.portland.gov/transition/SalaryCommission)



[transition@portlandoregon.gov](mailto:transition@portlandoregon.gov)

# Hearing Adjournd

