



## Research Requests from Independent Salary Commission

### April 27, 2023 Meeting

The following is a response to requests for information from Commissioners during the April 27, 2023 meeting, organized into broad subject headings.

#### Market Data

- Combine the previously requested salary data in a table with the geo-differential added.

Summary of results:

<b>Mayor</b>	
City of Portland	\$ 143,666
Market Average	\$ 177,897
<b>City Council Member</b>	
City of Portland	\$ 125,694
Market Average	\$ 111,760
<b>Auditor</b>	
City of Portland	\$ 125,694
Market Average	\$ 197,397*

\*Additional cities included to provide more data points

*See separate spreadsheet for detail; information on Council Pres, VP pending*

#### Benefit Costs

- What percentage of cost above base salary do benefits represent?

The current guidance from the City Budget Office is to add 50% to base salary for estimating non-represented position costs.

**Ted Wheeler, Mayor**

*We are an equal opportunity employer*





## Pay Gap Trends

- Provide trends on pay gaps among populations prioritized in the Commission’s values.

The following data is from Payscale.com:

<https://www.payscale.com/research-and-insights/racial-wage-gap-for-men/>

<https://www.payscale.com/research-and-insights/gender-pay-gap/#module-15>

Demographic	Controlled	Uncontrolled
White Men	\$1.00	\$1.00
White Women	\$0.99	\$0.83
Black Men	\$0.98	\$0.87
Black Women	\$0.99	\$0.80
Native American Men	\$0.99	\$0.91
American Indian and Alaska Native Women	\$0.99	\$0.72
Hispanic Men	\$0.99	\$0.91
Hispanic Women	\$1.00	\$0.79
Pacific Islander Men	\$1.00	\$0.95
Native Hawaiian and Pacific Islander Women	\$1.01	\$0.78
Asian Men	\$1.02	\$1.15
Asian Women	\$1.03	\$0.97

Uncontrolled - aggregate data across all jobs

Controlled - data compares pay in same job/same qualifications