

City of Portland Independent Salary Commission



Draft Salaries Plan June 2023

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What is the Independent Salary Commission?

The [Independent Salary Commission \(ISC\)](#) was created by the voter-approved amendments to the Portland City Charter, Measure 26-288, which passed in November 2022. The ISC is an independent 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.

What is the ISC's authority?

The ISC has the unique authority to establish the salaries for all elected positions that serve the City of Portland. Five human resource professionals and two alternates must reach a simple majority of three votes on a salary proposal before Aug. 1, 2023. The ISC is mandated to reconvene every two years to evaluate and make any amendments to salaries for elected positions.

Commission timeline

The IDC has roughly five months to complete research, public input, and determine its own methodology and criteria for setting salaries.

- *March 2023*: Determine desired outcomes, values, and bylaws.
- *April 2023*: Consider methodology and needed research metrics.
- *May 2023*: Deliberate on methodology and determine criteria.
- *June 2023*: Release draft salary proposal for community input.
- *July 2023*: Offer extended for community input feedback phase and decide final salary.
- *August 2023*: Document methodology and future recommendations before commissioners end their terms.

How are the salaries being determined?

The ISC used a values-based methodology to identify its guiding principles and criteria to identify salaries.

The ISC's guiding principles are:

- Pay will open opportunities for historically marginalized communities and will not be a deterrent to running and holding office.

- 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.
- Pay should reflect the City of Portland's values around anti-racism, equity, transparency, communication, collaboration, and fiscal responsibility

The ISC's methodology and criteria is:

- 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 officials with fiscal year 23/24 cost-of-living adjustments (COLA) added,
- market averages from cities with comparable populations or that neighbor Portland, and
- a thriving wage in the City of Portland for a single parent of one child,

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. It was the Charter Commission's intention that all the positions the Commission are considering are full-time, and, therefore, the Commission will not take any part-time salaries into account in the data reviewed for our decision-making process.

Metrics used to determine criteria

The ISC chose to prioritize the values of anti-racism, equity, and fiscal responsibility in their methodology. They then determined the metrics that would best inform those values to create their criteria.

Metrics included in final criteria:

- Anti-Oppressive Pay-Beyond Pay Equity (Dixit & Dixon, 2021)
- Current wages of elected officials
- Portland household makeup
- Living vs Thriving wages based on cost-of-living in Portland
- Market comparisons for similar roles in comparable sized cities

Metrics considered but not included in final criteria:

- Pay gap trends in Oregon disaggregated by Race
- Current budget allocations for Portland elected offices including staffing

Comment on the draft salary proposal

The ISC invites community members to share their input on the salary proposal by Sunday, July 16. Public input in any language is welcome. There are several ways to submit feedback.

- Complete [this survey](#)
- Call 3-1-1 and share your comments verbally
- Send an email to: transition@portlandoregon.gov
- Mail comments to the Office of Management and Finance, Independent Salary Commission, 1120 SW 5th Ave., Room 901, Portland, OR 97204
- Attend the ISC public hearings hosted on Tuesday, June 27.
- The ISC will also be present to take public comment at the following public hearings held by the Independent District Commission:
 - Wed., July 5 from 6-8pm
 - Thurs., July 6 from 6-8pm
 - Sat., July 8 from 12-2pm
 - Sun., July 9 from 1-3pm
 - Wed., July 12 from 6-8pm
 - Thurs., July 13 from 6-8pm
 - Sat., July 15 from 12-2pm
 - Sun., July 16 from 1-3pm

After gathering community input on the salary proposal throughout June and July, the ISC will reconvene on Thursday, July 20 to deliberate and vote on the final proposal.

To learn more about the different ways to comment, and for information about how to attend the virtual and/or in person public hearings, please visit:

www.portland.gov/transition/salarycommission.

Draft salary proposal

Appendix

Metrics included in final criteria

[Anti-Oppressive Pay-Beyond Pay Equity](#) (Dixit & Dixon, 2021)

<https://katedixon.org/anti-oppressive-pay-beyond-pay-equity>

Current wages of elected officials

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

Table 1.

Portland household makeup

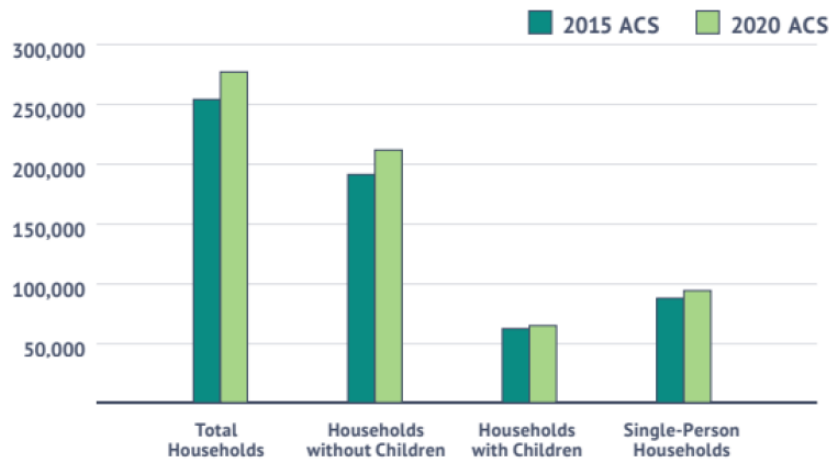
Family Structure in Portland Oregon

- What is the composition of families in Portland?

24% of Portland households include children; 76% are without.

34% are single person households. 18% are two person households with both working.

Fig. 1.12 Number of Households



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

Figure 1. Number of households in Portland with children, without children, or that are single-person households based on data from the American Community Survey. Reprinted from the Bureau of Human Resources' response to requests for information from the Salary Commission during their May 9, 2023 meeting.

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
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Table 2.

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

Table 3.

2 Adults (Both Working-total wages)				
	0 Children	1 Child	2 Children	3 Children
Living Wage (hourly)	\$32.56	\$45.34	\$56.18	\$69.78
Living Wage (annual)	\$67,717.00	\$94,290.00	\$116,872.00	\$145,142.00
Thriving Wage (hourly)	\$51.70	\$75.21	\$93.77	\$121.51
Thriving Wage (annual)	\$107,526.00	\$156,434.00	\$195,042.00	\$252,736.00

Table 4.

Market comparisons for similar roles in comparable sized cities

Mayor	
City of Portland	\$ 159,245

Market Average	\$ 177,897
City Council Member	
City of Portland	\$ 139,318
Market Average	\$ 111,760
Auditor	
City of Portland	\$ 139,318
Market Average - Pay Ranges	\$ 166,744
Market Average - Actual Incumbent Pay	\$ 161,813

Table 5.

Metrics considered but not included in final criteria

Pay gap trends in Oregon disaggregated by Race

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

Table 6.

Current budget allocations for Portland elected offices including staffing

Service Area	2022-23 Adopted Operating Budgets	% of City's Operating Budget
Council Offices	5,882,232	0.1%
Mayor	4,162,004	0.1%
Auditor	9,573,167	0.2%

Table 7.



Research Requests from Independent Salary Commission

March 28, 2023 Meeting

The following is a response to requests for information from Commissioners during the March 28, 2023 meeting, organized into broad subject headings.

Equity Tools and Resources

- What tools can we apply for equitable compensation analysis?
- What duties do elected officials have around engagement with marginalized communities?
- What comparators have similar duties?

In response to the commission's request for tools that can be applied to advance equitable outcomes for compensation, we began by researching guidance from the Society for Human Resource Management (SHRM), a professional human resources membership association. We found information on conducting equity audits of employee pay, including reviewing pay policies, ensuring data accuracy, comparing the work of employees, data analysis, review of legal compliance, and taking action to address disparities. Other compensation sources online echoed this process. As this information applies to equitable outcomes to an existing body of employees, we continued searching for information related to designing an equitable pay structure as more relevant to the work of the commission.

A pay structure refers to how compensation for a particular job is organized. Often this is a pay range, with a set entry wage and a maximum wage or cap. It can also be a step structure with an entry wage and progressive, scheduled increases to a higher step until the maximum step is reached.

We were unable to find specific tools or resources for designing an equitable pay structure from an internet search. We instead found best practices for designing pay structures in general. These include determining a compensation philosophy, solidifying a methodology, such as a point factor system or a market-based system. (Very few organizations use a point factor system, which assigns points to specific pre-determined values and pays jobs in relation to how they score.)

Ted Wheeler, Mayor

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Next steps are to understand the work performed, determining how jobs rank relative to one another, conducting market research, and determining the entry and maximum of a pay range.

SHRM has a comprehensive article here:

<https://www.shrm.org/resourcesandtools/tools-and-samples/how-to-guides/pages/howtoestablishsalaryranges.aspx>

We have reached out to our associates at the University of Southern California Race and Equity Center to request information about any resources of which they may be aware.

The Commission may also want to be aware of the Oregon pay equity law that requires employees performing work of comparable character to be compensated the same, although there are several factors that allow for differences. These are broadly listed as: seniority; merit; quantity/quality of products produced in a given time frame; geographic location; education; training; and experience.

Per the commission's request to compare the City's elected officials' duties around engagement with marginalized communities to those of other electeds, we surveyed ten cities that have a similar population size to Portland. None of these cities posted descriptions of the work of their elected officials. In our research we found only three cities that describe the work of their mayor. None had robust descriptions related to work around equity or community engagement.

Additionally, the duties and responsibilities listed in the City Charter do not address community engagement, except as expressed in the description of the Mayor, written as: *Advance the City's core values of anti-racism, equity, transparency, communication, collaboration and fiscal responsibility.*



Comparable Cities by Population

- What are the most comparable cities to Portland by population?
- Do they have salary commissions?

City	Population	Y/N	Additional Information
El Paso, TX	678,415		None found online; waiting for confirmation from city staff
Washington DC	670,050	No	
Boston, MA	654,776		None found online; waiting for confirmation from city staff
Las Vegas, NV	646,790	No	
Portland, OR	641,162	Yes	https://www.portland.gov/transition/salarycommission
Detroit, MI	632,464	No	Determined by staff based on market analysis, adopted by Council vote
Louisville, KY	628,594	No	
Memphis, TN	628,127		None found online; waiting for confirmation from city staff
Baltimore, MD	576,498	Yes	https://mayor.baltimorecity.gov/bc/boards/compensation-commission-elected-officials#boardinfo
Milwaukie, WI	569,330		None found online; waiting for confirmation from city staff

Budget / COLA / Elected Pay and Benefits

- Who creates the budget - Mayor creates and Council approves?

Bureaus develop a proposed budget that is submitted to the City Budget Office (CBO). CBO's primary function involves coordinating the development of the City's budget, including analysis and recommendations of each bureau's operating and capital budget, financial plan, and performance measures and provide the analysis to the Mayor's Office to develop the Mayor's Proposed Budget.

Process:

- Bureaus submit a proposed budget to CBO
- CBO performs analysis on Requested Budgets and submits analysis to Council
- Mayor's Office creates a Mayor's Proposed Budget based on bureau submittals and CBO's analysis
- Mayor's Proposed Budget is reviewed in Work Sessions and Public Testimony is provided
- Council may make amendments to the Mayor's Proposed Budget in Council Meetings
- Council and Mayor vote to adopt the Proposed Budget and amendments

Additional information here: <https://www.portlandoregon.gov/cbo/article/797752>



- What benefits do elected officials currently receive?

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

- How is pay for elected officials currently set? When is the last time it was updated?

In the past the positions of elected officials were included in the ordinance that updated the compensation ranges for non-represented classifications with a Cost of Living Adjustment (COLA). Each Council member was provided the option of approving a COLA adjustment for their own position. In 2019 it was determined that there was a conflict of interest for Council to approve their own salaries. Since then Council has not updated their pay rates.

- How is COLA calculated for represented employees? Is it the same for non-represented?

The COLA rate is set by the CPI-W: Consumer Price Index for Urban Wage Earners and Clerical Workers published by the Bureau of Labor Statistics, U.S. Department of Labor.

Collective bargaining agreements have set a minimum 1% COLA adjustment where the CPI-W is less than 1% and a maximum 5% COLA adjustment where the CPI-W is over 5%.

Adjustments for non-represented employees are included in the annual fiscal year budget and approved by City Council. The City Budget Office and the Bureau of Human Resources typically propose an adjustment that matches the represented rate.



Structure and Pay of Elected Official Offices

- What percent of the budget is represented by current elected officials' salaries?

Information pending.

- What is the cost of elected officials' staff and what is their salary structure?

Mayor, Auditor, and Commissioners' Office staff structure and compensation ranges are below.

Position Desc	# Positions	Area	Salary Range Minimum	Salary Range Midpoint	Salary Range Maximum
Mayor	1	Mayor		149,260.80	
Mayor's Chief of Staff	2	Mayor	88,899.20	122,220.80	155,542.40
Commissioner's Senior Staff Rep	4	Mayor	78,020.80	98,217.60	118,393.60
Commissioner's Staff Rep	16	Mayor	59,966.40	84,801.60	109,636.80
Commissioner's Admin Support Specialist	3	Mayor	47,236.80	60,008.00	72,779.20

Position Desc	# Positions	Area	Salary Range Minimum	Salary Range Midpoint	Salary Range Maximum
Auditor, City	1	Auditor		125,694.40	
Auditor - General Counsel	1	Auditor	123,780.80	167,107.20	210,433.60
Auditor - City Auditor Chief Deputy	1	Auditor	102,918.40	141,523.20	180,107.20
Auditor - Audit Services Director	1	Auditor	102,918.40	141,523.20	180,107.20
Auditor - City Ombudsman	1	Auditor	88,899.20	122,220.80	155,542.40
Auditor - Manager I	2	Auditor	88,899.20	122,220.80	155,542.40
Auditor - City Archivist	1	Auditor	88,899.20	122,220.80	155,542.40
Auditor - Supervisor II	1	Auditor	77,376.00	108,700.80	140,025.60
Auditor - Performance Auditor III	1	Auditor	77,376.00	108,700.80	140,025.60
Auditor - Deputy Ombudsman	2	Auditor	70,220.80	93,516.80	116,792.00
Auditor - Supervisor I	1	Auditor	70,220.80	93,516.80	116,792.00
Auditor - Archives&RecordsCoordinatorIII	1	Auditor	70,220.80	93,516.80	116,792.00
Auditor - Business Systems Analyst II	1	Auditor	70,220.80	93,516.80	116,792.00
Auditor - Clerk to City Council	1	Auditor	70,220.80	93,516.80	116,792.00
Auditor - Performance Auditor II	5	Auditor	70,220.80	93,516.80	116,792.00
Auditor - Administrative Specialist III	1	Auditor	59,072.00	84,302.40	109,512.00
Auditor - Analyst I	2	Auditor	59,072.00	84,302.40	109,512.00
Auditor - Archives&RecordsCoordinator II	3	Auditor	59,072.00	84,302.40	109,512.00
Auditor - Performance Auditor I	1	Auditor	59,072.00	84,302.40	109,512.00
Auditor - Administrative Specialist II	3	Auditor	53,539.20	76,398.40	99,236.80
Auditor - Archives&RecordsCoordinator I	1	Auditor	53,539.20	76,398.40	99,236.80
Auditor - Coordinator I	1	Auditor	53,539.20	76,398.40	99,236.80
Community Service Aide I	1	Auditor	30,680.00		34,382.40
Community Service Aide I	1	Auditor	30,680.00		34,382.40
Community Service Aide II	1	Auditor	32,302.40		58,843.20

Position Desc	# Positions	Area	Salary Range Minimum	Salary Range Midpoint	Salary Range Maximum
Commissioner	1	Rubio		125,694.40	
Analyst III	1	Rubio	77,376.00	108,700.80	140,025.60
Commissioner's Chief of Staff	1	Rubio	101,878.40	118,664.00	135,449.60
Commissioner's Senior Staff Rep	3	Rubio	78,020.80	98,217.60	118,393.60
Commissioner's Staff Rep	3	Rubio	78,020.80	98,217.60	118,393.60
Coordinator III	1	Rubio	70,220.80	93,516.80	116,792.00
Coordinator II	1	Rubio	59,072.00	84,302.40	109,512.00
Community Service Aide II	8	Rubio	32,302.40		58,843.20

Position Desc	# Positions	Area	Salary Range Minimum	Salary Range Midpoint	Salary Range Maximum
Commissioner	1	Ryan		125,694.40	
Analyst III	2	Ryan	77,376.00	108,700.80	140,025.60
Commissioner's Chief of Staff	1	Ryan	101,878.40	118,664.00	135,449.60
Commissioner's Senior Staff Rep	4	Ryan	78,020.80	98,217.60	118,393.60
Commissioner's Staff Rep	3	Ryan	59,966.40	84,801.60	109,636.80
Commissioner's Admin Support Specialist	1	Ryan	47,236.80	60,008.00	72,779.20
Community Service Aide II	1	Ryan	32,302.40		58,843.20
Community Service Aide II	1	Ryan	32,302.40		58,843.20
Community Service Aide I	1	Ryan	30,680.00		34,382.40

Position Desc	# Positions	Area	Salary Range Minimum	Salary Range Midpoint	Salary Range Maximum
Commissioner	1	Gonzalez		125,694.40	
Commissioner's Chief of Staff	1	Gonzalez	101,878.40	118,664.00	135,449.60
Commissioner's Senior Staff Rep	1	Gonzalez	78,020.80	98,217.60	118,393.60
Commissioner's Staff Rep	4	Gonzalez	59,966.40	84,801.60	109,636.80
Commissioner's Admin Support Specialist	1	Gonzalez	47,236.80	60,008.00	72,779.20
Community Service Aide I	2	Gonzalez	30,680.00		34,382.40

Position Desc	# Positions	Area	Salary Range Minimum	Salary Range Midpoint	Salary Range Maximum
Commissioner	1	Mapps		125,694.40	
Commissioner's Chief of Staff	1	Mapps	101,878.40	118,664.00	135,449.60
Commissioner's Senior Staff Rep	2	Mapps	78,020.80	98,217.60	118,393.60
Commissioner's Staff Rep	3	Mapps	59,966.40	84,801.60	109,636.80
Commissioner's Admin Support Specialist	1	Mapps	47,236.80	60,008.00	72,779.20
Community Service Aide II	2	Mapps	32,302.40		58,843.20



Research Requests from Independent Salary Commission

Prior Meetings

Current Budget % of 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%
Transportation	336,490,807	5.6%
Parks & Recreation	402,764,074	6.7%
Public Safety	713,459,287	11.9%
Community Development	914,976,954	15.2%
City Support Services	1,407,569,836	23.4%
Public Utilities	2,218,492,910	36.9%
	6,013,371,271	

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April 11, 2023 Meeting

The following is a response to requests for information from Commissioners during the April 11, 2023 meeting, organized into broad subject headings.

Roles of Elected Officials

- What elements of the roles of elected officials are unique to the City of Portland? Is there anyone we can invite who might be able to speak to this or who we can get information from?

Request being reviewed by City of Portland Charter Transition Team, awaiting response.

- What can we use to value the positions based on any Charter drivers, such as increasing representation? Are there other cities doing this?

Request sent to contact at International City/County Management Agency, awaiting response.

- What are the qualifications for Mayor, Councilors, Auditor?

Each elected official shall be a citizen of the United States and of the State of Oregon, and a registered voter who shall have been a resident of the City of Portland or of an area which has become part of the City prior to filing the declaration of candidacy or petition for nomination, for a period of not less than one (1) year immediately preceding the election.

A Councilor elected from a district must have resided in that district and been a registered voter in that district for a period of not less than one (1) year immediately preceding the election. If any officer shall be elected without such qualifications or shall cease to have the same, the office shall immediately become vacant.

The Auditor shall have the qualifications of the Mayor, and in addition, shall at the time of filing a declaration of candidacy, or a nominating petition for the office of Auditor be a Certified Public Accountant, Certified Internal Auditor, or Certified Management Accountant and remain certified as such throughout the term of office, if elected.

Anticipated Staff Structure

- What is the staff structure estimated to be?

Prior estimates assume each of the twelve new offices will have between 3 and 4.7 full-time equivalent staff members supporting the Councilor. This assumption is informed by comparative research of other jurisdictions. Both estimates assume that each district of 3 representatives will have some level of shared staff providing communications and business operations functions:

<https://www.portland.gov/transition/documents/2022-city-charter-reform-cost-summary/download>



Wages of Elected Officials, Staff

- From 2019 to present, what were the COLA amounts that were applied?

Elected Official	Current & 7/1/2018 Salary	19/20 Salary with COLA Applied (3.9%)	20/21 Salary with COLA Applied (0%)	21/22 Salary with COLA Applied (1.6%)	22/23 Salary with COLA Applied (5%)	23/24 Salary with COLA Applied (5%)
Mayor	\$143,666	\$149,261	\$149,261	\$151,653	\$159,245	\$167,211
Commissioner	\$125,694	\$130,603	\$130,603	\$132,683	\$139,318	\$146,286
City Auditor	\$125,694	\$130,603	\$130,603	\$132,683	\$139,318	\$146,286

- How were the pay ranges of elected staff determined (Senior Staff Reps, Staff Reps, Admin Spec and any other classes specific to Mayor, Commissioner, and Auditor Offices)? Was there a market review? If so, what were the comparable cities?

Classifications and salary ranges for administrative staff of elected officials were established in a compensation study in 2002. These files appear to be save physically in the Records Office and were not readily available. Apparently rates have been adjusted by COLA since then. Auditor staff were included in a compensation study that began in 2014 however in 2017 the Auditor’s Office became independent and has been responsible for setting pay for all Auditor classifications.

Portland Living Wage

- What is a living wage in Portland? What is a thriving wage or what would you need to earn in Portland to only put 50% of your income toward expenses (see 50/30/20 rule for reference).

See separate spreadsheet



Other Salary Commissions

- Do cities in Oregon, WA, and CA have salary commissions? What do they pay their elected officials?

Vancouver, WA and Tacoma, WA engage Salary Commissions:

<https://www.cityofvancouver.us/src>

https://www.cityoftacoma.org/government/committees_boards_commissions/citizen_commission_on_elected_salaries

City of Vancouver, WA

Office	Current Pay Rate
Mayor	\$34,500
City Council Member	\$27,000

***has Salary Commission**

City of Beaverton, OR

Office	Current Pay Rate
Mayor	\$96,795
City Council Member	1600 mthly stipend

City of Los Angeles, CA

Office	Current Pay Rate
Mayor	\$297,874
City Council Member	\$229,137

City of Hillsboro, OR

Office	Current Pay Rate
Mayor	\$74,303
City Council Member	

City of Tacoma, WA

Office	Current Pay Rate
Mayor	\$112,668
City Council Member	\$49,596

***has Salary Commission**



City of Seattle, WA

Office	Current Pay Rate
Mayor	\$231,246
City Council Member	\$137,432 - \$144,614

City of San Diego, CA

Office	Current Pay Rate
Mayor	\$231,174
City Council Member	\$173,381

- Provide more information on the Baltimore, MD salary commission

<https://mayor.baltimorecity.gov/bc/boards/compensation-commission-elected-officials#boardinfo>

Request for additional information made to Baltimore Salary Commission contact, awaiting response.



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:

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*

*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.

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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



Research Requests from Independent Salary Commission

May 9, 2023 Meeting

The following is a response to requests for information from Commissioners during the May 9, 2023 meeting, organized into broad subject headings.

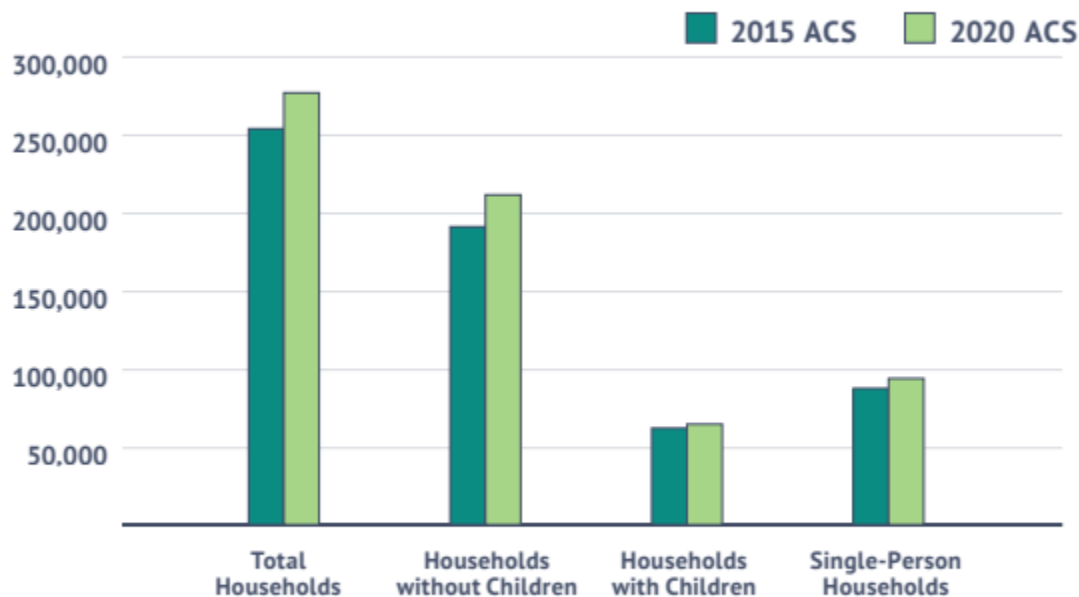
Family Structure in Portland Oregon

- What is the composition of families in Portland?

24% of Portland households include children; 76% are without.

34% are single person households. 18% are two person households with both working.

Fig. 1.12 Number of Households



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

Section 1 of the Bureau’s [State of Housing Report](#) provides an overview of Portland’s population demographics.

Ted Wheeler, Mayor

We are an equal opportunity employer



Please notify the City of Portland of the need for ADA accommodations no less than five (5) days prior to any City-sponsored event by contacting the Bureau of Human Resources at 503-823-3572 or the City’s TTY at 503-823-6868.



Salary of Elected Officials with COLA and Benefits Costs Added

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	\$238,868
Commissioner	\$125,694	\$139,318	\$208,977
City Auditor	\$125,694	\$139,318	\$208,977

Benefits include:

- 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



Research Requests from Independent Salary Commission

May 23, 2023 Meeting

The following is a response to requests for information from Commissioners during the May 23, 2023 meeting, organized into broad subject headings.

Information on Language Pay Differential Program

- How is the City's Language Pay Differential applied?

Resolution 37525 established the City's Language Pay Differential Program:

<https://www.portland.gov/sites/default/files/2022/agenda-no-council-resolution-no.-37525-establish-a-language-pay-differential-for-multilingual-staff.pdf.pdf>

Details of the application process are found here: <https://www.portland.gov/bhr/class-comp/language-pay-differential-overview/language-pay-differential-processes>

In summary, any employee may request a \$1 per hour premium to be applied to their hourly wage to compensate for the use of a language other than English while on the job, to support access to services to residents and visitors. A list of languages and public-facing jobs has been identified as aligning with the purpose of the program. Individuals who speak these languages and work in these jobs submit an application, are tested, and receive the differential when they pass the test. Employees may also apply for the differential if they speak a language not on the list and/or work in a job other than those identified. These applications are reviewed on a case-by-case basis by Bureau of Human Resources and Office of Equity and Human Rights staff.

Information on the Employee Assistance Program Benefit

- What are the components of the City's EAP?

The City of Portland partners with CityStrong GuidanceResources and Canopy to provide free and confidential support to employees and eligible dependents. Non-represented employees can contact a ComPsych Employee Assistance Program counseling professional who listen to their concerns and guide them to the appropriate services. Alternately, employees can visit GuidanceResources Online at www.guidanceresources.com. Services Include: • Confidential Counseling • Work-Life Solutions • Legal Support • Financial Information • GuidanceResources® Online • Interactive Digital Tools.

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Updated Market Summary

- Update the market summaries using current City of Portland pay with proposed COLA rates added.

Mayor	Salary
City of Portland	\$ 159,245
Market Average	\$ 177,897
City of Portland lags market by 10.48%	
City Council Member	
City of Portland	\$ 139,318
Market Average	\$ 111,760
City of Portland leads market by 24.66%	
Auditor	
City of Portland	\$ 139,318
Market Average	\$ 166,744
City of Portland lags market by 16.45%	

Confirmation of Market Data for San Jose, CA

- Are the numbers for San Jose, California in the market survey correct?

The numbers are correct. San Jose is a Silicon Valley city with a high cost of living relative to Portland and national averages.



Confirmation of Data from Auditor’s Office

- Review the data from the Auditor’s Office.

The market information provided by the Portland City Auditor’s Office has been updated with a geodifferential applied:

City	Auditor Salary	Geodiff	Adjusted
Denver, CO	\$163,000	1.0610	\$153,629
Baltimore, MD	\$161,000	1.0210	\$157,689
Austin, TX	\$175,000	1.0410	\$168,108
San Diego, CA	\$235,000	1.0700	\$219,626
Detroit, MI	\$147,000	1.0060	\$146,123
San Jose, CA*	\$243,269	1.2780	\$190,351
Tulsa, OK	\$73,500	0.9390	\$78,275
Charlotte, NC	\$178,500	0.9980	\$178,858
Minneapolis, MN	\$147,000	1.0240	\$143,555
Sacramento, CA	\$195,000	1.0710	\$182,073
Seattle, WA	\$199,000	1.1010	\$180,745
Anaheim, CA	\$157,000	1.1000	\$142,727

Portland Auditor Salary updated for COLA	\$139,318
Market Average	\$161,813

The Auditor’s Office submitted a list of individual pay rates whereas BHR submitted pay ranges and compared the midpoint of the range. The data agrees that Portland City Auditor pay is about 16% below the market average:

City Auditor’s Office data based on individual salaries – 16.1% below market

BHR data based on midpoint of the pay range – 16.45% below market

*Adjusted based on email received from City of San Jose Human Resources on 5/22/23 confirming salary of incumbent.



Join the Salary Commission at the Independent District Commission's July public hearings!

It's time for Portlanders to comment on the commission's draft salaries proposal! Take the Salary Commission's survey at one of the following events:

- Wednesday, July 5, 6-8 p.m.
- Thursday, July 6, 6-8 p.m.
- Saturday, July 8, 12-2 p.m.
- Sunday, July 9, 1-3 p.m.
- Wednesday, July 12, 6-8 p.m.
- Thursday, July 13, 6-8 p.m.
- Saturday, July 15, 12-2 p.m.
- Sunday, July 16, 1-3 p.m.

Can't make it to a hearing? Take the survey online or send us a message: transition@portlandoregon.gov



Register for a hearing and learn more: portland.gov/transition/events

  @PortlandGov  @PortlandORGov

 portland.gov/transition/salarycommission

Review the proposal and take the survey!





Portland Transition

For more information regarding the overall transition visit:
Portland.gov/Transition