

# Salary Survey Analysis

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July 19, 2023

## Methods

1. Nicole Forbes downloaded the data in .csv format from SurveyMonkey on July 18<sup>th</sup>, 2023 after the survey closed.
2. The data showed demographic information and how questions were answered for each respondent.
3. The .csv was loaded into R for preprocessing. Preprocessing steps include:
  - a. Removing empty columns and columns containing IP address and other extraneous columns.
  - b. Column headers were simplified for ease of use in downstream analysis programs.
  - c. Responses where a blank survey was submitted were removed.
  - d. A new column was created called “AMI” for Area Median Income. This column attempts to combine the question regarding household structure and the question about household income into a single metric.
    - i. Household structure was collapsed into a single number, household size, which was agnostic to how many adults were working. Household size is concerned with just the size of the household supported by a particular income.
    - ii. Household size and income was compared visually against this 2023 AMI chart: [download \(portland.gov\)](#). AMI was calculated using the minimum and maximum ends of the range. See Table 1.
    - iii. Then, each Household Size – Income pair was assigned to a standard AMI range used by the Housing Bureau:
      1. 0% - 30% : Extremely Low Income
      2. 30% - 50% : Very Low Income
      3. 50% - 80% : Low Income
      4. 80% - 100% : Moderate Income
      5. 100% - 120% : Moderate-high Income
      6. >120% : Higher Income
    - iv. The Maximum AMI was used to determine which range the Household Size – Income pairing fell into. If the Maximum AMI was on the cusp of a range, the Minimum AMI was taken into account and the Household Size – Income pairing was placed into the lower range on the cusp.
  - e. In order to make the general types of responses more apparent, the granularity of the response scales were reduced. For example: Definitely, Probably, Maybe, Maybe not, Definitely not, Probably not were reduced to Yes, Maybe, No. This was done for all the questions where a scale of response values was given.
  - f. Finally, when Household Structure was listed as Other (please specify), an effort was made to determine household size for use in the AMI calculations.

Table 1:

<b>Household Size</b>	<b>Income</b>	<b>Minimum AMI</b>	<b>Maximum AMI</b>
<b>1</b>	\$0-\$30,000	<30%	40%
<b>2</b>	\$0-\$30,000	<30%	35%
<b>2-3</b>	\$0-\$30,000	<30%	30%
<b>3-4</b>	\$0-\$30,000	<30%	<30%
<b>4</b>	\$0-\$30,000	<30%	<30%
<b>5 or more</b>	\$0-\$30,000	<30%	<30%
<b>1</b>	\$31,000-\$60,000	40%	75%
<b>2</b>	\$31,000-\$60,000	35%	70%
<b>2-3</b>	\$31,000-\$60,000	30%	65%
<b>3-4</b>	\$31,000-\$60,000	<30%	60%
<b>4</b>	\$31,000-\$60,000	<30%	55%
<b>5 or more</b>	\$31,000-\$60,000	<30%	50%
<b>1</b>	\$61,000-\$90,000	75%	110%
<b>2</b>	\$61,000-\$90,000	70%	100%
<b>2-3</b>	\$61,000-\$90,000	65%	95%
<b>3-4</b>	\$61,000-\$90,000	60%	90%
<b>4</b>	\$61,000-\$90,000	55%	80%
<b>5 or more</b>	\$61,000-\$90,000	50%	75%
<b>1</b>	\$91,000-\$120,000	110%	>120%
<b>2</b>	\$91,000-\$120,000	100%	>120%
<b>2-3</b>	\$91,000-\$120,000	95%	>120%
<b>3-4</b>	\$91,000-\$120,000	90%	120%
<b>4</b>	\$91,000-\$120,000	80%	110%
<b>5 or more</b>	\$91,000-\$120,000	75%	100%
<b>1</b>	\$120,000 and up	>120%	>120%

<b>2</b>	\$120,000 and up	>120%	>120%
<b>2-3</b>	\$120,000 and up	>120%	>120%
<b>3-4</b>	\$120,000 and up	120%	>120%
<b>4</b>	\$120,000 and up	110%	>120%
<b>5 or more</b>	\$120,000 and up	100%	>120%

## Summary of Analyses

Do the salaries as proposed increase the likelihood that you or someone you know would consider running for office in the City of Portland?

Most responses for this question across race/ethnicity, area median income, income level, household status, and household structure were leaning towards no, with a few exceptions:

1. Asians or Asian Americans indicated they would be more likely to run based off the recommendations of the salary commission compared to other race/ethnicities. (See Race Ethnicity figures)
2. Households with the highest AMI were more neutral compared to households in lower AMIs about their likelihood of running. (See AMI figures)
3. Some 2-adult households were more neutral compared to other household structures about their likelihood of running. (See Household Structure figures)

Race Ethnicity

Likelihood of Running Short	American Indian or Alaska Native	Another race	Asian or Asian American	Black or African American	Hispanic or Latino	Native Hawaiian or other Pacific Islander	White	NA
Yes	(1) 7.69%	(13) 14.77%	(13) 48.15%	(8) 20.51%	(14) 29.79%	(1) 25.00%	(84) 23.66%	(2) 10.00%
Maybe	(1) 7.69%	(17) 19.32%	(7) 25.93%	(7) 17.95%	(5) 10.64%		(47) 13.24%	(4) 20.00%
No	(11) 84.62%	(58) 65.91%	(7) 25.93%	(24) 61.54%	(28) 59.57%	(3) 75.00%	(224) 63.10%	(14) 70.00%

Race Ethnicity

Likelihood of Running	American Indian or Alaska Native	Another race	Asian or Asian American	Black or African American	Hispanic or Latino	Native Hawaiian or other Pacific Islander	White	NA
Definitely		(6) 6.82%	(8) 29.63%	(6) 15.38%	(9) 19.15%	(1) 25.00%	(43) 12.11%	(1) 5.00%
Probably	(1) 7.69%	(7) 7.95%	(5) 18.52%	(2) 5.13%	(5) 10.64%		(41) 11.55%	(1) 5.00%
Maybe	(1) 7.69%	(17) 19.32%	(7) 25.93%	(7) 17.95%	(5) 10.64%		(47) 13.24%	(4) 20.00%
Maybe not		(1) 1.14%	(1) 3.70%	(3) 7.69%	(2) 4.26%	(1) 25.00%	(4) 1.13%	
Probably not	(3) 23.08%	(21) 23.86%	(4) 14.81%	(9) 23.08%	(12) 25.53%	(1) 25.00%	(98) 27.61%	(7) 35.00%
Definitely not	(8) 61.54%	(36) 40.91%	(2) 7.41%	(12) 30.77%	(14) 29.79%	(1) 25.00%	(122) 34.37%	(7) 35.00%

Likelihood of Running Short	AMI						
	0% - 30%	30% - 50%	50% - 80%	80% - 100%	100% - 120%	>120%	NA
Yes	(3) 27.27%	(1) 4.55%	(11) 14.29%	(26) 24.76%	(14) 17.95%	(77) 29.39%	(4) 10.53%
Maybe	(1) 9.09%	(1) 4.55%	(11) 14.29%	(15) 14.29%	(9) 11.54%	(39) 14.89%	(12) 31.58%
No	(7) 63.64%	(20) 90.91%	(55) 71.43%	(64) 60.95%	(55) 70.51%	(146) 55.73%	(22) 57.89%

Likelihood of Running	AMI						
	0% - 30%	30% - 50%	50% - 80%	80% - 100%	100% - 120%	>120%	NA
Definitely	(2) 18.18%	(1) 4.55%	(7) 9.09%	(18) 17.14%	(10) 12.82%	(35) 13.36%	(1) 2.63%
Probably	(1) 9.09%		(4) 5.19%	(8) 7.62%	(4) 5.13%	(42) 16.03%	(3) 7.89%
Maybe	(1) 9.09%	(1) 4.55%	(11) 14.29%	(15) 14.29%	(9) 11.54%	(39) 14.89%	(12) 31.58%
Maybe not			(1) 1.30%	(4) 3.81%		(5) 1.91%	(2) 5.26%
Probably not	(2) 18.18%	(11) 50.00%	(21) 27.27%	(28) 26.67%	(24) 30.77%	(62) 23.66%	(7) 18.42%
Definitely not	(5) 45.45%	(9) 40.91%	(33) 42.86%	(32) 30.48%	(31) 39.74%	(79) 30.15%	(13) 34.21%

Likelihood of Running Short	Household Income					
	\$0-\$30,000	\$31,000-\$60,000	\$61,000-\$90,000	\$91,000-\$120,000	\$121,000 or more	NA
Yes	(4) 10.81%	(11) 15.28%	(35) 28.23%	(20) 18.35%	(63) 28.25%	(3) 10.71%
Maybe	(4) 10.81%	(12) 16.67%	(17) 13.71%	(19) 17.43%	(27) 12.11%	(9) 32.14%
No	(29) 78.38%	(49) 68.06%	(72) 58.06%	(70) 64.22%	(133) 59.64%	(16) 57.14%

Likelihood of Running	Household Income					
	\$0-\$30,000	\$31,000-\$60,000	\$61,000-\$90,000	\$91,000-\$120,000	\$121,000 or more	NA
Definitely	(3) 8.11%	(6) 8.33%	(26) 20.97%	(10) 9.17%	(28) 12.56%	(1) 3.57%
Maybe	(4) 10.81%	(12) 16.67%	(17) 13.71%	(19) 17.43%	(27) 12.11%	(9) 32.14%
Probably	(1) 2.70%	(5) 6.94%	(9) 7.26%	(10) 9.17%	(35) 15.70%	(2) 7.14%
Maybe not			(5) 4.03%	(2) 1.83%	(5) 2.24%	
Probably not	(13) 35.14%	(19) 26.39%	(31) 25.00%	(24) 22.02%	(62) 27.80%	(6) 21.43%
Definitely not	(16) 43.24%	(30) 41.67%	(36) 29.03%	(44) 40.37%	(66) 29.60%	(10) 35.71%

Likelihood of Running Short	Household Status				
	Homeowner	Renter	Houseless	Other	NA
Yes	(99) 23.24%	(34) 26.15%		(1) 4.55%	(2) 18.18%
Maybe	(68) 15.96%	(14) 10.77%	(1) 25.00%	(3) 13.64%	(2) 18.18%
No	(259) 60.80%	(82) 63.08%	(3) 75.00%	(18) 81.82%	(7) 63.64%

Likelihood of Running	Household Status				
	Homeowner	Renter	Houseless	Other	NA
Definitely	(52) 12.21%	(21) 16.15%			(1) 9.09%
Probably	(47) 11.03%	(13) 10.00%		(1) 4.55%	(1) 9.09%
Maybe	(68) 15.96%	(14) 10.77%	(1) 25.00%	(3) 13.64%	(2) 18.18%
Maybe not	(6) 1.41%	(5) 3.85%		(1) 4.55%	
Probably not	(112) 26.29%	(31) 23.85%	(2) 50.00%	(7) 31.82%	(3) 27.27%
Definitely not	(141) 33.10%	(46) 35.38%	(1) 25.00%	(10) 45.45%	(4) 36.36%

Likelihood of Running Short	Household Structure										Retired	Other	NA
	1 adult with 0 dependents	1 adult with 1-2 dependents	1 adult with 3 or more dependents	2 adults (both working) with 0 dependents	2 adults (both working) with 1-2 dependents	2 adults (both working) with 3 or more dependents	2 adults (one working) with 0 dependents	2 adults (one working) with 1-2 dependents	2 adults (one working) with 3 or more dependents				
Yes	(22) 23.91%	(10) 23.81%	(2) 22.22%	(27) 27.55%	(28) 27.18%	(3) 13.64%	(21) 38.89%	(8) 12.90%	(1) 6.67%	(10) 16.13%	(3) 12.50%	(1) 10.00%	
Maybe	(11) 11.96%	(7) 16.67%		(13) 13.27%	(20) 19.42%	(1) 4.55%	(6) 11.11%	(7) 11.29%	(1) 6.67%	(13) 20.97%	(6) 25.00%	(3) 30.00%	
No	(59) 64.13%	(25) 59.52%	(7) 77.78%	(58) 59.18%	(55) 53.40%	(18) 81.82%	(27) 50.00%	(47) 75.81%	(13) 86.67%	(39) 62.90%	(15) 62.50%	(6) 60.00%	

Likelihood of Running	Household Structure										Retired	Other	NA
	1 adult with 0 dependents	1 adult with 1-2 dependents	1 adult with 3 or more dependents	2 adults (both working) with 0 dependents	2 adults (both working) with 1-2 dependents	2 adults (both working) with 3 or more dependents	2 adults (one working) with 0 dependents	2 adults (one working) with 1-2 dependents	2 adults (one working) with 3 or more dependents				
Definitely	(14) 15.22%	(6) 14.29%	(2) 22.22%	(12) 12.24%	(13) 12.62%	(1) 4.55%	(12) 22.22%	(5) 8.06%	(1) 6.67%	(5) 8.06%	(2) 8.33%	(1) 10.00%	
Probably	(8) 8.70%	(4) 9.52%		(15) 15.31%	(15) 14.56%	(2) 9.09%	(9) 16.67%	(3) 4.84%		(5) 8.06%	(1) 4.17%		
Maybe	(11) 11.96%	(7) 16.67%		(13) 13.27%	(20) 19.42%	(1) 4.55%	(6) 11.11%	(7) 11.29%	(1) 6.67%	(13) 20.97%	(6) 25.00%	(3) 30.00%	
Maybe not				(5) 5.10%	(2) 1.94%	(1) 4.55%		(1) 1.61%	(1) 6.67%		(1) 4.17%	(1) 10.00%	
Probably not	(18) 19.57%	(18) 42.86%	(4) 44.44%	(23) 23.47%	(22) 21.36%	(7) 31.82%	(9) 16.67%	(21) 33.87%	(7) 46.67%	(22) 35.48%	(2) 8.33%	(2) 20.00%	
Definitely not	(41) 44.57%	(7) 16.67%	(3) 33.33%	(30) 30.61%	(31) 30.10%	(10) 45.45%	(18) 33.33%	(25) 40.32%	(5) 33.33%	(17) 27.42%	(12) 50.00%	(3) 30.00%	

The first guiding principle for setting salaries is: Pay will open opportunities for historically marginalized communities and will not be a deterrent to running and holding office. How well does the salary proposal uphold this principle?

Most responses for this question across race/ethnicity, area median income, income level, household status, and household structure were leaning towards no; however, there are a few exceptions. The responses were more balanced than “values” and “fiscal responsibility” questions.

1. Asians or Asian Americans indicated they do think the pay set forth by the commission will open opportunities for historically marginalized communities compared to other race/ethnicities. Overall, respondents who identified as Asian or Asian American, Hispanic or Latino, and White were more balanced in their view of whether pay would open opportunities compared to the other race/ethnicities. (See Race Ethnicity figures)
2. Households with the highest AMI were more neutral compared to households in lower AMIs about their views on pay opening opportunities. (See AMI figures)
3. Retired households were more favorable compared to other household structures about their view on pay opening opportunities. (See Household Structure figures)

Race Ethnicity

Pay Opportunities Marginalized Communities Short	American Indian or Alaska Native	Another race	Asian or Asian American	Black or African American	Hispanic or Latino	Native Hawaiian or other Pacific Islander	White	NA
Yes	(1) 7.69%	(23) 26.14%	(14) 51.85%	(8) 20.51%	(19) 40.43%		(142) 40.00%	(3) 15.00%
Maybe		(5) 5.68%	(1) 3.70%	(1) 2.56%	(4) 8.51%	(1) 25.00%	(34) 9.58%	(2) 10.00%
No	(11) 84.62%	(59) 67.05%	(12) 44.44%	(30) 76.92%	(24) 51.06%	(3) 75.00%	(173) 48.73%	(14) 70.00%
NA	(1) 7.69%	(1) 1.14%					(6) 1.69%	(1) 5.00%

Race Ethnicity

Pay Opportunities Marginalized Communities	American Indian or Alaska Native	Another race	Asian or Asian American	Black or African American	Hispanic or Latino	Native Hawaiian or other Pacific Islander	White	NA
A great deal		(7) 7.95%	(9) 33.33%	(4) 10.26%	(10) 21.28%		(59) 16.62%	(1) 5.00%
A lot		(3) 3.41%	(3) 11.11%	(1) 2.56%	(6) 12.77%		(40) 11.27%	(2) 10.00%
A moderate amount	(1) 7.69%	(13) 14.77%	(2) 7.41%	(3) 7.69%	(3) 6.38%		(43) 12.11%	
A little		(5) 5.68%	(1) 3.70%	(1) 2.56%	(4) 8.51%	(1) 25.00%	(34) 9.58%	(2) 10.00%
Very little	(2) 15.38%	(18) 20.45%	(5) 18.52%	(10) 25.64%	(9) 19.15%		(61) 17.18%	(4) 20.00%
Not at all	(9) 69.23%	(41) 46.59%	(7) 25.93%	(20) 51.28%	(15) 31.91%	(3) 75.00%	(112) 31.55%	(10) 50.00%
NA	(1) 7.69%	(1) 1.14%					(6) 1.69%	(1) 5.00%

AMI

Pay Opportunities Marginalized Communities Short	0% - 30%	30% - 50%	50% - 80%	80% - 100%	100% - 120%	>120%	NA
Yes	(2) 18.18%	(2) 9.09%	(25) 32.47%	(33) 31.43%	(21) 26.92%	(117) 44.66%	(10) 26.32%
Maybe		(3) 13.64%	(6) 7.79%	(11) 10.48%	(4) 5.13%	(21) 8.02%	(3) 7.89%
No	(9) 81.82%	(15) 68.18%	(45) 58.44%	(60) 57.14%	(51) 65.38%	(122) 46.56%	(24) 63.16%
NA		(2) 9.09%	(1) 1.30%	(1) 0.95%	(2) 2.56%	(2) 0.76%	(1) 2.63%

AMI

Pay Opportunities Marginalized Communities	0% - 30%	30% - 50%	50% - 80%	80% - 100%	100% - 120%	>120%	NA
A great deal	(1) 9.09%	(1) 4.55%	(7) 9.09%	(12) 11.43%	(11) 14.10%	(54) 20.61%	(4) 10.53%
A lot	(1) 9.09%		(5) 6.49%	(9) 8.57%	(4) 5.13%	(32) 12.21%	(4) 10.53%
A moderate amount		(1) 4.55%	(13) 16.88%	(12) 11.43%	(6) 7.69%	(31) 11.83%	(2) 5.26%
A little		(3) 13.64%	(6) 7.79%	(11) 10.48%	(4) 5.13%	(21) 8.02%	(7) 7.89%
Very little	(3) 27.27%	(6) 27.27%	(13) 16.88%	(23) 21.90%	(15) 19.23%	(41) 15.65%	(8) 21.05%
Not at all	(6) 54.55%	(9) 40.91%	(32) 41.56%	(37) 35.24%	(36) 46.15%	(81) 30.92%	(16) 42.11%
NA		(2) 9.09%	(1) 1.30%	(1) 0.95%	(2) 2.56%	(2) 0.76%	(1) 2.63%

Household Income

Pay Opportunities Marginalized Communities Short	\$0-\$30,000	\$31,000-\$60,000	\$61,000-\$90,000	\$91,000-\$120,000	\$121,000 or more	NA
Yes	(5) 13.51%	(22) 30.56%	(45) 36.29%	(35) 32.11%	(96) 43.05%	(7) 25.00%
Maybe	(3) 8.11%	(6) 8.33%	(13) 10.48%	(8) 7.34%	(15) 6.73%	(3) 10.71%
No	(27) 72.97%	(43) 59.72%	(64) 51.61%	(64) 58.72%	(111) 49.78%	(17) 60.71%
NA	(2) 5.41%	(1) 1.39%	(2) 1.61%	(2) 1.83%	(1) 0.45%	(1) 3.57%

Household Income

Pay Opportunities Marginalized Communities	\$0-\$30,000	\$31,000-\$60,000	\$61,000-\$90,000	\$91,000-\$120,000	\$121,000 or more	NA
A great deal	(2) 5.41%	(6) 8.33%	(20) 16.13%	(16) 14.68%	(43) 19.28%	(3) 10.71%
A lot	(1) 2.70%	(5) 6.94%	(11) 8.87%	(10) 9.17%	(24) 10.76%	(4) 14.29%
A moderate amount	(2) 5.41%	(11) 15.28%	(14) 11.29%	(9) 8.26%	(29) 13.00%	
A little	(3) 8.11%	(6) 8.33%	(13) 10.48%	(8) 7.34%	(15) 6.73%	(3) 10.71%
Very little	(10) 27.03%	(11) 15.28%	(28) 22.58%	(21) 19.27%	(34) 15.25%	(5) 17.86%
Not at all	(17) 45.95%	(32) 44.44%	(36) 29.03%	(43) 39.45%	(77) 34.53%	(12) 42.86%
NA	(2) 5.41%	(1) 1.39%	(2) 1.61%	(2) 1.83%	(1) 0.45%	(1) 3.57%

Pay Opportunities Marginalized Communities Short	Household Status				
	Homeowner	Renter	Houseless	Other	NA
Yes	(159) 37.32%	(45) 34.62%		(4) 18.18%	(2) 18.18%
Maybe	(36) 8.45%	(10) 7.69%		(1) 4.55%	(1) 9.09%
No	(225) 52.82%	(74) 56.92%	(4) 100.00%	(15) 68.18%	(8) 72.73%
NA	(6) 1.41%	(1) 0.77%		(2) 9.09%	

Pay Opportunities Marginalized Communities	Household Status				
	Homeowner	Renter	Houseless	Other	NA
A great deal	(69) 16.20%	(20) 15.38%		(1) 4.55%	
A lot	(42) 9.86%	(12) 9.23%			(1) 9.09%
A moderate amount	(48) 11.27%	(13) 10.00%		(3) 13.64%	(1) 9.09%
A little	(36) 8.45%	(10) 7.69%		(1) 4.55%	(1) 9.09%
Very little	(77) 18.08%	(25) 19.23%	(1) 25.00%	(4) 18.18%	(2) 18.18%
Not at all	(148) 34.74%	(49) 37.69%	(3) 75.00%	(11) 50.00%	(6) 54.55%
NA	(6) 1.41%	(1) 0.77%		(2) 9.09%	

Pay Opportunities Marginalized Communities Short	Household Structure											
	1 adult with 0 dependents	1 adult with 1-2 dependents	1 adult with 3 or more dependents	2 adults (both working) with 0 dependents	2 adults (both working) with 1-2 dependents	2 adults (both working) with 3 or more dependents	2 adults (one working) with 0 dependents	2 adults (one working) with 1-2 dependents	2 adults (one working) with 3 or more dependents	Retired	Other	NA
Yes	(32) 34.78%	(14) 33.33%	(1) 11.11%	(39) 39.80%	(40) 38.83%	(5) 22.73%	(25) 46.30%	(14) 22.58%	(3) 20.00%	(29) 46.77%	(5) 20.83%	(3) 30.00%
Maybe	(9) 9.78%	(3) 7.14%		(8) 8.16%	(11) 10.68%		(3) 5.56%	(7) 11.29%	(1) 6.67%	(5) 8.06%		(1) 10.00%
No	(48) 52.17%	(25) 59.52%	(8) 88.89%	(51) 52.04%	(52) 50.49%	(17) 77.27%	(26) 48.15%	(40) 64.52%	(11) 73.33%	(24) 38.71%	(18) 75.00%	(6) 60.00%
NA	(3) 3.26%							(1) 1.61%		(4) 6.45%	(1) 4.17%	

Pay Opportunities Marginalized Communities	Household Structure											
	1 adult with 0 dependents	1 adult with 1-2 dependents	1 adult with 3 or more dependents	2 adults (both working) with 0 dependents	2 adults (both working) with 1-2 dependents	2 adults (both working) with 3 or more dependents	2 adults (one working) with 0 dependents	2 adults (one working) with 1-2 dependents	2 adults (one working) with 3 or more dependents	Retired	Other	NA
A great deal	(16) 17.39%	(7) 16.67%	(1) 11.11%	(16) 16.33%	(17) 16.50%	(1) 4.55%	(12) 22.22%	(6) 9.68%		(11) 17.74%	(2) 8.33%	(1) 10.00%
A lot	(6) 6.52%	(2) 4.76%		(14) 14.29%	(7) 6.80%	(1) 4.55%	(8) 14.81%	(4) 6.45%		(11) 17.74%	(1) 4.17%	(1) 10.00%
A moderate amount	(10) 10.87%	(5) 11.90%		(9) 9.18%	(16) 15.53%	(3) 13.64%	(5) 9.26%	(4) 6.45%	(3) 20.00%	(7) 11.29%	(2) 8.33%	(1) 10.00%
A little	(9) 9.78%	(3) 7.14%		(8) 8.16%	(11) 10.68%		(3) 5.56%	(7) 11.29%	(1) 6.67%	(5) 8.06%		(1) 10.00%
Very little	(15) 16.30%	(10) 23.81%	(2) 22.22%	(17) 17.35%	(20) 19.42%	(5) 22.73%	(10) 18.52%	(13) 20.97%	(3) 20.00%	(8) 12.90%	(5) 20.83%	(1) 10.00%
Not at all	(33) 35.87%	(15) 35.71%	(6) 66.67%	(34) 34.69%	(32) 31.07%	(12) 54.55%	(16) 29.63%	(27) 43.55%	(8) 53.33%	(16) 25.81%	(13) 54.17%	(5) 50.00%
NA	(3) 3.26%							(1) 1.61%		(4) 6.45%	(1) 4.17%	

The second guiding principle for setting salaries is: 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. How well does the salary proposal uphold this principle?

Most responses for this question across race/ethnicity, area median income, income level, household status, and household structure were leaning towards no with one exception. Overall, the responses

were more in line with responses for the “values” question, though the choices given were slightly different than that question.

1. Respondents who identified as Asian or Asian American, Hispanic or Latino, and White were more balanced in their view of whether pay is fiscally responsible compared to the other race/ethnicities; however, all groups responded negatively overall. (See Race Ethnicity figures)

Race Ethnicity

Pay Fiscal Responsible Short	American Indian or Alaska Native	Another race	Asian or Asian American	Black or African American	Hispanic or Latino	Native Hawaiian or other Pacific Islander	White	NA
Yes		(13) 14.77%	(13) 48.15%	(9) 23.08%	(15) 31.91%		(113) 31.83%	(2) 10.00%
Maybe	(1) 7.69%	(5) 5.68%		(2) 5.13%	(3) 6.38%	(1) 25.00%	(28) 7.89%	(1) 5.00%
No	(12) 92.31%	(69) 78.41%	(14) 51.85%	(28) 71.79%	(29) 61.70%	(3) 75.00%	(214) 60.28%	(16) 80.00%
NA		(1) 1.14%						(1) 5.00%

Race Ethnicity

Pay Fiscal Responsible	American Indian or Alaska Native	Another race	Asian or Asian American	Black or African American	Hispanic or Latino	Native Hawaiian or other Pacific Islander	White	NA
A great deal		(7) 7.95%	(4) 14.81%	(4) 10.26%	(8) 17.02%		(41) 11.55%	
A lot		(5) 5.68%	(6) 22.22%	(3) 7.69%	(4) 8.51%		(37) 10.42%	
A moderate amount		(1) 1.14%	(3) 11.11%	(2) 5.13%	(3) 6.38%		(35) 9.86%	(2) 10.00%
A little	(1) 7.69%	(5) 5.68%		(2) 5.13%	(3) 6.38%	(1) 25.00%	(28) 7.89%	(1) 5.00%
Very little	(3) 23.08%	(24) 27.27%	(8) 29.63%	(7) 17.95%	(9) 19.15%	(1) 25.00%	(79) 22.25%	(2) 10.00%
Not at all	(9) 69.23%	(45) 51.14%	(6) 22.22%	(21) 53.85%	(20) 42.55%	(2) 50.00%	(135) 38.03%	(14) 70.00%
NA		(1) 1.14%						(1) 5.00%

AMI

Pay Fiscal Responsible Short	0% - 30%	30% - 50%	50% - 80%	80% - 100%	100% - 120%	>120%	NA
Yes	(4) 36.36%	(3) 13.64%	(16) 20.78%	(23) 21.90%	(20) 25.64%	(94) 35.88%	(5) 13.16%
Maybe		(2) 9.09%	(4) 5.19%	(2) 1.90%	(6) 7.69%	(23) 8.78%	(4) 10.53%
No	(7) 63.64%	(17) 77.27%	(56) 72.73%	(80) 76.19%	(51) 65.38%	(145) 55.34%	(29) 76.32%
NA			(1) 1.30%		(1) 1.28%		

AMI

Pay Fiscal Responsible	0% - 30%	30% - 50%	50% - 80%	80% - 100%	100% - 120%	>120%	NA
A great deal	(2) 18.18%		(6) 7.79%	(10) 9.52%	(10) 12.82%	(34) 12.98%	(2) 5.26%
A lot	(1) 9.09%	(1) 4.55%	(5) 6.49%	(6) 5.71%	(4) 5.13%	(37) 14.12%	(1) 2.63%
A moderate amount	(1) 9.09%	(2) 9.09%	(5) 6.49%	(7) 6.67%	(6) 7.69%	(23) 8.78%	(2) 5.26%
A little		(2) 9.09%	(4) 5.19%	(2) 1.90%	(6) 7.69%	(23) 8.78%	(4) 10.53%
Very little	(2) 18.18%	(4) 18.18%	(21) 27.27%	(31) 29.52%	(15) 19.23%	(50) 19.08%	(10) 26.32%
Not at all	(5) 45.45%	(13) 59.09%	(35) 45.45%	(49) 46.67%	(36) 46.15%	(95) 36.26%	(19) 50.00%
NA			(1) 1.30%		(1) 1.28%		

Household Income

Pay Fiscal Responsible Short	\$0-\$30,000	\$31,000-\$60,000	\$61,000-\$90,000	\$91,000-\$120,000	\$121,000 or more	NA
Yes	(7) 18.92%	(14) 19.44%	(34) 27.42%	(22) 20.18%	(84) 37.67%	(4) 14.29%
Maybe	(2) 5.41%	(5) 6.94%	(4) 3.23%	(10) 9.17%	(17) 7.62%	(3) 10.71%
No	(28) 75.68%	(52) 72.22%	(86) 69.35%	(76) 69.72%	(122) 54.71%	(21) 75.00%
NA		(1) 1.39%		(1) 0.92%		

Pay Fiscal Responsible	Household Income					
	\$0-\$30,000	\$31,000-\$60,000	\$61,000-\$90,000	\$91,000-\$120,000	\$121,000 or more	NA
A great deal	(2) 5.41%	(5) 6.94%	(16) 12.90%	(7) 6.42%	(33) 14.80%	(1) 3.57%
A lot	(2) 5.41%	(5) 6.94%	(8) 6.45%	(9) 8.26%	(30) 13.45%	(1) 3.57%
A moderate amount	(3) 8.11%	(4) 5.56%	(10) 8.06%	(6) 5.50%	(21) 9.42%	(2) 7.14%
A little	(2) 5.41%	(5) 6.94%	(4) 3.23%	(10) 9.17%	(17) 7.62%	(3) 10.71%
Very little	(9) 24.32%	(18) 25.00%	(37) 29.84%	(23) 21.10%	(39) 17.49%	(7) 25.00%
Not at all	(19) 51.35%	(34) 47.22%	(49) 39.52%	(53) 48.62%	(83) 37.22%	(14) 50.00%
NA		(1) 1.39%		(1) 0.92%		

Pay Fiscal Responsible	Household Status				
	Homeowner	Renter	Houseless	Other	NA
Yes	(127) 29.81%	(35) 26.92%		(2) 9.09%	(1) 9.09%
Maybe	(25) 5.87%	(15) 11.54%			(1) 9.09%
No	(273) 64.08%	(80) 61.54%	(4) 100.00%	(19) 86.36%	(9) 81.82%
NA	(1) 0.23%			(1) 4.55%	

Pay Fiscal Responsible	Household Status				
	Homeowner	Renter	Houseless	Other	NA
A great deal	(46) 10.80%	(17) 13.08%		(1) 4.55%	
A lot	(46) 10.80%	(9) 6.92%			
A moderate amount	(35) 8.22%	(9) 6.92%		(1) 4.55%	(1) 9.09%
A little	(25) 5.87%	(15) 11.54%			(1) 9.09%
Very little	(101) 23.71%	(25) 19.23%		(6) 27.27%	(1) 9.09%
Not at all	(172) 40.38%	(55) 42.31%	(4) 100.00%	(13) 59.09%	(8) 72.73%
NA	(1) 0.23%			(1) 4.55%	

Pay Fiscal Responsible	Household Structure											
	1 adult with 0 dependents	1 adult with 1-2 dependents	1 adult with 3 or more dependents	2 adults (both working) with 0 dependents	2 adults (both working) with 1-2 dependents	2 adults (both working) with 3 or more dependents	2 adults (one working) with 0 dependents	2 adults (one working) with 1-2 dependents	2 adults (one working) with 3 or more dependents	Retired	Other	NA
Yes	(29) 31.52%	(8) 19.05%	(2) 22.22%	(36) 36.73%	(32) 31.07%	(4) 18.18%	(15) 27.78%	(13) 20.97%	(3) 20.00%	(19) 30.65%	(2) 8.33%	(2) 20.00%
Maybe	(8) 8.70%	(1) 2.38%		(8) 8.16%	(9) 8.74%		(2) 3.70%	(4) 6.45%	(1) 6.67%	(5) 8.06%	(3) 12.50%	
No	(55) 59.78%	(33) 78.57%	(7) 77.78%	(54) 55.10%	(62) 60.19%	(18) 81.82%	(37) 68.52%	(44) 70.97%	(11) 73.33%	(38) 61.29%	(18) 75.00%	(8) 80.00%
NA								(1) 1.61%			(1) 4.17%	

Pay Fiscal Responsible	Household Structure											
	1 adult with 0 dependents	1 adult with 1-2 dependents	1 adult with 3 or more dependents	2 adults (both working) with 0 dependents	2 adults (both working) with 1-2 dependents	2 adults (both working) with 3 or more dependents	2 adults (one working) with 0 dependents	2 adults (one working) with 1-2 dependents	2 adults (one working) with 3 or more dependents	Retired	Other	NA
A great deal	(15) 16.30%	(4) 9.52%	(2) 22.22%	(10) 10.20%	(12) 11.65%		(7) 12.96%	(5) 8.06%	(2) 13.33%	(6) 9.68%		(1) 10.00%
A lot	(6) 6.52%	(2) 4.76%		(13) 13.27%	(13) 12.62%	(1) 4.55%	(6) 11.11%	(4) 6.45%	(1) 6.67%	(8) 12.90%	(1) 4.17%	
A moderate amo..	(8) 8.70%	(2) 4.76%		(13) 13.27%	(7) 6.80%	(3) 13.64%	(2) 3.70%	(4) 6.45%		(5) 8.06%	(1) 4.17%	(1) 10.00%
A little	(8) 8.70%	(1) 2.38%		(8) 8.16%	(9) 8.74%		(2) 3.70%	(4) 6.45%	(1) 6.67%	(5) 8.06%	(3) 12.50%	
Very little	(20) 21.74%	(16) 38.10%	(1) 11.11%	(17) 17.35%	(19) 18.45%	(4) 18.18%	(12) 22.22%	(16) 25.81%	(4) 26.67%	(16) 25.81%	(6) 25.00%	(2) 20.00%
Not at all	(35) 38.04%	(17) 40.48%	(6) 66.67%	(37) 37.76%	(43) 41.75%	(14) 63.64%	(25) 46.30%	(28) 45.16%	(7) 46.67%	(22) 35.48%	(12) 50.00%	(6) 60.00%
NA								(1) 1.61%			(1) 4.17%	

The third guiding principle for setting salaries is: Pay should reflect the City of Portland's values around anti-racism, equity, transparency, communication, collaboration, and fiscal responsibility. How well does the salary proposal uphold this principle?

Most responses for this question across race/ethnicity, area median income, income level, household status, and household structure were leaning towards no; however, there are a few exceptions. Overall, the responses were more in line with responses for the “fiscal responsibility” question, though the choices given were slightly different than that question.

1. Native Hawaiian or other Pacific Islanders indicated they think the pay set forth by the commission addresses the City of Portland’s values a little compared to other race/ethnicities which do not think the salary proposal upholds these values. Overall, respondents who identified as Asian or Asian American were more balanced in their view of whether pay aligns with the City’s values compared to the other race/ethnicities. (See Race Ethnicity figures)
2. Households with the highest AMI were slightly more neutral compared to households in lower AMIs about their views on pay aligning with City values. (See AMI figures)
3. Retired households, 1 adult households, and 2 adult households were more neutral compared to other household structures about their view on pay aligning with City values. (See Household Structure figures)

Race Ethnicity

Pay Anti Racism Short	American Indian or Alaska Native	Another race	Asian or Asian American	Black or African American	Hispanic or Latino	Native Hawaiian or other Pacific Islander	White	NA
Yes		(12) 13.64%	(10) 37.04%	(5) 12.82%	(13) 27.66%		(93) 26.20%	(1) 5.00%
Maybe	(1) 7.69%	(6) 6.82%	(3) 11.11%		(5) 10.64%	(2) 50.00%	(52) 14.65%	(3) 15.00%
No	(11) 84.62%	(62) 70.45%	(11) 40.74%	(28) 71.79%	(27) 57.45%	(1) 25.00%	(161) 45.35%	(14) 70.00%
I don't know	(1) 7.69%	(6) 6.82%	(3) 11.11%	(6) 15.38%	(2) 4.26%	(1) 25.00%	(48) 13.52%	(1) 5.00%
NA		(2) 2.27%					(1) 0.28%	(1) 5.00%

Race Ethnicity

Pay Anti Racism	American Indian or Alaska Native	Another race	Asian or Asian American	Black or African American	Hispanic or Latino	Native Hawaiian or other Pacific Islander	White	NA
A great deal		(5) 5.68%	(7) 25.93%	(3) 7.69%	(9) 19.15%		(28) 7.89%	
A lot		(3) 3.41%	(2) 7.41%		(3) 6.38%		(35) 9.86%	
A moderate amount		(4) 4.55%	(1) 3.70%	(2) 5.13%	(1) 2.13%		(30) 8.45%	(1) 5.00%
A little	(1) 7.69%	(6) 6.82%	(3) 11.11%		(5) 10.64%	(2) 50.00%	(52) 14.65%	(3) 15.00%
Not at all	(11) 84.62%	(62) 70.45%	(11) 40.74%	(28) 71.79%	(27) 57.45%	(1) 25.00%	(161) 45.35%	(14) 70.00%
I don't know	(1) 7.69%	(6) 6.82%	(3) 11.11%	(6) 15.38%	(2) 4.26%	(1) 25.00%	(48) 13.52%	(1) 5.00%
NA		(2) 2.27%					(1) 0.28%	(1) 5.00%

		AMI						
Pay Anti Racism Short	0% - 30%	30% - 50%	50% - 80%	80% - 100%	100% - 120%	>120%	NA	
Yes	(2) 18.18%	(2) 9.09%	(15) 19.48%	(20) 19.05%	(15) 19.23%	(75) 28.63%	(5) 13.16%	
Maybe	(1) 9.09%	(4) 18.18%	(11) 14.29%	(12) 11.43%	(6) 7.69%	(31) 11.83%	(7) 18.42%	
No	(8) 72.73%	(13) 59.09%	(43) 55.84%	(61) 58.10%	(46) 58.97%	(124) 47.33%	(20) 52.63%	
I don't know		(2) 9.09%	(7) 9.09%	(11) 10.48%	(10) 12.82%	(32) 12.21%	(6) 15.79%	
NA		(1) 4.55%	(1) 1.30%	(1) 0.95%	(1) 1.28%			

		AMI						
Pay Anti Racism	0% - 30%	30% - 50%	50% - 80%	80% - 100%	100% - 120%	>120%	NA	
A great deal	(1) 9.09%	(1) 4.55%	(4) 5.19%	(8) 7.62%	(8) 10.26%	(29) 11.07%	(1) 2.63%	
A lot	(1) 9.09%		(4) 5.19%	(6) 5.71%	(2) 2.56%	(28) 10.69%	(2) 5.26%	
A moderate amount		(1) 4.55%	(7) 9.09%	(6) 5.71%	(5) 6.41%	(18) 6.87%	(2) 5.26%	
A little	(1) 9.09%	(4) 18.18%	(11) 14.29%	(12) 11.43%	(6) 7.69%	(31) 11.83%	(7) 18.42%	
Not at all	(8) 72.73%	(13) 59.09%	(43) 55.84%	(61) 58.10%	(46) 58.97%	(124) 47.33%	(20) 52.63%	
I don't know		(2) 9.09%	(7) 9.09%	(11) 10.48%	(10) 12.82%	(32) 12.21%	(6) 15.79%	
NA		(1) 4.55%	(1) 1.30%	(1) 0.95%	(1) 1.28%			

		Household Income					
Pay Anti Racism Short	\$0-\$30,000	\$31,000-\$60,000	\$61,000-\$90,000	\$91,000-\$120,000	\$121,000 or more	NA	
Yes	(4) 10.81%	(13) 18.06%	(31) 25.00%	(18) 16.51%	(64) 28.70%	(4) 14.29%	
Maybe	(6) 16.22%	(11) 15.28%	(13) 10.48%	(14) 12.84%	(22) 9.87%	(6) 21.43%	
No	(23) 62.16%	(39) 54.17%	(64) 51.61%	(65) 59.63%	(109) 48.88%	(15) 53.57%	
I don't know	(3) 8.11%	(8) 11.11%	(15) 12.10%	(11) 10.09%	(28) 12.56%	(3) 10.71%	
NA	(1) 2.70%	(1) 1.39%	(1) 0.81%	(1) 0.92%			

		Household Income					
Pay Anti Racism	\$0-\$30,000	\$31,000-\$60,000	\$61,000-\$90,000	\$91,000-\$120,000	\$121,000 or more	NA	
A great deal	(2) 5.41%	(3) 4.17%	(15) 12.10%	(7) 6.42%	(24) 10.76%	(1) 3.57%	
A lot	(1) 2.70%	(4) 5.56%	(7) 5.65%	(4) 3.67%	(26) 11.66%	(1) 3.57%	
A moderate amount	(1) 2.70%	(6) 8.33%	(9) 7.26%	(7) 6.42%	(14) 6.28%	(2) 7.14%	
A little	(6) 16.22%	(11) 15.28%	(13) 10.48%	(14) 12.84%	(22) 9.87%	(6) 21.43%	
Not at all	(23) 62.16%	(39) 54.17%	(64) 51.61%	(65) 59.63%	(109) 48.88%	(15) 53.57%	
I don't know	(3) 8.11%	(8) 11.11%	(15) 12.10%	(11) 10.09%	(28) 12.56%	(3) 10.71%	
NA	(1) 2.70%	(1) 1.39%	(1) 0.81%	(1) 0.92%			

		Household Status					
Pay Anti Racism Short	Homeowner	Renter	Houseless	Other	NA		
Yes	(103) 24.18%	(29) 22.31%		(2) 9.09%			
Maybe	(49) 11.50%	(20) 15.38%			(3) 27.27%		
No	(221) 51.88%	(68) 52.31%	(4) 100.00%	(14) 63.64%	(8) 72.73%		
I don't know	(51) 11.97%	(13) 10.00%		(4) 18.18%			
NA	(2) 0.47%			(2) 9.09%			

Household Status

Pay Anti Racism	Homeowner	Renter	Houseless	Other	NA
A great deal	(39) 9.15%	(12) 9.23%		(1) 4.55%	
A lot	(33) 7.75%	(10) 7.69%			
A moderate amount	(31) 7.28%	(7) 5.38%		(1) 4.55%	
A little	(49) 11.50%	(20) 15.38%			(3) 27.27%
Not at all	(221) 51.88%	(68) 52.31%	(4) 100.00%	(14) 63.64%	(8) 72.73%
I don't know	(51) 11.97%	(13) 10.00%		(4) 18.18%	
NA	(2) 0.47%			(2) 9.09%	

Pay Anti Racism Short	Household Structure										Retired	Other	NA
	1 adult with 0 dependents	1 adult with 1-2 dependents	1 adult with 3 or more dependents	2 adults (both working) with 0 dependents	2 adults (both working) with 1-2 dependents	2 adults (both working) with 3 or more dependents	2 adults (one working) with 0 dependents	2 adults (one working) with 1-2 dependents	2 adults (one working) with 3 or more dependents				
Yes	(24) 26.09%	(7) 16.67%	(1) 11.11%	(28) 28.57%	(26) 25.24%	(2) 9.09%	(15) 27.78%	(8) 12.90%	(2) 13.33%	(18) 29.03%	(2) 8.33%	(1) 10.00%	
Maybe	(14) 15.22%	(4) 9.52%		(13) 13.27%	(7) 6.80%	(1) 4.55%	(6) 11.11%	(10) 16.13%	(1) 6.67%	(13) 20.97%	(1) 4.17%	(2) 20.00%	
No	(44) 47.83%	(29) 69.05%	(7) 77.78%	(46) 46.94%	(58) 56.31%	(16) 72.73%	(24) 44.44%	(38) 61.29%	(11) 73.33%	(20) 32.26%	(15) 62.50%	(7) 70.00%	
I don't know	(9) 9.78%	(2) 4.76%	(1) 11.11%	(11) 11.22%	(12) 11.65%	(3) 13.64%	(8) 14.81%	(5) 8.06%	(1) 6.67%	(11) 17.74%	(5) 20.83%		
NA	(1) 1.09%						(1) 1.85%	(1) 1.61%			(1) 4.17%		

Pay Anti Racism	Household Structure										Retired	Other	NA
	1 adult with 0 dependents	1 adult with 1-2 dependents	1 adult with 3 or more dependents	2 adults (both working) with 0 dependents	2 adults (both working) with 1-2 dependents	2 adults (both working) with 3 or more dependents	2 adults (one working) with 0 dependents	2 adults (one working) with 1-2 dependents	2 adults (one working) with 3 or more dependents				
A great deal	(12) 13.04%	(4) 9.52%	(1) 11.11%	(8) 8.16%	(11) 10.68%		(6) 11.11%	(3) 4.84%		(6) 9.68%	(1) 4.17%		
A lot	(5) 5.43%	(2) 4.76%		(11) 11.22%	(9) 8.74%		(6) 11.11%	(3) 4.84%	(1) 6.67%	(5) 8.06%		(1) 10.00%	
A moderate amo..	(7) 7.61%	(1) 2.38%		(9) 9.18%	(6) 5.83%	(2) 9.09%	(3) 5.56%	(2) 3.23%	(1) 6.67%	(7) 11.29%	(1) 4.17%		
A little	(14) 15.22%	(4) 9.52%		(13) 13.27%	(7) 6.80%	(1) 4.55%	(6) 11.11%	(10) 16.13%	(1) 6.67%	(13) 20.97%	(1) 4.17%	(2) 20.00%	
Not at all	(44) 47.83%	(29) 69.05%	(7) 77.78%	(46) 46.94%	(58) 56.31%	(16) 72.73%	(24) 44.44%	(38) 61.29%	(11) 73.33%	(20) 32.26%	(15) 62.50%	(7) 70.00%	
I don't know	(9) 9.78%	(2) 4.76%	(1) 11.11%	(11) 11.22%	(12) 11.65%	(3) 13.64%	(8) 14.81%	(5) 8.06%	(1) 6.67%	(11) 17.74%	(5) 20.83%		
NA	(1) 1.09%						(1) 1.85%	(1) 1.61%			(1) 4.17%		