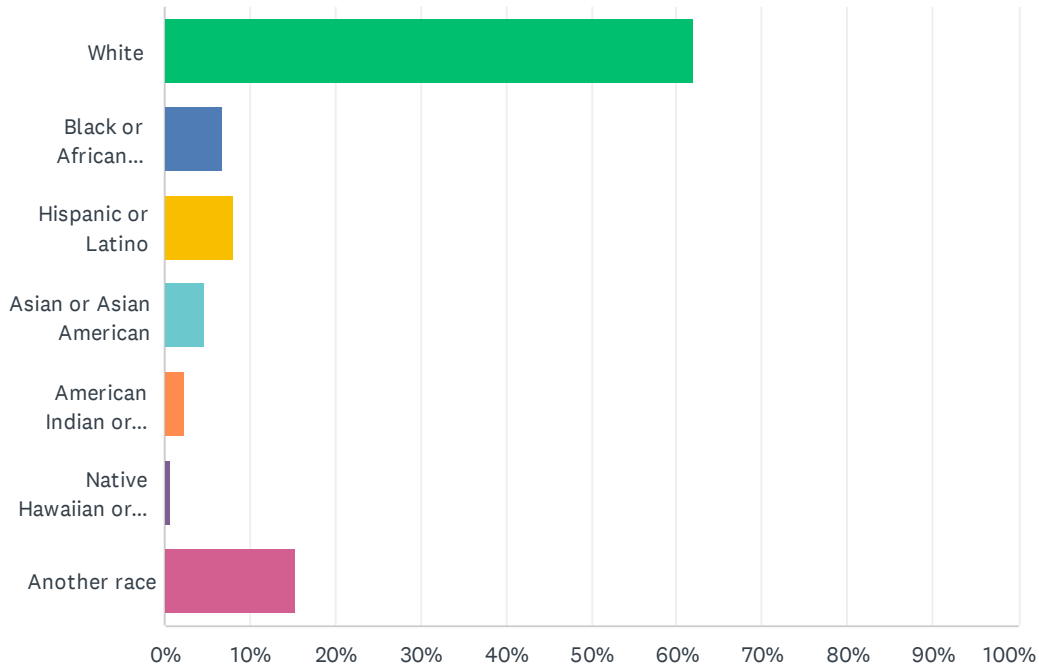


Q1 What is your race/ethnicity? Providing this information helps the Salary Commission better understand the perspective of impacted communities.

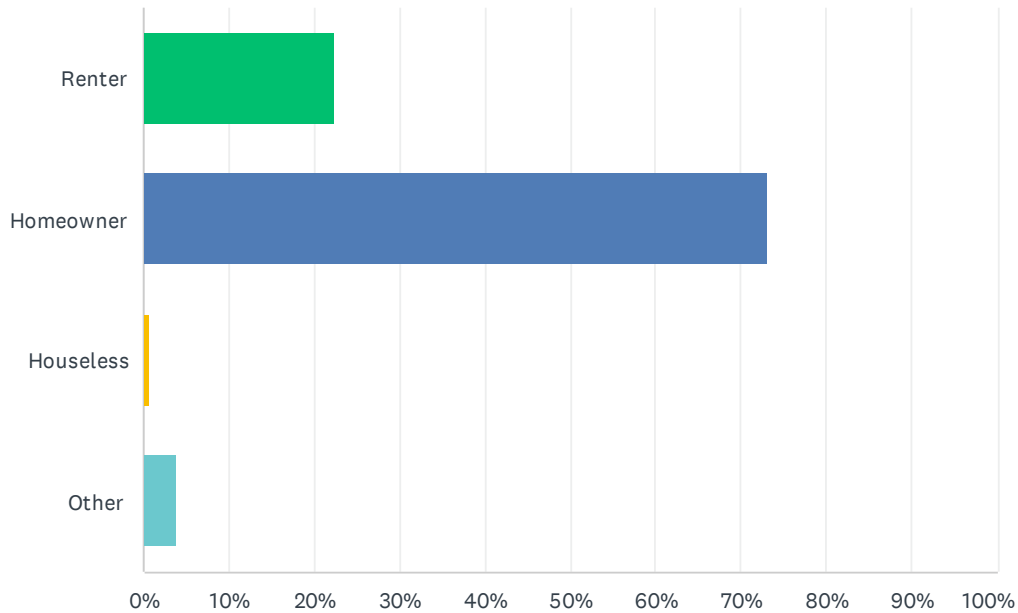
Answered: 573 Skipped: 30



ANSWER CHOICES	RESPONSES	
White	61.95%	355
Black or African American	6.81%	39
Hispanic or Latino	8.20%	47
Asian or Asian American	4.71%	27
American Indian or Alaska Native	2.27%	13
Native Hawaiian or other Pacific Islander	0.70%	4
Another race	15.36%	88
TOTAL		573

Q2 What is your current household status? Providing this information helps the Salary Commission better understand the perspective of impacted communities.

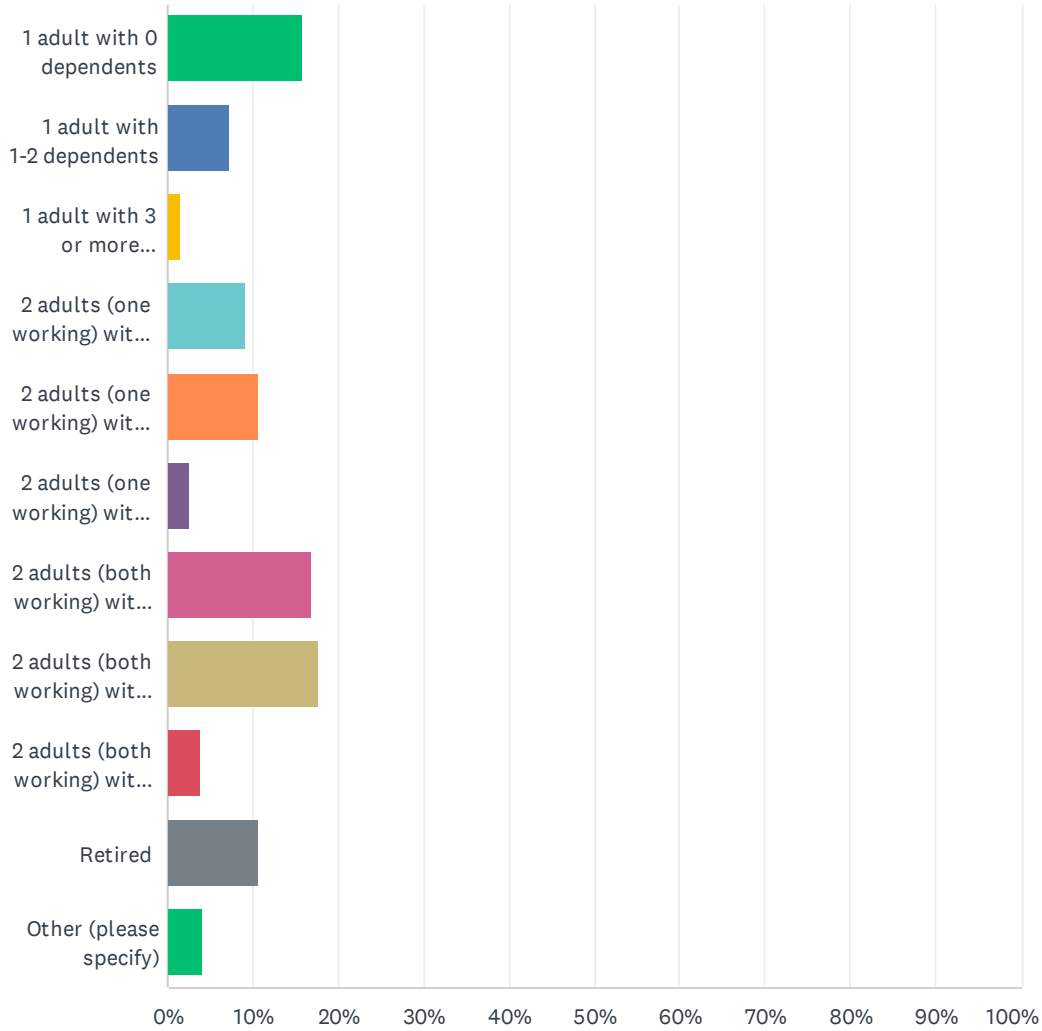
Answered: 582 Skipped: 21



ANSWER CHOICES	RESPONSES	
Renter	22.34%	130
Homeowner	73.20%	426
Houseless	0.69%	4
Other	3.78%	22
TOTAL		582

Q3 What is your current household structure? Providing this information helps the Salary Commission better understand the perspective of impacted communities.

Answered: 583 Skipped: 20

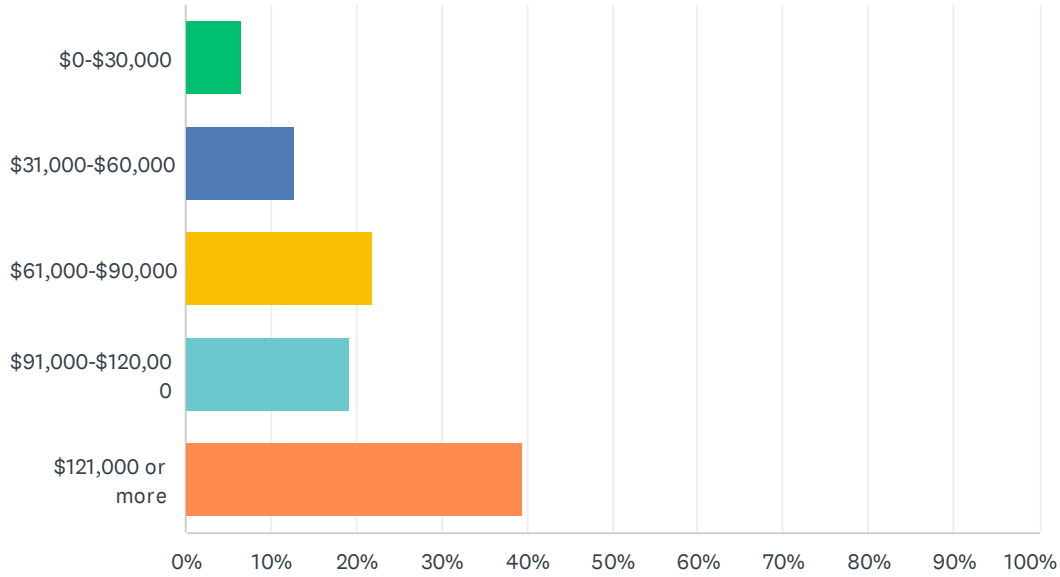


Portland Independent Salary Commission: Draft Salary Proposal

ANSWER CHOICES	RESPONSES	
1 adult with 0 dependents	15.78%	92
1 adult with 1-2 dependents	7.20%	42
1 adult with 3 or more dependents	1.54%	9
2 adults (one working) with 0 dependents	9.26%	54
2 adults (one working) with 1-2 dependents	10.63%	62
2 adults (one working) with 3 or more dependents	2.57%	15
2 adults (both working) with 0 dependents	16.81%	98
2 adults (both working) with 1-2 dependents	17.67%	103
2 adults (both working) with 3 or more dependents	3.77%	22
Retired	10.63%	62
Other (please specify)	4.12%	24
TOTAL		583

Q4 What is your current household income range? Providing this information helps the Salary Commission better understand the perspective of impacted communities.

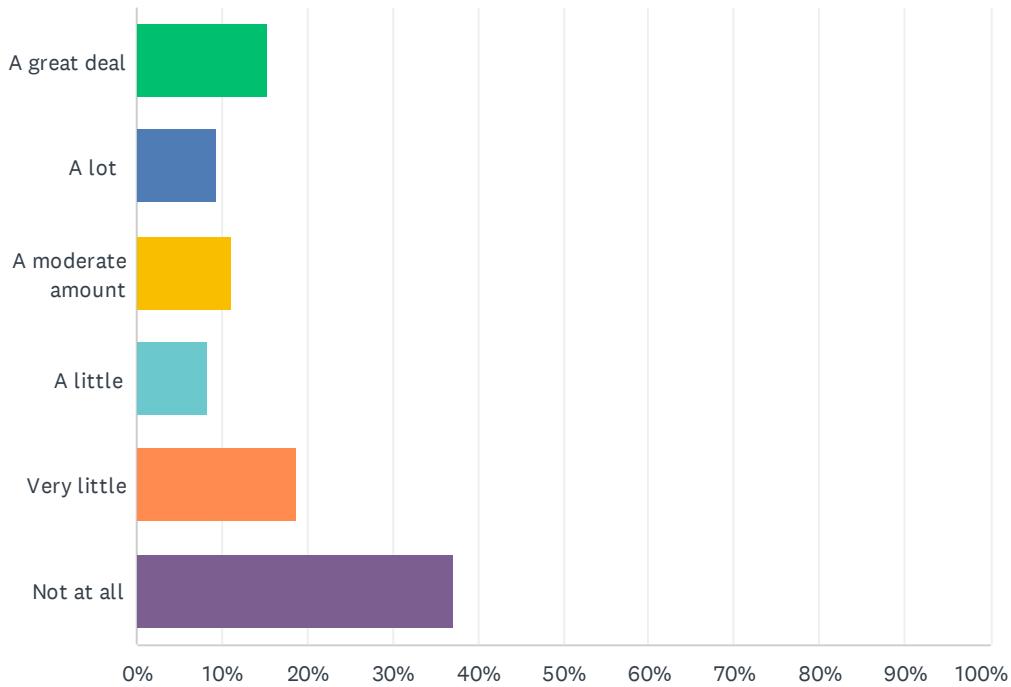
Answered: 565 Skipped: 38



ANSWER CHOICES	RESPONSES
\$0-\$30,000	6.55% 37
\$31,000-\$60,000	12.74% 72
\$61,000-\$90,000	21.95% 124
\$91,000-\$120,000	19.29% 109
\$121,000 or more	39.47% 223
TOTAL	565

Q5 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?

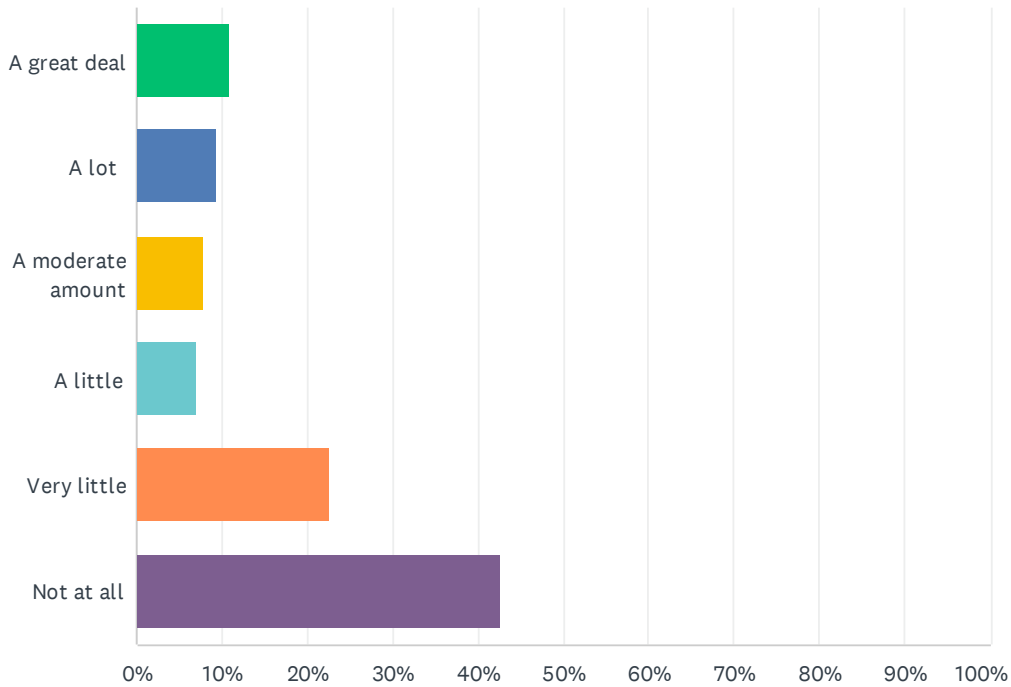
Answered: 584 Skipped: 19



ANSWER CHOICES	RESPONSES	
A great deal	15.41%	90
A lot	9.42%	55
A moderate amount	11.13%	65
A little	8.22%	48
Very little	18.66%	109
Not at all	37.16%	217
TOTAL		584

Q6 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?

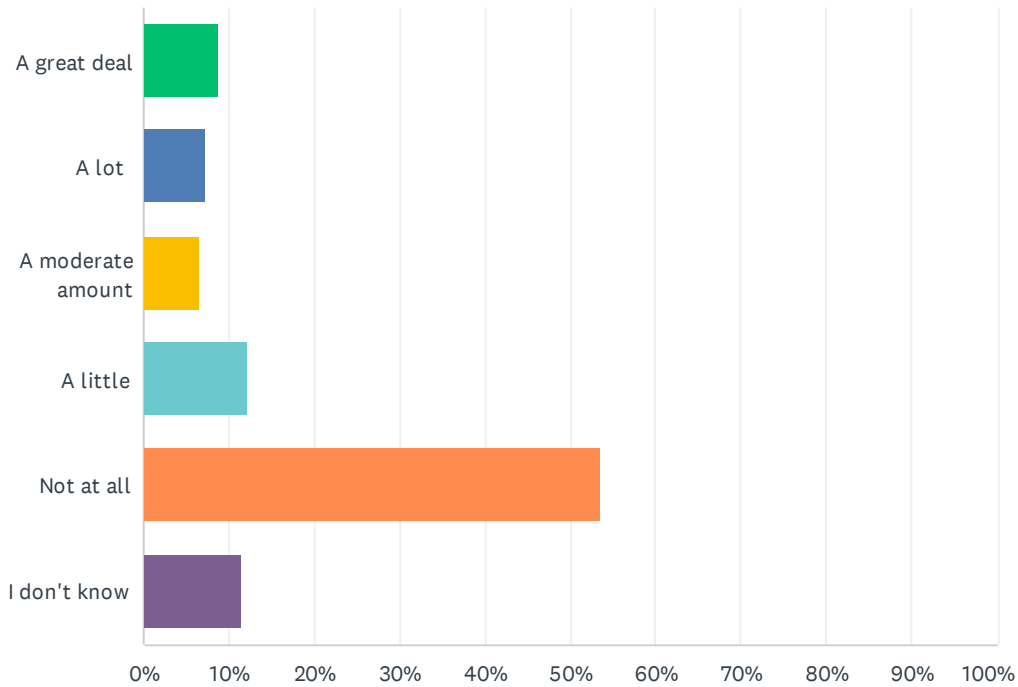
Answered: 591 Skipped: 12



ANSWER CHOICES	RESPONSES	
A great deal	10.83%	64
A lot	9.31%	55
A moderate amount	7.78%	46
A little	6.94%	41
Very little	22.50%	133
Not at all	42.64%	252
TOTAL		591

Q7 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?

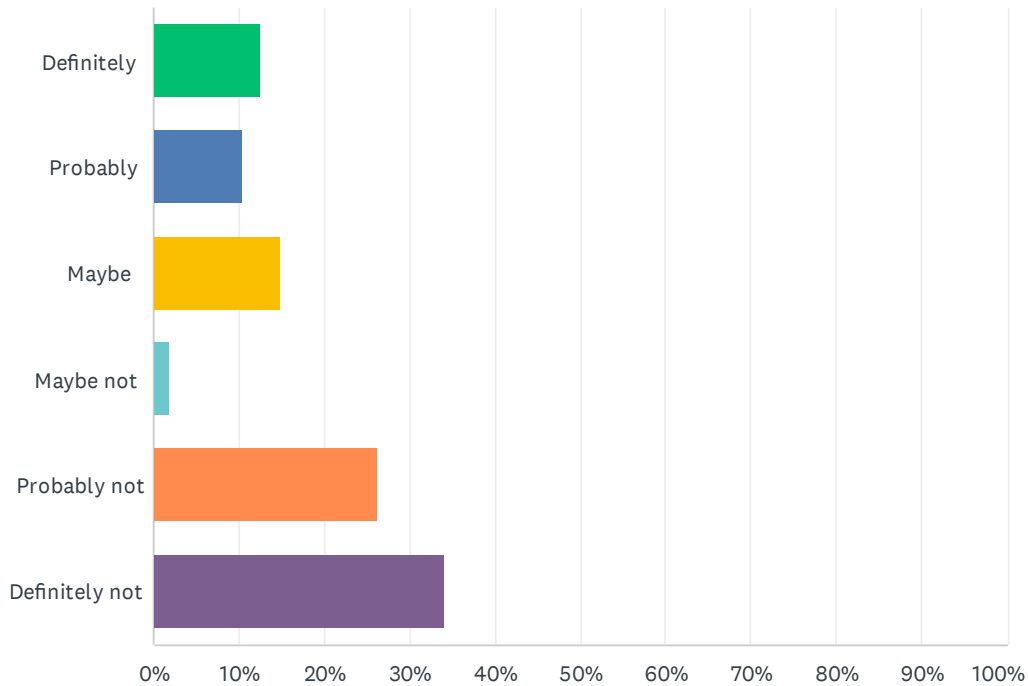
Answered: 589 Skipped: 14



ANSWER CHOICES	RESPONSES	
A great deal	8.83%	52
A lot	7.30%	43
A moderate amount	6.62%	39
A little	12.22%	72
Not at all	53.48%	315
I don't know	11.54%	68
TOTAL		589

Q8 Do the salaries as proposed increase the likelihood that you or someone you know would consider running for office in the City of Portland?

Answered: 593 Skipped: 10



ANSWER CHOICES	RESPONSES	
Definitely	12.48%	74
Probably	10.46%	62
Maybe	14.84%	88
Maybe not	2.02%	12
Probably not	26.14%	155
Definitely not	34.06%	202
TOTAL		593

Q9 Are there any additional compensation related data sets or variables that the Salary Commission should consider to better uphold their guiding principles and core values?

Answered: 386 Skipped: 217