

The Oregonian

Portland salary database: Why a fired administrator earned \$371,353

By Brad Schmidt
April 24, 2015

Portland's former chief administrator, Jack Graham, pulled in more money than any other city employee during fiscal 2014 – and by a staggering margin.

Graham, fired in November 2013 by Mayor Charlie Hales after a series of high-profile controversies, had gross earnings of \$371,353.

Graham collected a year's salary, \$192,192, in severance, plus about \$60,000 from cashing out vacation time. Just under \$120,000 came from his base salary.

Graham tops a list of nearly 8,800 city employees who, together, earned more than \$439 million between July 1, 2013, and June 30, 2014, according to a city database obtained by The Oregonian/OregonLive through the state's public records law.

In all, Graham's total earnings were \$112,000 more than the city's second-highest-paid employee and far more than any top official, including Hales.

Dig into the full database yourself. Search by an employee's name or sort by pay, city agency or job title.

Here's a look at other findings:

1) Six figures: 943 city employees, or 10.7 percent, earned more than \$100,000 from base pay, overtime, premium pay, and vacation, sick or severance payouts.

Seem high? It's not.

Census data show that overall, 12.8 percent of Portland's nearly 352,000 workers had inflation-adjusted earnings in the six digits, according to 2013 estimates.

2) Part-time/seasonal: The city's numbers are heavily skewed by Portland Parks & Recreation, which lists more than 3,200 employees. Of those, nearly 2,000 are part time or seasonal recreation leaders.

The highest-paid among those employees earned just under \$25,000, the lowest \$13.88, with average earnings of about \$3,000 for the year.

Hales' pledge to ensure that all city employees earn at least \$15 an hour, incidentally, does not apply to part time or seasonal workers.

3) Politics doesn't pay (comparatively, at least): Hales is the city's top politician and administrator, earning a base pay of about \$129,500. Yet 86 city employees earned more than Hales, a list including bureau directors, attorneys and senior-level administrators.

By including overtime, premiums and payouts, the list of employees who earned more than Hales doubles to 176. Of those, more than 60 percent work for Portland Fire & Rescue (69 employees) or the Police Bureau (36).

One year ago, when the City Council approved annual cost-of-living adjustments, Hales said he found it "nuts" that he and the city commissioners earn far less than the managers they manage.

"It's a crazy situation," he said.

Hales at the time said he would look to form a review panel to consider pay increases for future elected officials.

4) Overtime: Portland spent \$18.8 million on overtime, with nearly half of that (\$8.6 million) going to employees in Portland Fire & Rescue, and an additional \$5 million to the Police Bureau.

The city's emergency responders work long, often odd hours. A typical firefighters' schedule involves 24 hours on duty followed by 48 hours off. Union-represented firefighters work about 52 hours a week, making them eligible for about 12 hours of overtime every week.

Of about 400 city firefighters, 178 earned at least \$10,000 in overtime. Of those 38 earned at least \$20,000, seven of that group at least \$30,000 and two of those topped \$40,000.

Portland considers downsizing infill houses

*By Elliot Njus
April 24, 2015*

Neighborhood groups have long complained that the city's building boom has led to a generation of houses that seem to loom over neighboring properties, either because they're too tall or too close to the property line.

Now Portland is considering whether to rewrite parts of its code to rein in that kind of development.

The city's Bureau of Planning and Sustainability is asking for \$600,000 in staff time and consultants to launch a process it expects to take a year and a half.

The effort is a priority for Mayor Charlie Hales, who oversees the planning bureau. He's asked the city council to fast-track the initial \$150,000, adding it to the current fiscal year's budget, to get the project moving before the next fiscal year's budget is approved.

"People in our long-established neighborhoods feel threatened by demolition and haphazard infill," Hales said through a spokesman this week. "The city will meet its density goals, but not by bulldozing solid, older homes and putting up \$1 million mansions."

A brisk real estate market has spurred development in the rebound from the recession. Large new houses in close-in Portland neighborhoods have drawn the ire of neighborhood groups, particularly when existing houses are demolished to make room.

It's not clear what shape the new rules, which would eventually need approval from the Portland City Council, might take.

Planners say they're likely going to focus on tightening existing restrictions on the new homes' height, how much of a lot they can take up and how far houses must be from the property line.

"We already have these regulations," said Sandra Wood, a supervising planner with the planning bureau. "It's just that the regulations that we have served some neighborhoods better than others."

The city might also look into more specific regulations. For example, the city years ago created new restrictions on the size and prominence of street-facing garages.

And it's also seeking to address construction of so-called skinny houses, built on lots half as wide as more typical homes.

Home builders say their industry is simply responding to demand for new homes in Portland's desirable neighborhoods, and that the city's restrictions would undermine the region's sprawl-resisting land-use policies.

"I just think it's a red herring for people not wanting development in their neighborhoods," said Justin Wood, an infill developer and lobbyist for the Home Builders Association of Metropolitan Portland. "Everything the city's doing right now is making it feel like it's making it tougher to do infill."

The city council in 2013 introduced minimum parking requirements for apartment buildings that were previously exempt, and this year voted to require developers to notify neighbors before demolishing a house.

And Commissioner Amanda Fritz, who oversees the city's development permitting bureau, has told staffers they should generally "raise the bar" in evaluating certain development proposals, particularly skinny houses.

But neighborhood groups say the city is still moving too slowly to address the wave of development.

United Neighborhoods for Reform, a group that's sprung up around the infill-development issues, wrote a resolution calling for a number of changes to city policy, including limits to the size of newly constructed houses. It lists 42 neighborhood associations that have endorsed the proposal.

"Here we are, some months later, with all this groundswell of approval," she said. "We hope the city is invested enough in saving some neighborhoods and some homes."

Willamette Week

Portland City Hall: See What Mayor Charlie Hales Pays His Staff

*By Anthony Macuk
April 24, 2015*

Mayor Charlie Hales made a big show of hiring fewer mayoral staffers than his predecessor, Sam Adams. When Hales took office in 2013, he had just 14 people in his shop, compared to 25 that Adams had on his staff through much of his term.

Critics questioned Hales' move, saying he eventually would be forced to add more people. No way could Hales run a city with just over a dozen aides.

Two years later, Hales staff has grown by three—or about 20 percent. But wage increases have helped pushed his budget for salaries up by over 30 percent, according to new records released to WW. (The Oregonian today posted a database with city employee salaries for fiscal year 2013-14.)

As of April, Hales and his 17 staffers collectively earned nearly \$1.4 million annually. That's up from just over a \$1 million in January 2013. By comparison, Adams and his 25 staffers together made just over \$1.6 million in 2011.

Members of Hales' team (including Hales himself) have each seen a pay increase of roughly 7 percent due to three cost of living adjustments, one of which was deferred from Adams' final year. Rachel Wiggins and Chad Stover were promoted and received larger raises, and Dana Haynes also received an additional 4.1 percent raise as a merit increase.

Curious about who makes how much in the mayor's office?

Here's the list of salaries in Hales' office in 2015:

1. Charlie Hales, mayor, \$131,560.00
2. Gail Shibley, mayor's chief of staff, \$119,932.80
3. Jillian Detweiler, policy director, \$90,625.60
4. Jackie Dingfelder, policy director, \$90,625.60
5. Antoinette Edwards, director, Office of Youth Violence Prevention, \$90,625.60
6. Josh Alpert, director of strategic initiatives, \$88,836.80

7. Deanna Wesson-Mitchell, policy director, \$88,150.40
8. Dana Haynes, communications director, \$83,595.20
9. Tera Pierce, mayor's deputy chief of staff, \$80,246.40
10. Diana Nuñez, community outreach manager, \$68,036.80
11. Thomas Peavey, policy manager, Office of Youth Violence Prevention, \$65,956.80
12. Susan Dietz, executive assistant to the mayor, \$61,942.40
13. Chad Stover, project manager, \$57,657.60
14. Sara Hottman, communications assistant, \$49,878.40
15. Matthew Robinson, policy assistant, \$49,691.20
16. Rachael Wiggins, policy assistant, \$49,587.20
17. Zach Klonoski, mayor's assistant, \$49,587.20
18. Cindy Reyes, constituent service specialist, \$40,310.40

Here's a list of salaries in Hales' office in 2013, according to The Oregonian:

1. Charlie Hales, mayor, \$122,907
2. Gail Shibley, chief of staff, \$112,028
3. Baruti Artharee, policy director, \$84,656
4. Antoinette Edwards, director, Office of Youth Violence Prevention, \$84,656
5. Ed McNamara, policy director, \$84,656
6. Josh Alpert, policy director, \$83,000
7. Dana Haynes, spokesman, \$75,000
8. Cevero Gonzalez, Hales' executive assistant and scheduler, \$69,439
9. Noah Siegel, policy director, \$65,780
10. Thomas Peavey, policy manager, Office of Youth Violence Prevention, \$61,607
11. Grace Uwagbae, constituent relations manager, \$52,020
12. Matthew Robinson, policy assistant, \$46,400
13. Chad Stover, policy assistant \$46,400
14. Rachael Wiggins, front desk receptionist, \$38,000
15. Lauren King, executive assistant to Gail Shibley and Hatfield Fellow at Portland State University, salary paid by PSU

Here's a list of salaries in Adams' office in 2011:

1. Sam Adams, mayor, \$118,144.00
2. Warren Jimenez, chief of staff, \$99,641.88
3. Jennifer Yocom, deputy chief of staff, \$82,771.26
4. Rob Ingram, office of youth-violence prevention, \$77,104.82
5. Antoinette Edwards, director of public safety, \$75,000
6. Amy Ruiz, communications director, \$75,000
7. Peter Parisot, economic development director, \$69,899.18
8. Lisa Libby, planning and sustainability director, \$69,899.18
9. Cevero Gonzalez, executive assistant, \$68,616.08

10. Kali Ladd, education strategies director, \$66,830.40
11. Catherine Ciarlo, transportation director, \$66,820
12. Noah Siegel, international relations director, \$65,000
13. Cary Clarke, arts and culture director, \$65,000
14. Thomas Peavey, office of youth-violence prevention, \$57,054.40
15. Reese Lord, education strategies/youth coordinator, \$56,535.18
16. Skip Newberry, economic adviser, \$56,535.18
17. Jonna Papaefthimiou, planning and sustainability adviser, \$56,000
18. Paul Peterson, new media manager, \$51,403.30
19. Clay Neal, executive assistant, \$50,003.20
20. Amreet Sandhu, public safety adviser, \$50,003
21. Katja Dillman, transportation policy manager, \$50,000
22. Caryn Brooks, policy coordinator, \$50,000
23. Todd Diskin, youth strategies coordinator, \$49,414.82
24. Alacia Lauer, operations manager, \$45,011.20
25. Khurshid Ansary, \$45,000
26. Casey Ogden, \$20,000

Uber is Making Its Drivers Register with the City of Portland by Noon Tomorrow

UPDATE: Company will begin running cars at 2 pm Friday.

*By Aaron Mesh
April 23, 2015*

UPDATE, 3:55 pm: Uber spokeswoman Kate Downen tells WW the company has finished its city paperwork and will begin running cars at 2 pm Friday.

ORIGINAL POST, 2:58 pm: When Portland City Council legalized Uber on Tuesday, it added a significant new piece of regulation to keep an eye on its drivers.

City Commissioner Dan Saltzman added a last-second amendment requiring Uber to confirm its drivers have obtained a city business license before letting them use the app.

That's important because it means Uber's drivers can't use the platform unless they're being tracked by city regulators—a major contrast to lax requirements for Airbnb operators, most of whom have still not applied for a city permit.

A notice sent by Uber to its drivers today shows the company is rushing to comply with the new rule.

The email, obtained by WW, shows Uber telling its drivers they must get a Portland business license by noon Friday if they want access to the app. (Registering for a city business license is free.)

"Failure to comply with these requirements by 12 noon on Friday 4/24 will result in temporary deactivation of your account," the email says, "until the requirements are met."

While the Uber email does not tell drivers when the service will launch in Portland, it shows the company is trying to meet all city rules by noon tomorrow.

It also tells drivers to prepare for the two Trail Blazers playoff games at the Moda Center—on Saturday and Monday—strongly implying the company expects to be running cars by then.

Uber's main competitor, Lyft, has announced its plans to launch in Portland at 2 pm tomorrow. Here's a portion of the Uber email to drivers, sent this morning shortly before 10 am:

PORTLAND REQUIREMENTS!

These are the things you need to do before you can make pick ups in Portland.

Failure to comply with these requirements by 12 noon on Friday 4/24 will result in temporary deactivation of your account until the requirements are met.

1. [Get your free Portland Business License](#) and add it to your [Uber partner account](#). Make sure to keep proof of registration with you when you are online. You can print a "Certificate of Compliance" by logging into your City of Portland account. See these [instructions](#) for more details.
2. There are new requirements for vehicle inspections. Even if you recently got a vehicle inspection, the inspection requirements have changed. If you haven't gone to Tire Kickers to get your vehicle inspected [sign up for a free inspection](#), see below for location and times.
3. You need trade dress in the form of a "U" sticker. You can get this at the inspection, in person at one of the events tomorrow or Saturday, or send us an email at partnersoregon@uber.com with your address and we will mail it to you.
4. Get your first aid kit, these are available at the inspection. If you prefer to purchase your own first aid kit we will reimburse up to \$10.
5. You must use a hands free phone mount. We will reimburse you up to \$10 for phone mounts.

FREE INSPECTIONS

Get your FREE vehicle inspection this week!

WHEN

Friday 4/24, 11am-6pm

The Mercury

\$15 and Rising

The Minimum Wage Movement Is Catching Fire

*By Shelby R. King
April 22, 2015*

KASIL KAPRIEL is a 52-year-old single mother and Portland resident who was born in Micronesia. She works in customer service at the airport and earns \$9.25 an hour—Oregon's minimum wage.

Kapriel can't afford to pay her \$750 monthly rent at one time, so she's got a deal with her landlord to pay half the rent twice each month. Because of this arrangement, she gets stuck paying a late fee.

"I'm right on the edge here," Kapriel said recently. "That's why I am so desperate."

Get used to hearing stories like this—hundreds of Oregonians are starting to get rowdy about "poverty wages." Kapriel and other activists are pressuring state legislators to increase the minimum wage, and if lawmakers won't move on it, the group is campaigning to get the issue on the November 2016 ballot.

It's a movement years in the making. America's working poor first made a collective call for increased wages a couple of years back, when fast food workers in New York walked off the job and demanded raises. In the years since, cities like Seattle and San Francisco have passed ordinances increasing the minimum wage to \$15.

But Portland's usually active activists didn't get fired up about this issue until this time last year, when two things happened at roughly the same time: Portland-based 15 Now PDX organizer Justin Norton-Kertson and other activists started holding events, and Nick Caleb—a Concordia University professor and attorney who made a last-minute bid for Commissioner Dan Saltzman's seat—made a \$15 minimum hourly wage a central part of his platform.

A year later, the 15 Now campaign has gained a lot of traction.

In December, the Multnomah County Commission voted to raise county employees' wages to \$15 per hour within three years. Two months later, Portland City Council voted to create a \$15 minimum for full-time city staffers and contractors.

But the fight rages on. On April 13, activists from across the state descended upon the capital to testify at a joint Senate and House public meeting discussing more than a dozen bills that address increasing the statewide mandatory minimum wage.

Two days later, hundreds of protesters flooded downtown Portland streets, marching from O'Bryant Square to city hall and then to the Portland State University campus. The march was part of a national movement in more than 200 cities, which staged strikes and demonstrations protesting low wages.

Finally, on Friday, April 17, representatives from the 15 Now movement filed petitions with the state announcing their intention to get an initiative on the 2016 ballot, raising the statewide minimum wage to \$15 an hour by 2019.

Senator Peter Courtney (D-Salem) recently told the Oregonian that he doesn't expect the minimum wage increase to make it through the legislature this session, which ends July 11.

"It doesn't seem like our leadership has the intention of moving forward on the issue, so we intend to take it to the people," says Norton-Kertson. "The latest polls in Oregon show 54 percent favor a \$15 minimum wage."

The group has until July 2016 to gather the 88,000-plus valid signatures that will land the initiative on the ballot. Norton-Kertson says they're hoping for support from big labor unions, and he's been "given no indication" that they're unsupportive of the grassroots campaign. At recent events, members of the Service Employees International Union and the Oregon AFL-CIO have been vocal.

Tom Chamberlain, president of Oregon AFL-CIO, tells the Mercury he personally supports the 15 Now ballot initiative, but the union board will decide whether or not to offer an official endorsement.

"What they're doing is great, but I don't think we should let our legislators off so easy," Chamberlain said. "Oregonians elected our legislators to do the right thing, and they need to make sure no one working is living in poverty."

What are the effects from living in poverty? There's been a lot of data gathered and reported explaining why it's important America start paying its lowest-paid workers a living wage—just as there's been much controversy over whether it will help, or hurt, the economy.

Some important numbers from a study published recently by the National Employment Law Project:

- 42 percent of US workers make less than \$15 an hour, or less than \$31,000 a year.
- Women and people of color make up nearly 55 percent of workers earning less than \$15 an hour, though they represent 48 percent of the overall workforce.
- About half of US workers earning less than \$15 an hour are over age 35.
- The service industries have the largest number (more than half) of workers making less than \$15 per hour.

A study published earlier this month by the University of California, Berkeley, gives those numbers some further context. Researchers determined that poverty-level wages cost US taxpayers \$152.8 billion each year in dollars spent to provide public assistance to working families. And 73 percent of Americans receiving some form of government assistance to make ends meet are employed.

Some more bummer info from that study (all adjusted for inflation):

- Hourly wages of the average American worker were just 5 percent higher in 2013 than they were in 1979.
- Wages of the lowest-paid 10 percent of American workers were 5 percent lower in 2013 than in 1979.
- The entire bottom 70 percent of American workers had either flat or negative adjusted-inflation wage growth from 2003 to 2013.

In real life, these numbers represent the difference between having your phone shut off every month or paying the bill. They mean being able to afford the rent on time or having your paycheck subsidized by public programs. And they're the reason we'll be hearing about a minimum wage hike for some time to come.

"I make \$13 an hour and it's not enough, though I feel like I'm paid more than a lot of workers," says Sarah Kowaleski, a seasonal city employee. "I don't feel good getting a paycheck from the city and [Oregon Health Plan coverage] from the state and food stamps from the federal government."

The Portland Business Journal

Building owners prepare for scrutiny as Portland OKs mandatory energy reporting rules

*By Andy Giegerich
April 23, 2015*

Portland building owners must now track their structures' energy use.

The Portland City Council has approved new reporting rules that apply to commercial buildings with more than 20,000 square feet. The rules call for owners to track energy use and report it on an annual basis.

The policy will cover nearly 80 percent of the commercial square footage and affect approximately 1,000 buildings, according to the city.

The decision makes Portland the 12th city in the nation to mandate energy reporting in commercial buildings. The rules will be phased in during 2016 and 2017 and exempt residential properties, nursing homes, places of worship, parking structures, K-12 schools, industrial facilities and warehouses.

Typically, building owners cut energy use by 7 percent simply by looking at the feedback.

"Portland has set a goal to cut carbon emissions 80 percent by 2050," said Portland Mayor Charlie Hales in a release. "Tracking energy use and investing in energy efficiency saves money for the building owners. And for the city as a whole. Last year alone, the city saved \$6 million on its own energy bills."

The measure earned support from one of the area's top building managers.

"Today, my clients, tenant customers and staff expect energy efficiency," said David Genrich, general manager of JLL. "Tracking energy use has become a core responsibility of good building managers, and this policy ensures consistency across the board."

The policy further requires commercial building owners to track performance with the Energy Star Portfolio Manager. Among Portland's 5,000 commercial buildings, fewer than 100 buildings claim Energy Star certification.