

MINUTES
Compensation Committee
February 13, 2018
Council Chambers, Bend City Hall
710 NW Wall, Bend, Oregon



3:00 p.m. Compensation Committee Meeting

1. Call to Order

Committee Members: Jim Clinton, Oran Teater, Chris Telfer, Brent Landels, Chad Sage, Kathleen Meehan-Coop, Don Leonard

Staff: Eric King, City Manager, Mary Winters, City Attorney, Rob DuValle, Human Resources Director, Robyn Christie, City Recorder.

2. Welcome and Introductions

Mr. King shared that Mayor Roats appointed Ms. Meehan-Coop to serve as chair of the committee.

Each member introduced themselves and explained why they were interested in this topic. Mr. Clinton and Mr. Teater were former mayors/councilors; Ms. Telfer a former councilor. Ms. Meehan-Coop, Mr. Landels, Mr. Sage and Mr. Leonard participated on the Charter Review Committee.

3. Review Committee Charge and Public Meeting Procedures and limitations on staff participation – Mary Winters, City Attorney

Ms. Winters reviewed public meeting rules. She stated that because this is a measure that is on the ballot staff cannot spend any work time to oppose or support the measure. Staff can only provide fair and impartial information. She provided a notebook with the resolutions for a directly elected mayor and taking compensation out of the Charter.

4. Review Timeline and Meeting Schedule – Robyn Christie, City Recorder

Ms. Christie reviewed the proposed timeline for the committee. The committee is scheduled to present a recommendation to Council at the March 7 work session. It is anticipated that Council will hold a first reading of an ordinance on March 21 with a second reading on April 4.

5. Presentation of Materials – Rob DuValle, Human Resources Director

Mr. DuValle reviewed a table showing Mayor and Council compensation for Gresham, Hillsboro, Beaverton, Springfield, Corvallis and Medford. This is consistent with how the city looks at compensation from the closest in population; three larger and three smaller cities. Any change would be effective when the new Council is seated in January.

Prior to 1960 there was no compensation. In 1960 it was set to \$60/mo. In 1995 it was increased to \$200/mo.

6. Begin Discussion of Compensation

Ms. Telfer asked to hear from the Charter Committee about why they felt there was a need to change things. Ms. Meehan said that with an elected mayor, he or she has a chance to run on a platform and work to implement a vision for the city and to have the time and resources to move the city in that direction. Mr. Landels stated that the Charter Review Committee decided that compensation doesn't belong in the Charter. He hoped that a directly elected mayor would have more opportunity to serve on regional and statewide committees. Mr. King added that the League of Oregon Cities Model Charter provided language that made it clear that the city manager is the administrative head and the mayor is the political head of the city.

There was discussion about misperceptions of the role of the mayor.

Ms. Meehan-Coop spoke about the need to look at compensation. She said it could provide the opportunity for anyone who may want to run to do so. The job itself may exclude a lot of people who may want to serve.

Mr. King explained that there are council meetings the first and third Wednesdays. Councilors serve as liaisons on a variety of committees. There is more constituent communication than in the past due to e-mail. He has not heard any interest in making it equivalent to a full time job but rather to compensate for time lost and eliminate that barrier.

Mr. Teater estimated that he spent about 20-25 hours per week as mayor.

Mr. King shared that the City of Hillsboro has the citizen members of the Budget Committee review council compensation.

Ms. Telfer referred to her experience on Council, she expected the work to be volunteer.

Mr. Landels suggested connecting the compensation to Area Median Income (AMI). Adjustments could be made without having to go through this process. It could be adjusted every two years prior to the election. It could be set at a percentage, such as 10% for councilors and 20% for mayor.

Mr. Sage asked about whether the committee should discuss the scope of the positions and a position description. That was outside the charge of the committee.

Mr. Landels commented on hearing from another city that a single parent couldn't cover childcare to attend meetings.

Ms. Meehan Coop asked to hear from the previous mayors and councilors.

Mr. Teater estimated the mayor spent four times the level of effort of a councilor.

Mr. Clinton said 50% more. If someone runs as mayor they will likely spend more time.

Ms. Telfer said that people contact councilors and mayors the same. The mayor has no more power to change or direct the city than any other councilor.

Ms. Winters said the role of the mayor increases with a more activist council. It takes more time to work with fellow councilors.

On further discussion the committee felt the mayor spent twice as much time as a councilor.

Mr. Teater was thinking about \$500 for a councilor and \$1500-2000 for mayor.

Ms. Telfer said she was in the range of \$400-500 for council and a multiplier for the mayor based on the increased amount of required time.

Mr. Clinton said some spend more time than others. A factor of two is easy to understand. Those who have run for office knew they were volunteer positions. It's almost impossible to be an effective city councilor unless you own your own business or are retired. He liked the idea of tying compensation to the median income.

Mr. Leonard said he looked at it as recognition by the community about what the council is doing. He was inclined to go with the AMI approach.

Mr. Landels supported 25% of AMI for mayor \$1250/mo. and councilors at 10%.

Mr. Sage liked the idea of tying compensation to something tangible like the AMI. He was not sure there was a linear relationship in the time required.

The committee requested additional information on AMI including what type of jobs are included.

Ms. Winters talked about the difference between employees and volunteers. Most cities call it a stipend or compensation instead of a salary. There were also wage and hour issues to be mindful of. Ms. Telfer asked how it is taxed.

Mr. Teater summarized that he was hearing \$1000-1500 for Mayor (approx. 25% AMI) \$500/mo. for Council (approx. 10% AMI).

There was discussion about how AMI does not have a connection to the city budget. The group wanted the compensation connected to something that reflects the health of the community.

The committee recommended looking at compensation as part of charter review every five years.

Mr. Teater moved to recommend council compensation at 10% AMI and mayor compensation at 25% of AMI. Ms. Telfer seconded the motion.

Mr. Clinton preferred 20%. He suggested including a recommendation on the duties of an elected mayor to participate on statewide and regional committees as part of the justification for increasing the stipend.

Ms. Meehan-Coop felt 20% would be better accepted by the community.

Ms. Telfer commented that the mayor's time commitment was closer to twice than two and a half times that of a councilor.

The motion passed with Mr. Teater, Mr. Leonard, Mr. Landels, and Mr. Sage voting in favor. Mr. Clinton, Ms. Telfer, and Ms. Meehan-Coop opposed the motion.

Mr. King asked to have a reference to a specific index. Ms. Winters asked to include the approximate dollar amount.

The committee will have an additional conversation on the recommendation. It will also consider scenarios if the measure for a directly elected mayor doesn't pass.

The committee will meet again on February 20 at 3 p.m.

7. Adjourn

The meeting adjourned at 4:40 p.m.

Respectfully submitted,

Robyn Christie
City Recorder