

**MINUTES**  
**Compensation Committee**  
**February 20, 2018**  
**Council Chambers, Bend City Hall**  
**710 NW Wall, Bend, Oregon**

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3:00 p.m. Compensation Committee Meeting

**1. Call to Order**

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

Staff: Eric King, City Manager, Mary Winters, City Attorney, Robyn Christie, City Recorder.

**2. Mayoral Responsibilities**

The committee discussed the mayor as the political head of the city. When a person runs for mayor there is an expectation that he or she has to follow through and attend other meetings.

Elect good people and hope that they take on those responsibilities. Have enough time to get to know other leaders and develop relationships.

An elected mayor for a four-year term provides continuity.

**3. Review Recommendation**

At the previous meeting the committee recommended council compensation at 10% AMI and mayor compensation at 25% of AMI. There was discussion about whether the amount for mayor should be 20% or 25%.

Mr. Landels moved to recommend 10% HUD AMI for Council and 20% for Mayor. Ms. Telfer seconded the motion. The motion passed unanimously (7-0).

**4. Determine Index and Process for Future Adjustments**

Ms. Winters provided a draft ordinance. She asked about adjusting compensation every 2 years based on AMI. There was discussion about including compensation as part of Charter Review every 5 years.

**5. Other Items for Discussion**

The committee recommended keeping compensation at 10% for council and 20% for mayor whether the directly elected mayor passed or not. The amount of work for the mayor is unchanged.

**6. Prepare for Presentation on March 7**

Ms. Meehan Coop will present the recommendation to Council on March 7 at 5 p.m.

**7. Adjourn**

The meeting adjourned at 4:00 p.m.

Respectfully submitted,

Robyn Christie  
City Recorder

DRAFT