

Minutes



CITY OF BEND

Council Compensation Review Committee – Meeting #1
4:00 PM-6:00PM, October 23, 2023

Staff Liaisons: Mary Alice Winters (City of Bend, City Attorney), Brooke Olsen (City of Bend, Associate City Attorney)

Additional Staff: Ian Leitheiser (City of Bend, Assistant City Attorney), Tiana Morris (City of Bend, Human Resources Business Partner), Cate Schneider (City of Bend, Senior Management Analyst), Rob DuValle (City of Bend, Chief People Officer)

The first meeting of the Council Compensation Review Committee was called to order at 4:06 PM on Monday, October 23, 2023, in the Board Room at Bend City Hall, 710 NW Wall Street, and online.

1. **Roll Call.** Present: Kathy Austin, Kelly Cannon-Miller (present virtually), Louis Capozzi, Chris Cardwell, David Kline, Deb Schoen, Heather Simmons, Judy Stiegler. Absent: Stephen Sehgal
2. **Introduction.** All Committee Members, staff liaisons, and guests in attendance introduced themselves. Committee Members shared their backgrounds, experiences, and reasons for volunteering on the Committee. City Attorney Winters gave an overview of the purpose of the Committee per Resolution 3344, and noted that the City's Human Resources Department had been in contact with PacificSource, the City's health insurance provider, regarding the health insurance recommendation consideration prescribed by the Resolution.
3. **Election of Chair and Vice-Chair.** Committee Members nominated Member Stiegler to serve as Chair and Member Capozzi to serve as Vice-Chair. Member Stiegler and Member Capozzi accepted the nominations. Member Schoen first moved to elect Member Stiegler as Chair and then moved to elect Member Capozzi as Vice-Chair. Member Austin seconded the motions. All Committee Members voted cast votes on the motions as follows:
 - Member Austin: Aye
 - Member Cannon-Miller: Aye
 - Member Capozzi: Aye
 - Member Cardwell: Aye
 - Member Kline: Aye
 - Member Schoen: Aye
 - Member Simmons: Aye
 - Member Stiegler: Aye

Results: Member Stiegler elected as Chair, Member Capozzi elected as Vice-Chair

4. **City Attorney: Oregon Public Meetings and Records Law; Ethics for Public Officials.** City Attorney Winters presented on Oregon laws applicable to Committee Members: Public Meetings, Public

Records, and Ethics laws. Members Kline and Simmons declared potential conflicts of interest due to their employment with PacificSource.

5. PowerPoint Presentation Legal Department.

City Attorney Winters provided information about the history of compensation of Bend's Mayor and Councilors, the ethics laws governing Council compensation decisions, and the stipend formula and current 2023 amounts for the Mayor and Councilors. Next, City Attorney Winters provided information on the why Mayor/Councilors are not and should not be considered City employees, roles and expectations of the Mayor and Councilors (based on the City Charter, Council Rules, and community expectations), and the policy bases and considerations for stipend increase and health benefit recommendations for Council. Various Committee Members asked questions during the presentation and engaged in general discussion on the issues presented, particularly how compensation may affect the ability to serve on Council, and balancing history of stipends for councilors in Bend with community expectations.

Associate City Attorney Olsen presented on current and former Mayors' and Councilors' estimated average weekly time spent in their positions. Committee Members discussed the wide range of time estimates and recognized that being a Mayor/Councilor in Bend has become more time consuming and complicated in recent years given the expansion and complexity of the issues and the need for engagement at the regional, state and federal levels. Committee members also discussed that time is not necessarily the best or only measure for gauging appropriate compensation. Next, Associate City Attorney Olsen presented policy-related research and information pertinent to the Committee's stipend increase and health benefit discussions.

6. Committee Discussion and Information Requests.

Committee Members discussed the scope of Resolution 3344, and their policy objectives for the recommendations and considerations prescribed by the Resolution. Policy objectives discussed included geographic and sociodemographic diversity objectives for City Council make-up, and removing barriers for people with children and/or full-time jobs to serve on Council. Tiana Morris (City of Bend, Human Resources Business Partner) confirmed that if the Committee recommended providing health benefits to Council and health benefits were made available through the City's PacificSource plan, the health benefits would be elective and Councilors could not opt to receive a payout in lieu of the health benefit option.

All Committee Members asked to see information about compensation and benefits paid to Councilors and Mayors in other Oregon cities prior to the next meeting. Member Simmons asked for more information on the factors considered by other Oregon cities in the course of their Council stipend decisions, and their ultimate findings. Member Capozzi requested information on City employee compensation. In response to each request, City Attorney Winters and Associate City Attorney Olsen confirmed the information would be gathered to the extent possible and provided as requested.

7. Adjourned at 5:45 PM