



CITY OF BEND

Council Compensation Review Committee

Meeting No. 1 – Introduction

October 23, 2023, 4:00 PM - 6:00 PM

Board Room, City Hall

History of City of Bend Council Compensation & 2018 Independent Advisory Committee

- 2018 Ballot Measure approved by voters removed Councilor compensation from Charter: Compensation for each council member elected after 2018 "shall be set by ordinance, based on the recommendation of an independent advisory committee appointed by the mayor with the consent of city council." Section 13.
- Bend Municipal Code: Starting in 2023, Council should reappoint advisory committee every five years to review and reevaluate compensation and consider its recommendation, if any, to be implemented after the next election cycle.
- Prior to Ballot Measure taking effect, Council by Resolution formed an independent Council Compensation Advisory Committee of 3 former council members/mayors and 4 members of charter review committee who made a recommendation based on data (information of other cities from LOC and other information for background and review of compensation options); Council adopted ordinance to take effect if ballot measure passed.



Current Compensation of Mayor & Councilors

- Bend Municipal Code Section 1.10.040
 - A. Council members shall be paid a stipend of 10 percent of area median income (AMI) based on the HUD calculation method for FY 2017 (U.S. Census Bureau's ACS estimate of area median income for a family of four for Bend-Redmond, OR MSA), and the Mayor paid 20 percent of AMI. For 2017, the rounded AMI for Bend-Redmond was \$64,000. Based on this number, Council members shall be paid \$533.00 per month, and the Mayor shall be paid \$1,066 per month. No other benefits (such as health or retirement benefits) are provided. As provided in the Bend Charter, Council members will continue to be reimbursed for expenses consistent with the plan for reimbursing City personnel expenses.
 - B. This stipend amount will adjust automatically every two years beginning January 2021, after Council members take office, based on any revision (up or down) to the AMI as calculated and published by HUD for the current fiscal year. City finance staff are directed to implement this change.



Ethics

- ORS 244.120: Council members may not vote to set their own pay. Oregon law requires an intervening election so that voters decided who is elected to receive the new rate of pay or stipend. (Councilors eligible to run for another term declare a potential conflict of interest when voting on amendments to code).
- Code to take effect in January 2024 for 3 seats and January 2026 for Mayor position and other 3 seats
- Insurance benefits as part of "official compensation package". Formal adoption for themselves is subject to ORS 244.120 per Ethics Commission staff advice. For future council members, same issue of potential conflict of interest.



Current Stipend Amounts: 2023

	Monthly	Annually
Mayor	\$1,628.34	\$19,540.08
Councilors	\$814.17	\$9,770.04

Councilors are not City employees

- City Manager-Council form of government. City Manager is administrative head of city government. Council appoints City Manager and Municipal Judge, no other city personnel. Council adopts ordinances and resolutions, makes policy decisions, approves contracts/agreement for city manager to sign, etc.
- Per the Charter, elected councilors can only be removed from office if a vacancy is created by a reason under the charter (e.g., adjudicated incompetent, recall, conviction of felony, taking oath for another lucrative office, ceasing to reside in the city, conviction of a crime involving moral turpitude, etc.)
- Various state laws define employment status so that it is important that council compensation be a stipend, not tied to hours



Roles & Expectations of Mayor & Councilors

General

- Level of involvement and community engagement reflected in Council Rules, updated in 2022, as liaisons to boards, committees and commissions, quarterly check-ins, roundtable meetings, council subcommittees.
- Community (per state law and new processes) now has access to public meetings through virtual means as well as in-person, and interaction through social media has greatly expanded Council availability and contact
- Traditional major city issues continue—infrastructure and transportation, land use/planning, water, public safety (fire/police), finance and effective government. In addition, areas that have not been traditional city functions have demanded intense and necessary focus and attention—homelessness, equity and inclusion with an emphasis on underrepresented community members, affordable and middle-income housing, and responding to climate change and resiliency.
- Need to constantly seek funding and resources at the state and federal level, and stay highly engaged with constantly evolving legislative efforts.

Roles & Expectations of Mayor

City Charter and Council Rules (In addition to those for Councilors)

- A voting member of the Council; has all powers of a Councilor in addition to those of Mayor (Charter Ch. IV Section 16; Council Rule 1.1(D)).
- Presiding Officer at Council meetings. Preserves order, enforces Council Rules, determines order of business (Charter Ch. IV Section 16; Council Rule 2.5).
- Appoints members of committees and commissions with consent of Council (Charter Ch. V Section 23).
- Signs ordinances and resolutions adopted by Council (Charter Ch. V Section 23; Council Rule 2.5(I)).
- Serves as political head of the City government (Charter Ch. V Section 23).
- May send letter(s) supporting local or federal legislation that is in alignment with Council goals (Council Rule 2.5(J)).
- Required to meet regularly with City Manager to determine scheduling and review of agenda items for all Council meetings. (Council Rule 2.10(B)).
- Council may create subcommittees of Councilors; it is the Mayor's job to prepare agendas for subcommittee meetings with the City Manager. (Council Rule 2.24).



Roles & Expectations of Councilors

City Charter and Council Rules:

- Required to attend all Council meetings (2x/month) and Roundtable meetings (Charter Ch. IV Section 16; Council Rules 2.6(A), 2.8(A), 2.4(A)).
- Expected to educate themselves about local government; urged to attend League of Oregon Cities functions. (Council Rule 1.6(C)).
- Expected to review materials provided in advance of Council meetings. Expected to come to meetings prepared, and ready to make difficult decisions when necessary. (Council Rule 2.19(A)).
- Act as liaisons to boards, commissions, committees if appointed by the Mayor. Liaisons expected to attend all meetings of their board, commission, or committee. (Council Rules 3.1(A), (B)).
- When called to, appear before another governmental agency, an organization, or the media and give official statements. And when asked by community members, explain a council action or give opinion about an issue. (Council Rule 4.3).
- Meet in executive session with City Manager and City Attorney within 30 days' of City's receipt of a notice of intent to sue, or a summons and complaint for damages. (Council Rule 6.2).
- Set and adopt Council Goals every 2 years; this requires a 1-2 day retreat. (Council Rule 7).
- Appoints City Manager and Municipal Judge. (Council Rule 1.2).



Policy Bases & Considerations

- 2022-2023 Council Goal – Accessible and Effective City Government, which generally includes removing barriers to participation in City government.
- 2023-2025 Council Goals – Advance the City's commitment to equity; expand community engagement with an emphasis on underrepresented community members.
- Compensation data from other cities in Oregon.
- Recognizing time commitments, personal, family, professional, community.
- Council established a permanent Human Rights and Equity Commission in part to ensure historically marginalized and underrepresented people and communities have equal access to City programs and services and representation in City decision-making.



Time Spent

Weekly:

- 25 hours
- 5-10 hours
- 5-15 hours
- 8-20 hours
- 15-20 hours
- 20 hours
- 10-25
- 35-80 (Mayor)
- 15 hours (Mayor)
- 25-30 hours (Mayor)
- 10 hours (Mayor)

"It varies"

- Varies based on whether it is a Council Meeting week
- Other variables:
 - Legislative session
 - Roundtable meetings

New Expectations

- Meet with community stakeholders
- Meet with community advocates
- Meet with constituents
- Monitor and respond to internal and external emails



Oregon Futures Lab

OFL is an organization dedicated to uplifting leaders of color to enter public service and govern effectively across Oregon.

In 2022, OFL hosted focus groups with former elected officials who identified as BIPOC to learn about their experiences, observations and takeaways in office. Their former offices varied from school board, to confederated tribes council, to county-level leadership.

With their perspectives, OFL strives to better equip the leaders of tomorrow.

Report: Key Finding #4

4. Participants felt that they did not receive transparent information about the true costs (physical, intellectual, emotional, social and financial) associated with public leadership.

Financial Cost	<ul style="list-style-type: none">• Financial security is often a consideration. Campaigns have significant financial costs and many public offices do not pay well (if at all).• The lack of compensation and low pay for certain offices and the demanding nature of public service presents a formidable challenge for elected officials who also hold day jobs and have familial responsibilities.
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Report: Recommendations

Transform government structures to support BIPOC leadership pipeline from organizers to electeds

- Advocate for fair compensation in currently unpaid and low-paying public service positions
- Champion a healthy and thriving BIPOC leadership pipeline centered around building community power by investing in people and organizational infrastructure



Outreach: Removing Barriers

Per the Resolution, this Committee “should take into account the 2022-23 Council goal of Accessible and Effective City Government, which generally includes removing barriers to participation in city government.” Additionally: “If available, the Committee’s review could include best practices or information on supporting and encouraging a wider diversity of people to serve on council.”



We contacted 15 other Oregon cities to get their insight on these topics. Specifically asked the following:

1. Has your City taken any measures to remove barriers to participation on City Council? If so, what were those measures?
2. Has your City taken any measures to support/encourage a wider diversity of people to serve on its City Council? If so, what were those measures?
3. Does your City follow any best practices in order to achieve these types of objectives?



Results

The following 8 cities provided responses identifying specific measures and/or best practices:

1	Hillsboro	<p>City runs a Civic Leadership Academy to foster community engagement and give citizens skills and desire to pursue opportunities on Council, commissions, and boards.</p> <p>In 2022, Council adopted a Resolution to increase stipends paid to Mayor and Councilors. Factors considered: stipend increase history; comparisons with other cities; balancing public service with family, professional, & personal commitments; ability to attract a diverse set of candidates.</p>
2	Beaverton	<p>City runs "BOLD" (Beaverton Organizing and Leadership Development) Program.</p> <ul style="list-style-type: none"> • It is a leadership development and civic engagement training for emerging immigrant and refugee leaders and leaders of color in Beaverton. • It is a partnership between the City of Beaverton and Unite Oregon, and is a key part of the City's Cultural Inclusion Program to boost engagement of underrepresented communities in city government.
3	Tigard	<p>Recruitment for Council seats has typically fallen to existing Council members; staff do not get involved. More recently, it has become a priority for Council to have diverse representatives, and they've taken it upon themselves to go recruit diverse candidates. For boards and commissions, City staff are starting to have conversations about recruiting diverse candidates.</p>

Results

4	Salem	<p>Inclusive communications at City Council meetings:</p> <ul style="list-style-type: none">• Simultaneous interpretation of meetings in ASL and Spanish.
5	Forest Grove	<p>The City Council considered diversity when making appointments to fill two recent council vacancies. All of City’s website materials and forms pertaining to elections are bilingual (English & Spanish).</p>
6	Wilsonville	<p>City established a DEI Committee in 2021. The Committee has discussed ways the City can make serving on boards, commissions, and other advisory committees easier for financially-burdened people, non-English speakers, etc.</p> <p>City runs a Civics Academy every year. The Academy gives participants an in-depth education on City operations. Participants tour sewer and water plants and Coffee Creek Correctional Facility. They also take a trip to the Oregon Capital, where they visit and interact with Wilsonville's State reps.</p>

Results

7	Hood River	<p>City is about to launch HR 101, a Civics Academy to encourage community members to learn more about the City in hopes that they might consider serving on a board or run for office.</p> <p>City is advertising in English/Spanish and will be providing simultaneous Spanish translation if requested. Additionally, the City is considering creating a non-partisan workshop on the mechanics of running for office (deadlines, signature requirements, etc.)</p>
8	Lake Oswego	<p>City hosts a quarterly Mayor's Roundtable Discussion, where community members can engage with the Mayor and Council on a range of topics. The event is an entry point for participation in the local government. One of the City's objectives is to spark interest among the attending community members to get involved in Boards or Council.</p> <p>City also hosts a Council Recruitment Open House for community members. Mayor and staff present information about Council, Council's roles and responsibilities, and the election process; they answer questions, too. This coming Spring, the City will host a similar Open House for Boards and Commissions.</p>

Group Discussion: Policy

- Additional policy objectives of Committee within parameters of Resolution 3344?
- Compensation Increase - Potential effects on Councilor decision making?
- Request for information to review compensation recommendation?



**Thoughts? Ideas?
Suggestions?**



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