



CITY OF BEND

Council Compensation Review Committee

Meeting No. 2 – Stipend

November 17, 2023, 2:00 PM - 4:00 PM

Council Chambers, City Hall

Current Stipend and Formula

- 2023 Stipend Paid to Mayor and Councilors

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

- Formula
 - Set by Bend Municipal Code Section 1.10.040
 - Council members: 10% of AMI based on HUD calculation method
 - Mayor: 20% of AMI based on HUD calculation method
 - Adjusts automatically every two years beginning January 2021, based on any revision to AMI as calculated and published by HUD for current fiscal year

Reimbursement

- City Charter, Section 13:
 - "Reimbursement of council members expenses shall be consistent with the plan for reimbursing city personnel expenses."
- Policy for Personnel Reimbursement:
 - City reimburses all actual and reasonable business-related expenses incurred in performance of job responsibilities
 - Meals (not exceeding IRS per diem meal amount); not alcohol
 - Lodging
 - Personal vehicle use reimbursed at IRS rate



Reimbursement

- Council Reimbursement Process
 - Council budget with categories
 - City classifies a Councilor's reimbursement request in appropriate category
- 2023-25 biennium categories
 - Supplies and Materials: \$1,300
 - Councilor Costs: \$2,000
 - Professional Development and Training: \$22,000
- Councilors also receive an iPhone, and a laptop or tablet



Stipend Data From Other Oregon Cities

1. Gresham
2. Wilsonville
3. Tualatin
4. Tigard
5. Hillsboro
6. Forest Grove
7. Beaverton
8. Eugene
9. Corvallis
10. Salem
11. McMinnville
12. Medford
13. Ashland
14. St. Helens



Other Oregon Cities

City & Population	2023 Stipend	Stipend Formula	Cell Phone Stipend or Other Stipend	Health Benefits
Gresham 113,100	Mayor: \$66,194/year (\$5,516.16/month) Council President: \$29,428/year (\$2,452.33/month) Councilor: \$27,040/year (\$2,253.33/month)	Mayor: Not to exceed 45% of compensation paid to Chair of Multnomah County Board of Commissioners Councilors: Not to exceed 45% of compensation paid to an elected Metro Councilor	None	Self-insured; Councilors and Mayor can elect health insurance coverage (medical and dental) for self and dependents. City pays 50% of premium
Wilsonville 26,519	Mayor: \$30,426.24/year (\$2,535.52/month) Council President: \$15,213.12/year (\$1,267.76/month) Councilors: \$11,244.48/year (\$937.04/month)	Flat amounts with annual COLA adjustment	None	CIS health insurance offered to Mayor and Councilors; premium contributions deducted from stipend checks City pays 90% of premium (same as FTE contribution)
Tualatin 27,537	None	N/A	None	CIS health insurance offered to Mayor and Councilors; they are charged their premium contributions City pays 90% of premium (same as FTE contribution)

City & Population	2023 Stipend	Stipend Formula	Cell Phone Stipend or Other Stipend	Health Benefits
Beaverton 98,216	Mayor: \$92,800/year (\$7,733/month) Councilors: \$14,400/year (\$1,200/month)	Flat amounts; annual COLA adjustment for Mayor equal to that applied to management employees	None	City's health insurance offered to Mayor and Councilors; can elect coverage for self and dependents. <u>Mayor:</u> City pays 100% of premium for HMO Plan; 95% for PPO Plan (same contribution as mgt employees) <u>Councilors:</u> No City contribution to premiums; Councilors responsible for 100% (\$1,600 monthly stipend which they can use to cover the costs of premiums).
Eugene 175,096	Mayor: \$28,495.48/year (\$2,374.62/month) Councilors: \$19,015.08/year (\$1,722/67 month)	Flat amounts; Adjusted annually based on CPI for Portland, OR area	None	Mayor and Councilors can purchase health insurance from City's plan <ul style="list-style-type: none"> • Can elect coverage for self and dependents • They pay 100% of premiums via deduction from stipend. If stipend is not enough, they must cover the balance.
Corvallis 59,864	Mayor: \$560/month President: \$460/month Vice President: \$410/month Councilor: \$360/month	Flat amounts	None	None



City & Population	2023 Stipend	Stipend Formula	Cell Phone Stipend or Other Stipend	Health Benefits
Tigard 55,767	Mayor: \$57,540.60/year (\$4,795.05/month) Councilors: \$7,551.12/year (\$629.26/month)	Flat amounts with annual COLA adjustment equal to that applied to management/professional employees	Mayor and Councilors: Vehicle allowance of \$275/month; Cell phone stipend of \$33/month Annual travel/training allowance to spend on city-focused training of choice: Mayor \$16,600; Councilor \$10,000	CIS health insurance offered to Mayor and Councilors; premium contributions deducted from stipend checks Waiting for information on City premium contribution
Hillsboro 106,633	Councilors: \$12,600/year (\$1,050/month) Council President: \$15,600/year (\$1,300/month) Mayor: \$48,000/year (\$4,000/month)	Flat amounts	Mayor: Expense stipend of \$350/month, intended to pay for expenses incl. mileage incurred in Portland Metro area, meals when conducting City business with partnering agencies, & incidental costs Mayor and Councilors: Tech stipend of \$75/month	CIS health insurance offered to Mayor and Councilors; premium contributions deducted from stipend checks City pays 95% of premium
Forest Grove 26,089	Councilors: \$2,496/year (\$208/month) Mayor: \$3,744/year (\$312/month)	Flat amounts	None	CIS health insurance offered to Mayor and Councilors; premium contributions deducted from stipend checks City pays 95% of premium

City & Population	2023 Stipend	Stipend Formula	Cell Phone Stipend or Other Stipend	Health Benefits
Salem 177,723	None	N/A	None	None
McMinnville 34,666	None	N/A	None	None
Medford 86,367	None	N/A	None	None
Ashland 21,607	Mayor & Councilors: \$10,800/year (\$900/month)	Flat amount	None	None
St. Helens 12,883	Mayor: \$16,659/year (\$1,388.25/month) Council President: \$13,327.20/year (\$1,110.60/month) Councilor: \$11,106/year (\$925.50/month)	Stipend is a percentage of the County Commissioners' salary <ul style="list-style-type: none"> • Mayor: 15% • Council President: 12% • Councilor: 10% (Columbia County Commissioners 2023/24 salary: \$9,255/month)	None	None

Stipend Summary – Bend vs. Other Oregon Cities

	Annual Mayor	Annual Councilor
Forest Grove	\$3,744	\$2,496
Ashland	\$10,800	\$10,800
St. Helens	\$16,659	\$13,327.20 (President); \$11,106 (Councilor)
Bend	\$19,540.08	\$9,770.04
Eugene	\$28,495.48	\$19,015.08
Wilsonville	\$30,426.24	\$15,213.12 (President); \$11,244.48 (Councilor)
Hillsboro	\$48,000	\$15,600 (President); \$12,600 (Councilor)
Tigard	\$57,540.60	\$7,551.12
Gresham	\$66,194	\$29,428 (President); \$27,040 (Councilor)
Beaverton	\$92,800	\$19,200

(Tualatin, Salem, McMinnville, & Medford do not provide stipends)

Gresham Considerations

- Before 2015, Mayor and Councilors were unpaid
- 2015 ballot measure established compensation and formula
- Policy bases for ballot measure:
 - Limiting maximum compensation through percentage-based formula
 - Broadening pool Council candidates; Desire to attract professional, well-educated, caring candidates with sufficient time, energy, and advocacy abilities
 - Recognizing time commitment and accessibility of Councilors

Hillsboro Considerations

- Stipend increase history
- Comparisons with other cities
- Balancing public services with family, professional and personal commitments
- Ability to attract a diverse set of candidates
- Significant demands placed on Mayor's time
- Council members volunteer their time to provide service to the community; and as a part of that service, they incur out-of-pocket costs
- City's budget and current fiscal climate affecting the state, region, and the city

Wilsonville Considerations

- 2020 Resolution increasing stipends
 - Increase Mayor's stipend
 - Adequately reflect amount of time spent in position
 - Recognize significant demands placed on Mayor's time
 - Increase Council President's and Councilors' stipends
 - Compensate for time and out-of-pocket costs

"The Council is both mindful of the City's budget, time required to serve as an elected official and desire to attract diverse elected officials in the future."

Tigard Considerations

- Purpose of Mayor and Councilor compensation is for attendance at City Council meetings and other intergovernmental board, committee, or agency meetings
- Mayor has duties over and above regular City Council duties and liaison assignments
 - Attend committee and other meetings
 - Connect with citizens, businesses, and property owners on City issues

Ashland Considerations

2023 Voters Pamphlet Explanatory Statement:

- Annual compensation from 1954 Charter: \$500 Mayor, \$350 Councilors
- Measure to change Mayor's and Councilors' compensation to \$900 monthly
 - Compensation for the work they do, including preparing for and attending Council and committee meetings, liaison assignments, attending public events, and representing City in regional planning and gov. processes
 - Intended to enable any citizen of Ashland the opportunity to serve on the City Council without experiencing undue financial impact.

St. Helens Considerations

- Desire to establish a governing structure to reflect principles of collaborative decision-making and to clearly delegate authority and responsibilities among Councilors, City Administrator, and Department Heads
- That governing structure requires significant increase in City Council's time commitments

Cost Impacts

- Live spreadsheet

Group Discussion

- Stipend increase for Mayor, Councilors
 - Amounts
 - Formula



Accommodation Information for People with Disabilities



To obtain this information in an alternate format such as Braille, large print, electronic formats, etc. please contact Brooke Olsen at bolsen@bendoregon.gov or (541) 693-2160; Relay Users Dial 7-1-1.