

RESOLUTION NO. 3344

A RESOLUTION CREATING A TEMPORARY INDEPENDENT ADVISORY COMMITTEE FOR RECOMMENDATION ON BEND COUNCIL MEMBER/MAYOR COMPENSATION

Findings

A. In May 2018, the voters of the city of Bend approved a ballot measure removing council compensation from the Bend charter to be set by ordinance, based on the recommendation of an independent advisory committee appointed by the Mayor with the consent of City Council.

B. Bend Ordinance NS-2306, codified at Bend Municipal Code Section 1.10.040, provides that Council compensation should be reviewed and reevaluated every five years starting in 2023, and that the council consider the recommendation of the committee, if any, to be implemented at the next election cycle.

C. Bend Code 1.20.015H authorizes Council to establish temporary committees by resolution to address specific issues or to engage in specific tasks, and to establish the scope of the authority and responsibilities of the temporary committee.

D. Council desires to form an independent advisory committee to consider and recommend an increase in the monthly stipend and also consider health insurance benefits. This will be a temporary committee, meeting several times in 2023-24, with a recommendation anticipated for consideration in February of 2024.

E. Council understands that a council member may not vote to set their own pay and/or benefits. ORS 244.120. Oregon law requires an intervening election (here, in 2024 or 2026 depending on the particular seat) so that the voters decide who is elected to receive the new rate of pay or stipend. At the time of forming a committee to consider any new compensation, and/or consideration and voting on any recommended compensation ordinance, Councilors understand that a potential conflict of interest should be declared for current council members who are eligible to run for another term, or who may run for mayor.

Based on these findings, THE CITY COUNCIL OF THE CITY OF BEND RESOLVES AS FOLLOWS:

1. The Compensation Review Committee (Committee) is established to consist of seven to nine members. The membership should include up to three former council members/mayors or other elected officials. While not an exclusive list depending on the applicants, members could represent the following:

- Current City Committees or Commissions (such as the Human Rights and Equity Commission, the Environment and Climate Committee, the

Affordable Housing Advisory Committee, Budget Committee, etc.);

- Local community organizations (Latino Community Association, Chamber of Commerce, etc.);
- Background in Human Resources and finance/business;
- Underrepresented communities; or
- Community at large.

2. The Committee will provide a recommendation to Council on an increase of the current monthly service stipend as set by Council ordinance of \$814.17 for council members and \$1,628.34 for the mayor. Currently, compensation is based on 10% for council members and 20% for the mayor of the area median income for a family of four for the Bend-Redmond area (rounded to \$64,000 in FY 2017), automatically adjusted every two years beginning in January 2021. The Committee recommendation should include a review and assessment of whether this method remains the best approach to setting council member/mayor compensation, and a recommended method and amount for the new stipend.

3. In making this recommendation, the Committee should take a data driven approach, including review of the available comparison information of other city council member and mayor compensation/stipends from the League of Oregon Cities, and such other information as provided by City staff for background and review on compensation options.

4. In addition, the 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. 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.

5. The Committee should consider the significant demands placed on the mayor's time as this position represents the City's interest in a variety of community, regional, state, and national venues, and the increasing engagement of city councilors in local, regional and state issues that have become more complex and time-consuming. In addition, the Committee should be mindful of the City's budget and the fiscal climate of the region, such as the cost of living, housing affordability and the cost of childcare.

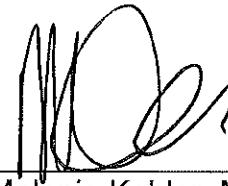
6. The Committee is also directed to review and consider whether to recommend providing health care benefits (or an alternative) to the mayor/council members based on information provided by the Human Resources and Legal departments, and understanding the City of Bend plan and available options.

7. The Committee should meet 3-4 times and present its recommendation to Council at a work session or Council meeting on or before February of 2024.

Adopted by motion of the Bend City Council on August 16, 2023.

YES: Mayor Melanie Kebler
Councilor Barb Campbell
Councilor Megan Perkins
Councilor Ariel Méndez
Councilor Anthony Broadman
Councilor Mike Riley

NO: none



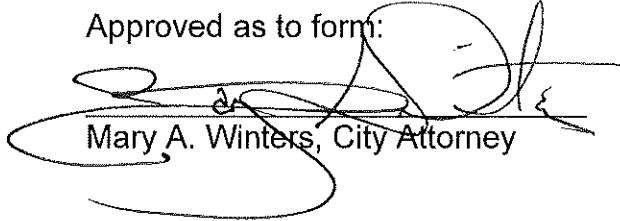
Melanie Kebler, Mayor

ATTEST:



Robyn Christie, City Recorder

Approved as to form:



Mary A. Winters, City Attorney

