

Meeting Agenda | Finance Committee

Wednesday, January 18, 2023

7:00 p.m.

Zoom Meeting

See Below for Access Information

1. Convene meeting and roll call of participants	5 min
2. Public comment	5 min
3. Financial Roadmap Update	45 min
4. Council Compensation	30 min
5. Project Updates	10 min
6. Committee Business	5 min
7. Good of the order	1 min

How to participate

This meeting will be conducted electronically using Zoom, an online meeting platform. The meeting structure complies with ORS 192.610 to 192.690.

Please note: Instructions for citizens wishing to testify during this Finance Committee meeting are as follows:

- Written testimony: Please send your written testimony to Budget and Finance Director, Sharron Monohon at Sharron.Monohon@GreshamOregon.gov no later than 24 hours before the meeting to allow the testimony to be forwarded to the Finance Committee.
- Oral testimony: Please register your name, email address, phone number and subject matter to Budget and Finance Director, Sharron Monohon at Sharron.Monohon@GreshamOregon.gov no later than 24 hours before the meeting.
- Persons who are unable to access the meeting via Zoom are encouraged to notify the City by calling 503-618-2890, 24 hours in advance of the meeting so that the City can provide alternate arrangements.

Meeting log-in or call-in information to access the meeting:

Click the link to join:

<https://greshamoregon.zoom.us/j/85113388538?pwd=RTBFQUVGbm50Y1hIVTJ0Z0lrRi96Zz09>

Passcode: BJLLYH3vw1

Or dial in options:

iPhone one-tap:

US: +12532158782,,85113388538#,,,,*9901715224# or
+16699006833,,85113388538#,,,,*9901715224#

Telephone: +1 253 251 8782 or +1 669 900 6833 or +1 213 338 8477 or +1 646 876 9923

Webinar ID: 851 1338 8538

Passcode: 9901715224

City of Gresham
Finance Committee
Wednesday, January 18, 2023
Executive Summary

3. Long-Term Financial Roadmap Update

Presented by Elizabeth Coffey, Assistant City Manager

Council adopted the Long-Term Financial Roadmap in September 2022. Ms. Coffey will provide an update on the work that has been completed since adoption of the plan and an overview of upcoming steps. Specific focus will be on a recap of the Council presentation and discussion scheduled for January 17th at 4:00 pm. (Meeting materials are available at www.GreshamOregon.gov/agendas.)

Requested Action: Information and Committee Discussion

4. Mayor & Council Compensation for FY 2023/24

The Finance Committee is tasked to annually prepare and approve a Compensation Schedule for the Mayor and City Councilors. The attached materials provide information to assist in this process for Fiscal Year 2023/24. Additionally, the Committee will be asked to provide input regarding Paid Leave Oregon, the new program that recently went into effect as of the start of the year.

Requested Action: Committee Discussion and possible Decision on FY2023/24 compensation schedule

5. Project Updates

Committee members and staff will provide updates on the status of various projects and other key initiatives that are underway currently. This may include reporting on the activity of other committees or workgroups where relevant as well as special Finance Committee projects.

Requested Action: Information and Committee Discussion



MEMORANDUM

TO: Members of the Finance Committee

FROM: Sharron Monohon, Budget & Finance Director

DATE: January 17, 2023

SUBJECT: Mayor and Council Compensation

The Finance Committee is responsible for annually reviewing and approving the compensation schedule for Mayor and Council.

The Finance Committee is requested to review and/or make a determination on the following items:

1) Paid Leave Oregon

The requirement for employers to pay into this program went into effect at the start of calendar year 2023. Payments, equivalent to 1.0% of salary are to be collected as follows: an amount equal to 0.6% of salary is the obligation of the employer and an amount equal to 0.4% of salary is an obligation of the employee. An employer may choose to pay the employee share on behalf of employees. As this program was not in place when the compensation schedule was approved last year, Payroll staff have asked for confirmation of the committee's intent regarding the employee share of this obligation as of January 1, 2023.

2) Review of the Compensation Schedule History

- May 2015 to October 2015 – Seven public meetings were held to review information, hear public comment, discuss concepts and review preliminary conclusions. Topics explored included the difference between salary and compensation, various rules regarding insurance

and retirement benefits, and the established compensation for the County Chair and Metro Councilor positions. Discussions also considered the roles of Mayor and Council and the role of the Finance Committee

- October 2015 – Compensation schedule for FY2015/16 was adopted on October 21, 2015
- March 2017 – Salaries for all positions were reset for FY2017/18
- February 2019 – Salaries for all positions were reset for FY2019/20; benefits were changed for the Mayor position
- January 2022 – Salaries for all positions were reset for FY2022/23; benefits were changed for Councilor positions

See Attachments A and B for details.

3) Review of the established salary caps

Ballot measures 26-166 and 26-167 established salary caps for the Mayor and for Councilors based respectively on compensation for the Chair of the Multnomah County Board of Commissions and an elected Metro Councilor. See Attachments C and D for details.

4) Processes used by Other Local Governments

Processes used by other jurisdictions vary widely, and most have limited documentation available. Also, comparisons across cities can be challenging as many differences and influencing factors may exist. These can include governmental structure, size and scope, various geographic considerations, and local economic factors as well as any underlying purposes or goals for the compensation schedule.

The following websites – from two governmental entities in or near the Portland Metropolitan area that have published documentation regarding their salary review processes – provide information that may be of interest to the committee:

City of Vancouver - <https://www.cityofvancouver.us/src>

Multnomah County - [Salary Commission | Multnomah County \(multco.us\)](http://Salary Commission | Multnomah County (multco.us))

5) Discussion on compensation schedule for Fiscal Year 2023/24

Options for Finance Committee consideration include the following:

- a) **Extend** the existing compensation schedule **with no changes**
- b) **Modify** the existing compensation schedule **to reflect a cost-of-living adjustment**
- c) **Modify** the existing compensation schedule **to reflect other considerations as determined by the Committee**

6) Approval of compensation schedule for Fiscal Year 2023/24

Based on prior Committee discussion and feedback, if a version of option (c) is being recommended, deferral of formal action until the February Finance Committee meeting may be preferred to allow for further input and discussion.

Summary Salary and Compensation Information
 City of Gresham Mayor

ATTACHMENT A

City of Gresham Mayor							
	FY16/17	FY17/18	FY18/19	FY19/20	FY20/21*	FY21/22	FY22/23
Salary	50,000	60,000	60,000	61,200	61,200	61,200	63,648
Health & Dental Pension (Match)	4,417	4,511	4,200	12,797	12,797	13,975	14,356
Other	-	-	-	-	-	-	-
Annual Total	54,417	64,511	64,200	73,997	73,997	75,175	78,004

City of Gresham Mayor

Salary Cannot exceed 45% of total compensation for County Chair

Health, Dental & Vision For FY16/17 - FY18/19, amount is 1/2 of individual coverage
 For FY19/20, amount is 1/2 of coverage level selected
 Amount shown is 1/2 of full family coverage

Pension Elected official must pay 6% if they choose to participate

Other No other stipend is provided

* Note: health/dental benefit details were not updated in the 1/1/2021 column

Summary Salary and Compensation Information
City of Gresham Councilor

ATTACHMENT B

City of Gresham Councilor*							
	FY16/17	FY17/18	FY18/19	FY19/20	FY20/21**	FY21/22	FY22/23
Salary	14,000	20,000	20,000	25,000	25,000	25,000	26,000
Health & Dental Pension (Match)	4,417	4,511	4,200	4,468	4,468	4,886	14,356
Other	-	-	-	-	-	-	-
Annual Total	18,417	24,511	24,200	29,468	29,468	29,886	40,356

City of Gresham Councilor

Salary Cannot exceed 45% of total compensation for Metro Councilor

Health, Dental & Vision Amount is 1/2 of individual coverage only
Beginning in FY22/23, amount is 1/2 of coverage level selected
Amount shown is 1/2 of full family coverage

Pension Elected official must pay 6% if they choose to participate

Other No other stipend is provided

* Council President receives an additional salary
For FY16/17 - FY18/19 - \$1,200 per year
For FY19/20 - FY21/22 - \$2,400 per year
For FY22/23 and future - \$2,496 per year

** Note: health/dental benefit details were not updated in the 1/1/2021 column

Summary Salary and Compensation Information
Multnomah County Chair

ATTACHMENT C

Multnomah County Chair									
	As of 7/1/15	As of 1/1/16	As of 1/1/17	As of 1/1/18	As of 1/1/19	As of 1/1/20	As of 1/1/21 *	As of 1/1/22	As of 1/1/23**
Salary	150,704	150,704	169,774	173,509	179,755	186,766	186,766	189,754	207,486
Health & Dental	24,456	25,053	23,809	24,274	27,050	27,638	27,638	26,893	26,893
Pension (Match)	9,042	9,042	10,186	10,411	10,785	11,206	11,206	11,385	12,449
Other	800	800	800	800	800	800	800	800	800
Annual Total	185,002	185,599	204,569	208,994	218,390	226,410	226,410	228,833	247,629
	x 0.45	x 0.45	x 0.45	x 0.45	x 0.45	x 0.45	x 0.45	x 0.45	x 0.45
Salary Cap	83,251	83,520	92,056	94,047	98,276	101,885	101,885	102,975	111,433

Multnomah County Chair

Salary is set by County Elected Officials Salary Commission on a regular basis

Health, Dental & Vision Provides for full family coverage
Amount shown is County Share

Pension County pays 6% on behalf of elected official

Other Estimate for cell phone & life insurance

* Note: health/dental benefit details were not updated in the 1/1/2021 column

** Note: health/dental benefit details have not been updated in the 1/1/2023 column

Summary Salary and Compensation Information
Metro Councilor

ATTACHMENT D

Metro Councilor								
	As of 7/1/15	As of 1/1/16	As of 1/1/17	As of 1/1/18	As of 1/1/19	As of 1/1/20	As of 1/1/21*	As of 1/1/22**
Salary	41,489	42,423	43,156	43,156	46,925	47,379	49,045	52,852
Health & Dental	24,409	24,409	24,188	24,188	28,313	26,320	26,320	29,703
Pension (Match)	2,489	2,545	2,589	2,589	2,816	2,843	2,943	-
Other	800	800	800	800	800	800	800	800
Annual Total	69,187	70,177	70,733	70,733	78,854	77,341	79,108	83,355
	x 0.45	x 0.45	x 0.45	x 0.45	x 0.45	x 0.45	x 0.45	x 0.45
Salary Cap	31,134	31,580	31,830	31,830	35,484	34,804	35,599	37,510

Metro Councilor

Salary is set at 1/3 of Oregon Circuit Court Judge which is set by the State

Health, Dental & Vision Insurance provides for full family coverage Amount shown is Metro Share

Pension Metro historically paid 6% on behalf of elected official; no longer applies to new employees so amount set to zero as of 1/1/2022

Other Estimate for cell phone, life insurance & long term disability

* Note: health/dental benefit details were not updated in the 1/1/2021 column
** Note: 1/1/22 information is the most recent information on the Metro website