

Meeting Agenda | Finance Committee

Wednesday, February 19, 2025
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. Meeting Minutes – January 15, 2025 | 5 min |
| 4. General Fund Forecast Update | 30 min |
| 5. Project Updates | 10 min |
| 6. Mayor & Council Compensation for FY 2025/26 | 40 min |
| 7. Committee Business | 5 min |
| 8. 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, Elizabeth McCann at Budget&Finance@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, Elizabeth McCann at Budget&Finance@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 503-618-2445, 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/83110477252?pwd=w8PGmq84Lllw9R4aBkUXPkzUGZ0K6B.1>

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Meeting Date: February 19, 2025 Agenda Executive Summary

4. General Fund Forecast Update

Presented by Elizabeth McCann, Budget & Finance Director and Ian Peterson, Sr Financial Analyst

Staff will provide an update for the current General Fund forecast.

Requested Action: Information only

5. Project Updates

Presented by Elizabeth McCann, Budget & Finance Director

Committee members and staff will provide updates on the status of various projects and other key initiatives that are underway. 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

6. Mayor & Council Compensation for FY 2025/26

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 2025/26.

Requested Action: Committee Discussion and possible Decision on FY 2025/26 compensation schedule

Meeting Date: February 19, 2025
Agenda Item: 3. Meeting Minutes – January 15, 2025

Attached are the minutes for the January 15, 2025 Finance Committee meeting. Please review them prior to the meeting. Approval of the minutes will be included on the agenda.

**City of Gresham Finance Committee
Wednesday, January 15, 2025, 7:00 p.m.
Zoom Meeting Minutes**

Finance Committee Members Present:

Mike Schultze, Vice-Chair
Theresa Tschirky, Chair
Rusty Allen
Jan Baker
Nick McWilliams

Finance Committee Members Absent:

None

Council Liaison in Attendance:

Janine Gladfelter

Staff Members in Attendance:

Elizabeth McCann, Director of Budget & Finance
Susan Brown, Finance & Accounting Services Manager
Gatlin Hawkins, Partner, Isler CPA

Christina Ott (Recording Secretary)

1. Convene Meeting and Roll Call

The meeting was convened at 7pm by Chair Tschirky.

2. Public Comment

None

3. Meeting Minutes – December 18, 2024

There was a motion made by Ms. Baker and seconded by Mr. Allen to:

“Approve the December 18, 2024 Meeting Minutes as presented.”

Motion passes unanimously.

4. 2025 Finance/Budget Committee Calendar

Ms. McCann began by sharing topics that could be discussed over the course of the next year. All topics are tentative and subject to change.

- January: Fiscal Year 2023/24 Audit Report
- February: Annual Council Compensation Review
- March: Capital Improvement Program Review
- April: Cancellation of the Finance Committee Meeting in lieu of the Budget Committee.
- May: Investment Performance Report (Spring)
- June: Investment Policy Review
- July: No topics scheduled; however Vice-Chair elections will take place
- August: no topics scheduled
- September: Financial Sustainability topics
- October: Supplemental Budget Review
- November: Investment Performance Report (Fall) and Annual Property Tax Updates
- December: No topics scheduled

Chair Tschirky asked if during the financial sustainability topics there any inclusion of the financial policies would be that Ms. Monohon has been working on.

Ms. McCann responded that there is nothing on the agenda yet, but Ms. Monohon is continuing to work on the policy update and it will be scheduled as the work progresses.

5. Fiscal Year 2023/24 Annual Financial Audit Report

Mr. Hawkins began with his presentation.

Mr. Hawkins then opened it up to the Finance Committee for questions and comments. There were no questions or comments.

6. Annual Comprehensive Financial Report Review

Ms. Brown Began with her presentation.

“Presentation can be seen as a part of Attachment A”

Ms. Brown then opened it up to the Finance Committee for questions and comments. There were no questions or comments.

7. Project/Other Updates

Ms. McCann began sharing some updates with the committee.

- Upcoming Request for Proposals, the first one being for investment advisor services and the other being for audit services. Ms. Brown's group will facilitate both those processes. Staff is will be requesting for a volunteer from the committee to assist in the review process for each of the Request for Proposals.
- Applications are being accepted for the 2 vacancies of the Finance Committee.
- Applications are being accepted for the Public Safety Levy Advisory Committee. Up to 3 members of the Finance Committee can be included in the membership of this committee.

8. Committee Business

Chair Tschirky reminded the committee that the February meeting will include annual Council Compensation review process. She will share any information that she gathers regarding other jurisdiction's compensation as context for Gresham's process.

9. Good of the order

None

10. Meeting Adjournment

The meeting was adjourned by Chair Tschirky at 7:49pm. Th next Finance Committee meeting will take place on February 19, 2025 at 7pm.

Theresa Tschirky, Chair

Christina Ott, Recording Secretary

Mayor and Council Compensation
Review and Update
For Fiscal Year 2025/26

Purpose

The Finance Committee is responsible for the compensation schedule for Mayor and Council as established in Gresham Revised Code (GRC) sections 2.40.025 and 2.40.027. These code sections were enacted June 18, 2015 following the approval of Measures 26-166 and 26-167 by Gresham voters. These measures state that the Finance Committee shall provide oversight and control over the compensation and shall annually prepare and approve a compensation schedule. An upper limit for the salaries is also specified.

Background**Ballot Measures – May 2015**

- Measures 26-166 and 26-167 were placed on the May 19, 2015 ballot and were approved by Gresham voters by a wide margin – over 70% for the Mayor and over 66% for Councilors
- Charged the Finance Committee with approving a compensation schedule
- Ballot measures 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

Finance Committee Process – Summer/Fall 2015

- Seven public meetings were held between May and October 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 details regarding the established compensation for the Multnomah County Chair and Metro Councilor positions
- Discussions also considered the roles of Mayor and Council and the role of the Finance Committee

Determination and Updates

Fiscal Year	FC Meeting	Action
2015/16	October 2015	<ul style="list-style-type: none"> • Adopted Compensation Schedule
2016/17	January 2016	<ul style="list-style-type: none"> • No changes due to short period since initial adoption. Committee noted that compensation for the County Chair and Metro Councilor positions had only minimal changes.
2017/18	March 2017	<ul style="list-style-type: none"> • Mayor salary reset to \$60,000 • Councilor salary reset to \$20,000 • Council President salary addition reset to \$1,200

2018/19	January 2018	<ul style="list-style-type: none"> • No changes
2019/20	February 2019	<ul style="list-style-type: none"> • Mayor salary reset to \$61,200. Health/Dental insurance coverage increased to 50% of selected coverage. • Councilor salary reset to \$25,000. • Council President salary addition reset to \$2,400
2020/21	January 2020	<ul style="list-style-type: none"> • No changes
2021/22	January 2021	<ul style="list-style-type: none"> • No changes
2022/23	January 2022	<ul style="list-style-type: none"> • Mayor salary reset to \$63,648 • Councilor salary reset to \$26,000. Health/Dental insurance coverage increased to 50% of selected coverage. • Council President salary addition reset to \$2,496
2023/24	January 2023	<ul style="list-style-type: none"> • Cost-of-living adjustment for all salaries of 4.0% • Employee Match of Paid Leave Oregon to be “picked up” by the city
2024/25	January 2024	<ul style="list-style-type: none"> • Cost-of-living adjustment for all salaries of 3.3% with minor rounding as needed for the payroll system

See Attachments B and C for further details regarding compensation for the Mayor and Councilor positions since 2015.

Options for Fiscal Year 2025/26

Finance Committee may consider the following options for Fiscal Year 2025/26:

- 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**

Based on prior Committee discussion and feedback, if a version of option (c) is being recommended, deferral of formal action until the March 19, 2025 Finance Committee meeting may be preferred to allow for further input and discussion.

Additional Information

Salary Caps

The ballot measures authorizing compensation for Mayor and Council included language that placed a cap on salaries.

- a. The salary for the Mayor may not exceed 45% of the total compensation for the Multnomah County Chair. As of January 1, 2025, the cap is calculated to be \$135,360 per year (see Attachment D). The current salary for the Mayor of \$68,400 is within the cap.

- b. The salary for Councilors may not exceed 45% of the total compensation for a Metro Councilor. As of January 1, 2025, the cap is calculated to be \$44,212 per year (see Attachment E). The current salary for Councilors of \$27,936 is within the cap. The additional salary of \$2,688 per year for serving as Council President also fits within the cap.

Cost of Living Index

The January 2024 to December 2024 index is 2.8%. (CPI-W, All Items, All Cities, Not Seasonally Adjusted)

Comparisons with Other Jurisdictions

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.

Salary Commissions

Multnomah County and Lane County in Oregon, as well as the City of Vancouver in Washington, have established salary commissions to determine compensation for their elected officials. Websites for each of these entities include meeting agendas and minutes as well as published reports regarding their processes and conclusions. While not directly comparable to the City of Gresham and the task of the Finance Committee, the reports do offer insight into considerations and conclusions drawn by other groups. It should be noted, however, that since these are stand-alone committees, some of the content is related to the selection of members and the procedures of operation. Since the Finance Committee for Gresham exists separate from the Mayor and Council compensation discussion, those protocols have already been established elsewhere.

Comparison with Other Cities - Oregon

Staff requested information regarding compensation for Elected Officials from the following six cities within Oregon: Salem, Eugene, Bend, Hillsboro, Beaverton and Medford. These cities, together with Gresham, are the largest cities within Oregon, excluding Portland. As a result, they are the most likely to be somewhat comparable.

Responses were as follows:

- Eugene – Beginning on July 1, 2001, the Mayor began receiving a stipend of \$18,000 per year and the City Councilors began receiving a stipend of \$12,000 per year. According to Eugene’s charter, these amounts are automatically adjusted each year based on CPI. Current amounts are \$28,918 per year for the Mayor and \$18,977 per year for Councilors.

- Hillsboro – Current amounts are \$48,000 per year for the Mayor, \$15,600 per year for Council President, and \$12,600 per year for Councilors. Additional stipends are allowed for expenses and technology support, totaling \$6,180 per year for the Mayor and \$900 per year for Councilors. Amounts are reviewed periodically by the Budget Committee and adopted via Council resolution.
- Salem and Medford do not offer compensation at this time.
- Responses have not been received from Beaverton and Bend at this time.

Comparison with Other Cities – Washington

Attachment F includes information gathered by the City of Vancouver, Washington and part of their most recent salary review efforts as well as other information gathered by Committee member Theresa Tschirky.

Review of Past Discussion Topics – 2015 to Present

Fiscal Year 2024/25 will represent the tenth year of Mayor and Council compensation. Recognizing that the Finance Committee membership changes over time, what follows is a recap of several of the topics that have been discussed during the previous years. The intent is to provide context to inform future discussions.

Purpose and Goal of Compensation

- The Committee recognized that serving as Mayor or Councilor requires a significant time investment and acknowledged that elected officials may have less time to dedicate toward family, business or other obligations as a result.
- The Committee desired to make the elected positions more accessible to those who may not otherwise have the ability to serve due to financial constraints.
- Access to health and dental insurance was considered highly important. Coverage of 50% of the cost is consistent with the City's current benefit structure for employees working 20 hours per week. Past discussions also indicated a desire for the salaries to be adequate to allow for withholding of any required taxes plus the Elected Official's 50% share of health/dental costs.
- During the initial round of public meetings, the Committee heard testimony from past elected officials. One key message was that the ability to effectively advocate on behalf of the City in regional or national forums was enhanced by the implied value that compensation provides.
- The Committee recognized that there are many ways individuals can choose to be of service and contribute to the community, and to some extent there is competition for dedicated individuals. Compensation is one way to make the positions of Mayor and Councilor attractive and accessible. At the same time, a service-oriented or volunteer mindset is still considered highly important.
- The following language from the 2022 Salary Commission for Multnomah County offers a concise philosophy similar to what has been discussed by the Finance Committee:
- "Typically an organization will consider three factors when designing compensation programs. These are the ability for an organization to 1) attract, 2) retain and 3) motivate employees. Attracting talent for the [Board of County Commissioners] is limited to the local area so salary comparability with other jurisdictions to a certain extent is not relevant. Nevertheless, this Salary Commission believes that an equitable and competitive salary will attract a larger number

of highly qualified individuals to run for, and be willing to serve in, these and other elected offices.” (From Methodology and Findings, Item 9, page 11)

Salary versus Compensation

- The Committee recognized that there is a difference between salary and compensation. Compensation is broader and includes non-salary items such as health insurance and retirement contributions.
- The ballot measures used both words, and while there was no information provided indicating the reasoning, the presumption was that the choice of words was intentional.
- When calculating the size of the caps, compensation is used. However, only the salary for the Mayor and Councilors is considered when determining compliance with the caps.

Job Performance and the Role of the Committee

- The Committee recognized that their role was to establish a compensation schedule only. The Committee was not tasked with evaluating the performance of Elected Officials. That responsibility was recognized as belonging to the voters within the City of Gresham.
- The following statement from the 2022 Salary Commission for Multnomah County offers language related to what has been discussed by the Finance Committee:
- “[Board of County Commissioners] salaries relate to the office and not to persons. In other words, the salaries are based on what the *job* is worth and because it does not include a ‘pay for performance’ model, it is not a measure of the worth of the *individual* who occupies the position.” (From Methodology and Findings, Item 8, page 11)

Time Commitment – Full-Time versus Part-Time

- The Committee recognized that there is not a requirement for Elected Officials to document the hours spent on behalf of the City of Gresham. They also recognized that there can be a wide variation in time expended. Whether the time spent by an individual Elected Official was considered to be adequate was believed to be a determination for voters, and not for Committee members.
- Two exceptions need to be noted:
 - First, for the purpose of determining eligibility to participate in retirement benefits (i.e., PERS), the positions must be at least half-time. The Committee concurred that the half-time threshold was met.
 - Second, the Committee also concurred that the positions were not full-time. This determination was necessary to avoid unintended restrictions or penalties in certain special circumstances. (Specifically, this determination allows a PERS retiree to serve as an Elected Official without inadvertently impacting retirement benefits.) It should also be noted that this determination was not made to benefit or favor any known individual. Rather it was included to avoid the exclusion of an entire group of potential candidates.

- Given these exceptions, any future proposed modification to the language regarding full-time versus part-time status should be thoroughly reviewed for implications prior to adoption.

Role of the Salary Caps

- The Committee has reviewed the positions identified as caps – Multnomah County Chair and Metro Councilor – and has sought to understand whether there is any relationship between the two positions and/or between the compensation for the two positions. No clear relationship has been identified.
- The Committee recognized that the two cap positions have very different processes for establishing their compensation. The compensation for the County Chair is determined by a Salary Commission that meets every two years. Compensation for a Metro Councilor is set at one-third of the salary for an Oregon Circuit Court Judge. The judicial salaries are set by legislative action, which may or may not happen on a regular basis. Because of the different processes, it appears that the compensation for the two caps is growing further apart over time.
- The Committee has often discussed whether there should be a relationship or proportionality between the Mayor and Councilor salaries and their respective caps. For example, if the cap for the Mayor's position were three times the cap for the Councilor positions, should the resulting salaries align with that proportionality. Or as another example, if the Mayor's salary is a certain percentage of that cap, then should the Councilor's salaries be a similar percentage of their cap.
- These discussions have ultimately been inconclusive, due to the significant differences in how the salaries are set for the positions of Multnomah County Chair and Metro Councilor. Given those differences, consideration of proportionality has not led to consistent results across time, and has not generally been supported by the Committee.

Term of Office versus Timing of Compensation Decisions

- The Committee recognizes that they are determining compensation schedules on an annual basis for each fiscal year. However, Elected Officials serve for four-year terms. As a result, changes may occur to compensation while an individual is part-way through their term of service. This has not been a concern to date, as compensation has either remained flat or increased in some manner each year.
- Should a situation arise, however, where a reduction in compensation was considered, the effective date would be of concern. Some salary commissions have addressed this issue by stating that decreases would not go into effect until the commencement of a new term of office.
- While that language addresses the previously mentioned concern, it raises a second concern. With staggered terms (that is, terms of office are offset so typically only three or four of the seven positions are up for election at the same time), the compensation could be different for Councilors based on their election date, even though they are essentially performing the same job function.
- The Committee acknowledged these concerns without reaching any conclusion. The Committee also did not indicate a need to pursue discussion further as no reductions were being considered at this time.

Summary Salary and Compensation Information

ATTACHMENT B

City of Gresham Mayor									
	FY16/17	FY17/18	FY18/19	FY19/20	FY20/21*	FY21/22	FY22/23	FY23/24	FY24/25
Salary	50,000	60,000	60,000	61,200	61,200	61,200	63,648	66,194	68,400
Health & Dental	4,417	4,511	4,200	12,797	12,797	13,975	14,356	15,682	17,117
Pension (Match)	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	382	397	410
Annual Total	54,417	64,511	64,200	73,997	73,997	75,175	78,386	82,273	85,927

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
 Beginning 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 Beginning FY22/23, the employee portion of Paid Leave Oregon is included

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

Summary Salary and Compensation Information

ATTACHMENT C

City of Gresham Councilor*									
	FY16/17	FY17/18	FY18/19	FY19/20	FY20/21**	FY21/22	FY22/23	FY23/24	FY24/25
Salary	14,000	20,000	20,000	25,000	25,000	25,000	26,000	27,040	27,936
Health & Dental	4,417	4,511	4,200	4,468	4,468	4,886	14,356	15,682	17,117
Pension (Match)	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	156	162	168
Annual Total	18,417	24,511	24,200	29,468	29,468	29,886	40,512	42,885	45,221

City of Gresham Councilor

- Salary Cannot exceed 45% of total compensation for Metro Councilor
- Health, Dental & Vision Prior to FY22/23, 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 Beginning FY22/23, the employee portion of Paid Leave Oregon is included
- * 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 - \$2,496 per year
Beginning FY23/24 - \$2,595 per year
- ** Note: health/dental benefit details were not updated in the 1/1/2021 column

Summary Salary and Compensation Information

ATTACHMENT D

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*	As of 1/1/24	As of 1/1/25
Salary	150,704	150,704	169,774	173,509	179,755	186,766	186,766	189,754	207,486	217,860	247,554
Health & Dental	24,456	25,053	23,809	24,274	27,050	27,638	27,638	26,893	26,893	34,403	37,593
Pension (Match)	9,042	9,042	10,186	10,411	10,785	11,206	11,206	11,385	12,449	13,072	14,853
Other	800	800	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	266,135	300,800
	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	x 0.45	x 0.45
<i>Salary Cap</i>	<i>83,251</i>	<i>83,520</i>	<i>92,056</i>	<i>94,047</i>	<i>98,276</i>	<i>101,885</i>	<i>101,885</i>	<i>102,975</i>	<i>111,433</i>	<i>119,761</i>	<i>135,360</i>

Multnomah County Chair

- Salary 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 or 1/1/2023 columns

Summary Salary and Compensation Information

ATTACHMENT E

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	As of 1/1/23*	As of 1/1/24	As of 1/1/25
Salary	41,489	42,423	43,156	43,156	46,925	47,379	49,045	52,852	54,492	58,036	61,836
Health & Dental	24,409	24,409	24,188	24,188	28,313	26,320	26,320	29,703	29,703	32,043	35,612
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	800	800	800
Annual Total	69,187	70,177	70,733	70,733	78,854	77,341	79,108	83,355	84,995	90,879	98,248
	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	x 0.45	x 0.45
<i>Salary Cap</i>	<i>31,134</i>	<i>31,580</i>	<i>31,830</i>	<i>31,830</i>	<i>35,484</i>	<i>34,804</i>	<i>35,599</i>	<i>37,510</i>	<i>38,248</i>	<i>40,896</i>	<i>44,212</i>

Metro Councilor


- Salary 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 OR 1/1/2023 columns

Databases, Tables & Calculators by Subject

 /25/2024

Change Output Options:

From: To: 

include graphs include annual averages

[More Formatting Options](#) 

4 

Data extracted on: February 13, 2025 (12:44:12 PM)

Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W)

Series Id: CWUR0000SA0,CWUS0000SA0
 Not Seasonally Adjusted
Series Title: All items in U.S. city average, urban wage earners and clerical workers, not seasonally adjusted
Area: U.S. city average
Item: All items
Base Period: 1982-84=100

Download:  [.xlsx](#)

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	HALF1	HALF2
2023	293.565	295.057	296.021	297.730	298.382	299.394	299.899	301.551	302.257	302.071	301.224	300.728	296.692	301.288
2024	302.201	304.284	306.502	307.811	308.163	308.054	308.501	308.640	309.046	309.358	308.998	309.067	306.169	308.935

12-Month Percent Change

Series Id: CWUR0000SA0,CWUS0000SA0
 Not Seasonally Adjusted
Series Title: All items in U.S. city average, urban wage earners and clerical workers, not seasonally adjusted
Area: U.S. city average
Item: All items
Base Period: 1982-84=100

Download:  [.xlsx](#)

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	HALF1	HALF2
2023	6.3	5.8	4.5	4.6	3.6	2.3	2.6	3.4	3.6	3.1	3.0	3.3	4.5	3.2
2024	2.9	3.1	3.5	3.4	3.3	2.9	2.9	2.4	2.2	2.4	2.6	2.8	3.2	2.5

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Jan-25									
City	Population	Mayor Salary Month	Mayor Salary Year	Mayor Pro Tem Month	Mayor Pro Tem Year	Council Salary Month	Council Salary Year	Mayor to Council Ratio	
Tacoma	225,100	\$9,766	\$117,192	\$5,512	\$66,144	\$4,960	\$59,520	96.90	
Vancouver	202,600	\$3,163	\$37,956	\$2,750	\$33,000	\$2,474	\$29,688	27.85	no increase for 2025 or 2026
Bellevue	155,000	\$2,829	\$33,948	\$2,539	\$30,468	\$2,394	\$28,728	18.17	
Spokane Valley	108,800	\$2,250	\$27,000		\$0	\$1,800	\$21,600	25.00	no change
Yakima	99,370	\$1,375	\$16,500	\$1,175	\$14,100	\$1,075	\$12,900	27.91	no change
Kirkland	96,710	\$4,000	\$48,000		\$0	\$3,200	\$38,400	25.00	significant increase
Kennewick	87,120	\$1,600	\$19,200	\$1,500	\$18,000	\$1,400	\$16,800	14.29	
Pasco	82,220	\$1,450	\$17,400		\$0	\$1,115	\$13,380	30.04	no change
Sammamish	68,410	\$1,476	\$17,709	\$1,320	\$15,840	\$1,320	\$15,840	11.80	no change
Lakewood	64,620	\$1,855	\$22,260	\$1,740	\$20,880	\$1,625	\$19,500	14.15	
Richland	64,700	\$1,519	\$18,228			\$1,269	\$15,228	19.70	added this year
Gresham	114,164	\$5,700	\$68,400	\$2,552	\$30,624	\$2,328	\$27,936	144.85	
Eugene	177,900	\$2,909	\$27,476			\$1,581	\$18,009	52.57	
Hillsborro	106,633	\$4,000	\$48,000	\$1,300	\$15,600	\$1,050	\$12,600	280.95	adopted 2021
Tigard	55,900	\$4,795	\$57,542		n/a	\$629	\$7,551	662.04	
St. Helen	14,437	\$1,388	\$16,656	\$1,110	\$13,320	\$925	\$11,100	50.05	adopted 2023



Salary Review Commission

Kelsey Sanfilippo
Classification & Compensation Analyst
Human Resources
July 2, 2024



Information Requested

- CPI-W
- Comparator City Salary Info
- City Employee COLA
- Review of Councilmember Assigned Boards and Commissions
- Additional Info



Consumer Price Index

March 2023 and March 2024





Consumer Price Index – West

- March 2023 reported 4.7%
- Total CPI – W 8.5%
- March 2024 reported 3.8%



Applying CPI - W

Examples of Salaries

Current 2024 Salary Rates			
	Mayor	Mayor Pro Tempore	Councilmembers
Monthly	\$3,163.00	\$2,750.00	\$2,474.00
Annual	\$37,956.00	\$33,000.00	\$29,688.00
2025 Salaries (Monthly/Annual) (Two-Year Average CPI-W*)			
CPI-W	Mayor	Mayor Pro Tempore	Councilmembers
4.25%	3,297.43	2,866.88	2,579.15
Annual	39,569.13	34,402.50	30,949.74
2026 Salaries (Monthly/Annual)			
CPI-W	Mayor	Mayor Pro Tempore	Councilmembers
4.25%	3,437.57	2,988.72	2,688.76
Annual	41,250.82	35,864.61	32,265.10

2025 Salaries (Monthly/Annual) (2023 CPI-W/2024 CPI-W)			
CPI-W	Mayor	Mayor Pro Tempore	Councilmembers
4.70%	3,311.66	2,879.25	2,590.28
Annual	39,739.93	34,551.00	31,083.34
2026 Salaries (Monthly/Annual)			
CPI-W	Mayor	Mayor Pro Tempore	Councilmembers
3.80%	3,437.50	2,988.66	2,688.71
Annual	41,250.05	35,863.94	32,264.50
2025 Salaries (Monthly/Annual) (Two-Year Combined CPI-W)			
CPI-W	Mayor	Mayor Pro Tempore	Councilmembers
8.50%	3,431.86	2,983.75	2,684.29
Annual	41,182.26	35,805.00	32,211.48
2026 Salaries (Monthly/Annual)			
CPI-W	Mayor	Mayor Pro Tempore	Councilmembers
8.50%	3,723.56	3,237.37	2,912.45
Annual	44,682.75	38,848.43	34,949.46



Comparator Salaries

Council - Manager



Salaries of Elected Officials

Form of Government: Council - Manager

City	Mayor	Mayor Pro Tempore	Councilmember	Population
Bellevue, WA	2,829	2,539	2,394	155,000
Kennewick, WA	1,600	1,500	1,400	87,120
Kirkland, WA	4,000		3,200	96,710
Lakewood, WA	1,855	1,740	1,625	64,620
Pasco, WA	1,450		1,115	82,220
Richland, WA	1,519		1,269	
Sammamish, WA*	1,476	1,320	1,320	68,410
Spokane Valley, WA	2,250		1,800	108,800
Tacoma, WA	9,766	5,512	4,960	225,100
Vancouver, WA	3,163	2,750	2,474	202,600
Yakima, WA	1,375	1,175	1,075	99,370



City Employee COLA

COLAs Received in 2023 and 2024





Non- Union City Employee COLA

- January 2023 – 5%
- January 2024 – 5%



Assigned Boards and Commissions

Councilmembers assigned
as primary or alternate



Boards & Commissions Assignments

Assigned Councilmembers

Councilmember	Primary	Alternate	Required
Anne McEnery-Ogle – Mayor	11	3	6
Erik Paulsen – Mayor Pro Tempore	8	1	5
Bart Hansen – Councilmember	2	3	1
Diana Perez – Councilmember	4	1	1
Kim Harless – Councilmember	4	1	2
Sarah Fox – Councilmember	5	2	1
Ty Stober – Councilmember	6	1	1

Per Policy 100-33 Required – 8; By Choice or Asked to Join – 6; Mayor/Mayor Pro Tempore Required – 4

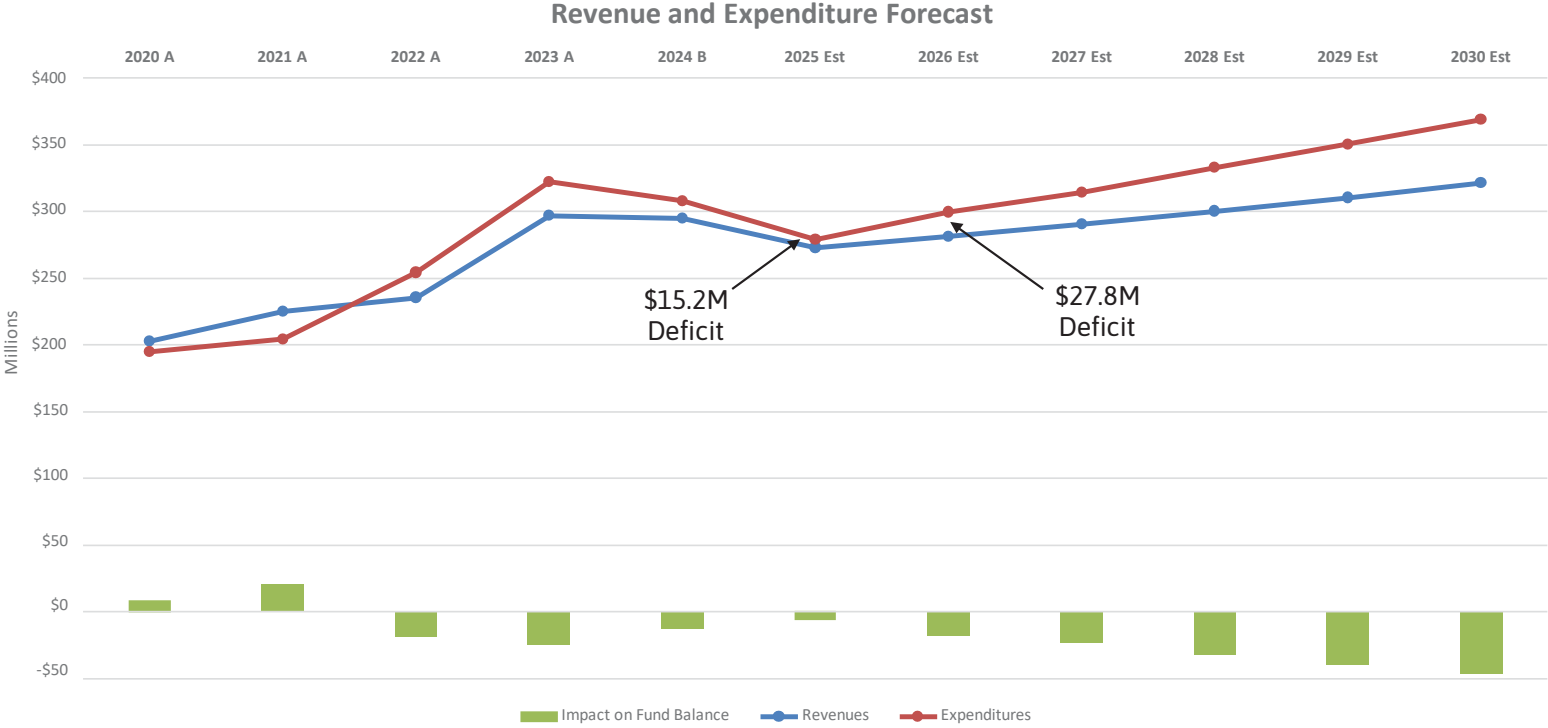


Additional Information

**2025 – 2026 Projected
Budget Deficit is 43 Million**



2025-2030 General, Street, and Fire Funds Forecast



Additional Information

Elected Officials Benefit Information



Benefits Overview



- Medical/Vision/Dental
- HSA/FSA
- EAP & LifeBalance through Canopy
- Optional Deferred Comp PERS & 457
- AFLAC/LegalShield/529
- City Provided Basic Life & AD&D



Healthcare Premiums

Councilmembers are Considered Fulltime

Healthcare Plan	Employee Only	EE + Spouse	EE+ Children	Family
Regence PPO w/Vision	104.22	314.98	257.61	467.97
HD Regence	87.47	183.72	157.43	253.71
Kaiser	148.29	366.87	323.19	585.47
HD Kaiser	98.69	197.32	177.73	295.98
Delta Dental – Buy Up	2.86	5.03	6.56	8.75
Kaiser Dental	0	0	0	0

Medical Opt Out - \$431.42



Discussion



Next Meeting Dates

- July 9th Aspen Community Room
1st floor
- July 16th Birch Conference Room
2nd floor – may change*
- July 23rd Birch Conference Room
2nd floor



Thank You Slide





Salary Review Commission

Kelsey Sanfilippo

Classification & Compensation Analyst

Human Resources

July 9, 2024

Salary Schedule – City Charter Options

Section 2.18(d)

1. Set salaries with increases based on the Charter designated Consumer Price Index (CPI)
2. Propose salary increases at more than the CPI, subject to voter approval.
3. Freeze salaries by adopting no salary adjustments
4. Decrease salaries (only affects councilmembers elected to a new term after adoption)



Information Requested

- Salary Impacts to Budget Deficit
- Salary Placeholder in Projected Budget



Salary Impacts to Budget Deficit

Review Options



Examples of Salaries – Presented at July 2 Meeting

With Corrected Salaries

Current 2024 Salary Rates			
	Mayor	Mayor Pro Tempore	Councilmembers
Monthly	\$3,163.00	\$2,750.00	\$2,474.00
Annual	\$37,956.00	\$33,000.00	\$29,688.00
2025 Salaries (Monthly/Annual) (Two-Year Average CPI-W*)			
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Annual	41,182.32	35,805.00	32,211.48
2026 Salaries (Monthly/Annual)			
CPI-W	Mayor	Mayor Pro Tempore	Councilmembers
8.50%	3,723.56	3,237.37	2,912.45
Annual	44,682.72	38,848.44	34,949.40



Budget Savings if No Salary Increase

This Shows the Salary Increases Based on CPI-W

2025 Salary Increase	Mayor	Mayor Pro Tempore	Councilmembers
4.25% Increase	\$1,613.16	\$1,402.56	\$1,261.80
4.70% Increase	\$1,783.92	\$1,551.00	\$1,395.36
8.50% increase	\$3,226.32	\$2,805.00	\$2,523.48
2026 Salary Increase	Mayor	Mayor Pro Tempore	Councilmembers
4.25% Increase	\$1,681.68	\$1,462.08	\$1,315.32
3.80% Increase	\$1,510.08	\$1,312.92	\$1,181.16
8.50% increase	\$3,500.40	\$3,043.44	\$2,737.92
Salary Increase Percentage	2025	2026	Total Salary Impact
4.25% Increase	\$4,277.52	\$4,459.08	\$8,736.60
4.70% Increase	\$4,730.28		
3.80% Increase		\$4,004.16	\$8,734.44
8.50% increase	\$8,554.80	\$9,281.76	\$17,836.56





Salary Placeholder

- The projected budget shows a 4.25% salary increase



Discussion



Next Meeting Dates

- July 16th Birch Conference Room
2nd floor – 6pm
- July 23rd Birch Conference Room
2nd floor – 3pm



Thank You Slide





Salary Review Commission

Meeting Summary/Meeting Minutes

July 9, 2024

3:00 p.m. – 4:00 p.m.

415 W. 6th St.

Vancouver, WA

Commissioner/Board Members Present: Patricia Bilker, Margot Rice, Scott Kibota, Tyler Clifford, Tyler Freedman, Greg Chaimov

Commissioner/Board Members Absent: Patricia Stepp

Staff Present: Kelsey Sanfilippo, Becky Rude, Jennifer Amadeo

Guests: Carmen De Leon (community member), Kimberlee Goheen Elbon (community member)

Members

Greg Chaimov
Chair

Tyler Freedman
Vice Chair

Patricia Bilker
Margot Rice
Patricia Stepp
Tyler Clifford
Scott Kibota

TIME	TOPIC	DISCUSSION	ACTION REQUIRED
3:01 p.m.	Session Begins	Chair Chaimov called the meeting to order and conducted roll call.	
	Adoption of Minutes	<p>Greg referred to a notation at the end of the minutes around the community forum where community member, Carmen requested the City conduct a survey. Kelsey clarified that was a suggestion from the community member expressing their desire for that to happen as well as HR Director, Antoinette Gasbarre indicating a high-level survey did go out and results would be forthcoming. Corrections were detailed to correct the spelling and addition of commission members.</p> <p>With those updates acknowledged, Margot Rice moved to approve the minutes and Tyler Freedman seconded. After a vote, the motion to approve minutes was approved and passed unanimously.</p>	

City of Vancouver Salary Review Commission

415 W. 6th St.
P.O. Box 1995
Vancouver, WA 98668
(360) 487-8420
TTY: (360) 487-8602
www.cityofvancouver.u

To request accommodation or other formats, please contact:
Human Resources | 360-487-8417 | TTY: 711 | hrfront1@cityofvancouver.us

	<p>Review of Requested Information</p>	<p>Kelsey shared another presentation of requested information. The four (4) options the Salary Review Commission can adopt regarding salaries was displayed and discussed:</p> <ol style="list-style-type: none"> 1. A salary increase based on CPI 2. A salary increase at more than the CPI, subject to voter approval 3. A salary freeze 4. A decrease that would only affect newly elected councilmembers after ordinance adoption <p>Kelsey also shared the various salary impacts to budget deficit as well as salary saving depending on the commission's decision.</p> <p>Kelsey indicated a salary placeholder included in the projected budget that considered the CPI-W 4.25% increase.</p> <p>Greg asked for a rough approximation of costs per council member.</p> <p>Kelsey worked on the math but acknowledged the number would not be the total impact.</p>	
	<p>Commission Discussion</p>	<p>Greg opened the floor to the rest of the commission to hear thoughts and suggestions.</p> <p>Margot suggested to freeze the salaries.</p> <p>Tyler Clifford agreed and mentioned the optics behind potentially granting councilmembers an increase in the wake of the budget deficit and potential employee layoffs. Tyler added it was an opportunity for council to lead by example and understood the conversation would be different if council worked full time hours and depended on the appointment for their livelihoods.</p> <p>Margot added that council get full time benefits for their part time appointment.</p> <p>Tyler Clifford added that council would still be in a good range among comparable cities even if they did not get an increase and would not deter</p>	

		<p>people from running for a seat in the future.</p> <p>Tyler Freedman shared his general agreement and mentioned that \$18,000 in the scope of a deficit of millions of dollars would not have much impact, but it would be setting a precedent.</p> <p>Greg mentioned he watched the City's previous discussion on the budget which asked public safety departments to cut 5% and the rest of the departments to cut 15% even with new tax increases. Greg said these cuts will likely include employee reductions.</p> <p>Patricia Bilker agreed it was not feasible to propose an increase.</p> <p>Kelsey presented the annual costs for all council salaries was approximately upwards of \$19,000.</p> <p>Scott Kibota also agreed with group saying it would be difficult information to convey to propose a raise when employees may be getting cut.</p> <p>Greg asked if wage increases have already been negotiated for non-union staff and if wage cuts were likely? Tyler asked if a Cost of Living Adjustment (COLA) was given?</p> <p>Kelsey confirmed that information has not been given on next year's salaries and the City would be bargaining three (3) contracts before the end of the year.</p> <p>Greg proposed a motion to prepare an ordinance to freeze the salaries for the Mayor, Mayor Pro Tempore, and councilmembers. Patricia Bilker seconded the motion and was taken to vote. The motion was unanimously passed.</p>	
	Community Forum	<p>The Salary Review Commission welcomes in person and/or written comments from the public in every meeting. Community members, Kimberlee Goheen and Carmen De Leon expressed their dissatisfaction</p>	

		with the City Council's decisions and direction.	
	Good of the order	Greg said the commission will reconvene next week in City Hall's Birch Conference room for the first public hearing. Margot mentioned she would likely miss the next meeting.	
	Next Meetings	There are two subsequent meetings/public hearings scheduled for the commission. The next meeting will be a public hearing in Birch Conference Room at City Hall at 6:00 p.m. on July 16 th .	
3:42 p.m.	Adjournment	Chair Chaimov adjourned the meeting.	