

Milwaukie Citizens Jury on Council Compensation

November 9–12, 2019 // Milwaukie, Oregon

MAJORITY RECOMMENDATION (9 of 18 panelists in support)

- **Based on the 2007 to 2019 rate of inflation, set monthly stipend amount for Mayor from \$300 to \$369 and for Council Members from \$250 to \$307, and in the future, adjusted according to the biennial budget based on CPI.**
- **Technology tools, public transportation, and child/elder care reimbursement provided on an as needed basis, to help Mayor and Council Members perform their job. Benefits should be capped to not burden the taxpayer.**
- **The Mayor should be provided the option of a City-issued cell phone or set allowance for cell phone expenses.**

Rationale:

- The City should provide the necessary technology and resources needed for the Mayor and Council Members to do their job well.
- Recognize the power and responsibility of the position.
- Plan for future adjustments.
- Increase voter choice in elections.
- Get up to date.
- Keep volunteer--not salaried positions.
- Minimize impact to the taxpayer.

PROCESS RECOMMENDATIONS

(These votes are separate from those on other recommendations.)

- **In consideration of future compensation adjustments, we recommend more detailed data, including time spent, resources spent, and reviewing expenditures be provided to any voters or independent review. (18 panelists in support)**
- **Because of the budget overrun in General Council Meals and Travel, recommend revisiting the budget. (18 panelists in support)**
- **Use an existing application to track their spending to make sure they're not going over budget. (14 panelists in support)**
- **If the council cannot fund the changes from the City budget, any potential financial impact on the citizens must go to voters. (13 panelists in support)**

MINORITY RECOMMENDATION (4 of 18 panelists in support)

No change monthly stipend

- Adequate funds covering expenses. If it's not broken= don't fix.
- This is a volunteer position.
- \$ in line with other cities.
- A stipend is a thank you, not a salary.

Childcare/Eldercare Compensation

- Enable more people to position.
- Council members will provide their own service & get reimbursed.

Utility bill credit of \$20/month

- This has happened in other cities (Example of Tualatin).
- This could be a perk of the job.

Provide bus passes

- Provide a transportation option for those who don't have a car.
- This can save gas and parking spaces. This will reduce pollution.

MINORITY RECOMMENDATION (2 of 18 panelists in support)

- **5% increase 1st year, 2% increase every year after that.**
- **\$150 allowance per quarter for other expenses as needed.**
 - Give members tools they need to do their work.
 - 5% increase is normal in the private sector.
 - 2% increase per year is comparable to COLA in the Portland area.
 - Not a burden on the taxpayers.
 - Comparable stipend to other cities.

MINORITY RECOMMENDATION (2 of 18 panelists in support)

23% stipend increase plus ongoing adjustment based on CPI

- The benefits do not apply to all the council members. How can you give to some when not all need the benefits?

The question posed to us was about the stipend, not about any extra benefits.

MINORITY RECOMMENDATION (1 of 18 panelists in support)

City council members should be paid a partial salary. The salary for a council member should be $\frac{1}{4}$ of the average salary for the department heads in the city government. The salary for the mayor should be $\frac{1}{2}$ of the average salary for the department heads in the city government.

Changing city council compensation to a partial salary should be approved by a vote of Milwaukie residents.

The city council budgets for travel, technology, memberships, etc. should be increased based on their need to ensure that the council has all necessary resources to complete their work.

- Principle: We should increase voter choice in elections for council positions and mayor
 - Evidence: City managers Benett and Lombos said that in Gresham, where a similar measure was passed, the city council races have been more competitive.
- Principle: What kind of people would this draw to the council: a more diverse and professional set of members.
 - Evidence: Kellen Zale's paper "Compensating City Councils" shows some evidence that increasing council pay encourages a more diverse pool of candidates and allows city council members to spend more time on their work.
 - Evidence: City managers Benett and Lombos list increasing diversity and professionalism as a potential reason to increase council pay.
- Principle: We want to recognize the power and responsibility of the positions
 - Evidence: The city budget is \$154 million over a 2 year cycle.
 - Evidence: The population of Milwaukie is 20,801 people.
- Principle: Changes to compensation should not burden city tax payers.
 - Evidence: Considering an average department head salary of \$150,000 per year, the cost to implement this proposal would be \$225,000 per year plus the working budget of the council. \$350,000 is only 0.45% of the annual budget of \$77 million.