

RESEARCH



# Elected Official Compensation Survey Report

MAY 2020

## **Elected Officials Compensation Survey Report**

*May 2020*

*Paul Aljets, LOC Research Consultant*

*The League of Oregon Cities has surveyed of its members about compensation and benefits provided to mayors and city councilors. The study found that travel and compensation related to events hosted by local organizations such as the LOC and the Oregon Mayors Association were most common. Compensation and benefits were most common in larger cities as well as cities in the Metro region. Further, very few cities planned to increase or initiate new compensation in the foreseeable future.*

### Introduction

The LOC has received media inquiries about compensation for elected officials, but until now, has collected robust data on the compensation mayors and city councilors receive for their service. This survey gathered information not only on how compensation is provided, but also on the amount and rate. The survey was conducted for only two weeks but received responses from 84 LOC members, equal to 35% of Oregon cities.

### General Results

Cities were asked to describe the specific compensation methods provided to their elected officials. If no such compensation was provided, they were asked to leave the survey blank. Among the 84 respondent cities, Figure 1 shows the most common types of compensation were for travel, continuing education, and membership dues and fees. All forms of compensation were significantly more likely in cities with a population of more than 10,000, as well as those in the Metro region.

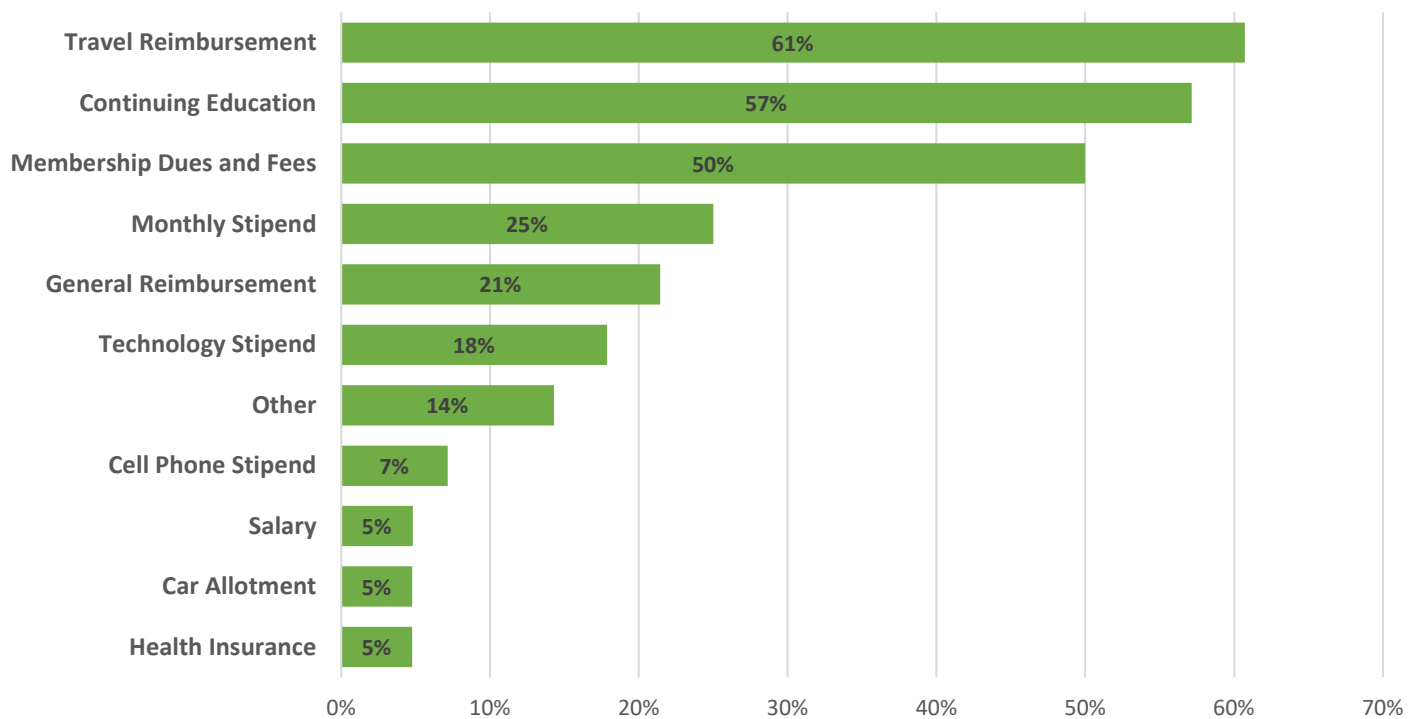


Figure 1: Compensation Prevalence for City Elected Officials

Travel reimbursement was provided to elected officials by 61% of city respondents. This was more common in cities with a population greater than 3,000, as well as those cities in the Metro and North Willamette regions. The most common response for specific compensation was mileage based on federal mileage standards. Other cities included lodging and government per diem for meals when necessary.

Continuing education included attendance at conferences as an elected official. This is the likely reason this form of compensation is so prevalent. In fact, many cities cited travel reimbursement applied only to the LOC and Oregon Mayors Association annual conferences. No city specifically cited continuing education compensation for classes or professional development outside of conferences. Cities with a population of more than 450 were most likely to compensate in this way, along with cities in the Metro, North Willamette, and Southern Oregon regions.

Third among the most common compensation types was membership and dues payment. Most of the cities that compensated for continuing education also compensated with payment of membership dues and fees. Cities most often cited reimbursement for pre-approved associations: most commonly the LOC and the Oregon Mayors Association. The National League of Cities membership was also compensated by Tigard.

Fourteen percent of city respondents had other forms of compensation for elected officials. While these were often a small stipend for the mayor only, other cities offered benefits such as reduction of water/wastewater fees from their utility bill, as well as cookies and meals at council meetings.

Consult *Appendix C* for population and regional breakdowns of compensation prevalence.

Cities were also asked if they were planning to begin providing or increasing compensation for elected officials. The overwhelming majority of cities (83%) had no plans to begin implementing or increasing existing compensation. Among this 83%, a significant number of these cities were in the Willamette Valley regions and in South-Central Oregon. Only one city with a population less than 10,000 (Powers) responded that they were planning to increase compensation, and this was only a readjustment to travel reimbursement calculations.

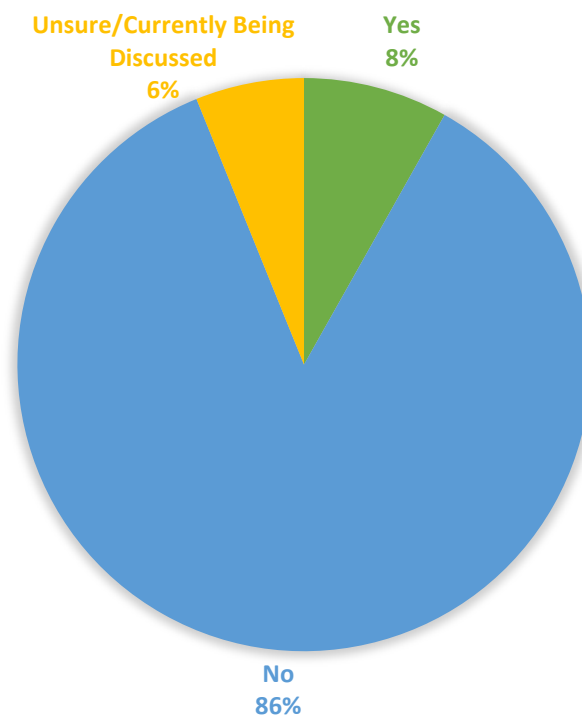
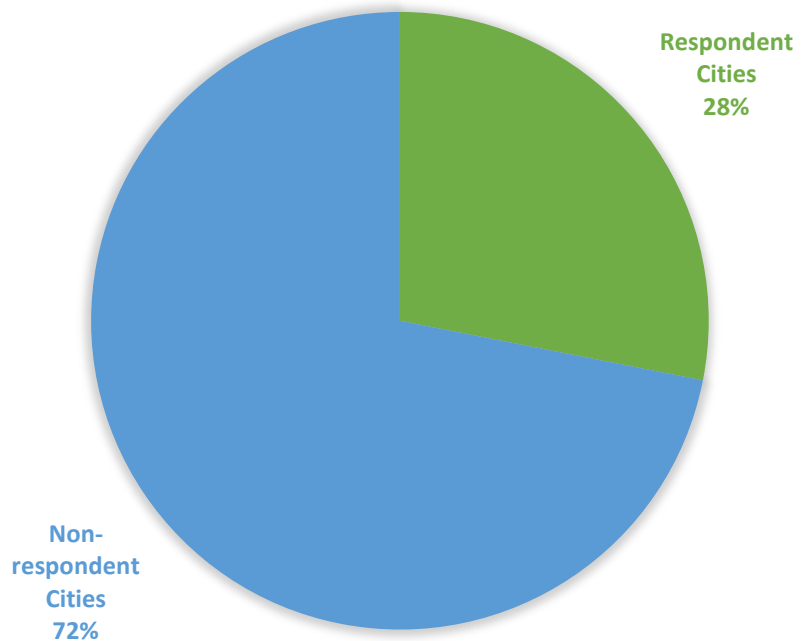


Figure 2: Is your city planning to begin providing or increase compensation for elected officials?

### Survey Methods

This survey was conducted from November 25 to December 6, 2019, and responses were received from 84 cities. These cities represent 809,005 residents, or 28% of the state’s population residing in cities. The LOC created the survey using Qualtrics and distributed it to city managers, city recorders, and other individuals with positions equal to a city’s chief executive officer. These individuals often relied on support from relevant city staff or forwarded the survey to be completed by that individual.

| Population    |    |       |
|---------------|----|-------|
| Quintile      |    |       |
| 1st Quintile  | 14 | 16.7% |
| 2nd Quintile  | 19 | 22.6% |
| 3rd Quintile  | 19 | 22.6% |
| 4th Quintile  | 16 | 19.0% |
| 5th Quintile  | 16 | 19.0% |
| TOTAL         | 84 |       |
| Region        |    |       |
| N. Coast      | 4  | 4.8%  |
| Metro         | 12 | 14.3% |
| N. Willamette | 23 | 27.4% |
| S. Willamette | 4  | 4.8%  |
| C. Coast      | 4  | 4.8%  |
| S. Coast      | 3  | 3.6%  |
| S. Oregon     | 8  | 9.5%  |
| Gorge         | 4  | 4.8%  |
| C. Oregon     | 2  | 2.4%  |
| SC Oregon     | 2  | 2.4%  |
| NE Oregon     | 10 | 11.9% |
| E. Oregon     | 8  | 9.5%  |
| TOTAL         | 84 |       |



Cities are divided into population quintiles, or groups of cities representing roughly one-fifth of the 241 total cities. This is done to provide a more accurate comparison of differences among city populations. If the LOC randomly selected cities from each quintile, we would expect 20% to come from each of the five quintiles. Among respondent cities, there was overrepresentation in the North Willamette regions. Further, the survey had an underrepresentation of cities in several regions. Cities in the 1<sup>st</sup> population quintile (population less than 450) were underrepresented. In the above table, cells marked with green indicate an overrepresentation and those in red denote underrepresentation.

## Appendix A: Invitation to Participate

**The League needs your help – please complete this survey by Friday, December 6th.**

The League of Oregon Cities appreciates your participation in this quick survey about compensation for elected officials. LOC has received media inquiries in the past on this subject and has never had comprehensive data on how mayors and city councilors are compensated for their service to their cities. This survey seeks to gather this information not only on how compensation is provided, but also on the amount and rate of compensation. This data will also compliment the information already available from LOC on salary rates for city staff.

NOTE: Please submit all answers using the online form. Please use the attached PDF only for information and guidance.

Survey Link Below:

[http://orcities.co1.qualtrics.com/jfe/form/SV\\_7Qc9k7ay05IyDpr](http://orcities.co1.qualtrics.com/jfe/form/SV_7Qc9k7ay05IyDpr)

Please don't hesitate to contact me if you have any questions regarding the survey at [research@orcities.org](mailto:research@orcities.org) or 503-588-6550.

Thank you in advance for taking the time to fill out this survey.



Mike Cully, *Executive Director*

503-588-6550

1201 Court St. NE, Suite 200, Salem, OR 97301-4194

[www.orcities.org](http://www.orcities.org)



**Appendix B: Survey Instrument**

**2019 Elected Officials Compensation Survey**

Q2 Please fill out the following questions.

City Name: (1) \_\_\_\_\_

Your Name: (2) \_\_\_\_\_

Your Title: (3) \_\_\_\_\_

Email Address: (4) \_\_\_\_\_

Q3 Please list the types of compensation provided to your city's Mayor and City Councilors. If your city has no such compensation, please leave that option blank.

|   | Compensation Specifics (1) |
|---|----------------------------|
| Monthly Stipend (1)   |                            |
| Salary (2)  |                            |
| Travel Reimbursement (3)  |                            |
| General Reimbursement (4)   |                            |
| Cell Phone Stipend (5)  |                            |
| Technology Stipend (i.e. Laptop and/or other technology not including cell phone) (6) |                            |
| Health Insurance (7)  |                            |

|  |  |
|--|--|
| Car Allotment (8)                                    |  |
| Continuing Education (i.e conference attendance) (9) |  |
| Membership Dues and Fees (10)                        |  |
| Other (Please Describe) (11)                         |  |

Q4 Is your city planning to start or increase compensation for elected officials? If yes, please describe.

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Q5 Please describe how travel compensation is calculated in your city.

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Q6 This concludes the survey. Do you have any additional comments?

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**Appendix C: Responses by Compensation Type**

| Monthly Stipend |    |        |
|-----------------|----|--------|
| Quintile        |    |        |
| 1st Quintile    | 1  | 4.8%   |
| 2nd Quintile    | 2  | 9.5%   |
| 3rd Quintile    | 3  | 14.3%  |
| 4th Quintile    | 4  | 19.0%  |
| 5th Quintile    | 11 | 52.4%  |
| TOTAL           | 21 | 100.0% |
| Region          |    |        |
| N. Coast        | 1  | 4.8%   |
| Metro           | 5  | 23.8%  |
| N. Willamette   | 4  | 19.0%  |
| S. Willamette   | 2  | 9.5%   |
| C. Coast        | 0  | 0.0%   |
| S. Coast        | 0  | 0.0%   |
| S. Oregon       | 1  | 4.8%   |
| Gorge           | 1  | 4.8%   |
| C. Oregon       | 0  | 0.0%   |
| SC Oregon       | 1  | 4.8%   |
| NE Oregon       | 3  | 14.3%  |
| E. Oregon       | 3  | 14.3%  |
| TOTAL           | 21 | 100.0% |

| Travel Reimbursement |    |        |
|----------------------|----|--------|
| Quintile             |    |        |
| 1st Quintile         | 4  | 7.8%   |
| 2nd Quintile         | 8  | 15.7%  |
| 3rd Quintile         | 13 | 25.5%  |
| 4th Quintile         | 10 | 19.6%  |
| 5th Quintile         | 16 | 31.4%  |
| TOTAL                | 51 | 100.0% |
| Region               |    |        |
| N. Coast             | 4  | 7.8%   |
| Metro                | 9  | 17.6%  |
| N. Willamette        | 12 | 23.5%  |
| S. Willamette        | 3  | 5.9%   |
| C. Coast             | 4  | 7.8%   |
| S. Coast             | 2  | 3.9%   |
| S. Oregon            | 4  | 7.8%   |
| Gorge                | 2  | 3.9%   |
| C. Oregon            | 2  | 3.9%   |
| SC Oregon            | 1  | 2.0%   |
| NE Oregon            | 4  | 7.8%   |
| E. Oregon            | 4  | 7.8%   |
| TOTAL                | 51 | 100.0% |

| Cell Phone Stipend |   |        |
|--------------------|---|--------|
| Quintile           |   |        |
| 1st Quintile       | 0 | 0.0%   |
| 2nd Quintile       | 1 | 16.7%  |
| 3rd Quintile       | 1 | 16.7%  |
| 4th Quintile       | 0 | 0.0%   |
| 5th Quintile       | 4 | 66.7%  |
| TOTAL              | 6 | 100.0% |
| Region             |   |        |
| N. Coast           | 0 | 0.0%   |
| Metro              | 3 | 50.0%  |
| N. Willamette      | 2 | 33.3%  |
| S. Willamette      | 1 | 16.7%  |
| C. Coast           | 0 | 0.0%   |
| S. Coast           | 0 | 0.0%   |
| S. Oregon          | 0 | 0.0%   |
| Gorge              | 0 | 0.0%   |
| C. Oregon          | 0 | 0.0%   |
| SC Oregon          | 0 | 0.0%   |
| NE Oregon          | 0 | 0.0%   |
| E. Oregon          | 0 | 0.0%   |
| TOTAL              | 6 | 100.0% |

| Salary        |   |        |
|---------------|---|--------|
| Quintile      |   |        |
| 1st Quintile  | 1 | 25.0%  |
| 2nd Quintile  | 1 | 25.0%  |
| 3rd Quintile  | 0 | 0.0%   |
| 4th Quintile  | 0 | 0.0%   |
| 5th Quintile  | 2 | 50.0%  |
| TOTAL         | 4 | 100.0% |
| Region        |   |        |
| N. Coast      | 0 | 0.0%   |
| Metro         | 1 | 25.0%  |
| N. Willamette | 0 | 0.0%   |
| S. Willamette | 0 | 0.0%   |
| C. Coast      | 0 | 0.0%   |
| S. Coast      | 0 | 0.0%   |
| S. Oregon     | 0 | 0.0%   |
| Gorge         | 1 | 25.0%  |
| C. Oregon     | 0 | 0.0%   |
| SC Oregon     | 1 | 25.0%  |
| NE Oregon     | 1 | 25.0%  |
| E. Oregon     | 0 | 0.0%   |
| TOTAL         | 4 | 100.0% |

| General Reimbursement |    |        |
|-----------------------|----|--------|
| Quintile              |    |        |
| 1st Quintile          | 2  | 11.1%  |
| 2nd Quintile          | 2  | 11.1%  |
| 3rd Quintile          | 5  | 27.8%  |
| 4th Quintile          | 3  | 16.7%  |
| 5th Quintile          | 6  | 33.3%  |
| TOTAL                 | 18 | 100.0% |
| Region                |    |        |
| N. Coast              | 1  | 5.6%   |
| Metro                 | 4  | 22.2%  |
| N. Willamette         | 4  | 22.2%  |
| S. Willamette         | 0  | 0.0%   |
| C. Coast              | 4  | 22.2%  |
| S. Coast              | 0  | 0.0%   |
| S. Oregon             | 1  | 5.6%   |
| Gorge                 | 1  | 5.6%   |
| C. Oregon             | 1  | 5.6%   |
| SC Oregon             | 0  | 0.0%   |
| NE Oregon             | 2  | 11.1%  |
| E. Oregon             | 0  | 0.0%   |
| TOTAL                 | 18 | 100.0% |

| Technology Stipend |    |        |
|--------------------|----|--------|
| Quintile           |    |        |
| 1st Quintile       | 0  | 0.0%   |
| 2nd Quintile       | 0  | 0.0%   |
| 3rd Quintile       | 1  | 6.7%   |
| 4th Quintile       | 3  | 20.0%  |
| 5th Quintile       | 11 | 73.3%  |
| TOTAL              | 15 | 100.0% |
| Region             |    |        |
| N. Coast           | 0  | 0.0%   |
| Metro              | 4  | 26.7%  |
| N. Willamette      | 4  | 26.7%  |
| S. Willamette      | 2  | 13.3%  |
| C. Coast           | 1  | 6.7%   |
| S. Coast           | 1  | 6.7%   |
| S. Oregon          | 0  | 0.0%   |
| Gorge              | 0  | 0.0%   |
| C. Oregon          | 0  | 0.0%   |
| SC Oregon          | 0  | 0.0%   |
| NE Oregon          | 2  | 13.3%  |
| E. Oregon          | 1  | 6.7%   |
| TOTAL              | 15 | 100.0% |

| Health Insurance |   |        |
|------------------|---|--------|
| Quintile         |   |        |
| 1st Quintile     | 0 | 0.0%   |
| 2nd Quintile     | 0 | 0.0%   |
| 3rd Quintile     | 0 | 0.0%   |
| 4th Quintile     | 0 | 0.0%   |
| 5th Quintile     | 4 | 100.0% |
| TOTAL            | 4 | 100.0% |
| Region           |   |        |
| N. Coast         | 0 | 0.0%   |
| Metro            | 3 | 75.0%  |
| N. Willamette    | 0 | 0.0%   |
| S. Willamette    | 0 | 0.0%   |
| C. Coast         | 0 | 0.0%   |
| S. Coast         | 0 | 0.0%   |
| S. Oregon        | 0 | 0.0%   |
| Gorge            | 0 | 0.0%   |
| C. Oregon        | 0 | 0.0%   |
| SC Oregon        | 1 | 25.0%  |
| NE Oregon        | 0 | 0.0%   |
| E. Oregon        | 0 | 0.0%   |
| TOTAL            | 4 | 100.0% |

| Continuing Education |    |        |
|----------------------|----|--------|
| Quintile             |    |        |
| 1st Quintile         | 1  | 2.1%   |
| 2nd Quintile         | 12 | 25.0%  |
| 3rd Quintile         | 12 | 25.0%  |
| 4th Quintile         | 10 | 20.8%  |
| 5th Quintile         | 13 | 27.1%  |
| TOTAL                | 48 | 100.0% |
| Region               |    |        |
| N. Coast             | 2  | 4.2%   |
| Metro                | 8  | 16.7%  |
| N. Willamette        | 15 | 31.3%  |
| S. Willamette        | 3  | 6.3%   |
| C. Coast             | 4  | 8.3%   |
| S. Coast             | 2  | 4.2%   |
| S. Oregon            | 6  | 12.5%  |
| Gorge                | 1  | 2.1%   |
| C. Oregon            | 1  | 2.1%   |
| SC Oregon            | 0  | 0.0%   |
| NE Oregon            | 4  | 8.3%   |
| E. Oregon            | 2  | 4.2%   |
| TOTAL                | 48 | 100.0% |

| Other         |    |        |
|---------------|----|--------|
| Quintile      |    |        |
| 1st Quintile  | 0  | 0.0%   |
| 2nd Quintile  | 3  | 25.0%  |
| 3rd Quintile  | 2  | 16.7%  |
| 4th Quintile  | 4  | 33.3%  |
| 5th Quintile  | 3  | 25.0%  |
| TOTAL         | 12 | 100.0% |
| Region        |    |        |
| N. Coast      | 0  | 0.0%   |
| Metro         | 2  | 16.7%  |
| N. Willamette | 4  | 33.3%  |
| S. Willamette | 0  | 0.0%   |
| C. Coast      | 1  | 8.3%   |
| S. Coast      | 2  | 16.7%  |
| S. Oregon     | 0  | 0.0%   |
| Gorge         | 1  | 8.3%   |
| C. Oregon     | 0  | 0.0%   |
| SC Oregon     | 0  | 0.0%   |
| NE Oregon     | 2  | 16.7%  |
| E. Oregon     | 0  | 0.0%   |
| TOTAL         | 12 | 100.0% |

| Car Allotment |   |        |
|---------------|---|--------|
| Quintile      |   |        |
| 1st Quintile  | 0 | 0.0%   |
| 2nd Quintile  | 0 | 0.0%   |
| 3rd Quintile  | 1 | 25.0%  |
| 4th Quintile  | 0 | 0.0%   |
| 5th Quintile  | 3 | 75.0%  |
| TOTAL         | 4 | 100.0% |
| Region        |   |        |
| N. Coast      | 0 | 0.0%   |
| Metro         | 2 | 50.0%  |
| N. Willamette | 1 | 25.0%  |
| S. Willamette | 0 | 0.0%   |
| C. Coast      | 0 | 0.0%   |
| S. Coast      | 0 | 0.0%   |
| S. Oregon     | 0 | 0.0%   |
| Gorge         | 0 | 0.0%   |
| C. Oregon     | 0 | 0.0%   |
| SC Oregon     | 0 | 0.0%   |
| NE Oregon     | 1 | 25.0%  |
| E. Oregon     | 0 | 0.0%   |
| TOTAL         | 4 | 100.0% |

| Membership Dues and Fees |    |        |
|--------------------------|----|--------|
| Quintile                 |    |        |
| 1st Quintile             | 2  | 4.8%   |
| 2nd Quintile             | 9  | 21.4%  |
| 3rd Quintile             | 12 | 28.6%  |
| 4th Quintile             | 9  | 21.4%  |
| 5th Quintile             | 10 | 23.8%  |
| TOTAL                    | 42 | 100.0% |
| Region                   |    |        |
| N. Coast                 | 3  | 7.1%   |
| Metro                    | 7  | 16.7%  |
| N. Willamette            | 15 | 35.7%  |
| S. Willamette            | 0  | 0.0%   |
| C. Coast                 | 4  | 9.5%   |
| S. Coast                 | 2  | 4.8%   |
| S. Oregon                | 2  | 4.8%   |
| Gorge                    | 1  | 2.4%   |
| C. Oregon                | 1  | 2.4%   |
| SC Oregon                | 1  | 2.4%   |
| NE Oregon                | 4  | 9.5%   |
| E. Oregon                | 2  | 4.8%   |
| TOTAL                    | 42 | 100.0% |

## Appendix D: Responses by City

| City          | Population | QCODE | REGION | Monthly Stipend   | Salary | Travel Reimbursement   | General Reimbursement | Cell Phone Stipend | Technology Stipend  | Health Insurance | Car Allotment | Continuing Education  | Membership Dues and Fees   | Other (Please Describe)             |
|---------------|------------|-------|--------|---|--------|--|-----------------------|--------------------|---|------------------|---------------|---|----------------------------|-------------------------------------|
| Albany        | 52540      | 5     | 3      | \$185 for Mayor & \$130 for City Councilors                   | None   | Standard IRS mileage rate  | None                  | None               | \$50 internet stipend & City-provided iPad for City business  | None             | None          | LOC conference & related trainings available at City's expense    | Oregon Mayor's Association |                                     |
| Athena        | 1170       | 2     | 11     |   |        |  |                       |                    |   |                  |               |   |                            | City water/sewer fee reduction - 38 |
| Aurora        | 970        | 2     | 3      |   |        | available  |                       |                    |   |                  |               | available   | available                  |                                     |
| Baker City    | 9890       | 4     | 12     | \$10 per meeting  | 0      | Necessary as needed  |                       |                    |   |                  |               |   |                            |                                     |
| Bay City      | 1330       | 3     | 1      |   |        | yes  | yes                   |                    |   |                  |               | yes   | yes                        |                                     |
| Boardman      | 3555       | 4     | 11     |   |        | yes  |                       |                    |   |                  |               | yes   | yes                        |                                     |
| Brownsville   | 1700       | 3     | 3      |   |        |  |                       |                    |   |                  |               |   |                            |                                     |
| Burns         | 2830       | 3     | 12     |   |        | IRS mileage  |                       |                    |   |                  |               |   |                            |                                     |
| Canyonville   | 1925       | 3     | 7      |   |        | x  |                       |                    |   |                  |               |   |                            |                                     |
| Cascade Locks | 1250       | 3     | 8      |   |        | yes  |                       |                    |   |                  |               | yes   |                            |                                     |
| Clatskanie    | 1750       | 3     | 1      |   |        |  | 500                   |                    |   |                  |               |   | 500                        |                                     |
| Coos Bay      | 16615      | 5     | 6      |   |        | For city related travel, such as attending the LOC conference, we provide periderm (up to \$56 per day) and mileage reimbursement at the .56 cents per mile for travel from city hall to the event and back. |                       |                    | We provide each Council members with iPad which they use at Council meetings and to review Council agenda reports. We also have the iPad set up so that they can use them to correspond with their constituents using their city email address. |                  |               |   |                            |                                     |
| Cornelius     | 11915      | 5     | 2      | 50  |        | .58 cents/mile   | \$50.00/mtg.          |                    |   |                  |               |   |                            |                                     |
| Corvallis     | 58240      | 5     | 4      | Mayor only get \$100 per month. Councilors receive no stipend |        | out of town mileage and meals  |                       |                    | city provided tablet for use during term  |                  |               | budget annually for LOC conference                                |                            |                                     |
| Cottage Grove | 9890       | 4     | 4      |   |        | X  |                       |                    |   |                  |               |   |                            |                                     |
| Creswell      | 5360       | 4     | 4      | Mayor \$225 Monthly, Council President \$150 monthly;         |        |  |                       |                    | \$75 monthly  |                  |               | \$1,2000 budgeted annually - this includes general reimbursements |                            |                                     |

| City         | Population | QCODE | REGION | Monthly Stipend   | Salary | Travel Reimbursement                        | General Reimbursement                  | Cell Phone Stipend | Technology Stipend                        | Health Insurance                       | Car Allotment | Continuing Education                           | Membership Dues and Fees      | Other (Please Describe)   |
|--------------|------------|-------|--------|---|--------|---|--|--------------------|---|--|---------------|--|-------------------------------|---|
|              |            |       |        | Councilors \$125 monthly  |        |   |  |                    |   |  |               | and travel reimbursement                       |                               |   |
| Dayton       | 2635       | 3     | 3      |   |        | x   |  | x                  |   |  |               |  | x                             |   |
| Dayville     | 150        | 1     | 12     |   |        |   |  |                    |   |  |               |  |                               |   |
| Detroit      | 210        | 1     | 3      |   |        |   |  |                    |   |  |               |  |                               |   |
| Drain        | 1160       | 2     | 7      |   |        |   | Gov mileage food and hotel             |                    |   |  |               | LOC and Mayors                                 |                               |   |
| Dundee       | 3190       | 4     | 3      |   |        |   |  |                    |   |  |               |  | 106                           |   |
| Dunes City   | 1320       | 3     | 5      |   |        | actual                                      | actual                                 |                    |   |  |               | actual   | if requested                  |   |
| Durham       | 1880       | 3     | 2      |   |        | \$0.58/mile for conferences                 |  |                    |   |  |               | full reimbursement for costs                   | city pays                     |   |
| Estacada     | 3155       | 4     | 2      |   |        | mileage, lodging & meals                    |  |                    |   |  |               |  | OMA dues                      |   |
| Florence     | 8680       | 4     | 5      |   |        | yes   | yes                                    | no                 | given iPad                                | no                                     | no            | yes  | yes                           | covered under workers' comp policy as volunteer   |
| Gates        | 485        | 2     | 3      |   |        |   |  |                    |   |  |               |  |                               |   |
| Gervais      | 2565       | 3     | 3      | 10.00/meeting   |        | Federal mileage rate                        | Reimbursed when receipts are submitted |                    |   |  |               | City pays for all costs to attend a conference | City pays Mayors dues for OMA | Councilors and Mayor have to elect each year to receive or not to receive their stipend for each meeting they attend. |
| Glendale     | 875        | 2     | 7      | 80  |        | mileage                                     |  |                    |   |  |               | yes  | yes                           |   |
| Gold Hill    | 1220       | 2     | 7      |   |        |   |  |                    |   |  |               | yes  |                               |   |
| Grass Valley | 165        | 1     | 8      |   | 900    |   |  |                    |   |  |               |  |                               |   |
| Halfway      | 290        | 1     | 12     | 300   |        |   |  |                    |   |  |               |  |                               |   |
| Halsey       | 915        | 2     | 3      |   |        |   |  |                    |   |  |               |  |                               | expense reimbursement - 300   |
| Happy Valley | 18680      | 5     | 2      |   |        | Yes   | Yes                                    | Yes                |   |  |               | Yes  | Yes                           |   |
| Hermiston    | 17730      | 5     | 11     | 100.00/Council \$250.00/Mayor   |        | Yes   | Yes                                    | No                 | No Stipend - the have city issued tablets | No                                     | No            | yes  | Yes                           | Polo Shirts, T-shirts to be worn at special events  |
| Hillsboro    | 99340      | 5     | 2      | \$300.00 for council; \$500 for Council President; and \$2,000.00 for the Mayor |        | Yes, if needed but we typically coordinate. |  |                    | 75  | We only offer \$2K for life insurance. |               | Yes  |                               | Mayor general expense monthly stipend - 175   |
| Hines        | 1560       | 3     | 12     |   |        |   |  |                    |   |  |               |  |                               |   |
| Hood River   | 7760       | 4     | 8      | 50  | na     | yes   | yes                                    | no                 | no  | no                                     | no            | no   | yes                           | Mayor stipend - 100   |
| Huntington   | 445        | 1     | 12     |   |        | yes   |  |                    |   |  |               |  |                               |   |

| City                        | Population    | QCODE  | REGION   | Monthly Stipend | Salary     | Travel Reimbursement   | General Reimbursement | Cell Phone Stipend  | Technology Stipend                | Health Insurance | Car Allotment                         | Continuing Education                        | Membership Dues and Fees  | Other (Please Describe)                               |
|-----------------------------|---------------|--------|----------|-----------------|------------|--|-----------------------|---------------------|-----------------------------------|------------------|---------------------------------------|---|---|---|
| <b>Idanha Independence</b>  | 140<br>9250   | 1<br>4 | 3<br>3   |                 |            |  |                       |                     |                                   |                  |                                       |   |   |   |
| <b>Ione</b>                 | 330           | 1      | 11       |                 |            |  |                       |                     |                                   |                  |                                       |   |   |   |
| <b>Island City</b>          | 1125          | 2      | 11       | 45 Councilors   | 1000 Mayor |  | 1                     |                     |                                   |                  |                                       | 1   | 1   |   |
| <b>Joseph Klamath Falls</b> | 1100<br>21640 | 2<br>5 | 11<br>10 |                 | 50         | 50   | yes                   | no                  | no                                | no               | yes                                   | no  | yes   |   |
| <b>Lexington</b>            | 255           | 1      | 11       |                 |            |  |                       |                     |                                   |                  |                                       |   |   |   |
| <b>Lyons</b>                | 1165          | 2      | 3        |                 |            |  | mileage               |                     |                                   |                  |                                       | yes   | LOC & OMA   |   |
| <b>Maupin</b>               | 425           | 1      | 8        |                 |            |  |                       |                     |                                   |                  |                                       |   |   |   |
| <b>Maywood Park</b>         | 750           | 2      | 2        |                 |            |  |                       |                     |                                   |                  |                                       |   |   |   |
| <b>McMinnville</b>          | 33405         | 5      | 3        |                 |            |  | yes                   | yes                 | no stipend, City provides Surface |                  |                                       | yes   | organizational dues for LOC, COG  |   |
| <b>Merrill</b>              | 840           | 2      | 10       |                 |            |  |                       |                     |                                   |                  |                                       |   |   |   |
| <b>Mill City</b>            | 1860          | 3      | 3        |                 |            | X  | X                     |                     |                                   |                  |                                       | X   | X   |   |
| <b>Milwaukie</b>            | 20510         | 5      | 2        | C-\$250 M-\$300 | No         | In General Reimbursement   | C-\$3000 M-\$5000     | No                  | Device Provided                   | No               | Mileage through General Reimbursement | Reimbursement through General Reimbursement | Council Total - \$2000  |   |
| <b>Monmouth</b>             | 9745          | 4      | 3        | no              | no         | yes to conferences and seminars  | no                    | no                  | no                                | no               | no                                    | yes   | no  | Cookies at meetings or meals at goal setting sessions |
| <b>Monroe</b>               | 620           | 2      | 4        |                 |            | Yes  |                       |                     |                                   |                  |                                       | Yes   |   |   |
| <b>Myrtle Creek</b>         | 3490          | 4      | 7        |                 |            | mileage/ direct travel expense   |                       | Mayor only          |                                   |                  |                                       | City pays or reimburses costs               |   |   |
| <b>Myrtle Point</b>         | 2525          | 3      | 6        |                 |            |  |                       |                     |                                   |                  |                                       | \$1,500 Per Year                            | \$3,200 Per Year  | City Council Activities - \$1,000 Per Year            |
| <b>Nehalem</b>              | 280           | 1      | 1        |                 |            | for city business  |                       |                     |                                   |                  |                                       |   | for Mayor's Assoc.  |   |
| <b>Ontario</b>              | 11465         | 5      | 12       |                 | 150        | Per Diem and mileage when applicable, hotels. car rentals                              |                       |                     | Laptop or iPad                    |                  |                                       | conference fees                             | League of Oregon Cities   |   |
| <b>Pilot Rock</b>           | 1505          | 3      | 11       |                 |            |  |                       |                     |                                   |                  |                                       |   |   |   |
| <b>Powers</b>               | 695           | 2      | 6        |                 |            | Reimbursed mileage at \$0.32/mile for pre-approved city business (meetings, training). |                       |                     |                                   |                  |                                       | City pays for pre-approved training only.   | City pays for professional membership fees for pre-approved associations. | Per diem -\$25 while traveling on city business       |
| <b>Riddle</b>               | 1185          | 2      | 7        |                 |            |  |                       |                     |                                   |                  |                                       | yes/as needed                               | yes/as needed   |   |
| <b>Rivergrove</b>           | 495           | 2      | 2        |                 |            |  |                       |                     |                                   |                  |                                       |   |   |   |
| <b>Rogue River</b>          | 2200          | 3      | 7        |                 |            | YES  |                       |                     |                                   |                  |                                       | YES   |   |   |
| <b>Salem</b>                | 162060        | 5      | 3        |                 |            | actual expenses  |                       | city provides phone | city provides laptop/tablet       | 0                | reimburse mileage                     | city pays                                   | for city  |   |

| City         | Population | QCODE | REGION | Monthly Stipend                           | Salary       | Travel Reimbursement | General Reimbursement   | Cell Phone Stipend   | Technology Stipend  | Health Insurance   | Car Allotment | Continuing Education  | Membership Dues and Fees | Other (Please Describe)  |
|--------------|------------|-------|--------|---|--------------|----------------------|---|--|---|--|---------------|-----------------------|--------------------------|--|
| Scotts Mills | 365        | 1     | 3      |   |              |                      |   |  |   |  |               |                       |                          |  |
| Sherwood     | 19145      | 5     | 2      |   |              | Yes                  |   |  |   |  |               | Yes                   |                          |  |
| Silverton    | 9725       | 4     | 3      |   |              |                      |   |  |   |  |               | 6700                  | 500                      |  |
| Sisters      | 2390       | 3     | 9      |   |              | Yes                  |   |  |   |  |               | yes                   | yes                      |  |
| Spray        | 160        | 1     | 9      |   |              | Reimburse Miles      | Reimburse Meals during travel for trainings   |  |   |  |               |                       |                          |  |
| St. Helens   | 13120      | 5     | 1      | 1100 Mayor, 950 President, 800 Councilors | none         | when approved        | none  | none   | none  | none   | none          | when approved         | none                     |  |
| Stayton      | 7745       | 4     | 3      | 83.33                                     |              |                      |   |  |   |  |               | 1000                  |                          |  |
| Tangent      | 1205       | 2     | 3      |   |              | y                    |   |  |   |  |               | y                     | y                        |  |
| Tigard       | 49745      | 5     | 2      | 523 (Council)                             | 3985 (Mayor) | See other            |   | 33   | iPad/tablet provided  | same as employee   | 275           | y included in travel  | LOC and NLC              | Travel & continuing ed combined. \$10K per Councilor and \$16,600 for Mayor. Includes conference attendance. |
| Toledo       | 3490       | 4     | 5      |   |              | Actual               | Actual for city business  |  |   |  |               | Actual expenses       | Actual                   |  |
| Troutdale    | 16035      | 5     | 2      |   |              |                      |   |  |   |  |               |                       |                          |  |
| Ukiah        | 245        | 1     | 11     |   |              |                      |   |  |   |  |               |                       |                          |  |
| Union        | 2150       | 3     | 11     | 75  | No           | .58/mile             | 60/day  | No   | Laptop Available  | No   | Available     | Available             | LOC - Mayors             |  |
| Vale         | 1885       | 3     | 12     |   |              |                      |   |  |   |  |               | mayor                 | yes                      |  |
| Waterloo     | 230        | 1     | 3      |   |              | With receipt         | With receipt  |  |   |  |               | Pay registration only | OMA Dues                 |  |
| Willamina    | 2095       | 3     | 3      | X   |              |                      |   |  |   |  |               | X                     | X                        |  |
| Wilsonville  | 23740      | 5     | 2      | Mayor \$750                               |              | Mayor & Council      | The Mayor shall be entitled to be reimbursed for business expenses incurred as may be necessary and/or customary in performing the Mayoral duties on behalf of the City of Wilsonville. | The Mayor shall be provided the use of a City cell phone and lap top computer through the City's IS department at City expense for City business in connection with the performance of the necessary | The Mayor shall be provided the use of a City cell phone and lap top computer through the City's IS department at City expense for City business in connection with the performance of the necessary and/or | The City group health insurance plan includes public elected officials, and the Mayor may elect to receive the City's health insurance benefits in accordance with the Plan's administrative policies. |               | Mayor & Council       | Mayor & Council          |  |

| City         | Population | QCODE | REGION | Monthly Stipend | Salary | Travel Reimbursement | General Reimbursement | Cell Phone Stipend  | Technology Stipend   | Health Insurance | Car Allotment | Continuing Education | Membership Dues and Fees | Other (Please Describe) |
|--------------|------------|-------|--------|-----------------|--------|----------------------|-----------------------|---|--|------------------|---------------|----------------------|--------------------------|-------------------------|
|              |            |       |        |                 |        |                      |                       | and/or customary Mayoral duties on behalf of the City of Wilsonville. | customary Mayoral duties on behalf of the City of Wilsonville. iPads are loaned to Council |                  |               |                      |                          |                         |
| Winston      | 5410       | 4     | 7      | N/A             | NA     | N/A                  | N/A                   | N/A   | N/A  | N/A              | N/A           | N/A                  | N/A                      |                         |
| Wood Village | 3915       | 4     | 2      |                 |        |                      |                       |   |  |                  |               | 720                  | 1260                     |                         |
| Yachats      | 740        | 2     | 5      |                 |        | IRS Rate             | Actual                |   |  |                  |               | 6000                 | In CEU                   |                         |
| Yamhill      | 1070       | 2     | 3      |                 |        |                      |                       |   |  |                  |               | Full Payment         | Full Payment             |                         |

| City          | Population | QCODE | REGION | Is your city planning to start or increase compensation?   | Describe how travel compensation is calculated.   | Additional comments? |
|---------------|------------|-------|--------|--|---|----------------------|
| Albany        | 52540      | 5     | 3      | No plans for increase at this time.  | While attending conference/trainings, City pays for lodging, standard IRS mileage reimbursement rate for travel, and per diem rate for meal.  | None                 |
| Athena        | 1170       | 2     | 11     |  | Mileage and meals for city business only  |                      |
| Aurora        | 970        | 2     | 3      | No   | We have a budget line item for conferences for elected officials, as well as appointed planning commissioners, parks commissioners and members of the Historic Review Board. The city covers registration costs and can also reimburse for expenses occurred. |                      |
| Baker City    | 9890       | 4     | 12     | No.  | Pay for travel to approved City business and conferences. Need to be approved prior to travel and approved by majority of the Council for payment.  |                      |
| Bay City      | 1330       | 3     | 1      | Not that I am aware.   | City Council members and the Mayor are reimbursed for attending conferences and classes. Mileage, meals, room. Mileage is compensated by the current IRS rate.  |                      |
| Boardman      | 3555       | 4     | 11     |  | Gov. mileage rate   |                      |
| Brownsville   | 1700       | 3     | 3      | I have expressed an interest in providing a 'per meeting' model for Council members and the Mayor. Action has yet to be taken. | Travel and expenses are calculated just like employees. However, no official has put in a request for reimbursement in 13 years.  |                      |
| Burns         | 2830       | 3     | 12     |  |   |                      |
| Canyonville   | 1925       | 3     | 7      |  | mileage reimbursed at standard IRS rate   |                      |
| Cascade Locks | 1250       | 3     | 8      |  | Federal Rate times the actual miles plus tolls, if any  |                      |

|                      |       |   |    |   |  |  |
|----------------------|-------|---|----|---|--|--|
| <b>Clatskanie</b>    | 1750  | 3 | 1  |   | If requested, which is rare, we use current IRS standard. We will reimburse hotel cost if overnight is required  |  |
| <b>Coos Bay</b>      | 16615 | 5 | 6  | No  | Mileage reimbursement is calculated using MapQuest to determine the mileage between City Hall and out of the County city related events such as the LOC Conference. We reimburse mileage at the federal rate for mileage to and from an event. Per diem is provided to Council members for meals while there attending such events as the LOC Conference, when meals at the event are not provided for. The city provides \$8 for breakfast, \$13 for lunch and \$25 for dinner. | None   |
| <b>Cornelius</b>     | 11915 | 5 | 2  | We have no plans to increase compensation.<br><br>Currently, the Mayor and City Councilors receive \$50.00 per meeting attendance up to four meetings per month. The monthly stipend pays for up to two City Council meetings per month but is not part of the maximum reimbursement for up to four meetings. | IRS reimbursement rate (currently .58 cents/mile.  |  |
| <b>Corvallis</b>     | 58240 | 5 | 4  | No plans at this time. However, a Charter review is being considered and elected compensation MIGHT be one item that is reviewed.   | Actual travel expenses are reimbursed including the use of personal vehicles (paid per mile based on Federal rate).  |  |
| <b>Cottage Grove</b> | 9890  | 4 | 4  | No  | IRS Mileage and per diem   |  |
| <b>Creswell</b>      | 5360  | 4 | 4  | No  | Mileage multiplied by IRS allowed mileage  |  |
| <b>Dayton</b>        | 2635  | 3 | 3  |   | The City covers travel expenses for the Mayor for the OMA and OCCMA Conferences as well as mileage to and from meetings. Full amount of expenses for the conferences are reimbursed and mileage is paid at the IRS rate.<br><br>The Mayor receives a \$50/mth cell phone stipend.<br><br>Membership Dues and Fees for OMA are paid by the City.  |  |
| <b>Dayville</b>      | 150   | 1 | 12 | No  | We use the IRS mileage reimbursement rate for all pre-approved travel out of our area.   |  |
| <b>Detroit</b>       | 210   | 1 | 3  | No  | Actual mileage x IRS standard mileage rate   |  |
| <b>Drain</b>         | 1160  | 2 | 7  | No  | Will pay gov rate and mileage<br>Will reimburse for food and hotel stays   | No   |
| <b>Dundee</b>        | 3190  | 4 | 3  | No  | Reimbursement using IRS mileage rate and actual cost of meals and lodging  | The dues identified above are for the Oregon Mayors Association.   |
| <b>Dunes City</b>    | 1320  | 3 | 5  | No.   | Mileage paid at federal rate. Meals are paid by actual expense with evidence provided.   | Small cities like ours, with no tax base, cannot afford to pay elected officials.  |
| <b>Durham</b>        | 1880  | 3 | 2  | No  | \$.58 per mile driven for conferences  |  |
| <b>Estacada</b>      | 3155  | 4 | 2  | No.   | Lodging and meals are reimbursed with a receipt. Mileage is per IRS rates per mile.  |  |
| <b>Florence</b>      | 8680  | 4 | 5  | No  | IRS Per diem rates reimbursed for miles traveled pertaining to City business duties or to attend conference/training   |  |
| <b>Gates</b>         | 485   | 2 | 3  |   |  |  |
| <b>Gervais</b>       | 2565  | 3 | 3  | No  | Federal mileage rate multiplied by miles traveled. Meals and lodging are also covered by the city up to the per diem limit.  |  |
| <b>Glendale</b>      | 875   | 2 | 7  | Not sure.   | Mileage compensation   | The \$80 stipend is for the Mayor only. We reimburse mileage and the City pays the dues and memberships to LOC etc. The City also pays for hotels when attending conferences |
| <b>Gold Hill</b>     | 1220  | 2 | 7  |   |  |  |
| <b>Grass Valley</b>  | 165   | 1 | 8  |   |  | Only the Mayor receives compensation.  |
| <b>Halfway</b>       | 290   | 1 | 12 |   |  | The stipend is only for the mayor, and the mayor also gets reimbursement for fuel for travel expense   |



|                      |       |   |    |   |   |   |
|----------------------|-------|---|----|---|---|---|
| <b>Halsey</b>        | 915   | 2 | 3  | No  | Mileage is reimbursed at the federal rate. Hotels and conferences are paid for by the City directly rather than reimbursed. We have a budget line item that includes funds for continuing education for Councilors. There is no individual amount allocated per Councilor, whoever needs it uses it until it's gone. We only reimburse for meals that the conference doesn't already provide. | Councilors receive \$300 per year to reimburse for expenses, including technology (computer, cell, printer, ink) and other costs incurred serving the city over the course of the year.   |
| <b>Happy Valley</b>  | 18680 | 5 | 2  | Yes, in process now of evaluating the options.  | City pays for Mayor and Councilors to attend conferences such as LOC and NLC. In the past this hasn't been abused, essentially, they all attend 2-3 conferences per year.   | <p>1. The survey is a little confusing with Travel Reimbursement being separate from conference attendance.</p> <p>2. Even though we provide a stipend for cell phone only once Councilor takes it and the rest are provided a City issued phone. All Councilors are provided either an Ipad or Laptop.</p> <p>3. General reimbursement, I assume this is for fuel and parking etc? We can provided this but the Council members never turn in any receipts.</p> <p>Please share the results as soon as you have them available, it will help us in our process. Thanks</p> |
| <b>Hermiston</b>     | 17730 | 5 | 11 |   | All expenses paid 100% - Hotel, airfare, cab fare, car rental while traveling<br>Meal Expenses according to - <a href="https://www.gsa.gov/travel/plan-book/per-diem-rates">https://www.gsa.gov/travel/plan-book/per-diem-rates</a>   |   |
| <b>Hillsboro</b>     | 99340 | 5 | 2  | We are evaluating right now for fiscal year 2020-2021. We conducted our own survey in 2016 and very recently updated.   | We coordinate travel including airline, ground transportation, registration etc. for them and base reimbursement off the GSA per diem rates.  | We also offer them free flu shots and annual TriMet passes.   |
| <b>Hines</b>         | 1560  | 3 | 12 | NO  | We pay the IRS standard mileage rates. If an overnight stay is required, the city pays for lodging plus taxes. Meals are compensated at \$10.00 for breakfast and lunch and \$20.00 for dinner.   |   |
| <b>Hood River</b>    | 7760  | 4 | 8  | No increase planned in the near future but it has been discussed.   | Travel compensation is set by the standards GSA rates.  | The City also provides a Childcare stipend while they are attending City meetings.  |
| <b>Huntington</b>    | 445   | 1 | 12 | No  | \$0.57/mile if they are going to training or meetings for the City.   | No  |
| <b>Idanha</b>        | 140   | 1 | 3  |   |   |   |
| <b>Independence</b>  | 9250  | 4 | 3  |   | City pays for registration/hotel; attendee submits reimbursement for per diem, mileage.<br><br>GSA (CONUS) per diem rates<br>GSA POV mileage rates  |   |
| <b>Ione</b>          | 330   | 1 | 11 | NO  |   |   |
| <b>Island City</b>   | 1125  | 2 | 11 |   | We pay the Federal mileage rate for any travel, along with all hotel and meal costs   |   |
| <b>Joseph</b>        | 1100  | 2 | 11 | No.   | n/a   | No  |
| <b>Klamath Falls</b> | 21640 | 5 | 10 | No. It is spelled out in the Charter.   | The same as for employees using standard GSA per diem and mileage.  |   |
| <b>Lexington</b>     | 255   | 1 | 11 |   |   |   |
| <b>Lyons</b>         | 1165  | 2 | 3  |   | IRS Mileage Rate  |   |
| <b>Maupin</b>        | 425   | 1 | 8  |   | The City pays mileage at the Federal Rate, lodging and meals at per diem rate.  |   |
| <b>Maywood Park</b>  | 750   | 2 | 2  |   |   | If the mayor or a councilor pays out of pocket for anything relating to City business, they may submit receipts for reimbursement.  |
| <b>McMinnville</b>   | 33405 | 5 | 3  |   | IRS rates for travel related to City business.  |   |
| <b>Merrill</b>       | 840   | 2 | 10 | No. All is volunteer.   | Any reimbursements to conferences are reimbursed based upon Federal Per Diem.   |   |
| <b>Mill City</b>     | 1860  | 3 | 3  | No  | Federal mileage rate per mile   |   |
| <b>Milwaukie</b>     | 20510 | 5 | 2  | Current discussion. Milwaukie recently worked with Healthy Democracy to consider a council stipend or pay increase. That body met for four days and returned with a |   |   |

|                     |        |   |    |  |  |  |
|---------------------|--------|---|----|--|--|--|
|                     |        |   |    | small increase tied to inflation:<br>"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 CPL." |  |  |
| <b>Monmouth</b>     | 9745   | 4 | 3  | No.  | We use the IRS mileage reimbursement rate.   |  |
| <b>Monroe</b>       | 620    | 2 | 4  |  | federal mileage reimbursement rate   |  |
| <b>Myrtle Creek</b> | 3490   | 4 | 7  |  | For Councilors standard government rate per mile. For employees a City car is the first choice, if none is available a personal car may be used and mileage reimbursed.  |  |
| <b>Myrtle Point</b> | 2525   | 3 | 6  | No   | Travel compensation is currently reimbursed at \$0.41 per mile for both staff and elected officials.   |  |
| <b>Nehalem</b>      | 280    | 1 | 1  | No   | mileage at federal rate, hotel plus meals with expense receipts. No reimbursement for alcohol  |  |
| <b>Ontario</b>      | 11465  | 5 | 12 |  | City covers meals by Per Diem for any not covered by the conference or event. We either provide a car to travel or pay mileage. We use a different rate for those using their own cars when a city car is available. We cover flight costs if that is the most practical means of traveling.   |  |
| <b>Pilot Rock</b>   | 1505   | 3 | 11 | Elected officials are volunteers   | Complete a travel reimbursement form with receipts. Round trip mileage is paid at .585 per mile.   |  |
| <b>Powers</b>       | 695    | 2 | 6  | We are discussing using standard federal mileage and per diem rates for employees and electeds rather than our outdated amounts. It is not likely to take effect until spring/summer 2020.   | Actual costs (if travel other than by personal vehicle), or roundtrip mileage from city hall to the destination.   |  |
| <b>Riddle</b>       | 1185   | 2 | 7  |  |  |  |
| <b>Rivergrove</b>   | 495    | 2 | 2  |  | We do not compensate for travel  | We are so small there is a part time CM/CR and that is it the rest is all volunteer. |
| <b>Rogue River</b>  | 2200   | 3 | 7  |  | IRS Rate   |  |
| <b>Salem</b>        | 162060 | 5 | 3  | No plans.  | IRS limits.  |  |
| <b>Scotts Mills</b> | 365    | 1 | 3  | NO   |  | We have no form of compensation at all to our elected officials.                     |
| <b>Sherwood</b>     | 19145  | 5 | 2  | No plans in the immediate future   | We use the same IRS tables as for employees  | Hope this helps - let us know if you have questions                                  |
| <b>Silverton</b>    | 9725   | 4 | 3  | Not at this time.  | We budgeted \$6700 total for all travel, training, and meeting reimbursement for the Mayor and City Councilors. This is enough to cover attendance at the LOC conference for all councilors, as well as the Mayor's attendance at the OMA conferences. In addition, we budget \$500 for the Mayors dues in OMA.  |  |
| <b>Sisters</b>      | 2390   | 3 | 9  | No.  | Mileage based on the IRS POV rate. Hotel and meals IRS Per Diem.rates  |  |
| <b>Spray</b>        | 160    | 1 | 9  |  | We budget yearly for any training's that any city official will have to take the following year.   |  |
| <b>St. Helens</b>   | 13120  | 5 | 1  | 1 Councilor has tried discussing increase monthly stipends, but majority of council is against it. Nothing has been brought officially to Council or budget committee for approval   | mileage and reimbursement for meals/hotel if required and follows personnel policy of employees  | Please email me results... mbrown@ci.st-helens.or.us                                 |
| <b>Stayton</b>      | 7745   | 4 | 3  | The item was budgeted, but the council has been mixed on implementation of our stipends.   |  |  |
| <b>Tangent</b>      | 1205   | 2 | 3  | no   | by the federal rate for anything out of town where they are representing the city.   |  |
| <b>Tigard</b>       | 49745  | 5 | 2  | Yes, the city increases Council compensation by the same COLA as provided city employees each year.  | This is a challenge for Tigard. We need to find a new basis and legal mechanism for setting travel compensation and Council pay generally. The Council historically set its pay level, including travel compensation, by resolution and through budget adoption, but we received an OGE ruling that this approach was a conflict of interest. The Mayor's pay is set at 1/2 the salary of a department director. The travel/training amounts for Councilor (\$10,000 each) and Mayor (\$16,600) were set using a rough estimate of costs for an attendee to one national conference and two state conferences each year. But those estimates are now out of date. We are considering convening a charter review committee to take up the council pay question. | Can't wait to see the results! Thanks!   |

|                     |       |   |    |     |   |  |
|---------------------|-------|---|----|-----|---|--|
| <b>Toledo</b>       | 3490  | 4 | 5  | No  | IRS Mileage for city related business, including training; hotel and meal expenses with receipts; limit of \$8 for breakfast, \$8 for lunch, and \$20 for dinner plus 15% tip allowance. Will also reimburse for parking. |  |
| <b>Troutdale</b>    | 16035 | 5 | 2  |     |   | We provide a different stipend for the Mayor than for the Councilors. Your question assumes all cities treat the mayor and the council member the same.<br><br>The Mayor received \$500 per month, and each Council member receives \$50 per month. This is a "flat" expense amount, except for the LOC conference which is approved at actual cost. However, other extraordinary expenses can be paid if approved by the Council. Neither the Mayor or Council receive any "pay" for service. |
| <b>Ukiah</b>        | 245   | 1 | 11 |     |   |  |
| <b>Union</b>        | 2150  | 3 | 11 | No  | Pay mileage if using personal car. Otherwise we reimburse gas receipts if using City car. fall under same guidelines as employees for hotel stays and per Diem guidelines for meals.                                      | Mayor is same as Council with exception to \$108.33 per month.   |
| <b>Vale</b>         | 1885  | 3 | 12 |     |   |  |
| <b>Waterloo</b>     | 230   | 1 | 3  | No  | Mileage is calculated via Google maps and reimbursed at the Fed mileage rate. Food is reimbursed with submission of receipt.  |  |
| <b>Willamina</b>    | 2095  | 3 | 3  |     |   |  |
| <b>Wilsonville</b>  | 23740 | 5 | 2  | N/A | Same as staff.  | For more information see City's website for Resolution No. 2360.   |
| <b>Winston</b>      | 5410  | 4 | 7  | No  | Mayor and Councilors are paid out of pocket expenses plus mileage   | No   |
| <b>Wood Village</b> | 3915  | 4 | 2  |     | IRS mileage rate and per diem for outside travel/training   |  |
| <b>Yachats</b>      | 740   | 2 | 5  | No  | IRS Calculation   |  |
| <b>Yamhill</b>      | 1070  | 2 | 3  | No  |   |  |