

Notice of Meeting

Monday
May 20, 2013

Springfield City Council
Finance/Judiciary Committee
5:00 P.M.
City Hall Meeting Room 3

CALL TO ORDER

1. Discussion Concerning City Manager Compensation
[Greta Utecht] (45 Minutes)

ADJOURNMENT

Attachments:
Council Briefing Memorandum
CMO Survey 2013

MEMORANDUM

City of Springfield

Date: 5/16/2013**To:** Finance & Judiciary Committee**COUNCIL****From:** Greta Utecht, Human Resources Director**BRIEFING****Subject:** City Manager Compensation**MEMORANDUM**

ISSUE: As a result of the Council's May 6, 2013 highly favorable performance review of the City Manager, Council has directed staff to convene the Finance & Judiciary Committee in order to review Gino Grimaldi's compensation.

COUNCIL GOALS/**MANDATE:**

Provide Financially Responsible and Innovative Government Services

Prior to 2012 when Mr. Grimaldi's contract was changed, his salary was indexed to increases received by other employees. By removing that link, the Council is able to evaluate the City Manager's compensation package independently and not be influenced by what has been bargained or agreed to for other employees.

BACKGROUND: According to Gino Grimaldi's employment contract, each February the City's Human Resources Department will average the percentages from four different index sources to determine what, if any, amount of salary or cost of living adjustment to recommend to the City Council.

The four indices that will be averaged are: The CPI-W index for Portland-Salem; the cost of living index for Social Security benefits, the national salary index for public administrators and the Western Region officer/exempt executive index. The following table lists those indices, and the overall average.

| | |
|--|-------------|
| Portland-Salem CPI-W for 2012 | 1.8 |
| Social Security Cost of Living Adjustment 2012 | 1.7 |
| Public Administrators National Index 2012 | 2.2 |
| Western & Oregon Officers/Executives | 3.1 |
| Average: | 2.2% |

Attached is also the most recent compensation survey of other City Managers in similar sized Oregon cities. Despite the fact that his salary has not been adjusted since 2008, it remains well within the market.

RECOMMENDED ACTION: Staff recommends that the Finance & Judiciary Committee review the attached information, as well as considering the very high review Mr. Grimaldi received earlier this month. If the committee believes that a compensation adjustment is warranted, staff recommends that a one-time, lump sum bonus be forwarded to the Council for consideration. For example, \$3900 equals is 2.2% of his total compensation package.

**CITY MANAGER
COMPENSATION SURVEY 2013**

| | Population | Salary as of 5/2013 | DeferredComp | Auto/IT Stipend | Other | PERS Pickup | TOTAL | |
|----------------------|---------------|---------------------|----------------|-----------------|----------------|-------------|------------------|---|
| Albany | 50,710 | \$127,956 | \$12,796 | \$4,320 | | \$7,677 | \$152,749 | No salary increase in 2011, \$300/month car \$60/month cell, 10% to deferred comp, 6% PERS |
| Bend | 77,455 | \$155,298 | | \$4,560 | | \$9,318 | \$173,176 | The City covers the deductible, \$2000/individual \$4000/family. If deductible not met, unused amount deposited in VEBA. \$300 per/month car allowance \$80 per/month cell phone: severance inc to 9 mths with 9 mths COBRA |
| Corvallis | 55,055 | \$140,004 | \$5,000 | | | | \$145,004 | |
| Eugene | 158,335 | \$182,561 | \$14,000 | \$6,480 | | \$11,342 | \$214,383 | \$500 /month car allowance \$40 /month cell phone |
| Grants Pass | 34,740 | \$118,000 | | \$6,600 | | \$7,080 | \$134,488 | VEBA - if chosen, \$234/mo |
| Gresham | 105,970 | \$136,944 | | \$6,000 | \$1,368 | \$8,217 | \$152,529 | Waived VEBA - gets 1% of annual salary (\$114/month) as an additional allowance |
| Hillsboro | 92,550 | \$164,875 | \$11,760 | \$4,500 | | | \$184,433 | \$375 /month car allowance. VEBA is 2% of base salary. Deferred Comp contribution instead of PERS. Medical is Kaiser composite rates. 10 paid days of Administrative leave + 2 personal days to be used as manager deems appropriate during the calendar year |
| Oregon City | 32,211 | \$163,800 | \$5,733 | \$1,250 | | \$9,903 | \$180,686 | Salary linked to other department director COLAs & has merit pay component. Def comp = 3.5% w/ EE match. Full cost of smart phone & monthly svc. |
| Lake Oswego | 36,770 | \$180,000 | | | \$10 | | \$180,010 | Data for interim- later changed upon Council vote. \$10/Cell phone per month. \$15k/mo |
| Medford | 75,545 | \$145,008 | | \$5,580 | | \$8,700 | \$164,364 | Sick leave above 960 hrs contributed at 50% to HRA-VEBA acct. Severance provides one month of salary for each year of service, up to 6 months |
| Tigard | 48,695 | \$134,030 | \$6,702 | | \$22,445 | | \$163,777 | No PERS: City contributes 11% of salary (14,743/year), employee contributes \$0. \$1000 allowance provided for purchase of addit life ins or long term care or both |
| Springfield** | 59,840 | \$147,110 | \$5,884 | \$5,340 | \$6,960 | \$9,565 | \$174,859 | Includes \$1300 technology stipend and \$5660 80 hrs floating holiday that can be sold or used as vacation time each year. Does not accrue. |
| Average | | \$149,861 | \$9,332 | \$4,911 | \$7,941 | \$8,891 | \$167,782 | |
| Median | | \$145,008 | \$9,231 | \$5,070 | \$1,368 | \$8,700 | \$164,364 | |

**Springfield City's Manager has received total of 3% increase since 5/1/2006, while CPL_W Portland-Salem has increased by 16.5% in same period. Last increase was 7/1/2008. CPI-W Portland increase since 7/1/2008 = 9.6%.