



VICTOR STAFF REPORT

Work Session Agenda Documentation

PREPARATION DATE: April 2, 2019

MEETING DATE: April 10, 2019

SUBMITTING DEPARTMENT: Administration

DEPARTMENT DIRECTOR: Olivia Goodale, City Administrator

PRESENTER: Olivia Goodale

SUBJECT: Mayor and Council Salary and Benefits and Planning Commission per Meeting Pay

Re: Applicable Victor Values:

- | | | |
|--|--|---|
| <input type="checkbox"/> Culturally Historic | <input type="checkbox"/> Sustainable | <input type="checkbox"/> Connected to Nature |
| <input type="checkbox"/> Small Town Feel | <input type="checkbox"/> Family Friendly | <input checked="" type="checkbox"/> Administrative Need |

STATEMENT/PURPOSE: The purpose of this item is for the Mayor and Council to review its current salary and benefit structure, along with the per meeting pay basis for the Planning Commission, and to discuss potential increases.

BACKGROUND/ALTERNATIVES:

During the 2019 Council retreat, the Mayor and Council discussed ways to increase civic engagement and encourage citizens to participate in local government, including a review of the Mayor/Council salary and benefit structure and current per meeting pay for the Planning Commission. As part of the discussion, the Mayor and Council reviewed its current salary and benefit structure and requested that staff bring forward a work session presenting various options for salary/benefit increases. AIC has just completed a statewide survey of Mayor and Council pay and benefits which is attached.

Mayor and Council Salary and Benefits: Currently, the Mayor's salary is \$12,000 per year (\$1,000 per month) in addition to standard PERSI benefits and 100% family health insurance. The current salary for a councilmember is \$3,000 per year (\$250 per month) in addition to standard PERSI benefits and 100% individual health insurance.

Should Council direct a salary and/or benefit increase, it must be adopted by ordinance that would be effective on January 1, 2020 per Idaho State Statute. The Mayor and two council seats will be open to election in 2019 so any change would apply to the next Council.

Idaho State Statute 50-203. OFFICIALS — COMPENSATION. The officials of each city shall consist of a mayor and either four (4) or six (6) councilmen whose compensation shall be fixed by ordinance published at least seventy-five (75) days before any general city election, which

ordinance shall be effective for all said officials commencing on January 1 following said election and continuing until changed pursuant to this section.

Because there are many options to proceed, staff is requesting more specific direction from Council with regard to any preferred alternatives to research. Several options to proceed are listed below.

1. Mayor:
 - a. Increase salary, reduce family insurance benefit.
 - b. Increase salary, maintain family insurance benefit.
 - c. No change.
2. Council:
 - a. Increase salary, maintain single insurance benefit coverage.
 - b. Maintain, increase, or decrease salary, add family or spouse insurance benefit covered by a certain percentage.
 - c. No change.
3. Continue this item.
4. Other

Planning Commission Pay: Planning Commission members are currently paid \$20 per meeting and receive associated PERSI benefits. Planning Commission members must be paid on a per meeting basis per Idaho State Statute 67-65 which states that “*Members shall be selected without respect to political affiliation and may receive such mileage and per diem compensation as provided by the governing board.*”

Staff has sent an email request to Clerks across the state inquiring if other municipalities pay Planning Commission members for meetings. The City of Driggs pays its Planning Commission members \$50 per meeting attended and the City of Wilder pays \$25 per meeting. The cities of Dover, Coeur d’Alene, Fairfield, Heyburn, and Rupert do not pay Planning Commission members.

There are several options to proceed with regard to Planning Commission Pay:

- Increase per meeting pay to another amount as part of the FY20 budget. For example, \$50 to align with the same pay rate provided by the City of Driggs.
- Leave the pay the same.
- Other.

ATTACHMENTS

2019 Mayor/Council Salary and Benefit Survey Summary

FISCAL IMPACT

To be determined by Council.

STAFF IMPACT

Minimal but includes processing an associated ordinance.

LEGAL REVIEW

N/A at this time.

RECOMMENDATION

Staff recommends that Council provide direction on how to move forward.

SUGGESTED MOTION

Mayor/Council: I move to direct staff to research the following options and present the information at an upcoming work session:

Or: I move to direct staff to prepare an ordinance including the following salary and benefit structure for the Mayor and Councilmembers:

Planning Commission: I move to direct staff to increase the per meeting pay of Planning Commission members to \$X for Council consideration as part of the FY20 budget.

(General Vote)

Population	City Name	Mayor's pay per month	Councilors pay per month	Benefits Provided	Other Benefits
62,087	City of Idaho Falls	\$ 7,166.66	\$ 1,083.33	PERSI, medical, dental, vision & life insurance	Mayor only has a use of a city vehicle & cell phone
56,353	City of Caldwell	\$3,414.65 bi-weekly	\$348.96 bi-weekly	PERSI, medical insurance, dental insurance, vision insurance, life insurance	Reimbursement for mileage concerning required city/public events & meetings
55,054	City of Pocatello	\$ 6,785.00	\$ 887.00	PERSI, medical, dental and vision insurance. Life insurance, VEBA	Pocatello Community Recreation Center membership (Wellness Program)
52,593	City of Coeur d'Alene	\$ 2,700.00	\$ 1,000.00	Health, vision, dental life insurance, HRA/VEBA, and PERSI	travel is paid for through the city budget
50,116	City of Twin Falls	\$ 1,000.00	\$ 750.00	100% vested in PERSI after the end of their term.	Provided a cell phone and a \$410 monthly stipend
33,334	City of Lewiston	\$ 770.00	\$ 520.00	PERSI and Life Insurance	n/a
29,726	City of Rexburg	\$ 6,366.66	\$ 741.66	Medical Insurance, dental insurance, life insurance, PERSI, accident insurance	no mileage stipend or cell phone-eliminated this last time wages changed. We do provide an ipad with data plan to review council packets and we do reimburse travel expenses outside 30 miles. We also allow them to have access to any recreation benefits we offer our other employees.

27,165	City of Eagle	\$ 6,000.00	\$ 1,000.00	Mayor is entitled to the above mentioned benefits - City Council is not unless they want to pay the full premium costs out of pocket.	
19,176	City of Kuna	\$ 5,166.66	\$ 750.00	PERSI	
15,696	City of Ammon	\$ 1,250.00	\$ 700.00	PERSI and medical insurance only	NONE
15,056	City of Chubbuck	\$ 4,583.30	\$ 525.00	PERSI, medical, dental, vision, and life	Phone, vehicle provided
14,790	City of Hayden	\$ 1,320.00	\$ 660.00	Entitled to receive employee benefit offerings available to other officers of the City, except Mayor and Council shall pay 50% of their dependent health coverage.	Reimbursement for city business related costs is allowed.
14,116	City of Mountain Home	\$ 5,000.00	\$ 850.00	Mayor receives PERSI, medical insurance, dental, vision, life, 8 hours sick leave per month and 15 days paid vacation per year. City Council receives PERSI, medical insurance, dental and vision but no sick leave or vacation hours.	Mayor has a City Cell phone paid by the City and a City vehicle with fuel and maintenance paid by the City. City Council does not have any of this.
12,056	City of Blackfoot	\$ 5,416.67	\$ 500.00	PERSI, Medical, dental, vision, life insurance	No other benefits
11,732	City of Garden City	\$ 2,833.34	\$ 850.00	PERSI; Medical; Dental; Life	Mayor only - Cell Phone; mileage reimbursement

11,659	City of Jerome	\$ 1,000.00	\$ 500.00	PERSI, Worker's Comp, medical/dental/vision/ life insurance, Life Flight, cafeteria plan and HRA	travel expenses are reimbursed
10,590	City of Burley	\$ 1,500.00	\$ 400.00	PERSI, Medical, Life Insurance	
8,685	City of Rathdrum	\$ 1,550.00	\$ 808.00	PERSI	
8,426	City of Hailey	\$ 2,000.00	\$ 850.00	PERSI, and life flight insurance	NONE
8,298	City of Sandpoint	\$ 1,200.00	\$ 400.00	PERSI, medical insurance, dental insurance, vision insurance, life insurance	cell phone plus service fee, travel budget for city functions
5,605	City of Weiser	\$ 645.00	\$ 400.00	PERSI, Medical, Dental, and Vision	No
5,574	City of Preston	\$ 1,300.00	\$ 800.00	PERSI, medical, dental, vision & life insurance	n/a
5,170	City of Fruitland	\$ 1,000.00	\$ 550.00	PERSI	NONE
4,370	City of Buhl	\$ 733.33	\$ 366.67	PERSI, Medical, Dental, Vision, Life	
4,347	City of American Falls	\$ 1,300.00	\$ 300.00	PERSI, medical, dental and vision insurance	NONE
4,160	City of Rigby	\$ 1,000.00	\$ 300.00	NONE	NONE
3,948	City of Kimberly	\$ 750.00	\$ 500.00	PERSI	I-Pad
3,638	City of McCall	\$ 375.00	\$ 225.00	PERSI, Medical, Dental, and Vision	N/A
3,485	City of Gooding	\$ 800.00	\$ 600.00	PERSI	
3,407	City of Heyburn	\$ 1,300.00	\$ 390.00	PERSI, VISION	n/a
3,101	City of Grangeville	\$ 350.00	\$ 150.00	PERSI	travel costs if they go somewhere
3,070	City of Soda Springs	\$ 950.00	\$ 640.00	PERSI, medical, dental, vision, life, HSA	cover any and all travel, food & lodging for trainings & meetings out of town

3,036	City of Orofino	\$ 700.00	\$ 500.00	PERSI	NONE
2,813	City of Ketchum	\$ 3,121.17	\$ 1,734.00	PERSI, health/dental/vision insurance	expense reimbursement for certain travel/meeting expenses
2,676	City of Bonners Ferry	\$ 600.00	\$ 300.00	PERSI, medical, life	NONE
2,479	City of Iona	\$ 500.00	\$ 200.00	PERSI	NONE
2,321	City of Spirit lake	\$ 500.00	\$ 50.00	PERSI	N/A
2,217	City of Victor	\$ 1,000.00	\$ 250.00	PERSI; Mayor: Family Medical Council: Individual	N/A
2,077	City of Kellogg	\$ 500.00	\$ 200.00	PERSI	
1,919	City of Aberdeen	\$ 300.00	\$ 150.00	PERSI	N/A
1,825	City of Priest River	\$ 800.00	\$ 400.00	PERSI	N/A
1,781	City of Wilder	\$ 250.00	\$125.00 and \$150.00 for Council President	PERSI if eligible	NONE
1,573	City of Pinehurst	\$ 150.00	\$ 100.00	PERSI	0
1,464	City of Sun Valley	\$ 1,750.00	\$ 1,000.00	PERSI, dental, health, vision, life insurance	
1,427	City of Sugar City	\$ 1,200.00	\$ 200.00	PERSI, supplemental insurance like Aflac, dental, and vision	AIC training mileage, hotel, and registration
1,304	City of Marsing	\$ 600.00	\$ 150.00	PERSI	MAYORS CELL PHONE
1,251	City of Hansen	\$ 275.00	\$ 165.00	NONE	NONE
1,191	City of Ponderay	\$ 900.00	\$ 375.00	PERSI, medical insurance, dental insurance, vision insurance, life insurance	0

1,146	City of Lapwai	\$ 400.00	\$ 100.00	The Mayor and Councilmembers each receive an additional \$100 per meeting for timely and full attendance at each meeting	The Mayor and Councilmembers receive personal property (technology and equipment) not to exceed \$2,000 in value, per elected official, per elected term
1,146	City of Ucon	\$ 300.00	\$ 150.00	PERSI	
1,063	City of Ashton	\$ 700.00	\$ 350.00	PERSI	Just mileage for the mayor from Ashton for the City.
1,029	City of Cascade	\$ 1,000.00	\$ 350.00	PERSI only	NONE
1,025	City of Plummer	\$ 150.00	\$ 75.00	PERSI	Na
972	City of Genesee	\$ 350.00	\$ 200.00	PERSI	Mayor: cell phone
942	City of Grace	\$ 300.00	\$ 150.00	PERSI	
905	City of Cottonwood	\$200.00 plus \$10.00 per meeting	\$75.00 plus \$10.00 per meeting	PERSI	NONE
880	City of Hagerman	\$ 375.00	\$ 200.00	PERSI	cell phone and mileage
868	City of Franklin	\$ 100.00	\$ 100.00	PERSI	NONE
849	City of Dover	\$ 500.00	\$ 250.00	PERSI	NONE
848	City of Kootenai	\$ 500.00	\$ 125.00	PERSI	NONE
823	City of Potlatch	\$ 350.00	\$ 200.00	PERSI	N/A
815	City of McCammon	\$ 650.00	\$ 250.00	PERSI	Cell phone for Mayor, travel and lodging as needed for mayor and council
797	City of Hazelton	\$ 300.00	\$ 100.00	PERSI	
780	City of Oakley	\$ 100.00	\$ 50.00		NONE
772	City of Moyie Springs	\$ 95.00	\$ 75.00	PERSI / Medical Insurance	
769	City of Athol	\$ 300.00	\$ 125.00	PERSI, dental and vision insurance provided, no medical	Costco membership, mayor cell stipend, mileage reimbursements

755	City of Wallace	\$ 300.00	\$ 50.00		
728	City of Teton	\$ 75.00	\$ 25.00	NONE	NONE
700	City of Horseshoe Bend	\$ 200.00	\$ 75.00	PERSI	
672	City of Mullan	\$ 100.00	\$ 30.00	PERSI	
641	City of Kooskia	\$300 per regular meeting and an additional \$50 per any special or emergency meeting they attend	\$100 per regular meeting and \$50 for any special or emergency meeting they attend	PERSI	
623	City of Notus	\$ 150.00	\$ 50.00	PERSI	NONE
622	City of Hayden Lake	\$ 200.00	\$ 100.00	PERSI	travel if any
613	City of Downey	\$ 250.00	\$ 50.00	PERSI	Mayor - Cell Phone; Council and Mayor - Utilities
609	City of Carey	\$ -	\$ -	NONE	NONE
594	City of Smelterville	\$ 150.00	\$ 75.00	PERSI	NONE
587	City of Roberts	\$ 200.00	\$ 100.00	PERSI only	
563	City of Clark Fork	\$ 200.00	Council Pres - \$120.00 Reg Councilors - \$80.00	PERSI	0
537	City of Melba	\$ 300.00	\$ 150.00	PERSI	Mileage per trip
517	City of Deary	\$ 75.00	\$ 75.00	PERSI	N/A
512	City of Dayton	\$ 100.00	\$ 50.00	NONE	
511	City of Craigmont	Once a year- \$1,200.00	Once a year- \$600.00	PERSI	\$25.00 and mileage per meeting they attend.
509	City of Lewisville	\$ 300.00	\$ 150.00	NA	travel expenses and mileage as incurred
504	City of Paris	\$ 200.00	\$ 100.00	PERSI	NONE
491	City of New Meadows	\$ 150.00	\$ 100.00	PERSI	NONE

485	City of Weston	\$ 300.00	\$ 225.00	PERSI	\$25 per meeting for any extra meetings held (besides regular monthly meeting)
484	City of Nezperce	\$ 510.00	\$ 150.00	They all receive PERSI, mayor and council may be on our medical plan but have to pay the entire premium. Currently I have one councilman on the city policy he has medical, dental and vision, his policy comes with life.	They get paid for any extra meetings they attend such as an AIC meeting plus a daily per diem rate for meals and mileage. They receive \$35.00 for a half day meeting or \$70.00 for a full day meeting. They receive \$.56 per mile and the per diem rates for meals are \$80.00 out of area such as Boise or CDA or \$60.00 if in local area.
483	City of Pierce	\$ 70.00	\$ 30.00	NONE	NONE
479	City of Mackay	\$ 75.00	\$ 55.00	PERSI	NONE
468	City of Firth	\$ 200.00	\$ 50.00	no	no
448	City of Idaho City	\$ 400.00	\$ 200.00	PERSI	mileage stipend, conference reimbursements (lodging and conference fees)
445	City of Grand View	\$ 50.00	\$ 50.00	PERSI	
429	City of Weippe	\$ -	\$ -	NONE	mileage
412	City of Lava Hot Springs	\$ 600.00	\$ 250.00	PERSI	
410	City of Mud Lake	\$150 reimbursement	\$125 reimbursement	NONE	NONE
401	City of Eden	\$ 200.00	\$ 79.00	NONE	NONE
400	City of Riggins	\$ 400.00	\$ 100.00	PERSI	
391	City of Fairfield	\$ 700.00	\$ 350.00	PERSI	NONE
381	City of Bancroft	\$ 106.95	\$ 64.17	No Benefits	No Other Benefits

374	City of Culdesac	\$ -	\$ -	NONE	Mileage stipend to trainings
363	City of Winchester	\$ 10.00	\$ 5.00	PERSI	n/a
355	City of Declo	\$ 300.00	\$ 200.00	PERSI	Mayor Cell phone
330	City of Clifton City	\$ 150.00	\$ 32.00	NONE	NONE
330	City of Dietrich	\$700.00 per Year	\$350.00 per Year	NONE	Provide vehicle, travel/mileage, cell phone, fuel reimbursement
326	City of Newdale	\$ 238.50	\$ 79.50	PERSI	
324	City of Cambridge	\$ 165.00	\$ 100.00	PERSI	
292	City of Tetonia		\$ 55.00	PERSI	NONE
280	City of Island Park		\$ 130.00	PERSI	NONE
247	City of Bovill	\$ 90.00	\$ 75.00	PERSI	NONE
239	City of Castleford	\$ 100.00	\$ 100.00	PERSI	NONE
228	City of Stites	\$ 60.00	\$ 50.00	NONE	\$10.00 per special meeting
227	City of East Hope	\$ -	\$ -	NONE	NONE
223	City of Harrison	\$ 500.00	\$ 75.00	n/a	n/a
198	City of Peck	\$ 20.00	\$ 15.00	0	0
175	City of Wardner	\$145 PAID QUARTERLY (\$435)	\$75 PAID QUARTERLY (\$225)	NONE	NONE
166	City of Donnelly	\$ 400.00	\$ 300.00	PERSI	NONE
161	City of Ferdinand	\$ 50.00	\$ 30.00	NONE	NONE
153	City of Murtaugh	\$ 250.00	\$ 100.00	We are currently looking to add PERSI	NONE
141	City of St. Charles	\$ 300.00	\$ 100.00	PERSI	
129	City of Acequia	\$ 150.00	\$ 80.00	NONE	NONE

123	City of Tensed	\$ 10.00	\$ 10.00		\$25.00 toward mayor cell phone
119	City of Elk River	\$ 100.00	\$ 50.00	NONE	stipend for mileage
91	City of White Bird		\$ 25.00	N/A	N/A
66	City of Reubens	\$ -	\$ -	NONE	NONE
56	City of Placerville	\$ -	\$ -	0	0