

# Meeting Agenda | Finance Committee

Wednesday, February 18, 2026  
7:00 p.m.  
Zoom Meeting  
See Below for Access Information

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|--|--------|
| 1. Convene meeting and roll call of participants   | 5 min  |
| 2. Public comment                                  | 5 min  |
| 3. Meeting Minutes – January 21, 2026              | 5 min  |
| 4. Forgivable Loan, Wastewater Treatment Plant     | 10 min |
| 5. Property Tax Update                             | 20 min |
| 6. Follow-up on agenda items from January 21, 2026 | 10 min |
| 7. Project Updates                                 | 10 min |
| 8. Mayor & Council Compensation for FY 2026/27     | 40 min |
| 9. Committee Business                              | 5 min  |
| 10. 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](mailto: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](mailto: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=w8PGmq84LlIw9R4aBkUXPkzUGZ0K6B.1>

Passcode: jJyQftdU43

One tap mobile :

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Webinar ID: 831 1047 7252

Passcode: 5582215666



## Meeting Date: February 18, 2026 Agenda Executive Summary

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### 4. Forgivable Loan, Wastewater Treatment Plant

*Presented by Elizabeth McCann, Budget & Finance Director and Terryl Aguon, Treasury Analyst*

The City has been awarded a \$4 million Clean Water State loan with the Oregon Department of Environmental Quality (DEQ) for a wastewater project (described below) with an estimated completion date of December 2028. Upon project completion, Oregon DEQ will forgive up to \$2 million of the loan, while the remaining \$2 million loan balance has a locked in competitive 3.34% interest rate.

The Wastewater Treatment Upper Plant is one of Gresham’s two parallel treatment paths. The WWTP Upper Plant nitrification project goal is to treat increasing future influent ammonia loads, while discharging ammonia concentration levels that comply with the City of Gresham’s NPDES permit. Specifically, the ammonia discharges will be below the limits set for March 31, 2025, in the NPDES permit compliance schedule. Most major project components are improvements to the upper plant aeration basins. Other associated improvements include a chemical injection and storage building, and a new standby power system.

To move forward with finalizing the loan agreement the City needs Council approval. The Resolution authorizing and approving the Clean Water State loan agreement goes to Council on March 17, 2026.

***Requested Action: Recommendation to Council***

### 5. Property Tax Update

*Presented by Ian Peterson, Sr Financial Analyst*

Mr. Peterson will provide an update and summary level information regarding the 2025 property tax data received from Multnomah County and will outline key areas of the more detailed review and analysis that is currently underway.

***Requested Action: Information and Committee Discussion***

## **8. Mayor & Council Compensation for FY 2026/27**

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 2026/27.

***Requested Action: Committee Discussion and possible Decision on FY 2026/27 compensation schedule***

Meeting Date: February 18, 2026  
Agenda Item: 3. Meeting Minutes – January 21, 2026

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Attached are the draft minutes for the January 21, 2026 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 21, 2026, 7:00 p.m.  
Zoom Meeting Minutes**

**Finance Committee Members Present:**

Nick McWilliams, Chair  
Rusty Allen  
Faith Luch  
Preston Pace

**Finance Committee Members Absent:**

Mike Schultze, Vice-Chair  
Anisa Ali

**Council Liaison in Attendance:**

Janine Gladfelter

**Staff Members in Attendance:**

Elizabeth McCann, Director of Budget & Finance  
Susan Brown, Finance & Accounting Services Manager  
Sarah Kirk, Budget Analyst  
Tyler Harrington, Budget Analyst  
Ian Peterson, Financial Analyst  
Ellen Van Riper, City Attorney  
Bill Eggert, Budget Manager  
Travis Gullberg, Chief of Police  
Ted Van Beek, Police Lieutenant  
John Rasmussen, Police Captain  
Ashley Osten, Partner Baker Tilly  
Kevin Mullerleile, Director Baker Tilly

Christina Ott (Recording Secretary)

**1. Convene Meeting and Roll Call**

The meeting was convened at 7:02pm by Councilor Gladfelter.

**2. Election of Chair**

Councilor Gladfelter began by going over a small recap of the rules and guidelines of how the Chair and Vice-Chair positions are elected. The Vice-Chair position is up for re-election on odd

number calendar years, and the Chair is up for re-election on the even number calendar years, both terms lasting 2 years. We're not supposed to have the same individual in the same leadership position for more than 2 terms. The previous chair is no longer with the committee, so it is a vacant seat, and no one currently on the committee has served as chair.

There was a nomination made by Ms. Luch and seconded by Mr. Allen to:

**"Appoint Mr. McWilliams for Chair of the Finance Committee."**

Mr. McWilliams is willing to serve.

**Nomination passes unanimously. Mr. McWilliams has been appointed as Chair.**

### 3. Public Comment

None

### 4. Meeting Minutes – November 19, 2025

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

**"Approve the meeting minutes as distributed."**

**Motion passes unanimously.**

### 5. Fiscal Year 2024/25 Audit Results

Ms. Osten and Mr. Mullerleile began with their presentation.

*"Presentation can be seen as a part of Attachment A"*

They then opened it up to questions from the committee. There were no questions.

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

**"Recommend to Council to accept the results of the Audit."**

**Motion passes unanimously.**

### 6. Annual Comprehensive Financial Report Review

Ms. Brown began with her presentation.

*"Presentation can be seen as a part of Attachment B"*

## 7. Facility Lease – Police Training Facility

Mr. Rasmussen began with his presentation.

*“Presentation can be seen as a part of Attachment C”*

Multiple committee members asked questions about quantifying the training and maintenance spending in the current budget that would be offset by the new lease agreement, and where additional funding sources would be identified to cover any additional costs over current spending. Mr. Rasmussen and Mr. Gullberg were both able to provide some general information about current spending, including average costs for outsourced training of about \$500 - \$700 per officer, not including related travel costs.

Specific information about maintenance costs related to larger Police vehicles being stored outside was not immediately available, but Mr. Rasmussen responded that he would inquire with the Fleet manager for what information was possible to provide.

As to additional funding sources, Mr. Rasmussen explained they have approximately \$500,000 in state asset forfeiture funds available, which are restricted in use but could fund the proposed need for up to two years. An additional \$750,000 in federal asset forfeiture funds is anticipated, though not yet received, and would be used to supplement future expenses. They spend about \$100,000 annually on our current lease and are aiming to reduce long-term reliance on grants for leases. While specific cost savings from indoor vehicle storage cannot be quantified, fleet maintenance and City Hall have recommended indoor storage to reduce vehicle wear and maintenance issues. Alternatives such as renting or constructing storage facilities were reviewed and deemed impractical or cost-prohibitive, and co-locating vehicles were identified as improving operational efficiency and deployment readiness.

Councilor Gladfelter asked what the tenant improvement calculations looked like.

Mr. Van Beek informed them it would cost a rough estimate around \$20,000 for the internet line upgrades and around \$6,000 for the electrical work. Mr. Gullberg added that the total costs in upgrades would be roughly \$100,000.

Chair McWilliams asked if this can be funded within the existing general or levy funds without requiring additional general fund dollars, or if not, is this the police department's top incremental investment priority compared to all other needs.

Both Ms. McCann and Mr. Gullberg agreed that this was on the top of the priority list and there was a plan instilled over multiple years to reduce the need for additional general fund dollars.

There was discussion between Ms. McCann and Chair McWilliams about the concern of this being another debt mechanism.

There was discussion within the committee regarding the apprehension to recommend or not recommend to Council and if holding another meeting would be necessary.

There was a motion made by Mr. McWilliams and seconded by Ms. Luch to:

**“Provide no recommendation to council on the lease proposal due to seeking additional information regarding the offset to training costs.”**

**Motion passes unanimously.**

#### **8. Budget Adjustment – Grant Accept & Appropriate**

Mr. Eggert began with his presentation.

*“Presentation can be seen as a part of Attachment D”*

Mr. Pace inquired on the match for the Homeland Security grant for the Firefighters.

Mr. Eggert replied it is very common when applying for a federal award to have some level of match to get it. Sometimes it’s cash match and sometimes it’s staff time match. The other condition is you must spend the grant dollars on exactly what you applied for.

Chair McWilliams questioned if the contingency is enough from where the cash match would be pulled from.

Ms. McCann responded the contingency in the general fund is more than a million dollars.

Ms. Luch asked if this kind of health screening is uncommon for the firefighters.

Mr. Eggert answered that the fire department has done a variety of screenings over the years and the city strategically leverages city funds for grant opportunities like this.

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

**Recommend to Council to appropriate \$74,000 in the Fire Department’s budget for FY 25/26.”**

**Motion passes unanimously.**

**9. Public Safety Levy Advisory Subcommittee Year 1 Report**

Committee was asked to review the information before the next finance committee meeting, and any questions would be addressed at that time.

**10. Property Tax Update**

This topic was deferred to next Finance Committee meeting.

**11. FY 2025/26 Budget to Actual Report (Quarter 2)**

Committee was asked to review the information before the next finance committee meeting, and any questions would be addressed at that time.

**12. 2026 Finance/Budget Committee Calendar**

Committee was asked to review the information before the next finance committee meeting, and any questions would be addressed at that time.

**13. Project Updates**

None

**14. Committee Business**

Ms. McCann began with some updates:

- Vacancy in the finance committee, the city is accepting applications currently.
- Placeholders have been sent out to the committee for the Budget Committee dates for April.
- Council is looking for the Finance committee to take over the citizen half of the Gresham Redevelopment Budget Committee.
- There is another opening on the Levy Advisory Committee. Mr. Allen and Ms. Luch showed interest in filling the position.

**15. Good of the order**

None

**16. Meeting Adjournment**

The meeting was adjourned by Chair McWilliams at 9:20pm. The next Finance Committee meeting will be held on February 18, 2026 at 7pm.

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Nick McWilliams, Chair

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Christina Ott, Recording Secretary



**Mayor and Council Compensation**  
**Review and Update**  
**For Fiscal Year 2026/27**

**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**

<b>Fiscal Year</b>	<b>FC Meeting</b>	<b>Action</b>
<b>2015/16</b>	October 2015	<ul style="list-style-type: none"> <li>• Adopted Compensation Schedule</li> </ul>
<b>2016/17</b>	January 2016	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
<b>2017/18</b>	March 2017	<ul style="list-style-type: none"> <li>• Mayor salary reset to \$60,000</li> <li>• Councilor salary reset to \$20,000</li> <li>• Council President salary addition reset to \$1,200</li> </ul>

<b>2018/19</b>	January 2018	<ul style="list-style-type: none"> <li>• No changes</li> </ul>
<b>2019/20</b>	February 2019	<ul style="list-style-type: none"> <li>• Mayor salary reset to \$61,200. Health/Dental insurance coverage increased to 50% of selected coverage.</li> <li>• Councilor salary reset to \$25,000.</li> <li>• Council President salary addition reset to \$2,400</li> </ul>
<b>2020/21</b>	January 2020	<ul style="list-style-type: none"> <li>• No changes</li> </ul>
<b>2021/22</b>	January 2021	<ul style="list-style-type: none"> <li>• No changes</li> </ul>
<b>2022/23</b>	January 2022	<ul style="list-style-type: none"> <li>• Mayor salary reset to \$63,648</li> <li>• Councilor salary reset to \$26,000. Health/Dental insurance coverage increased to 50% of selected coverage.</li> <li>• Council President salary addition reset to \$2,496</li> </ul>
<b>2023/24</b>	January 2023	<ul style="list-style-type: none"> <li>• Cost-of-living adjustment for all salaries of 4.0%</li> <li>• Employee Match of Paid Leave Oregon to be “picked up” by the city</li> </ul>
<b>2024/25</b>	January 2024	<ul style="list-style-type: none"> <li>• Cost-of-living adjustment for all salaries of 3.3% with minor rounding as needed for the payroll system</li> </ul>
<b>2025/26</b>	February 2025	<ul style="list-style-type: none"> <li>• Cost-of-living adjustment for all salaries of 1.4% with minor rounding as needed for the payroll system</li> </ul>

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

### Options for Fiscal Year 2026/27

Finance Committee may consider the following options for Fiscal Year 2026/27:

- 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 18, 2026 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, 2026, the cap is calculated to be \$139,450 per year (see Attachment D). The current salary for the Mayor of \$69,360 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, 2026, the cap is calculated to be \$48,063 per year (see Attachment E). The current salary for Councilors of \$28,332 is within the cap. The additional salary of \$2,724 per year for serving as Council President also fits within the cap.

#### *Cost of Living Index*

The January 2025 to December 2025 index is 2.6%. (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	FY25/26
Salary	50,000	60,000	60,000	61,200	61,200	61,200	63,648	66,194	68,400	69,360
Health & Dental	4,417	4,511	4,200	12,797	12,797	13,975	14,356	15,682	17,117	18,064
Pension (Match)	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	382	397	410	416
<b>Annual Total</b>	<b>54,417</b>	<b>64,511</b>	<b>64,200</b>	<b>73,997</b>	<b>73,997</b>	<b>75,175</b>	<b>78,386</b>	<b>82,273</b>	<b>85,927</b>	<b>87,840</b>

**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	FY25/26
Salary	14,000	20,000	20,000	25,000	25,000	25,000	26,000	27,040	27,936	28,332
Health & Dental	4,417	4,511	4,200	4,468	4,468	4,886	14,356	15,682	17,117	18,064
Pension (Match)	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	156	162	168	170
<b>Annual Total</b>	<b>18,417</b>	<b>24,511</b>	<b>24,200</b>	<b>29,468</b>	<b>29,468</b>	<b>29,886</b>	<b>40,512</b>	<b>42,885</b>	<b>45,221</b>	<b>46,566</b>

**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  
          For FY23/24 - \$2,595 per year  
          For FY24/25 - \$2,688 per year  
          For FY25/26 - \$2,724 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	As of 1/1/26
Salary	150,704	150,704	169,774	173,509	179,755	186,766	186,766	189,754	207,486	217,860	247,554	253,496
Health & Dental	24,456	25,053	23,809	24,274	27,050	27,638	27,638	26,893	26,893	34,403	37,593	40,383
Pension (Match)	9,042	9,042	10,186	10,411	10,785	11,206	11,206	11,385	12,449	13,072	14,853	15,210
Other	800	800	800	800	800	800	800	800	800	800	800	800
<b>Annual Total</b>	<b>185,002</b>	<b>185,599</b>	<b>204,569</b>	<b>208,994</b>	<b>218,390</b>	<b>226,410</b>	<b>226,410</b>	<b>228,833</b>	<b>247,629</b>	<b>266,135</b>	<b>300,800</b>	<b>309,889</b>
	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>	<i>139,450</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	As of 1/1/26
Salary	41,489	42,423	43,156	43,156	46,925	47,379	49,045	52,852	54,492	58,036	61,836	68,019
Health & Dental	24,409	24,409	24,188	24,188	28,313	26,320	26,320	29,703	29,703	32,043	35,612	37,988
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	800
<b>Annual Total</b>	<b>69,187</b>	<b>70,177</b>	<b>70,733</b>	<b>70,733</b>	<b>78,854</b>	<b>77,341</b>	<b>79,108</b>	<b>83,355</b>	<b>84,995</b>	<b>90,879</b>	<b>98,248</b>	<b>106,807</b>
	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>	<i>48,063</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

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Data extracted on: February 13, 2026 (7:32:45 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

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Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	HALF1	HALF2
2025	311.172	312.460	313.250	314.243	314.839	315.945	316.349	317.306	318.139	(X)	317.414	317.014	313.652	317.244
2026	317.942													

X : Data unavailable due to the 2025 lapse in appropriations

## 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
2025	3.0	2.7	2.2	2.1	2.2	2.6	2.5	2.8	2.9	(X)	2.7	2.6	2.4	2.7
2026	2.2													

X : Data unavailable due to the 2025 lapse in appropriations