

RESOLUTION NO. 145D

A RESOLUTION ADOPTING THE OFFICIAL COMPENSATION POLIICY OF CITY OFFICIALS WHICH INCLUDES SPONSORSHIP GIFTS AND FRINGE BENEFITS TO BE INCLUDED IN THE COMPENSATION PACKAGE.

WHEREAS, the City of Central Point sponsors community special events such as Wild Rogue Pro Rodeo and Red, White, and BOOM; and

WHEREAS, the City receives gifts from the event sponsors such as event tickets, special seating, prizes, food and beverage, etc.; and

WHEREAS, the City receives other small gifts from constituents and/or local businesses such as holiday food baskets; and

WHEREAS, ORS 244.040 (2)(a) permits public official's to receive gifts as long as they are included in the official's official compensation package approved by the governing body; and

WHEREAS, City of Central Point Public Officials include: City of Central Point employees, volunteers, Council Members, the City Manager, and the Mayor; and


WHEREAS, the City intends to authorize the City Manager or designee to distribute the gifts and the City Recorder to keep a record of gifts received and distributed.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF CENTRAL POINT OREGON that the City hereby adopts the Official Policy attached hereto as Exhibit "A", incorporated herein by reference.

Passed by the Council and signed by me in authentication of its passage
this 12th day of May, 2016


Mayor Hank Williams

ATTEST:


City Recorder



City of Central Point

Title: Official Compensation Policy

Date of Issue: May 12, 2016

Approved by Resolution No. 1450

City of Central Point employees', volunteers', City Manager's, Council Member's, and the Mayor's compensation package is adopted through City Personnel Policy, departmental policy, collective bargaining agreements, and/or the Management Compensation Plan.

Oregon Ethics Law:

ORS 244.040 prohibits a public official or a relative or member of the household of the public official from obtaining financial gain or avoidance of financial detriment, if that gain would not otherwise be available but for the public official's holding of the official position or office, except where the gift is part of an official compensation package, as determined by the public body that the public official serves. Central Point employees, the City Manager, Council Members, the Mayor, and City volunteers are public officials.

Sponsorship Gifts:

The City of Central Point sponsors various community events such as Wild Rogue Pro Rodeo, and Red, White, and BOOM. As part of the sponsor package the event organizers often provide the City of Central Point sponsor gifts including but not limited to event tickets, prizes, food, reserved seating, etc.

Public Official's Compensation package:

The official City of Central Point compensation package is intended to attract, retain, reward and motivate talented employees and volunteers. An employee's salary is the primary component of the City's compensation package for employees, but the compensation package for employees, officers, elected officials and volunteers may also include stipends, education/certification incentive pay, health insurance, life and long-term disability insurance, retirement, reimbursement for expenses, which are included in City policy, departmental policy, collective bargaining agreements, or the Management Compensation Plan and miscellaneous fringe benefits such as holiday gifts (not cash) with low fair market value, occasional parties, meals, theatre or event tickets, etc. Sponsorship gifts that are distributed to City public officials and their relatives or members of their household shall be considered part of the official compensation package of the City public official. The fringe benefits described herein are classified as de minimis and are excluded from the recipient's taxable income.

Distribution of gifts:

The City Manager or designee shall distribute miscellaneous fringe benefits, including sponsorship gifts to City employees, City Council members, or the Mayor, and their relatives, at the City Manager or designee's discretion. A record of all gifts received and distributed by the City shall be retained per Oregon records retention statute.