



COLA

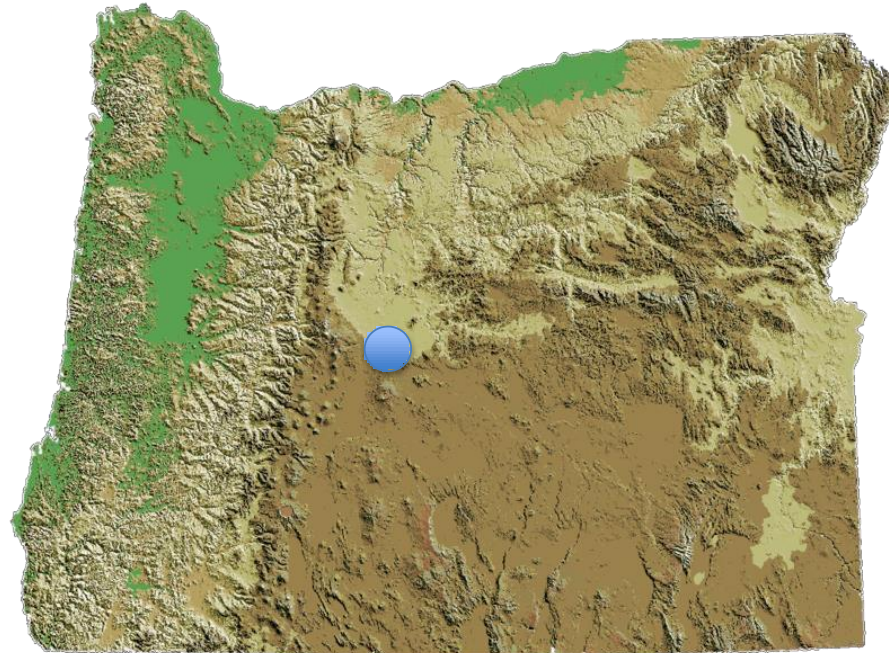
Cost of Living Analysis

City/COBEA Bargaining 2016

Livability in Bend



- Bend, Oregon –
 - Population 1985 – 18,450
 - Population 1995 – 30,301
 - Population 2005 – 66,862
 - Population 2015 – 84,080





- Housing Stock
 - Single unit detached – 78%
 - Single unit attached – 3%
 - Multi-Family – 18%



Bend has a higher percentage of its housing as single family detached than the State or Nation as a whole, 16% higher than the Oregon average. It also is a new City, with the majority of its housing having been constructed since 1980 (close to 70%).



AFFORDABLE HOUSING, BEND, OREGON
AFFORDABLE HOUSING INITIATIVES, BEND, OREGON



Median Home Price

2000 -- \$162,950
2001 -- \$168,950
2002 -- \$183,500
2003 -- \$195,000
2004 -- \$227,500
2005 -- \$279,900
2006 -- \$351,978
2007 -- \$396,400
2008 -- \$310,000
2009 -- \$268,000
2010 -- \$229,000
2011 -- \$209,000
2012 -- \$206,000
2013 -- \$230,000
2014 -- \$282,000
2015 -- \$298,000
Today -- \$359,000



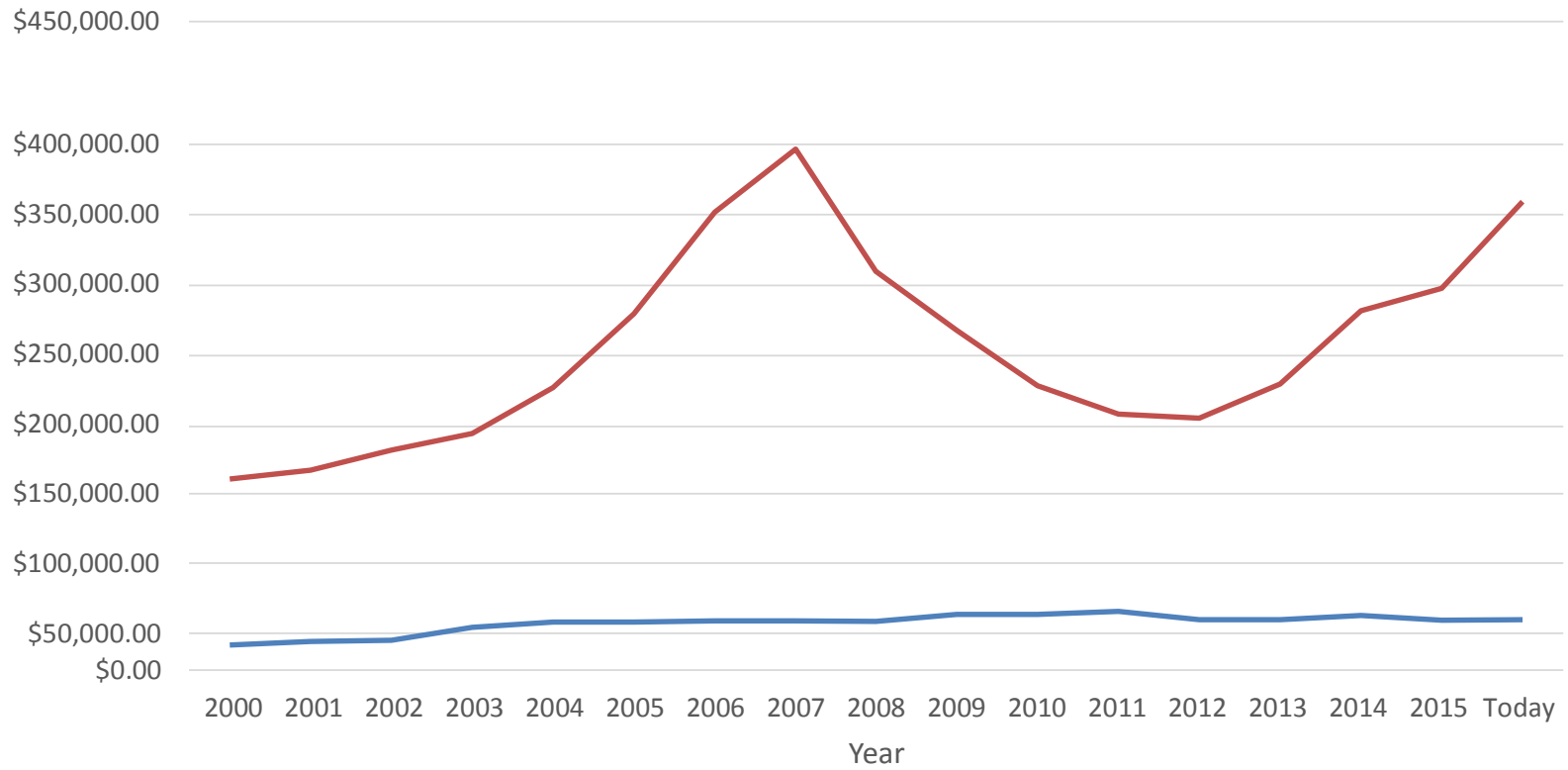
Median Income

2000 -- \$41,600
2001 -- \$44,200
2002 -- \$45,000
2003 -- \$54,200
2004 -- \$57,800
2005 -- \$57,800
2006 -- \$58,800
2007 -- \$58,700
2008 -- \$58,200
2009 -- \$63,500
2010 -- \$63,200
2011 -- \$65,500
2012 -- \$59,700
2013 -- \$59,700
2014 -- \$62,400
2015 -- \$59,400
2016 -- \$59,700



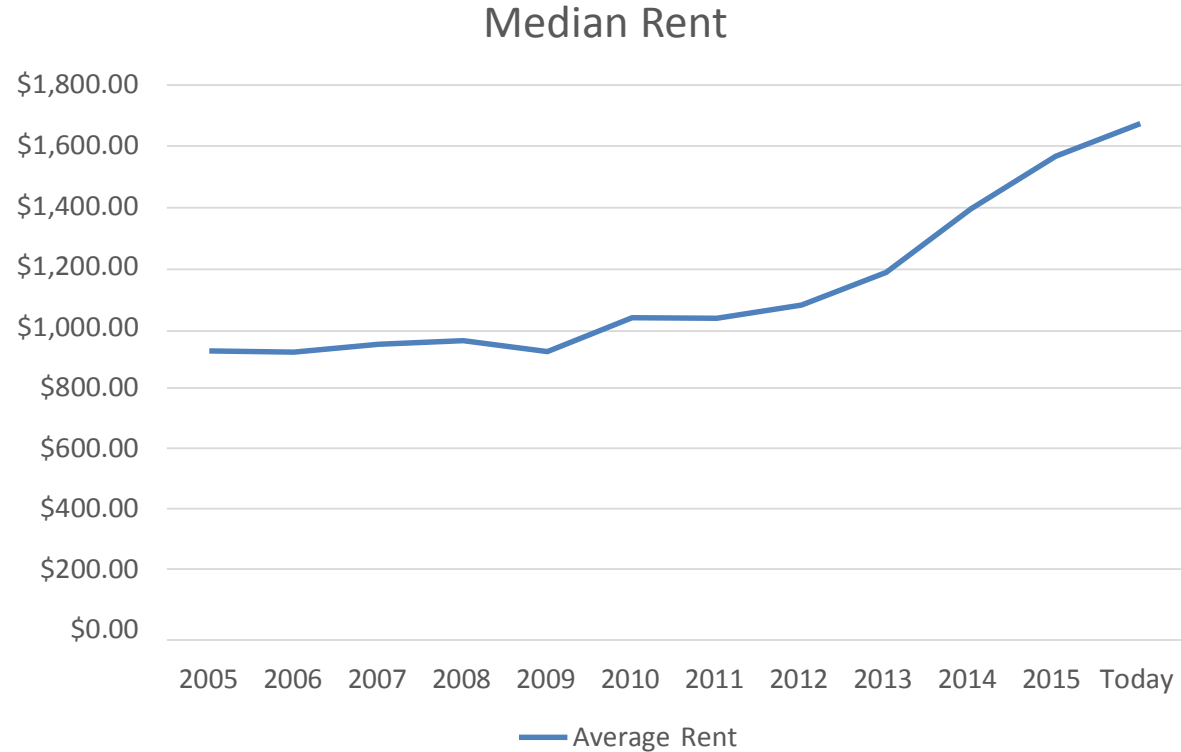


Home Price and Income



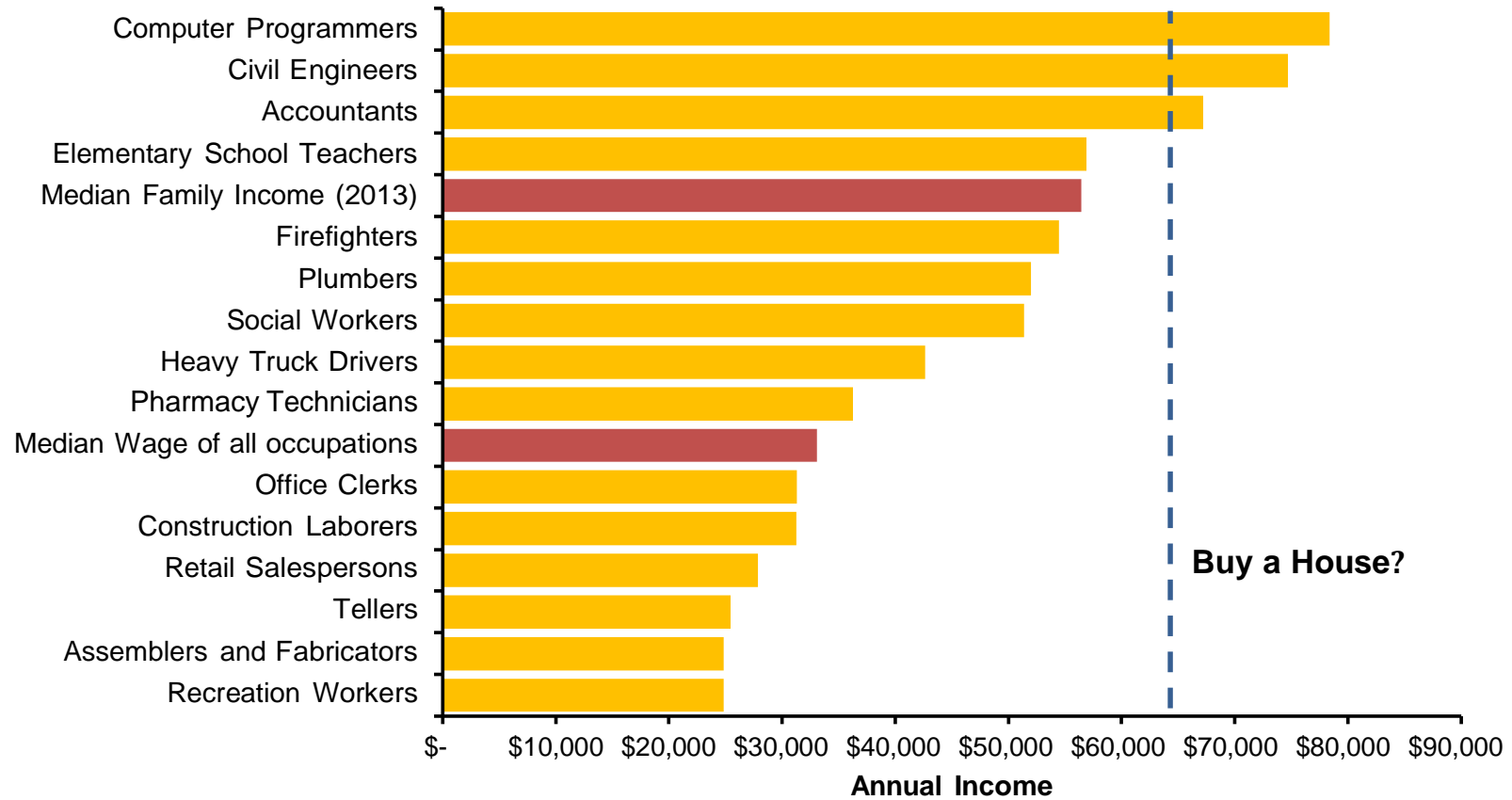


Year	Median Rent
2005	\$936
2006	\$932
2007	\$957
2008	\$969
2009	\$935
2010	\$1,044
2011	\$1,042
2012	\$1,085
2013	\$1,191
2014	\$1,395
2015	\$1,566
Today	\$1,672



**Most COBEA Members cannot
afford to live in Bend**

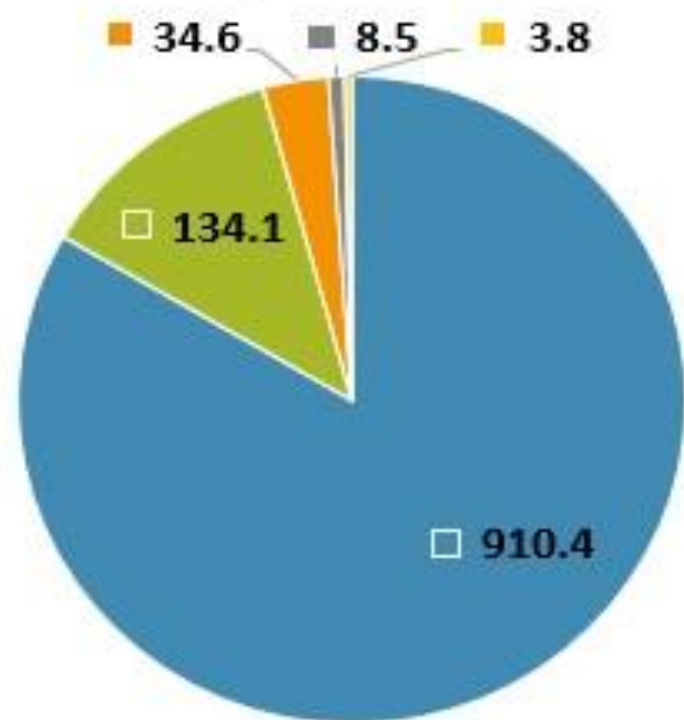
WHO CAN AFFORD TO PURCHASE IN BEND



City of Bend Economics

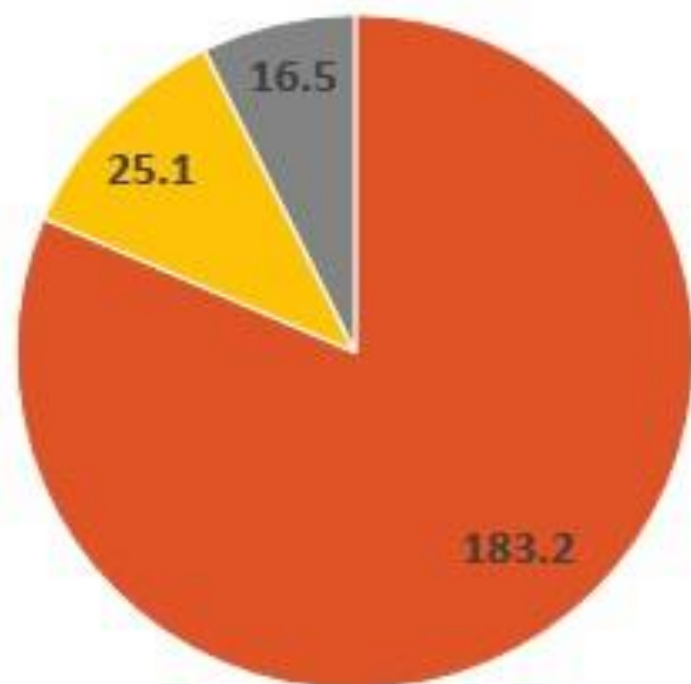
Total Combined Assets & Deferred Outflows in the Millions

Total \$1.091 billion



- Capital assets \$910.4 million
- Cash & investments \$134.1 million
- Receivables, pre-paid expenses & other assets \$34.6 million
- Net pension assets \$8.5 million
- Deferred outflow related to pensions \$3.8 million

Liabilities & Deferred Inflows
Total \$224.8 million

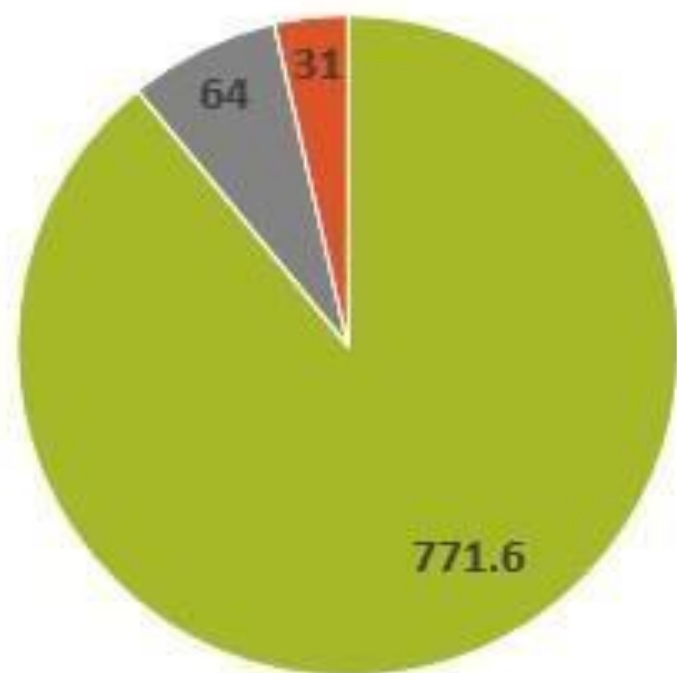


- Long term debt \$183.2 million
- Accounts payable & other liabilities \$25.1 million
- Deferred inflows from pensions \$16.5 million

Net Position

(assets & deferred - liabilities & deferred inflows)

Total at Fiscal YR end June 30th 2015 \$866.6 million



■ Capital assets \$771.6 million

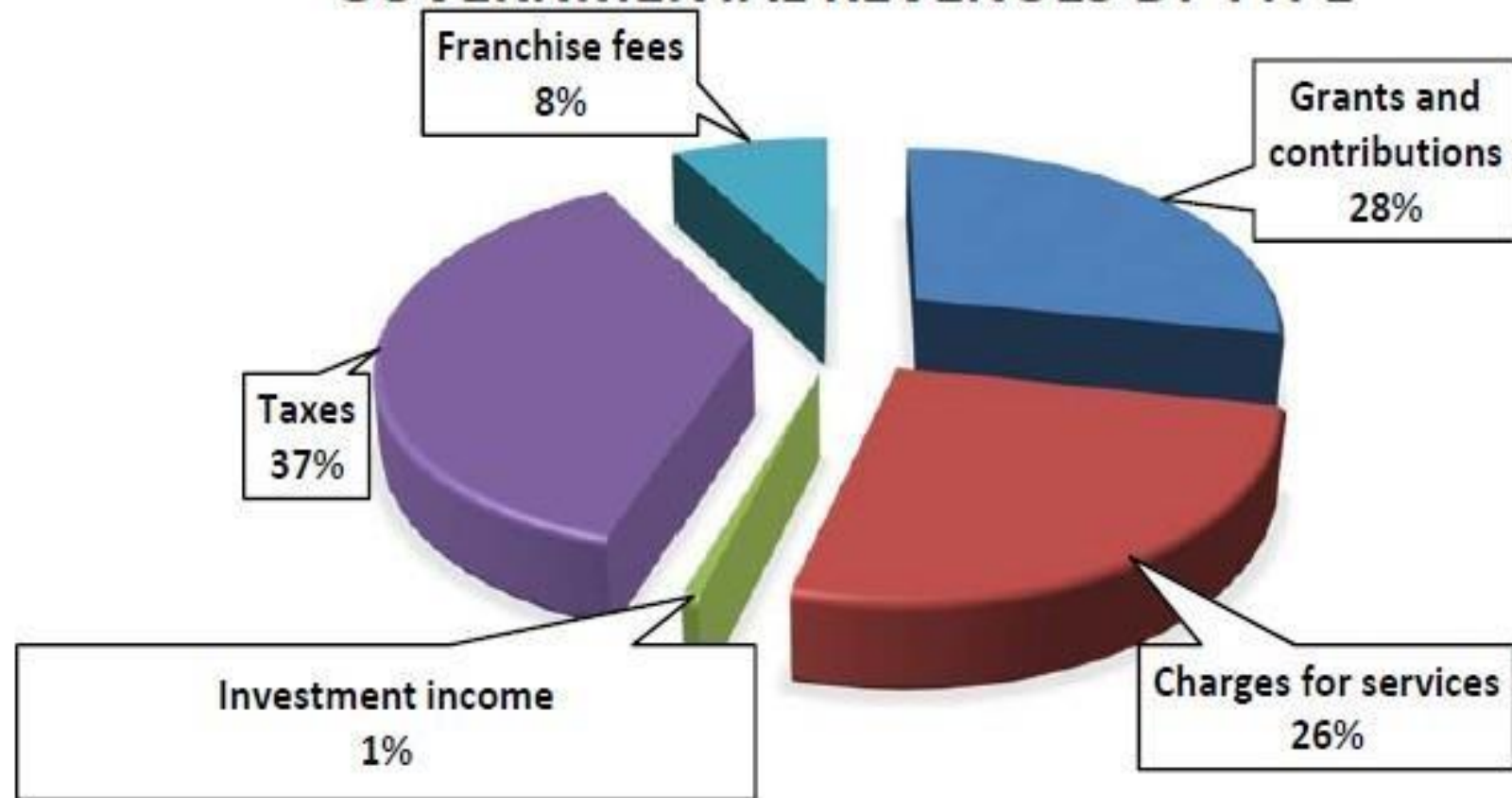
■ Unrestricted net position \$64.0 million

■ Restricted net position \$31.0 million

Governmental Activities

As previously mentioned, governmental revenues consisted of taxes of \$36.6 million, operating and capital grants and contributions of \$27.6 million, charges for services of \$25.6 million, franchise fees of \$7.8 million, and \$0.6 million of investment income.

GOVERNMENTAL REVENUES BY TYPE



Property Taxes

Allocation of Revenues

10 Year Trend of Permanent Tax Levy

Year Amount % Change

(in 000's)

The City's permanent operating tax rate is \$2.8035 per \$1,000 of Taxable Assessed Value (TAV). Property taxes collected are allocated to the General Fund as discretionary revenues to support public safety and other General Fund operations.

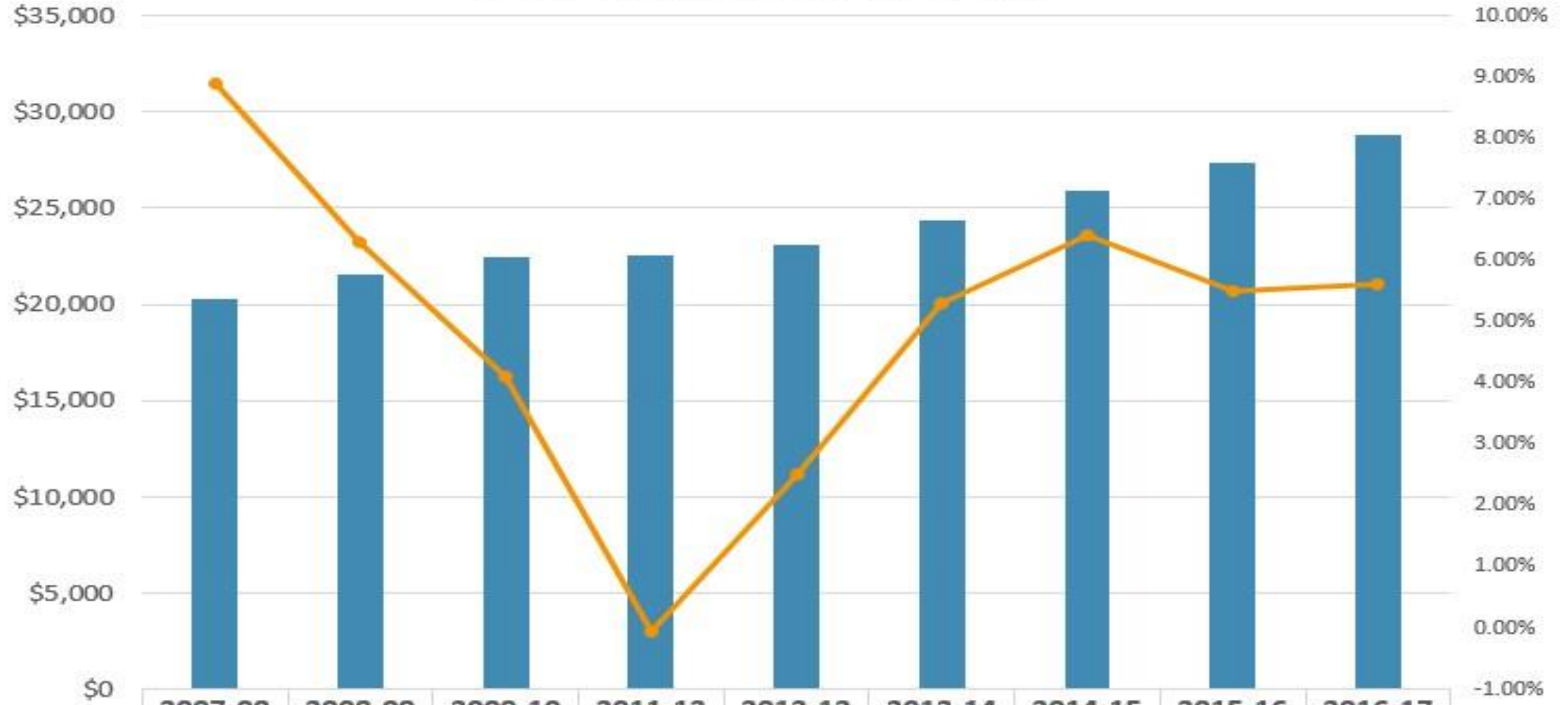
Measure 50 limits future growth of TAV to 3% per year plus the value of new construction. Local governments with operating tax rates may not increase the amount provided on a permanent basis. They may only request that voters approve a limited term levy for operations or capital expenditures (local option levies and general obligation bond levies).

Bend voters approved a \$30 million General Obligation Bond for transportation improvements in May 2011, and approved a 5 year \$0.20 Local Option Levy to support Fire/EMS operations in May 2014.

2016-17 *	\$28,831	5.6%
2015-16 *	27,302	5.5%
2014-15	25,879	6.4%
2013-14	24,332	5.3%
2012-13	23,110	2.5%
2011-12	22,547	-0.5%
2010-11	22,669	1.1%
2009-10	22,412	4.1%
2008-09	21,530	6.3%
2007-08	20,246	8.9%

* projected amounts for 2015-17 biennium

10 Year Trend of Permanent Tax Levy



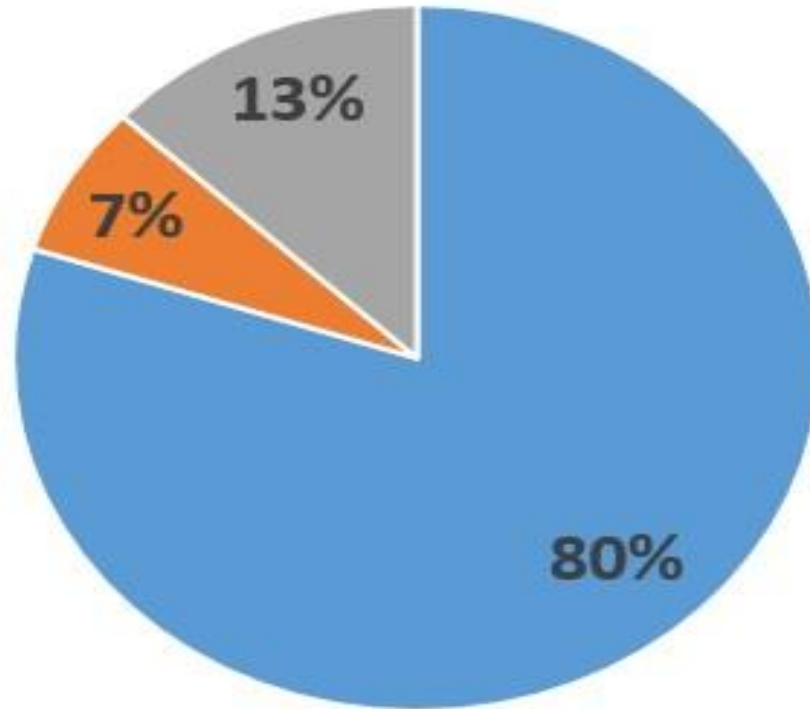
	2007-08	2008-09	2009-10	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Series1	\$20,246	\$21,530	\$22,412	\$22,547	\$23,110	\$24,332	\$25,879	\$27,302	\$28,831
Series2	8.90%	6.30%	4.10%	-0.05%	2.50%	5.30%	6.40%	5.50%	5.60%

GENERAL FUND

Overview

The City's General Fund is the primary operating fund of the City, accounting for operations of the Police department, municipal court, accessibility, growth management, code enforcement and other activities not accounted for in any other fund. The General Fund also allocates monies to Fire/EMS, Transportation Operations and Community and Economic Development. General Fund expenditures are allocated 80% to public safety, 7% to transportation operations and the remaining 13% to community and economic development and other general city funding needs. The City's goal is to ensure the financial stability of the General Fund and to provide long term funding for public safety and transportation operation needs.

General Fund Allocation



- Public Safety 80%
- Transportation Operations 7%
- Community & Economic Development and Other 13%

General Fund

	ACTUALS 2011-13	ADJUSTED BUDGET 2013-15	ESTIMATE 2013-15	BIENNIAL BUDGET		
				PROPOSED 2015-17	APPROVED 2015-17	ADOPTED 2015-17
RESOURCES						
Beginning working capital	\$ 9,117,058	\$ 9,864,101	\$ 9,913,214	\$ 8,999,900	\$ 8,999,900	\$ 9,295,900
Property taxes	45,340,999	48,405,400	49,179,174	54,112,400	54,112,400	54,112,400
Transient room taxes	5,263,135	6,137,300	7,091,511	8,807,600	8,807,600	8,807,600
Franchise fees	11,295,854	11,902,400	12,091,638	12,708,200	12,708,200	12,708,200
Intergovernmental revenues	4,252,714	4,972,100	4,849,571	5,431,700	5,431,700	5,431,700
Licenses and permits	626,793	185,100	239,593	250,800	250,800	250,800
Charges for services	181,356	356,200	324,047	539,400	539,400	539,400
Interfund charges	40,300	32,800	25,200	17,600	17,600	17,600
Fines and forfeitures	2,062,762	1,820,700	1,827,707	1,824,700	1,824,700	1,824,700
Investment income	190,412	166,600	187,278	166,700	166,700	166,700
Sale of capital assets	735,371	-	-	-	-	-
Interfund loan repayments	310,300	1,450,260	609,160	880,000	880,000	880,000
Interfund transfers	5,194	5,000	6,500	929,100	929,100	929,100
Miscellaneous	58,998	64,400	85,281	11,800	11,800	11,800
TOTAL RESOURCES	\$ 79,481,246	\$ 85,362,361	\$ 86,429,874	\$ 94,679,900	\$ 94,679,900	\$ 94,975,900

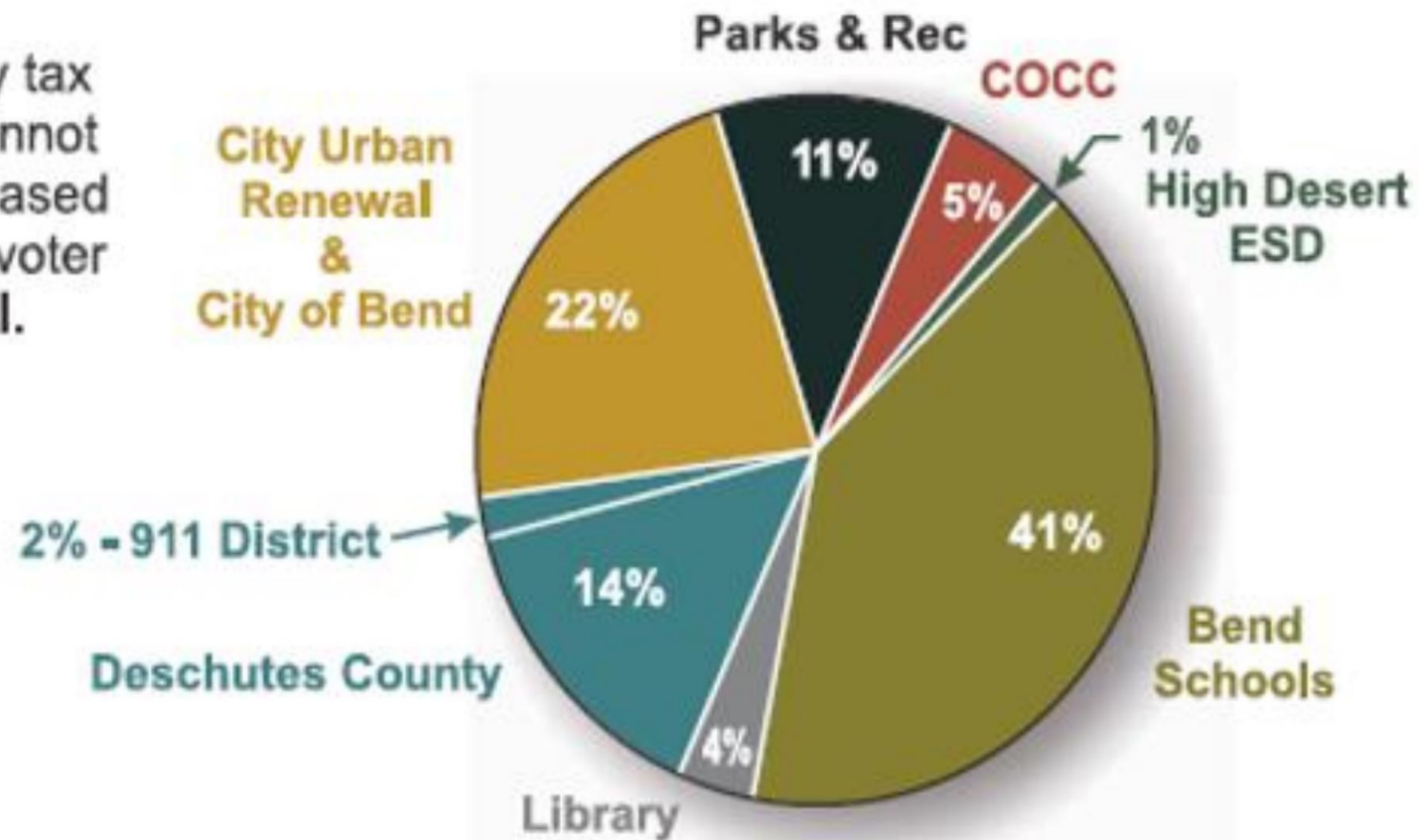
THE GENERAL FUND

The City is projecting over \$406 million in revenues for the 2015-2017 biennium, but only those revenues that are not restricted or designated for specific operations and programs (totaling \$86 million) are collected in the City's General Fund. Revenues that are restricted or designated for specific use are collected in other funds and used only for those specific purposes.



WHERE YOUR PROPERTY TAXES GO

Property tax rates cannot be increased without voter approval.



Comparative COLA Research

Other Government Associations/Unions in Central Oregon COLAs

- **Deschutes County**
 - **AFSCME 2014-2017**
 - **911 Employee Association 2013-2015**
 - **Sherriff Employee Association 2013-2017**
- **Crook County Road Dept. 2013-2017**
- **Deschutes Co. Library 2015-2018**
- **City of Redmond**
 - Redmond Airport/Public Works 2013-2016**

Deschutes County

- **AFSCME 75**

- 2014 1.6%
- 2015 2.0%
- 2016 2.0%

Average COLA 1.87%

- **911 Employees Association**

- 2013 0%
- 2014 1.5% to 3.5%
- 2015 1.5% to 3.5%

Average COLA 1% to 2.34%

Deschutes County

- **Deschutes Co. Library**

- 2015 3% when property tax revenue shows a 2% increase
- 2016 2% when County Assessor's SATR report increases 2% or more
- 2017 2% when County Assessor's SATR report increases 2% or more

Average Est. COLA 2.33%

City of Redmond

- **AFSCME-Airport/Eng/Public Works**

- 2013 1.00%
- 2014 2.50%
- 2015 3.00%

Average Est. COLA 2.17%

Local Private Sector Unions in Central Oregon

Local 271 – Contractors

- 2013 \$1/hour
- 2014 3.50%
- 2015 3.50%

Average Est. COLA 2 yrs. 3.50%

Teamsters Local 324

- 2013 2.50%
- 2014 2.45%
- 2015 1.20%

Average Est. COLA 2.05%

UA Local 290 – Steamfitters

- 2013 ?
- 2014 4.50%
- 2015 3.00%

Average Est. COLA 2 yrs. 3.75%

Government/Public Sector Associations/Unions in Oregon

Lane County

- 2014/15 1.50%
- 2015/16 2.00%
- 2016/17 2.00%

Clackamas County

- 2016 thru 2018 - Min of 2.0% Max of 4.5% = to the increase in percentage of the CPI-W

Crook County

- 2014 thru 2017 2.00%

City of Medford

- 2014/15 2.50%
- 2015/16 2.25%
- 2016/17 2.50%

City of Beaverton

- 2015/16 1.25%
- 2016/17 2.00% Min – 5.00% Max determined the Change in CPI-W

City of Corvallis

- 2016/17 1.5%
- 2017/18 2.0%

City of Bend

- **Bend Fire**

- **2015** **3% + TAV 5.5% (est. 3%) = 6%**
- **2016** **3% + TAV 5.6% (est. 3%) = 6%**
- **2017** **2% + TAV 5.4% (est. 3%) = 6%**

Average Est. Min. INCREASE 6%

TAV = City of Bend Taxable Assessed Value

Example: Formula

<i>FY 2014-2015 TAV:</i>	<i>\$9,230,998,627</i>	<i>A</i>
<i>FY 2015-2016 Budgeted TAV:</i>	<i>\$9,738,703,551</i>	<i>B</i>
<i>Budgeted Increase in TAV:</i>	<i>5.5%</i>	<i>C=(B-A)/A</i>
<i>FY 2015-2016 Actual TAV:</i>	<i>\$9,831,013,538</i>	<i>D</i>
<i>Actual Increase in TAV:</i>	<i>6.5%</i>	<i>E=(D-A)/A</i>
<i>Actual vs. Budgeted Increase in TAV:</i>	<i>1.0%</i>	<i>E-C</i>

Fire would receive 1% added to their base of 3% in 2015.

- **Bend Police**

- **2013** **3.00%**
- **2014** **2.00%**
- **2015** **2.00%**

Average Est. COLA 2.33%

City of Bend

- **COBEA - *Public Works-Utilities/Streets/Finance/Community Development/IT/EIPD/Growth Management***

Average COBEA COLAs Last 3 years

- **2013** **2.97%**
- **2014** **2.00%**
- **2015** **1.50%**

Average	2.16%
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Average COBEA COLAs since 2010

- 2010** **2.00%**
- 2011** **2.00%**
- 2012** **0%**
- 2013** **2.97%**

- 2014** **2.00%**
- 2015** **1.50%**

Overall Average	1.74%
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COBEAs COLA Proposal

4,4,4

COLA Summary

	Proposed COLA Increase	No Changes	Difference No Changes	Current 1.5% Minimum COLA	Difference Proposed/1.5% COLA
Cost Year 1	\$ 11,737,421	\$ 11,285,982	\$ 451,439	\$ 11,455,272	\$ 282,150
Cost Year 2	\$ 12,493,953	\$ 11,551,362	\$ 942,591	\$ 11,724,632	\$ 769,321
Cost Year 3	\$ 13,204,961	\$ 11,739,162	\$ 1,465,799	\$ 11,915,249	\$ 1,289,711
3 Year Totals	\$ 37,436,335	\$ 34,576,506	\$ 2,859,829	\$ 35,095,154	\$ 2,341,182
PERS @ 6.00%	\$ 2,246,180	\$ 2,074,590	\$ 171,590	\$ 2,105,709	\$ 140,471
Totals	\$ 39,682,515	\$ 36,651,096	\$ 3,031,419	\$ 37,200,863	\$ 2,481,652

Proposed COLA Increase	Year 1 4.00%	Year 2 4.00%	Year 3 4.00%
Median Salary for non-COBEA	\$ 81,043.04	Median Salary COBEA	\$ 57,013.33
Average Salary for non-COBEA	\$ 82,139.12	Average Salary COBEA	\$ 56,628.00

Non-Represented City of Bend Staff

**Received an average 3.02 increase last year.
Some were awarded an increase as high as 9.9%!**

Description	Annual Salary	EPP Award	% Increase	Monthly Addition	Yearly Addition
Eric King	\$ 171,314.21	\$ -	\$ -	\$ -	\$ -
Mary Winters	\$ 136,818.86	\$ 285.01	5.00%	\$ 570.02	\$ 6,840.24
Kevin Riper	\$ 136,818.86	\$ -	0.00%	\$ -	\$ -
Jon Skidmore	\$ 128,944.82	\$ 268.64	5.00%	\$ 537.28	\$ 6,447.36
Russell Grayson	\$ 111,863.02	\$ 211.87	4.55%	\$ 423.74	\$ 5,084.88
Carolyn Eagan	\$ 107,027.44	\$ 84.95	1.90%	\$ 169.90	\$ 2,038.80
Sharon Wojda	\$ 116,663.46	\$ 194.44	4.00%	\$ 388.88	\$ 4,666.56
Robert Duval	\$ 127,271.66	\$ 212.12	4.00%	\$ 424.24	\$ 5,090.88
Paul Rheault	\$ 136,818.86	\$ 285.04	5.00%	\$ 570.08	\$ 6,840.96
David Abbas	\$ 105,000.06	\$ 214.39	4.90%	\$ 428.78	\$ 5,145.36
Karin Morris	\$ 94,415.57	\$ 157.36	4.00%	\$ 314.72	\$ 3,776.64
Rosemary Schaefer	\$ 83,209.98	\$ 138.69	4.00%	\$ 277.38	\$ 3,328.56
Brooks Slyter	\$ 96,243.26	\$ 160.41	4.00%	\$ 320.82	\$ 3,849.84
Gary Judd	\$ 96,243.26	\$ 80.21	2.00%	\$ 160.42	\$ 1,925.04
Gary Firestone	\$ 118,972.67	\$ 297.44	6.00%	\$ 594.88	\$ 7,138.56
Ian Leitheiser	\$ 96,000.11	\$ -	0.00%	\$ -	\$ -
Benjamin Hemson	\$ 68,003.94	\$ -	0.00%	\$ -	\$ -
Joseph McClay	\$ 104,800.80	\$ 166.81	3.82%	\$ 333.62	\$ 4,003.44
Robert Blyth	\$ 105,000.06		0.00%	\$ -	\$ -
James Long	\$ 95,015.86	\$ 158.36	4.00%	\$ 316.72	\$ 3,800.64
Justine Finestone	\$ 112,103.89	\$ 140.13	3.00%	\$ 280.26	\$ 3,363.12
Anne Aurand	\$ 71,049.26	\$ 59.21	2.00%	\$ 118.42	\$ 1,421.04
Craig Chenoweth	\$ 95,938.34	\$ 119.93	3.00%	\$ 239.86	\$ 2,878.32
Jeffery England	\$ 107,565.74	\$ 224.10	5.00%	\$ 448.20	\$ 5,378.40
Thomas Hickmann	\$ 127,271.66	\$ 265.15	5.00%	\$ 530.30	\$ 6,363.60
Robin Lewis	\$ 87,855.66	\$ 73.25	2.00%	\$ 146.50	\$ 1,758.00
Grant Burke	\$ 83,965.86	\$ 174.93	5.00%	\$ 349.86	\$ 4,198.32
Nick Arnis	\$ 106,189.82	\$ 221.23	5.00%	\$ 442.46	\$ 5,309.52

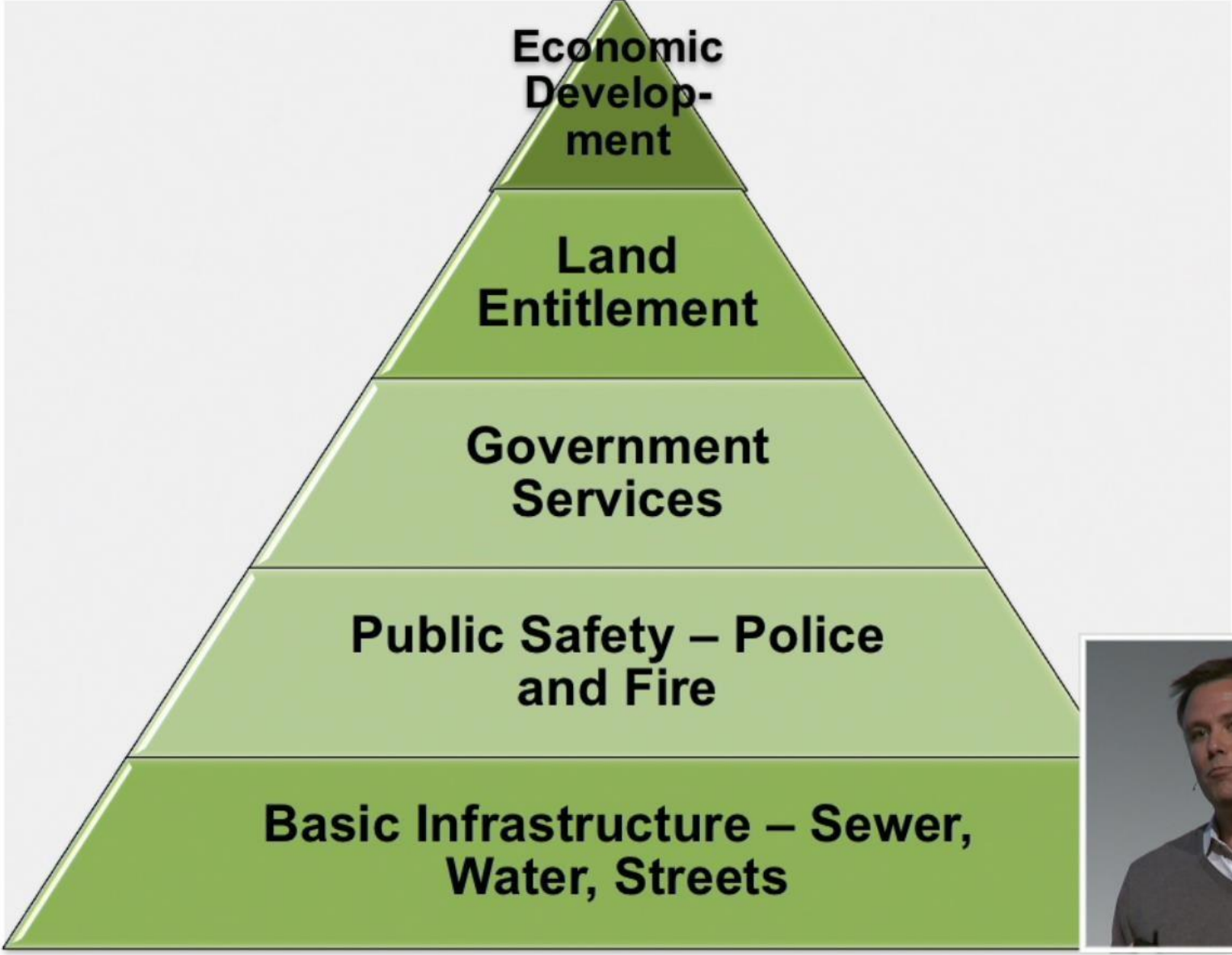
David Leath	\$ 88,400	\$ -	0.00%	\$ -	\$ -
Randy James	\$ 110,674.10	\$ 92.23	2.00%	\$ 184.46	\$ 2,213.52
Tyler Deke	\$ 96,243.26	\$ 140.36	3.50%	\$ 280.72	\$ 3,368.64
Colin Stephens	\$ 110,769.98	\$ 184.62	4.00%	\$ 369.24	\$ 4,430.88
Brian Rankin	\$ 107,162.64	\$ 312.56	7.00%	\$ 625.12	\$ 7,501.44
Gwendolyn Chapman	\$ 88,164.13	\$ 131.15	3.57%	\$ 262.30	\$ 3,147.60
Charles Swann	\$ 90,000.14	\$ -	0.00%	\$ -	\$ -
Barbara Sparrow	\$ 65,000.00	\$ -	0.00%	\$ -	\$ -
Shannon Ostendorff	\$ 104,247.52	\$ 217.19	5.00%	\$ 434.38	\$ 5,212.56
Timothy Truax	\$ 87,360.00	\$ -	0.00%	\$ -	\$ -
Darcy Todd	\$ 37,579.36	\$ -	0.00%	\$ -	\$ -
Pamela Martin	\$ 37,579.36	\$ -	0.00%	\$ -	\$ -
April Ott	\$ 39,529.00	\$ -	0.00%	\$ -	\$ -
Katherine Montgomery	\$ 48,796.80	\$ -	0.00%	\$ -	\$ -
Cassandra Hanlin	\$ 37,579.36	\$ -	0.00%	\$ -	\$ -
Theo Giannioses	\$ 51,163.63	\$ 124.93	5.86%	\$ 249.86	\$ 2,998.32
Christy McQuillen	\$ 54,000.13	\$ -	0.00%	\$ -	\$ -
Adele McAfee	\$ 63,280.67	\$ 131.84	5.00%	\$ 263.68	\$ 3,164.16
Berenda Mingus	\$ 57,999.97	\$ -	0.00%	\$ -	\$ -
Kenneth Waisanen	\$ 60,540.69	\$ 63.07	2.50%	\$ 126.14	\$ 1,513.68
Anita Bothwell	\$ 63,280.67	\$ -	0.00%	\$ -	\$ -
Lorelei Williams	\$ 52,000.00	\$ 101.55	4.69%	\$ 203.10	\$ 2,437.20
Terri Shepherd	\$ 67,421.74	\$ 56.19	2.00%	\$ 112.38	\$ 1,348.56
Tiana Lauseng	\$ 47,840.00	\$ -	0.00%	\$ -	\$ -
Lisa Strand-Smith	\$ 57,077.28	\$ 71.35	3.00%	\$ 142.70	\$ 1,712.40
Paula Fischer	\$ 52,762.32	\$ 41.77	1.90%	\$ 83.54	\$ 1,002.48
Jennifer Engles	\$ 54,276.98	\$ 22.62	1.00%	\$ 45.24	\$ 542.88
Cassandra Walling	\$ 43,680.00	\$ -	0.00%	\$ -	\$ -
Dillon Jenkins	\$ 64,012.42	\$ -	0.00%	\$ -	\$ -
Heidi Faller	\$ 73,509.49	\$ 168.46	5.50%	\$ 336.92	\$ 4,043.04
James Wood	\$ 71,509.11	\$ 95.08	3.19%	\$ 190.16	\$ 2,281.92
Colleen Miller	\$ 85,559.34	\$ 249.55	7.00%	\$ 499.10	\$ 5,989.20
Billy Staten	\$ 88,477.38	\$ 124.98	3.39%	\$ 249.96	\$ 2,999.52
Heather Herauf	\$ 60,715.20	\$ -	0.00%	\$ -	\$ -

Jeff Buystedt	\$ 72,766.93	\$ 186.47	6.15%	\$ 372.94	\$ 4,475.28
Robyn Christie	\$ 87,855.66	\$ 109.82	3.00%	\$ 219.64	\$ 2,635.68
Eric Forster	\$ 96,243.26	\$ 200.51	5.00%	\$ 401.02	\$ 4,812.24
Heidi Lansdowne	\$ 96,282.00	\$ 397.17	9.90%	\$ 794.34	\$ 9,532.08
Ryan Oster	\$ 82,925.23	\$ 205.34	5.94%	\$ 410.68	\$ 4,928.16
Joshua Robertson	\$ 89,459.78	\$ -	0.00%	\$ -	\$ -
Kyle Thomas	\$ 85,199.92	\$ -	0.00%	\$ -	\$ -
George Franklet	\$ 83,684.85	\$ -	0.00%	\$ -	\$ -
Rory Rowan	\$ 74,399.94	\$ -	0.00%	\$ -	\$ -
Garrett Sabourin	\$ 74,401.00	\$ -	0.00%	\$ -	\$ -
Jason Suhr	\$ 64,443.60	\$ 134.26	5.00%	\$ 268.52	\$ 3,222.24
Nicolae Oltean	\$ 76,405.26	\$ 121.58	3.82%	\$ 243.16	\$ 2,917.92
Julia Wellner	\$ 87,855.66	\$ 91.52	2.50%	\$ 183.04	\$ 2,196.48
Jessica Webster	\$ 56,041.02	\$ -	0.00%	\$ -	\$ -
Evan Malone	\$ 56,035.20	\$ -	0.00%	\$ -	\$ -
Quirt Lancaster	\$ 80,273.44		0.00%	\$ -	\$ -
Dustin Mitsch	\$ 66,327.66	\$ -	0.00%	\$ -	\$ -
Edward Martinen	\$ 65,000.00	\$ -	0.00%	\$ -	\$ -
Megan Weigel	\$ 72,000.03	\$ -	0.00%	\$ -	\$ -
Shannon Williams	\$ 83,684.85	\$ 209.22	6.00%	\$ 418.44	\$ 5,021.28
Aric Ptomey	\$ 88,279.78	\$ 147.14	4.00%	\$ 294.28	\$ 3,531.36
Drexell Barns	\$ 83,684.85	\$ 69.74	2.00%	\$ 139.48	\$ 1,673.76
Doralyn Oliveira	\$ 64,402.42	\$ 120.76	4.50%	\$ 241.52	\$ 2,898.24
Brian Harrington	\$ 72,766.93	\$ 121.15	4.00%	\$ 242.30	\$ 2,907.60
Rachael Ruppel	\$ 62,288.93	\$ -	0.00%	\$ -	\$ -
Amy Barry	\$ 81,043.04	\$ 83.41	2.47%	\$ 166.82	\$ 2,001.84
Pauline Hardy	\$ 79,800.03	\$ -	0.00%	\$ -	\$ -
Aaron Hensen	\$ 87,855.66	\$ 146.43	4.00%	\$ 292.86	\$ 3,514.32
Heidi Kennedy	\$ 87,855.66	\$ 146.43	4.00%	\$ 292.86	\$ 3,514.32

Karen Swenson	\$ 72,421.65	\$ 166.69	5.52%	\$ 333.38	\$ 4,000.56
Karen Swirsky	\$ 77,248.50	\$ 96.57	3.00%	\$ 193.14	\$ 2,317.68
Wendy Robinson	\$ 87,855.66	\$ 164.73	4.50%	\$ 329.46	\$ 3,953.52
Damian Syrnyk	\$ 87,855.66	\$ 128.13	3.50%	\$ 256.26	\$ 3,075.12
Spencer Sanvitale	\$ 83,684.85	\$ 209.22	6.00%	\$ 418.44	\$ 5,021.28
Melanie Paule	\$ 83,684.85	\$ 166.57	4.78%	\$ 333.14	\$ 3,997.68
James Goff	\$ 72,766.93	\$ 166.76	5.50%	\$ 333.52	\$ 4,002.24
Gina Dahl	\$ 77,805.94	\$ 125.14	3.86%	\$ 250.28	\$ 3,003.36
Kelly Graham	\$ 82,639.65	\$ 103.30	3.00%	\$ 206.60	\$ 2,479.20
Ken Vaughan	\$ 78,293.90	\$ 81.56	2.50%	\$ 163.12	\$ 1,957.44
Dana Wilson	\$ 71,725.89	\$ 149.43	5.00%	\$ 298.86	\$ 3,586.32
Gwendolyn Edde	\$ 83,684.85	\$ 209.22	6.00%	\$ 418.44	\$ 5,021.28
Scott Thompson	\$ 83,684.00	\$ 191.78	5.50%	\$ 383.56	\$ 4,602.72
Michael Buettner	\$ 79,456.42	\$ 66.22	2.00%	\$ 132.44	\$ 1,589.28
Juanita Williams	\$ 65,316.99	\$ 108.87	4.00%	\$ 217.74	\$ 2,612.88
Kimberly Wright	\$ 72,766.93	\$ 166.76	5.50%	\$ 333.52	\$ 4,002.24
Susana Julber	\$ 83,999.97	\$ -	0.00%	\$ -	\$ -
Gillian Ockner	\$ 66,830.40	\$ 132.60	4.76%	\$ 265.20	\$ 3,182.40
Tara Lewellen	\$ 78,750.05	\$ 131.25	4.00%	\$ 262.50	\$ 3,150.00
David Mays	\$ 78,750.05	\$ 82.04	2.50%	\$ 164.08	\$ 1,968.96
Christopher Blake	\$ 76,807.54	\$ 128.02	4.00%	\$ 256.04	\$ 3,072.48
Paul Neiswonger	\$ 72,766.93	\$ 181.92	6.00%	\$ 363.84	\$ 4,366.08
Richard Volkman	\$ 72,613.84	\$ -	0.00%	\$ -	\$ -
Reese Moody	\$ 79,498.85	\$ -	0.00%	\$ -	\$ -
Troy Beck	\$ 64,443.60	\$ -	0.00%	\$ -	\$ -
David Lee	\$ 76,807.54	\$ -	0.00%	\$ -	\$ -
Nicholas Mcateer	\$ 64,438.40	\$ -	0.00%	\$ -	\$ -
Teresa Briggs	\$ 93,141.36	\$ 194.05	5.00%	\$ 388.10	\$ 4,657.20
Cheryl Howard	\$ 63,280.67	\$ 79.11	3.00%	\$ 158.22	\$ 1,898.64

Steven Prazak	\$	96,282.58	\$	280.83	7.00%	\$	561.66	\$	6,739.92
Patrick Griffiths	\$	96,243.26	\$	40.11	1.00%	\$	80.22	\$	962.64
Rod Mingus	\$	71,722.14	\$	149.43	5.00%	\$	298.86	\$	3,586.32
					#DIV/0!	\$	-	\$	-
					#DIV/0!	\$	-	\$	-
Totals	\$	10,103,112.10				\$	25,428.86	\$	305,146.32
Percentages					2.82%				3.02%
Median Salary	\$	81,043.04							
Average Salary	\$	82,139.12							

**COBEA Jobs are the FOUNDATION
of our City**



**COBEA Members deserve to be
paid a fair wage and an
equitable cost of living increase
each year.**

A Cost of Living Increase of 4% each year for the 3 years of this contract would give COBEA members an opportunity to become closer to the real cost of living in Bend – which is about 10 to 12% when housing is factored in.

**Does the City have funds to give
COBEA members a 4, 4, & 4 % COLA?**

**Yes, the city has funds,
\$10.3 Million are currently
unassigned and available for
spending.**

(As per the CAFR Report)