

ALBANY CITY COUNCIL AGENDA

Monday, July 06, 2026
4:00 p.m.

Council Chambers, City Hall
333 Broadalbin Street SW

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Please help us get Albany's work done.

Be respectful and refer to the rules of conduct posted by the main door to the Chambers
and on the website.

1. Call to order and roll call
2. Public Comment
3. **Recess to Executive Session** to review and evaluate the employment-related performance of the chief executive officer of any public body, a public officer, employee or staff member who does not request an open hearing in accordance with ORS 192.660 (2)(i).
4. **Reconvene**
Discussion and possible action including compensation including salaries and benefits per OAR 199-040-0020.
5. Business from the council
6. City Manager report
7. Adjournment

This meeting is accessible to the public via video connection. The location for in-person attendance is accessible to people with disabilities. If you have a disability that requires accommodation, please notify city staff at least 48 hours in advance of the meeting at:

cityrecorder@albanyoregon.gov.

Testimony provided at the meeting is part of the public record. Meetings are recorded, capturing both in-person and virtual participation, and are posted on the City website.

To: City Council and City Manager Peter Troedsson, City of Albany, Oregon

From: Jan Perkins, Vice President

Date: June 30, 2026

Re: Results of Compensation Survey: City Manager Position

Executive Summary

Raftelis was engaged to facilitate the performance evaluation process for City Manager Peter Troedsson. As part of our work, we conducted a survey of relevant cities' contracts with their city managers to compare compensation and several other contract terms. The cities included in the survey were Corvallis, Springfield, Tigard, Medford, and Beaverton. This report contains the basis for selecting these cities and the results of our research.

Our analysis shows that compensation for the Albany City Manager is below market. Later in this report, we detail this finding and provide a recommendation for establishing a salary range for the City Manager position.

Methodology

A compensation study is a structured, data-based process that helps a governing body determine whether the salary and benefits it offers for a key executive position are competitive, equitable, and aligned with the organization's goals. When conducted for a City Manager position, the study takes on additional significance. The City Manager is the highest-ranking professional employee in municipal government, and compensation that is out of alignment with the market can impair the organization's ability to recruit and retain exceptional leadership. A valid compensation study takes into account the complexity of the organization, the labor market in which it competes, and the compensation package.

Selection of Comparator Cities

Five comparator cities were selected to provide a perspective of how the City of Albany's City Manager's compensation fits within the range. The complexity of city services, including numbers of employees and bargaining units, are relevant factors, in addition to selecting cities within a reasonable population range.

In Oregon, there are a few cities with populations close to Albany's. Many cities are considerably smaller, and there are a few that are much larger. For a valid set of comparisons, a minimum of five cities is needed. Therefore, we utilized a range of 50,000 to 100,000. Only five cities in Oregon are within that range.

City Managers are recruited from a regional or national labor market, depending on the organization's size and reputation. Setting compensation, particularly when recruiting for a vacant City Manager position, would not include cities of smaller complexity or size, and therefore, Raftelis has excluded smaller cities from our analysis. Individuals in those smaller cities are likely to be candidates for larger cities such as Albany, where the salaries are higher, so utilizing a compensation base drawn from smaller cities would not accurately represent the market for the City Manager of Albany.

The comparator cities reflect the actual talent market in which Albany would compete for City Manager candidates. Compensation must be competitive to attract and retain the best candidates.

Detailed information about each comparator city is provided below and includes the following:

- Population
- Service scope (full services delivered by the city or are some provided by outside agencies)
- Budget and workforce size
- Number of bargaining units

Three of the comparator cities (Tigard, Medford, and Beaverton) are currently recruiting for permanent City Managers and, in their searches, will be seeking candidates not only from the Northwest but also from the greater Western United States and beyond. If the City Manager position in Albany were to become vacant, recruitment would extend similarly to attract the best candidates.

Characteristics of Comparator Cities

The table below compares basic statistics of all comparators included in this analysis. Budget and full-time equivalent (FTE) figures are drawn from each city's most recently adopted biennial or annual budget document.

City	Population ¹	Full Service (Yes/No)	Total Budget	Total FTE	Bargaining Units
Albany	56,472	Yes	\$494M (2025-27 Biennial)	451.9	4 bargaining units • AFSCME Local 2909 • AFSCME Local 2909-1 • IAFF Local 845 • Albany Police Association (APA)
Corvallis	59,922	Yes	\$740M (2025-27 Biennial)	533.81	4 bargaining units • AFSCME Local 2975 • CPOA • CRCCA • IAFF Local 2240
Springfield	61,851	Yes	\$496M (FY2026-27)	443.7	5 bargaining units • AFSCME 1148 • IAFF (Firefighters) • IAFF (Battalion Chiefs) • SEIU/OPEU • SPA

¹ 2020 Decennial Census.

Tigard	54,539	No — Fire/EMS via TVF&R	\$218M (FY2026-27 ²)	353.5	2 bargaining units • SEIU 503/OPEU Local 199 • TPOA
Medford	85,824	Yes	\$679.5M (2025-27 Biennial)	646.4	7 bargaining units • AFSCME 2621 • IAFF 824 • MPOA • Teamsters 223 (<i>Construction & Maintenance</i>) • Teamsters 223 (<i>Mechanics</i>) • Teamsters 223 (<i>Parks</i>) • Teamsters 223 (<i>Water Reclamation</i>)
Beaverton	97,494	No — Fire/EMS via TVF&R; Parks/Rec provided by Tualatin Hills Parks and Recreation District	\$495M (FY2025-26 ³)	622.96	2 bargaining units • SEIU 503/OPEU • BPA

Summary Information About Comparator Cities

As previously noted, population is one comparison metric. Executive management complexity is more accurately reflected by service scope, budget responsibility, employee count, bargaining relationships, infrastructure systems, and operational oversight. Albany operates as a full-service city with police, fire, water, wastewater, airport, transit, library, and parks functions. Several comparator cities outsource significant service areas or operate under different organizational structures. The following information summarizes why each city was selected as a comparator.

Albany

Population: 56,472. Albany is a full-service, council-manager city in the mid-Willamette Valley and serves as the county seat of Linn County. The city operates a broad service portfolio, including police, fire, parks, utilities, and a municipal airport.

² The adopted budget is not available; only the proposed budget is used here.

³ Figure includes Beaverton Urban Redevelopment Agency (BURA) budget of ~\$41M.

CORVALLIS

Population: 59,922. Corvallis sits approximately 10 miles to the southwest in the same Willamette Valley sub-region, competing directly in the same executive labor market. The city operates a full-service portfolio, including its own fire department.

- **Rationale:** Close population match; nearest geographic peer; same labor market; full-service match.

SPRINGFIELD

Population: 61,851. Springfield provides the most useful contemporaneous compensation data. In December 2025, the Springfield City Council approved a 5% City Manager salary increase. The compensation survey conducted by Springfield used the same cities as in our Raftelis analysis, which resulted in the recent increase in the City Manager's salary.

- **Rationale:** Close population match; directly comparable governance and service model; similar staff size and budget.

TIGARD

Population: 54,539. Tigard is in Washington County in the Portland metropolitan area, where the cost of labor is higher than in the mid-Willamette Valley. Therefore, Tigard can serve as an upper-limit reference for salary comparison. Tigard is currently recruiting for a new City Manager. Tigard's salary shown for the recruitment of the City Manager includes a lower and upper range.

- *Service scope note:* Fire and emergency services for Tigard are provided by Tualatin Valley Fire and Rescue (TVF&R), an independent fire district.
- **Rationale:** Close population match to Albany; active posting reflects current market rate.

MEDFORD

Population: 85,824. Medford is the regional hub of southern Oregon and the Jackson County seat, mirroring Albany's role as the Linn County seat and regional center. An Interim City Manager is in place as the City is actively recruiting. Medford's salary shown for the recruitment of the City Manager includes a lower and upper range, with the lower range higher than what was paid to the previous City Manager.

- **Rationale:** Recruitment for key executive positions in Albany will need to be mindful of salaries paid in Medford. Medford is within the population range examined; County seat peer; full-service match including municipal airport; high-end compensation anchor due to larger population size, more staff, and more bargaining units.

BEAVERTON

Population: 97,494. Beaverton is the largest comparator in the Oregon set and provides an upper-limit salary reference point. Beaverton is in the Portland metropolitan area, where the cost of labor is higher. The city transitioned to a council-manager form of government in January 2021 following voter approval of a new city charter in May 2020. An Interim City Manager is in place. Recruitment for the permanent position has not begun.

- *Service scope note:* Fire and emergency services are provided by Tualatin Valley Fire and Rescue (TVF&R). Parks and Recreation services are provided by the Tualatin Hills Parks and Recreation

District (THPRD). The Beaverton City Manager does not have direct oversight over those functions.

- **Rationale:** Recruitment for key executive positions in Albany will need to be mindful of salaries paid in Beaverton. The city is within the population range examined; despite a larger population and staff, it has fewer bargaining units, no fire/EMS service provision, and no parks and recreation services provided by the city government.

Compensation Analysis

Information was gathered from existing contracts of the City Managers, the last contract in place for vacant positions, the salary level or range shown in the current recruitment for the vacant position, or, in the case of Beaverton, the contract with the interim City Manager. Three of the five comparator cities have vacant City Manager positions (Tigard, Medford, and Beaverton). We would note that a future compensation package, upon appointment, may differ from the existing contract in the cities with vacant City Manager positions.

Current recruitment ranges in Tigard, Medford, and Beaverton suggest upward pressure in the City Manager labor market and indicate that replacement compensation may exceed the levels reflected in prior contracts.

Raftelis endeavored to obtain information on compensation and major contract variables, where such information is available. These are:

- Salary
- Cost-of-living adjustment provisions (COLAs)
- Retirement benefits (PERS pick-up, deferred compensation)
- Health benefit contributions, car and cell phone stipends
- Severance provision

Five Tables Provided Below:

Table 1 provides a comparison of the salary and deferred compensation benefits.

- We would note that the annual salary generally reflects a single value for cities with a City Manager in place or a range for the cities currently recruiting.
- In Tigard and Medford, a range is shown for their recruitments. This reflects a growing practice of cities establishing a designated salary range for their City Managers with specific increases applied at the discretion of the Council. Having a range allows for proper planning and budgeting and ensures they are aligned with the market to retain and, when necessary, recruit for the position.
- COLA has not been added to the total column because the percentages are not clear in all cases.

Table 2 compares other monetary benefits (health contribution, cell phone, and car stipends).

Table 3 summarizes severance provisions.

Table 4 provides a summary comparison of salary and deferred compensation based on Table 1.

Table 5 provides the median salary of the five comparator cities.

Table 1: Salary and Deferred Compensation Benefits

City	Annual Salary	Deferred Comp (%)	Deferred Comp Value	Total Salary + Deferred Comp	PERS 6% Pick Up (Yes/No)	COLA Information
Albany	\$215,879	10%	\$21,587	\$237,466	Yes	2% Non-bargaining and executive staff will receive a 2.4% increase July 1
Corvallis	\$254,652	8%	\$20,372	275,024	Yes	4% July 1 Equivalent by percentage to that offered to all other city exempt employees
Springfield	\$229,382 ⁴	4%	\$9,175	\$238,557	Yes	Unknown
Tigard (Position vacant)	Current recruitment: \$220,000 - \$245,000 ⁵	11% for first six months; 3% match contribution thereafter. <i>After first six months, 11% of salary goes to 401(a) plan</i>	\$15,400 ⁶	\$235,400	No – not in PERS	Increased compensation based upon the employee's satisfactory performance of duties and functions, and satisfaction of the goals and priorities established by the Council
Medford (Position vacant)	Current recruitment: \$250,000 - \$275,000 ⁷	3%	\$7,500	\$257,500	Yes	Equivalent to the same COLA provided to City Executive staff per Executive Salary Schedule approved by Council
Beaverton (Position vacant)	Interim City Manager: \$269,517	Information unavailable at time of report	Information unavailable at time of report	\$269,517⁸	Yes ⁹	4% July 1 Base salary will be subject to increases for cost-of-living and/or other general fiscal increases at the same time and in the same manner that other Management 1 employees may be entitled to receive such increases

⁴ Based on information obtained by City of Albany.⁵ This report will use lowest end of the recruitment range, \$220,000, for all calculations based on salary. For reference, the last incumbent's salary was \$220,000, based on most recent contract from 2025.⁶ Value reflects first year deferred compensation value, with 11% contribution for the first six months.⁷ This report will use the lowest end of the recruitment range at \$250,000 for all calculations based on salary. For reference, the last incumbent's salary was \$233,100, based on most recent contract from 2024.⁸ Does not include value of deferred compensation, as information was unavailable.⁹ According to [Beaverton Employee Handbook](#).

Table 2: Other Monetary Benefits: Health, Cellphone, Car Stipend

City	Annual Contribution to HSA/ HRA/VEBA ¹⁰	Cell Phone Stipend	Car Stipend	Total of First Three Columns ¹¹
Albany	\$4,000	None ¹²	None	\$4,000
Corvallis	None	\$540	None <i>Provides mileage reimbursement at IRS Standard Mileage Rate</i>	\$540
Springfield	None	\$540	\$3,480	\$4,020
Tigard <i>(Position vacant)</i>	\$1,000	None	\$6,000	\$7,000
Medford <i>(Position vacant)</i>	\$6,000	\$780	\$6,000	\$12,780
Beaverton <i>(Position vacant)</i>	Information unavailable at time of report	Information unavailable at time of report	Information unavailable at time of report	N/A

Table 3: Severance Provisions

City	Severance Provision
Albany	Termination without cause: Six months' salary + one month's salary for each year of continuous employment (up to maximum of 12). • No severance if terminated for cause or resignation. • Resignation notice: 90 days minimum.
Corvallis	• Termination not for cause: 15 months' salary + one additional month per successful performance evaluation, not to exceed 24 months total, paid lump sum. City continues health insurance for six months or until employee begins full-time employment elsewhere. • No severance if terminated for cause. • Resignation notice: 60 days minimum. • <i>(Section 10).</i>
Springfield	• Termination without cause: Six months' base salary + one additional month per year of service, capped at nine months. Employer pays 90% of COBRA premium during severance period. Requires full and final release. • No severance if terminated for cause, convicted of crime, resigned/retired, or unable to perform duties. • <i>(Sections 8.B-C).</i>
Tigard <i>(Position vacant)</i>	• Initially, four months aggregate salary lump sum; increases to six months on two-year anniversary. City pays equivalent health/dental/life benefits for severance period or until re-employed. • No severance for conviction/plea of guilty to felony, misdemeanor, dishonesty, policy violations, malfeasance, or misfeasance. • Resignation notice: 90 days minimum. • <i>(Sections 13-14).</i>

¹⁰ Annual contributions to a Health Reimbursement Arrangement (HRA), Health Savings Account (HSA), or Voluntary Employee's Beneficiary Association (VEBA).

¹¹ Includes annual contributions to HSA/HRA/VEBA, cell phone stipend, and car stipend.

¹² Previous cell phone stipend of \$960 annually is rolled into base wage, as of 7/1/2025; City is transitioning staff to City-provided cell phones.

Medford (Position vacant)	- Termination without cause: Six months' salary lump sum. - No severance if terminated for cause. - Resignation in lieu of dismissal at Council request: full six-month severance applies. - Resignation notice: 60 days minimum. (Sections 11-12).
Beaverton (Position vacant)	Information unavailable

Table 4 provides an overall comparison of the compensation packages, which include salary and deferred compensation, for Albany and the five comparator cities. Due to a lack of comprehensive information on other monetary benefits provided by the comparator cities, we have limited the analysis to include only base salary figures and deferred compensation. However, Beaverton's estimate does not include deferred compensation, as that information is not available, so the figure provided is an underestimate of the total compensation.

Table 4: Summary Salary and Deferred Compensation Comparison

City	Annual Salary	Salary + Deferred Compensation
Albany	\$215,879	\$237,466
Corvallis	\$254,652	\$275,024
Springfield	\$229,382	\$238,557
Tigard (Position vacant)	\$220,000 ¹³	\$235,400
Medford (Position vacant)	\$250,000 ¹⁴	\$257,500
Beaverton (Position vacant)	\$269,517 (interim city manager)	\$269,517¹⁵

¹³ Represents lowest end of Tigard's current recruitment range.

¹⁴ Represents lowest end of Medford's current recruitment range.

¹⁵ Does not include value of deferred compensation, as information was unavailable at time of report.

Table 5 below shows Albany City Manager's salary compared with the median (50th percentile) of the five comparator cities. As shown in the table, Albany's salary is 15% below the median.

Table 5: Median Salary Comparison

Comparator Salaries					Median Salary	Albany Salary	Percent Difference (Albany vs. Median)
Beaverton	Corvallis	Medford	Springfield	Tigard			
\$269,517	\$254,652	\$250,000	\$229,382	\$220,000	\$250,000	\$215,879	-15%

Summary

A summary of key data points follows:

- Albany City Manager's salary is 15% below the median of the five cities in this comparison study.
- COLA varies by city and, in several cases, is tied to other city staff. Sufficient data were not available to correctly calculate the COLA for each of the cities.
- Deferred compensation ranges from a low of 3% (Medford) to 10% (Albany), with information regarding Beaverton being unavailable as this report was being prepared. *As a note, for the two comparator cities that are recruiting, the actual deferred compensation to be included in a future contract will be determined.*
- All of the comparator cities that are PERS members provide the PERS pick-up. Tigard is not a member of PERS, and therefore, this provision does not apply to that city.
- In Tigard and Medford, a range is shown for their recruitments. This reflects a growing practice of cities establishing a designated salary range for their City Managers with specific increases applied at the discretion of the Council. Having a range allows for proper planning and budgeting and ensures they are aligned with the market to retain and, when necessary, recruit for the position.
- For severance, Albany is within the range for this provision. In the other contracts, severance ranges from four months (Tigard's last contract) to up to 24 months (Corvallis), with Albany being six months to start, up to 12 months maximum.

Recommendation

Establish a salary range for the City Manager position, consistent with recruitment trends, with the midpoint at the median as shown above. The City Council would have the authority to determine the actual placement within that range. Typically, the City of Albany's ranges are 35%.

Albany City Manager Compensation Report

Presented by: Jan Perkins

July 6, 2026



Outline

Project Purpose

Comparator Cities and Factors
Considered

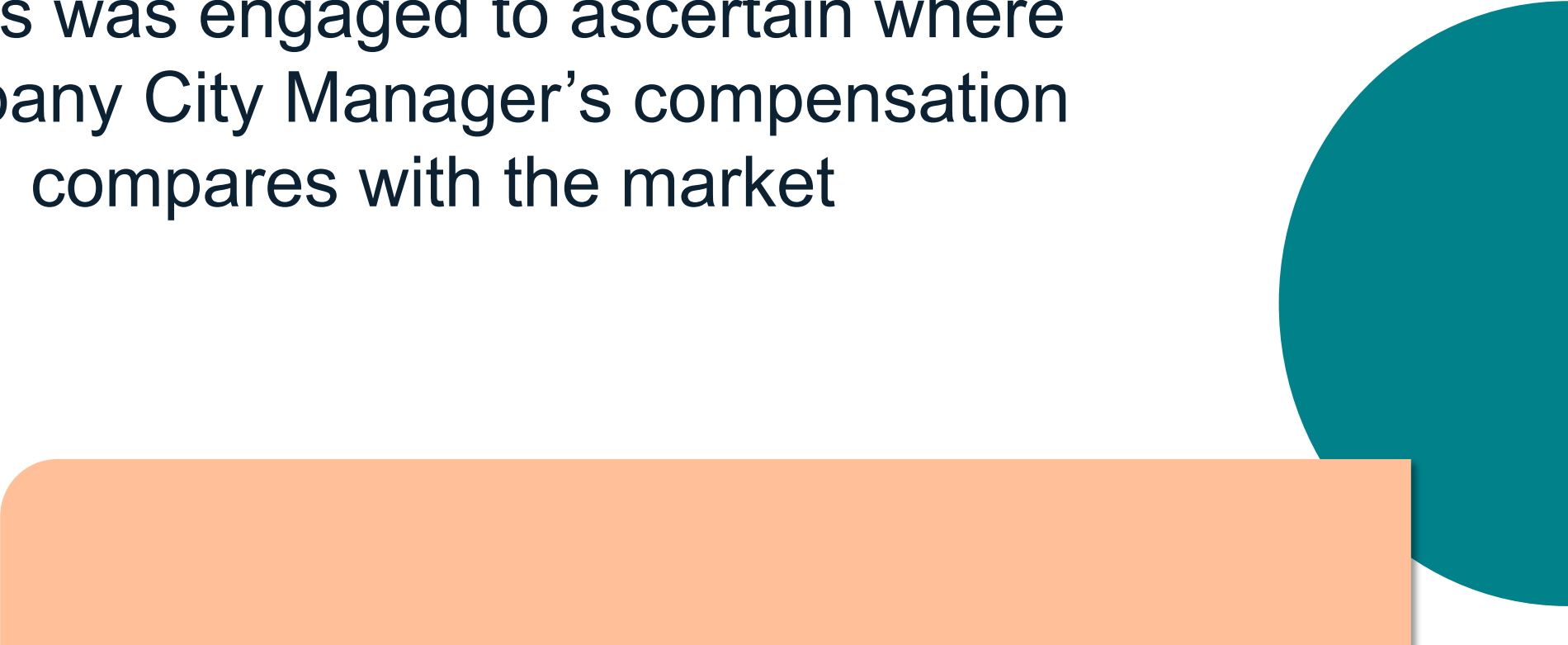
Compensation Comparison

Key Takeaways

Recommendation

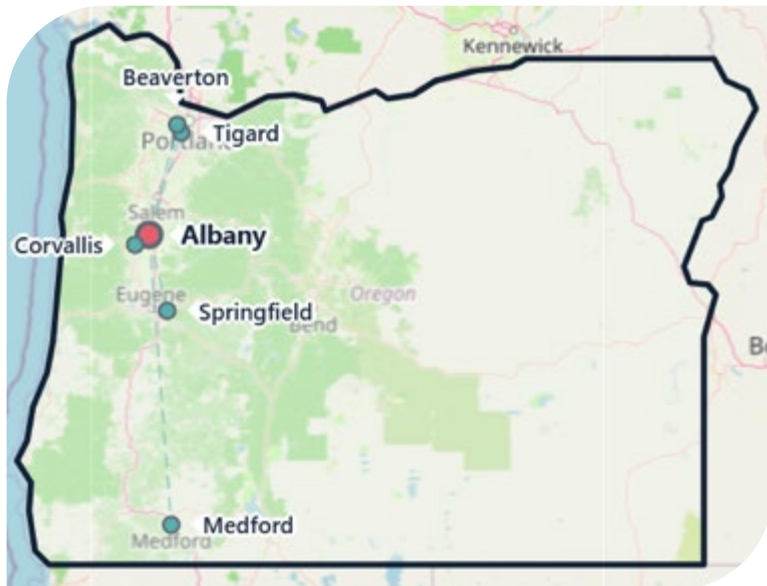
Project Purpose

Raftelis was engaged to ascertain where the Albany City Manager's compensation compares with the market

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Comparator Cities

- Corvallis
- Springfield
- Tigard
- Medford
- Beaverton



Factors Considered

Population

Between 50,000 and 100,000 residents – at least five cities needed for the sample size

Service Scope

Range of services provided, level of complexity

Budget and Workforce Size

City operating budget and total FTE figures

Number of Bargaining Units

Compensation Comparison

City	Annual Salary	Salary + Deferred Compensation
Beaverton <i>(Position vacant)</i>	\$269,517	\$269,517 <i>(salary only)</i>
Corvallis	\$254,652	\$275,024
Medford <i>(Position vacant)</i>	\$250,000	\$257,500
Springfield	\$229,382	\$238,557
Tigard <i>(Position vacant)</i>	\$220,000	\$235,400
Albany	\$215,879	\$237,466
Median Salary	\$250,000	

Albany's annual salary is 15% below the median

Key Takeaways



Salary

- Albany's salary is 15% below the median

Cost-of-Living Adjustment (COLA)

- COLA varies by city and, in many cases, is tied to other city staff

Deferred Compensation

- Albany provides the highest at 10%, with Medford providing the lowest with 3%

PERS Pick-Up

- All the cities that are PERS members (not Tigard) provide the PERS pick-up

Severance

- Albany provides six months to start, up to 12 months; this is within the range of the other cities of four months to up to 24 months

Salary Ranges

- Tigard and Medford, two cities actively recruiting, provide a salary range; reflects current trend of cities establishing a range for City Managers with increases applied at the discretion of Council

Recommendation

Establish a salary range for the City Manager position, consistent with recruitment trends, with the midpoint at the median of \$250,000. The City Council would have the authority to determine the actual placement within that range.



Thank you!

Jan Perkins, Vice President

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