

COUNCIL RESOLUTION No. 49-2025**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MILWAUKIE, OREGON, DEFINING CERTAIN BENEFITS AS INCLUDED IN OFFICIAL COMPENSATION.**

WHEREAS Oregon Ethics Law (Oregon Revised Statute (ORS) 224.010) prohibits public officials, including elected and appointed officials and public employees from using their position for financial gain or to avoid financial loss, except for salary and official benefits; and

WHEREAS a recent advisory opinion by the Oregon Government Ethics Commission (OGEC) concluded that certain city purchases may violate state ethics laws unless authorized as compensation by the governing body of the city; and

WHEREAS the City Council believes it is reasonable and respectful to provide a simple meal to elected officials and to persons appointed to city boards, commissions, and committees when they are attending to city business; and

WHEREAS providing such meals is a basic gesture of appreciation for their service to the community and ensures they can effectively fulfill their public duties; and

WHEREAS the City Council also wants to clarify that certain benefits currently provided by the city to its officers and employees are included in their official compensation.

Now, Therefore, be it Resolved by the City Council of the City of Milwaukie, Oregon, that:

Section 1. The following are benefits provided to City of Milwaukie to city employees, elected officials, boards, commissions, and committee members, and charter officers as part of their overall compensation package:

- Food and beverages provided during or immediately before work-related events such as public meetings of the City Council or city advisory groups, team building activities, Council goal setting, all day staff trainings or retreats, and conferences.
- Food and non-alcoholic beverages provided to public officials or employees who are required to work through their meal break. The provision of food and beverages must be reasonably required to complete city business. For example, a meeting that must extend over the lunch hour takes place during the dinner hour or in the evening or can be expected to last more than three hours.
- Resident registration rates for all library or recreational programs, facilities, and events.
- Occasional discounts at certain retail stores or events as announced periodically (such as passes to the Columbia, Nike, Adidas stores or regional events such as trade shows and traveling entertainment).

- Savings or discounts offered by hotel providers, telecommunications carriers, and other service providers.
- Savings or discounts for services provided by the city's retirement planning provider.
- Savings or discounts for services provided by the city's medical or dental health insurance provider, payroll software provider, or employee assistance program.
- Rewards of loyalty programs (frequent flier miles, hotel rewards, credit card rewards or rebates).
- Combining personal and city travel by extending a trip by arriving early or staying later than required, provided that the city does not pay any additional costs, including higher lodging, airfare, or mileage costs for the personal portion of the trip.
- Travelling with others on a city business trip so long as the city does not pay any additional costs from the presence of additional people.
- Door or raffle prizes provided at business related events, city events or relating to employee program, so long as the prizes do not exceed the gift limits in Oregon Ethics Law.
- Food, snacks, beverages or meals offered in appreciation of city employees or provided at business-related events or functions. This includes seasonal staff parties, the annual staff picnic, and recognition of special events such as public service week.
- Meals provided to city employees who are assigned to work over their meal break at an offsite location or who volunteer to serve at city events.
- Flowers given to mark important life moments, like when a baby is born, someone is very sick, or a family member has died.
- Other small and occasional gift items with the city or department logo, such as a coffee cup, water bottle, t-shirt, hat, sweatshirt or fleece.

Section 2. City elected and appointed officials, charter officers, and employees are responsible for any tax reporting and payment obligations related to these benefits per the city's adopted Policy 400 Meals & Taxable Fringe Benefits and are encouraged to consult with their own tax professional.

Introduced and adopted by the City Council on **December 16, 2025.**

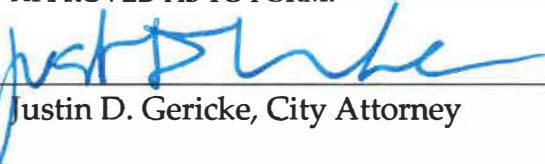
This resolution is effective immediately.



 Lisa M. Batey, Mayor

ATTEST:


 Scott S. Stauffer, City Recorder

APPROVED AS TO FORM:


 Justin D. Gericke, City Attorney