



## Takoma Park City Council Meeting – November 18, 2019 Agenda Item 7F

### **Voting Session (Consent Agenda)**

Resolution Providing for Appointments to the Council Compensation Task Force

### **Recommended Council Action**

Adopt the resolution as part of the consent agenda.

### **Context with Key Issues**

The City Council invited residents to apply to serve on a Council Compensation Task Force to review the salary and other compensation for the Mayor and City Council and recommend whether they should be changed. The recommendations will be considered by the City Council in March. The current Council will need to vote on any change to the salary and benefits, but adjustments will only take effect beginning with the Mayor and Council elected in 2020.

Additionally, the Task Force is expected to review the “Principles of Compensation” adopted by the City Council in 2003 and consider the following questions:

- Are the principles of compensation still appropriate to guide this and future Compensation Task Forces? What, if any, changes do you recommend?
- Consider race equity in the review. Are the salary and level of benefits a barrier to running for office or serving on the City Council in Takoma Park? If so, what do you recommend?
- Are there non-salary considerations, such as childcare, transportation, administrative support, constituent services, time spent in meetings, etc. that are barriers to service on the Council? If so, what do you recommend?
- What other recommendations do you have?
- What should be the salary and compensation for the Mayor and Council to be elected in 2020 and 2022?

### **Council Priority**

A Livable Community for All; Engaged, Responsive & Service-oriented Government

### **Environmental Considerations**

N/A

### **Fiscal Considerations**

To be determined after the Council receives the recommendations of the Task Force.

### **Racial Equity Considerations**

The Task Force will be asked to consider race equity in the review, including whether the salary,

level of benefits, and/or other non-salary considerations are barriers to running for office and serving on the City Council.

**Attachments and Links**

Draft Resolution Appointing the Council Compensation Task Force  
Council Compensation Task Force Charter

Introduced by:

**CITY OF TAKOMA PARK, MARYLAND**

**RESOLUTION 2019-**

**ESTABLISHING A COUNCIL COMPENSATION TASK FORCE**

WHEREAS, the City Council invited residents to apply to serve on a Council Compensation Task Force to review the salary and other compensation for the Mayor and City Council and recommend whether they should be changed; and

WHEREAS, the Task Force will be asked to develop recommendations as described in the Council Compensation Task Force Charter attached to this resolution and incorporated by reference herein; and

WHEREAS, the Council has reviewed the applications received and selected residents for appointment.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TAKOMA PARK THAT the following individuals are appointed to serve on the Council Compensation Task Force:

<u>Name</u>	<u>Ward</u>		<u>Name</u>	<u>Ward</u>
David Navari	3		Paul Weeda	3
Ashleigh Nugent	2		Bruce Williams	3
Frederick Schultz	6		Janet Williams	4
Kelley Skelton	6		Enku Woldemedhin	4

BE IT FURTHER RESOLVED THAT the Task Force shall submit an interim report to the Council by January 28, 2020 and provide a final report by February 25, 2020 unless an extension of the deadline is granted by the City Council.

Adopted this \_\_\_\_\_ day of November, 2019.

Attest:

Jessie Carpenter, CMC  
City Clerk



**CITY OF TAKOMA PARK  
CITY COUNCIL  
2019 Council Compensation Task Force  
Charter**

The Council Compensation Task Force will review the salary and other compensation for the Mayor and City Council and recommend whether they should be changed. Recommendations will be considered by the current City Council. Any change made to the salary and compensation will be voted on by the current Council and take effect beginning with the Mayor and Council elected in 2020.

**Current Council Salary**

As of July 1, 2019, the Mayor's annual salary is \$14,771.24. Councilmembers receive an annual salary of \$11,362.54. Since the Council elected in 2013, the salaries have been automatically adjusted annually on July 1 according to the 12-month percent of change in the annual Wage and Salaries Employment Cost Index for State and Local Government, calculated as of December 31 of the prior year, or 0.0%, whichever is greater.

The Council is eligible to participate in the City's health insurance program on a cost sharing basis, with the City paying 50% of the lowest cost base premium rate for individual coverage.

**2003 "Principles of Compensation"**

In 2003, the City Council adopted Principles of Compensation:

1. *The positions of Mayor and Councilmember are part-time and should be treated that way;*
2. *Full monetary compensation for the Mayor and Councilmembers is not appropriate;*
3. *It is appropriate to monetarily compensate the Mayor and Councilmembers to some extent for their work;*
4. *Monetary compensation creates an obligation for the Mayor and Councilmembers to perform their jobs;*
5. *Monetary compensation provides status to the Mayor and Councilmembers;*
6. *The Mayor's salary should be greater than that of Councilmembers; and*
7. *Compensation for the Mayor and Councilmembers should be comparable to Maryland municipalities of similar size and complexity.*

### **Questions for Consideration by the Task Force:**

- Are the principles of compensation still appropriate to guide this and future Compensation Task Forces? What, if any, changes do you recommend?
- Consider race equity in the review. Are the salary and level of benefits a barrier to running for office or serving on the City Council in Takoma Park? If so, what do you recommend?
- Are there non-salary considerations, such as childcare, transportation, administrative support, constituent services, time spent in meetings, etc. that are barriers to service on the Council? If so, what do you recommend?
- What other recommendations do you have?
- What should be the salary and compensation for the Mayor and Council to be elected in 2020 and 2022?

### **Tentative Schedule:**

- Interim Report, including preliminary recommendations on principles of compensation, submitted to Council by January 28
- Task Force Final Report due to City Council – February 25, 2020