



Takoma Park City Council Meeting – January 29, 2020 Agenda Item 1

Presentation/Report

Preliminary Report from the Council Compensation Task Force

Recommended Council Action

Hear the preliminary report and provide feedback.

Context with Key Issues

The Council Compensation Task Force was appointed on November 18, 2019 to 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.

The following individuals are serving on the Task Force: David Navari (Ward 3), Ashleigh Nugent (Ward 2) Frederick Schultz (Ward 6), Kelley Skelton (Ward 6), Paul Weeda (Ward 3), Bruce R. Williams (Ward 3), Janet Williams (Ward 4), Enku Woldemedhin (Ward 4).

The Task Force has met four times to date. There is another meeting scheduled for January 27. At the work session on January 29, the Task Force will provide a preliminary report. The Task Force is expected to complete its work in February and present a final report early in March.

Council Priority

Engaged, Responsive, and 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 has been 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

- Council Compensation Task Force Charter



**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