



Takoma Park City Council Meeting – June 17, 2020 Agenda Item 1

Voting Session

Discussion regarding scheduled salary increase for Mayor and Council and options for addressing the same.

Recommended Council Action

The Mayor and Council should determine how best to proceed if they do not desire to receive salary increases. Several options are presented.

Context with Key Issues

The Mayor and Council have concerns about accepting the salary increase that is scheduled to take effect July 1, 2020.

Takoma Park's Code schedules the Mayor and Council's salary increase on a known date (July 1st – the start of each fiscal year) based on an objective index or 0.0%, whichever is greater. *See* City Code, § 2.04.100 A & B. Also, by operation of the Code, that salary increase will not take effect if staff's wage adjustment is suspended due to financial constraints. *See* § 2.04.100 C. Apparently, staff's wage adjustment has not been suspended as that determination has been delayed due to ongoing labor negotiations.

Maryland's Constitution and the City Charter do not permit the Mayor and Council to amend the ordinance to during their current terms.

The available options including donating the salary increase back to the City or creating an "escrow-like" process that provides different variations depending on the circumstances.

Council Priority

Engaged, Responsive & Service-oriented Government

Environmental Considerations

N/A

Fiscal Considerations

The annual salary for the Mayor is \$14,771. The annual salary for City Councilmembers is \$11,362. The resolutions would affect only the adjustment to these amounts that would otherwise take effect on July 1, 2020 and continue through the current terms of the Mayor and Councilmembers.

Racial Equity Considerations

While there is a broader discussion to be had as to whether salaries of the Mayor and Councilmembers have an impact on who might be able to seek office and serve, this action only applies to the current Mayor and members of the Council.

Attachments and Links

- Resolution Option 1
- Resolution Option 2

1 Introduced by: _____
2

3 **CITY OF TAKOMA PARK, MARYLAND**

4
5 **RESOLUTION 2020—__**
6

7 **ADDRESSING SCHEDULED SALARY INCREASES FOR THE**
8 **MAYOR AND COUNCIL SET TO TAKE EFFECT JULY 1, 2020.**
9

10
11 **WHEREAS,** Pursuant to the operation of the City of Takoma Park’s Code, specifically section
12 2.04.100, the Mayor and Council receive a scheduled salary increase on July 1,
13 2020; and
14

15 **WHEREAS,** The Mayor and Council recognize that Maryland’s Constitution and the City’s
16 Charter prohibit in term salary adjustments for the City’s elected officials and, as
17 such, the Mayor and Council are not permitted to amend the City Code in order to
18 prevent their respective salaries from increasing on July 1, 2020; and
19

20 **WHEREAS,** The Mayor and Council recognize and understand that the COVID-19 pandemic
21 has had an adverse economic impact on residents of the City of Takoma Park and
22 will continue to have an adverse economic impact on the City’s residents for the
23 foreseeable future; and
24

25 **WHEREAS,** The Mayor and Council recognize and understand that the COVID-19 pandemic
26 has had an adverse economic impact on the City of Takoma Park’s finances and
27 will continue to have an adverse economic impact on the City’s finances for the
28 foreseeable future; and
29

30 **WHEREAS,** The Mayor and Council recognize and understand that labor negotiations with City
31 employees were delayed due to the COVID-19 pandemic and that no determination
32 has been made regarding staff wage adjustments, if any.
33

34 **NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE**
35 **CITY OF TAKOMA PARK,** that the Mayor and Council do not believe it is appropriate or
36 equitable for their respective salaries to increase under the present circumstances; and
37

38 **BE IT FURTHER RESOLVED,** that the Mayor and Council shall donate to the City of Takoma
39 Park any increase in their respective salaries that takes effect on July 1, 2020, and shall continue
40 to do so through the end of their present terms; and
41

42 **BE IT FURTHER RESOLVED,** that effective July 1, 2020, the City Manager shall, in
43 accordance with best practices, identify the amount of any increase to the salary of the Mayor and
44 each member of Council and shall implement the most effective method, consistent with best
45 practices, that will ensure that the payment of any salary increase to the Mayor and Council and
46 the donation back of the same is properly reflected in the City’s pay records; and

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BE IT FURTHER RESOLVED, that effective July 1, 2020, the City Manager shall take all necessary and appropriate steps consistent with best practices to ensure that the purpose of this resolution is put into effect; and

BE IT FURTHER RESOLVED, that this Resolution shall expire at the end of the current terms of the Mayor and Council or the upon last action required herein.

THIS RESOLUTION, WHICH IS EFFECTIVE JULY 1, 2020, IS ADOPTED BY THE COUNCIL OF THE CITY OF TAKOMA PARK, MARYLAND, THIS _____ DAY OF JUNE, 2020, BY ROLL-CALL VOTE AS FOLLOWS:

- AYE:
- NAY:
- ABSTAIN:
- ABSENT:

Attest:
Jessie Carpenter, CMC
City Clerk

1 Introduced by: _____
2

3 **CITY OF TAKOMA PARK, MARYLAND**

4
5 **RESOLUTION 2020-__**
6

7 **ADDRESSING SCHEDULED SALARY INCREASES FOR THE**
8 **MAYOR AND COUNCIL SET TO TAKE EFFECT JULY 1, 2020.**
9

10 **WHEREAS,** Pursuant to the operation of the City of Takoma Park’s Code, specifically section
11 2.04.100, the Mayor and Council receive a scheduled salary increase on July 1,
12 2020; and
13

14 **WHEREAS,** The Mayor and Council recognize that Maryland’s Constitution and the City’s
15 Charter prohibit in term salary adjustments for the City’s elected officials and, as
16 such, the Mayor and Council are not permitted to amend the City Code in order to
17 prevent their respective salaries from increasing on July 1, 2020; and
18

19 **WHEREAS,** The Mayor and Council recognize and understand that the COVID-19 pandemic
20 has had an adverse economic impact on residents of the City of Takoma Park and
21 will continue to have an adverse economic impact on the City’s residents for the
22 foreseeable future; and
23

24 **WHEREAS,** The Mayor and Council recognize and understand that the COVID-19 pandemic
25 has had an adverse economic impact on the City of Takoma Park’s finances and
26 will continue to have an adverse economic impact on the City’s finances for the
27 foreseeable future; and
28

29 **WHEREAS,** The Mayor and Council recognize and understand that labor negotiations with City
30 employees were delayed due to the COVID-19 pandemic and that no determination
31 has been made regarding staff wage adjustments, if any.
32

33 **NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE**
34 **CITY OF TAKOMA PARK,** that the Mayor and Council do not believe it is appropriate or
35 equitable for their respective salaries to increase under the present circumstances; and
36

37 * * *

38 **OPTION A**
39

40 **BE IT FURTHER RESOLVED,** that if, after July 1, 2020, City staff receives an increased wage
41 adjustment as contemplated by section 2.04.100.C of the City Code, the Mayor and Council shall
42 receive their scheduled salary increases from the same effective date as staff to the expiration of
43 their respective terms, and any such salary received shall be donated back to the City, and any
44 amounts placed in the “escrow-like” status for salary increase payments between July 1, 2020, and
45 the effective date referenced in this paragraph shall be returned to the City by operation of law or
46 donation if it is determined that donation is legally required; and

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2 **OPTION B**
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4 **BE IT FURTHER RESOLVED**, that if, after July 1, 2020, City staff receives an increased wage
5 adjustment as contemplated by section 2.04.100.C of the City Code, the Mayor and Council shall
6 receive their scheduled salary increases from the same effective date to the expiration of their
7 respective terms, and only the amounts placed in the “escrow-like” status for salary increase
8 payments between July 1, 2020, and the effective date referenced in this paragraph shall be
9 returned to the City by operation of law or donation if it is determined that donation is legally
10 required; and

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14 **BE IT FURTHER RESOLVED**, that, if City staff’s wage adjustment is suspended due to
15 financial constraints as contemplated by section 2.04.100.C of the City Code, the amount of the
16 salary increase for the Mayor and Council that commenced on July 1, 2020, and that was placed
17 in an “escrow-like” status through the effective date of the suspension of staff wage adjustments,
18 shall be returned to the City by operation of law as contemplated by section 2.04.100.C of the City
19 Code or donation if it is determined that donation is legally required, and the Mayor and Council
20 shall not receive any additional amounts representing the pay increase from the effective date in
21 this paragraph through the end of their respective terms by operation of section 2.04.100.C; and
22 that

23
24 **BE IT FURTHER RESOLVED**, that if no determination is made regarding City staff wage
25 adjustments, as contemplated in section 2.04.100.C of the City Code, prior to the expiration of the
26 present Mayor and Council’s terms, the amount of their respective salary increases held in the
27 “escrow-like” status shall be donated to the City; and

28
29 **BE IT FURTHER RESOLVED**, that, effective July 1, 2020, City Manager shall, in accordance
30 with best practices, identify the amount of any increase to the salary of the Mayor and each member
31 of Council and place their respective salary increases in an “escrow-like” status pending the
32 outcome of labor negotiations with City employees; and

33
34 **BE IT FURTHER RESOLVED**, that the City Manager shall ensure payment of any salary
35 increase to the Mayor and Council and the donation back to the City of the same is properly
36 reflected in the City’s records; and

37
38 **BE IT FURTHER RESOLVED**, that effective July 1, 2020, the City Manager shall take all
39 necessary and appropriate steps consistent with best practices to ensure that the purpose of this
40 resolution is put into effect; and

41
42 **BE IT FURTHER RESOLVED**, that this Resolution shall expire at the end of the current terms
43 of the Mayor and Council or upon the last action required herein.
44

1 **THIS RESOLUTION, WHICH IS EFFECTIVE JULY 1, 2020, IS ADOPTED BY THE**
2 **COUNCIL OF THE CITY OF TAKOMA PARK, MARYLAND, THIS _____ DAY OF**
3 **JUNE, 2020, BY ROLL-CALL VOTE AS FOLLOWS:**

- 4
- 5 AYE:
- 6 NAY:
- 7 ABSTAIN:
- 8 ABSENT:
- 9

10 Attest:
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12 Jessie Carpenter, CMC
13 City Clerk
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