



Takoma Park City Council Meeting – September 30, 2020 Agenda Item 7

Work Session

Principles of Council Compensation

Recommended Council Action

Discuss the draft principles. Consider adoption in October.

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. The Task Force presented a preliminary report to City Council on January 29, 2020. The final report was presented on April 22, 2020. One of the key recommendations of the Task Force is to update the outmoded 2003 principles of Council compensation, and the Task Force carefully crafted suggested language for this update. The attached draft tracks very closely with the Task Force's recommended language. The Principles are intended to underlie and inform future decisions about City Council and Mayor salary and compensation.

The following individuals served on the Task Force when the final report was submitted: Ashleigh Nugent (Ward 2) Frederick L. Schultz (Ward 6), Kelley Skelton (Ward 6), Paul Weeda (Ward 3), Bruce R. Williams (Ward 3), Janet Williams (Ward 4), and Enku Woldemedhin (Ward 4).

Council Priority

Engaged, Responsive, and Service-Oriented Government

Environmental Considerations

N/A

Fiscal Considerations

To be determined.

Racial Equity Considerations

The Task Force was 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 principles of compensation

**COUNCIL COMPENSATION PRINCIPLES
DRAFT FOR COUNCIL DISCUSSION ON SEPTEMBER 30, 2020**

- Whereas,** in November 2019 the City Council appointed a Council compensation task force to review salary and other compensation for the Mayor and City Council and recommend whether they should be changed; and
- Whereas,** the task force presented their findings to the Mayor and City Council on April 22, 2020; and
- Whereas,** in 2003 the City Council had adopted Principles of Compensation to guide the level of salary and other compensation for the Mayor and Council members; and
- Whereas,** the task force, as part of their work, reviewed the City’s 2003 Principles of Compensation, and came to the conclusion that these principles no longer reflect the reality of today’s Mayor and Council positions; and
- Whereas,** concerns with these Principles that the task force identified include: the “part-time” distinction sets an unrealistic precedent; conferring a specific status on the Councilmembers is done through our public election, and not from monetary payment; the size of Takoma Park relative to other municipalities does not necessarily correlate with the complexity of the work performed by the Council, and the Takoma Park constituency is also deeply engaged in local matters adding to the number of hours required by Councilmembers; and equity, to include racial equity, is overlooked; and
- Whereas,** the current compensation structure and required time commitment do not allow a resident to earn a reasonable wage, and there is a need to proactively create conditions which allow residents of all racial and socio-economic backgrounds to consider public service.

Now therefore be it resolved, that the City’s 2003 Principles of Compensation are replaced as follows:

The purpose of compensation is to provide the Mayor and Councilmembers with salary and non-salary benefits to help ensure that all residents have a fairer chance to run for city elective office.

1. The City of Takoma Park is committed to the fair and equitable administration of compensation, which includes salary and benefits.
2. Compensation shall be balanced between the City’s financial condition (OR fiscal capacity) and the service and stewardship provided by the Mayor and Councilmembers.
3. In recognition of the high-quality community-centered services rendered by the Takoma Park City Council, the City should strive to maintain a compensation structure that provides fair and reasonable compensation which need not be comparable with municipalities of similar size.

4. In order to recognize increased responsibility, the Mayor's salary shall be greater than that of the Councilmembers.
5. Council compensation information shall be transparent and easily accessible.
6. Council compensation and the principles shall be reevaluated at least every four years.