



Takoma Park City Council Meeting – October 14, 2020

Agenda Item 2

Voting Session

Principles of Council Compensation

Recommended Council Action

Approve First Reading of Draft Ordinance.

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
- Draft ordinance

**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.

Council Compensation Principles
Oct. 13, 2020

Introduced By: _____ First Reading:
Second Reading:
Effective Date: _____

**CITY OF TAKOMA PARK, MARYLAND
ORDINANCE 2020—**

**AMENDING THE PRINCIPLES OF COMPENSATION FOR THE MAYOR
AND COUNCILMEMBERS SET FORTH IN THE CITY OF TAKOMA
PARK CODE, SECTION 2.04.110, PERIODIC REVIEW OF COUNCIL
COMPENSATION.**

WHEREAS, the City of Takoma Park Code, section 2.04.110(A), Periodic review of council compensation, states, that the “Council shall appoint a committee of City residents, every 4 years beginning with calendar year 2007, to serve as the Council Compensation Committee. The Committee shall review the salaries of the Mayor and Councilmembers and make recommendations to the Council whether or not such salaries should be changed[;]” and

WHEREAS, in November of 2019, the City Council appointed a Council Compensation Committee, hereinafter referred to as the “Council Compensation Task Force,” to review the salaries of the Mayor and Councilmembers, as well as ~~and~~ recommend whether such salaries should be changed; and

WHEREAS, the Council Compensation Task Force ~~Committee~~ also reviewed the Principles of Compensation, currently codified in the City of Takoma Park Code, section 2.04.110(B); and

WHEREAS, the Council Compensation Task Force ~~Committee~~ presented its findings to the Mayor and City Council on April 22, 2020; and

WHEREAS, the Council Compensation Task Force, in its findings, ~~Committee~~ concluded that the Principles of Compensation no longer reflected the current roles and functions of the Mayor and Councilmembers; and

WHEREAS, the concerns of the Council Compensation Task Force with the current Principles included: the “part-time” distinction sets an unrealistic precedent; conferring a specific status on Councilmembers is done through 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 Council Compensation Task Force concluded that the current compensation structure and required time commitment do not allow a resident to earn a

1 reasonable wage, and there is a need to proactively create conditions which allow
2 residents of all racial and socio-economic backgrounds to consider public service;
3 and
4

5 **WHEREAS,** the Council Compensation Task Force~~Committee~~ recommended new Principles
6 of Compensation, about which it felt better reflected the current roles and
7 functions of the Mayor and Councilmembers; and
8

9 **WHEREAS,** the City Council, after having reviewed the proposed revisions, and upon making
10 further modifications, desires to amend section 2.04.110 of the Takoma Park
11 Code.
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13 **NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF**
14 **TAKOMA PARK, MARYLAND, THAT** section 2.04.110, Periodic review of council
15 compensation, of the Takoma Park Code, is hereby amended as follows:
16

17 **Chapter 2.04**
18 **MEETINGS AND PROCEDURES OF THE COUNCIL**
19

20 ***

21 **2.04.110 Periodic review of council compensation.**
22

23 A. Council Compensation Committee. The Council shall appoint a committee of City residents, at
24 least every 4 years ~~beginning with calendar year 2007~~, to serve as the Council Compensation
25 Committee. The Committee shall review the salaries of the Mayor and Councilmembers and make
26 recommendations recommend to the Council whether or not such salaries should be changed, as
27 well as review the Principles of Compensation.
28

29 B. Principles of Compensation. The Council Compensation Committee shall apply the following
30 principles to guide its recommendations:
31

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

3
4 B. Principles of Compensation: The purpose of compensation is to provide the Mayor and
5 Councilmembers with salary and non-salary benefits to help ensure that all residents have a fairer
6 chance to run for City elective office, which promote a more equitable incentive and opportunity
7 for residents to run for elected office. The Council Compensation Committee shall apply the
8 following principles to guide its recommendations:
9

10 1. The City of Takoma Park is committed to the fair and equitable administration of
11 compensation, which includes salary and benefits;

12
13 2. Compensation shall be balanced between the City's financial condition and fiscal
14 capacity, and as well as the service and stewardship provided by the Mayor and
15 Councilmembers;

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16
17 3. In recognition of the high-quality, community-centered services rendered by the Takoma
18 Park City Council, the City should strive to maintain a compensation structure that which
19 provides fair and reasonable compensation for the services performed by the Mayor and
20 Councilmembers, which need not be comparable with to municipalities of similar size;

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21
22 4. To recognize increased responsibility, the Mayor's salary shall be greater than that of
23 the Councilmembers; and

24
25 5. Information regarding compensation of the Mayor and Councilmembers shall be
26 transparent and easily accessible.

27
28 C. Effective Date of Council Salary Adjustment. Any change in the salary paid to the Mayor and
29 Councilmembers is shall be adopted prior to the next municipal election and takes effect only as
30 to the next succeeding Mayor and Councilmembers as prescribed in Sections 302(c) and 304(c) of
31 the Municipal Charter. (Ord. 2004-3 (part), 2004)

32
33 THIS ORDINANCE IS ADOPTED BY THE COUNCIL OF THE CITY OF TAKOMA PARK,
34 MARYLAND, THIS 21st DAY OF OCTOBER, 2020, BY ROLL-CALL VOTE AS
35 FOLLOWS:

36
37 AYE:

38 NAY:

39 ABSTAIN:

40
41
42 **Explanatory Note:**

- 43
44 1. Underlining indicates language being added to the Code.
45 2. ~~Strikethrough~~ indicates language being deleted from the Code.