



Takoma Park City Council Meeting – October 21, 2020 Agenda Item 1

Voting Session

Principles of Council Compensation

Recommended Council Action

Approve Ordinance at Second Reading.

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 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).

At First Reading, several additions or corrections were made, as shown in the attached draft Ordinance.

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 ordinance as amended at first reading.

1 Introduced by: Councilmember Dyballa

First Reading: October 14, 2020

2 Second Reading:

3 Effective Date:

4
5 **CITY OF TAKOMA PARK, MARYLAND**
6 **ORDINANCE 2020-29**

7
8 **AMENDING THE PRINCIPLES OF COMPENSATION FOR THE MAYOR**
9 **AND COUNCILMEMBERS SET FORTH IN THE CITY OF TAKOMA**
10 **PARK CODE, SECTION 2.04.110, PERIODIC REVIEW OF COUNCIL**
11 **COMPENSATION.**

12
13 **WHEREAS,** the City of Takoma Park Code, section 2.04.110(A), Periodic review of council
14 compensation, states, that the “Council shall appoint a committee of City
15 residents, every 4 years beginning with calendar year 2007, to serve as the
16 Council Compensation Committee. The Committee shall review the salaries of
17 the Mayor and Councilmembers and make recommendations to the Council
18 whether or not such salaries should be changed[;]” and

19
20 **WHEREAS,** in November of 2019, the City Council appointed a Council Compensation
21 Committee, hereinafter referred to as the “Council Compensation Task Force,” to
22 review the salaries of the Mayor and Councilmembers, as well as recommend
23 whether such salaries should be changed; and

24
25 **WHEREAS,** the Council Compensation Task Force also reviewed the Principles of
26 Compensation, currently codified in the City of Takoma Park Code, section
27 2.04.110(B); and

28
29 **WHEREAS,** the Council Compensation Task Force presented its findings to the Mayor and
30 City Council on April 22, 2020; and

31
32 **WHEREAS,** the Council Compensation Task Force, in its findings, concluded that the
33 Principles of Compensation no longer reflected the current roles and functions of
34 the Mayor and Councilmembers; and

35
36 **WHEREAS,** the concerns of the Council Compensation Task Force with the current Principles
37 included: the “part-time” distinction sets an unrealistic precedent; conferring a
38 specific status on Councilmembers is done through public election, and not from
39 monetary payment; the size of Takoma Park relative to other municipalities does
40 not necessarily correlate with the complexity of the work performed by the
41 Council, and the Takoma Park constituency is also deeply engaged in local
42 matters adding to the number of hours required by Councilmembers; and equity,
43 to include racial equity, is overlooked; and

44
45 **WHEREAS,** the Council Compensation Task Force concluded that the current compensation
46 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 recommended new Principles of
6 Compensation, about which it felt better reflected the current roles and functions
7 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.
12

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, to serve as the Council Compensation Committee. The Committee shall review
25 the salaries of the Mayor and Councilmembers and ~~make recommendations~~ recommend to the
26 Council whether ~~or not~~ such salaries should be changed, as well as review the Principles of
27 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

34 ~~2. Full monetary compensation for the Mayor and Councilmembers is not appropriate;~~
35

36 ~~3. It is appropriate to monetarily compensate the Mayor and Councilmembers to some extent for~~
37 ~~their work;~~
38

39 ~~4. Monetary compensation creates an obligation for the Mayor and Councilmembers to perform~~
40 ~~their jobs;~~
41

42 ~~5. Monetary compensation provides status to the Mayor and Councilmembers;~~
43

44 ~~6. The Mayor's salary should be greater than that of Councilmembers; and~~
45

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 which promote a more equitable incentive
6 and opportunity for residents to run for elected office. The Council Compensation Committee shall
7 apply the following principles to guide its recommendations:
8

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

11
12 2. Compensation shall be balanced between the City's financial condition and fiscal
13 capacity, and the service and stewardship provided by the Mayor and Councilmembers;

14
15 3. In recognition of the complex community-oriented nature of the work performed by the
16 Takoma Park City Council, the City should strive to maintain a compensation structure that
17 provides fair and reasonable compensation which need not be comparable with
18 municipalities of similar size;

19
20 4. To recognize increased responsibility, the Mayor's salary shall be greater than that of
21 the Councilmembers; and

22
23 5. Information regarding compensation of the Mayor and Councilmembers shall be
24 transparent and easily accessible.

25
26 C. Effective Date of Council Salary Adjustment. Any change in the salary paid to the Mayor and
27 Councilmembers ~~is shall be~~ adopted prior to the next municipal election and takes effect only as
28 to the next succeeding Mayor and Councilmembers as prescribed in Sections 302(c) and 304(c) of
29 the Municipal Charter.
30

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

35 AYE:

36 NAY:

37 ABSTAIN:
38
39

40 **Explanatory Note:**

- 41
42 1. Underlining indicates language being added to the Code.
43 2. ~~Strikethrough~~ indicates language being deleted from the Code.