



## Takoma Park City Council Meeting – November 10, 2021 Agenda Item 3

### **Voting Session**

First Reading Ordinance Amending Takoma Park Code, Chapter 2.04 to Provide for Adjustments to the Salary and Compensation of the Mayor and Councilmembers

### **Recommended Council Action**

Consider the ordinance at first 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 Councilmembers, and to recommend changes. Those recommendations were presented to Council on April 22, 2020.

The Committee's recommended changes included an increase to the salary and additional benefits for both the Mayor and Councilmembers. The Director of Human Resources then met with Council on June 17, 2020, October 13, 2021, and October 20, 2021 to discuss current benefit options available and potential changes to Council benefits and salary.

Section 2.04.100(A) and (B) of the City Code designate that the salaries of the Mayor and Councilmembers be increased at the start of each fiscal year. As such, Council salaries are generally increased on July 1 of each year by the amount of the Employment Cost Index.

Per the Maryland Constitution and City Charter, Council may not amend their own salary or benefits. Therefore, any Council compensation changes will go into effect with the next Council, elected in 2022.

### **Council Priority**

An Engaged, Responsive & Service-oriented Government

### **Environmental Considerations**

There are no environmental impacts which would occur.

### **Fiscal Considerations**

The fiscal impact will depend on the determination of Council.

### **Racial Equity Considerations**

Race equity was one of the factors considered by the Council Compensation Task Force, as to whether current salary and benefits are considered barriers to running for office or serving on Council.

**Attachments and Links**

- [Council Compensation Task Force Recommendations \(Presented on 4/22/20\)](#)
- Draft ordinance

1 Introduced by: Councilmember

First Reading: November 10, 2021

2 Second Reading:

3 Effective Date:

4  
5 **CITY OF TAKOMA PARK, MARYLAND**

6  
7 **ORDINANCE NO. 2021-XX**

8  
9 **Amending Takoma Park Code, Chapter 2.04 to Provide for Adjustments to the Salary and**  
10 **Compensation of the Mayor and Councilmembers**  
11

12 **WHEREAS,** the City of Takoma Park Charter Sections 302(c) and 304(c) the Mayor and each  
13 Councilmember may receive an annual salary as set from time to time by an  
14 ordinance passed by the Council in the regular course of business, that the salary  
15 paid to the Mayor and to Councilmembers cannot be increased or diminished during  
16 his or her term of office, that any ordinance changing the compensation shall be  
17 adopted prior to the next municipal election, and that any salary adjustment  
18 ordinance can be effective only as to the members of the next succeeding Council;  
19 and

20 **WHEREAS,** the City of Takoma Park Code, section 2.04.110(A), states that the “Council shall  
21 appoint a committee of city residents, every 4 years beginning with calendar year  
22 2007, to serve as the Council Compensation Committee. The Committee shall  
23 review the salaries of the Mayor and Councilmembers and make recommendations  
24 to the Council whether or not such salaries should be changed; and

25 **WHEREAS,** the salaries of the Mayor and Councilmembers were last modified by Ordinance  
26 2012-53, pursuant to the review of a compensation committee; and

27 **WHEREAS,** the 2012 ordinance also provided for health insurance benefits and added an annual  
28 salary adjustment based on the Wage and Salaries Employment Cost Index for State  
29 and Local Government; and

30 **WHEREAS,** Ordinance 2015-51 permitted the Mayor and Councilmembers to save money  
31 in a flexible spending account for dependents based on the  
32 recommendation of a compensation review committee; and  
33

34 **WHEREAS,** the Mayor currently receives an annual salary of \$15,413.05, which is comprised  
35 of a \$13,000.00 base salary adjusted on an annual basis by Code in relation to the  
36 Wage and Salaries Employment Cost Index for State and Local Government; and  
37

38 **WHEREAS,** each Councilmember currently receives an annual salary of \$11,856.24, which is  
39 comprised of a base salary of \$10,000.00 adjusted on an annual basis in relation to  
40 the Wage and Salaries Employment Cost Index for State and Local Government;  
41 and  
42

43 **WHEREAS**, by Resolution 2019-55, the Council appointed the 2019 Council Compensation  
44 Committee, which was referred to as the “Council Compensation Task Force,” to  
45 review the salaries and benefits of the Mayor and Councilmembers and provide a  
46 recommendation to the Council as to whether or not any adjustments should be  
47 made; and

48 **WHEREAS**, on April 22, 2020, the 2019 Council Compensation Committee presented its final  
49 report to Council and recommended that;

- 51 1. The Mayor’s salary be increased to \$32,000.00,
- 52
- 53 2. Councilmember’s salaries be increased to \$24,000.00,
- 54
- 55 3. The City continue to utilize the Wage and Salaries Employment Cost Index  
56 for State and Local Government to adjust the salaries of elected officials on  
57 an annual basis, and
- 58
- 59 4. Elected officials have access to all types and categories of benefits provided  
60 to full-time City staff.
- 61

62 **WHEREAS**, the Mayor and Council sitting in September, 2020, adopted an ordinance amending  
63 the principles of compensation and deferred consideration of compensation  
64 adjustments until after the November 2020 election in order to allow the Council  
65 elected in the November 2020 election to address any changes that would become  
66 effective for the Council to be elected following the November 2022 election; and

67 **WHEREAS**, the Mayor and Council have accepted some but not all of the 2019 Council  
68 Compensation Committee’s recommendations.

69 **NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF**  
70 **TAKOMA PARK, MARYLAND THAT** Chapter 2.04 of the City of Takoma Park Code is  
71 amended as follows:

72 \* \* \*

73  
74 **2.04.100 Salary of Mayor and Councilmembers.**

75 A. Unless a different salary is enacted pursuant to a recommendation arising out of a periodic  
76 council compensation review and set forth in subparagraph C of this section, tThe Mayor shall  
77 receive an annual salary of \$13,000.00 through the date on which the Mayor elected in November  
78 2013 is sworn in. For the period from the day following the swearing in of November 2013 until  
79 June 30, 2014, the salary shall be \$13,000.00 as adjusted according to the 12-month percent of  
80 change in the annual Wage and Salaries Employment Cost Index for State and Local Government  
81 calculated as of December 2012, or 0.0%, whichever is greater. Thereafter, the Mayor’s salary  
82 shall be adjusted on July 1st of each year pursuant to the above index, or 0.0%, whichever is  
83 greater.

84 B. Unless a different salary is enacted pursuant to a recommendation arising out of a periodic  
85 council compensation review and set forth in subparagraph C of this section, eEach

86 Councilmember shall receive an annual salary of \$10,000.00 through the date on which the  
87 Councilmembers elected in November 2013 are sworn in. For the period from the day following  
88 the swearing in of November 2013 until June 30, 2014, the salary shall be \$10,000.00 as adjusted  
89 according to the 12-month percent of change in the annual Wage and Salaries Employment Cost  
90 Index for State and Local Government calculated as of December 2012, or 0.0%, whichever is  
91 greater. Thereafter, the salary of each Councilmember shall be adjusted on July 1st of each year  
92 pursuant to the above index, or 0.0%, whichever is greater.

93 C. Pursuant to the 2019 council compensation committee's recommendations, the salaries for  
94 the Mayor and each Councilmember are modified for future years as follows:

95 1. Mayor. For the period from the day following the post-election swearing in of  
96 November 2022 until June 30, 2023, the Mayor's salary shall be \$32,000.00 as adjusted  
97 according to the 12-month percent of change in the annual Wage and Salaries Employment  
98 Cost Index for State and Local Government calculated as of December 2021, or 0.0%,  
99 whichever is greater. Thereafter, the Mayor's salary shall be adjusted on July 1st of each  
100 year pursuant to the above index, or 0.0%, whichever is greater.

101 2. Council. For the period from the day following the post-election swearing in of  
102 November 2022 until June 30, 2023, the salary for each Councilmember shall be  
103 \$24,000.00 as adjusted according to the 12-month percent of change in the annual Wage  
104 and Salaries Employment Cost Index for State and Local Government calculated as of  
105 December 2021, or 0.0%, whichever is greater. Thereafter, the salary of each  
106 Councilmember shall be adjusted on July 1st of each year pursuant to the above index, or  
107 0.0%, whichever is greater.

108 ~~D.~~ In the event that a staff wage adjustment is suspended due to financial constraints,  
109 adjustments to the salaries of the Mayor and each Councilmember shall also be suspended.

110 ~~E.~~ The Mayor and Councilmembers shall be paid biweekly in accordance with the City's  
111 regular payroll schedule. (Ord. 2015-51 § 1, 2015/Ord. 2012-53 § 1, 2012/Ord. 2007-42, 2007/Ord.  
112 2004-3 (part), 2004)

113 **2.04.105 Health insurance benefits of Mayor and Councilmembers.**

114 A. Unless different health insurance benefits are enacted pursuant to a recommendation  
115 arising out of a periodic council compensation review and identified in subparagraph B of this  
116 section, eEffective the day after the Mayor and Councilmembers are sworn in following the  
117 November 2013 election, the Mayor and each Councilmember may participate in the City's health  
118 insurance program on a cost sharing basis, with the City paying 50% of the lowest cost base  
119 premium rate for individual coverage. (Ord. 2015-51 § 1, 2015/Ord. 2012-53 § 1, 2012)

120 B. Pursuant to the 2019 council compensation committee's recommendations, the benefits for  
121 the Mayor and each Councilmember are modified for future years as follows:

122 1. Following the post-election swearing in of November 2022, the Mayor and Council  
123 shall be eligible to receive health insurance benefits equivalent to those of full-time City  
124 employees.

125 **2.04.110 Periodic review of council compensation.**

126 A. Council Compensation Committee. The Council shall appoint a committee of City residents,  
127 at least every four years, to serve as the Council Compensation Committee. The Committee shall  
128 review the salaries of the Mayor and Councilmembers and recommend to the Council whether  
129 such salaries should be changed, as well as review the principles of compensation.

130 B. Principles of Compensation. The purpose of compensation is to provide the Mayor and  
131 Councilmembers with salary and nonsalary benefits which promote a more equitable incentive and  
132 opportunity for residents to run for elected office. The Council Compensation Committee shall  
133 apply the following principles to guide its recommendations:

- 134 1. The City of Takoma Park is committed to the fair and equitable administration of  
135 compensation, which includes salary and benefits;
- 136 2. Compensation shall be balanced between the City's financial condition and fiscal capacity,  
137 and the service and stewardship provided by the Mayor and Councilmembers;
- 138 3. In recognition of the complex community-oriented nature of the work performed by the  
139 Takoma Park City Council, the City should strive to maintain a compensation structure that  
140 provides fair and reasonable compensation which need not be comparable with municipalities  
141 of similar size;
- 142 4. To recognize increased responsibility, the Mayor's salary shall be greater than that of the  
143 Councilmembers; and
- 144 5. Information regarding compensation of the Mayor and Councilmembers shall be  
145 transparent and easily accessible.

146 C. Effective Date of Council Salary Adjustment. Any change in the salary paid to the Mayor and  
147 Councilmembers shall be adopted prior to the next municipal election and takes effect only as to  
148 the next succeeding Mayor and Councilmembers as prescribed in Sections 302(c) and 304(c) of  
149 the Municipal Charter. (Ord. 2020-29, 2020/Ord. 2004-3 (part), 2004)

150 THIS ORDINANCE IS ADOPTED BY THE COUNCIL OF THE CITY OF TAKOMA PARK,  
151 MARYLAND, THIS \_\_\_ DAY OF \_\_\_\_\_, 2021, BY ROLL-CALL VOTE AS FOLLOWS:

152  
153 AYE:  
154 NAY:  
155 ABSTAIN:  
156 ABSENT:  
157

158 Explanatory Note:

159  
160 Additions to the existing language of the City Code are shown by underlining.  
161 ~~Deletions~~ to the existing language of the City Code are shown by ~~strikeout~~.

162 \*\*\* indicates sections of the Chapter that remain unchanged but have been omitted from the  
163 ordinance.  
164