

**Compensation Commission
Minutes
Wednesday, March 6, 2019
Diamondback Terrapin Conference Room**

Commissioners Present: Janice Podoll Frankle, Barry Klein, Richard Stolz, and Jonelle Williams

City Staff Present: City Clerk/Director of Council Operations Sara Taylor-Ferrell, City Attorney Debra Daniel

Public Present: Two Rockville residents were in attendance at the meeting

Convene

Commission Chair Richard Stolz called the meeting to order at 6:35 PM.

Review of Minutes

The Commissioners reviewed the Minutes of the February 5, 2019 meeting. Barry Klein made a motion to approve the minutes and Janice Podoll Frankle seconded the motion. The minutes were unanimously approved, as amended.

Welcome

Chairman Richard Stolz welcomed the two Rockville residents to the meeting.

Discussion of Compensation Commission Report

The Compensation Commission discussed proposed recommendations for compensation for the Mayor and Council who would be serving after the November 2019 election.

The Compensation Commission reviewed and discussed the responses received from the online survey and from the responses to questions to the sitting Mayor and Council.

The Compensation Commission discussion reaffirmed that the City's Charter and Code intended for the Mayor and Council positions to be like the City's Board of Directors, that they are essentially volunteers whose positions are not intended to be full-time jobs. Under the City Charter, the Mayor and Council are not responsible for the administration of the City. That duty is vested in the City Manager, who is employed full-time by the City and is responsible for the day-to-day operation of the City.

The Compensation Commission discussed the fact that serving on the City Council is time-consuming and the Mayor and Council should have the necessary tools to do their work. While the Compensation Commission noted that the Mayor and Council's compensation was never intended to be a salary, but instead was intended to offset any personal costs incurred by the elected officials in carrying out their duties. The Compensation Commission agreed that the Mayor and Council's compensation should have an allowance for cellphone use and the necessary technology equipment, e.g., computers, in order to do their work as efficiently as possible. Also, the Compensation Commission discussed ways to financially incentivize others to seek office. The Compensation Commission proposed that the Mayor and City Council's compensation be increased by approximately \$500 (\$2,000 over the four-year term) to include

compensation for cellphones and other electronic devices needed by the Mayor and City Council to conduct City business.

Concerning reimbursements, the Compensation Commission agreed that any meal expenses incurred by the Mayor and City Council while discussing City business and any tickets purchased to attend fundraising events should be included in the Mayor and Council's compensation and not be treated as reimbursements. With regard to this, the Commission agreed to include a recommendation to increase the Mayor and Council's compensation by approximately \$1,000 to cover these expenses.

The Compensation Commission also discussed incorporating a travel budget into the Mayor and City Council's compensation. It was proposed that the Mayor and Council be provided with annual travel reimbursements not to exceed \$5,000 each in addition to their annual compensation. This reimbursement would require that the Mayor and City Council adopt language in the City Code allowing for travel reimbursements. The Compensation Commission proposed that the travel reimbursements be increased by \$250 each fiscal year during the Mayor and Council's term for a total of \$1,000 each over four years.

The Compensation Commission also discussed annual increases for the Mayor and City Council's annual compensation and agreed to recommend that their compensation be increased by any positive change, if any, in the Washington-Baltimore CPI-U for the 12 months preceding the previous November. This will make certain that the Mayor and Council's compensation remains whole over their four-year terms.

The Compensation Commission, as required by the City Code, reviewed the compensation levels of local cities in the State of Maryland, as well as in the Washington Metro area and found that Rockville is in the top tier of those local jurisdictions with similar populations.

Finally, with respect to the Mayor and Council's access to benefits, the Compensation Commission agreed with the previous Compensation Commission's conclusions and reaffirmed the decision and reasoning behind the decision to allow the Mayor and Council, if eligible, access to certain employee benefits provided that the member pays 100% of the cost of each benefit.

The Compensation Commission proposed that City Attorney Debra Daniel draft the Compensation Commission Report based on the discussion and conclusions reached by the Compensation Commission. The Compensation Commission agreed that City Attorney Debra Daniel had the expertise to draft the Compensation Commission Report and then the Compensation Commission would review her draft and provide feedback, corrections, and changes.

Future Meetings

Tuesday, March 26, 2019-6:30-8:00

Adjournment

The meeting adjourned at 8:30 PM.

Motion: to Adjourn

Moved by Commissioner Klein and seconded by Commissioner Podoll Frankle and approved unanimously.