



# Compensation Commission

## DRAFT Minutes

Thursday, March 30, 2023  
5:30-7:00 p.m.

In-Person / WebEx  
City Hall, 111 Maryland Avenue  
Black-Eyed Susan

- **Convene**

**Commissioners in attendance:** Chair William Spagnuolo, Commissioner John Becker, Commissioner Kavita Dawson, Commissioner Paul Newman, Commissioner Marc Weinshenker

**City staff:** Deputy City Clerk Danny Winborne, City Clerk Executive Assistant Judy Penny

Deputy City Clerk, Danny Winborne, convened the meeting at 5:40 pm.

- **Approval of Minutes from February 8, 2023**

Motion: Chair William Spagnuolo moved to approve the minutes from the February 8, 2023, Compensation Commission meeting.

**RESULT: APPROVED [UNANIMOUS]**

**MOVER:**

William Spagnuolo, Chair

**SECONDER:**

John Becker, Commissioner

**IN FAVOR:**

Chair Spagnuolo, Commissioner Becker, Commissioner Dawson, Commissioner Newman, Commissioner Weinshenker

- **Communications – Outreach to the Public**

- Question regarding what is included salary and classification of terms. This has to do with State classification of terms.

- **Mayor and Council Interviews**

- Initial suggestion was that Compensating Commission interview Mayor and Council at their next meeting on April 13, 2023. It was later agreed that there would be 1-on-1 interviews with Mayor and Council and the Commissioners, in alphabetical order, with the Chair interviewing the Mayor:

- **Chair Spagnuolo – Mayor Newton**
- **Commissioner Becker – Councilmember Ashton**
- **Commissioner Dawson – Councilmember Feinberg**
- **Commissioner Newman – Councilmember Myles**
- **Commissioner Weinshenker – Councilmember Pierzchala**

- **Discussion of Data and Possible Recommendations to the Mayor and Council**

The Commission had a discussion and asked questions of staff:

- Chairman Spagnuolo had a set of questions, and his questions were answered with the updated survey data Staff provided to the commission.
- Commissioner Dawson asked a set of questions and answers were provided.
- Commissioner Paul Newman shared his questions and answers were provided.
- Commissioner Becker wants to have the compensation numbers for Arlington, Va. Since Virginia's tax base and structure is different from Maryland, this may not be a viable basis for comparison.
- Where are the 2019 recommendations – The 2019 Report and recommendations were included in the documents we provide to the current compensation commission.
- Is there a floor or a cap on compensations?
- The Focus of comparison should be similar to Rockville's, Council – Manager form of government.
- How much do Mayor and Council receive annually for travel and conference expenses? - Answer - \$5,000.00

- **Next Steps**

- Staff will set up 1-on-1 Interviews with Mayor and Council
  - **Chair Spagnuolo – Mayor Newton (TBD)**
  - **Commissioner Becker – Councilmember Ashton (Scheduled for 4/21)**
  - **Commissioner Dawson – Councilmember Feinberg (Scheduled for 4/21)**
  - **Commissioner Newman – Councilmember Myles (Scheduled for 4/20)**
  - **Commissioner Weinshenker – Councilmember Pierzchala (Scheduled for 4/20)**
- Commissioner Newman to provide a soft copy of his compensation tables back to the implementation of the March 29, 2019, Compensation Commission in Excel format. It will be sent to all commissioners.
- Commission needs full copy of table from Finance, as a portion of it was cut off (a hard copy of the table was provided to each of the commissioners at the April 13, 2023, Compensation Commission Meeting).
- Staff will set up 1-on-1 interviews with the Mayor and Council and the Compensation Commission
- Staff will Schedule a Town Hall for the community to provide input to the Compensation Commission

- **Adjournment**

There being no further business, the meeting adjourned at 6:57 pm.

**RESULT: APPROVED [UNANIMOUS]**

**MOVER:** John Becker, Commissioner

**SECONDER:** Paul Newman, Commissioner

**IN FAVOR:** Chair Spagnuolo, Commissioner Becker, Commissioner Dawson, Commissioner Newman,  
Commissioner Weinshenker