

Approved: March 20, 2015

Compensation Commission
Meeting Minutes
March 11, 2015
1:00 p.m.

Members Present

James Coyle, Norm Hampton, Jim Marrinan and Tom McKenna.

Staff Present

Deputy City Clerk Brenda Bean and City Attorney Debra Daniel.

Convene

The meeting took in the Blue Crab Conference Room, Rockville City Hall, 111 Maryland Avenue, Rockville, Maryland.

Chair Coyle called the meeting to order at 1:00 p.m.

Approval of Minutes

Upon motion of Jim Marrinan, seconded by Norm Hampton and unanimously approved, the following minutes were adopted:

January 27, 2015
February 4, 2015
February 12, 2015

Discussion

Chair Coyle stated that five people spoke at the public hearing held March 10, 2015, and delivered good testimony. He noted that all speakers thought Mayor and Council compensation needs to be increased.

The Commission proceeded to discuss what should be in the Commission's report. The discussion included the following points:

- Mayor and Council can approve Commission's recommendation as given, or decrease the amounts. They cannot increase it.
- Cafeteria benefits plan and the possibility of adding a dollar amount to the Mayor and Council compensation which could be used for benefits. What doesn't get used would then become compensation. Or increase the compensation and they would be responsible for 100% of the premium.
- The CPI-U is being applied in accordance with the Commission's recommendation, but other than the CPI-U the Mayor and Council's compensation has not been increased for

10 years. With the new 4-year term, if the Commission chooses not to recommend an increase beyond the CPI-U, that would mean 14 years without an increase in the compensation.

- Makes sense to recommend an adjustment to the compensation now to make up for those periods where the Mayor and Council did not fund the Commission's recommended adjustments. A good approach might be to determine the CPI-U percentages for those time periods and increase the compensation by that amount.
- The Mayor and Council should continue to have the ability to access benefits.
- So that the public can easily find the information, the Mayor and Council compensation should be listed on the website.
- Low compensation should not discourage good people from running and higher compensation should not be the only reason that people run. There should still be a volunteer component to serving as an elected official.
- Complexity of Rockville now should be factored in.
- Because some are of taking advantage of the benefits and some are not, there is the issue of equitableness. There should be a way to make this more uniform.
- There was discussion and agreement to make a final decision on the current compensation level at the next meeting, and to set forth the reasons behind it.
- There was a consensus among the members of the Commission that they are comfortable with continuing the 4-year terms for Commissioners.

Note: Tom McKenna left the meeting at 3:04 p.m.

Next Steps

Obtain from Finance the annual CPI-U percentage change for the years 2005 through 2015.

Future Meetings

Monday, March 16, 2015 at 10:00 a.m.

Friday, March 20, 2015 at 10:00 a.m.

Adjournment

There being no further business, the meeting adjourned at 3:06 p.m.

Motion to adjourn:

Moved by Jim Marrinan, seconded by Norm Hampton and unanimously approved.