

Approved: March 20, 2015

Compensation Commission
Meeting Minutes
March 16, 2015
10:00 a.m.

Members Present

Chair 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 place in the Diamondback Terrapin Conference Room, Rockville City Hall, 111 Maryland Avenue, Rockville, Maryland.

Chairman Coyle called the meeting to order at 10:07 a.m.

Approval of Minutes

Motion to approve the Executive Session minutes for January 27, 2015.
Moved by Norm Hampton, seconded by Jim Marrinan and unanimously approved.

Motion to approve the minutes for February 26, 2015.
Moved by Norm Hampton, seconded by Tom McKenna and unanimously approved.

Discussion

- Discussion on where Rockville stands in terms of compensation for other jurisdictions. The comparative table that Chair Coyle referenced is out of date. Staff will obtain current numbers and provide this information at the next meeting.
- For transparency sake, acknowledge in the report that the Mayor and Council have been receiving benefits and the matter needs to be addressed since there has never been a policy. It has been in the budget, but no policy supporting it.
- Discussion on the impact to the budget if all five members availed themselves of the benefits. Roughly \$35k now as opposed to approximately \$80k.
- We should not increase compensation to offset benefits. One justification for the increase could be the complexity of Rockville now and how much the world has changed. Rockville is a much more complex community than others. Another could be that the base has not been increased for ten years. This could actually become 14 years because that is when the Compensation Commission next convenes.

- There was agreement that the Mayor and Council's compensation amount should be increased to make up for those years when the Mayor and Council did not fund the recommended adjustments.
- Discussion on the difference between an increased amount vs. the benefits that would no longer be paid for by the City.
- \$32,000 for Mayor and \$26,000 for Council are good numbers. Approximately 18% for everything. 13.1% was the CPI-U percentage that they did not take for all those years, plus 5% equals 18%.
- Mayor and Councilmembers should pay for their cell phones. That is what their compensation is for. Discussion on difference between reimbursements and annual compensation. Under City policy, amount paid for cell phone stipend is considered compensation. The report should say reimbursements are expenses "for business purposes."
- There are definitely justifications to warrant a small adjustment to their compensation but not to the extent that it would appear to change the structure of City government.
- In the report, be sure to reference the Comparative Table as an attachment, as well as the CPI-U table.

Motion: to accept 13.1% as a component of the increase the Compensation Commission will recommend. This represents the accumulated CPI adjustments that were not applied to the base for five years, totaling \$30,574 for the Mayor and \$24,459 for the Council.

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

Motion: For FY 2017, 2018, 2019 and 2020, the monetary compensation for the Mayor and Council be increased by the positive change, if any, in the Washington-Baltimore CPI-U for the twelve months preceding the previous November, and, according to existing policy, these positive changes be reflected in the City Manager's budget proposals for the above-referenced years.

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

Adjournment

There being no further business, the meeting adjourned at 11:50 a.m.

Motion to adjourn.

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