



**CITY OF COLLEGE PARK, MARYLAND
REGULAR MEETING AGENDA ITEM**

AGENDA ITEM: 23-O-06

Prepared By: Teresa Way-Pezzuti
Director, HR

Meeting Date: 06/06/23

Presented By: Teresa Way-Pezzuti , Director, HR

Proposed Consent: N/A

Originating Department: Human Resources

Action Requested: Adoption of the Amended Ordinance 23-O-06 for Change of Mayor, Mayor Pro Tempore and Councilmembers Compensation

Strategic Plan Objective: OKR #1 – Innovate and improve City services to enhance quality, value, and accessibility for all our residents.

Background/Justification:

The compensation of the Mayor and Council was last amended by Charter Resolution 13-CR-02 effective January 1, 2014. The Charter states that the Mayor shall receive as compensation \$10,500 per year and Councilmembers receive compensation in the amount of \$7,000. In 2018, the Council adopted a Charter Amendment stating that any future change to Mayor and Council compensation must be adopted by Ordinance. However, no salary change should be effective during their current term of office.

Human Resources staff reviewed public data from nearby cities and municipalities with similar population sizes and budgets.

Based on the comparison data, it was staff's professional opinion that a change in salary is warranted at this time. During our research we discovered many municipalities had a Compensation Review Committee comprised of residents to make the recommendation for the salaries of elected officials. The committees conducted surveys on their city's websites to seek public input and used this data to determine their recommendation on compensation for the Mayor and Council.

The Ordinance 23-O-06 was introduced at the City Council meeting on May 16, 2023, and a required public meeting was scheduled for June 6, 2023. The ordinance was amended to pay the Council bi-weekly instead of monthly and incorporates the increase of annual compensation in the amount of \$15,000 for the Mayor; \$12,500 for the Mayor Pro Tempore; and \$10,000 for other Councilmembers.

The Mayor and Council also determined that a Compensation Review Committee of residents should be established every election year for any future reviews. A separate resolution will be prepared to appoint a Compensation Review Committee

Fiscal Impact:

The Amended Ordinance 23-O-06 provides a fiscal impact of \$31,000 in total for the annual compensation of the Mayor, Mayor Pro Tempore and Councilmembers

Council Options:

1. Adopt the Amended Ordinance as introduced.
2. Authorize the City Attorney to make changes to the Ordinance 23-O-06 at different amounts from #1.
3. Take no action at this time.

Staff Recommendation:

Option 1 – Adopt the Amended Ordinance as introduced.

Recommended Motion:

I move to adopt the Amended Ordinance 23-O-06 to increase the annual compensation of the Mayor to \$15,000, the Mayor Pro Tempore to \$12,500 and remaining Councilmembers to \$10,000 to be paid on a bi-weekly basis beginning on or around December 15, 2023.

Attachments:

1. Comparison Compensation Chart for Local Councils
2. Amended Ordinance