

# 2022 Compensation Review Committee & Recommendation

## Mission

Every four (4) years, at least one hundred and eighty (180) days prior to a mayoral election, the Mayor shall appoint, with Council approval, a seven person committee whose membership shall be comprised of at least one member from each Ward of the City, to review and make recommendations for the compensation of both the Mayor to be elected in the next municipal election and all City Council members serving during that upcoming four year term. The Compensation Review Committee shall make its recommendation as to any compensation increase, decrease or lack of change, in the existing compensation to the Mayor and City Council at least ninety (90) days prior to the election. The Mayor and Council shall have no power to alter or amend the Commission's recommendation, but shall either accept or reject it, by motion, resolution or ordinance.

## 2022 Committee

A Compensation and Review Committee was convened November 7, 2022 to evaluate and recommend compensation for the years 2025 through 2029. The 2022 Committee roster includes:

Juan Castillo - Ward 1 - Committee Chair

Michael Horlick - Ward 2

Bette Dickerson - Ward 2

Melinda Baldwin - Ward 2

Tom Wright - Ward 3

Alexi Sanchez de Boado - Ward 4

Patricia Page - Ward 5

# 2022 Compensation Review Committee & Recommendation

## Approach and Method

The Committee focused its work on exploring different ways to approach salary and compensation through secondary research, interviews, and surveys:

- Publicly accessible data about other cities and municipalities with similar profile, characteristics, and demographic makeups;
- Interviews with a former Mayor and former Council Members;
- Solicitation of the opinions of the public through a survey on Hello Hyattsville, marketed through the Hyattsville Reporter.

Through these methods, the Committee sought to learn what motivates candidates to run for office, the number of hours spent by the Mayor and the Council conducting the city's business, and ideas about what type of compensation is ideal for Council Members from their perspective and from public opinion.

# 2022 Compensation Review Committee & Recommendation

## Findings

Public data about other cities and municipalities with similar profile, characteristics, and demographic makeups

Mayor and Council Comparative Salary Survey - Nov. 15, 2022						
CITY	MAYOR	COUNCIL MEMBER	DATE OF INFO	Size	# of Residents	Annual Budget
College Park	\$ 10,500	\$ 7,000	Nov. 2022	5 sq. miles	35K	\$30.4M
Greenbelt	\$ 12,000	\$ 10,000	Nov. 2022	6.2 sq. miles	25K	\$33.3M
<b>Hyattsville</b>	<b>\$ 17,139</b>	<b>\$ 11,471</b>	<b>Effect. 7-2024</b>	<b>2.9 sq. miles</b>	<b>22K</b>	<b>\$43M</b>
Laurel	\$ 21,400	\$ 8,357	Nov. 2022	4 sq. miles	25K	\$39M
Takoma Park	\$ 32,000	\$ 24,000	Nov. 2022	2.4 sq miles	18K	\$49M
<b>Average</b>	<b>\$ 18,608</b>	<b>\$ 12,166</b>				

# 2022 Compensation Review Committee & Recommendation

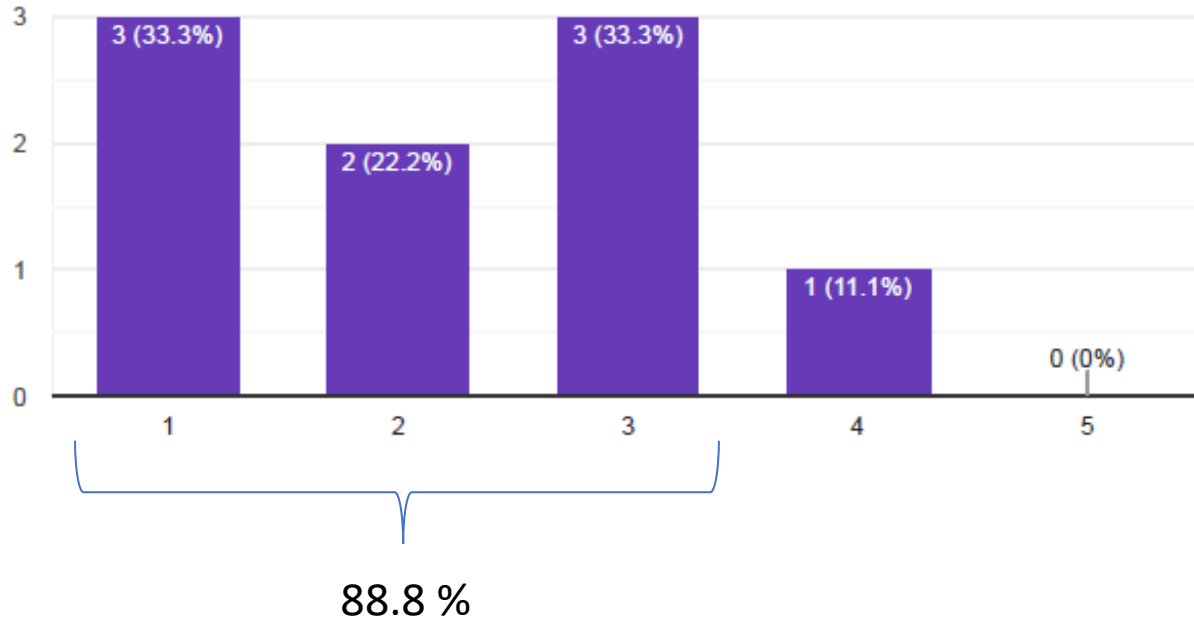
## Findings

### Results from interviews and surveys from former Council Members – Compensation Consideration

Please respond using a scale from 1 to 5, with 1 meaning it did not play a role and 5 meaning it was critical:

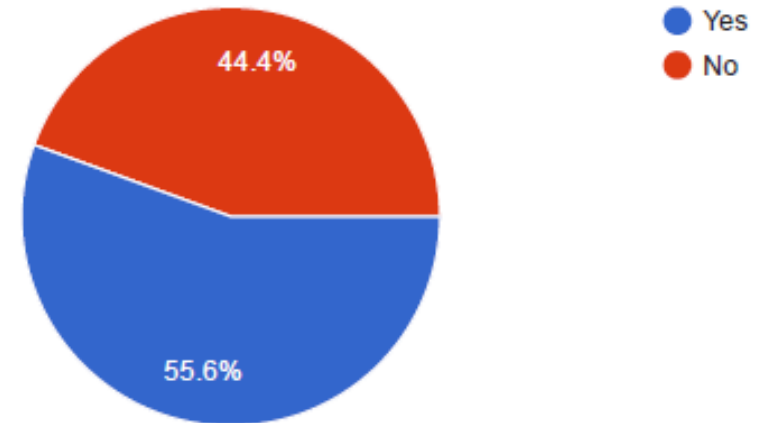
When you were considering running for city council, how much did compensation play into your decision?

9 responses



Do you think you are or were fairly compensated for your work as a councilmember?

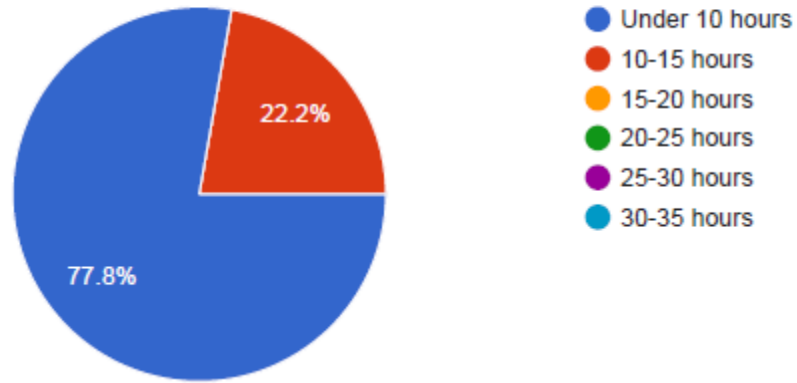
9 responses



## Results from former Council Members – Time Spent

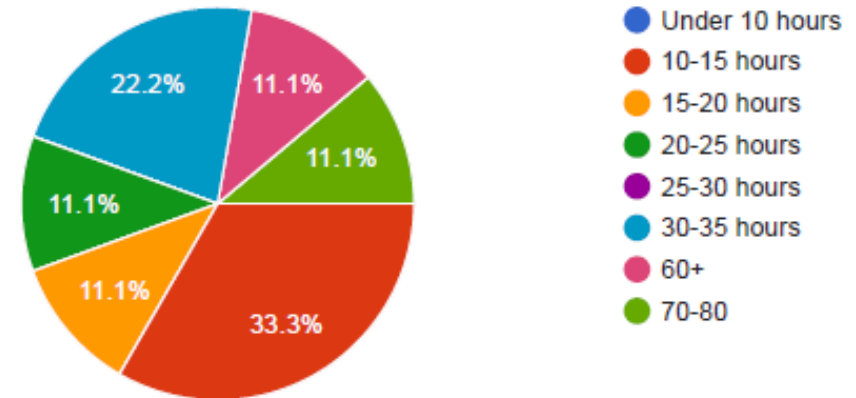
How many hours per month did/do you spend directly in **council meetings**, on average per month, including any travel time?

9 responses



Outside of council meetings, how many hours per month, on average, did or do you spend on **council business** in the past year or when you served on Council? This includes preparation for meetings but not hours spent in council meetings.

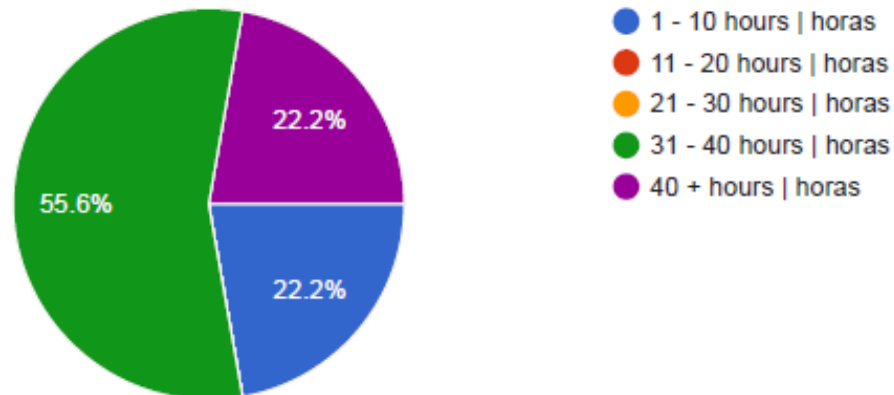
9 responses



## Results from public opinion – Time Spent

How many hours do you believe City Councilors work on a **monthly** basis? | ¿Cuántas horas cree que trabajan los concejales mensualmente?

9 responses



- 55.5% Council Members indicate they spend **15 hours or less per month** on council business
- 55.6% public opinion indicates Council Members spend **31 – 40 hours per month** on council business

## Results from former Mayor – Time Spent

In a candid interview with former Mayor Hollingsworth, our committee gained valuable insight into the life and activities of a Mayor's role including:

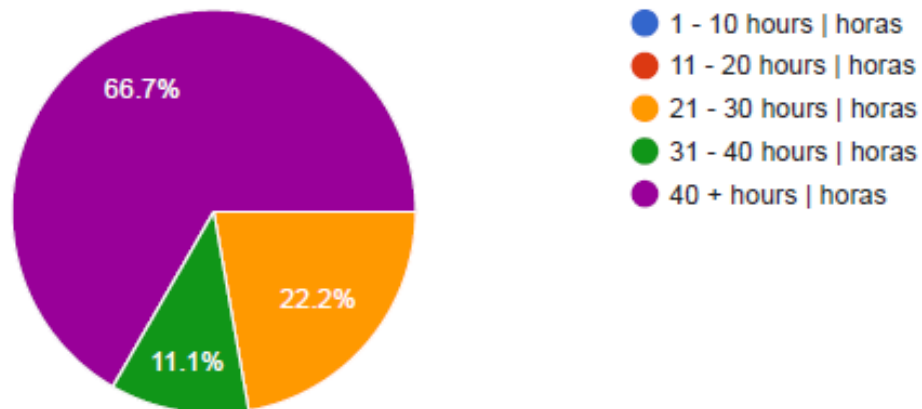
- Political interaction requires meetings and activities between 9:00am to 5:00pm and not just between 7:00pm to 9:00pm.
- The duties and expectations of a Mayor have changed as we elevate the expectation of our residents of what they get from our government.
- The Mayor should have time to devote to build relationships, establish partnerships with community organizations and other agencies, and work with legislators on securing funding.

## Results from public opinion – Time Spent

How many hours do you believe the Mayor works on a **monthly** basis? |

¿Cuántas horas cree que trabaja el alcalde al mes?

9 responses



- 77.8% public opinion indicates the Mayor spends **31 + hours per month** on city business

# 2022 Compensation Review Committee & Recommendation

## Analysis

Based on what we learned during our Committee meetings, our discussions included:

- The balance and appropriate level of compensation that will attract qualified and diverse candidates.
- Evaluation of the 2019 recommendations.
- Whether an increase in salary will continue to act as an incentive to attract motivated candidates.
- Whether the Mayor and City Council member seats are full-time or part-time roles.
- Other perks to consider and be used to incentivize and support future council members.
- The role of the City's current budget allocations and the role of future revenue in the compensation of the Mayor and City Council Members.

# 2022 Compensation Review Committee & Recommendation

## Analysis

Evaluate 2019 Committee recommendations – Current compensation rate of increase is 3% per annum

City of Hyattsville, Maryland

Recommendation of Compensation Review Committee:

	Base Year Actual <sup>(1)</sup> 7/1/2014	Actual <sup>(2)</sup> 7/1/2015	Actual <sup>(2)</sup> 7/1/2016	Actual <sup>(2)</sup> 7/1/2017	Budget <sup>(2)</sup> 7/1/2018	Proposed <sup>(2)</sup> 7/1/2019	Proposed <sup>(2)</sup> 7/1/2020	Proposed <sup>(2)</sup> 7/1/2021	Proposed <sup>(2)</sup> 7/1/2022	Proposed <sup>(2)</sup> 7/1/2023	Estimate <sup>(3)</sup> 7/1/2024
Operating Budget Forecast		1.93%	3.24%	16.00%	9.87%	0.46%	4.62%	6.09%	2.94%	2.82%	3.00%
Total City Budget (General Fund Exp.)	\$14,586,914.00	\$14,868,739.00	\$15,349,938.00	\$17,806,560.00	\$19,563,505.00	\$19,654,428.00	\$20,562,283.00	\$21,814,180.00	\$22,456,239.00	\$23,089,645.00	\$23,782,334.35
Mayor Compensation	\$7,800.00	\$8,994.00	\$10,244.00	\$11,550.00	\$12,914.00	\$14,340.00	\$15,834.00	\$16,151.00	\$16,474.00	\$16,803.00	\$17,139.00
Council Mbr. Comp.	\$5,200.00	\$6,019.00	\$6,855.00	\$7,729.00	\$8,643.00	\$9,597.00	\$10,597.00	\$10,809.00	\$11,025.00	\$11,246.00	\$11,471.00
Total \$ Comp.	\$59,800.00	\$69,184.00	\$78,794.00	\$88,840.00	\$99,344.00	\$110,310.00	\$121,804.00	\$124,241.00	\$126,724.00	\$129,263.00	\$131,849.00
% of Budget	0.41%	0.47%	0.51%	0.50%	0.51%	0.56%	0.59%	0.57%	0.56%	0.56%	0.55%

Total City Budget Source -

(1) - FY2018 Proposed Budget

(2) - 2018 - 2022 Economic Overview and 5 Year Forecast

(3) - Estimated 3% Increase



# 2022 Compensation Review Committee & Recommendation

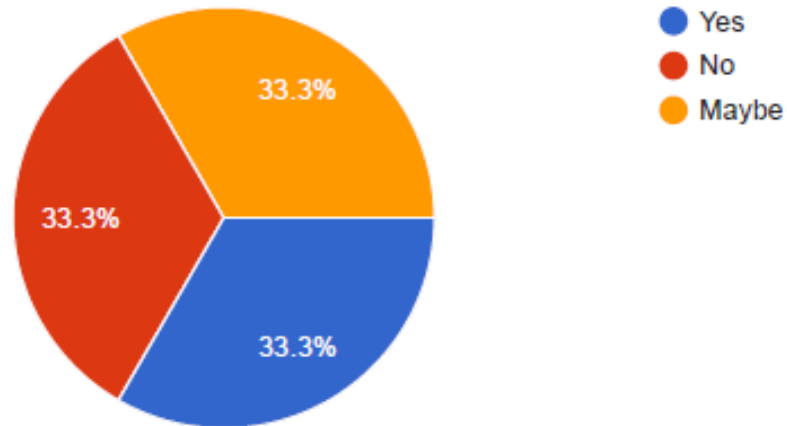
## Analysis

Trying to balance an appropriate level of compensation that will attract qualified and diverse candidates  
Debating whether an increase in salary will continue to act as an incentive to attract motivated candidates

### Results from former Council Members - Incentive

Would a significant increase in compensation have encouraged you to put in more hours serving the city?

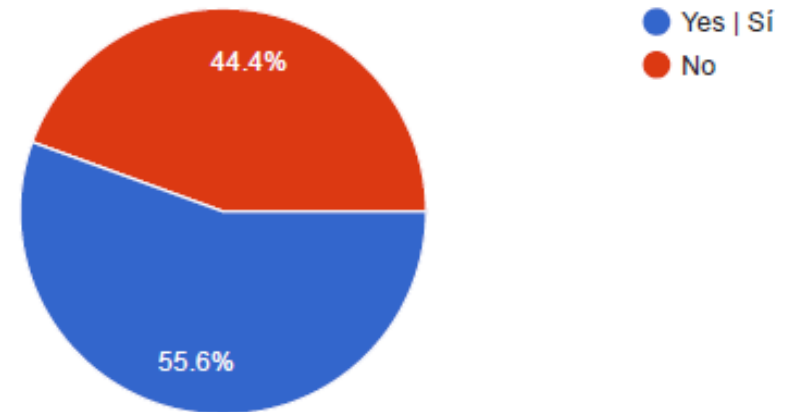
9 responses



### Results from public opinion - Incentive

Would offering a higher salary allow for more people in our community to run for council positions? | ¿Ofrecer un salario más alto permitiría que más personas de nuestra comunidad se postularan para puestos en el consejo?

9 responses



# 2022 Compensation Review Committee & Recommendation

## Analysis

Our Committee also recognized the tremendous growth in development and pondered this reality with respect to Council workload.

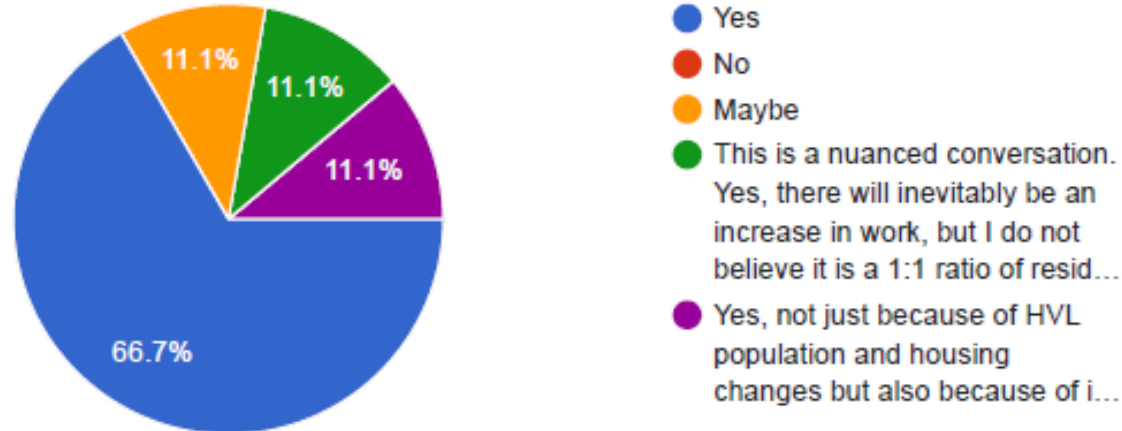
Our Committee learned for the City Treasurer that the benefit of tax revenue from this development would likely exceed the timespan of this committee's threshold.

### Results from former Council Members – Impact of Growth

Do you anticipate more work for councilmembers with the increase in population/families/homes/apartments in Hyattsville?



9 responses



- 100% former Council Members believe increased development will impact workload in some capacity

# 2022 Compensation Review Committee & Recommendation

## Conclusions

- The primary motivation of Mayors and City Council Members in running for office is to perform a civic duty and to support their community.
- Workload imbalance between Council Members and Mayor exists.
- The City Charter provides a specific definition of the Council and Mayoral duties which restricts us to keep compensation considerations to those stated roles.
- Though financial incentives are not a primary driving force behind serving in office, it may also work to attract talent and diversity among candidates – which was also a recommendation from the 2019 Committee.
- It was important for us to consider a scaled compensation approach to address cost of living.
- The Committee also felt it is important to avoid any compensation recommendation that would allow this budget line item to exceed the current <1% of total City budget.
- Though the Committee would have preferred to offer intangible incentives in addition to compensation, we were advised that this action would be beyond the scope of the Committee.

# 2022 Compensation Review Committee & Recommendation

## Recommendation

- After review of the 2019 Committee recommendations.
- After consideration of Council Member time commitment and Mayoral activities beyond the Charter definition.
- After consultation with City Treasurer.
- Recommend the 2026 Committee consider the actual tax revenue benefit from current development projects.

## City of Hyattsville, Maryland

### Recommendation of the 2022 Compensation Review Committee: Budget Years 2024-2028

	2024	2025	2026	2027	2028	Percentage		
						2025	2026-2027	2028
Council Member	\$11,471.00	\$11,815.13	\$12,169.58	\$12,534.67	\$12,910.71	3.00%	3.00%	3.00%
Mayor	\$17,139.00	\$17,995.95	\$18,895.75	\$19,840.53	\$20,832.56	5.00%	5.00%	5.00%
Total Compensation	\$131,849.00	\$136,147.25	\$140,591.59	\$145,187.25	\$149,939.68			12

# 2022 Compensation Review Committee & Recommendation

## Gratitudes

The Committee members wish to express our gratitude to:

Laura Reams, Jay Joyner, Vivian Snellman, and Ronald Brooks for providing valuable resources, data gathering, and for helping to keep us focused and on-track.

Council Members and Mayors - past and present - for your service to community and commitment to the City of Hyattsville.

Fellow citizens for entrusting us with this very important task.

## Next Steps

- Council cannot change this recommendation
- Council can take a vote to accept or reject - Council Meeting February 21
- If accepted - City attorney will draft ordinance
- The ordinance will be presented to Council for adoption in March