

ORDINANCE NO. 1931

AN ORDINANCE OF THE COUNCIL OF THE CITY OF SALISBURY TO INCREASE THE SALARIES OF THE MAYOR AND COUNCIL MEMBERS OF THE CITY OF SALISBURY.

WHEREAS, the Charter of the City of Salisbury (§SC2-3 and §SC3-3) provides that a Salary Review Committee is to be appointed by the Mayor to review the salaries of the Mayor and Council members and salary recommendations shall be considered by the City Council and adopted by Ordinance; and

WHEREAS, the Salary Review Committee is to make a written recommendation by the February 1<sup>st</sup> prior to the next election and any salary increases are to be effective after the current terms expire; and

WHEREAS, the Salary Review Committee has submitted its report and has recommended that the salary for the Mayor shall be \$25,000 per year, the Council President shall be \$12,000 per year, and the Council members shall be \$10,000 per year; and

WHEREAS, the City Council considers it appropriate to phase in the recommended salary increase of the Mayor over a three-year period in \$5,000 increments.

NOW THEREFORE, BE IT ENACTED AND ORDAINED BY THE CITY OF SALISBURY, as follows:

1. The Mayor shall receive an annual salary of \$15,000 effective July 1, 2005 – One Thousand Two Hundred Fifty Dollars per month (\$1,250.00).
2. The Mayor shall receive an annual salary of \$20,000 effective July 1, 2006 – One Thousand Six Hundred Sixty-Six Dollars and Sixty-Six Cents per month (\$1,666.66).
3. The Mayor shall receive an annual salary of \$25,000 effective July 1, 2007 – Two Thousand Eighty-Three Dollars and Thirty-Three Cents per month (\$2,083.33).
4. The President of the Council shall receive an annual salary of \$12,000 effective July 1, 2007 – One Thousand Dollars per month (\$1,000.00).
5. The other Council members shall receive an annual salary of \$10,000 effective July 1, 2007 – Eight Hundred Thirty-Three Dollars and Thirty-Three Cents per month (\$833.33).

THIS ORDINANCE shall take effect upon its final passage.

THIS ORDINANCE was introduced and read at a meeting of the Council of the City of Salisbury held on the 14<sup>th</sup> day of March, 2005, and thereafter, a statement of the substance of the ordinance having been published as required by law, in the meantime, was finally passed by the Council on the \_\_\_\_\_ day of March, 2005.

ATTEST:

\_\_\_\_\_  
Brenda J. Colegrove, City Clerk

\_\_\_\_\_  
Michael P. Dunn,  
President of the Council of the  
City of Salisbury

Approved by me, this \_\_\_\_\_

day of \_\_\_\_\_, 2005

\_\_\_\_\_  
Barrie P. Tilghman,  
Mayor of the City of Salisbury

## Recommendation to City Council

The Salary Review Committee, having been duly appointed by the Mayor of Salisbury, and under the direction and guidelines of the City Charter of Salisbury, Maryland, do hereby present these recommendations made herein to the City Council.

This committee met as required on the consecutive Tuesdays of January 11, 18, and 25. The members were Neal White, chairman, Gamee Elliott, Ruth Baker, Brenda Hooks and Melvin Seldon, Sr.; all residents of the City. Also available for staff support, and participating in the proceedings was Thomas Calo, Director of Human Resources for the City and County. The charge of the Committee per the Charter, section SC3-3, was to review and evaluate the salaries of the Mayor, President of the City Council, and the City Council Members, and make written recommendations to the City Council by February 1<sup>st</sup> prior to the next election for Mayor. This charge has been met. Recognizing the sensitive and political nature of reviewing the salaries of elected officials, and concluding that this task as assigned could not be taken lightly, the Committee agreed on its first meeting to establish several premeditated assumptions that would guide the committee to an unbiased and fair outcome:

1. It was agreed by all members of the Committee that the positions of Mayor, Council President and Council Member would be reviewed as positions only and not as incumbents, to determine if there was a need for any salary adjustment. The present holders of office did not enter into this part of the discussion.
2. The Committee members agreed that these positions should continue to be viewed as part-time, not full-time. However, it was also agreed that the positions and responsibilities have changed over the years, and therefore it was felt by the Committee that a strong level of leadership and involvement must be maintained as the City of Salisbury continues to grow and compete with other regions. The Citizens of Salisbury have on numerous occasions supported the "strong mayor" model, of which the Committee took into consideration.
3. It was agreed by the Committee to carefully examine all of the job descriptions as explained in the City Charter and compare them to what was felt to be the current voters' expectations e.g. fiduciary responsibilities, and what the incumbent office holders of Mayor and Council President did as additional efforts by choice.

The salary review process involved several facets. The Mayor and Council President were invited to present what they feel they do as incumbents, the positions as described in the City Charter were carefully reviewed, a general review of the City of Salisbury and

the issues facing it today were discussed, and research was done on what other local and regional forms of government were paying their elected officials. The Committee also reviewed past Salary Review Committee actions, and it was noted that there had been no review or salary adjustments for the position of the Mayor in 10.5 years or for the position of Council President or Council Members in 9.5 years.

Salary statistics were obtained with the help of Mr. Calo from the Maryland Municipal League, showing salaries of elected officials of other governments both locally and regionally; to include the Fiscal Year 2005 Compensation Survey of Maryland Local Governments. Separate data was provided for Mayors, Council Presidents and Council Members. This was an effort on the Committee's part to compare Salisbury to other jurisdictions as best as possible. Based on this information provided by the MML, one Committee member, with the help of BEACON staff, was able to graphically illustrate comparisons of population and geography versus salary compensation. Additionally, another Committee member was able to poll key business leaders and organizations to ascertain their thoughts and feeling regarding this matter, of which the results were very positive and supportive of our efforts.

Therefore, based on what we feel was a thorough and unbiased review of the interviews, research data, and findings provided, the Committee unanimously agreed to make the following salary adjustment recommendations to the City Council:

Proposed Annual Salary for the Mayor:	\$25,000
Proposed Annual Salary for the Council President:	\$12,000
Proposed Annual Salary for the Council Members:	\$10,000

It is also recommended by the Committee that in order to avoid another 10 year hiatus, when the rest of the City of Salisbury government employees receive or are given an annual market adjustment percentage increase, the same percentage increase would apply for the positions of Mayor, Council President, and Council Members.

As the representative and chairman of the Salary Review Committee, I do hereby make these recommendations to the Council of the City of Salisbury for their review and approval.



Elliott Neal White  
Chairman  
Salary Review Committee

Date: Feb 1, 2005

*Compensation Survey of Maryland Local Governments, FY 2005*

<b>MAYOR</b>	
<b>Jurisdiction</b>	<b>Actual FY05</b>
<b>County</b>	
Baltimore City	\$125,000
<b>Municipality</b>	
Aberdeen	\$10,000
Accident	\$360
Annapolis	\$65,000
Barton	\$600
Berlin	\$5,000
Betterton	\$1,200
Bladensburg	\$6,000
Bowie	\$14,459
Brunswick	\$9,600
Cambridge	\$12,000
Cecilton	\$1,000
Chestertown	\$5,000
Cheverly	\$1,200
Clear Spring	\$1,200
College Park	\$6,600
Colmar Manor	\$4,200
Cumberland	\$7,200
Delmar	\$2,000
Denton	\$1,500
District Heights	\$4,200
Forest Heights	\$2,600
Frederick	\$67,692
Frostburg	\$3,000
Gaithersburg	\$7,500
Grantsville	\$3,000
Greenbelt	\$6,000
Hampstead	\$4,800

*Institute for Governmental Service*

*Compensation Survey of Maryland Local Governments, FY 2005***Mayor (Continued from previous page)**

<b>Jurisdiction</b>	<b>Actual FY05</b>
Hancock	\$800
Highland Beach	\$1,200
Kensington	\$8,000
La Plata	\$12,000
Landover Hills	\$2,100
Laurel	\$10,000
Loch Lynn Heights	\$360
Lonaconing	\$1,800
Luke	\$5,400
Middletown	\$6,000
Midland	\$1,100
Mountain Lake Park	\$1,800
Myersville	\$4,200
New Windsor	\$1,000
Ocean City	\$30,000
Queen Anne	\$450
Rising Sun	\$20
Rock Hall	\$2,500
Rockville	\$16,421
Salisbury	\$10,000
Snow Hill	\$2,400
Somersct	\$15,000
Sykesville	\$4,000
Taneytown	\$4,800
Union Bridge	\$3,180
Vienna	\$1,800
Walkersville	\$12,500
Westport	\$2,000
Westminster	\$10,000
Williamsport	\$4,500

*Institute for Governmental Service*

*Compensation Survey of Maryland Local Governments, FY 2005***PRESIDENT, MUNICIPAL COUNCIL/ COMMISSION**

<b>Jurisdiction</b>	<b>Actual FY05</b>
<b>County</b>	
Baltimore City	\$80,000
<b>Municipality</b>	
Aberdeen	\$7,500
Accident	\$240
Bel Air	\$5,000
Cambridge	\$10,000
Forest Heights	\$1,000
Gaithersburg	\$6,000
Grantsville	\$595
Laurel	\$4,000
Loch Lynn Heights	\$240
Mardela Springs	\$300
Midland	\$900
New Windsor	\$720
Ocean City	\$11,000
Preston	\$1,200
Princess Anne	\$7,500
Salisbury	\$6,000
Snow Hill	\$1,800
Sykesville	\$2,000
Taneytown	\$1,800
Trappe	\$400
Union Bridge	\$1,515
Westminster	\$3,000

*Institute for Governmental Service*

*Compensation Survey of Maryland Local Governments, FY 2005***MUNICIPAL COUNCIL MEMBER/COMMISSIONER**

<b>Jurisdiction</b>	<b>Actual FY05</b>
<b>County</b>	
Baltimore City	\$48,000
<b>Municipality</b>	
Aberdeen	\$7,500
Accident	\$240
Annapolis	\$12,000
Barton	\$600
Bel Air	\$3,500
Berlin	\$2,000
Betterton	\$600
Bladensburg	\$4,800
Bowie	\$8,892
Brunswick	\$3,600
Cambridge	\$10,000
Cecilton	\$500
Chestertown	\$2,000
Cheverly	\$800
Clear Spring	\$720
College Park	\$4,400
Colmar Manor	\$3,000
Cumberland	\$4,800
Delmar	\$1,200
Denton	\$1,000
District Heights	\$3,000
Forest Heights	\$1,000
Frederick	\$13,539
Frostburg	\$2,400
Gaithersburg	\$6,000
Grantsville	\$595
Greenbelt	\$5,000

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*Compensation Survey of Maryland Local Governments, FY 2005***Municipal Council Member/Commissioner (Continued from previous page)**

<b>Jurisdiction</b>	<b>Actual FY05</b>
Hampstead	\$2,400
Hancock	\$600
Kensington	\$2,500
La Plata	\$8,000
Landover Hills	\$1,200
Laurel	\$4,000
Loch Lynn Heights	\$240
Lonaconing	\$1,500
Luke	\$2,700
Mardela Springs	\$240
Middletown	\$2,400
Midland	\$900
Mountain Lake Park	\$1,080
Myersville	\$540
New Windsor	\$720
Ocean City	\$10,000
Preston	\$1,000
Queen Anne	\$900
Rising Sun	\$20
Rock Hall	\$1,500
Rockville	\$13,200
Salisbury	\$5,000
Snow Hill	\$1,800
Sykesville	\$2,000
Taneytown	\$2
Trappe	\$400
Union Bridge	\$900
Vienna	\$1,200
Walkersville	\$3,600
Westport	\$1,500
Westminster	\$2,400

*Institute for Governmental Service*

**Forms of Municipal Government in Maryland**  
(Population over 6,000)

<b>Municipality</b>	<b>Population</b>	<b>County</b>	<b>Form of Government</b>
Gaithersburg	56,300	Montgomery	Council-Manager
Frederick City	56,063	Frederick	Mayor-Council
Rockville	52,573	Montgomery	Council-Manager
Bowie	52,573	Prince George's	Council-Manager
Hagerstown	36,659	Washington	Mayor-Council
Annapolis	36,196	Anne Arundel	Mayor-Council
College Park	25,320	Prince George's	Council-Manager
Salisbury	24,645	Wicimico	Mayor Council
Greenbelt	22,006	Prince George's	Council-Manager
Cumberland	21,082	Allegany	Mayor-Council
Laurel	20,590	Prince George's	Mayor-Council
Takoma Park	17,687	Montgomery	Mayor-Council
Westminster	17,128	Carroll	Mayor-Council
Hyattsville	15,121	Prince George's	Mayor-Council
Aberdeen	14,018	Harford	Council-Manager
Elkton	13,094	Cecil	Commissioner
New Carrollton	12,983	Prince George's	Mayor-Council
Easton	12,180	Talbot	Mayor-Council
Havre de Grace	11,318	Harford	Mayor-Council
Cambridge	10,792	Dorchester	Mayor-Council
Bel Air	10,317	Harford	Council-Manager
Mt. Rainier	8,713	Prince George's	Council-Manager
Frostburg	8,098	Allegany	Commissioner
Bladensburg	7,882	Prince George's	Mayor-Council
Mount Airy	7,647	Carroll	Mayor-Council
La Plata	7,265	Charles	Council-Manager
Ocean City	7,182	Worcester	Council-Manager
Cheverly	6,621	Prince George's	Council-Manager
Riverdale Park	6,528	Prince George's	Mayor-Council
Glenarden	6,526	Prince George's	Mayor-Council
District Heights	6,142	Prince George's	Commissioner

Maryland Municipal League, 2004. Population data from U.S. Census Bureau, July 1, 2002.