

2022 Compensation Committee Meeting Minutes

12.1.2022 @ 7:00pm

All members were present.

- Juan Castillo agreed to cover the role of committee chair.
- City Budget
 - Ron Brooks, City Treasurer covered the basics of the City budget and forecast through 2028
 - We had some discussion about whether the average Hyattsville employee's salary might be any guide for council and mayor's compensation.
 - Ron and Vivian thought it might but would need to choose categories of staff and not just a raw average.
 - Ron spoke about the constant yield tax rate and its impact on the budget.
 - Alexi asked Ron if he indirectly tracked population/family unit growth via the budget process.
 - He does but because there is a 3-4 year delay between construction and full realization of property tax revenue and other revenue to the city from new homes it wouldn't be known by us and therefore not valuable as a guide for the City's future revenue.
 - Tom mentioned that the next census would happen after the next "pay period" we are considering is already over so the census won't be of any assistance either.
 - Ron mentioned that two new programs are coming online in the city to help low income homeowners and this would reduce money for other city programs but the exact costs of these programs is not yet known.
- Salary Survey
 - Vivian and Jay did a salary survey of surrounding jurisdictions of a similar size to compare what they pay their mayor and councilmen.
 - They will add # of councilmen per jurisdiction to the spreadsheet. This will help us compare # of residents per councilperson as a possible metric for pay regionally.
 - Greenbelt was the only city which had an estimate of hours worked by councilman = 26.5/month
- Vivian mentioned access to City health insurance (fringe benefit) was not used by any councilmen because it is not subsidized by the City and would cost about \$1300/month per family.
 - This could be a potential form of remuneration in lieu of salary for next council
 - We need to estimate how much the City would subsidize of the \$1300/family.
- Hello Hyattsville etc
 - Laura asked us to consider using Hello Hyattsville to engage the public
 - Bette asked if committees of the past had ever done interviews of councilmen serving or that served previously.
 - Vivian and Jay mentioned that the city does do exit interviews of regular staff.

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- Bette and Melinda wanted to know what forums other than virtual/electronic could be used to engage residents. Laura mentioned:
 - Hville Reporter which goes out Jan 1st, so we would need to send proposed language/advertisement by Dec 15th
 - Hville Life and Times
 - USPS postcards...prohibitively expensive.
- Tom wants to focus our next meeting on community outreach.
 - That being said, we do need to draft questions for Hello Hysttsville and the hardcopy papers by the Dec 15th meeting.
- We also spoke about generating an anonymous survey for current and past councilmen to ask about how much time they spend/spent per month working on city issues.