

Introduced	<u>1/2/18</u>
Public Hearing	<u>1/16/18</u>
Council Action	<u>2/5/18</u>
Executive Action	<u>2/17/18</u>
Effective Date	<u>4/19/18</u>

County Council of Howard County, Maryland

2018 Legislative Session

Legislative Day No. 1

Bill No. 3 - 2018

Introduced by: The Chairperson
at the request of the Compensation Review Commission

AN ACT to set the annual salary of the members of the Howard County Council for the term beginning in December 2018.

Introduced and read first time January 2, 2018. Ordered posted and hearing scheduled.

By order Jessica Feldmark
Jessica Feldmark, Administrator

Having been posted and notice of time & place of hearing & title of Bill having been published according to Charter, the Bill was read for a second time at a public hearing on January 16, 2018.

By order Jessica Feldmark
Jessica Feldmark, Administrator

This Bill was read the third time on February 5 2018 and Passed , Passed with amendments , Failed .

By order Jessica Feldmark
Jessica Feldmark, Administrator

Sealed with the County Seal and presented to the County Executive for approval this 7th day of February 2018 at 4:30 p.m.

By order Jessica Feldmark
Jessica Feldmark, Administrator

Approved by the County Executive _____, 2018

Allan H. Kittleman, County Executive

NOTE: [[text in brackets]] indicates deletions from existing law; TEXT IN SMALL CAPITALS indicates additions to existing law; Strike-out indicates material deleted by amendment; Underlining indicates material added by amendment.

1 **Section 1. Be It Enacted** by the County Council of Howard County, Maryland, that the Howard
2 County Code is amended as follows:

3 *By amending:*

4 *Title 5. County Council.*

5 *Subtitle 2. Compensation.*

6 *Section 5.200. Annual Salary.*

7
8 **Title 5. County Council.**

9 **Subtitle 2. Compensation.**

10
11 **Sec 5.200. Annual Salary.**

12 (a) Except as provided in subsections (b), (c) and (d) of this section, the annual salary of the
13 Chairperson and the other members of the County Council for the four year term beginning on the
14 date in December of [2014] 2018 on which Council Members take office shall be calculated as
15 follows:

16 (1) Beginning on the date of installation in December [2014] 2018, the base salary shall
17 be [\$59,950.00] ~~\$80,000~~ \$66,174 per year;

18 (2) The salary shall increase annually on the anniversary date beginning in December of
19 [2015] 2019 and for each subsequent year of the term;

20 (3) The salary in December [2015] 2019 and for each subsequent year of the term shall
21 be equal to the amount of the base salary in the previous year increased by the ~~greater of 2.5 percent~~
22 ~~over the base of the preceding year or the same percentage as the increase in the consumer price~~
23 index for all urban consumers ([Cpi-U] CPI-U Washington-Baltimore DC-MD-VA-WV average),
24 all items, unadjusted ("CPI-U Index") for the 12-month period ending on January 31 of the year for
25 which the new salary base is calculated. This new salary shall become the base for the calculation of
26 the salary for the subsequent year;

27 (4) In the event the Bureau of Labor Statistics abandons publication of the CPI-U Index,
28 the base salary for members of the county council shall be increased by 2.5 percent over the base of
29 the preceding year.

30 (b) In addition to the base salary calculated for Members of the County Council, the Council
31 Chairperson shall receive an additional \$3,500.00 annually.

32 (c) In addition to the salary authorized in subsection (a) of this section, each member of the
33 County Council shall be eligible to receive the same employee benefits as are established each year
34 for full-time County employees.

1 (d) Each Council Member shall also receive a monthly stipend of \$150.00 to be used for a service
2 plan for the work-related use of a personal communication device.

3

4 *Section 2. And Be It Further Enacted by the County Council of Howard County, Maryland, that*
5 *this Act shall become effective 61 days after its enactment.*

6

BY THE COUNCIL

This Bill, having been approved by the Executive and returned to the Council, stands enacted on _____, 2018.

Jessica Feldmark, Administrator to the County Council

BY THE COUNCIL

This Bill, having been passed by the yeas and nays of two-thirds of the members of the Council notwithstanding the objections of the Executive, stands enacted on _____, 2018.

Jessica Feldmark, Administrator to the County Council

BY THE COUNCIL

This Bill, having received neither the approval nor the disapproval of the Executive within ten days of its presentation, stands enacted on February 17, 2018.



Jessica Feldmark, Administrator to the County Council

BY THE COUNCIL

This Bill, not having been considered on final reading within the time required by Charter, stands failed for want of consideration on _____, 2018.

Jessica Feldmark, Administrator to the County Council

BY THE COUNCIL

This Bill, having been disapproved by the Executive and having failed on passage upon consideration by the Council stands failed on _____, 2018.

Jessica Feldmark, Administrator to the County Council

BY THE COUNCIL

This Bill, the withdrawal of which received a vote of two-thirds (2/3) of the members of the Council, is withdrawn from further consideration on _____, 2018.

Jessica Feldmark, Administrator to the County Council

Amendment 2 to Council Bill No. 3-2018

BY: Greg Fox

Legislative Day No. 2

Date: 2/5/18

Amendment No. 2

(This amendment alters the salary for members of the County Council.)

- 1 On page 1, in line 17, strike "\$80,000" and substitute "\$66,174".

ADOPTED 2/5/18
FAILED _____
SIGNATURE Jessica Feldman

Amendment 3 to Council Bill No. 3-2018

BY: The Chairperson at the
request of the County Executive

Legislative Day No. 2
Date: February 5, 2018

Amendment No. 3

(In order to make proposed increases to the salaries of the County Executive and County Council consistent, this amendment removes a certain increase that is not included in the computation of the salary of the County Executive, as proposed by Council Bill No. 4-2018.)

- 1 On page 1, in line 21, strike “greater of 2.5 percent”.
- 2
- 3 On page 1, in line 22, strike “over the base of the preceding year or the”.

ADOPTED 2/5/18
FAILED _____
SIGNATURE Jessica Feldmark

Amendment 1 to Council Bill No. 3-2018

BY: Calvin Ball

Legislative Day No. 2

Date: 2/5/18

Amendment No. 1

(This amendment alters the salary for members of the County Council.)

1 On page 1, in line 17, strike "\$80,000" and substitute "\$70,370".

ADOPTED _____
FAILED not introduced
SIGNATURE _____

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BY: The Chairperson at the
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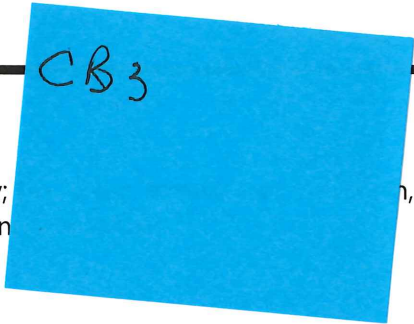
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Sigaty, Mary Kay



From: ome <pjfarragut@aol.com>
Sent: Friday, January 26, 2018 9:08 AM
To: cball@howardcountymd.gov; Sigaty, Mary Kay; Jon
Subject: Proposed salaries for County Council and County Executive

Follow Up Flag: Follow Up
Flag Status: Flagged

Howard County Council members,

I read that the Compensation Review Commission has recommended that County Council salaries be increased to \$80,000 for members elected during the next election cycle. I do not agree with this recommendation. I strongly believe that the County Council position should be viewed as a part-time job so we continue to have citizen representatives that serve not because of salary but because of their desire to improve our community and serve the public. I know from personal experience that if one has a full time job, there are many challenges in sometimes working 80 hours in a week. However a number of people who served on the Council met this challenge. The fact that Council members have a professional assistant along with other Council support staff make the task manageable. I think the new salaries for Council members and the County Executive should reflect the current rate of inflation of slightly more than 2% per year, so over the four year term, the salary should increase 8 to 10%. I believe the public would view this increase as reasonable and justifiable.

Thank You
Paul Farragut

Sayers, Margery

From: Stu Kohn <stukohn@verizon.net>
Sent: Sunday, February 04, 2018 4:28 PM
To: CouncilMail; Kittleman, Allan; Wilson, B Diane; howard-citizen@yahoogroups.com
Subject: Super Bowl Monday -- Council's Legislative Hearing - 5 Feb 2018

All,

Tomorrow, 5 Feb at 7PM could be considered the Howard County Legislative Super Bowl for our decision makers – the County Council. They will be voting on several important Bills and Resolutions which will undoubtedly have a major impact regarding our future. See

<https://apps.howardcountymd.gov/olis/PendingLegislation.aspx>. These are CB1 thru CB4 and CR10. They represent the Adequate Public Facilities (APFO) revisions, proposed Salary increases for the County Council, and County Council Procedural Changes, in particular eliminating Groups from testifying for 5 minutes. The Howard County Citizens Association (HCCA) sent written testimony to the Council on these Bills. See <http://howardcountyhcca.org/member-info/reports-documents-and-testimonies/>.

HCCA has been very involved in APFO for many years in an attempt to make it much stronger. One of these areas is Quality of Life. We would like to ensure that development does not outpace the ever increasing need of adequate Health (Hospital), Police, Fire, and Emergency Medical Services (EMS). To this end, Councilperson, Jen Terrasa is introducing **Amendment 8** to try and have her Council colleagues approve a very worthwhile endeavor. Go to <https://apps.howardcountymd.gov/olis/LegislationDetail.aspx?LegislationID=2955>. At the first go around Councilpersons Terrasa and Ball sponsored a similar Amendment, but their attempt was unfortunately defeated 3 to 2. We are very appreciative they made the attempt. This was the first time after all these years our decision makers not only listened but took action. **THANK YOU!**

We fully support the increase of salaries for both County Council Members and the County Executive regarding CB3 and 4 respectively. In both 2010 and 2014 we went before the Compensation Review Commission to advocate for salary increases for both entities.

I am pleased to announce that we are working with the Councilperson Terrasa to ensure that the 5 minute rule for Groups is not eliminated. See **Amendment 2** introduced by Councilpersons Jen Terrasa and Greg Fox. Please see <https://apps.howardcountymd.gov/olis/LegislationDetail.aspx?LegislationID=2973>. We want to **THANK BOTH** for having the insight to realize the importance of Group testimony and what it brings to the table.

We cannot afford to commit any fumbles, because it would be difficult to recover on such important legislation. Hopefully, the Council's decisions tomorrow will bring a Super Legislative Bowl so the citizens will all be winners and extremely proud.

Sincerely,

Stu Kohn
HCCA, President

Sayers, Margery

From: Christine Lemyze <clemlyze@hotmail.com>
Sent: Saturday, February 03, 2018 4:04 PM
To: CouncilMail
Cc: Kittleman, Allan
Subject: Fwd: Council Bills 3-2018 and 4-2018

Resending as I didn't get a response to my prior email. I also wanted to include my address: 3861 Woodville Lane, Ellicott City, MD 21042. Thank you.

Christine Lemyze

Begin forwarded message:

From: Christine Lemyze <clemlyze@hotmail.com>
Subject: Council Bills 3-2018 and 4-2018
Date: January 17, 2018 at 5:47:45 PM EST
To: jweinstein@howardcountymd.gov
Cc: StuKohn@thehcca.com

Dear Mr. Weinstein,

I am a resident of Ellicott City District 1. I attended the Howard County Government public hearing yesterday evening and after doing some research on the proposed bills CB 3 and 4, I wanted to:

- 1/ Ask you to vote IN FAVOR of a pay increase for council members. The current compensation of council members is not in line with neighboring counties such as Baltimore or Montgomery. I also support the proposal from the Howard County Citizen's Association to make the role a full-time position.

- 2/ However, I am AGAINST raising the salary of the county executive (who himself said he was not in favor). I believe his current compensation to be adequate; the proposed increase would make the Howard County executive the highest paid in the state, and there is absolutely no rationale for this.

Thank you.

Christine Lemyze

Sayers, Margery

From: Sigaty, Mary Kay
Sent: Thursday, February 01, 2018 12:30 PM
To: Feldmark, Jessica; Sayers, Margery
Subject: Proposed salaries for County Council and County Executive

From: ome <pjfarragut@aol.com>
Sent: Friday, January 26, 2018 9:07 AM
To: cball@howardcountymd.gov; Sigaty, Mary Kay; Fox, Greg; Terrasa, Jen; Weinstein, Jon
Subject: Proposed salaries for County Council and County Executive

Howard County Council members,

I read that the Compensation Review Commission has recommended that County Council salaries be increased to \$80,000 for members elected during the next election cycle. I do not agree with this recommendation. I strongly believe that the County Council position should be viewed as a part-time job so we continue to have citizen representatives that serve not because of salary but because of their desire to improve our community and serve the public. I know from personal experience that if one has a full time job, there are many challenges in sometimes working 80 hours in a week. However a number of people who served on the Council met this challenge. The fact that Council members have a professional assistant along with other Council support staff make the task manageable. I think the new salaries for Council members and the County Executive should reflect the current rate of inflation of slightly more than 2% per year, so over the four year term, the salary should increase 8 to 10%. I believe the public would view this increase as reasonable and justifiable.

Thank You
Paul Farragut

Date: 16 January 2018

Subject: HCCA Testimony on CB-3/4-2018

My name is Stu Kohn and I am the President of the Howard County Citizens Association, HCCA. The address is PO Box 89, Ellicott City, MD.

We strongly support the increases of the annual salary for both the members of the County Council and the Executive as recommended by the Compensation Review Commission. In 2010 and 2014 I was the only one that testified in front of this Commission. I did not this time as no one else did. Had I known about it, I would have taken the time to do so. How was the public meeting advertised?

When you consider that the average work week for a Council member is approximately 50 hours as stated in the Howard County Times article on 9 January then the proposed \$80,000 per year salary is more than justified and should be considered as full-time employment. There is some thinking that when people are full-time employees that perhaps greater attention might be applicable. When you compare their salaries with that of Montgomery at \$128,519 and Prince George's at \$117,347 then our Councilmembers are underpaid. When our Councilmembers are making approximately 2 ½ times less than the Council Administrator then something is wrong with the equation.

We believe the proposed annual salary of \$226,000 per year for the County Executive is justified. Presently, the Executive is making less than his counterparts in Montgomery and Prince George's as well as three of his Agency employees. They are his County Chief Administrator at \$231,612, the Director of Information Technology at \$231,612 and the Director of Public Works at \$209,012. Even with the approval of CB4 the Executive will be making less than two of his employees. Why?

Even though we might at times disagree with the decisions of the Council or the County Executive we believe all parties are entitled to the compensation they deserve based on the amount of time and effort spent on the job.

Thank you.

Stu Kohn
HCCA, President

SUMMARY OF TESTIMONY

CB3-2018

James D. Walsh

January 16, 2018

The proposed increase of pay of County Council member salaries to \$80,000 (from the current inflation-indexed level of \$64,560) is excessive. I believe the proper level of compensation would be to simply continue the current compensation level indexed for inflation.

In addition to Council members' salary, it should also be acknowledged that Council members receive the same benefits, such as health care and retirement plan, as all full-time County employees, as well as a \$150 per month smart phone allowance. If those additional benefits are considered, the total compensation package proposed could be \$100,000 or more.

I recognize that County Council members sometimes put in numerous hours in their service. That may be the case during the adoption of the annual budget or in response to a natural disaster such as the Ellicott City flood, but hopefully those excessive time demands are the exception rather than the rule. Frankly, that comes with the territory. I think the County is better served by having part-time citizen legislators who can bring a variety of experiences to the table rather than expanding Council to a full-time position.

I have not heard a single candidate for Council declare that they are seeking to be elected because they could use the money. I truly believe that, notwithstanding political differences of opinion, everyone who seeks the position does so out of genuine concern for the good of the County and hopes to perform a civic service. Howard County does not seem to lack for citizens who seek to serve on County Council. If it ain't broke, don't fix it.