

**Notice of Meeting for the
Council Compensation Committee
of the City of Georgetown
April 1, 2021 at 3:00 PM
at Virtual Meeting**

The City of Georgetown is committed to compliance with the Americans with Disabilities Act (ADA). If you require assistance in participating at a public meeting due to a disability, as defined under the ADA, reasonable assistance, adaptations, or accommodations will be provided upon request. Please contact the City Secretary's Office, at least three (3) days prior to the scheduled meeting date, at (512) 930-3652 or City Hall at 808 Martin Luther King Jr. Street, Georgetown, TX 78626 for additional information; TTY users route through Relay Texas at 711.

This is a meeting of the Council Compensation Committee.

To join from a PC, Mac, iPad, iPhone or Android device, please click this URL to join:

[https://georgetowntx.zoom.us/j/93412500326?](https://georgetowntx.zoom.us/j/93412500326?pwd=bGNHbTdIQTgvYjV1SEk3SGVBSVdYZz09)

[pwd=bGNHbTdIQTgvYjV1SEk3SGVBSVdYZz09](https://georgetowntx.zoom.us/j/93412500326?pwd=bGNHbTdIQTgvYjV1SEk3SGVBSVdYZz09)

Webinar ID: 934 1250 0326

Passcode: 325461

Or join by phone dial:

(346)248-7799 OR (253)215-8782 OR (669)900-6833 OR (312)626-6799

OR (929)205-6099 OR (301)715-8592

TOLL FREE (877)853-5257 OR (888)475-4499 OR (833)548-0276 OR (833)548-0282

Webinar ID: 934 1250 0326

Passcode: 325461

Citizen comments are accepted in the following formats:

Submit comments by 12:00 p.m. on the date of the meeting and the City Secretary will read your comments into the recording during the item that is being discussed – robyn.densmore@georgetown.org

You may log onto the meeting, at the link above, and “raise your hand” during the item. If you are unsure if your device has a microphone please use your home or mobile phone to dial the toll free number. To Join a Zoom Meeting, click on the link and join as an attendee. You will be asked to enter your name and email address – this is so we can identify you when you are called upon. At the bottom of the webpage of the Zoom Meeting, there is an option to Raise your Hand. To speak on an item, simply click on that Raise

Your Hand option once the item you wish to speak on has opened. When you are called upon by the Mayor, your device will be remotely un-muted by the Administrator and you may speak for three minutes. Please state your name clearly upon being allowed to speak. When your time is over, your device will be muted again.

If you have questions or need assistance, please contact the City Secretary's office at cs@georgetown.org or at 512-930-3651.

Regular Session

(This Regular Session may, at any time, be recessed to convene an Executive Session for any purpose authorized by the Open Meetings Act, Texas Government Code 551.)

A Call to Order -- Greg Eady, Chair

Legislative Regular Agenda

- B Consideration and possible action to approve minutes from the March 25, 2021 Council Compensation Committee Meeting -- Robyn Densmore, City Secretary
- C Review of current compensation of the City of Georgetown Councilmembers and a comprehensive review of similar cities -- Robyn Densmore, City Secretary
- D Review of time commitments required of the Mayor and Councilmembers -- Robyn Densmore, City Secretary
- E Set next meeting of the Council Compensation Committee -- Robyn Densmore, City Secretary

Adjournment

Adjournment

Certificate of Posting

I, Robyn Densmore, City Secretary for the City of Georgetown, Texas, do hereby certify that this Notice of Meeting was posted at City Hall, 808 Martin Luther King Jr. Street, Georgetown, TX 78626, a place readily accessible to the general public as required by law, on the _____ day of _____, 2021, at _____, and remained so posted for at least 72 continuous hours preceding the scheduled time of said meeting.

Robyn Densmore, City Secretary

City of Georgetown, Texas
General Board-Commission
April 1, 2021

SUBJECT:

Consideration and possible action to approve minutes from the March 25, 2021 Council Compensation Committee Meeting -- Robyn Densmore, City Secretary

ITEM SUMMARY:

FINANCIAL IMPACT:

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SUBMITTED BY:

Robyn Densmore, City Secretary

ATTACHMENTS:

Description	Type
□ CCC Minutes 03.25.2021	Backup Material

**Minutes of a Meeting of the
Council Compensation Committee of the
City of Georgetown, Texas
Tuesday, March 25, 2021**

The Georgetown City Council will meet on Tuesday, March 25, 2021 at 3:30 PM via Teleconference.

The City of Georgetown is committed to compliance with the Americans with Disabilities Act (ADA). If you require assistance in participating at a public meeting due to a disability, as defined under the ADA, reasonable assistance, adaptations, or accommodations will be provided upon request. Please contact the City Secretary's Office, at least three (3) days prior to the scheduled meeting date, at (512) 930-3652 or City Hall at 808 Martin Luther King, Jr Street for additional information; TTY users route through Relay Texas at 711.

Regular Session

(This Regular session may, at any time, be recessed to convene an Executive Session for any purpose authorized by the Open Meetings Act, Texas Government Code 551.)

A. Call to Order -- Robyn Densmore, City Secretary

Densmore called to order at 3:30 p.m. and the following members were present - Carlos Hernandez, Dana Hadaway, Tommy Aishman, Judy Butler, Greg Eady, Karen Darby, and Regina Watson.

Members then introduced themselves to the group.

Legislative Regular Agenda

B. Election of Chair and Vice-Chair -- Robyn Densmore, City Secretary

Motion by Watson to nominate Eady to be Chair, second by Hernandez. Eady was agreeable to being Chair.

Approved 7-0.

Motion by Watson to nominate Hadaway as Vice Chair, second by Darby. Hadaway was agreeable to being Vice Chair.

Approved 7-0.

C. Review of current compensation of the City of Georgetown Councilmembers and a comprehensive review of similar cities -- Robyn Densmore, City Secretary

At the start of the item Densmore noted that the initial attachment for this item showed an incorrect amount and had since been updated. She apologized and added that the original amounts were much higher than the compensation that the Georgetown City Council actually received. Densmore reviewed a chart of other Texas cities with the following pieces of information: 2020 population, number of employees, mayor's annual compensation, council member's annual compensation, number of regular meetings per month, and if the City's provide utilities, a public library, and/or a City airport. She had information from Belton, Cedar Park, College Station, Killeen, Lampasas, Liberty Hill, New Braunfels, Pflugerville, Round Rock, San Marcos, Taylor, and Waco. Densmore noted that she had also reached out to Bastrop, Elgin, Hutto, Leander, and Temple, but had not received feedback yet. She noted that the average annual compensation for those that had responded was \$8,685 for Mayors and \$5,562 for council members.

The board discussed the existing comparable cities and noted the possibility of comparing Georgetown to out of state cities facing similar growth. Densmore offered to research any cities submitted for comparison and would follow up with the initial respondents that had not yet replied with information.

- D. Review of time commitments required of the Mayor and Councilmembers -- Robyn Densmore, City Secretary

Hernandez left during this item.

Densmore explained that all members of Council attend Council meetings and board and commission meetings. She added that the City Council meets a minimum of twice per month except in December, and that Council is guaranteed at least one special meeting for budget in July, but possibly two. Densmore added that all members serve on at least one board or commission and some serve on more. She noted that board and commission meetings can range anywhere from 30 minutes to 2 hours, or possibly longer. Densmore then noted that there are other events that Council gets invited to, included, but not limited to groundbreakings, ribbon cuttings, and cultural events.

Members asked that Densmore reach out to the existing Council members and ask them specifically how many hours they are spending on their Council work. Densmore agreed to do so.

- E. Set next meeting of the Council Compensation Committee -- Robyn Densmore, City Secretary

Members agreed to meet on Thursday, April 1st at 3:00 p.m.

Adjournment

Motion by Aishman, second by Eady.
Approved 7-0.

Meeting adjourned at 4:31 p.m.

Approved by the Council Compensation Committee on _____
Date

Chair

Attest: City Secretary

DRAFT

City of Georgetown, Texas
General Board-Commission
April 1, 2021

SUBJECT:

Review of current compensation of the City of Georgetown Councilmembers and a comprehensive review of similar cities -- Robyn Densmore, City Secretary

ITEM SUMMARY:

The committee will review the 2017 and 2021 Compensation Surveys. The 2021 Survey was up to date at the time of posting, but more information may be available at the meeting.

The committee members will also consider the following information:

Number of Council Meeting Items:

Period	# of CC Meeting Items - FY18	# of CC Meeting Items - FY19	# of CC Meeting Items - FY20	# of CC Meeting Items - FY21
Oct	76	71	70	93
Nov	62	62	67	36
Dec	40	48	58	36
Jan	44	58	73	65
Feb	54	79	73	
Mar	56	67	69	
April	69	57	73	
May	66	89	51	
Jun	64	52	26	
Jul	62	26	44	
Aug	86	72	54	
Sep	93	120	77	

Length and number of Council meetings:

Date	Period	# of Meetings CC Workshop	# of Meetings CC Regular	# of Meetings CC Special	Length of CC Meetings
Oct-18	Oct	2	2	1	8.53
Nov-18	Nov	2	2	1	7.38
Dec-18	Dec	1	1	0	5.58
Jan-19	Jan	2	2	0	7.43
Feb-19	Feb	2	2	1	9.68
Mar-19	Mar	2	2	1	12.79

Apr-19	April	2	2	1	10.98
May-19	May	2	2	2	6.79
Jun-19	Jun	2	2	1	5.58
Jul-19	Jul	2	2	2	5.02
Aug-19	Aug	2	2	1	6.99
Sep-19	Sep	2	2	1	7.49
Oct-19	Oct	2	2	1	4.69
Nov-19	Nov	2	2	2	8.33
Dec-19	Dec	1	1	1	4.71
Jan-20	Jan	2	2	0	8.51
Feb-20	Feb	2	2	0	6.6
Mar-20	Mar	2	2	1	8.12
Apr-20	April	2	2	1	14.31
May-20	May	2	2	0	4.5
Jun-20	Jun	1	2	0	5.8
Jul-20	Jul	2	2	0	9.94
Aug-20	Aug	1	2	1	6.32
Sep-20	Sep	2	2	0	5.02
Oct-20	Oct	2	2	0	7.06
Nov-20	Nov	1	1	1	2.74
Dec-20	Dec	1	1	1	2.66
Jan-21	Jan	2	2	0	10.17

Members will also discuss time commitments as expressed by current City Council members.

FINANCIAL IMPACT:

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SUBMITTED BY:

Robyn Densmore, City Secretary

ATTACHMENTS:

	Description	Type
☐	2021 Compensation Survey	Backup Material
☐	History of Council Compensation through 2017	Backup Material
☐	2017 Council Compensation Committee Report	Backup Material

Mayor and Councilmember Compensation Comparison - March 2021									
City	2020 Official Population	# of Employees	Mayor's Compensation (annual)	Council Compensation (annual)	# of Regular Meetings per Month	Utilities	Public Library	Airport	Notes
Bastrop									
Belton	22,833	170	\$1	\$1	2	Yes	Yes	No	Utilities - water and sewer
Cedar Park	82,460	480	\$0	\$0	2	Yes	Yes	No	Utilities - water and wastewater
College Station	124,710	little over 900	\$0	\$0	2	Yes	Yes	Yes	Travel expenses covered for Mayor and Council
Elgin									
Georgetown	75,132	736	\$21,600	\$16,800	2	Yes	Yes	Yes	736 - includes full time and part time regular employees
Hutto									
Killeen	130,000	1,300	\$2,400	\$1,200	2	Yes	Yes	Yes	2 libraries 2 airport - one commercial and one non-commercial
Lampasas	7,000	127	\$1	\$1	2	Yes	Yes	Yes	
Leander									
Liberty Hill	3,951	52	\$40,000	\$12,000	3	Yes	Yes	No	Utilities - water and wastewater
New Braunfels	79,438	350	\$1,800	\$1,200	2	No	Yes	Yes	Annual total based on regular meetings only Utilities - water
Pflugerville	67,796	331	\$0	\$0	2	Yes	Yes	No	Charter Section 3.04: "Members of the city council shall serve without compensation, but shall be entitled to payment of or reimbursement for all necessary expenses incurred in the performance of official duties, upon approval by Utilities - not electric
Round Rock	119,605	952	\$14,400	\$11,400	2	Yes	Yes	No	Annual total = \$1000/month plus \$200/month vehicle allowance (Mayor) and \$750/month plus \$200/month vehicle allowance (Council) All members of Council also receive other benefits City employees get
San Marcos	66,952	700	\$26,400	\$23,400	2	Yes	Yes	Yes	Annual total = 1700/Month +500 for reimbursable expenses for Mayor and 1450/Month +500 for reimbursable expenses for Council
Taylor	17,383	166	\$300	\$300	2	Yes	Yes	Yes	\$25/month for both Mayor and council
Temple									
Waco	135,858	1,500	\$6,000	\$6,000	2 plus several committee meetings	Yes	Yes	Yes	Utilities - Water NO Salary; Council Received stipend of \$500 a month, travel, TML Membership, and provided with a I-Pad, I-Phone (Mayor and Council)

HISTORY OF CITY COUNCIL COMPENSATION 1990-2017

<u>Year</u>	<u>Mayor Salary</u>	<u>Councilmember Salary</u>	<u>Optional Expense Stipend</u>	<u>Notes</u>
1990	\$250 / mo	\$100 / mo		Ord 900213 - Established
1992				No Changes Made
1994				No Changes Made
1996				Compensation Committee recommended Mayor salary to be raised to \$300 and Councilmembers to \$200. Council voted to deny the increase and salaries stayed the same.
1997	\$350/mo	\$200/mo		
1999				No Changes Made
2001				No Changes Made
2004				No Changes Made
2006				No Changes Made
2008	\$450 / mo	\$300 / mo	Choose at the beginning of the fiscal year, to accept or reject an optional \$800/mo stipend for expenses and lost income.	"Personal Expense Compensation" was added as an optional monthly stipend of \$800. Personal expense compensation was intended to be an optional stipend for those Councilmembers and the Mayor who chose to accept it as a way to partially offset the economic loss they incur as a result of serving.
2010	\$450 / mo	\$300 / mo	Choose at the beginning of the fiscal year, to accept or reject an optional \$800/mo stipend for expenses and lost income.	"Personal Expense Compensation" was added as an optional monthly stipend of \$800. Personal expense compensation was intended to be an optional stipend for those Councilmembers and the Mayor who chose to accept it as a way to partially offset the economic loss they incur as a result of serving.
2012	\$550/mo	\$400/mo		ORD 2012-44
2015	\$1,100 / mo	\$800 / mo		Ord 2015-35
2017	\$1,800/mo	\$1,400/mo		Ord 2017-30

**COUNCIL COMPENSATION COMMITTEE REPORT TO THE
GEORGETOWN MAYOR AND CITY COUNCIL
APRIL 2017**

The Council Compensation Committee, according to Sec. 2.15 of the City of Georgetown Charter, was appointed by Mayor Ross to review the salaries of the Mayor and Councilmembers and make recommendations regarding those salaries. Committee members included Chair, Jerry Hammerlun, Nancy Gribble-Tay, Richard Glasco, Liz Hobbs, Bob Glandt, Rick Williamson and Llorente Navarrette

The Committee met on December 19, 2016, February 1, 2017 and February 22, 2017. Attached to this summary are copies of the minutes for all those meetings.

The focus of those three meetings were:

December 19, 2016 – After introductions, the City Secretary walked the Committee through binders she had prepared that included information on the City Charter, Compensation Comparison and time commitments of the Mayor and Council. The Committee included two former Council Members who shared their perspectives and experiences. The primary focus of the first meeting was to identify additional information that the Committee had a desire to review. At the end of the meeting the Committee again discussed the reality of the time commitment to serve, the importance of a diverse Council and the typical schedule for a Council meeting day. There was also significant discussion related to the diversity and complexity of the issues Council is responsible to oversee.

February 1, 2017 – Prior to the Committee's second meeting the City Secretary provided material in response to requests posed in the first meeting. That information included:

- List of Boards & Commissions with Council Member appointments
- List of Events Required of Councilmembers
- List of Events Voluntary for Councilmembers
- List of Cities with Electric Utilities
- List of Cities with Water Utilities
- List of Cities where Councilmembers have paid aides other than the City Secretary staff
- History of Council compensation at the City of Georgetown
- List of Cities with strong/weak mayor government
- List of current Councilmembers working full time outside of civil service position

Each member of the Committee was given an opportunity to ask follow-up questions and comment on the information. The significant volume of documentation that had been provided by the City Secretary made the Committee comfortable to begin a dialogue focused on a compensation recommendation. Feeling there was some consensus for the basis of a recommendation the Chair requested that the Committee meet one more time and that prior to the next meeting each member send their thoughts on a recommendation to the City Secretary.

At the second meeting, the entire Committee was excited about the potential of a suggestion of Member Glasco. Member Glasco's suggestion related to the possibility of having interns from Southwestern University work with the Council and Mayor.

February 22, 2017 – This meeting began with a discussion of the estimated hourly rate the Mayor and Council currently receive for their service in relation to the lump sum amount. The Committee's deliberations focused on the following concerns:

- Must continue the positive direction and success of the City.
- Must continue to attract a diverse, professional group of quality individuals willing to serve.
- Must continue to have representation willing to connect with their constituents.

After much discussion, the Committee unanimously (5-0) approved recommending an increase in the lump sum compensation for a Council member to \$1,400 per month and for the Mayor to \$1,800 per month.

City of Georgetown, Texas
General Board-Commission
April 1, 2021

SUBJECT:

Review of time commitments required of the Mayor and Councilmembers -- Robyn Densmore, City Secretary

ITEM SUMMARY:

The committee will review and discuss the time commitments of Council members during and outside of regular Council meetings.

While still awaiting responses from all Council members, so far, the responses have been:

- About 20 hours per week or 80 hours per month.
- About 30 to 40 hours a week, or roughly 150 hours a month.
- Seldom less than 30 hours per week. Seldom more than 60 hours per week.
- Tried to track my time but it has been impossible. Check email constantly no matter the hour of the day or day of the week; manage city council Facebook page 24/7; phone calls with constituents or city staff almost daily; typically have multiple in person meetings weekly; host town halls; attend HOA meetings; none of this includes council meetings and preparation for council meetings; average over 40 hours a week very easily.

FINANCIAL IMPACT:

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SUBMITTED BY:

Robyn Densmore, City Secretary