

**Notice of Meeting for the
Council Compensation Committee
of the City of Georgetown
April 8, 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.

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

**[https://georgetowntx.zoom.us/j/92042595397?
pwd=d2dVczg0QnNCc1NqTVVOem41dmJLQT09](https://georgetowntx.zoom.us/j/92042595397?pwd=d2dVczg0QnNCc1NqTVVOem41dmJLQT09)
Webinar ID: 920 4259 5397
Passcode: 364511**

Or join by phone dial:

**(346)248-7799 OR (669)900-6833 OR (253)215-8782 OR (929)205-6099
OR (301)715-8592 OR (312)626-6799
TOLL FREE (888)475-4499 OR (833)548-0276 OR (833)548-0282 OR
(877)853-5257
Webinar ID: 920 4259 5397
Passcode: 364511**

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 April 1, 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 -- Greg Eady, Chair

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 8, 2021

SUBJECT:

Consideration and possible action to approve minutes from the April 1, 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 04.01.2021	Backup Material

**Meeting Minutes of the
Council Compensation Committee of the
City of Georgetown, Texas
Tuesday, April 1, 2021**

The Georgetown City Council will meet on Tuesday, April 1, 2021 at 3:00 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.

Regina Watson, Karen Darby, Kris Kasper, Greg Eady, Carlos Hernandez, and Dana Hadaway were all in attendance.

Tommy Aishman joined during Item C.

Judy Butler was absent.

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
Eady called the meeting to order at 3:06 p.m.

Legislative Regular Agenda

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

Motion to approve by Carlos, second by Regina.

Approved 6-0 (Aishman and Butler absent).

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

Densmore reviewed the Compensation Survey and updates that had been made since the last meeting. The survey now includes the following out of state cities: Nampa, Idaho; Bend, Oregon; Ft. Myers, Florida; Concord, North Carolina; Mount Pleasant, South Carolina, and Milpitas, California. So far, only the cities of Nampa and Mount Pleasant have responded with information.

No official action was taken on this item.

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

Densmore reviewed the responses that were received from Council so far, noting that one Council member had not yet responded. The committee asked for clarification on some of the responses from Council. Densmore agreed to follow-up.

Tommy Aisham joined during this item.

No official action was taken on this item.

- D. Set next meeting of the Council Compensation Committee -- Greg Eady, Chair

The Committee agreed to meet virtually on Thursday, April 8, 2021 at 3:00 p.m.

Adjournment

Motion by Darby, second by Hernandez.

Approved 7-0 (Butler absent).

Meeting adjourned at 3:50 p.m.

Approved by the Council Compensation Committee on _____ Date

Chair

Attest: City Secretary

City of Georgetown, Texas
 General Board-Commission
 April 8, 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
☐	2017 Compensation Survey	Backup Material
☐	2021 Compensation Survey - Texas Cities	Backup Material
☐	2021 Compensation Survey - Out of State Cities	Backup Material

Mayor and Councilmember Compensation Comparison - November 2016

City	2016 Official Population	# of Employees	Mayor's Salary	Council Salary	# of Regular Meetings per Month	Utilities	Public Library	Airport	Notes
Bastrop	8,025	132	\$150 / mo.	\$75 / mo.	2	Electric, Water, Sewer	Yes	No	
Belton	20,517	166	\$1 / year	\$1 / year	2	Water, Sewer	Yes	No	
Cedar Park	65,890	445.5	\$0	\$0	2	Water, Sewer	Yes	No	
College Station	107,062	978.5	\$0	\$0	2	Electric, Water, Sewer	Yes	Yes	
Elgin	10,253	76	\$75 / mo.	\$50 / mo.	1	Water, Sewer contract w/ LCRA	Yes	No	
Georgetown	61,915	695.25	\$1,100 / mo.	\$800 / mo.	2	Electric, Water, Sewer	Yes	Yes	
Hutto	22,722	93	\$0	\$0	2	Water, Sewer	Yes	No	
Killeen	140,806	1300	\$200 / mo.	\$100 / mo.	2	Water, Sewer	Yes	Yes	
Lampasas	6,681	113	\$0	\$0	2	Electric, Water, Sewer	Yes	No	
Leander	37,889	265	\$0	\$0	2	Water, Sewer	Yes	No	
Liberty Hill	9,341		\$0	\$0	2	Water, Sewer	No	No	
Marble Falls	6,370	100	\$300 / mo.	\$100 / mo.	2	Water, Sewer	Yes	No	
Pflugerville	57,521	355	\$0	\$0	2	Water, Sewer	Yes	No	
Round Rock	107,158	869	\$1,000 / mo.	\$750 / mo.	2	Water, Sewer	Yes	No	Mayor & Council get \$200/mo. car allowance
San Marcos	54,076	681	\$1,700 / mo.	\$1,200 / mo.	2	Electric, Water, Sewer	Yes	Yes	
Taylor	16,233	148	\$25 / mo.	\$25 / mo.	2	Water, Sewer	Yes	Yes	
Temple	72,277	836	\$0	\$0	2	Water, Sewer	Yes	Yes	Entitled to reimbursement of all necessary and reasonable expenses incurred in the performance of their official duties
Waco	132,356	1586.45	\$50 / mo.	\$500 / mo.	2	Water, Sewer	Yes	Yes	

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	Time Commitment of Council Members/Mayor	Council expense accounts?	Compensation Committee (or similar)?	Frequency of Review for Council Compensation	Utilities	Public Library	Airport	Notes
Bastrop													
Belton	22,833	170	\$1	\$1	2	Varies by week.	No, but the City reimburses travel expenses for City sponsored travel	No	Rarely. It is set by Charter at \$1 per year. It was discussed briefly during the last Charter review in 2020, but there was no change recommended.	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	78,053	342	\$0	\$0	2	A Councilmember serve as liaison on the Historical Preservation Commission, Mayor's Citizen Action Advisory Committee, and Public Art Commission. These three boards meet once a month and average a 2-3 hours. The Mayor, Mayor Pro Tem and one of our Councilmembers are heavily involved in meeting with developers. I could not tell you how many hours a week they spend as they set their own calendar and many times staff is not involved in the meetings. The Mayor also serves on CAPMetro executive board that meets monthly; averages 4 hours; Mayor Pro Tem serves on the CAMPO executive board that meets monthly; averages 2-4 hours; Councilmember serves on BCRUA that meets monthly; averages 2 hours; and a councilmember serves on CAPCOG executive board and Clean Air Coalition that meets monthly; averages 4 hours.	In our budget we have a travel/training account; budget for FY20 \$19,700 (shared between the Mayor and 6 Councilmembers)	No	No	Yes	Yes	No	reimburse travel expenses for Mayor and City Council Utilities – water/wastewater
Liberty Hill	3,951	52	\$40,000	\$12,000	3	We are now at 3 Mondays per month of Council meetings. Weekly hours are probably around 7 for each of the three weeks, which would include reviewing the packet and attending the meetings.	No, but there is a training allowance of \$1500 per Council member annually.	No	No set time but a cursory annual visit during budget time.	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

Pflugerville	67,796	331	\$0	\$0	2	Unknown in its entirety – some members are the council reps for boards, some on subcommittees, but for the most part spread out.	Expenses in budget FY20 \$30k, FY21 \$25k to cover everything council related (conferences they go to, trainings, rentals required for worksessions, etc.)	No	N/A (budget line item reviewed yearly)	Yes	Yes	No	Utilities - water 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 the city council."
Round Rock	119,605	952	\$14,400	\$11,400	2					Yes	Yes	No	Utilities - not electric 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	Unknown	They have a Council budget but no individual expense account.	No	Unknown - as far as I can tell they've never reviewed it.	Yes	Yes	Yes	\$25/month for both Mayor and council
Temple	82,987	925	\$0	\$0	2					Water Only	Yes	Yes	
Waco	135,858	1,500	\$6,000	\$6,000	2 plus several committee meetings	between 30 and 40 hours per week	Yes, they receive a monthly stipend of \$500 for expenses, reimbursed for travel and membership cost	No	When requested by Council	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)

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
Nampa, ID	106,860	735	\$81,281	\$10,931	2	Yes	Yes	Yes	Council - \$420.41 bi-weekly Utilities = Water, Sewer Trash Council pays for utilities services in the same way as citizens.
Bend, OR									
Ft. Myers, FL									
Concord, NC									
Mt. Pleasant, SC	95,000	789	\$42,000	\$15,000	1	No	Yes	Yes	196 Part Time Temp; 593 Budgeted Mayor's Salary - considered part time position several Committee of Council meetings per month 3 Library locations all run by Charleston County Public Library Mount Pleasant Regional Airport, does not provide scheduled passenger services but is geared toward the recreational flyer, with one flight school located on site. The closest airport that provides scheduled passenger services is Charleston International Airport located in the City of North Charleston.
Milpitas, CA									
Georgetown	75,132	736	\$21,600	\$16,800	2	Yes	Yes	Yes	736 - includes full time and part time regular employees
		Average	\$48,294	\$14,244					

City of Georgetown, Texas
General Board-Commission
April 8, 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.

FINANCIAL IMPACT:

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SUBMITTED BY:

Robyn Densmore, City Secretary

ATTACHMENTS:

	Description	Type
☐	2021 Compensation Survey - Council B&C Appointments	Backup Material
☐	2021 Compensation Survey - Council Member Feedback	Backup Material

Council District	Name	Board	Recommendation
1	Council - Calixtro	Housing Advisory Board	Reappoint
1	Council - Calixro	South GT TIRZ	Reappoint
2	Council - Hood	Transportation Enhancement Corporation (GTEC)	Reappoint
2	Council - Hood	Wolf Lakes TIRZ	Appoint
3	Council - Triggs	GT Electric Utility Advisory Board	Reappoint
4	Council - Fought	Economic Development Corporation (GEDCO)	Reappoint
4	Council - Fought	Transportation Enhancement Corporation (GTEC)	Reappoint
4	Council - Fought	GT Water Utility Advisory Board	Reappoint
5	Council - Pitts	Animal Shelter AB	Appoint
5	Council - Pitts	Governance and Finance Committee (GGAF)	Reappoint
6	Council - Jonrowe	Economic Development Corporation (GEDCO)	Appoint
6	Council - Jonrowe	Transportation Advisory Board (GTAB)	Reappoint
6	Council - Jonrowe	Downtown TIRZ	Reappoint
6	Council - Jonrowe	Williams Dr TIRZ	Reappoint
7	Council - Gonzalez	Governance and Finance Committee (GGAF)	Reappoint
Mayor	Mayor - Schroeder	Downtown TIRZ	Appoint
Mayor	Mayor - Schroeder	Rivery Park TIRZ	Appoint
Mayor	Mayor - Schroeder	South GT TIRZ	Appoint
Mayor	Mayor - Schroeder	Williams Dr TIRZ	Appoint
Mayor	Mayor - Schroeder	Wolf Lakes TIRZ	Appoint

District	Average (per week)	Council Time Commitment
Mayor	30	I am currently spending about 20 hours per week or 80 hours per month. 2nd email - Maybe 30 hours per week. It's kind of hard to differentiate between "governing" and "politics", and I'm not counting purely political activities.
District 1	9	My rough estimate 35 hrs.
District 2	17	Please realize I'm new @ this and still learning my way. Estimated Monthly total: +/-68 hours 16 hours a month minimum in e-mail. 20 hours a month in phone calls...1 hr. A day. 16 hours... 4 hrs. a week in meetings. 16 hours for 2 days @ CC noon to 8:00pm. Note: in Jan. 2021, I logged 40 hours in City Council On-Boarding workshops in addition to all other activities.
District 3	40	This is a hard one. I spent a lot of time thinking, and I have come to the conclusion it is about 30 to 40 hours a week, or roughly 150 hours a month. A lot of those hours are from the comfort of my own home answering emails, doing research, or now zoom meetings for the two boards I'm on. I also like to drive out to sites that have zoning changes up for request. This can often accompany personal trips etc. So it is a very rough estimate.
District 4	60	Seldom less than 30 hours per week. Seldom more than 60 hours per week.
District 5	40	I have tried to track my time but it has been impossible for me. I check email constantly no matter the hour of the day or day of the week. I manage my city council Facebook page 24/7. I have phone calls with constituents or city staff almost daily. I typically have multiple in person meetings weekly. I host town halls. I attend HOA meetings. None of this includes council meetings and preparation for council meetings. I'd say I average over 40 hours a week very easily.
District 6	15	While the time I devote to council duties can vary quite a bit from week to week, I would say that I spend, on average, about 60 hours per month on council-related items. This includes council meetings, workshops, special called meetings, meetings with staff, citizen board meetings, reviewing agendas, researching items, time on social media outreach, constituent communication via email/phone call/messages/meetings. There are weeks where the time goes quite a bit higher, especially when there is an emergency situation, like Winter Storm Uri or developments with COVID, as recent examples.
District 7	40	I spend an average of 25 hours a week on City business. Usually no less than 15 hours sometime as much as 40 hours a week.
Average	31.38	