

INTRODUCED: July 27, 2015

AN ORDINANCE No. 2015-160-172

To establish a Council Compensation Review Advisory Committee to conduct an independent review of the compensation structure for the City Council's members.

Patron – President Mosby

Approved as to form and legality
by the City Attorney

PUBLIC HEARING: SEPT 14, 2015 AT 6 P.M.

WHEREAS, section 15.2-1414.6 of the Code of Virginia (1950), as amended, limits the annual salary that may be paid to the President of the Council to a maximum of \$27,000 and to each other Council Member to a maximum of \$25,000, and those individuals are currently paid the maximum annual salary allowed; and

WHEREAS, the Council believes that is in the best interests of the citizens of the City of Richmond that an independent advisory committee study the appropriate level of compensation for Council Members, including the President of the Council, in light of the amount of time they spend attending meetings and otherwise representing their constituents; and

AYES: 7 NOES: 2 ABSTAIN: _____

ADOPTED: SEPT 14 2015 REJECTED: _____ STRICKEN: _____

WHEREAS, in accordance with section 2-1084(a)(7) of the Code of the City of Richmond (2004), as amended, the estimated annual operating costs of such an advisory committee are \$5,000, including 12 staff hours;

NOW, THEREFORE,

THE CITY OF RICHMOND HEREBY ORDAINS:

§ 1. That there is hereby created an advisory committee of the City of Richmond to be known as the Council Compensation Review Advisory Committee, which shall operate pursuant to the following provisions:

(a) **Duties.** The Committee shall perform the following functions:

(1) The Committee shall compare the duties and responsibilities of Council Members and the President of the Council as required by law with the duties and responsibilities of Council Members and the President of the Council as expected by their constituents in light of the time commitment required to perform those duties and responsibilities.

(2) The Committee shall review the current compensation structure for Council Members and the President of the Council, including annual salary, reimbursement for expenses, and the health, retirement, and other benefits made available to Council Members and the President of the Council.

(3) The Committee shall compare the information reviewed under subsections (a)(1) and (a)(2) of this section with other jurisdictions of comparable population and governmental structure to the City.

(4) The Committee shall make public the information it finds and its analysis of that information and shall hold public hearings in multiple locations around the city to solicit public comment on that information and analysis.

(5) The Committee shall make recommendations for changes, or for no changes, in the current compensation structure for Council Members and the President of the Council and shall identify the method by which any recommended changes must be made.

(6) The Committee shall submit a written report to the Council no later than the Monday, November 2, 2015, to allow the Council an opportunity to request during the 2016 session of the General Assembly of Virginia any action by the Assembly necessary to implement the Committee's recommendations.

(b) **Composition.** The Committee shall be composed of nine members appointed by the Council. It is the intent of the Council to endeavor to appoint two members from the business community of the city, three members employed by public or private institutions in the city that offer education beyond the secondary school level, and four members who are voters of the city and to endeavor not to appoint any City officer, employee, or contractor as a member. All other aspects of the Committee's composition not addressed in this ordinance shall be governed by Chapter 2, Article V, Division 1 of the Code of the City of Richmond (2004), as amended.

(c) **Duration.** The Committee shall expire upon the submission to the Council of the written report required by subsection (a)(6) of this section.

(d) **Conduct of Affairs.** For purposes of section 2-843(b) of the Code of the City of Richmond (2004), as amended, the Committee is classified as "advisory." The Committee shall

meet as often as it deems necessary to complete the duties required of it by this ordinance within the time period fixed by this ordinance; however, in no event shall the Committee meet less frequently than once per month. The Committee shall provide notice and keep minutes of its meetings in accordance with the requirements of the Virginia Freedom of Information Act. A majority of the members of the Committee shall constitute a quorum. The Committee may elect from its membership a chairman and such other officers as it may find necessary for the conduct of its affairs. The Committee may adopt by-laws or rules of procedure not inconsistent with this ordinance to govern the conduct of its meetings and operations. The Council Chief of Staff shall furnish the Committee with such staff and resources as the Council Chief of Staff may be able to furnish to assist the Committee in discharging the duties imposed upon it by this ordinance. The Committee shall submit all records of the Committee's proceedings and the Committee's final report to the City Clerk pursuant to section 2-1087 of the Code of the City of Richmond (2004), as amended. The provisions of Chapter 2, Article V, Divisions 1 and 10 of the Code of the City of Richmond (2004), as amended, shall govern all aspects of the Committee's activities not specifically addressed by this ordinance.

§ 2. This ordinance shall be in force and effect upon adoption.



Richmond City Council

The Voice of the People

Richmond, Virginia

Lou Brown Ali
Council Chief of Staff

Office of the Council Chief of Staff

Council Ordinance/Resolution Request

TO Allen L. Jackson, Richmond City Attorney

THROUGH Lou Brown Ali, Council Chief of Staff

V. Jones for Lou Brown Ali
[Signature]

FROM Joyce L. Davis, Council Policy Analyst
Office of the Council Chief of Staff

RECEIVED

COPY Michelle Mosby, 9th District Council member
Haskell Brown, Deputy City Attorney
Vincent Jones, Deputy Council Chief of Staff
Uzziah Harris, 9th District Liaison
Jennifer Jackson, Senior Legal Secretary

V. Jones

JUL 17 2015

OFFICE OF CITY ATTORNEY

DATE July 14, 2015

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TITLE: Establishment of a Council Compensation Review Committee

This is a request for the drafting of an **Ordinance** **Resolution**

REQUESTING COUNCILMEMBER/PATRON

Patron, Council Member Michelle Mosby

SUGGESTED STANDING COMMITTEE

Finance

ORDINANCE/RESOLUTION SUMMARY

This Ordinance is to create a Council Compensation Review Committee to study the duties and responsibilities and annual total compensation for Richmond Council members.

BACKGROUND

City Council members are elected to serve four year terms of office. As authorized under Virginia Code Section §15.2-1414.5, Council members are paid a bi-weekly stipend for the time they contribute to serving their community and fulfilling their constitutional duties. While it is a part time job, council members expend many hours attending public meetings within the City, conducting resident outreach in their districts, preparing for and attending Standing Committee meetings and are committed to represent the City of Richmond at

events and community meetings.

Per the Virginia Code Section §15.2-1414.6, enacted in 1998, the salary range for the City of Richmond is set according to the population brackets of 175,000 to 259,999 with a maximum salary of \$27,000 for the Council President and \$25,000 for Council members.

The City provides the option for Council members to receive health benefits through the City's group health plan for employees. Currently, Council members do not have the option to participate in the retirement benefits plan offered by the City. Pursuant to Federal law, all employees, including City Council members, participate in Social Security, an ancillary retirement benefit.

Proposed Ordinance

This Ordinance is to create a Council Compensation Review Committee to study total compensation for Richmond City Council members. The independent committee allows for an unbiased analysis of the total compensation of Richmond City Council members.

The proposed duties and functions of the Council Compensation Review Committee is to review and make recommendations on the remuneration provided to Members of Council, based on member's duties and responsibilities, including salary, other forms of compensation such as health benefits, and retirement benefits, other allowances and marketplace changes and any other adjustment policies, as determined appropriate by the Committee.

The Committee's mandate includes:

- Review of the duties and responsibilities expected of members and commitment of their time for a part-time position.
- Review the current benefits package option for health benefits and retirement benefits.
- Conduct a review of the current compensation structure and benefits program (including necessary benchmark recommendations to be presented to Council).
- Review comparable jurisdictions based on population.
- Review compensation adjustments and recommendations requiring policy change.
- Provide and hold public hearing opportunities in a variety of venues designed to solicit public comment for public input.
- The Committee shall provide a report with recommendations (recommended changes or no changes) regarding the level of total compensation benefits for members of Richmond City Council members.
- The committee must submit a report to include any recommendations on the compensation levels to Council no later than November 15, 2015. If there are recommendations requiring General Assembly action, as these changes must be approved by the General Assembly and must apply only to the next Council term of office.
- The members of the Committee shall provide a report with recommendations within 60 days of the last appointment.

- The Committee shall provide the Council with recommendations by November 15, 2015.

Composition of the Committee

The composition of the committee shall be nine members. The Committee may elect from its membership a chairman and other officers it deems necessary in accordance with its rules of procedure or bylaws. The nine member committee structure should consist of representatives from the business community, post-secondary institutions and citizens at large. All members appointed to the committee must be residents of the City of Richmond.

The membership of the committee is recommended as follows: Two of the members should be business representatives; three members from post-secondary institutions; and four at large citizen members.

Members of the committee may not include any employees or official of the City of Richmond, vendor, contractor, consultant or lobbyist of the City of Richmond.

For the purposes of Richmond City Code, Section 2-283, the Committee is classified as "advisory."

It is estimated that the annual costs for this new Committee will be approximately \$5000, including 12 hours. The Council Chief of Staff Office shall provide the necessary support for the Committee. The Committee shall meet at least once a month, but as often as needed to complete a report with recommendations prior to November 15, 2015.

The minutes of the meeting should be maintained in accordance with the requirements of the Virginia Freedom of Information Act.

The members of the Committee shall serve until expiration of the Committee once the recommendations have been completed and accepted.

FISCAL IMPACT STATEMENT

Fiscal Impact	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Budget Amendment Required	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Estimated Cost or Revenue Impact	\$ 5,000	
<i>Fiscal Impact of \$5,000 as staff costs.</i>		

Attachment/s Yes No

Richmond City Council Ordinance/Resolution Request Form/updated 12.22.08/srs