



EXECUTIVE DEPARTMENT

*City of Cambridge*  
*P.O. Box 255*  
*Cambridge, Maryland 21613*

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### **MAYOR AND COUNCIL COMPENSATION ADVISORY COMMITTEE**

An ad hoc advisory committee appointed by the Mayor, with the consent of the Council, to meet "as needed" to make a report and recommendations to the City Council regarding the compensation (salary and/or benefits) provided to the City officials elected in 2020 and thereafter. The final report is expected within sixty (60) days from the first meeting.

**Membership:** Five (5) citizens selected by majority of the Commissioners.

(Staffed by the City Manager, Finance Director, City Attorney, and others, as needed.)

**Purpose:** To meet on an as-needed basis for the purpose of considering those benefits and other compensation, if any, should be afforded to the City's elected officials during their term of office in addition to their salaries.

**Duties:**

- (1) Study the history of compensation (salary and benefits) for the City's elected officials and existing compensation policies;
- (2) Study examples of how other municipal elected officials in the State of Maryland are compensated (e.g., salary only; salary plus insurance benefits and/or other compensation);
- (3) Meet with the City's insurance administrator, Chet McWilliams, to obtain information regarding the current insurance benefits afforded to the City's elected officials and the history thereof;

- (4) Make recommendations to the full City Council on:
- (a) What benefits and other compensation, if any, should be afforded to the City's elected officials during their term of office;
  - (b) The fiscal impact to the City associated with such recommended compensation;
  - (c) The manner by which such compensation should be legislatively enacted or authorized; and
  - (d) Whether former City elected officials should be afforded any such compensation after their term of office expires and, if so, under what circumstances.
- (5) Report to the full City Council with meeting notes and recommendations within sixty (60) days from the first organizational meeting. A majority and minority report may be provided for any recommendation(s) which are not unanimous.

Authority and City Code Provisions:

Established pursuant to vote of the Commissioners of Cambridge on July 8, 2019.  
Committee charter approved by the Commissioners of Cambridge on December 9, 2019

City Code § 2-11. - Salary of mayor and commissioners

City Code § 3-26. - Commissioners: compensation, expenses.

12/09/19