

# Report of Council Compensation Committee

## ***Introduction***

### **Committee Direction and Membership**

By Resolution 2002-13 the Takoma Park City Council established a Council Compensation Committee (Committee) of citizens to examine the matter of appropriate compensation for the City Council, of which the Mayor is a member. Subsequently six individuals were appointed to the Committee, as follows:

Paul d'Eustachio  
Jim Douglas  
Mike Moore  
Terry Seamens  
Ed Sharp  
Doug Tursman

Ed Sharp was selected by the members of the Committee to serve as Chair.

Of the six committee members, five had previously served on the City Council.

The Council resolution asked the committee to report on the following issues:

- Recommendations on Council compensation, including the option of making no change
- Recommendation for a process for reviewing Council compensation on an ongoing basis

### **City Charter Provisions**

The Municipal Charter for the City of Takoma Park governs the method by which salaries for the Mayor and City Councilmembers are set, as follows:

Article III, Section 303(c): "The Mayor may receive an annual salary as set from time to time by an ordinance passed by the Council in regular course of business; provided, however, that no change may be made in the salary of the Mayor either by increase or decrease during the term for which he/she was elected. The ordinance making any change in the salary paid to the Mayor, either by way of increase or decrease, shall be adopted prior to the next municipal election and shall take effect only as to the next succeeding Mayor."

Article III, Section 304(c): "Each Councilmember may receive an annual salary as set from time to time by an ordinance passed by the Council in regular course of business; provided, however, that the salary specified at the time any Council takes office may not be changed during the period for which the Council was elected. The ordinance making any change in the salary paid to the Councilmembers either by way

of increase or decrease shall be adopted prior to the next municipal election, and shall take effect only as to the next succeeding Council.”

### **Historical Salaries**

Salaries for the Mayor and Councilmembers have been increased at irregular intervals for the past 40 to 50 years. Neither the Municipal Charter nor any other document establishes a methodology (e.g. process, frequency, basis) for setting compensation levels for the Councilmembers or the Mayor. The following table shows the effective dates of salaries since 1964:

<b>Effective Date</b>	<b>Mayor Salary</b>	<b>Councilmember Salary</b>	<b>Mayor Salary as Percent of Councilmember Salary</b>
1964	\$1,200	\$800	150%
1976	\$2,400	\$1,800	133%
1989	\$4,800	\$3,600	133%
1991	\$5,000	\$3,800	132%

### **Compensation Committee Activity**

The Council Compensation Committee began its deliberations in August 2002. Starting in September the Committee met weekly on most weeks through mid-November. To obtain as wide a range of views on the subject of Council compensation as possible, the Committee solicited public input through neighborhood e-mail list-serves, through a survey in the City Newsletter (which was also available to residents at the Municipal Building and Library), and a public forum. The public forum was advertised in the City newsletter, the City Web site, and mentioned in the Gazette newspaper.

### **Public Comments**

The Committee received public input from three sources: surveys returned, e-mails to committee members, and attendance at a public forum.

### **Survey Results**

The Committee received sixteen responses to the survey placed in the City Newsletter and available to visitors to the Municipal Building and Library. These responses can be summarized as follows:

- The majority of respondents favored an increase in salaries; one believed salaries are too high; the remainder felt the current level is about right.
- Of those respondents that proposed different levels, most suggested levels that were in the range of doubling to tripling current salaries with a couple suggesting even higher levels; the rest favored more modest increases
- Respondents were evenly split on whether increasing salaries would increase the number of candidates running for office and whether increased salaries would change the types of candidates running for office.
- Respondents generally favored comparison with other jurisdictions and measures of workload and responsibility as the criteria to be used to set salaries.
- Respondents were evenly split on whether there should be automatic inflation based adjustments to salaries.

- Although not specifically asked in the survey, some respondents stated that increased salaries should not change the City's tax rate.

### **E-Mail Responses**

In response to a request for input posted on neighborhood list-serves, six responses were received. The request mirrored the issues covered in the Newsletter survey, but responses generally did not follow the same format as those in the survey. In summary, e-mail input was:

- Elected officials should be compensated
- That compensation should generally be more than currently paid (specific amounts were not requested)
- Compensation should be comparable to other jurisdictions
- One commenter opposed increases that would raise the tax rate
- A few comments suggested increasing salaries would increase participation in elections

### **Public Forum**

Two citizens and one Councilmember attended a public forum held on September 18 in the Council chambers. One citizen stated that elected officials should be motivated by public service and that being paid a salary that is too great would result in them basing their decisions on a desire to stay in office because of the pay. He also stated that he did not know what level of pay would have that effect, but that the current level did not.

Another citizen stated that, in his view, the Mayor and Council should be paid more.

The amount they are paid should be determined by considering the amount of time that they devote to the job and comparing salaries with those of elected officials throughout the country. The Councilmember expressed the hope that the Compensation Committee would recommend how the salaries should be regularly increased so that the process will not continue to be done in the irregular way it has been.

### ***Principles of Compensation***

The Committee developed the following Principles of Compensation to guide the formulation of its recommendations on compensation for the Mayor and Councilmembers:

**I. The positions of Mayor and Councilmember are part-time and should be treated that way.**

The Committee believes that the positions of Mayor and Councilmember do not require office holders to work on a full-time basis to carry out their duties. Thus, the salaries paid to these officeholders should not be at a rate constituting full-time employment. This also means that citizens should not expect the Mayor and Councilmembers to devote time and effort to their elected positions as if they held full-time jobs. The Committee notes that the personal circumstances of some office holders have permitted them to devote full-time or nearly full-time to the office.

**II. Full monetary compensation for the Mayor and Councilmembers is not appropriate.**

The Committee believes that non-monetary compensation such as the inherent value of community service and the status and prestige of office are partial compensation for the Mayor and Councilmembers, thereby diminishing the need for full monetary compensation. The Committee further believes that within the limited resources available to the City, full monetary compensation for these officials is of lower priority than other needs. Finally, the Committee notes that historically the City has not fully compensated the Mayor and Councilmembers monetarily and that throughout the country at all levels of government the monetary compensation of elected officials is typically below that of equivalent work by those in the private sector.

**III. It is appropriate to monetarily compensate the Mayor and Councilmembers to some extent for their work**

The Committee believes it is appropriate to monetarily compensate the Mayor and Councilmembers to some extent because of the time that they spend on their duties and the sacrifices they make in forgoing other activities they might engage in.

**IV. Monetary compensation creates an obligation for the Mayor and Councilmembers to perform their jobs.**

The Committee believes that by compensating the Mayor and Councilmembers monetarily for their work, an obligation is created to attend to the full range of the duties and obligations of the office. This is in contrast to a volunteer position in which the volunteer is performing duties because he or she finds them appealing and has no obligation to perform unappealing tasks.

**V. Monetary compensation provides status to the Mayor and Councilmembers.**

The Committee believes that the perceived value of any given task is typically related, to some degree, to the financial reward associated with that task.

Further, where greater value is associated with a task, a higher level of stature and respect is likewise recognized. A primary function of the Mayor and Councilmembers is to represent the City to both Takoma Park residents and outside entities, and the ability to effectively make that representation depends to some extent upon the perceived stature of the individual making that representation. The Committee therefore has concluded that financial compensation is a material element in enhancing the ability of the Mayor and Councilmembers to effectively represent the City of Takoma Park to its many constituencies.

**VI. The Mayor's salary should be greater than that of Councilmembers.**

The Committee believes that the duties and responsibilities of the Mayor differ from, and are of a greater nature than, those of Councilmembers, justifying a greater salary for the Mayor. Article IV of the City's charter

enumerates the powers (and by extension the duties) of the Council, of which the Mayor is a member. However, Article III of the charter enumerates additional powers and duties for the Mayor, including serving as the head of the city government for all intergovernmental affairs, for setting the agenda of the Council, and for presiding at meetings of the Council. In addition, only the Mayor has the duty and responsibility to represent all of the residents of the city, not just those in a single ward. The additional duties outlined in Article III comprise more responsibility than that of an individual Councilmember and, in practice, require substantially more time to perform.

**VII. Compensation for the Mayor and Councilmembers should be comparable to Maryland municipalities of similar size and complexity.**

The Committee believes that the monetary compensation for the Mayor and Councilmembers should be comparable to that of similar cities in Maryland. Maryland municipalities vary in such factors as population, geographic size, and the scope and nature of services provided. The Committee believes that the skills and effort required of elected officials generally increase with the size of the municipality and the scope and nature of its services. Thus, comparisons of Takoma Park with other municipalities should emphasize those factors that measure size and complexity. The Committee believes that comparison should be limited to other Maryland municipalities, in contrast to including comparisons with municipalities in other states, since Maryland municipalities are subject to the same state laws governing municipal authorities. State law dictating the nature and limits of municipal government vary from state to state, making comparisons of responsibilities of municipal officials among different states difficult.

***Diversity and Competition in City Elections***

In addition to the questions of the appropriate level of compensation, and the process for revising compensation, the Committee took special note of how compensation might affect the electoral process in the City. A number of comments by Councilmembers during the debate on Resolution 2002-13 raised issues about whether the level of compensation might attract more candidates for office and whether it might also attract a diverse (gender, race/ethnicity, and socio-economic status) set of candidates for office. Members of the Committee were also quite interested in these issues, noting that often Councilmember races are uncontested and that voter turnout varies widely from ward to ward and year to year. The resolution itself noted “concern has been raised by the community that Council salaries serve as a barrier to diversity and competition among candidates.” Thus, the Committee took special note in its appeals for public input to request views and information on how, or if, compensation for elected officials would affect participation in electoral races.

The Committee shares the concerns of Councilmembers, and other members of the Takoma Park community that the community is better served by elections that include competition for offices and by candidates that represent the great diversity of our community. However, the Committee found, that as a practical matter, it could not

determine whether compensation levels appropriate for officials in a city of the size and complexity of Takoma Park would increase competition or diversity of participation. A few of the public comments addressed this matter, some suggesting compensation would make a difference and some that it would not. None of the commenters that suggested compensation would make a difference provided any information about what levels would make a difference, or what the nature of that difference would be.

The Committee urges both the City Council and the various community and civic organizations of Takoma Park to look for other ways to attract competition and participation,

***Comparative Analysis of Takoma Park’s Elected Official Salaries and Those of Similar Cities in the State of Maryland***

The Committee examined municipalities of comparable size and complexity in the state of Maryland to determine how the salaries of Takoma Park’s elected officials compared. The committee used population and budget as two readily available measures of comparison. Comparisons used both FY98 data (using the Compensation Survey of Maryland Local Governments, FY2001, published by the Institute for Governmental Service of the University of Maryland, dated January 2001, which has data for all 106 incorporated cities in Maryland), and FY02/03 data from a survey the Committee performed on a smaller group of cities (eliminating small municipalities that do not compensate their officials and large cities that have significantly different duties for their mayors and Councilmembers).

Using these data the Committee performed two analyses. First it ranked Takoma Park’s budget and population against other similar municipalities by percentile using both FY 98 and FY02/03 data. For instance, using FY98 population data, Takoma Park’s population ranked 46<sup>th</sup> among the group of similar cities in population and then determined what Takoma Park’s salaries would be if adjusted to the same percentile as either population or budget. Second the Committee used the FY02/03 data to calculate the average ratios of salaries to budget and salaries to population, and then adjusted the Takoma Park salaries to this average.

As a matter of further comparison the Committee also calculated what the 1991 salaries would be when adjusted for inflation.

The results of these analyses are presented in the table below. The details of the calculations are included in appendices to this report. Note that the salary range for mayor is between its current level of \$5,000 and \$11,061, and for Councilmember between \$3,800 and \$5,492.

	Current	Inflation	FY98 Population Ranking	FY98 Budget Ranking	Salary to Population Ratio (02 data)	Salary to Budget Ratio (02 data)
Mayor’s Salary	\$5,000	\$6,634	\$11,061	\$6,930	\$9,588	\$7,597
Council- member’s	\$3,800	\$4,965	\$5,055	\$4,179	\$5,492	\$4,564

Salary						
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## **Recommendations**

The Committee makes the following recommendations to the Council:

**Recommendation 1:** The annual salary for Councilmembers should be set at \$6,000 and the annual salary for the Mayor should be set at \$8,000.

### **Discussion**

The Committee found the current salaries of the Mayor and the Councilmembers to be too low for the nature of the work performed and in comparison to other similar Maryland municipalities. The Committee reviewed the population, budget, and Mayor/Councilmember salaries for other Maryland municipalities and inflation adjustments of current salaries as discussed above. The details of various analyses are found in the appendix to this report. The Committee believes an increase in salaries to these levels is warranted and that the comparison with other municipalities provides useful guidance on the appropriate level of increase. The Committee notes that public comments received were in general agreement that salaries were too low and should be raised. The Committee further believes that salary levels that are on the high end of these comparisons are appropriate to ensure that salaries do not lag significantly before they are adjusted in the future.

The financial impact of the recommended salaries is \$16,200 per annum, which represents approximately 0.19 cents (\$.0019) on the City tax rate.

**Recommendation 2:** The salaries for the Mayor and Councilmembers should be reviewed, and revised appropriately, every four years. The review process should include the appointment of a citizens committee representing the diversity of the City's population and should be based on the Principles of Compensation articulated in this report.

### **Discussion**

The Committee believes that the ten years that has elapsed since the last revision of elected officials' salaries is too long. Salaries of elected officials should be reviewed and revised on a periodic (not occasional) basis. The Committee believes that every four years (representing every other elected Council) is an appropriate period.

The Committee further believes that the review and revision of compensation should be consistent and should be based on standards understood and agreed upon by the community. The Principles of Compensation articulated in this report provide such standards and should be relied upon in the future.

Yet the process of determining an appropriate level of compensation is also one of judgment. A strict formula should be avoided. Thus the Committee recommends that a committee of citizens representing the various views and interests of the community be appointed every four years to apply the Principles of Compensation.

**Recommendation 3:** The salary of the Mayor should be approximately 4/3 that of the Councilmembers.

**Discussion**

The Committee believes that the duties and responsibilities of the Mayor differ from those of the Councilmembers significantly enough to warrant a significant differential in compensation. Historically that difference has been about 1/3. The Committee believes maintaining a differential of this amount is appropriate.

***Technical Appendices***

Two technical appendices are included that describe in detail the analyses summarized in the body of the report. Committee member Doug Tursman prepared Technical Appendix 1. Committee member Paul d'Eustachio prepared Technical Appendix 2.

# Technical Appendix 1

Prepared by Doug Tursman

## ***Comparative Analysis of Elected Official Salaries in the State of Maryland with Respect to Takoma Park***

### **1. Introduction**

The Committee explored several methods by which the elected officials salaries in Takoma Park could be compared to similar jurisdictions in the state. The thought behind this was if Takoma Park compensation levels were out of line with similar jurisdictions, then a neutral, statistically based method could be used upon which to base a new salary recommendation.

Three methods of analysis were performed, as shown below.

1. The Committee calculated what the 1991 salaries would be today if they had been adjusted for inflation.
2. Using FY1998 data, Takoma Park's ranking in both budget and population were compared to the upper quartile of Maryland Cities. The Mayor and Councilmembers' salary rankings were then determined. Finally, the salary rankings were adjusted to the budget and population rankings. This yielded an increase in salaries for Takoma Park.
3. Using FY2002 data gathered by the Committee (for cities above a population of 10,000, excluding Baltimore and Frederick), an average ratio of salary-to-population and salary-to-budget was determined. Then, Takoma Park salaries were adjusted to these average ratios. This also yielded an increase in salaries for Takoma Park.

The following sections contain the raw data the Committee used for its analyses and the statistical calculations that it performed to determine the numbers presented in the body of the report.

### **2. Raw Data**

Two sets of data were used in the analyses. The first consisted of a report from the Institute for Governmental Service of the University of Maryland entitled Compensation Survey of Maryland Local Governments, FY2001, dated January 2001, which contains data consisting of all incorporated cities in Maryland and their corresponding elected official salaries, town population, town budget, and the number of city employees. The report actually contains data from FY1998; however, as the purpose of the analyses are to compare Takoma Park salaries relative to similar jurisdictions, it was deemed recent enough to allow for valid comparisons. The data, sorted by population, are included in the table below.

**FY 1998 Data for All 106 Incorporated Cities in Maryland**

<b>Town</b>	<b>Mayor Salary</b>	<b>Councilmember Salary</b>	<b>Town Population</b>	<b>FY98 Budget</b>	<b>Town Employees</b>
North Chevy Chase	\$0	\$0	0	\$235,362	1
Oakmont	NA	\$500	0	\$13,279	0
Brookeville	\$0	\$0	57	\$274,639	0
Highland Beach	\$0	\$0	107	\$76,597	0
Galestown	\$0	\$0	119	\$12,645	0.8
Marydel	\$0	\$0	134	\$16,702	0.8
Hillsboro	\$12	\$12	149	\$74,700	0
Luke	\$4,800	\$2,400	153	\$412,663	8
Goldsboro	\$0	\$0	170	\$101,264	0.8
Barnesville*	\$0	\$0	183	\$26,798	0
Burkittsville	\$400	\$200	233	\$53,047	0.8
Vienna	\$1,800	\$1,200	241	\$207,537	Not Reported
Laytonsville	\$0	\$0	271	\$170,987	0
Rosemont	\$0	\$0	322	\$49,959	0.8
Accident	\$360	\$240	368	\$283,412	2
Betterton	\$1,200	\$600	369	\$249,375	1
Millington	\$0	\$0	410	\$180,183	2.5
Galena	\$1,200	\$300	444	\$201,733	1.5
Deer Park	\$240	NA	445	\$70,908	2
New Market	\$0	\$0	459	\$106,891	1
Washington Grove	\$0	\$0	467	\$202,442	3
Barton	\$600	\$600	475	\$88,917	2
Suldersville*	\$0	\$0	485	\$147,397	1
Secretary	\$84	\$60	487	\$325,614	3
Preston*	\$1,200	\$1,000	494	\$409,858	5
Queenstown*	\$0	NA	506	\$494,078	3
Grantsville	\$3,000	\$600	517	\$484,734	3
Myersville	\$4,200	\$540	520	\$466,925	3.5
Midland	\$1,000	\$700	524	\$75,088	1
Church Hill*	\$0	\$0	527	\$191,743	1
Cecilton	\$600	\$300	554	\$259,466	3
Sharptown*	\$750	\$600	556	\$493,699	4
Friendsville	\$720	\$360	602	\$167,350	2
Pittsville	\$0	\$0	639	\$605,943	5
Oxford*	\$2,000	\$2,000	707	\$844,448	11
Port Deposit	\$0	\$0	746	\$747,889	8.5
Chevy Chase Village Sec. 5*	\$0	\$0	751	\$153,659	0.5
Charlestown*	\$0	\$0	798	\$494,721	3
Chesapeake City	\$3,600	\$900	811	\$794,838	1.5
Willards*	\$600	\$600	812	\$0	3
New Windsor	\$1,200	NA	874	\$468,226	Not Reported
Martin's Additions	\$0	\$0	885	\$331,973	1
Union Bridge	\$3,800	\$700	1,058	\$458,549	4
Somerset	\$15,000	NA	1,141	\$622,864	5
Ridgley*	\$1,000	\$1,000	1,224	\$1,395,576	12
St. Michaels*	\$2,000	\$2,000	1,249	\$1,715,873	Not Reported
Fairmount Heights	\$1,200	\$450	1,305	\$0	13

Town	Mayor Salary	Councilmember Salary	Town Population	FY98 Budget	Town Employees
Colmar Manor	\$4,200	\$3,000	1,318	\$385,040	5
Greensboro	\$1,200	\$800	1,441	\$993,156	8
Leonardtown	\$0	\$0	1,497	\$1,374,932	9.5
Delmar	\$2,000	\$1,200	1,662	\$735,653	35
Landover Hills	\$2,100	\$1,200	1,716	\$591,217	11
Hurlock	\$12,000	\$8,000	1,793	\$2,354,851	Not Reported
Hancock	\$800	\$600	1,855	\$1,134,346	12
Kensington	\$8,000	\$5,000	1,861	\$927,422	Not Reported
Princes Anne	NA	\$1,000	1,911	\$1,397,616	21
Centerville*	\$0	\$2,500	2,028	\$1,261,287	18
Mountain Lake Park	\$2,400	\$1,200	2,028	\$756,388	6
Emmitsburg	\$3,600	\$3,100	2,191	\$1,747,971	12.5
Chevy Chase Village*	\$0	\$0	2,258	\$2,104,627	26
Middletown	\$6,000	\$2,400	2,271	\$2,167,570	10
Snow Hill	\$1,800	\$1,200	2,278	\$1,907,415	28
Westernport	\$2,000	\$1,500	2,303	\$1,287,152	22
University Park	\$0	\$0	2,383	\$2,570,046	20
Boonsboro	\$3,600	\$1,200	2,511	\$1,191,580	10
Sykesville	\$4,000	\$600	2,771	\$1,209,643	18
Perryville	\$0	\$0	2,814	\$2,550,354	20
Chevy Chase	\$0	\$0	2,885	\$1,453,951	5
Denton	\$1,500	\$1,000	2,948	\$2,925,197	27
Berlin	\$5,000	\$2,000	3,084	\$6,992,259	62.5
Forest Heights	\$2,600	\$1,000	3,102	\$493,612	11
Hampstead	\$4,800	\$2,500	3,122	\$1,731,294	19.5
Brentwood	\$2,400	\$1,500	3,180	\$591,738	8
Berwyn Heights	\$1,200	\$1,200	3,181	\$1,918,818	20.5
Manchester	\$1,200	\$500	3,381	\$1,418,448	19
Indian Head	\$3,000	\$2,500	3,806	\$2,742,430	19
Pocomoke City	\$2,500	\$2,000	4,101	\$4,713,726	49.5
Thurmont*	\$8,000	\$2,000	4,244	\$6,074,337	29
Taneytown	\$4,800	\$1,800	4,434	\$2,037,552	24
Chestertown	\$5,000	\$2,000	4,450	\$3,070,744	31
Ocean City	\$30,000	\$10,000	5,095	\$56,309,144	538
Riverdale Park	\$4,800	\$2,400	5,164	\$2,503,913	50
Walkersville	\$12,500	\$1,500	5,235	\$1,813,876	15
Cheverly	\$1,200	\$800	6,458	\$2,295,601	35
La Plata	\$10,000	\$7,500	6,663	\$4,494,198	39
District Heights	\$4,200	\$3,000	7,240	\$2,208,602	28
Frostburg	\$3,000	\$2,400	7,623	\$4,749,299	53
Bel Air*	\$5,000	\$3,500	9,385	\$7,514,281	93
Havre de Grace	\$5,200	\$2,400	10,482	\$7,237,566	94
Cambridge	\$12,000	\$10,000	10,734	\$9,724,817	115
Elkton	\$7,515	\$6,682	10,870	\$7,332,667	92
Aberdeen	\$10,000	\$7,500	13,278	\$9,352,553	124
Westminster	\$10,000	\$2,400	15,776	\$13,706,216	150
Takoma Park	\$5,000	\$3,800	18,238	\$11,057,766	140
Salisbury	\$10,000	\$5,000	20,884	\$23,767,514	325
Cumberland	\$7,200	\$4,800	21,521	\$24,830,816	300

Town	Mayor Salary	Councilmember Salary	Town Population	FY98 Budget	Town Employees
Greenbelt	\$6,000	\$5,000	22,076	\$15,132,108	208.55
College Park	\$6,000	\$4,000	25,855	\$6,789,244	100.24
Annapolis	\$52,000	\$8,500	33,585	\$45,329,963	500
Bowie	\$13,465	\$8,365	40,704	\$19,755,627	232.2
Rockville	\$11,500	\$9,000	46,788	\$47,974,850	605.6
Gaithersburg	\$7,500	\$6,000	46,980	\$28,537,217	347
Frederick	\$62,057	\$12,412	47,468	\$42,970,375	459
Baltimore	\$125,000	\$48,000	632,681	\$2,179,568,101	Unknown

Notes:

1. A mayor's salary was entered if a town had a President of the Municipal Council instead of a mayor. This is noted with a \*.
2. Towns that pay the mayor on a per meeting basis were excluded.
3. Town populations estimated for FY1998, projected to FY2001.

The second set of data consisted of a survey conducted by the Committee to obtain more recent data. This data included only cities with a population of 10,000 or more, excluding Baltimore and Frederick.

#### **FY 2002 Data for Cities in Maryland with Populations Above 10,000**

Town	Mayor Salary	Council Salary	Town Population	Current Budget
Gaithersburg	\$7,500	\$6,000	54,018	\$30,851,717
Rockville	\$12,200	\$9,550	51,659	\$65,470,600
Bowie	\$13,971	\$8,679	50,000	\$22,000,000
Annapolis	\$65,000	\$12,000	35,000	\$55,605,420
Salisbury	\$10,000	\$5,000	23,743	\$29,391,430
College Park	\$6,000	\$4,000	23,714	\$9,546,145
Cumberland	\$7,200	\$4,800	23,212	\$28,000,000
Greenbelt	\$6,000	\$5,000	21,500	\$15,565,500
<b>Takoma Park</b>	<b>\$5,000</b>	<b>\$3,800</b>	<b>17,299</b>	<b>\$13,744,179</b>
Westminster	\$10,000	\$2,400	16,730	\$12,869,826
Aberdeen	\$10,000	\$7,500	13,500	\$13,639,000
Havre de Grace	\$7,800	\$5,200	12,500	\$11,066,500
Elkton	\$7,516	\$6,682	11,893	\$11,048,235
Cambridge	\$12,000	\$10,000	10,900	\$18,913,404

### 3. Analysis Methods and Calculations

#### 3.1 Inflation

The following table shows what the mayor’s and councilmember’s salaries would be if simply adjusted for inflation.

**Salaries Adjusted for Inflation**

<b>Year</b>	<b>Inflation Rate</b>	<b>Mayor's Adjusted Salary</b>	<b>Councilmember's Adjusted Salary</b>
1992	2.90%	\$5,145	\$3,910
1993	2.70%	\$5,284	\$4,016
1994	2.70%	\$5,427	\$4,124
1995	2.50%	\$5,562	\$4,227
1996	3.30%	\$5,746	\$4,367
1997	1.70%	\$5,843	\$4,441
1998	1.60%	\$5,937	\$4,512
1999	2.70%	\$6,097	\$4,634
2000	3.40%	\$6,305	\$4,791
2001	1.60%	\$6,405	\$4,868
2002	2.00%	\$6,634	\$4,965

#### 3.2 FY1998 Population Basis

From inspection, the FY1998 population data can be seen to be wide ranging. Statistical analysis was used to pare down the cities with which to compare Takoma Park by comparing city populations. It was found that the range of cities with which to compare Takoma Park are those in the upper quartile for city populations. Upper quartile means those cities lying in the upper 25% of all cities, distributed by city populations. Only Baltimore was excluded as an outlier.<sup>1</sup>

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<sup>1</sup> An outlier is defined as a data point that is so far from the rest of the data that it would skew any statistical calculations for the rest of the data. An outlier is determined by the following formula:

$Outlier > 1.5(IQR) + Q_3$ , where IQR is Inner Quartile Range, which is defined as:  $IQR = Q_3 - Q_1$ , where Q1 is the value of the data point at the 25<sup>th</sup> percentile and Q3 is the value of the data point at the 75<sup>th</sup> percentile. In this case, the Outlier cutoff point is a population of 63,872, which only excludes Baltimore with a population of 632,681.

The cities against which Takoma Park was compared are listed in the table below, sorted by population.

**FY1998 Population Data, Upper Quartile of All Incorporated Maryland Cities,  
Excluding Baltimore**

	<b>Town</b>	<b>Mayor Salary</b>	<b>Councilmember Salary</b>	<b>Town Population</b>	<b>FY98 Budget</b>	<b>Town Employees</b>
1	Chestertown	\$5,000	\$2,000	4,450	\$3,070,744	31
2	Ocean City	\$30,000	\$10,000	5,095	\$56,309,144	538
3	Riverdale Park	\$4,800	\$2,400	5,164	\$2,503,913	50
4	Walkersville	\$12,500	\$1,500	5,235	\$1,813,876	15
5	Cheverly	\$1,200	\$800	6,458	\$2,295,601	35
6	La Plata	\$10,000	\$7,500	6,663	\$4,494,198	39
7	District Heights	\$4,200	\$3,000	7,240	\$2,208,602	28
8	Frostburg	\$3,000	\$2,400	7,623	\$4,749,299	53
9	Bel Air*	\$5,000	\$3,500	9,385	\$7,514,281	93
10	Havre de Grace	\$5,200	\$2,400	10,482	\$7,237,566	94
11	Cambridge	\$12,000	\$10,000	10,734	\$9,724,817	115
12	Elkton	\$7,515	\$6,682	10,870	\$7,332,667	92
13	Aberdeen	\$10,000	\$7,500	13,278	\$9,352,553	124
14	Westminster	\$10,000	\$2,400	15,776	\$13,706,216	150
15	<b>Takoma Park</b>	<b>\$5,000</b>	<b>\$3,800</b>	<b>18,238</b>	<b>\$11,057,766</b>	<b>140</b>
16	Salisbury	\$10,000	\$5,000	20,884	\$23,767,514	325
17	Cumberland	\$7,200	\$4,800	21,521	\$24,830,816	300
18	Greenbelt	\$6,000	\$5,000	22,076	\$15,132,108	208.55
19	College Park	\$6,000	\$4,000	25,855	\$6,789,244	100.24
20	Annapolis	\$52,000	\$8,500	33,585	\$45,329,963	500
21	Bowie	\$13,465	\$8,365	40,704	\$19,755,627	232.2
22	Rockville	\$11,500	\$9,000	46,788	\$47,974,850	605.6
23	Gaithersburg	\$7,500	\$6,000	46,980	\$28,537,217	347
24	Frederick	\$62,057	\$12,412	47,468	\$42,970,375	459

The statistics for this group of cities is in the table below. These statistics are necessary for the calculation of ranking, which is explained below the table.

**Population Statistics, FY1998 Data, Upper Quartile, Excluding Baltimore**

<b>Statistic</b>	<b>Population</b>
Mean	18,440
Minimum	4,450
First Quartile (Q <sub>1</sub> )	6,807
Median	12,074
Third Quartile (Q <sub>3</sub> )	24,910
Maximum	47,468
Standard Deviation	14,468

Ranking is first determined by calculating the Z statistic, which finds a particular data point's position on a Standard Normal Probability curve. Then the percentile ranking is determined by examining a Z statistic Standard Normal Probability Table<sup>2</sup>. The Z statistic is determined as follows:

$$Z = \frac{X - \text{Mean}}{\text{Standard Deviation}}$$

Where X is the data point for which the ranking is desired. To determine Takoma Park's ranking, the values from the Summary Statistics table is plugged into the equation above.

$$Z = \frac{18,238 - 18,440}{14,468}$$

The Z statistic calculates to -0.01. When compared to the Z statistic table, this equates to the 46<sup>th</sup> percentile, which means that Takoma Park's population is very close to the median for this group of cities.

### 3.2.1 Mayor's Salary Calculation

The mayor's salary is first ranked in the same way that Takoma Park's population is ranked. Then the new mayor's salary is calculated by raising the salary ranking to the population ranking.

The mayor's salary statistics are included below.

#### Mayor's Salary Statistics, FY1998 Data, Upper Quartile, Excluding Baltimore

Statistic	Salary
Mean	\$12,547
Minimum	\$1,200
First Quartile (Q <sub>1</sub> )	\$6,000
Median	\$7,508
Third Quartile (Q <sub>3</sub> )	\$46,500
Maximum	\$62,057
Standard Deviation	\$14,862

The mayor's salary, when compared to the other salaries in the group, calculates to the 30<sup>th</sup> percentile. The equation raising it to the 46<sup>th</sup> percentile is given below.

$$\text{Population Ranking } Z = \frac{X - \text{Mean}}{\text{Standard Deviation}}$$

<sup>2</sup> The Z Statistic Standard Normal Probability table can be found in any standard statistics textbook.

Where X is the mayor’s salary we are trying to find, and Population Ranking Z is the Z statistic for the 46<sup>th</sup> percentile (in this case, -0.01). The calculation is shown below.

$$-0.01 = \frac{X - \$12,547}{\$14,862}$$

Solving for X yields a salary for the mayor of \$11,061 if the mayor’s salary ranking is raised from the 30<sup>th</sup> percentile to the 46<sup>th</sup> percentile. This kind of analyses was performed for all of the FY1998 data, and will only be summarized in subsequent sections.

### 3.2.2 Councilmember’s Salary Calculation

The councilmember’s salary statistics are included below.

#### **Councilmembers’ Salary Statistics, FY1998 Data, Upper Quartile, Excluding Baltimore**

<b>Statistic</b>	<b>Salary</b>
Mean	\$5,373
Minimum	\$800
First Quartile (Q <sub>1</sub> )	\$3,125
Median	\$4,900
Third Quartile (Q <sub>3</sub> )	\$8,875
Maximum	\$12,412
Standard Deviation	\$3,177

The councilmember’s salary, when compared to the other salaries in the group, calculates to the 31<sup>st</sup> percentile. Raising it to the 46<sup>th</sup> percentile yields a salary of \$5,055.

### 3.3 FY1998 Budget Basis

The FY1998 budget data are as wide ranging as the population data. It was found that the range of cities with which to compare Takoma Park are those in the upper quartile for city budgets. Only Baltimore and Ocean City were excluded as outliers.

The cities against which Takoma Park was compared are listed in the table below, sorted by budget.

**FY1998 Budget Data, Upper Quartile of All Incorporated Maryland Cities,  
Excluding Baltimore and Ocean City**

	<b>Town</b>	<b>Mayor Salary</b>	<b>Councilmember Salary</b>	<b>Town Population</b>	<b>FY98 Budget</b>	<b>Town Employees</b>
1	Denton	\$1,500	\$1,000	2,948	\$2,925,197	27
2	Chestertown	\$5,000	\$2,000	4,450	\$3,070,744	31
3	La Plata	\$10,000	\$7,500	6,663	\$4,494,198	39
4	Pocomoke City	\$2,500	\$2,000	4,101	\$4,713,726	49.5
5	Frostburg	\$3,000	\$2,400	7,623	\$4,749,299	53
6	Thurmont	\$8,000	\$2,000	4,244	\$6,074,337	29
7	College Park	\$6,000	\$4,000	25,855	\$6,789,244	100.24
8	Berlin	\$5,000	\$2,000	3,084	\$6,992,259	62.5
9	Havre de Grace	\$5,200	\$2,400	10,482	\$7,237,566	94
10	Elkton	\$7,515	\$6,682	10,870	\$7,332,667	92
11	Bel Air	\$5,000	\$3,500	9,385	\$7,514,281	93
12	Aberdeen	\$10,000	\$7,500	13,278	\$9,352,553	124
13	Cambridge	\$12,000	\$10,000	10,734	\$9,724,817	115
14	<b>Takoma Park</b>	<b>\$5,000</b>	<b>\$3,800</b>	<b>18,238</b>	<b>\$11,057,766</b>	<b>140</b>
15	Westminster	\$10,000	\$2,400	15,776	\$13,706,216	150
16	Greenbelt	\$6,000	\$5,000	22,076	\$15,132,108	208.55
17	Bowie	\$13,465	\$8,365	40,704	\$19,755,627	232.2
18	Salisbury	\$10,000	\$5,000	20,884	\$23,767,514	325
19	Cumberland	\$7,200	\$4,800	21,521	\$24,830,816	300
20	Gaithersburg	\$7,500	\$6,000	46,980	\$28,537,217	347
21	Frederick	\$62,057	\$12,412	47,468	\$42,970,375	459
22	Annapolis	\$52,000	\$8,500	33,585	\$45,329,963	500
23	Rockville	\$11,500	\$9,000	46,788	\$47,974,850	605.6

The statistics for this group of cities is in the table below. These statistics are necessary for the calculation of ranking.

**Budget Statistics, FY1998 Data, Upper Quartile, Excluding Baltimore and Ocean City**

<b>Statistic</b>	<b>Budget</b>
Mean	\$15,392,754
Minimum	\$2,925,197
First Quartile (Q <sub>1</sub> )	\$6,074,377
Median	\$9,352,553
Third Quartile (Q <sub>3</sub> )	\$23,767,514
Maximum	\$47,974,850
Standard Deviation	\$13,879,404

The Z statistic calculates to -0.31. When compared to the Z statistic table, this equates to the 38<sup>th</sup> percentile.

### 3.3.1 Mayor's Salary Calculation

The mayor's salary statistics are included below.

#### Mayor's Salary Statistics, FY1998 Data, Upper Quartile, Excluding Baltimore and Ocean City

<b>Statistic</b>	<b>Salary</b>
Mean	\$11,541
Minimum	\$1,500
First Quartile (Q <sub>1</sub> )	\$5,000
Median	\$7,500
Third Quartile (Q <sub>3</sub> )	\$10,000
Maximum	\$62,057
Standard Deviation	\$14,762

The mayor's salary, when compared to the other salaries in the group, calculates to the 30<sup>th</sup> percentile. Raising it to the 38<sup>th</sup> percentile yields a salary of \$6,930.

### 3.3.2 Councilmembers' Salary Calculation

The councilmember's salary statistics are included below.

#### Councilmember Salary Statistics, FY1998 Data, Upper Quartile, Excluding Baltimore and Ocean City

<b>Statistic</b>	<b>Salary</b>
Mean	\$5,142
Minimum	\$1,000
First Quartile (Q <sub>1</sub> )	\$2,400
Median	\$4,800
Third Quartile (Q <sub>3</sub> )	\$6,682
Maximum	\$12,412
Standard Deviation	\$3,107

The councilmember's salary, when compared to the other salaries in the group, calculates to the 33<sup>rd</sup> percentile. Raising it to the 38<sup>th</sup> percentile yields a salary of \$4,179.

## Technical Appendix 2

Prepared by Paul d'Eustachio

This appendix consists of six worksheets, presented as Tables 1 through 6.

Tables 1 and 2 (1998 Raw Data and 2002 Raw Data) are simply the original data from which further analyses were made. Note that the 2002 data consists of all fourteen Maryland municipalities with a population in excess of 10,000, a budget in excess of \$9.5 million, and excluding the two largest municipalities in the state, Baltimore and Frederick. The 1998 data consists of all Maryland municipalities.

Table 3 sorts the 2002 data by population, budget, and Mayor and Councilmember salaries. Table 4 shows the Mayor and Councilmember salaries on a *per capita* and per budget dollar for the various municipalities and calculate what Takoma Park's salaries would be on those bases.

Tables 5 and 6 show 1998 data in the same manner as Tables 3 and 4.

The cutoffs for the 02 data were chosen because they pass an "eyeball test". That is, they appear reasonable. In fact these cutoffs result in a list of Maryland municipalities that are relatively similar in operation and structure to Takoma Park, and are in fact municipalities that Takoma Park frequently compares itself to in a variety of other situations.

Notwithstanding the fact that the 98 data provides more "data points" I believe that the results are essentially worthless. I would argue that a comparison that spans Brookeville with a population of 57 and zero salary for the Mayor and Council and the City of Baltimore with a highly urbanized population of 632,000 and a budget in excess of \$2.1 billion dollars simply does not yield a valid result. Three apples divided by four oranges does not equal three quarters of a pineapple. But the numbers are here and the Council can use them as it wishes.

**Table 1 – 1998 Raw Data**

Town	Mayor Salary	Councilmember Salary	Town Population	FY98 Budget	Town Employees
Aberdeen	\$10,000	\$7,500	13,278	\$9,352,553	124
Accident	\$360	\$240	368	\$283,412	2
Annapolis	\$52,000	\$8,500	33,585	\$45,329,963	500
Baltimore	\$125,000	\$48,000	632,681	\$2,179,568,101	Unknown
Barnesville*	\$0	\$0	183	\$26,798	0
Barton	\$600	\$600	475	\$88,917	2
Bel Air*	\$5,000	\$3,500	9,385	\$7,514,281	93
Berlin	\$5,000	\$2,000	3,084	\$6,992,259	62.5
Berwyn Heights	\$1,200	\$1,200	3,181	\$1,918,818	20.5
Betterton	\$1,200	\$600	369	\$249,375	1
Boonsboro	\$3,600	\$1,200	2,511	\$1,191,580	10
Bowie	\$13,465	\$8,365	40,704	\$19,755,627	232.2
Brentwood	\$2,400	\$1,500	3,180	\$591,738	8
Brookeville	\$0	\$0	57	\$274,639	0
Burkittsville	\$400	\$200	233	\$53,047	0.8
Cambridge	\$12,000	\$10,000	10,734	\$9,724,817	115
Cecilton	\$600	\$300	554	\$259,466	3
Centerville*	\$0	\$2,500	2,028	\$1,261,287	18
Charlestown*	\$0	\$0	798	\$494,721	3
Chesapeake City	\$3,600	\$900	811	\$794,838	1.5
Chestertown	\$5,000	\$2,000	4,450	\$3,070,744	31
Cheverly	\$1,200	\$800	6,458	\$2,295,601	35
Chevy Chase	\$0	\$0	2,885	\$1,453,951	5
Chevy Chase Village Sec. 5*	\$0	\$0	751	\$153,659	0.5
Chevy Chase Village*	\$0	\$0	2,258	\$2,104,627	26
Church Hill*	\$0	\$0	527	\$191,743	1
College Park	\$6,000	\$4,000	25,855	\$6,789,244	100.24
Colmar Manor	\$4,200	\$3,000	1,318	\$385,040	5
Cumberland	\$7,200	\$4,800	21,521	\$24,830,816	300
Deer Park	\$240	NA	445	\$70,908	2
Delmar	\$2,000	\$1,200	1,662	\$735,653	35
Denton	\$1,500	\$1,000	2,948	\$2,925,197	27
District Heights	\$4,200	\$3,000	7,240	\$2,208,602	28
Elkton	\$7,515	\$6,682	10,870	\$7,332,667	92
Emmitsburg	\$3,600	\$3,100	2,191	\$1,747,971	12.5
Fairmount Heights	\$1,200	\$450	1,305	\$0	13
Forest Heights	\$2,600	\$1,000	3,102	\$493,612	11
Frederick	\$62,057	\$12,412	47,468	\$42,970,375	459
Friendsville	\$720	\$360	602	\$167,350	2
Frostburg	\$3,000	\$2,400	7,623	\$4,749,299	53
Gaithersburg	\$7,500	\$6,000	46,980	\$28,537,217	347
Galena	\$1,200	\$300	444	\$201,733	1.5
Galestown	\$0	\$0	119	\$12,645	0.8
Goldsboro	\$0	\$0	170	\$101,264	0.8
Grantsville	\$3,000	\$600	517	\$484,734	3
Greenbelt	\$6,000	\$5,000	22,076	\$15,132,108	208.55
Greensboro	\$1,200	\$800	1,441	\$993,156	8

Town	Mayor Salary	Councilmember Salary	Town Population	FY98 Budget	Town Employees
Hampstead	\$4,800	\$2,500	3,122	\$1,731,294	19.5
Hancock	\$800	\$600	1,855	\$1,134,346	12
Havre de Grace	\$5,200	\$2,400	10,482	\$7,237,566	94
Highland Beach	\$0	\$0	107	\$76,597	0
Hillsboro	\$12	\$12	149	\$74,700	0
Hurlock	\$12,000	\$8,000	1,793	\$2,354,851	Not Reported
Indian Head	\$3,000	\$2,500	3,806	\$2,742,430	19
Kensington	\$8,000	\$5,000	1,861	\$927,422	Not Reported
La Plata	\$10,000	\$7,500	6,663	\$4,494,198	39
Landover Hills	\$2,100	\$1,200	1,716	\$591,217	11
Laytonsville	\$0	\$0	271	\$170,987	0
Leonardtown	\$0	\$0	1,497	\$1,374,932	9.5
Luke	\$4,800	\$2,400	153	\$412,663	8
Manchester	\$1,200	\$500	3,381	\$1,418,448	19
Martin's Additions	\$0	\$0	885	\$331,973	1
Marydel	\$0	\$0	134	\$16,702	0.8
Middletown	\$6,000	\$2,400	2,271	\$2,167,570	10
Midland	\$1,000	\$700	524	\$75,088	1
Millington	\$0	\$0	410	\$180,183	2.5
Mountain Lake Park	\$2,400	\$1,200	2,028	\$756,388	6
Myersville	\$4,200	\$540	520	\$466,925	3.5
New Market	\$0	\$0	459	\$106,891	1
New Windsor	\$1,200	NA	874	\$468,226	Not Reported
North Chevy Chase	\$0	\$0	0	\$235,362	1
Oakmont	NA	\$500	0	\$13,279	0
Ocean City	\$30,000	\$10,000	5,095	\$56,309,144	538
Oxford*	\$2,000	\$2,000	707	\$844,448	11
Perryville	\$0	\$0	2,814	\$2,550,354	20
Pittsville	\$0	\$0	639	\$605,943	5
Pocomoke City	\$2,500	\$2,000	4,101	\$4,713,726	49.5
Port Deposit	\$0	\$0	746	\$747,889	8.5
Preston*	\$1,200	\$1,000	494	\$409,858	5
Princes Anne	NA	\$1,000	1,911	\$1,397,616	21
Queenstown*	\$0	NA	506	\$494,078	3
Ridgley*	\$1,000	\$1,000	1,224	\$1,395,576	12
Riverdale Park	\$4,800	\$2,400	5,164	\$2,503,913	50
Rockville	\$11,500	\$9,000	46,788	\$47,974,850	605.6
Rosemont	\$0	\$0	322	\$49,959	0.8
Salisbury	\$10,000	\$5,000	20,884	\$23,767,514	325
Secretary	\$84	\$60	487	\$325,614	3
Sharptown*	\$750	\$600	556	\$493,699	4
Snow Hill	\$1,800	\$1,200	2,278	\$1,907,415	28
Somerset	\$15,000	NA	1,141	\$622,864	5
St. Michaels*	\$2,000	\$2,000	1,249	\$1,715,873	Not Reported
Suldersville*	\$0	\$0	485	\$147,397	1
Sykesville	\$4,000	\$600	2,771	\$1,209,643	18
Takoma Park	\$5,000	\$3,800	18,238	\$11,057,766	140
Taneytown	\$4,800	\$1,800	4,434	\$2,037,552	24
Thurmont*	\$8,000	\$2,000	4,244	\$6,074,337	29

<b>Town</b>	<b>Mayor Salary</b>	<b>Councilmember Salary</b>	<b>Town Population</b>	<b>FY98 Budget</b>	<b>Town Employees</b>
Union Bridge	\$3,800	\$700	1,058	\$458,549	4
University Park	\$0	\$0	2,383	\$2,570,046	20
Vienna	\$1,800	\$1,200	241	\$207,537	Not Reported
Walkersville	\$12,500	\$1,500	5,235	\$1,813,876	15
Washington Grove	\$0	\$0	467	\$202,442	3
Westernport	\$2,000	\$1,500	2,303	\$1,287,152	22
Westminster	\$10,000	\$2,400	15,776	\$13,706,216	150
Willards*	\$600	\$600	812	\$0	3

Notes:

1. A mayor's salary was entered if a town had a President of the Municipal Council instead of a mayor. This is noted with a \*.
2. Towns that pay the mayor on a per meeting basis were excluded.
3. Town populations estimated for FY1998, projected to FY2001.

**Table 2 – 2002 Raw Data**

<b>Town</b>	<b>Mayor Salary</b>	<b>Council Salary</b>	<b>Town Population</b>	<b>Current Budget</b>
Aberdeen	\$10,000	\$7,500	13,500	\$13,639,000
Annapolis	\$65,000	\$12,000	35,000	\$55,605,420
Bowie	\$13,971	\$8,679	50,000	\$22,000,000
Cambridge	\$12,000	\$10,000	10,900	\$18,913,404
College Park	\$6,000	\$4,000	23,714	\$9,546,145
Cumberland	\$7,200	\$4,800	23,212	\$28,000,000
Elkton	\$7,516	\$6,682	11,893	\$11,048,235
Gaithersburg	\$7,500	\$6,000	54,018	\$30,851,717
Greenbelt	\$6,000	\$5,000	21,500	\$15,565,500
Havre de Grace	\$7,800	\$5,200	12,500	\$11,066,500
Rockville	\$12,200	\$9,550	51,659	\$65,470,600
Salisbury	\$10,000	\$5,000	23,743	\$29,391,430
<b>Takoma Park</b>	<b>\$5,000</b>	<b>\$3,800</b>	<b>17,299</b>	<b>\$13,744,179</b>
Westminster	\$10,000	\$2,400	16,730	\$12,869,826

**Table 3 – 2002 Data, Sorted**

**POPULATION SORT**

<b>Town</b>	<b>Mayor Salary</b>	<b>Council Salary</b>	<b>Town Population</b>	<b>Current Budget</b>
Gaithersburg	\$7,500	\$6,000	54,018	\$30,851,717
Rockville	\$12,200	\$9,550	51,659	\$65,470,600
Bowie	\$13,971	\$8,679	50,000	\$22,000,000
Annapolis	\$65,000	\$12,000	35,000	\$55,605,420
Salisbury	\$10,000	\$5,000	23,743	\$29,391,430
College Park	\$6,000	\$4,000	23,714	\$9,546,145
Cumberland	\$7,200	\$4,800	23,212	\$28,000,000
Greenbelt	\$6,000	\$5,000	21,500	\$15,565,500
<b>Takoma Park</b>	<b>\$5,000</b>	<b>\$3,800</b>	<b>17,299</b>	<b>\$13,744,179</b>
Westminster	\$10,000	\$2,400	16,730	\$12,869,826
Aberdeen	\$10,000	\$7,500	13,500	\$13,639,000
Havre de Grace	\$7,800	\$5,200	12,500	\$11,066,500
Elkton	\$7,516	\$6,682	11,893	\$11,048,235
Cambridge	\$12,000	\$10,000	10,900	\$18,913,404

**BUDGET SORT**

<b>Town</b>	<b>Mayor Salary</b>	<b>Council Salary</b>	<b>Town Population</b>	<b>Current Budget</b>
Rockville	\$12,200	\$9,550	51,659	\$65,470,600
Annapolis	\$65,000	\$12,000	35,000	\$55,605,420
Gaithersburg	\$7,500	\$6,000	54,018	\$30,851,717
Salisbury	\$10,000	\$5,000	23,743	\$29,391,430
Cumberland	\$7,200	\$4,800	23,212	\$28,000,000
Bowie	\$13,971	\$8,679	50,000	\$22,000,000
Cambridge	\$12,000	\$10,000	10,900	\$18,913,404
Greenbelt	\$6,000	\$5,000	21,500	\$15,565,500
<b>Takoma Park</b>	<b>\$5,000</b>	<b>\$3,800</b>	<b>17,299</b>	<b>\$13,744,179</b>
Aberdeen	\$10,000	\$7,500	13,500	\$13,639,000
Westminster	\$10,000	\$2,400	16,730	\$12,869,826
Havre de Grace	\$7,800	\$5,200	12,500	\$11,066,500
Elkton	\$7,516	\$6,682	11,893	\$11,048,235
College Park	\$6,000	\$4,000	23,714	\$9,546,145

### MAYOR SALARY SORT

Town	Mayor Salary	Council Salary	Town Population	Current Budget
Annapolis	\$65,000	\$12,000	35,000	\$55,605,420
Bowie	\$13,971	\$8,679	50,000	\$22,000,000
Rockville	\$12,200	\$9,550	51,659	\$65,470,600
Cambridge	\$12,000	\$10,000	10,900	\$18,913,404
Westminster	\$10,000	\$2,400	16,730	\$12,869,826
Aberdeen	\$10,000	\$7,500	13,500	\$13,639,000
Salisbury	\$10,000	\$5,000	23,743	\$29,391,430
Havre de Grace	\$7,800	\$5,200	12,500	\$11,066,500
Elkton	\$7,516	\$6,682	11,893	\$11,048,235
Gaithersburg	\$7,500	\$6,000	54,018	\$30,851,717
Cumberland	\$7,200	\$4,800	23,212	\$28,000,000
College Park	\$6,000	\$4,000	23,714	\$9,546,145
Greenbelt	\$6,000	\$5,000	21,500	\$15,565,500
<b>Takoma Park</b>	<b>\$5,000</b>	<b>\$3,800</b>	<b>17,299</b>	<b>\$13,744,179</b>

### COUNCIL SALARY SORT

Town	Mayor Salary	Council Salary	Town Population	Current Budget
Annapolis	\$65,000	\$12,000	35,000	\$55,605,420
Cambridge	\$12,000	\$10,000	10,900	\$18,913,404
Rockville	\$12,200	\$9,550	51,659	\$65,470,600
Bowie	\$13,971	\$8,679	50,000	\$22,000,000
Aberdeen	\$10,000	\$7,500	13,500	\$13,639,000
Elkton	\$7,516	\$6,682	11,893	\$11,048,235
Gaithersburg	\$7,500	\$6,000	54,018	\$30,851,717
Havre de Grace	\$7,800	\$5,200	12,500	\$11,066,500
Greenbelt	\$6,000	\$5,000	21,500	\$15,565,500
Salisbury	\$10,000	\$5,000	23,743	\$29,391,430
Cumberland	\$7,200	\$4,800	23,212	\$28,000,000
College Park	\$6,000	\$4,000	23,714	\$9,546,145
<b>Takoma Park</b>	<b>\$5,000</b>	<b>\$3,800</b>	<b>17,299</b>	<b>\$13,744,179</b>
Westminster	\$10,000	\$2,400	16,730	\$12,869,826

**Table 4 – Analyses of 2002 Data**

**MAYOR SALARY PER DOLLAR OF BUDGET AND BY POPULATION**

Town	Mayor Salary	Town Population	Current Budget	\$ Salary per \$1 of Budget	Salary per Resident (Pop)
Aberdeen	\$10,000	13,500	\$13,639,000	\$0.000733	\$0.7407
Annapolis	\$65,000	35,000	\$55,605,420	\$0.001169	\$1.8571
Bowie	\$13,971	50,000	\$22,000,000	\$0.000635	\$0.2794
Cambridge	\$12,000	10,900	\$18,913,404	\$0.000634	\$1.1009
College Park	\$6,000	23,714	\$9,546,145	\$0.000629	\$0.2530
Cumberland	\$7,200	23,212	\$28,000,000	\$0.000257	\$0.3102
Elkton	\$7,516	11,893	\$11,048,235	\$0.000680	\$0.6320
Gaithersburg	\$7,500	54,018	\$30,851,717	\$0.000243	\$0.1388
Greenbelt	\$6,000	21,500	\$15,565,500	\$0.000385	\$0.2791
Havre de Grace	\$7,800	12,500	\$11,066,500	\$0.000705	\$0.6240
Rockville	\$12,200	51,659	\$65,470,600	\$0.000186	\$0.2362
Salisbury	\$10,000	23,743	\$29,391,430	\$0.000340	\$0.4212
<b>Takoma Park</b>	<b>\$5,000</b>	<b>17,299</b>	<b>\$13,744,179</b>	<b>\$0.000364</b>	<b>\$0.2890</b>
Westminster	\$10,000	16,730	\$12,869,826	\$0.000777	\$0.5977
				\$0.000553	\$0.5542

Adj Takoma Park to BUDGET average (\$0.000553 X \$13,744,179) = **\$7,597**  
 Adj Takoma Park to POPULATION average (\$0.5542 X 17,299) = **\$9,588**

**COUNCIL SALARY PER DOLLAR OF BUDGET AND BY POPULATION**

Town	Council Salary	Town Population	Current Budget	\$ Salary per \$1 of Budget	Salary per Resident (Pop)
Aberdeen	\$7,500	13,500	\$13,639,000	\$0.000550	\$0.5556
Annapolis	\$12,000	35,000	\$55,605,420	\$0.000216	\$0.3429
Bowie	\$8,679	50,000	\$22,000,000	\$0.000395	\$0.1736
Cambridge	\$10,000	10,900	\$18,913,404	\$0.000529	\$0.9174
College Park	\$4,000	23,714	\$9,546,145	\$0.000419	\$0.1687
Cumberland	\$4,800	23,212	\$28,000,000	\$0.000171	\$0.2068
Elkton	\$6,682	11,893	\$11,048,235	\$0.000605	\$0.5618
Gaithersburg	\$6,000	54,018	\$30,851,717	\$0.000194	\$0.1111
Greenbelt	\$5,000	21,500	\$15,565,500	\$0.000321	\$0.2326
Havre de Grace	\$5,200	12,500	\$11,066,500	\$0.000470	\$0.4160
Rockville	\$9,550	51,659	\$65,470,600	\$0.000146	\$0.1849
Salisbury	\$5,000	23,743	\$29,391,430	\$0.000170	\$0.2106
<b>Takoma Park</b>	<b>\$3,800</b>	<b>17,299</b>	<b>\$13,744,179</b>	<b>\$0.000276</b>	<b>\$0.2197</b>
Westminster	\$2,400	16,730	\$12,869,826	\$0.000186	\$0.1435
MEAN AVERAGE				\$0.000332	\$0.3175

Adj Takoma Park to BUDGET average (\$0.000332 X \$13,744,179) = **\$4,564**  
 Adj Takoma Park to POPULATION average (\$0.3175 X 17,299) = **\$5,492**

**Table 5 – 1998 Data, Sorted**

**POPULATION SORT**

Town	Mayor Salary	Councilmember Salary	Town Population	FY98 Budget
North Chevy Chase	\$0	\$0	0	\$235,362
Oakmont	NA	\$500	0	\$13,279
Brookeville	\$0	\$0	57	\$274,639
Highland Beach	\$0	\$0	107	\$76,597
Galestown	\$0	\$0	119	\$12,645
Marydel	\$0	\$0	134	\$16,702
Hillsboro	\$12	\$12	149	\$74,700
Luke	\$4,800	\$2,400	153	\$412,663
Goldsboro	\$0	\$0	170	\$101,264
Barnesville*	\$0	\$0	183	\$26,798
Burkittsville	\$400	\$200	233	\$53,047
Vienna	\$1,800	\$1,200	241	\$207,537
Laytonsville	\$0	\$0	271	\$170,987
Rosemont	\$0	\$0	322	\$49,959
Accident	\$360	\$240	368	\$283,412
Betterton	\$1,200	\$600	369	\$249,375
Millington	\$0	\$0	410	\$180,183
Galena	\$1,200	\$300	444	\$201,733
Deer Park	\$240	NA	445	\$70,908
New Market	\$0	\$0	459	\$106,891
Washington Grove	\$0	\$0	467	\$202,442
Barton	\$600	\$600	475	\$88,917
Suldersville*	\$0	\$0	485	\$147,397
Secretary	\$84	\$60	487	\$325,614
Preston*	\$1,200	\$1,000	494	\$409,858
Queenstown*	\$0	NA	506	\$494,078
Grantsville	\$3,000	\$600	517	\$484,734
Myersville	\$4,200	\$540	520	\$466,925
Midland	\$1,000	\$700	524	\$75,088
Church Hill*	\$0	\$0	527	\$191,743
Cecilton	\$600	\$300	554	\$259,466
Sharptown*	\$750	\$600	556	\$493,699
Friendsville	\$720	\$360	602	\$167,350
Pittsville	\$0	\$0	639	\$605,943
Oxford*	\$2,000	\$2,000	707	\$844,448
Port Deposit	\$0	\$0	746	\$747,889
Chevy Chase Village Sec. 5*	\$0	\$0	751	\$153,659
Charlestown*	\$0	\$0	798	\$494,721
Chesapeake City	\$3,600	\$900	811	\$794,838
Willards*	\$600	\$600	812	\$0
New Windsor	\$1,200	NA	874	\$468,226
Martin's Additions	\$0	\$0	885	\$331,973
Union Bridge	\$3,800	\$700	1,058	\$458,549
Somerset	\$15,000	NA	1,141	\$622,864
Ridgley*	\$1,000	\$1,000	1,224	\$1,395,576
St. Michaels*	\$2,000	\$2,000	1,249	\$1,715,873

## POPULATION SORT

Town	Mayor Salary	Councilmember Salary	Town Population	FY98 Budget
Fairmount Heights	\$1,200	\$450	1,305	\$0
Colmar Manor	\$4,200	\$3,000	1,318	\$385,040
Greensboro	\$1,200	\$800	1,441	\$993,156
Leonardtown	\$0	\$0	1,497	\$1,374,932
Delmar	\$2,000	\$1,200	1,662	\$735,653
Landover Hills	\$2,100	\$1,200	1,716	\$591,217
Hurlock	\$12,000	\$8,000	1,793	\$2,354,851
Hancock	\$800	\$600	1,855	\$1,134,346
Kensington	\$8,000	\$5,000	1,861	\$927,422
Princes Anne	NA	\$1,000	1,911	\$1,397,616
Centerville*	\$0	\$2,500	2,028	\$1,261,287
Mountain Lake Park	\$2,400	\$1,200	2,028	\$756,388
Emmitsburg	\$3,600	\$3,100	2,191	\$1,747,971
Chevy Chase Village*	\$0	\$0	2,258	\$2,104,627
Middletown	\$6,000	\$2,400	2,271	\$2,167,570
Snow Hill	\$1,800	\$1,200	2,278	\$1,907,415
Westernport	\$2,000	\$1,500	2,303	\$1,287,152
University Park	\$0	\$0	2,383	\$2,570,046
Boonsboro	\$3,600	\$1,200	2,511	\$1,191,580
Sykesville	\$4,000	\$600	2,771	\$1,209,643
Perryville	\$0	\$0	2,814	\$2,550,354
Chevy Chase	\$0	\$0	2,885	\$1,453,951
Denton	\$1,500	\$1,000	2,948	\$2,925,197
Berlin	\$5,000	\$2,000	3,084	\$6,992,259
Forest Heights	\$2,600	\$1,000	3,102	\$493,612
Hampstead	\$4,800	\$2,500	3,122	\$1,731,294
Brentwood	\$2,400	\$1,500	3,180	\$591,738
Berwyn Heights	\$1,200	\$1,200	3,181	\$1,918,818
Manchester	\$1,200	\$500	3,381	\$1,418,448
Indian Head	\$3,000	\$2,500	3,806	\$2,742,430
Pocomoke City	\$2,500	\$2,000	4,101	\$4,713,726
Thurmont*	\$8,000	\$2,000	4,244	\$6,074,337
Taneytown	\$4,800	\$1,800	4,434	\$2,037,552
Chestertown	\$5,000	\$2,000	4,450	\$3,070,744
Ocean City	\$30,000	\$10,000	5,095	\$56,309,144
Riverdale Park	\$4,800	\$2,400	5,164	\$2,503,913
Walkersville	\$12,500	\$1,500	5,235	\$1,813,876
Cheverly	\$1,200	\$800	6,458	\$2,295,601
La Plata	\$10,000	\$7,500	6,663	\$4,494,198
District Heights	\$4,200	\$3,000	7,240	\$2,208,602
Frostburg	\$3,000	\$2,400	7,623	\$4,749,299
Bel Air*	\$5,000	\$3,500	9,385	\$7,514,281
Havre de Grace	\$5,200	\$2,400	10,482	\$7,237,566
Cambridge	\$12,000	\$10,000	10,734	\$9,724,817
Elkton	\$7,515	\$6,682	10,870	\$7,332,667
Aberdeen	\$10,000	\$7,500	13,278	\$9,352,553
Westminster	\$10,000	\$2,400	15,776	\$13,706,216
<b>Takoma Park</b>	<b>\$5,000</b>	<b>\$3,800</b>	<b>18,238</b>	<b>\$11,057,766</b>

## POPULATION SORT

Town	Mayor Salary	Councilmember Salary	Town Population	FY98 Budget
Salisbury	\$10,000	\$5,000	20,884	\$23,767,514
Cumberland	\$7,200	\$4,800	21,521	\$24,830,816
Greenbelt	\$6,000	\$5,000	22,076	\$15,132,108
College Park	\$6,000	\$4,000	25,855	\$6,789,244
Annapolis	\$52,000	\$8,500	33,585	\$45,329,963
Bowie	\$13,465	\$8,365	40,704	\$19,755,627
Rockville	\$11,500	\$9,000	46,788	\$47,974,850
Gaithersburg	\$7,500	\$6,000	46,980	\$28,537,217
Frederick	\$62,057	\$12,412	47,468	\$42,970,375
Baltimore	\$125,000	\$48,000	632,681	\$2,179,568,101

## BUDGET SORT

Town	Mayor Salary	Councilmember Salary	Town Population	FY98 Budget
Fairmount Heights	\$1,200	\$450	1,305	\$0
Willards*	\$600	\$600	812	\$0
Galestown	\$0	\$0	119	\$12,645
Oakmont	NA	\$500	0	\$13,279
Marydel	\$0	\$0	134	\$16,702
Barnesville*	\$0	\$0	183	\$26,798
Rosemont	\$0	\$0	322	\$49,959
Burkittsville	\$400	\$200	233	\$53,047
Deer Park	\$240	NA	445	\$70,908
Hillsboro	\$12	\$12	149	\$74,700
Midland	\$1,000	\$700	524	\$75,088
Highland Beach	\$0	\$0	107	\$76,597
Barton	\$600	\$600	475	\$88,917
Goldsboro	\$0	\$0	170	\$101,264
New Market	\$0	\$0	459	\$106,891
Suldersville*	\$0	\$0	485	\$147,397
Chevy Chase Village Sec. 5*	\$0	\$0	751	\$153,659
Friendsville	\$720	\$360	602	\$167,350
Laytonsville	\$0	\$0	271	\$170,987
Millington	\$0	\$0	410	\$180,183
Church Hill*	\$0	\$0	527	\$191,743
Galena	\$1,200	\$300	444	\$201,733
Washington Grove	\$0	\$0	467	\$202,442
Vienna	\$1,800	\$1,200	241	\$207,537
North Chevy Chase	\$0	\$0	0	\$235,362
Betterton	\$1,200	\$600	369	\$249,375
Cecilton	\$600	\$300	554	\$259,466
Brookeville	\$0	\$0	57	\$274,639
Accident	\$360	\$240	368	\$283,412
Secretary	\$84	\$60	487	\$325,614
Martin's Additions	\$0	\$0	885	\$331,973
Colmar Manor	\$4,200	\$3,000	1,318	\$385,040

## BUDGET SORT

Town	Mayor Salary	Councilmember Salary	Town Population	FY98 Budget
Preston*	\$1,200	\$1,000	494	\$409,858
Luke	\$4,800	\$2,400	153	\$412,663
Union Bridge	\$3,800	\$700	1,058	\$458,549
Myersville	\$4,200	\$540	520	\$466,925
New Windsor	\$1,200	NA	874	\$468,226
Grantsville	\$3,000	\$600	517	\$484,734
Forest Heights	\$2,600	\$1,000	3,102	\$493,612
Sharptown*	\$750	\$600	556	\$493,699
Queenstown*	\$0	NA	506	\$494,078
Charlestown*	\$0	\$0	798	\$494,721
Landover Hills	\$2,100	\$1,200	1,716	\$591,217
Brentwood	\$2,400	\$1,500	3,180	\$591,738
Pittsville	\$0	\$0	639	\$605,943
Somerset	\$15,000	NA	1,141	\$622,864
Delmar	\$2,000	\$1,200	1,662	\$735,653
Port Deposit	\$0	\$0	746	\$747,889
Mountain Lake Park	\$2,400	\$1,200	2,028	\$756,388
Chesapeake City	\$3,600	\$900	811	\$794,838
Oxford*	\$2,000	\$2,000	707	\$844,448
Kensington	\$8,000	\$5,000	1,861	\$927,422
Greensboro	\$1,200	\$800	1,441	\$993,156
Hancock	\$800	\$600	1,855	\$1,134,346
Boonsboro	\$3,600	\$1,200	2,511	\$1,191,580
Sykesville	\$4,000	\$600	2,771	\$1,209,643
Centerville*	\$0	\$2,500	2,028	\$1,261,287
Westernport	\$2,000	\$1,500	2,303	\$1,287,152
Leonardtown	\$0	\$0	1,497	\$1,374,932
Ridgley*	\$1,000	\$1,000	1,224	\$1,395,576
Princes Anne	NA	\$1,000	1,911	\$1,397,616
Manchester	\$1,200	\$500	3,381	\$1,418,448
Chevy Chase	\$0	\$0	2,885	\$1,453,951
St. Michaels*	\$2,000	\$2,000	1,249	\$1,715,873
Hampstead	\$4,800	\$2,500	3,122	\$1,731,294
Emmitsburg	\$3,600	\$3,100	2,191	\$1,747,971
Walkersville	\$12,500	\$1,500	5,235	\$1,813,876
Snow Hill	\$1,800	\$1,200	2,278	\$1,907,415
Berwyn Heights	\$1,200	\$1,200	3,181	\$1,918,818
Taneytown	\$4,800	\$1,800	4,434	\$2,037,552
Chevy Chase Village*	\$0	\$0	2,258	\$2,104,627
Middletown	\$6,000	\$2,400	2,271	\$2,167,570
District Heights	\$4,200	\$3,000	7,240	\$2,208,602
Cheverly	\$1,200	\$800	6,458	\$2,295,601
Hurlock	\$12,000	\$8,000	1,793	\$2,354,851
Riverdale Park	\$4,800	\$2,400	5,164	\$2,503,913
Perryville	\$0	\$0	2,814	\$2,550,354
University Park	\$0	\$0	2,383	\$2,570,046
Indian Head	\$3,000	\$2,500	3,806	\$2,742,430
Denton	\$1,500	\$1,000	2,948	\$2,925,197

## BUDGET SORT

Town	Mayor Salary	Councilmember Salary	Town Population	FY98 Budget
Chestertown	\$5,000	\$2,000	4,450	\$3,070,744
La Plata	\$10,000	\$7,500	6,663	\$4,494,198
Pocomoke City	\$2,500	\$2,000	4,101	\$4,713,726
Frostburg	\$3,000	\$2,400	7,623	\$4,749,299
Thurmont*	\$8,000	\$2,000	4,244	\$6,074,337
College Park	\$6,000	\$4,000	25,855	\$6,789,244
Berlin	\$5,000	\$2,000	3,084	\$6,992,259
Havre de Grace	\$5,200	\$2,400	10,482	\$7,237,566
Elkton	\$7,515	\$6,682	10,870	\$7,332,667
Bel Air*	\$5,000	\$3,500	9,385	\$7,514,281
Aberdeen	\$10,000	\$7,500	13,278	\$9,352,553
Cambridge	\$12,000	\$10,000	10,734	\$9,724,817
<b>Takoma Park</b>	<b>\$5,000</b>	<b>\$3,800</b>	<b>18,238</b>	<b>\$11,057,766</b>
Westminster	\$10,000	\$2,400	15,776	\$13,706,216
Greenbelt	\$6,000	\$5,000	22,076	\$15,132,108
Bowie	\$13,465	\$8,365	40,704	\$19,755,627
Salisbury	\$10,000	\$5,000	20,884	\$23,767,514
Cumberland	\$7,200	\$4,800	21,521	\$24,830,816
Gaithersburg	\$7,500	\$6,000	46,980	\$28,537,217
Frederick	\$62,057	\$12,412	47,468	\$42,970,375
Annapolis	\$52,000	\$8,500	33,585	\$45,329,963
Rockville	\$11,500	\$9,000	46,788	\$47,974,850
Ocean City	\$30,000	\$10,000	5,095	\$56,309,144
Baltimore	\$125,000	\$48,000	632,681	\$2,179,568,101

## MAYOR SALARY SORT

Town	Mayor Salary	Councilmember Salary	Town Population	FY98 Budget
Barnesville*	\$0	\$0	183	\$26,798
Brookeville	\$0	\$0	57	\$274,639
Centerville*	\$0	\$2,500	2,028	\$1,261,287
Charlestown*	\$0	\$0	798	\$494,721
Chevy Chase	\$0	\$0	2,885	\$1,453,951
Chevy Chase Village Sec. 5*	\$0	\$0	751	\$153,659
Chevy Chase Village*	\$0	\$0	2,258	\$2,104,627
Church Hill*	\$0	\$0	527	\$191,743
Galestown	\$0	\$0	119	\$12,645
Goldsboro	\$0	\$0	170	\$101,264
Highland Beach	\$0	\$0	107	\$76,597
Laytonsville	\$0	\$0	271	\$170,987
Leonardtown	\$0	\$0	1,497	\$1,374,932
Martin's Additions	\$0	\$0	885	\$331,973
Marydel	\$0	\$0	134	\$16,702
Millington	\$0	\$0	410	\$180,183
New Market	\$0	\$0	459	\$106,891
North Chevy Chase	\$0	\$0	0	\$235,362
Perryville	\$0	\$0	2,814	\$2,550,354
Pittsville	\$0	\$0	639	\$605,943
Port Deposit	\$0	\$0	746	\$747,889
Queenstown*	\$0	NA	506	\$494,078
Rosemont	\$0	\$0	322	\$49,959
Suldersville*	\$0	\$0	485	\$147,397
University Park	\$0	\$0	2,383	\$2,570,046
Washington Grove	\$0	\$0	467	\$202,442
Hillsboro	\$12	\$12	149	\$74,700
Secretary	\$84	\$60	487	\$325,614
Deer Park	\$240	NA	445	\$70,908
Accident	\$360	\$240	368	\$283,412
Burkittsville	\$400	\$200	233	\$53,047
Barton	\$600	\$600	475	\$88,917
Cecilton	\$600	\$300	554	\$259,466
Willards*	\$600	\$600	812	\$0
Friendsville	\$720	\$360	602	\$167,350
Sharptown*	\$750	\$600	556	\$493,699
Hancock	\$800	\$600	1,855	\$1,134,346
Midland	\$1,000	\$700	524	\$75,088
Ridley*	\$1,000	\$1,000	1,224	\$1,395,576
Berwyn Heights	\$1,200	\$1,200	3,181	\$1,918,818
Betterton	\$1,200	\$600	369	\$249,375
Cheverly	\$1,200	\$800	6,458	\$2,295,601
Fairmount Heights	\$1,200	\$450	1,305	\$0
Galena	\$1,200	\$300	444	\$201,733
Greensboro	\$1,200	\$800	1,441	\$993,156
Manchester	\$1,200	\$500	3,381	\$1,418,448
New Windsor	\$1,200	NA	874	\$468,226

## MAYOR SALARY SORT

Town	Mayor Salary	Councilmember Salary	Town Population	FY98 Budget
Preston*	\$1,200	\$1,000	494	\$409,858
Denton	\$1,500	\$1,000	2,948	\$2,925,197
Snow Hill	\$1,800	\$1,200	2,278	\$1,907,415
Vienna	\$1,800	\$1,200	241	\$207,537
Delmar	\$2,000	\$1,200	1,662	\$735,653
Oxford*	\$2,000	\$2,000	707	\$844,448
St. Michaels*	\$2,000	\$2,000	1,249	\$1,715,873
Westernport	\$2,000	\$1,500	2,303	\$1,287,152
Landover Hills	\$2,100	\$1,200	1,716	\$591,217
Brentwood	\$2,400	\$1,500	3,180	\$591,738
Mountain Lake Park	\$2,400	\$1,200	2,028	\$756,388
Pocomoke City	\$2,500	\$2,000	4,101	\$4,713,726
Forest Heights	\$2,600	\$1,000	3,102	\$493,612
Frostburg	\$3,000	\$2,400	7,623	\$4,749,299
Grantsville	\$3,000	\$600	517	\$484,734
Indian Head	\$3,000	\$2,500	3,806	\$2,742,430
Boonsboro	\$3,600	\$1,200	2,511	\$1,191,580
Chesapeake City	\$3,600	\$900	811	\$794,838
Emmitsburg	\$3,600	\$3,100	2,191	\$1,747,971
Union Bridge	\$3,800	\$700	1,058	\$458,549
Sykesville	\$4,000	\$600	2,771	\$1,209,643
Colmar Manor	\$4,200	\$3,000	1,318	\$385,040
District Heights	\$4,200	\$3,000	7,240	\$2,208,602
Myersville	\$4,200	\$540	520	\$466,925
Hampstead	\$4,800	\$2,500	3,122	\$1,731,294
Luke	\$4,800	\$2,400	153	\$412,663
Riverdale Park	\$4,800	\$2,400	5,164	\$2,503,913
Taneytown	\$4,800	\$1,800	4,434	\$2,037,552
Bel Air*	\$5,000	\$3,500	9,385	\$7,514,281
Berlin	\$5,000	\$2,000	3,084	\$6,992,259
Chestertown	\$5,000	\$2,000	4,450	\$3,070,744
<b>Takoma Park</b>	<b>\$5,000</b>	<b>\$3,800</b>	<b>18,238</b>	<b>\$11,057,766</b>
Havre de Grace	\$5,200	\$2,400	10,482	\$7,237,566
College Park	\$6,000	\$4,000	25,855	\$6,789,244
Greenbelt	\$6,000	\$5,000	22,076	\$15,132,108
Middletown	\$6,000	\$2,400	2,271	\$2,167,570
Cumberland	\$7,200	\$4,800	21,521	\$24,830,816
Gaithersburg	\$7,500	\$6,000	46,980	\$28,537,217
Elkton	\$7,515	\$6,682	10,870	\$7,332,667
Kensington	\$8,000	\$5,000	1,861	\$927,422
Thurmont*	\$8,000	\$2,000	4,244	\$6,074,337
Aberdeen	\$10,000	\$7,500	13,278	\$9,352,553
La Plata	\$10,000	\$7,500	6,663	\$4,494,198
Salisbury	\$10,000	\$5,000	20,884	\$23,767,514
Westminster	\$10,000	\$2,400	15,776	\$13,706,216
Rockville	\$11,500	\$9,000	46,788	\$47,974,850
Cambridge	\$12,000	\$10,000	10,734	\$9,724,817
Hurlock	\$12,000	\$8,000	1,793	\$2,354,851

### MAYOR SALARY SORT

Town	Mayor Salary	Councilmember Salary	Town Population	FY98 Budget
Walkersville	\$12,500	\$1,500	5,235	\$1,813,876
Bowie	\$13,465	\$8,365	40,704	\$19,755,627
Somerset	\$15,000	NA	1,141	\$622,864
Ocean City	\$30,000	\$10,000	5,095	\$56,309,144
Annapolis	\$52,000	\$8,500	33,585	\$45,329,963
Frederick	\$62,057	\$12,412	47,468	\$42,970,375
Baltimore	\$125,000	\$48,000	632,681	\$2,179,568,101
Oakmont	NA	\$500	0	\$13,279
Princes Anne	NA	\$1,000	1,911	\$1,397,616

### COUNCIL SALARY SORT

Town	Mayor Salary	Councilmember Salary	Town Population	FY98 Budget
Barnesville*	\$0	\$0	183	\$26,798
Brookeville	\$0	\$0	57	\$274,639
Charlestown*	\$0	\$0	798	\$494,721
Chevy Chase	\$0	\$0	2,885	\$1,453,951
Chevy Chase Village Sec. 5*	\$0	\$0	751	\$153,659
Chevy Chase Village*	\$0	\$0	2,258	\$2,104,627
Church Hill*	\$0	\$0	527	\$191,743
Galestown	\$0	\$0	119	\$12,645
Goldsboro	\$0	\$0	170	\$101,264
Highland Beach	\$0	\$0	107	\$76,597
Laytonsville	\$0	\$0	271	\$170,987
Leonardtown	\$0	\$0	1,497	\$1,374,932
Martin's Additions	\$0	\$0	885	\$331,973
Marydel	\$0	\$0	134	\$16,702
Millington	\$0	\$0	410	\$180,183
New Market	\$0	\$0	459	\$106,891
North Chevy Chase	\$0	\$0	0	\$235,362
Perryville	\$0	\$0	2,814	\$2,550,354
Pittsville	\$0	\$0	639	\$605,943
Port Deposit	\$0	\$0	746	\$747,889
Rosemont	\$0	\$0	322	\$49,959
Suldersville*	\$0	\$0	485	\$147,397
University Park	\$0	\$0	2,383	\$2,570,046
Washington Grove	\$0	\$0	467	\$202,442
Hillsboro	\$12	\$12	149	\$74,700
Secretary	\$84	\$60	487	\$325,614
Burkittsville	\$400	\$200	233	\$53,047
Accident	\$360	\$240	368	\$283,412
Cecilton	\$600	\$300	554	\$259,466
Galena	\$1,200	\$300	444	\$201,733
Friendsville	\$720	\$360	602	\$167,350
Fairmount Heights	\$1,200	\$450	1,305	\$0
Manchester	\$1,200	\$500	3,381	\$1,418,448
Oakmont	NA	\$500	0	\$13,279

## COUNCIL SALARY SORT

Town	Mayor Salary	Councilmember Salary	Town Population	FY98 Budget
Myersville	\$4,200	\$540	520	\$466,925
Barton	\$600	\$600	475	\$88,917
Betterton	\$1,200	\$600	369	\$249,375
Grantsville	\$3,000	\$600	517	\$484,734
Hancock	\$800	\$600	1,855	\$1,134,346
Sharptown*	\$750	\$600	556	\$493,699
Sykesville	\$4,000	\$600	2,771	\$1,209,643
Willards*	\$600	\$600	812	\$0
Midland	\$1,000	\$700	524	\$75,088
Union Bridge	\$3,800	\$700	1,058	\$458,549
Cheverly	\$1,200	\$800	6,458	\$2,295,601
Greensboro	\$1,200	\$800	1,441	\$993,156
Chesapeake City	\$3,600	\$900	811	\$794,838
Denton	\$1,500	\$1,000	2,948	\$2,925,197
Forest Heights	\$2,600	\$1,000	3,102	\$493,612
Preston*	\$1,200	\$1,000	494	\$409,858
Princes Anne	NA	\$1,000	1,911	\$1,397,616
Ridgley*	\$1,000	\$1,000	1,224	\$1,395,576
Berwyn Heights	\$1,200	\$1,200	3,181	\$1,918,818
Boonsboro	\$3,600	\$1,200	2,511	\$1,191,580
Delmar	\$2,000	\$1,200	1,662	\$735,653
Landover Hills	\$2,100	\$1,200	1,716	\$591,217
Mountain Lake Park	\$2,400	\$1,200	2,028	\$756,388
Snow Hill	\$1,800	\$1,200	2,278	\$1,907,415
Vienna	\$1,800	\$1,200	241	\$207,537
Brentwood	\$2,400	\$1,500	3,180	\$591,738
Walkersville	\$12,500	\$1,500	5,235	\$1,813,876
Westernport	\$2,000	\$1,500	2,303	\$1,287,152
Taneytown	\$4,800	\$1,800	4,434	\$2,037,552
Berlin	\$5,000	\$2,000	3,084	\$6,992,259
Chestertown	\$5,000	\$2,000	4,450	\$3,070,744
Oxford*	\$2,000	\$2,000	707	\$844,448
Pocomoke City	\$2,500	\$2,000	4,101	\$4,713,726
St. Michaels*	\$2,000	\$2,000	1,249	\$1,715,873
Thurmont*	\$8,000	\$2,000	4,244	\$6,074,337
Frostburg	\$3,000	\$2,400	7,623	\$4,749,299
Havre de Grace	\$5,200	\$2,400	10,482	\$7,237,566
Luke	\$4,800	\$2,400	153	\$412,663
Middletown	\$6,000	\$2,400	2,271	\$2,167,570
Riverdale Park	\$4,800	\$2,400	5,164	\$2,503,913
Westminster	\$10,000	\$2,400	15,776	\$13,706,216
Centerville*	\$0	\$2,500	2,028	\$1,261,287
Hampstead	\$4,800	\$2,500	3,122	\$1,731,294
Indian Head	\$3,000	\$2,500	3,806	\$2,742,430
Colmar Manor	\$4,200	\$3,000	1,318	\$385,040
District Heights	\$4,200	\$3,000	7,240	\$2,208,602
Emmitsburg	\$3,600	\$3,100	2,191	\$1,747,971
Bel Air*	\$5,000	\$3,500	9,385	\$7,514,281

## COUNCIL SALARY SORT

Town	Mayor Salary	Councilmember Salary	Town Population	FY98 Budget
<b>Takoma Park</b>	<b>\$5,000</b>	<b>\$3,800</b>	<b>18,238</b>	<b>\$11,057,766</b>
College Park	\$6,000	\$4,000	25,855	\$6,789,244
Cumberland	\$7,200	\$4,800	21,521	\$24,830,816
Greenbelt	\$6,000	\$5,000	22,076	\$15,132,108
Kensington	\$8,000	\$5,000	1,861	\$927,422
Salisbury	\$10,000	\$5,000	20,884	\$23,767,514
Gaithersburg	\$7,500	\$6,000	46,980	\$28,537,217
Elkton	\$7,515	\$6,682	10,870	\$7,332,667
Aberdeen	\$10,000	\$7,500	13,278	\$9,352,553
La Plata	\$10,000	\$7,500	6,663	\$4,494,198
Hurlock	\$12,000	\$8,000	1,793	\$2,354,851
Bowie	\$13,465	\$8,365	40,704	\$19,755,627
Annapolis	\$52,000	\$8,500	33,585	\$45,329,963
Rockville	\$11,500	\$9,000	46,788	\$47,974,850
Cambridge	\$12,000	\$10,000	10,734	\$9,724,817
Ocean City	\$30,000	\$10,000	5,095	\$56,309,144
Frederick	\$62,057	\$12,412	47,468	\$42,970,375
Baltimore	\$125,000	\$48,000	632,681	\$2,179,568,101
Deer Park	\$240	NA	445	\$70,908
New Windsor	\$1,200	NA	874	\$468,226
Queenstown*	\$0	NA	506	\$494,078
Somerset	\$15,000	NA	1,141	\$622,864

**Table 6 – Analyses of 1998 Data**

**MAYOR SALARY PER DOLLAR OF BUDGET AND BY POPULATION**

<b>Town</b>	<b>Mayor Salary</b>	<b>Town Population</b>	<b>Current Budget</b>	<b>\$ Salary per \$1 of Budget</b>	<b>Salary per Resident (Pop)</b>
Aberdeen	\$10,000	13,500	\$13,639,000	\$0.000733	\$0.7407
Accident	\$360	368	\$283,412	\$0.001270	\$0.9783
Annapolis	\$52,000	33,585	\$45,329,963	\$0.001147	\$1.5483
Baltimore	\$125,000	632,681	\$2,179,568,101	\$0.000057	\$0.1976
Barnesville*	\$0	183	\$26,798	\$0.000000	\$0.0000
Barton	\$600	475	\$88,917	\$0.006748	\$1.2632
Bel Air*	\$5,000	9,385	\$7,514,281	\$0.000665	\$0.5328
Berlin	\$5,000	3,084	\$6,992,259	\$0.000715	\$1.6213
Berwyn Heights	\$1,200	3,181	\$1,918,818	\$0.000625	\$0.3772
Betterton	\$1,200	369	\$249,375	\$0.004812	\$3.2520
Boonsboro	\$3,600	2,511	\$1,191,580	\$0.003021	\$1.4337
Bowie	\$13,465	40,704	\$19,755,627	\$0.000682	\$0.3308
Brentwood	\$2,400	3,180	\$591,738	\$0.004056	\$0.7547
Brookeville	\$0	57	\$274,639	\$0.000000	\$0.0000
Burkittsville	\$400	233	\$53,047	\$0.007540	\$1.7167
Cambridge	\$12,000	10,734	\$9,724,817	\$0.001234	\$1.1179
Cecilton	\$600	554	\$259,466	\$0.002312	\$1.0830
Centerville*	\$0	2,028	\$1,261,287	\$0.000000	\$0.0000
Charlestown*	\$0	798	\$494,721	\$0.000000	\$0.0000
Chesapeake City	\$3,600	811	\$794,838	\$0.004529	\$4.4390
Chestertown	\$5,000	4,450	\$3,070,744	\$0.001628	\$1.1236
Cheverly	\$1,200	6,458	\$2,295,601	\$0.000523	\$0.1858
Chevy Chase	\$0	2,885	\$1,453,951	\$0.000000	\$0.0000
Chevy Chase Village Sec. 5*	\$0	751	\$153,659	\$0.000000	\$0.0000
Chevy Chase Village*	\$0	2,258	\$2,104,627	\$0.000000	\$0.0000
Church Hill*	\$0	527	\$191,743	\$0.000000	\$0.0000
College Park	\$6,000	25,855	\$6,789,244	\$0.000884	\$0.2321
Colmar Manor	\$4,200	1,318	\$385,040	\$0.010908	\$3.1866
Cumberland	\$7,200	21,521	\$24,830,816	\$0.000290	\$0.3346
Deer Park	\$240	445	\$70,908	\$0.003385	\$0.5393
Delmar	\$2,000	1,662	\$735,653	\$0.002719	\$1.2034
Denton	\$1,500	2,948	\$2,925,197	\$0.000513	\$0.5088
District Heights	\$4,200	7,240	\$2,208,602	\$0.001902	\$0.5801
Elkton	\$7,515	10,870	\$7,332,667	\$0.001025	\$0.6914
Emmitsburg	\$3,600	2,191	\$1,747,971	\$0.002060	\$1.6431
Fairmount Heights	\$1,200	1,305	\$0		\$0.9195
Forest Heights	\$2,600	3,102	\$493,612	\$0.005267	\$0.8382
Frederick	\$62,057	47,468	\$42,970,375	\$0.001444	\$1.3073
Friendsville	\$720	602	\$167,350	\$0.004302	\$1.1960
Frostburg	\$3,000	7,623	\$4,749,299	\$0.000632	\$0.3935
Gaithersburg	\$7,500	46,980	\$28,537,217	\$0.000263	\$0.1596
Galena	\$1,200	444	\$201,733	\$0.005948	\$2.7027

**MAYOR SALARY PER DOLLAR OF BUDGET AND BY POPULATION**

<b>Town</b>	<b>Mayor Salary</b>	<b>Town Population</b>	<b>Current Budget</b>	<b>\$ Salary per \$1 of Budget</b>	<b>Salary per Resident (Pop)</b>
Galestown	\$0	119	\$12,645	\$0.000000	\$0.0000
Goldsboro	\$0	170	\$101,264	\$0.000000	\$0.0000
Grantsville	\$3,000	517	\$484,734	\$0.006189	\$5.8027
Greenbelt	\$6,000	22,076	\$15,132,108	\$0.000397	\$0.2718
Greensboro	\$1,200	1,441	\$993,156	\$0.001208	\$0.8328
Hampstead	\$4,800	3,122	\$1,731,294	\$0.002772	\$1.5375
Hancock	\$800	1,855	\$1,134,346	\$0.000705	\$0.4313
Havre de Grace	\$5,200	10,482	\$7,237,566	\$0.000718	\$0.4961
Highland Beach	\$0	107	\$76,597	\$0.000000	\$0.0000
Hillsboro	\$12	149	\$74,700	\$0.000161	\$0.0805
Hurlock	\$12,000	1,793	\$2,354,851	\$0.005096	\$6.6927
Indian Head	\$3,000	3,806	\$2,742,430	\$0.001094	\$0.7882
Kensington	\$8,000	1,861	\$927,422	\$0.008626	\$4.2988
La Plata	\$10,000	6,663	\$4,494,198	\$0.002225	\$1.5008
Landover Hills	\$2,100	1,716	\$591,217	\$0.003552	\$1.2238
Laytonsville	\$0	271	\$170,987	\$0.000000	\$0.0000
Leonardtown	\$0	1,497	\$1,374,932	\$0.000000	\$0.0000
Luke	\$4,800	153	\$412,663	\$0.011632	\$31.3725
Manchester	\$1,200	3,381	\$1,418,448	\$0.000846	\$0.3549
Martin's Additions	\$0	885	\$331,973	\$0.000000	\$0.0000
Marydel	\$0	134	\$16,702	\$0.000000	\$0.0000
Middletown	\$6,000	2,271	\$2,167,570	\$0.002768	\$2.6420
Midland	\$1,000	524	\$75,088	\$0.013318	\$1.9084
Millington	\$0	410	\$180,183	\$0.000000	\$0.0000
Mountain Lake Park	\$2,400	2,028	\$756,388	\$0.003173	\$1.1834
Myersville	\$4,200	520	\$466,925	\$0.008995	\$8.0769
New Market	\$0	459	\$106,891	\$0.000000	\$0.0000
New Windsor	\$1,200	874	\$468,226	\$0.002563	\$1.3730
North Chevy Chase	\$0	1	\$235,362	\$0.000000	\$0.0000
Oakmont	\$1	0	\$13,279	\$0.000075	
Ocean City	\$30,000	5,095	\$56,309,144	\$0.000533	\$5.8881
Oxford*	\$2,000	707	\$844,448	\$0.002368	\$2.8289
Perryville	\$0	2,814	\$2,550,354	\$0.000000	\$0.0000
Pittsville	\$0	639	\$605,943	\$0.000000	\$0.0000
Pocomoke City	\$2,500	4,101	\$4,713,726	\$0.000530	\$0.6096
Port Deposit	\$0	746	\$747,889	\$0.000000	\$0.0000
Preston*	\$1,200	494	\$409,858	\$0.002928	\$2.4291
Princes Anne		1,911	\$1,397,616	\$0.000000	\$0.0000
Queenstown*	\$0	506	\$494,078	\$0.000000	\$0.0000
Ridgley*	\$1,000	1,224	\$1,395,576	\$0.000717	\$0.8170
Riverdale Park	\$4,800	5,164	\$2,503,913	\$0.001917	\$0.9295
Rockville	\$11,500	46,788	\$47,974,850	\$0.000240	\$0.2458
Rosemont	\$0	322	\$49,959	\$0.000000	\$0.0000
Salisbury	\$10,000	20,884	\$23,767,514	\$0.000421	\$0.4788
Secretary	\$84	487	\$325,614	\$0.000258	\$0.1725
Sharptown*	\$750	556	\$493,699	\$0.001519	\$1.3489
Snow Hill	\$1,800	2,278	\$1,907,415	\$0.000944	\$0.7902

**MAYOR SALARY PER DOLLAR OF BUDGET AND BY POPULATION**

Town	Mayor Salary	Town Population	Current Budget	\$ Salary per \$1 of Budget	Salary per Resident (Pop)
Somerset	\$15,000	1,141	\$622,864	\$0.024082	\$13.1464
St. Michaels*	\$2,000	1,249	\$1,715,873	\$0.001166	\$1.6013
Suldersville*	\$0	485	\$147,397	\$0.000000	\$0.0000
Sykesville	\$4,000	2,771	\$1,209,643	\$0.003307	\$1.4435
<b>Takoma Park</b>	<b>\$5,000</b>	<b>18,238</b>	<b>\$11,057,766</b>	<b>\$0.000452</b>	<b>\$0.2742</b>
Taneytown	\$4,800	4,434	\$2,037,552	\$0.002356	\$1.0825
Thurmont*	\$8,000	4,244	\$6,074,337	\$0.001317	\$1.8850
Union Bridge	\$3,800	1,058	\$458,549	\$0.008287	\$3.5917
University Park	\$0	2,383	\$2,570,046	\$0.000000	\$0.0000
Vienna	\$1,800	241	\$207,537	\$0.008673	\$7.4689
Walkersville	\$12,500	5,235	\$1,813,876	\$0.006891	\$2.3878
Washington Grove	\$0	467	\$202,442	\$0.000000	\$0.0000
Westernport	\$2,000	2,303	\$1,287,152	\$0.001554	\$0.8684
Westminster	\$10,000	15,776	\$13,706,216	\$0.000730	\$0.6339
Willards*	\$600	812	\$0		\$0.7389
				\$0.002266	\$1.569534

Adj Takoma Park to BUDGET average ( $\$0.002266 \times \$11,057,766$ ) = **\$25,058**  
 Adj Takoma Park to POPULATION average ( $\$1.569534 \times 18,238$ ) = **\$28,625**

**COUNCIL SALARY PER DOLLAR OF BUDGET AND BY POPULATION**

Town	Council Salary	Town Population	Current Budget	\$ Salary per \$1 of Budget	Salary per Resident (Pop)
Aberdeen	\$7,500	13,500	\$13,639,000	\$0.000550	\$0.5556
Accident	\$240	368	\$283,412	\$0.000847	\$0.6522
Annapolis	\$8,500	33,585	\$45,329,963	\$0.000188	\$0.2531
Baltimore	\$48,000	632,681	\$2,179,568,101	\$0.000022	\$0.0759
Barnesville*	\$0	183	\$26,798	\$0.000000	\$0.0000
Barton	\$600	475	\$88,917	\$0.006748	\$1.2632
Bel Air*	\$3,500	9,385	\$7,514,281	\$0.000466	\$0.3729
Berlin	\$2,000	3,084	\$6,992,259	\$0.000286	\$0.6485
Berwyn Heights	\$1,200	3,181	\$1,918,818	\$0.000625	\$0.3772
Betterton	\$600	369	\$249,375	\$0.002406	\$1.6260
Boonsboro	\$1,200	2,511	\$1,191,580	\$0.001007	\$0.4779
Bowie	\$8,365	40,704	\$19,755,627	\$0.000423	\$0.2055
Brentwood	\$1,500	3,180	\$591,738	\$0.002535	\$0.4717
Brookeville	\$0	57	\$274,639	\$0.000000	\$0.0000
Burkittsville	\$200	233	\$53,047	\$0.003770	\$0.8584
Cambridge	\$10,000	10,734	\$9,724,817	\$0.001028	\$0.9316
Cecilton	\$300	554	\$259,466	\$0.001156	\$0.5415
Centerville*	\$2,500	2,028	\$1,261,287	\$0.001982	\$1.2327
Charlestown*	\$0	798	\$494,721	\$0.000000	\$0.0000
Chesapeake City	\$900	811	\$794,838	\$0.001132	\$1.1097
Chestertown	\$2,000	4,450	\$3,070,744	\$0.000651	\$0.4494

**COUNCIL SALARY PER DOLLAR OF BUDGET AND BY POPULATION**

<b>Town</b>	<b>Council Salary</b>	<b>Town Population</b>	<b>Current Budget</b>	<b>\$ Salary per \$1 of Budget</b>	<b>Salary per Resident (Pop)</b>
Cheverly	\$800	6,458	\$2,295,601	\$0.000348	\$0.1239
Chevy Chase	\$0	2,885	\$1,453,951	\$0.000000	\$0.0000
Chevy Chase Village Sec. 5*	\$0	751	\$153,659	\$0.000000	\$0.0000
Chevy Chase Village*	\$0	2,258	\$2,104,627	\$0.000000	\$0.0000
Church Hill*	\$0	527	\$191,743	\$0.000000	\$0.0000
College Park	\$4,000	25,855	\$6,789,244	\$0.000589	\$0.1547
Colmar Manor	\$3,000	1,318	\$385,040	\$0.007791	\$2.2762
Cumberland	\$4,800	21,521	\$24,830,816	\$0.000193	\$0.2230
Deer Park	\$1	445	\$70,908	\$0.000014	\$0.0022
Delmar	\$1,200	1,662	\$735,653	\$0.001631	\$0.7220
Denton	\$1,000	2,948	\$2,925,197	\$0.000342	\$0.3392
District Heights	\$3,000	7,240	\$2,208,602	\$0.001358	\$0.4144
Elkton	\$6,682	10,870	\$7,332,667	\$0.000911	\$0.6147
Emmitsburg	\$3,100	2,191	\$1,747,971	\$0.001773	\$1.4149
Fairmount Heights	\$450	1,305	\$0		\$0.3448
Forest Heights	\$1,000	3,102	\$493,612	\$0.002026	\$0.3224
Frederick	\$12,412	47,468	\$42,970,375	\$0.000289	\$0.2615
Friendsville	\$360	602	\$167,350	\$0.002151	\$0.5980
Frostburg	\$2,400	7,623	\$4,749,299	\$0.000505	\$0.3148
Gaithersburg	\$6,000	46,980	\$28,537,217	\$0.000210	\$0.1277
Galena	\$300	444	\$201,733	\$0.001487	\$0.6757
Galestown	\$0	119	\$12,645	\$0.000000	\$0.0000
Goldsboro	\$0	170	\$101,264	\$0.000000	\$0.0000
Grantsville	\$600	517	\$484,734	\$0.001238	\$1.1605
Greenbelt	\$5,000	22,076	\$15,132,108	\$0.000330	\$0.2265
Greensboro	\$800	1,441	\$993,156	\$0.000806	\$0.5552
Hampstead	\$2,500	3,122	\$1,731,294	\$0.001444	\$0.8008
Hancock	\$600	1,855	\$1,134,346	\$0.000529	\$0.3235
Havre de Grace	\$2,400	10,482	\$7,237,566	\$0.000332	\$0.2290
Highland Beach	\$0	107	\$76,597	\$0.000000	\$0.0000
Hillsboro	\$12	149	\$74,700	\$0.000161	\$0.0805
Hurlock	\$8,000	1,793	\$2,354,851	\$0.003397	\$4.4618
Indian Head	\$2,500	3,806	\$2,742,430	\$0.000912	\$0.6569
Kensington	\$5,000	1,861	\$927,422	\$0.005391	\$2.6867
La Plata	\$7,500	6,663	\$4,494,198	\$0.001669	\$1.1256
Landover Hills	\$1,200	1,716	\$591,217	\$0.002030	\$0.6993
Laytonsville	\$0	271	\$170,987	\$0.000000	\$0.0000
Leonardtown	\$0	1,497	\$1,374,932	\$0.000000	\$0.0000
Luke	\$2,400	153	\$412,663	\$0.005816	\$15.6863
Manchester	\$500	3,381	\$1,418,448	\$0.000352	\$0.1479
Martin's Additions	\$0	885	\$331,973	\$0.000000	\$0.0000
Marydel	\$0	134	\$16,702	\$0.000000	\$0.0000
Middletown	\$2,400	2,271	\$2,167,570	\$0.001107	\$1.0568
Midland	\$700	524	\$75,088	\$0.009322	\$1.3359
Millington	\$0	410	\$180,183	\$0.000000	\$0.0000
Mountain Lake Park	\$1,200	2,028	\$756,388	\$0.001586	\$0.5917

**COUNCIL SALARY PER DOLLAR OF BUDGET AND BY POPULATION**

<b>Town</b>	<b>Council Salary</b>	<b>Town Population</b>	<b>Current Budget</b>	<b>\$ Salary per \$1 of Budget</b>	<b>Salary per Resident (Pop)</b>
Myersville	\$540	520	\$466,925	\$0.001157	\$1.0385
New Market	\$0	459	\$106,891	\$0.000000	\$0.0000
New Windsor	\$1	874	\$468,226	\$0.000002	\$0.0011
North Chevy Chase	\$0	1	\$235,362	\$0.000000	\$0.0000
Oakmont	\$500	0	\$13,279	\$0.037653	
Ocean City	\$10,000	5,095	\$56,309,144	\$0.000178	\$1.9627
Oxford*	\$2,000	707	\$844,448	\$0.002368	\$2.8289
Perryville	\$0	2,814	\$2,550,354	\$0.000000	\$0.0000
Pittsville	\$0	639	\$605,943	\$0.000000	\$0.0000
Pocomoke City	\$2,000	4,101	\$4,713,726	\$0.000424	\$0.4877
Port Deposit	\$0	746	\$747,889	\$0.000000	\$0.0000
Preston*	\$1,000	494	\$409,858	\$0.002440	\$2.0243
Princes Anne	\$1,000	1,911	\$1,397,616	\$0.000716	\$0.5233
Queenstown*	\$1	506	\$494,078	\$0.000002	\$0.0020
Ridgley*	\$1,000	1,224	\$1,395,576	\$0.000717	\$0.8170
Riverdale Park	\$2,400	5,164	\$2,503,913	\$0.000958	\$0.4648
Rockville	\$9,000	46,788	\$47,974,850	\$0.000188	\$0.1924
Rosemont	\$0	322	\$49,959	\$0.000000	\$0.0000
Salisbury	\$5,000	20,884	\$23,767,514	\$0.000210	\$0.2394
Secretary	\$60	487	\$325,614	\$0.000184	\$0.1232
Sharptown*	\$600	556	\$493,699	\$0.001215	\$1.0791
Snow Hill	\$1,200	2,278	\$1,907,415	\$0.000629	\$0.5268
Somerset	\$1	1,141	\$622,864	\$0.000002	\$0.0009
St. Michaels*	\$2,000	1,249	\$1,715,873	\$0.001166	\$1.6013
Suldersville*	\$0	485	\$147,397	\$0.000000	\$0.0000
Sykesville	\$600	2,771	\$1,209,643	\$0.000496	\$0.2165
<b>Takoma Park</b>	<b>\$3,800</b>	<b>18,238</b>	<b>\$11,057,766</b>	<b>\$0.000344</b>	<b>\$0.2084</b>
Taneytown	\$1,800	4,434	\$2,037,552	\$0.000883	\$0.4060
Thurmont*	\$2,000	4,244	\$6,074,337	\$0.000329	\$0.4713
Union Bridge	\$700	1,058	\$458,549	\$0.001527	\$0.6616
University Park	\$0	2,383	\$2,570,046	\$0.000000	\$0.0000
Vienna	\$1,200	241	\$207,537	\$0.005782	\$4.9793
Walkersville	\$1,500	5,235	\$1,813,876	\$0.000827	\$0.2865
Washington Grove	\$0	467	\$202,442	\$0.000000	\$0.0000
Westernport	\$1,500	2,303	\$1,287,152	\$0.001165	\$0.6513
Westminster	\$2,400	15,776	\$13,706,216	\$0.000175	\$0.1521
Willards*	\$600	812	\$0		\$0.7389
MEAN AVERAGE				\$0.001427	\$0.733428

**Adj Takoma Park to BUDGET average (\$0.001427 X \$11,057,766) = \$15,785**  
**Adj Takoma Park to POPULATION average (\$0.733428 X 18,238) = \$13,376**