

COUNTY COUNCIL OF BALTIMORE COUNTY, MARYLAND
Legislative Session 2023, Legislative Day No. 3

Bill No. 8-23

Mr. Julian E. Jones Jr., Chairman
By Request of County Executive

By the County Council, February 6, 2023

A BILL
ENTITLED

AN ACT concerning

Executive Compensation Plan for Employees in the Exempt Service

FOR the purpose of creating an Executive Compensation Plan for Employees in the Exempt Service; providing for discretionary granting of “Permission Leave with Pay” to Senior Executive County employees; and generally relating to compensation for employees in the Exempt Service.

BY repealing and re-enacting, with amendments

Article 4 – Human Resources
Title 6 – Exempt Service Employees
Baltimore County Code 2015, as amended

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.
[Brackets] indicate matter stricken from existing law.
~~Strike out~~ indicates matter stricken from bill.
Underlining indicates amendments to bill.

1 SECTION 1. BE IT ENACTED BY THE COUNTY COUNCIL OF BALTIMORE
2 COUNTY, MARYLAND, that the Laws of Baltimore County read as follows:

3
4 ARTICLE 4 - HUMAN RESOURCES

5 TITLE 6 - EXEMPT SERVICE EMPLOYEES

6
7 § 4-6-101.

8 (A) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2023,
9 THE FOLLOWING OFFICERS AND EMPLOYEES IN THE EXEMPT SERVICE OF THE
10 COUNTY, AND THOSE HIRED AFTER JULY 1, 2023, ARE ENTITLED TO
11 COMPENSATION AT THE PAY RANGES INDICATED IN THE FOLLOWING CHART,
12 UNTIL CHANGED BY COUNTY LEGISLATION. UNLESS A GIVEN PAY RANGE IS
13 INDICATED AS "HOURLY," THE RANGE REFERS TO ANNUAL COMPENSATION.

14	POSITION	MINIMUM	MAXIMUM
15	COUNTY EXECUTIVE	\$177,000	\$265,000
16	MEMBER, COUNTY COUNCIL	\$78,000	\$115,500
17	CHAIR, COUNTY COUNCIL	\$87,000	\$130,500
18	SHERIFF	\$138,000	\$207,000
19	STATE'S ATTORNEY	\$177,000	\$265,500
20	COUNTY ADMINISTRATIVE OFFICER	\$217,000	\$325,500
21	ADMINISTRATIVE LAW JUDGE	\$145,000	\$217,500
22	<u>CHIEF OF POLICE</u>	<u>\$192,000</u>	<u>\$288,000</u>
23	<u>FIRE CHIEF</u>	<u>\$192,000</u>	<u>\$288,000</u>
24	<u>COUNTY HEALTH OFFICER/DIRECTOR OF THE DEPARTMENT OF HEALTH</u>	<u>\$176,000</u>	<u>\$264,000</u>
25	<u>DIRECTOR OF THE DEPARTMENT OF PUBLIC WORKS AND TRANSPORTATION</u>	<u>\$163,000</u>	<u>\$244,500</u>
26	DIRECTOR OF COMMUNICATIONS	\$120,000	\$180,000
27	DIRECTOR OF THE DEPARTMENT OF AGING	\$163,000	\$244,500

1	DIRECTOR OF THE DEPARTMENT OF CORRECTIONS	\$192,000	\$288,000
2	DIRECTOR OF THE DEPARTMENT OF ECONOMIC AND WORKFORCE DEVELOPMENT	\$163,000	\$244,500
3	DIRECTOR OF THE DEPARTMENT OF ENVIRONMENTAL PROTECTION AND SUSTAINABILITY	\$163,000	\$244,500
4	INSPECTOR GENERAL	\$145,000	\$217,500
5	DIRECTOR OF THE OFFICE OF GOVERNMENT REFORM AND STRATEGIC INITIATIVES	\$145,000	\$217,500
6	DIRECTOR OF THE DEPARTMENT OF HOUSING AND COMMUNITY DEVELOPMENT	\$163,000	\$244,500
7	DIRECTOR OF THE OFFICE OF HUMAN RESOURCES	\$176,000	\$264,000
8	DIRECTOR OF THE OFFICE OF INFORMATION TECHNOLOGY	\$176,000	\$264,000
9	DIRECTOR OF THE DEPARTMENT OF PLANNING	\$163,000	\$244,500
10	DIRECTOR OF THE DEPARTMENT OF RECREATION AND PARKS	\$163,000	\$244,500
11	DIRECTOR OF THE OFFICE OF BUDGET AND FINANCE	\$176,000	\$264,000
12	DIRECTOR OF THE DEPARTMENT OF PERMITS, APPROVALS AND INSPECTIONS	\$163,000	\$244,500
13	MEMBER, BOARD OF APPEALS	\$35,000	\$55,500
14	CHAIR, BOARD OF APPEALS	\$40,000	\$67,500
15	MEMBER, BOARD OF ELECTIONS	\$7,263.11	\$11,015.07
16	MEMBER, ELECTRICAL ADMINISTRATIVE BOARD	\$6,517.34	\$6,517.34
17	MEMBER, BOARD OF LIQUOR LICENSE COMMISSIONERS	\$19,658	\$19,658
18	MEMBER, PLUMBING AND GAS FITTING BOARD	\$6,517.34	\$6,517.34
19	MEMBER, POLICE ACCOUNTABILITY BOARD	\$4,000	\$7,500
20	MEDICAL CONSULTING SERVICES, PHYSICIAN	\$324.70/HOUR	\$415.77/HOUR
21	MEDICAL CONSULTING SERVICES, OTHER SPECIALTIES	\$153/HOUR	\$263/HOUR

1	IT CONSULTING SERVICES	\$780.30 <u>\$75/HOUR</u>	\$1,056.83 <u>\$575/HOUR</u>
2	ENVIRONMENTAL CONSULTING SERVICES	\$113/HOUR	\$200/HOUR
3	FINANCE/ECONOMICS CONSULTING SERVICES	\$156/HOUR	\$450/HOUR
4	ATTORNEY CONSULTING FEE	\$36.76/HOUR	\$600/HOUR
5	HOUSING CONSULTING SERVICES	\$115/HOUR	\$135/HOUR
6	APPRAISERS, PROPERTY SERVICES	\$90/HOUR	\$170/HOUR
7	TEMPORARY PERSONNEL/CONSULTANT	\$291/HOUR	\$365/HOUR
8	COUNTY ATTORNEY	\$217,000	\$325,000 <u>\$325,500</u>
9	DEPUTY COUNTY ATTORNEY	\$145,000	\$217,500
10	ASSISTANT COUNTY ATTORNEY	\$94,000	\$141,000
11	ASSISTANT COUNTY ATTORNEY I	\$77,000	\$115,500
12	ASSISTANT COUNTY ATTORNEY II	\$85,000	\$127,500
13	ASSISTANT COUNTY ATTORNEY III	\$94,000	\$141,000
14	DEPUTY STATE'S ATTORNEY	\$131,000	\$196,500
15	ASSISTANT STATE'S ATTORNEY I	\$77,000	\$115,500
16	ASSISTANT STATE'S ATTORNEY II	\$85,000	\$127,500
17	ASSISTANT STATE'S ATTORNEY III	\$94,000	\$141,000
18	POLICE DEPARTMENT ATTORNEY	\$94,000	\$141,000
19	SECRETARY TO COUNTY EXECUTIVE	\$65,000	\$97,500
20	EXECUTIVE ASSISTANT TO COUNTY ADMINISTRATIVE OFFICER	\$54,000	\$81,000
21	LEGISLATIVE COUNSEL/SECRETARY TO COUNTY COUNCIL	\$192,000	\$288,000
22	DEPUTY LEGISLATIVE COUNSEL/SECRETARY TO COUNTY COUNCIL	\$145,000	\$217,500
23	ASSISTANT LEGISLATIVE COUNSEL	\$94,000	\$141,000
24	COUNCIL ADMINISTRATOR	\$108,000	\$162,000
25	LEGISLATIVE AIDE I	\$65,000 <u>\$35,000</u>	\$97,500 <u>\$67,500</u>
26	LEGISLATIVE AIDE II (PART TIME OR TEMPORARY)	\$10,000 <u>\$65,000</u>	\$55,500 <u>\$97,500</u>
27	<u>LEGISLATIVE AIDE (PART TIME OR TEMPORARY)</u>	<u>\$10,000</u>	<u>\$55,500</u>
28	LEGISLATIVE ASSISTANT I	\$45,000	\$67,500
29	LEGISLATIVE ASSISTANT II	\$65,000	\$97,500

1	SENIOR COUNCIL ASSISTANT	\$94,000	\$141,000
2	TEMP SUPPORT II (EMPLOYEE OF THE COUNTY COUNCIL)	\$37,000	\$55,000
3	COUNTY AUDITOR	\$192,000	\$288,000
4	AUDITOR I	\$54,000	\$81,000
5	AUDITOR II	\$65,000	\$97,500
6	AUDIT MANAGER	\$108,000	\$162,000
7	DEPUTY AUDITOR	\$145,000	\$217,500
8	DIRECTOR, AUDITS	\$131,000	\$196,500
9	FISCAL & POLICY ANALYST I	\$54,000	\$81,000
10	FISCAL & POLICY ANALYST II	\$65,000	\$97,500
11	LEGISLATIVE OFFICE ADMINISTRATOR	\$65,000	\$97,500
12	PRINCIPAL FINANCIAL DATA ANALYST	\$85,000	\$127,500
13	SENIOR AUDITOR I	\$85,000	\$127,500
14	SENIOR AUDITOR II	\$94,000	\$141,000
15	SENIOR FISCAL & POLICY ANALYST I	\$85,000	\$127,500
16	SENIOR FISCAL & POLICY ANALYST II	\$94,000	\$141,000
17	SUPERVISOR, FISCAL & POLICY ANALYSIS	\$108,000	\$162,000
18	TEMP SUPPORT I	\$31,200	\$56,965
19	TEMP SUPPORT II	\$45,094	\$68,775
20	TEMP SUPPORT III	\$63,565	\$98,778

21 (B) BEGINNING ON JULY 1, 2023, THE OFFICE OF HUMAN RESOURCES IS
22 AUTHORIZED TO GRANT ANNUAL PAY INCREASE ADJUSTMENTS AND
23 INCREASED MINIMUM PAY CHANGE ADJUSTMENTS CONSISTENT WITH THIS
24 LEGISLATION.

25 (C) APPROPRIATE FUNDS SHALL BE MADE AVAILABLE IN THE COUNTY'S
26 BUDGET TO ALLOW THE OFFICE OF HUMAN RESOURCES TO IMPLEMENT THE
27 ANNUAL PAY INCREASE ADJUSTMENTS AND INCREASED MINIMUM PAY CHANGE
28 ADJUSTMENTS CONSISTENT WITH THIS LEGISLATION.

1 (D) NOTHING IN THIS TITLE IS INTENDED TO DIMINISH THE EXISTING
2 RIGHTS AND BENEFITS CONFERRED UPON EMPLOYEES IN THE EXEMPT SERVICE
3 BY THE COUNTY CODE OR CHARTER, AND IN THE EVENT OF A CONFLICT, THE
4 MORE SPECIFIC PROVISION SHALL CONTROL.

5 (E) AS OF THE END OF EACH CALENDAR YEAR COMMENCING WITH THE
6 YEAR ENDING DECEMBER 31, 2023, THE ANNUAL INCREASE IN THE CONSUMER
7 PRICE INDEX SHALL BE DETERMINED. THE MINIMUM AND MAXIMUM
8 COMPENSATION RATES FOR ~~“ATTORNEY CONSULTING FEE”~~ PROFESSIONAL
9 CONSULTANTS PERFORMING TEMPORARY OR PART-TIME SERVICES PURSUANT
10 TO SECTION 801(5) OF THE COUNTY CHARTER, AS INDICATED IN THE CHART IN
11 SUBSECTION (A) OF THIS SECTION, SHALL BE INCREASED BY AN AMOUNT EQUAL
12 TO THE ANNUAL INCREASE IN THE CONSUMER PRICE INDEX. THE INCREASES
13 CALCULATED UNDER THIS SUBSECTION SHALL TAKE EFFECT JULY 1, 2024, AND
14 ON JULY 1 EACH YEAR THEREAFTER.

15 (F) FOR PURPOSES OF THIS SECTION, “CONSUMER PRICE INDEX” SHALL
16 MEAN THE CONSUMER PRICE INDEX-ALL URBAN CONSUMERS-UNITED STATES
17 CITY AVERAGE-ALL ITEMS (CPI-U), AS PUBLISHED BY THE UNITED STATES
18 DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS.

19
20 § 4-6-102.

21 AN EMPLOYEE IN AN HOURLY RATE POSITION THAT IS IN THE EXEMPT
22 SERVICE PURSUANT TO §801(9) OF THE CHARTER SHALL RECEIVE PAY AS
23 SPECIFIED IN A WRITTEN AGREEMENT BETWEEN THE EMPLOYEE AND THE

1 COUNTY AND IN ACCORDANCE WITH AVAILABLE APPROPRIATIONS IN THE
2 ANNUAL BUDGET AND APPROPRIATION ORDINANCE.

3
4 § 4-6-103.

5 (A) (1) THIS SECTION APPLIES TO “SENIOR EXECUTIVES,” DEFINED AS
6 SENIOR LEVEL MANAGEMENT STAFF CLASSIFIED AS BEING IN THE EXECUTIVE
7 OR MANAGEMENT SERVICE, AS DETERMINED BY THE COUNTY’S HUMAN
8 RESOURCES DIRECTOR, AND SUBJECT TO THE APPROVAL OF THE COUNTY
9 ADMINISTRATIVE OFFICER.

10 (2) ANY COUNTY EMPLOYEE IN THE EXEMPT SERVICE MAY BE
11 DEEMED A “SENIOR EXECUTIVE” WITH THE JOINT APPROVAL OF THE COUNTY
12 ADMINISTRATIVE OFFICER AND THE COUNTY EXECUTIVE.

13 (B) BEGINNING ON JULY 1, 2023, A SENIOR EXECUTIVE WHO HAS
14 COMPLETED AT LEAST ONE YEAR OF COUNTY EMPLOYMENT, AND WHO IS
15 LEAVING COUNTY EMPLOYMENT, MAY REQUEST TO CONTINUE TO RECEIVE
16 COMPENSATION FOR A PERIOD OF UP TO 90 DAYS FOLLOWING THEIR LAST DATE
17 OF COUNTY EMPLOYMENT. THIS COMPENSATION SHALL CONSTITUTE THE
18 COUNTY’S SEVERANCE PLAN FOR SENIOR EXECUTIVES.

19 (C) COMPENSATION PAID PURSUANT TO THIS SECTION WILL UTILIZE
20 “PERMISSION LEAVE WITH PAY” AS SPECIFIED IN THE COUNTY’S PERSONNEL
21 MANUAL.

22 (D) ALL REQUESTS FOR PERMISSION LEAVE WITH PAY MADE PURSUANT
23 TO THIS SECTION SHALL BE REVIEWED BY THE COUNTY ADMINISTRATIVE

1 OFFICER, WHO MAY SEEK INPUT FROM THE OFFICE OF LAW, THE OFFICE OF
2 HUMAN RESOURCES, AND THE OFFICE OF BUDGET AND FINANCE.

3 (E) (1) REQUESTS FOR PERMISSION LEAVE WITH PAY SHALL BE
4 APPROVED OR DENIED ON A DISCRETIONARY BASIS BY THE COUNTY
5 ADMINISTRATIVE OFFICER, WITH THE APPROVAL OF THE COUNTY EXECUTIVE.

6 (2) IN THE CASE OF THE COUNTY ADMINISTRATIVE OFFICER
7 MAKING A REQUEST FOR PERMISSION LEAVE WITH PAY, IT SHALL BE DECIDED
8 BY THE COUNTY EXECUTIVE.

9 (F) IN DECIDING ON THE EXTENT OF PERMISSION LEAVE WITH PAY TO BE
10 GRANTED, IF ANY, THE SENIOR EXECUTIVE'S LENGTH OF EMPLOYMENT WITH
11 THE COUNTY MAY BE CONSIDERED.

12 (G) (1) A SENIOR EXECUTIVE SEEKING PERMISSION LEAVE WITH PAY
13 UNDER THIS SECTION MUST MAKE A WRITTEN REQUEST TO THE COUNTY
14 ADMINISTRATIVE OFFICER PRIOR TO THEIR FINAL DATE OF COUNTY
15 EMPLOYMENT.

16 (2) IN THE CASE OF THE COUNTY ADMINISTRATIVE OFFICER
17 MAKING A REQUEST FOR PERMISSION LEAVE WITH PAY, IT MUST BE SUBMITTED
18 TO THE COUNTY EXECUTIVE.

19 (H) (1) A DECISION ON A REQUEST FOR PERMISSION LEAVE WITH PAY
20 UNDER THIS SECTION SHALL BE COMMUNICATED IN WRITING TO THE SENIOR
21 EXECUTIVE.

22 (2) A SENIOR EXECUTIVE WHOSE REQUEST IS DENIED IN WHOLE OR
23 PART HAS NO RIGHT OF APPEAL OR HEARING.

1 (I) UPON THE APPROVAL OF A REQUEST FOR PERMISSION LEAVE WITH
2 PAY, THE COUNTY ADMINISTRATIVE OFFICER OR THEIR DESIGNEE SHALL
3 COORDINATE WITH THE DIRECTOR OF THE OFFICE OF HUMAN RESOURCES AND
4 THE DIRECTOR OF THE OFFICE OF BUDGET AND FINANCE TO IMPLEMENT THE
5 APPROVAL.

6 (J) IF A REQUEST IS APPROVED, THE SENIOR EXECUTIVE SHALL NOT
7 ACCRUE ADDITIONAL LEAVE OF ANY KIND WHILE RECEIVING PERMISSION
8 LEAVE WITH PAY.

9 (K) IF A REQUEST FOR PERMISSION LEAVE WITH PAY IS APPROVED FOR A
10 VESTED SENIOR EXECUTIVE, THEIR ACCRUED SICK LEAVE MAY BE APPLIED FOR
11 RETIREMENT PURPOSES, IF ELIGIBLE, IN ACCORDANCE WITH COUNTY
12 RETIREMENT LAWS, RULES, AND REGULATIONS.

13 (L) (1) IF A REQUEST IS APPROVED, CONTINUATION OF THE PERMISSION
14 LEAVE WITH PAY SHALL TERMINATE UPON THE FIRST TO OCCUR OF THE
15 FOLLOWING:

16 (I) THE OBTAINING OF OTHER EMPLOYMENT, REGARDLESS
17 OF WHETHER OR NOT THE NEW EMPLOYMENT OFFERS HEALTH CARE
18 COVERAGE; OR

19 (II) THE END OF THE APPROVED PERIOD FOR PERMISSION
20 LEAVE WITH PAY.

21 (2) THE PROVISIONS OF THIS SUBSECTION SHALL BE
22 COMMUNICATED IN WRITING TO THE SENIOR EXECUTIVE UPON APPROVAL OF A
23 REQUEST FOR PERMISSION LEAVE WITH PAY.

1 (M) (1) A SENIOR EXECUTIVE APPROVED TO RECEIVE PERMISSION
2 LEAVE WITH PAY UNDER THIS SECTION SHALL, UPON OBTAINING OTHER
3 EMPLOYMENT, IMMEDIATELY INFORM THE OFFICE OF THE COUNTY
4 ADMINISTRATIVE OFFICER ORALLY AND IN WRITING AND REQUEST
5 TERMINATION OF THE PERMISSION LEAVE WITH PAY.

6 (2) THE OBLIGATIONS IMPOSED ON THE SENIOR EXECUTIVE BY THIS
7 SUBSECTION SHALL BE COMMUNICATED IN WRITING TO THE SENIOR
8 EXECUTIVE UPON APPROVAL OF A REQUEST FOR PERMISSION LEAVE WITH PAY.

9 (3) WHEN THE OFFICE OF THE COUNTY ADMINISTRATIVE OFFICER IS
10 INFORMED OF THE OBTAINING OF OTHER EMPLOYMENT, OR ANY OTHER
11 CIRCUMSTANCES REQUIRING TERMINATION OF AN APPROVED PERMISSION
12 LEAVE WITH PAY UNDER THIS SECTION, IT SHALL PROMPTLY COORDINATE
13 WITH THE OFFICE OF LAW AND THE OFFICE OF HUMAN RESOURCES TO ENSURE
14 TIMELY DISCONTINUANCE OF THE PERMISSION LEAVE WITH PAY.

15 (N) IF FRAUD, ABUSE, OR MISUSE IS BELIEVED TO HAVE TAKEN PLACE ON
16 THE PART OF ANY SENIOR EXECUTIVE APPROVED FOR USE OF PERMISSION
17 LEAVE WITH PAY UNDER THIS SECTION, THE COUNTY ADMINISTRATIVE
18 OFFICER, WITH THE APPROVAL OF THE COUNTY EXECUTIVE AND IN
19 CONSULTATION WITH THE OFFICE OF LAW, SHALL IMMEDIATELY TERMINATE
20 THE PERMISSION LEAVE WITH PAY AND TAKE ALL STEPS DEEMED ADVISABLE
21 TO HOLD THE SENIOR EXECUTIVE ACCOUNTABLE.

22
23 [§ 4-6-101] § 4-6-104.

1 (a) (1) An appointing authority may dismiss an employee in the exempt service or
2 serving under an emergency, temporary, seasonal, occasional, or part-time appointment from the
3 employee’s job at any time.

4 (2) The dismissed employee does not have right of appeal or hearing, UNLESS
5 OTHERWISE AUTHORIZED IN THE BALTIMORE COUNTY CODE OR COUNTY
6 CHARTER.

7 (b) [When] UNLESS PROVIDED FOR IN ANOTHER SECTION OF THE
8 BALTIMORE COUNTY CODE OR COUNTY CHARTER, WHEN dismissing an employee
9 under this section, the appointing authority shall give the employee reasonable notice of the
10 dismissal action as provided for in the Personnel Rules and shall forward a copy of the notice to
11 the Director of Human Resources.

12
13 SECTION 2. AND BE IT FURTHER ENACTED, that this Act shall take effect 45 days
14 after its enactment.



LEGISLATION DETAIL

LEGISLATION _____

DISPOSITION _____

ENACTED _____

EFFECTIVE _____

AMENDMENTS _____

ROLL CALL - LEGISLATION

MOTION		SECOND
AYE	NAY	
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Young
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Patoka
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Kach
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Jones
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Marks
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Ertel
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Crandell

ROLL CALL - AMENDMENTS

MOTION		SECOND
AYE	NAY	
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Young
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Patoka
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Kach
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Jones
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Marks
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Ertel
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Crandell

ROLL CALL - AMENDMENTS

MOTION		SECOND
AYE	NAY	
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Young
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Patoka
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Kach
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Jones
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Marks
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Ertel
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Crandell

ROLL CALL - AMENDMENTS

MOTION		SECOND
AYE	NAY	
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Young
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Patoka
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Kach
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Jones
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Marks
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Ertel
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Crandell