

Community Engagement Compensation Guide*

This guide provides suggested compensation amounts for participation in community engagement activities and for contract negotiations when applicable. Please refer to [Community Engagement Guidance](#) for approved forms of compensation and the [Gift Card Policy](#) for requirements for using gift cards as compensation.

	Description	Type of Engagement	Examples	Suggested Compensation*
Cross-service team and countywide governance and advisory committees and groups	Serve as a community representative or subject matter expert to co-create deliverables for key countywide initiatives and strategic priorities (i.e. action plans, program plans and strategies); make recommendations and participate in decision-making.	Service on countywide, appointed governance groups	<ul style="list-style-type: none"> Equity Action Circle (EAC) Transforming Systems Together (TST) 	Up to \$50 per hour
Department-specific, programmatic or initiative driven committees, boards and groups	Provide advisory support to programs or service areas within the county on matters relating to operations, planning, advocacy and policy decisions from a community perspective.	Service on non-County Board appointed governance or advisory groups	<ul style="list-style-type: none"> Ramsey County United Racial Equity and Community Engagement Action Team (RECEAT) Rush Line and Riverview Corridor Committees 	Up to \$25 per convening unless otherwise provided by department or non-monetary compensation (parking, food, gift certificates, etc.)
Countywide Opportunities for Community Participation	Participate in decision-making processes related to hiring, contracting or grantmaking.	Service on formal, voluntary County Board appointed governance or advisory groups	<ul style="list-style-type: none"> Library Board Parks and Recreation Commission Community Advisory Councils (CACs) Capital Improvement Program Citizens' Advisory Committee (CIPAC) 	Up to \$25 per hour of time spent
	Speak or present at a county-hosted event or participate on a community panel to share expertise and lived experience.	Provision of one-time or limited duration consultation	<ul style="list-style-type: none"> Reviewing applications and/or serving on a hiring panel Reviewing Requests for Proposals (RFPs) as evaluators Reviewing grant request applications 	Honorarium of up to \$200 per individual
	Participate in community conversations, meetings, townhalls, focus groups, informative interviews or surveys to provide insights, input and feedback on key issues, programs, initiatives or strategies.	Participation in a one-time or limited duration speaking engagement	<ul style="list-style-type: none"> Participating on a panel for a county-hosted event Serving as a keynote speaker 	Up to \$25 for individual focus groups and input gathering sessions Up to \$10 for completion of a survey

* Please note, according to the IRS guidance, [26 CFR 1.6041-1](#), any person receiving over \$600 in a calendar year from Ramsey County will receive a 1099 and be responsible for reporting it on their taxes.