

**MINUTES OF THE
2021 - 2022 CHARTER REVIEW COMMISSION
COMPENSATION REVIEW BOARD
SEPTEMBER 17, 2021**

The following persons were present:

LUPI Q. GRADY, Chair
DENNIS C. BROWNLEE
SAMUEL H. DEAN
CAMILLE A. EXUM
STEPHANIE V. OVERTON STANARD
GLENDA R. WILSON
JACQUELINE B. WOODY

Staff Present:

ROBERT J. WILLIAMS, JR., COUNCIL ADMINISTRATOR
COLETTE R. GRESHAM, ASSOCIATE COUNCIL ADMINISTRATOR
KATHLEEN H. CANNING, LEGISLATIVE OFFICER
DINORA A. HERNANDEZ, LEGISLATIVE OFFICER
JOSH HAMLIN, SENIOR LEGISLATIVE BUDGET AND POLICY ANALYST
DONNA J. BROWN, CLERK OF THE COUNCIL
ROSALYN E. PUGH, ESQ., CONSULTANT
SHARON SAVOY WILLIAMS, ADMINISTRATIVE STAFF

INTRODUCTORY REMARKS:

Chair Grady called the meeting to order at 10:02 am and Ms. Gresham did a roll call of members in attendance.

APPROVAL OF MINUTES:

The minutes from the September 1st meeting were reviewed. Board Member Dean moved for approval of the minutes and Board Member Overton Stanard seconded the motion. The minutes were approved.

FOLLOW UP INFORMATION:

Ms. Rosalyn Pugh, Consultant, provided an overview of County salaries, duties and demographics of surrounding counties and Baltimore City. Chair Grady requested the budgets of those counties. Mr. Josh Hamlin, Senior Legislative Budget and Policy Analyst for the County Council provided overviews of the Federal and State comparable salaries and of County-Based Major Senior Executive Leaders. Chair Grady requested a chart of salaries and benefits for the County Executive and the Council Members which would be helpful to have in a one pager. Ms. Gresham informed the Board that

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Director Stokes of the Office of Human Resources Management would attend the next meeting and could provide that information.

DISCUSSION OF COMPENSATION OF THE COUNTY EXECUTIVE AND COUNCIL MEMBERS:

Mr. Hamlin provided the Board with different models of Compensation Adjustment for the County Executive and County Council Members to consider, for example:

- Annual CPI adjustment without limitation
- Annual CPI adjustment up to \$3,000 for County Executive and up to \$2,500 for County Council Members
- Fixed annual increase of \$3,000 for County Executive and \$2,500 for County Council Members
- Year One Freeze, then Annual CPI adjustment up to \$3,000 for the County Executive (adopted recommendations of the 2017-2018 Board) and up to \$2,500 for County Council Members

ADDITIONAL QUESTIONS/DISCUSSION:

Chair Grady asked the Board about creating a framework of where to start their deliberations on compensation. She asked what approach or methodology the Board wants to look at as well as what things or questions the Board is not clear on so they can start to look at options. Board members discussed any revisions to Council Member's duties; the County's overall budget; the push back from residents on elected officials receiving salary increases; information on employee salary increases; whether they should use the same process or strategy for Council Members and County Executive; and whether residents have an opportunity to hear some of their recommendations or have an opportunity to give feedback from this process. Ms. Gresham informed the Board the follow-up information on general populace salaries, County employee salaries and a one pager on County Executive and Council Members salaries and benefits would be provided before the next meeting.

NEXT MEETING:

Ms. Gresham reminded the Board the next meeting is Wednesday, October 6, 2021 at 4:00 pm. Board Member Dean requested information on an increase in salary across the population relative to inflation. Josh Hamlin will provide a report at the next meeting.

ADJOURNMENT:

A motion to adjourn was made by Board Member Brownlee, seconded by Board Member Woody. All members were in favor of adjournment. The meeting was adjourned at 11:20 a.m.