

Howard County Compensation Review Commission

MINUTES APPROVED

Date: Thursday, Oct. 29th, 2009

Time: 6:06 p.m.

Place: CVG Conference Room

Council Members in attendance:

Allen Cornell

Damani Ingram

Mary Marker

Howard Rensin

Steve Sass

Craig Thompson

Phil Wright

- Commission members approved minutes from October 6th meeting.
- Interview of County Executive Ken Ulman:
 - Comments on Council pay
 - Because Council is part-time, work load is a balancing act
 - Salary is in the ball park
 - Differential for chair should be increased
 - Executive position
 - Busy, 24/7 job compensated as a full time job
 - Compared to other jurisdictions, some are higher some are lower as far as pay
 - Commission should prevent decision on whether elected officials get pay raise out of hand of elected officials – shouldn't tie pay raise to what county employees get
 - Technology has changed the job- intensified it by requiring a more rapid response
 - Recommended looking at school system pay
- Interview with Ray Wacks and Lonnie Robbins
 - Ray provided chart of economic indicators in the county
 - Most of employee pay increase is in fire and police raises
 - Explained reassessments in certain areas of the county and the impact that may have
 - Emphasized that people who move to Howard County are professionals and expect high level of services
 - Explained soft hiring freeze
 - Explained possible changes to the cell phone policy
 - CPI is the best measure for pay raises
- Lynn Robeson explained why Commission can't tie elected officials compensation to county employee compensation – Council Members and Executive can donate money to charity
- Next meeting: Public Hearing 11/4 with possible work session at end
- Adjourn 7:32 pm