

Howard County Compensation Review Commission

MINUTES APPROVED

Date: Tuesday, Sept. 22nd, 2009

Time: 6:00 p.m.

Place: CVG Conference Room

Council Members in attendance:

- Allen Cornell
- Damani Ingram
- Mary Marker
- Howard Rensin
- Steve Sass
- Craig Thompson
- Phil Wright

- Steve Sass opened meeting, moved approval of minutes from 09/15; Mary Marker seconded; minutes approved unanimously
- Commission members interviewed Courtney Watson
 - She spends a minimum of 20 hours per week
 - 30% council/constituents, formal meetings; council meetings 3 hours per week, one on one maybe 3-5 hours
 - She is employed full-time in addition to elected position
 - Chair: requires more time; she relied on staff of 24 more than other Chairs have; Chair should be paid more but current amount is sufficient; current Council rotates because there's less time for constituents so the Council Members share the responsibility
 - Part time: there is a value to citizen legislature; helps with checks and balances.
 - Salary is reasonable, should probably be lower
 - There has been an increase in level of workload; technology has increased the time commitment and urgency of responses.
- Commission members interviewed Calvin Ball
 - Time and workload has increased; 30 to 50 hours a week; Technology has increased time commitment
 - Full or part time job question requires more study.
 - Responsibilities of the Chair are rigorous; time commitment doubles when Council Member becomes Chair
 - Should be compensated differently, asked Commission to look closely to see if the \$1k is appropriate. Maybe it should be percent of councils pay. Increasing differential to \$5k wouldn't make a difference about who would get chair.
 - Compensation for council members, difficult to figure out over the next 4 years. He was making 33,800 at the beginning.
 - CPI setting a low level as a built in level when you consider real cost of living in the County: median income, economic conditions, and housing costs. Comfortable with level of staffing.

- Commission members interviewed Jennifer Terrasa
 - By having part time representative it attracts all walks of life.
 - Compensation not getting – day care, babysitter, clothes, food, phones? (stipend in lieu of expenses)
 - Chair’s compensation is not adequate. If it was higher may have more interest in the position than current interest level.
 - Doesn’t want it to become full time job.

- Commission members interviewed Greg Fox
 - Full time job, 20 or 30 hours for council / per week
 - Part time allows for diversity on council. Full-time would make members have one perspective
 - Right now compensation is a little high.
 - Chair? Compensation differential is too low. Maybe \$2500
 - The current salary covers “costs” to him to be able to do the job – hires lawn care providers rather than doing it himself; etc.
 - Doesn’t want to have to track stipend if Commission is considering changing it to stipend system.
 - Currently staffed better than other counties.
 - Very little out of county business.
 - Work load has definitely increased overall

- Updates on scheduling
 - 10/6 Work session 6 pm CVG
 - 10/29/09 CE available. CVG room, 6:00. Lonnie Robbins and Ray Wacks
 - Public Hearing – 11/3 public hearing then worksession
 - 11/16 and 11/17 6 pm hold for possible work session