

## Maryland Code

### Local Government Article

#### § 10-3021. County legislative body -- Compensation

- (a) *Compensation commission.* -- By ordinance, a county may establish a commission to recommend compensation and allowances for members of the county legislative body.
- (a) *Recommendations.* --
- (1) Within 15 days after the beginning of the fourth year of the term, a commission established under this section, by resolution, shall submit to the county legislative body its recommendation for the compensation and allowances for members of the county legislative body.
- (2) Subject to subsection (e) of this section, the commission may recommend an increase or decrease in the compensation and allowances for members of the county legislative body.
- (b) *Legislative action.* -- On receiving the resolution, the county legislative body may reduce or reject the commission's recommendation, but may not increase any item.
- (c) *Changes in salary.* -- Any change in the compensation and allowances of members of the county legislative body shall be enacted by ordinance before the election for the members of the next succeeding county legislative body and take effect only for the members of the next succeeding county legislative body.
- (d) *Minimum for compensation and allowances.* -- The compensation or allowances for members of the county legislative body of a charter county may not be less than provided in the county charter.

## Howard County Charter

### Section 202. - The County Council.

The legislative power of the County is vested in the County Council of Howard County which shall consist of five members who shall be elected from the Councilmanic Districts.

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(d) Compensation and allowances. Each member of the Council shall receive as compensation and allowances for the performance of public duties under this Charter the sum of not less than Seventy-eight Hundred Dollars (\$7,800.00) per annum and shall not accrue annual leave or be entitled to any payment in lieu thereof. The compensation and allowances shall be in full compensation for all services required by this Charter to be performed by the members of the Council, but shall not preclude reasonable and necessary expenses as may be provided in the budget. The County Council shall establish a Compensation Review Commission every four years to review the Council's compensation and allowances in accordance with the provisions of Article 25A Subsection 5(AA)<sup>31</sup> of the Annotated Code of Maryland.

Section 302. - The County Executive.

The executive power of the County shall be vested in the County Executive who shall be the chief executive officer of the County and the official head of the County government. In such capacity he or she shall be the elected executive officer mentioned in Section 3 of Article XIA of the Constitution of this State. The County Executive shall devote full time to the duties of his or her office.

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(d) Compensation and allowances. Subject to the provisions of Section 302(e) of this Article, the Executive shall receive Eighteen Thousand Dollars (\$18,000.00) annually as compensation and allowances and shall not accrue annual leave or be entitled to any payment in lieu thereof.

## **Howard County Code or Ordinances**

### Title 5. County Council

#### Subtitle 1. - Compensation Review Commission

##### Sec. 5.100. - Establishment.

There is hereby established a Compensation Review Commission pursuant to the authority of the Local Government Article, section 10-302 of the Annotated Code of Maryland and the mandate of section 202(d) of the Howard County Charter.

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<sup>1</sup> Recodified as Local Government Article, § 10-302

Sec. 5.101. - Purpose.

The Commission shall submit recommendations to the County Council relative to the compensation and allowances to be paid to members of the County Council in accordance with the provisions of the Local Government Article, section 10-302 of the Annotated Code of Maryland. The Commission shall also review the County Executive's compensation and allowance and submit recommendations to the County Council pursuant to subsection 302(e) of the Howard County Charter.

Sec. 5.102. - Members; terms; compensation.

- (a) The Commission shall consist of seven residents of Howard County appointed by resolution of the County Council no later than September 30 in the third year of the term of each Council.
- (b) Members of the Commission shall serve from the date of their appointment until April 30 in the fourth year of the term of each Council.
- (c) Vacancies shall be filled by resolution of the County Council.
- (d) Members of the Commission shall receive no compensation for their services, but may receive such expenses as may be provided in the budget.
- (e) Members may be removed from the Commission by resolution of the County Council.

Sec. 5.103. - Duties and responsibilities.

- (a) The Commission shall recommend the compensation and allowances for the County Council and County Executive within 15 days after the beginning of the fourth year of the term of each council.
- (b) The Commission may recommend an increase or decrease in the compensation paid to members of the County Council and the County Executive, but in no event may compensation or allowances be less than provided in the Charter.
- (c) With respect to the compensation of members of the County Council, the Commission shall submit its determination for compensation and allowances to the County Council, which may reduce or reject the Commission's recommendation, but shall not increase any item in the recommendation.
- (d) With respect to the compensation of the County Executive, the Commission shall submit its determination for compensation and allowances to the County Council, which may increase or reduce the compensation and allowances in accordance with the provisions of subsection 302(e) of the Charter.

(e) The recommendations of the Commission shall become effective upon adoption by the Council of an ordinance encompassing the recommendations. The ordinance making change in the salary paid to members of the County Council and the County Executive shall be adopted prior to the election of members for the succeeding term and shall affect only members elected for that term.

Sec. 5.104. - Officers and meetings.

The Commission shall elect from its members a Chairperson, Vice-Chairperson and such other officers as it deems appropriate.

(a) The Commission shall hold a minimum of one public hearing on its recommendations for compensation and allowances to members of the County Council and to the County Executive. It shall hold such other public hearings as it deems appropriate. Notice of public hearings shall be advertised for two successive weeks in at least one newspaper of general circulation in Howard County.

(b) Reasonable advance notice of all meetings, public hearings and work sessions of the Commission shall be posted on the County Council bulletin board.

Subtitle 2. - Compensation Sec. 5.200. - Annual salary.

(a) Except as provided in subsections (b), (c) and (d) of this section, the annual salary of the Chairperson and the other members of the County Council for the four year term beginning on the date in December of 2018 on which Council Members take office shall be calculated as follows:

(1) Beginning on the date of installation in December 2018, the base salary shall be \$66,174.00 per year;

(2) The salary shall increase annually on the anniversary date beginning in December of 2019 and for each subsequent year of the term;

(3) The salary in December 2019 and for each subsequent year of the term shall be equal to the amount of the base salary in the previous year increased by the same percentage as the increase in the Consumer Price Index for all urban consumers (CPI-U Baltimore-Columbia-Towson, MD average), all items, unadjusted ("CPI-U Index") for the 12-month period ending on December 31 of the year for which the new salary base is calculated. This new salary shall become the base for the calculation of the salary for the subsequent year;

(4) In the event the Bureau of Labor Statistics abandons publication of the CPI-U Index, the base salary for members of the County Council shall be increased by two and one-half percent over the base of the

preceding year.

(b) In addition to the base salary calculated for Members of the County Council, the Council Chairperson shall receive an additional \$3,500.00 annually.

(c) In addition to the salary authorized in subsection (a) of this section, each member of the County Council shall be eligible to receive the same employee benefits as are established each year for full-time County employees.

(d) Each Council Member shall also receive a monthly stipend of \$150.00 to be used for a service plan for the work-related use of a personal communication device.