

# Howard County Compensation Review Commission

## Public Hearing

### MINUTES (APPROVED)

Date: Thursday, October 14, 2021

Time: 6:35 p.m.

Place: Webex teleconference. A recording of the teleconference is available on the Commission's website <https://cc.howardcountymd.gov/About-Us/Commissions-Task-Forces-and-Special-Reports/Compensation-Review-Commission-2021>

Commission Members in attendance:

Natasha H. Booms  
Michael Butera  
Karina Fisher  
Ainy Haider-Shah  
Eric Kelly  
Kia Payne  
Kathryn Valentine

Staff present:

Michael Martin, County Auditor's office  
Amanda Mihill, Office of Law  
Jeff Meyers, County Council staff

Call to Order at 6:30

- The Commission approved the minutes from October 5, 2014, and the agenda for tonight (motions by Mr. Kelly, seconds by Ms. Fisher, unanimous vote in favor in both cases).
- Public Hearing: Only 2 people had signed up by the deadline posted on the Commission's website. One was Michelle Harrod, Council Administrator, who only signed on to test the registration system. The other was Council Member Rigby (District 3). The Commission used the opportunity to ask her the same questions that were asked of the other Council Members at previous meetings.
- Commissioners asked Ms. Mihill from the Office of Law if a Council Member is allowed to refuse to take a salary, or part of a salary? And, if so, how would that work? Ms. Mihill promised to find out.
- The Commission discussed the information gained from interviews with Council Members. Commissioners discussed the nature of a Council Member's work, the skills required, and how much time is needed to do that work. Commissioners considered the impact of changing compensation on the number and kinds of individuals motivated to run for Council office.

- For the next meeting, Commissioners determined that each Commissioner should be prepared to state whether Council Members' salaries should be increased and, if so, by how much in terms of dollars or percentage. Should any increase be phased in and, if so, how. Commissioners should be prepared to discuss Council staffing and whether a recommendation should be made on that matter. Whether the number of Council Members should increase seems beyond the purview of the Commission, but a recommendation could be entertained.
- Ms. Fisher moved, and Ms. Valentine seconded, that each Commissioner state informally whether a Council Member's workload would seem to be full-time or part-time. Ms. Valentine, Ms. Fisher, Ms. Payne, and Mr. Butera indicated that they considered the position to be full-time. Mr. Kelly, Ms. Haider-Shah, and Ms. Booms abstained, indicating a need to do additional study.
- The next meeting is set for November 2, when the County Executive is set to be interviewed.
- The meeting adjourned at 7:45 p.m. (motion to adjourn by Ms. Valentine, second by Ms. Haider-Shah; unanimous vote in favor).