



Compensation Review Commission

George Howard Building
3430 Court House Drive
Ellicott City, Maryland 21043-4392

COMMISSION MEMBERS

Rashida George

Ginnie Gick

Ellen Flynn Giles

Scott Houghton

Kia Payne

Pravin Ponnuri

Meeting Minutes - Approved

Compensation Review Commission

Thursday, September 25, 2025

Hybrid Meeting (Virtual and In-Person Meeting)

Video Streamed on <https://cc.howardcountymd.gov/watch-us>

George Howard Building, C. Vernon Gray Room

8:30 am

Members Present: Rashida George, Ginnie Gick, Scott Houghton, and Kia Payne.

Nominated Members Present: Ellen Flynn Giles and Pravin Ponnuri.

Staff Present: Michelle Harrod, Owen Kahn, and Amanda Mihill.

The Commission convened at 8:35 am.

I. Introductions

Commission Members Rashida George, Ginnie Gick, Scott Houghton, and Kia Payne introduced themselves. Members who have been nominated but are not yet confirmed, Ellen Flynn Giles and Pravin Ponnuri, introduced themselves. Staff indicated that one more member was expected to be nominated by the County Executive. Council Staff Michelle Harrod and Owen Kahn introduced themselves.

II. Commission Staff

- a. Legal requirements for Executive and Council compensation**
- b. Obligations of the Commission**

Mr. Kahn gave an overview of the legal requirements of the Commission, including provisions of the County code which outline the role and responsibilities of the Commission. Mr. Kahn reminded the Commission that they would be required to hold at least one public hearing and that their final report was due to the Council on December 21st.

III. Office of Law

a. Open Meetings, public information

Ms. Mihill gave an overview of the legal requirements of the Open Meetings Act and the Maryland Public Information Act. Ms. Mihill reminded the Commission that at least one member would be required to complete the online training course for the Open Meetings Act.

IV. Information requests for staff, Commission website

Mr. Kahn discussed research requests, the possibility of interviewing County Council Members and County Executive representatives, and the Commission's website.

Commission Members discussed the workload of the County Council and County Executive, the fair compensation for the positions to encourage high quality candidates, the impact of salary changes on the County budget, and potential interviews and requested copies of the 2021 interviews conducted by the prior Commission. There was a general discussion about the course of the Commission's work.

V. Scheduling future meetings

The Commission discussed the timeline for future meetings. Members discussed their potential scheduling conflicts and desire for a regular meeting schedule. The Commission agreed that the Commission would meet again on October 15th and October 22nd. After October 22nd, the Commission will meet on the 1st and 3rd Wednesday of the month at 6:30pm in the George Howard Building with an option to join via WebEx. The Commission approved the following schedule:

- Wednesday, October 15 at 6:30pm
- Wednesday, October 22 at 6:30pm
- Wednesday, November 5 at 6:30pm
- Wednesday, November 19 at 6:30pm
- Wednesday, December 3 at 6:30pm
- Wednesday, December 17 at 6:30pm

The Commission adjourned at 9:25 am.