



# Compensation Review Commission

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

## COMMISSION MEMBERS

Ellen Flynn Giles, Chair  
Scott Houghton, Vice Chair  
Maura Dunnigan  
Rashida George  
Ginnie Gick  
Kia Payne  
Pravin Ponnuri

### Meeting Minutes - Approved

Compensation Review Commission  
Wednesday, October 15, 2025  
Hybrid Meeting (Virtual and In-Person Meeting)  
Video Streamed on <https://cc.howardcountymd.gov/watch-us>  
George Howard Building, C. Vernon Gray Room  
6:30 pm

**Members Present:** Ellen Flynn Giles, Ginnie Gick, Scott Houghton, and Kia Payne.

**Nominated Members Present:** Maura Dunnigan and Pravin Ponnuri.

**Members Absent:** Rashida George

**Staff Present:** Owen Kahn and Amanda Mihill.

The Commission convened at 6:35 pm.

#### **I. Approval of Minutes from September 25th meeting.**

Ms. Giles moved to approve to the minutes, and Mr. Houghton seconded. The minutes were approved by a vote of 4-0.

#### **II. Election of Officers: Chair and Vice Chair.**

Mr. Ponnuri nominated Ms. Giles for Chair and was seconded by Mr. Houghton. Ms. Giles was elected Chair by a vote of 4-0. Ms. Gick nominated Mr. Houghton for Vice Chair and was seconded by Chair Giles. Mr. Houghton was elected Vice Chair by a vote of 4-0

#### **III. Discussion of survey for Council Members and County Executive.**

The Commission reviewed the questions that were submitted to the County Council in 2021. There was a general discussion about the number of hours that County Council members devote to their duties; other employment held by Council Members; other benefits received by the

Council Members; potential budget impacts of salaries, whether or not County Council is considered a full time or part time job; how Council Members may have different responses since the 2021 questionnaire; how the compensations compares to the living wage; and how the compensation incentivizes or disincentivizes a decision to pursue an elected position. The Commission approved a new set of questions and requested County Council Members respond by November 4<sup>th</sup>.

The Commission discussed sending a similar survey to the County Executive and how the County Executive had interreacted with previous iterations of the Commission. The Commission discussed how the County Executive's role is considered full time and has different responsibilities from the County Council. The Commission approved a new set of questions and requested the County Executive respond by November 4<sup>th</sup>.

#### **IV. IV. Discussion of other plans for Commission work.**

The Commission agreed to hold the public hearing on November 19<sup>th</sup> at 6:30 pm. The Commission agreed to present preliminary decisions in advance of the public hearing.

The Commission discussed data needed from other counties and local data for comparison. The Commission discusses the feasibility of linking compensation to the performance of the County.

#### **V. V. Other Business.**

Mr. Houghton completed the Open Meetings Act training.

#### **VI. VI. Adjournment**

The Commission adjourned at 7:35 pm.