

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.

(C.B. 7, 1985; C.B. 21, 1989; C.B. 26, 1993; C.B. 38, 1997; C.B. 66, 2019, § 1)

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.

(C.B. 7, 1985; C.B. 21, 1989; C.B. 26, 1993; C.B. 38, 1997; C.B. 66, 2019, § 1)

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.

(C.B. 7, 1985; C.B. 21, 1989; C.B. 26, 1993; C.B. 38, 1997; C.B. 40, 2001, § 1)

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.

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- (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.

(C.B. 40, 2001, § 1)

Editor's note(s)—C.B. 40, 2001, which amended §§ 5.102—5.104, deleted former § 5.103 and replaced it with new provisions as set out herein. Formerly, § 5.103 pertained to officers and meetings. As § 5.104 now pertains to officers and meetings, history note information from former § 5.103 has been moved to § 5.104.

Sec. 5.104. Officers and meetings.

- (a) The Commission shall elect from its members a Chairperson, Vice-Chairperson and such other officers as it deems appropriate.
- (b) 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.
- (c) Reasonable advance notice of all meetings, public hearings and work sessions of the Commission shall be posted on the County Council bulletin board.

(C.B. 40, 2001, § 1)

Editor's note(s)—C.B. 40, 2001, which amended §§ 5.102—5.104, deleted former § 5.104 and replaced it with new provisions as set out herein. See editor's note below § 5.103. Formerly, § 5.104 pertained to termination and derived from C.B. 7, 1985; C.B. 21, 1989; C.B. 26, 1993; and C.B. 38, 1997.

SUBTITLE 2. (County Council) COMPENSATION

Sec. 5.200. Annual salary.

- (a) Except as provided in subsections (b), (c), (d), and (e) 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 2022 on which Council Members take office shall be \$73,663.00 for the first year of the term that begins December 2022 and shall be increased annually in equal dollar amounts so that in the fourth year of the term the salary is \$83,256.00.
- (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 \$200.00 to be used for work-related communication services.

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- (e) Each Council Member shall be allocated a total of \$1,500.00 for the four-year term that the Council Member may use to reimburse the costs of technology and electronic devices that are not provided by the County but are helpful in performing his or her duties. The unused portion should be re-appropriated from year to year until the next election.

(C.B. 5, 2014, § 1; C.B. 3, 2018, § 1; C.B. 18, 2018, § 1; C.B. 3, 2022, § 1)

SUBTITLE 1. - THE COUNTY EXECUTIVE

Sec. 6.100. Annual salary.

- (a) Except as provided in subsections (b) and (c) of this section, the base annual salary of the County Executive shall be:
- (1) \$221,475.00 for the year that begins on the day the County Executive takes office in December 2022;
 - (2) \$227,012.00 for the year that begins in December 2023;
 - (3) \$232,687.00 for the year that begins in December 2024; and
 - (4) \$238,504.00 for the year that begins in December 2025.
- (b) In addition to the base compensation authorized in subsection (a) of this section, the County Executive shall be eligible to receive the same employee benefits as are established each year for full-time County employees.
- (c) The County Executive 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.

(C.B. 6, 2014, § 1; C.B. 4, 2018, § 1; C.B. 18, 2018, § 1; C.B. 4, 2022, § 1)