



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

Minutes – Approved

Compensation Review Commission
Wednesday, October 22, 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, Rashida George and Kia Payne.

Nominated Members Present: Maura Dunnigan and Pravin Ponnuri.

Staff Present: Owen Kahn and Amanda Mihill.

The Commission convened at 6:35 pm.

I. Approval of Minutes from October 15 meeting.

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

II. Discussion of survey results for Council Members and County Executive.

Mr. Kahn informed the Commission that responses had not been received yet and the deadline is November 4th.

III. Discussion of data for other jurisdictions and Howard County.

The Commission had a general discussion on what the cost of living index increases had been for the County; comparable salaries for elected officials in similar jurisdictions and where Howard County falls measures by comparison; what the shared costs are for health benefits and retirement benefits; the recent trends in household income and the Consumer Price Index (CPI); if the current salary for Council Members is in line with the County cost of living; the staff that

are made available to Council Members; the need for a rough draft in preparation for the public hearing on November 19; the data that the Commission would like to request on cost of living and how it compares to salary increases; the job description and duties for Council Members; how Council salaries compare to County employees; the required maintenance of effort for the County budget and how salary recommendations could affect the budget; how other positions are assigned position grades and salaries; how Council Member responsibilities compare to the responsibilities of other County employees; comparisons to salary changes for State Delegates and State Senators; how population changes and economic forecasts could affect the County budget; and data requests from the County Department of Finance.

IV. Other Business.

Mr. Kahn summarized outstanding data requests. The Commission discussed the preliminary report that will be worked on at the next meeting.

V. Adjournment.

The Commission adjourned at 7:30 pm.