



Compensation Review Commission

George Howard Building
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Ellicott City, Maryland 21043-4392

COMMISSION MEMBERS

Ellen Flynn Giles, Chair
Scott Houghton, Vice Chair
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November 5, 2025

As required by Section 202 of the Howard County Charter and Title 5, Subtitle 1 of the Howard County Code, the Compensation Review Commission has begun consideration of recommended salaries and allowances for elected officials who will begin their term of office in December 2026. The Commission has studied the salaries, benefits, workload, and economic trends to determine the best compensation for the County Executive and Members of the County Council.

The Commission has proposed preliminary recommendations for public review and comment.

For County Council Members:

- Salary, beginning after December 2026 installation:
 - 2027: **\$85,337.40**, a **2.5%** increase from 2026.
 - 2028 through 2030: **A percent increase equal to any cost-of-living adjustments made for general County employees.**
- Other stipends and benefits
 - **\$3,500** annual stipend for the Chair of the County Council.
 - **\$200** monthly stipend for monthly communication services.
 - **\$1,500** 4 year stipend for technology costs.
 - **Continued** access to health and retirement benefits.

For County Executive:

- Salary, beginning after December 2026 installation:
 - 2027: **\$244,466.60**, a **2.5%** increase from 2026.
 - 2028 through 2030: **A percent increase equal to any cost-of-living adjustments made for general County employees.**
- Other stipends and benefits
 - **\$150** monthly stipend for monthly communication services.
 - **Continued** access to health and retirement benefits.

The final recommendations of the Commission will be made on December 19th, 2025.