



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, November 5, 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: Maura Dunnigan, Rashida George, Ellen Flynn Giles, Ginnie Gick, Scott Houghton, Kia Payne, and Pravin Ponnuri.

Staff Present: Owen Kahn and Amanda Mihill.

The Commission convened at 6:35 pm.

I. Approval of Minutes from October 22 meeting.

Mr. Punnuri moved to approve the minutes, and Mr. Houghton seconded. The minutes were approved by a vote of 7-0.

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

The Commission Members reviewed the responses from Council Members and discussed their findings, including the numbers of hours a week Council Members work; how Council Members could balance their position with other employment; if the position should be considered part time or full time; how economic and population trends may impact the County; and other feedback received from Council Members, including their recommendations for the future salary for Council Members.

III. Discussion of research and data requested at previous meetings.

The Commission Members did not request any additional data for their work.

IV. Preparation of preliminary Commission findings

The Commission had a general discussion on the preliminary recommendations. The Commission discussed that no feedback had been given on the current amounts for stipends and benefits.

- Mr. Houghton motioned to hold stipends and benefits at current levels for County Council Members and the County Executive and Ms. Dunnigan seconded. The motion was agreed to 7-0.

The Commission discussed salary increases for County Council Members and considered annual percent increases; comparisons to County employees; comparisons to the average household income in Howard County; comparisons to other counties; potential impacts on the County budget; public perception of elected salaries; if the part time definition of the Council position is within the scope of the Commission's work; and potential CPI increased. Various percentage and dollar increases were suggested, including tying increases to cost of living increases or CPI increases.

- Mr. Houghton motioned to increase County Council salary by 2.5% in 2027 and increase County Council salary in a percentage equal to the cost of living adjustments made for general Council employees from 2028 through 2030 and Ms. Dunnigan seconded. The motion was agreed to 7-0.

The Commission discussed salary increases for the County Executive and considered comparisons to other counties; if the increases should match the County Council; and the optics of potential changes in salaries. Various percentage and dollar increases were suggested

- Mr. Houghton motioned to increase County Executive salary by 2.5% in 2027 and increase County Executive salary in a percentage equal to the cost of living adjustments made for general Council employees from 2028 through 2030 and Ms. Dunnigan seconded. The motion was agreed to 7-0.

Ms. Mihill agreed to research whether this method of compensation would be permissible under existing County and State law.

V. Preparation for public hearing on November 19.

The Commission's public hearing is scheduled for November 19th at 6:30pm.

VI. Other Business.

N/A.

VII. Adjournment.

The Commission adjourned at 7:37 pm.