



# 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 19, 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, Ellen Flynn Giles, Ginnie Gick, Scott Houghton, and Pravin Ponnuri.

**Members Absent:** Rashida George and Kia Payne.

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

The Commission convened at 6:34 pm.

#### **I. Public hearing.**

The Commission held a public hearing. Members of the public were called to testify:

- Deb Jung, District 4 County Council Member
- Stu Cohn, Howard County Citizens Association
- Joel Hurtiwtz

The Commission concluded the public hearing.

#### **II. Approval of Minutes from November 5 meeting.**

Mr. Houghton moved to approve the minutes, and Mr. Ponnuri seconded. The minutes were approved by a vote of 5-0.

### **III. Discussion of preliminary Commission findings.**

The Commission agreed that despite last minute scheduling changes, the Commission would continue their conversation about the Commission's recommendations.

The Commission discussed changes to their preliminary recommendations; the number of hours that Council Members work; comparisons to the State legislature and nearby counties, in particular if those bodies consider their legislators full time or part time; how salaries may incentivize certain types of people to run for office; what information can be shared in the Commission's final report; and if salary could be raised to a full time level without corresponding code or Charter changes.

Mr. Ponnuri moved for an 8% annual salary increase for Council Members, and the Commission discussed the proposal and discussed whether the Commission wanted to hold a vote while several members were absent. The motion was not seconded.

### **IV. Preparation of final report.**

The Commission agreed that the total numbers would be determined at the December 3<sup>rd</sup> meeting. The report will be voted on at the December 17<sup>th</sup> meeting.

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

N/A.

### **VI. Adjournment.**

The Commission adjourned at 7:36 pm.