



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, December 3rd, 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, Rashida George, Kia Payne.

Members Absent: Pravin Ponnuri

Staff Present: Owen Kahn and Amanda Mihill.

The Commission convened at 6:34 pm.

I. Approval of Minutes from November 19 meeting.

Mr. Houghton moved to approve the minutes, and Ms. Gick seconded. The minutes were approved by a vote of 6-0.

The Commission discussed a request to release a written legal opinion regarding the Commission's preliminary recommendations. The Commission had a discussion with staff from the Office of Law and the County Council's office on whether to release the opinion. Ms. Giles moved to waive privilege and Mr. Houghton seconded. The motion was approved 5-1.

II. Discussion and vote on recommended compensation levels.

The Commission discussed their final recommendations on salary levels for the County Council and Conty Executive, including raising the salaries for Council Members to reflect the increased time commitment of the role, how a potential salary increase would affect the expected time commitment of future Council Members, what legislative changes or charter amendments would

be necessary to define the position as a full time position, and how previous Commissions decided on the status of Council Members.

The Commission discussed the salary level of the County Executive and agreed the position was already well compensated and should only be adjusted for cost-of-living increases.

Chair Giles moves to recommend the County Executive's salary be increased each year in the amount of the CPI-U increase in the Baltimore-Towson region, with an annual cap of 2.5%, and that all other allowances and benefits remain at current levels, and Vice Chair Houghton seconded. The motion was approved 6-0.

The Commission considered various percent increases for Council salaries, and considered ways to increase Council salary to the desired amount. The Commission agreed that other allowances and benefits for the Council should remain at their current levels. The Commission agreed that the report needed to clearly state the Commission believes the Council position is a full time job.

Vice Chair Houghton motioned to increase Council salaries 5% each year, and Chair Giles seconded. The motion was approved 6-0. Chair Giles motioned hold allowances and benefits at current levels, and Vice Chair Houghton seconded. The motion was approved 6-0.

III. Discussion on drafting and approval process for final report.

Staff discussed the current draft of the report and requested the Commission members review the draft and suggest changes at the next meeting. Commission members discussed language that would be included to justify the Commission's findings. The Commission proposed language to justify their findings that Council positions have become full time positions.

IV. Other Business.

The Commission discussed the legislative process after the recommendations are adopted.

V. Adjournment.

The Commission adjourned at 7:51pm.