



# Howard County Inspector General Advisory Board

George Howard Building  
3430 Court House Drive  
Ellicott City, Maryland 21043-4392

**BOARD MEMBERS**  
David Salem, Chair  
Mitchell Stahm, Vice Chair  
Vernon Curry  
Steven Quisenberry  
Dennis Raschka  
Katy Sedney

## **Minutes - Approved**

Inspector General Advisory Board Meeting  
Thursday, December 11, 2025  
Hybrid Meeting (Virtual and In-Person Meeting)  
Video Streamed on <https://cc.howardcountymd.gov/watch-us>  
6:30 p.m.

Advisory Board Members Present: Chair David Salem, Vice Chair Mitch Stahm, Vernon Curry, Steve Quisenberry, and Dennis Raschka.

Staff Present: Amanda Mihill, Assistant County Solicitor; Annie Koshy, Deputy Human Resources Administrator, and Nicholas Rinehart, Senior Administrative Analyst, were present.

Chair Salem opened the meeting at 6:30pm.

## **Announcement of Inspector General Selection**

Chair Salem opened the meeting by announcing to the public that Kelly Madigan was selected as the Inspector General for Howard County, and she will be resigning as Baltimore County Inspector General effective January 2<sup>nd</sup> and will start as Howard County Inspector General on January 5<sup>th</sup>. Chair Salem also thanked the Board members and County staff for their efforts in the selection process.

## **Discussion of Inspector General Performance Evaluation**

The Board then began a discussion on how to conduct the performance evaluation for the Inspector General.

Annie Koshy, Deputy Human Resources Administrator, appeared before the Board to give an overview of the standard Performance Evaluation process that Howard County Human Resources uses for all employees. Ms. Koshy also provided an example performance plan for the Board to review as a template for any future performance evaluation forms they intend to use for the Inspector General.

Next, Mr. Raschka gave an overview to the Board of a draft performance evaluation that he put together, based on other performance evaluation forms from surrounding jurisdictions.

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General discussion among the Board regarding the performance evaluation process and what role, if any Howard County Human Resources would play in the evaluation of the Inspector General.

Ms. Koshy responded to Board members that Human Resources would not administer the performance review, that would be the Board's responsibility, but she would be happy to assist the Board if need be.

At the end of the discussion, Mr. Raschka requested that Board members review the document he provided and give feedback.

### **Other Business**

Chair Salem opened the floor for any additional discussion topics from Board members.

Chair Salem mentioned to the Board members that he is finalizing the annual report draft for the Board and it would be available within the following week for Board members to review and comment.

**The Meeting was adjourned at 7:00 p.m.**