



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

Inspector General Advisory Board for Howard County Annual Report for Calendar Year 2025

Inspector General Advisory Board for Howard County

Annual Report for Calendar Year 2025

On November 5, 2024, the voters of Howard County approved a Charter amendment, permitting the creation of an Office of the Inspector General (“the Office”) to provide independent oversight of County operations and investigate fraud, waste and abuse. On December 2, 2024, the Howard County Council created the framework for the Office and the Inspector General Advisory Board (“the Board”) by passing Council Bill 61-2024. Under the legislation, the Board is to consist of seven members, who are charged with meeting “at least twice a year with the Inspector General to review completed investigations and advisory letters, [the Inspector General’s] annual budget request, and other relevant non-operational matters.” The Board is also required to meet “annually with the County Council and the County Executive, jointly, to provide an overview of the activities of the Board and the completed work and ministerial functions of the Office of the Inspector General.” (Section 22.1300 (G)(1)). Notably, once the Inspector General assumes responsibilities, the Board has no authority to interfere in the Office’s ongoing operational activities or with its independent authority, nor does the Board have any powers to investigate complaints that may be directed to it in error. (Section 22.1300 (J)). The following seven members of the Board were appointed via approval of Council Resolution 62-2025 and sworn in before the County Council on April 7, 2025:

- David I. Salem
- Kathleen Downs
- Vernon Curry
- Steven Quisenberry
- Dennis Raschka
- Katy Sedney
- Mitchell Stahm

The Board held its first formal meeting on April 10, 2025. In its first meeting, the Board selected David I. Salem as Chair and Kathleen Downs as Vice Chair.

As the Board began to meet in the spring of 2025, it determined its two principal responsibilities in its inaugural year were to select Howard County’s first Inspector General and to establish the Board’s Rules of Procedure.

Selection of the Inspector General

Per the Howard County Code, the Board is required to select a candidate for Inspector General from a list of qualified candidates, developed through an open search process, which includes the use of a professional search firm. The candidate selected by the Board must be approved by a majority of the members of the Board.

Between April and October, the Board held numerous meetings in its effort to select the Inspector General. During these sessions, the Board, with the assistance of the Office of Law and the Office of Human Resources, accomplished the following:

- Approved a job posting for the position of Inspector General, which opened on June 6th and closed on July 11th.
- Received and reviewed approximately 60 applications for the Inspector General position.
- Designated the 10 most-qualified candidates based on the written materials submitted.
- Compiled a list of questions to ask the candidates during the interviews and a scoring system to assess their performance.
- Interviewed the 10 most-qualified candidates and created a final round of four candidates.
- Conducted a final round of interviews of the four candidates. From those four candidates, selected Kelly Madigan as the Inspector General.
- Informed the Office of Human Resources of the Board's selection.

On December 1st, Ms. Madigan signed her formal offer letter. Notification of Ms. Madigan's selection and acceptance was made by the Board to the County Executive and County Council the same day, and a press release was posted on the County's public website. Ms. Madigan will begin serving as Howard County's first Inspector General on January 5, 2026. In the Board's final meeting of 2025, Board members began the process of approving a performance plan for the incoming Inspector General. The plan is expected to be finalized in the early months of 2026.

Rules of Procedure

During 2025, the Board's Chair drafted Rules of Procedure for the Board, which were discussed, edited and modified by the Board's members before allowing public testimony to be heard on the draft Rules on October 30th. The Rules of Procedure were officially approved by the Board on November 18th. The adopted Rules of Procedure can be found on the [Inspector General Advisory Board website](#).

2026 Scheduled Meetings

For 2026, the Board currently has meetings scheduled for the following dates:

- March 5, 2026
- June 4, 2026
- September 17, 2026
- December 3, 2026

All meetings will be held at 6:30 pm and will be live-streamed on the Howard County Council's website. Minutes, meeting materials, and recordings of the Board's 2025 meetings can be found on the [Inspector General Advisory Board website](#).

Message From the Chair

The establishment of Howard County's Office of Inspector General represents a significant commitment to transparency and accountability in County government. As the Chair of the inaugural Advisory Board, I know my colleagues and I have worked diligently throughout 2025 to lay a strong foundation for this important oversight function. I am proud to have worked with such capable Board members and to have been part of this process.

Looking Ahead

With the arrival of Inspector General Madigan in January 2026, the Board will transition from its organizational phase to its operational oversight responsibilities. The Board will work collaboratively with the Inspector General to:

- Finalize the performance plan for the Inspector General
- Review the Office's initial budget request
- Support the establishment of operational policies and procedures

The Board looks forward to fulfilling its statutory mandate to ensure effective and independent oversight of County government operations.

Additional Information

In November, Vice Chair Downs resigned from the Board. Following her resignation, the Board voted to approve Mr. Stahm as the new Vice-Chair. Mr. Stahm will finish out Ms. Downs' term until a new Chair and Vice-Chair are selected in 2026. As of December, the Board consists of six members. The search for a replacement for Ms. Downs is ongoing.

Finally, the Board is indebted to Senior Administrative Analyst Nick Rinehart and Executive Assistant to the Council Administrator Isaiah Anderson for their assistance and support in setting up and running meetings, and for providing advice and counsel throughout 2025. The Board also would like to thank Anju Bennett, Director of Human Resources; Kristi Johnson-Ford, Deputy Director of Human Resources; and Anne Koshy, Administrative Manager for the Office of Human Resources, for their invaluable assistance in the IG selection process. Further, we are indebted to Amanda Mihill, Assistant County Solicitor, for her legal assistance throughout the year. We are grateful to have had such capable and supportive people at our side this past year.