



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

Compensation Review Commission

Wednesday, December 17th, 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: Ellen Flynn Giles, Ginnie Gick, Scott Houghton, Rashida George, Kia Payne.

Members Absent: Pravin Ponnuri and Maura Dunnigan.

Staff Present: Owen Kahn and Amanda Mihill.

The Commission convened at 6:34 pm.

I. Approval of Minutes from December 3rd meeting.

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

II. Discussion on outstanding questions of compensation.

Mr. Kahn summarized outstanding questions for the Commission. The Commission agreed to include a paragraph in the final report discussing the Commission's preliminary recommendations and the reason the Commission altered those recommendations; to include draft language from Ms. Dunnigan justifying the Council salary proposal; to add confirmation that the vote was unanimous; and to confirm the Zoning Board allowance would stay at current levels.

The Commission agreed to amend the proposed County Executive's salary to set the first year of the County Executive's salary at 2.5% above the 2025 salary level. This was done to conform the recommendations to the FY2027 County budget schedule. Mr. Houghton moved to approve the amended recommendation and Ms. Giles seconded. The motion was approved 5-0.

III. Edits to report draft and vote on final approval.

Ms. Mihill asked clarifying questions regarding the effective time of the salary proposals.

Ms. Giles moved to approve the final report and recommendations as amended, and Mr. Houghton seconded. The motion was approved 5-0.

IV. Next steps for the Commission.

Mr. Kahn discussed the next steps for the Commission, including the timeline for submitting the report to the Council; the introduction of legislation to adopt the recommendations; and the public hearing. The legislation is scheduled to be adopted in February 2026 and the Commission will officially terminate in April 2026.

V. Other Business.

N/A.

The Commission adjourned at 6:48pm.