

# Howard County Compensation Review Commission

## MINUTES

Date: Tuesday, October 29, 2013

Time: 6:30 p.m.

Place: CVG Conference Room, George Howard Building, Ellicott City

Commission Members in attendance:

- Richard Goldman  
    Damani Ingram  
    Rhonda Jones (by telephone)
- Mary Marker
- Tom Price
- Howard Rensin
- Steven Sass

Staff present: Meredith Beach, County Council; Rozonna Hightower, County Council; Jim Vannoy, Office of Law.

- Mr. Sass opened the public hearing
  - Stuart Kohn, Laurel, Maryland (see attached handout)
    - Council Members should be full-time to the exclusion of other employment
    - Council Members are extremely conscientious and spend a lot of time on issues
    - Council is being substantially underpaid
    - County Executive should be making more than anyone else; should be making more than any department head
    - Make salaries equivalent to Montgomery County and Prince George's County
- Seeing no other member of the public present to testify, Mr. Sass moved to approve the minutes from the October 7, 2013 meeting
  - Motion seconded by Ms. Marker.
  - Unanimous approval of the minutes
- Sheila Tolliver, Council Administrator, interview (see attached handout)
  - Volume of correspondence has increased because of social media and email
  - In addition to legislative responsibilities, Council Members do newsletters, present honorary resolutions, attend community meeting and school events, meet with the Board of Education, work with the Executive on financial management issues, monitor State and federal legislation, attend association meetings, conduct special studies, and other duties as they come up
  - Each Council Member has one appointed special assistant who performs constituent work, plus merit employees who support the Office of the County Council
- Todd Allen, Human Resources Administrator, interview (see attached handouts)

- Council Members are considered full-time employees for benefits making them eligible for health, dental, life, and long-term care insurance
- As with employees, a Council Member can opt out of receiving benefits and will receive a credit of \$900 per year Mary Kay Sigaty, Council Member District 4 interview
- Council Members and Executive are eligible to receive pension and health care in retirement if they meet the same qualifications as other merit employees: vest in 5 years, 50% of health care paid after 15 years, 75% of health care paid after 20 years, and 95% of health care paid after 25 years
- Jennifer Terrasa, Council Member District 3, interview
  - The position is full-time hours
  - If a Member is employed elsewhere, the other position must be very flexible
  - If a Member is looking for employment while in office, employers are asked to be very flexible in the scheduling of new hire
  - Members are on call 24 hours, 7 days a week
  - More staff would be helpful to the Council Members
  - The Commission should consider interviewing Special Assistants
- Mr. Sass suggested that at the next meeting, Commission members be prepared to discuss for recommendations
  - Vesting changes for elected officials;
  - Retiree health benefit changes
  - Technology stipends
  - Salary
- Adjourn at 9:09 pm