

**Compensation Review Board
Meeting Minutes of June 7, 2017
6:00 p.m. – Duke Room**

MEMBERS:

Present: Inez Claggett, Anthony DeStefano, Richard Fulginiti, Richard Fleming, Gregory Kernan, and R. Calvert Steuart

Absent: Jack Upton

Staff: John Norris, Terry Shannon, and Lisa Viverette

PROCEEDINGS:

I. Introductions:

Terry Shannon called the meeting to order at 6:04 p.m. and introductions were made. Ms. Shannon thanked everyone for their time and willingness to serve. She further explained this Compensation Review Board (CRB) is charged with setting the annual salaries for the Board of County Commissioners (BOCC), Judges of the Orphans Court, the Sheriff, and the Treasurer. These salaries will take effect after the November 2018 election and this will carry them for the next four years going forward. The salaries are set in code and there is a process for having the code updated. The County Attorney will present your recommendation when he brings legislative items to the BOCC this fall. Therefore, the CRB's recommendation is needed by October 1, 2017.

Ms. Shannon explained the previous CRB met three times (initial set-up meeting, meeting to interview officials, and final meeting to make recommendations and finalize report to the BOCC).

John Norris, County Attorney, explained once he receives the final recommendation from the CRB, he then presents to the BOCC; they can then either accept and refer them to the Maryland General Assembly through the local Delegation, they can modify them, or they can submit nothing, which means there would be no changes based on local request. This does not mean that the Delegates and Senators have to follow the recommendations or lack of recommendations.

Mr. Kernan indicated that the last CRB made a presentation to the BOCC on their recommendations.

A presentation of all legislative requests is made to the BOCC in mid-October. In November the BOCC will take a position on each request, and then in December a presentation is made to the Delegates and Senators representing Calvert County.

II. Election of Chairperson:

Terry Shannon led the meeting and asked for nominations for Chairperson.

Motion: R. Calvert Steuart moved to nominate Gregory Kernan as Chairperson.

Seconded: Anthony DeStefano

Action: Motion passed by a vote of 6-0-1.

III. Code of Public Local Laws for Calvert County:

Mr. Norris explained that State code prescribes that the CRB review the salaries set in law for Calvert County officials. It does not define the officials, but in the past this has been interpreted to be the BOCC, the Sheriff, the Treasurer, and the Judges of the Orphans Court. In addition, State law prescribes that when the CRB reviews the salaries for the BOCC, that a decision be made as to whether that should include benefits

Mr. Norris reviewed within the Guidelines provided, current salaries of our current elected officials (BOCC, Sheriff, Treasurer, and Judges of the Orphans Court). Mr. Norris indicated that the CRB should not look at this as affecting the salary of any particular individual because it does not go into effect into after the next election and we will not know who might be successful candidates and who the next President of the BOCC will be (historically, the President is elected by the BOCC each December).

Further discussion was held on current and past salaries, health benefits, leave, hours, and savings plan (retirement) of officials.

Note: Sheriff's salary in Guidelines was incorrectly listed as \$94,480. Correct salary is currently \$90,480.

IV. Timeline:

After discussion, it was determined that CRB members will email Lisa Viverette with potential non-available dates through the end of July, so she can set the next meeting. The President and Vice President of the County Commissioners, the Treasurer, the Sheriff and the Judges of the Orphans Court will also be invited to attend for interviews.

Mr. DeStephano asked that the following be provided to the CRB:

- *County Revenue Growth over the past five years
- *Merit Employee Pay Increases and COLAs over the past five years
- *Merit Employee Pay Increases and COLAs approved in the FY 2018 Budget
- *Population figures over the past five years
- *School enrollment figures over the past five years

V. Survey Results:

Other jurisdictions in Maryland were surveyed and results provided in a spreadsheet contained in the packet provided to the CRB. Discussion was held on these results.

VI. Other Business/Discussion:

Mr. Fulginiti asked what does the position of the Judge of the Orphans Court entail. As a former Judge, Mr. Steuart explained the duties of the Judges of the Orphans Court.

Discussion held on the County budget, tax rates, our Payment in Lieu of Taxes (PILOT) agreement with Dominion, costs associated with Other Post-Employment Benefits (OPEB), and the bond rating.

The final approved salary recommendations for the certain elected officials will be placed in the FY 2019 budget.

VII. Adjournment: The meeting was adjourned at 7:06 p.m.

APPROVED