

**Compensation Review Board
Meeting Minutes of July 10, 2017
6:00 p.m. – Duke Room**

MEMBERS:

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

Staff: John Norris, Terry Shannon, and Lisa Viverette

Guests: Sheriff Mike Evans, Commissioner President Tom Hejl, Orphans' Court Judge Ted LeBlanc, Commissioner Vice President Evan Slaughenhaupt, and Treasurer Nova Tracy-Soper

PROCEEDINGS:

I. Call Meeting to Order:

Chairman Kernan called the meeting to order at 6:00 p.m.

II. Approval of Agenda:

Chairman Kernan asked for approval of the agenda.

Motion: Inez Claggett moved to approve the agenda as presented.

Seconded: Richard Fulginiti

Action: Motion passed by a vote of 7-0.

III. Approval of Minutes:

Chairman Kernan asked for approval of the minutes.

Motion: Richard Fulginiti moved to approve the minutes as written.

Seconded: Inez Claggett

Action: Motion passed by a vote of 7-0.

IV. New Business:

1. Interview with Commissioners Hejl and Slaughenhaupt (6:00 pm)

Commissioner Hejl began by explaining citizens are not aware of everything that a County Commissioner does. He went on to give an example of a typical day for a President of the Board of County Commissioners (BOCC), which can consist of many day and evening meetings and events. This is not just a Tuesday job. The job takes up a significant amount of time.

Commissioner Slaughenhaupt added that no one individual was more prepared to become a County Commissioner than Commissioner Hejl. He has over 40 years of experience in public service (with the State Police in Calvert County, the State's Attorney's Office, and the Calvert County Sheriff's Office). As Assistant Sheriff he prepared their budget and

interacted with the BOCC on a routine basis. Commissioner Hejl quickly learned that being a County Commissioner was not what he thought it was. Commissioner Hejl added that the most surprising part is the social aspect of the job.

Discussion took place on expenses associated with the positions. Each Commissioner has a \$2,000 expense account per Fiscal Year for reimbursement of costs related to official business. Many functions are paid for out-of-pocket. Commissioner Slaughenhaupt estimates he spends approximately \$10,000 per year on out-of-pocket expenses (including gasoline).

Commissioner Slaughenhaupt did not recommend an increase four years ago due to the economy remaining flat. He did not feel the BOCC should get raises when employees were not getting a raise. This year, the economy appears to be improving. Staff will be getting raises this year and he can see increasing the salaries for the next BOCC.

The Commissioners were asked if they could defend a \$10,000 raise; both said they could justify it. Discussion continued on the difference between being a President versus being a regular BOCC member. Commissioner Slaughenhaupt explained there is heightened pressure on the President (running meetings, interaction with State officials, extra meetings with constituents, legislative testimony during General Assembly session, bond rating presentations, etc.). With these added responsibilities, he can see the President's salary set at \$5,000 more than the regular BOCC members.

The Compensation Review Board (CRB) thanked the Commissioners for their time.

2. Interview with Treasurer Nova Tracy-Soper (6:30 pm)

Nova Tracy-Soper gave the Board an overview of her education, experience, duties, and responsibilities of the Treasurer for Calvert County. Ms. Tracy-Soper also provided a packet for each CRB member to review. She reviewed various sources of generated income including a real property tax audit as well as duties, budgets, and salaries of Treasurers in Washington and St. Mary's counties.

Ms. Tracy-Soper is requesting a salary increase in the amount of \$20,980, for an annual salary of \$73,000.

After a brief question and answer period, the CRB thanked Ms. Tracy-Soper for her time.

3. Interview with Sheriff Mike Evans (7:00 pm)

Sheriff Evans provided a packet for all CRB members with documents that he feels justifies a pay raise. He discussed the bill Senator Waugh wanted to introduce last legislative session that did not go through. An overview was given of the duties and responsibilities for the position of Sheriff for Calvert County. Also discussed were various Sheriffs' salaries in some of the surrounding jurisdictions. Sheriff Evans concluded his presentation by requesting a salary equal to that of a Lieutenant Colonel on

the Maryland State Police pay scale, Class Code 5905 (Grade 0013), Step 12, which is currently \$128,219 to take effect on the day prior to the day the Sheriff begins a term of office.

After a question and answer period, the CRB thanked Sheriff Evans for his time.

4. Interview with Ted LeBlanc, Orphans' Court Judge (7:30 pm)

Orphans' Court Judge Ted LeBlanc stated that the annual salary of the Chief Judge (currently Leslie Downs) is \$9,130 and the salary of the other two Judges (currently Ted LeBlanc and Tom Pelagatti) is \$8,925. In addition, they can participate in the County's Health Benefits. On behalf of all the judges, Mr. LeBlanc indicated they are not requesting a salary increase.

After a brief question and answer period, the CRB thanked Judge LeBlanc for his time.

V. Election of Vice Chairperson

Chairman Kernan asked for nominations for Vice Chairperson.

Motion: Inez Claggett moved to nominate Anthony DeStefano as Vice Chairman.

Seconded: Richard Fulginiti

Action: Motion passed by a vote of 7-0.

VI. Other Business/Discussion

Discussion continued as a result of the interviews held with Elected Officials.

Motion: Anthony DeStefano moved to recommend increasing salaries for all Elected Officials with the exception of the Judges of the Orphans' Court by 4%, compounded annually for four years.

Seconded: R. Calvert Stuart

Action: Motion Withdrawn

It was decided to vote on each elected position separately. This was done as follows:

Sheriff

Motion: Anthony DeStefano moved to recommend increasing the salary of Sheriff as follows: \$94,000 in 2018, \$98,000 in 2019, \$102,000 in 2020, and \$106,000 in 2021+.

Seconded: R. Calvert Stuart

Action: Motion passed by a vote of 7-0.

Treasurer

- Motion:** Anthony DeStefano moved to recommend increasing the salary of Treasurer as follows: \$53,500 in 2018, \$54,750 in 2019, \$56,000 in 2020, and \$57,500 in 2021+.
- Seconded:** R. Calvert Stuart
- Action:** Motion passed by a vote of 7-0.

County Commissioner

- Motion:** Anthony DeStefano moved to recommend increasing the salary of County Commissioner as follows: \$43,500 in 2018, \$45,000 in 2019, \$46,500 in 2020, and \$48,000 in 2021+.
- Seconded:** R. Calvert Stuart
- Action:** Motion passed by a vote of 7-0.

County Commissioner President

- Motion:** Anthony DeStefano moved to recommend increasing the salary of County Commissioner President to \$2,500 over the base pay of the County Commissioner salary each year.
- Seconded:** R. Calvert Stuart
- Action:** Motion passed by a vote of 7-0.

County Commissioners - Benefits

- Motion:** Richard Fleming moved to recommend that all County Commissioners continue participation in the benefits program, with a specific recommendation that they are permitted to participate in the County Savings Plan.
- Seconded:** R. Calvert Stuart
- Action:** Motion passed by a vote of 7-0.

Judges of the Orphans' Court

- Motion:** R. Calvert Stuart moved to recommend no change to salary or benefits for the position of Judge of the Orphans' Court (includes Chief Judge).
- Seconded:** Anthony DeStefano
- Action:** Motion passed by a vote of 7-0.

- VII. Adjournment:** The meeting was adjourned at 8:12 p.m.