

**COMPENSATION REVIEW COMMISSION
MINUTES**

**MAY 20, 2016
2:00 P.M.**

**ELKTON ROOM at Administration Building
200 Chesapeake Blvd, Elkton MD 21921**

PRESENT: Frank Williams, Bob Amato, Ken Wiggins, Jay Williams, Bruce England and Jim Massey

Also present: Donna Nichols

Chairman Wiggins called the meeting to order at 2:00 p.m.

On motion made by Mr. Jay Williams, seconded by Mr. Frank Williams, the Commission approved the minutes of May 12, 2016 as presented.

Chairman Wiggins asked Commission members to review the list of duties of the Council President as provided by Council President Hodge.

Donna Nichols, Director of Human Resources, reviewed the current reimbursement policies for County employees. She also stated that the State requires the County Executive and Council Members participate in State retirement. This 2015 change allowed these elected officials to belong to the retirement system and be eligible for vesting. All officials contribute 7% of their annual compensation, the same as County employees. Ms. Nichols also stated that Council Members should be able to be reimbursed for events that they attend as Council Members, but not political or social events.

The Commission reviewed the suggested revision in the Council's current reimbursement policy and the proposed revision in 1-6(a). The current Council policy is that the Council President reviews all requests for reimbursement. The Commission discussed attendance at retirements and fundraisers.

Mr. Frank Williams made a motion, which was seconded by Mr. Amato, to recommend the current reimbursement policy with one revision, in 1-6(g) as follows:

g) Council Members may be reimbursed for attendance at the Maryland Association of Counties conference **AND OTHER MEETINGS AS LISTED IN 1-6(a)** including registration, lodging, and meals...."

The motion was approved unanimously.

Chairman Wiggins led discussion of the County Executive's compensation and allowances such as health insurance and retirement.

Ms. Nichols stated that according to Affordable Care Act, the County Executive, considered as a full time position, should be eligible for health benefits. The Commission also discussed a proposal to raise the County Executive's salary from \$98,500 to \$100,000.

Mr. Frank Williams made a motion, seconded by Mr. Jay Williams, to recommend that the County Executive receive a salary of \$100,000 with health benefits and retirement; and that the health benefits be at the same as a County employee. This motion was passed by a vote of 3 to 2.

The Commission discussed the compensation for the Council President; noting that Cecil County was the only county that did not give a differential to this position.

Mr. Frank Williams made a motion, seconded by Mr. Amato, to give the Council President a \$5,000 differential in salary. The motion was approved unanimously.

Chairman Wiggins led discussion on the compensation for Council Members. The Commission was in agreement that the Council Members are mandated by the State to participate in the retirement system and that the revised Council reimbursement policy should compensate Council Members adequately.

Mr. Jay Williams made a motion, which was seconded by Mr. Amato, to increase Council Member compensation by \$2,000, which would raise their annual compensation from \$25,000 to \$27,000. This motion was passed by a vote of 3 to 2. Mr. England was opposed because he felt that the number of employees did not justify this increase.

Chairman Wiggins led discussion of the Sheriff's compensation. The Commission arrived at a consensus that the current State legislation, which raised the Sheriff's salary in increments to \$100,000 in 2020 was adequate and no changes were warranted.

Mr. England made a motion, seconded by Mr. Frank Williams, to recommend that the Sheriff's salary be increased incrementally until it reaches \$100,000 in 2020, as currently legislated. The motion was approved unanimously.

Chairman Wiggins thanked the members for their participation on this Commission. Mr. Massey will send the minutes to members for their review and approval. Chairman Wiggins will bring the Commission's recommendations to the Council for their review.

Respectfully submitted,

Jim Massey