

RECOMMENDATIONS



Cecil County Compensation Review Commission 2016

**Presented to the
Cecil County Council
on June 7, 2016**

Chairman Kennard Wiggins

**Robert Amato
Bruce England
Frank Williams III
Jay Williams**

I. Our Challenge:
Cecil County Charter quadrennially requires
Review Compensation and allowances for the County Executive, County
Council and Sheriff, IAW Section 10-302 Code of Maryland.

II. Members of Commission:

Robert Amato
Bruce England
Kennard Wiggins, Chair
Frank Williams III
Jay Williams

Special thanks to;

James Massey, Council Manager and recorder.
Donna Nichols, Human Resources Director
Joyce Bowsbey, Council, District 2
Robert Hodge, Council President and District 5
Alan McCarthy, Council, District 1
Rebecca Demmler, former County Commissioner
Robert Meffley, Council-nominee
among others, for their contribution.

III. Target:
Provide fair compensation without incentivizing a career track.

IV. Context:
A. Competitive in attracting qualified candidates
B. Local Economy
C. Ability of Taxpayers to pay (household income)
D. Increased cost of living

V. Criteria
A. Comparisons with other similar positions in other entities
B. Similarity of size, budget, employees.
C. Other Cecil County Leadership positions
D. Number of work hours/work days
E. Scope of responsibilities/duties

VI. Recommendations: County Executive
A. A \$2,000 annual pay increase to \$100,000
B. Participation in the County's health insurance at the same level as County employees
C. Participation in the Maryland Retirement Plan at the same level of contribution as County employees.

- VII. Recommendations: County Council
- A. A \$2,000 annual pay increase to \$27,000.
 - B. Participation in the Maryland Retirement Plan at the same level of contribution as County employee.
 - C. For County President, an additional \$5,000 differential
 - D. Expenses: Minor language change in Council Policies and Procedures:
"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..."
- VIII. Recommendations: Sheriff
- No change to recently adjusted authorized compensation from State legislation