

MINUTES OF THE
2025 - 2026 COMPENSATION REVIEW COMMISSION
AND CHARTER REVIEW COMMISSION
APRIL 2, 2025

The following members were present:

Camille A. Exum, Chair
L. Denise Hall
Arthur J. Horne, Jr., Esq.
Gloria Lawlah
Maurice Simpson, Jr.
Steven L. Taylor

Member Absent:

Jacqueline B. Woody

Staff Present:

Jennifer A. Jenkins, Council Administrator
Colette R. Gresham, Deputy Council Administrator
Karen T. Zavakos, Associate Council Administrator
Kathleen H. Canning, Legislative Attorney
Rosalyn E. Pugh, Esq., Consultant
Donna J. Brown, Clerk of the Council
Sharon Savoy Williams, Administrative Staff

WELCOME:

Colette R. Gresham, Deputy Council Administrator convened the meeting at 4:02 pm. She welcomed all to the first 2025-2026 Compensation Review Commission and Charter Review Commission ("Commission") meeting. She informed the Commission members that Council Chair Burroughs and Council Administrator Jenkins will join the meeting to give greetings.

INTRODUCTIONS:

Chair Exum introduced herself and then asked each member to give a brief introduction. Staff assisting the meetings were introduced and Ms. Gresham gave a brief synopsis of the Compensation Review Commission and the Charter Review Commission.

INTRODUCTORY MATERIALS:

Kathleen H. Canning described the background materials provided to members in their binders, which included the draft schedule, a membership and staff listing, CB-1-2025, CR-104-2024, CR-105-2024, and the legal authority summary of State law and County law.

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ORGANIZATIONAL STRUCTURE:

Ms. Gresham briefly summarized the operations of the Commission members and its functions relating to compensation and their review of the Charter. Copies of the 2021-2022 Compensation Review Board and Charter Review Commission Final Reports were distributed along with the 2019 Edition, 2022 Supplement of the County Charter. Ms. Gresham informed the members that they will begin with the review of the compensation for the Council and County Executive first.

RECOMMENDED TIMELINE:

Ms. Gresham reviewed the timeline with the Commission members and stated the next meeting will be held on April 16th at 4 pm. The meetings will be held on Wednesdays and may be a hybrid of in-person and virtual. Ms. Gresham informed the members that from April 16th thru June 18th they would be working on the compensation recommendations because the deadline for recommendations is in December. The Charter review would commence around July and make recommendations by April 2026.

MEETING SCHEDULE:

Ms. Gresham announced the meeting schedule as the first and third Wednesdays of the month at 4:00 pm. Mr. Taylor announced he will not be available in person on April 16th and June 18th due to a schedule conflict and he requested a virtual option. Ms. Gresham mentioned he could be hybrid for those meetings. After discussion, the members agreed to meet virtually on April 16th and as needed; Mr. Taylor will be given a Zoom link for the June 18th meeting. Chair Exum requested the sections of the Charter that pertain to compensation so members can prepare for the next meeting. Ms. Canning directed the members to Charter Sections 308 and 406.

QUESTIONS:

Ms. Exum mentioned the Chair of the Council had asked what the Council could do, so she has requested that Council Members contact their constituents about this process so when the Commission conducts a public hearing, the public is aware and fully engaged. Ms. Gresham informed the members that at the next meeting, just as a preview as they start on Compensation Review Commission matters, we normally give a historical perspective of the compensation for the Council and County Executive. We will also invite the Director of Human Resources Management to give an overview of the salaries and benefits.

Ms. Gresham adjourned the meeting at 4:32 pm.