

MINUTES OF THE
2021 - 2022 COMPENSATION REVIEW BOARD
AND CHARTER REVIEW COMMISSION
OCTOBER 6, 2021

The following persons were present:

LUPI Q. GRADY, Chair
DENNIS C. BROWNLEE
SAMUEL H. DEAN
CAMILLE A. EXUM
GLENDA R. WILSON
JACQUELINE B. WOODY

STEPHANIE V. OVERTON STANARD (**absent**)

Staff Present:

ROBERT J. WILLIAMS, JR., COUNCIL ADMINISTRATOR
COLETTE R. GRESHAM, ASSOCIATE COUNCIL ADMINISTRATOR
KATHLEEN H. CANNING, LEGISLATIVE OFFICER
DINORA A. HERNANDEZ, LEGISLATIVE OFFICER
JOSH HAMLIN, SENIOR LEGISLATIVE BUDGET AND POLICY ANALYST
DONNA J. BROWN, CLERK OF THE COUNCIL
ROSALYN E. PUGH, ESQ., CONSULTANT
SHARON SAVOY WILLIAMS, ADMINISTRATIVE STAFF

Others Present:

SHAWN STOKES, DIRECTOR, OFFICE OF HUMAN RESOURCES MANAGEMENT (OHRM)
KAMERON COEFIELD, DEPUTY DIRECTOR, OHRM
ANGELA BEASLEY, DEPUTY DIRECTOR, OHRM
JACLYN HARRIS, INVESTMENT ANALYST, OHRM
CHRISTINA NOONE, ADMINISTRATIVE ASSISTANT, OHRM
STANLEY EARLEY, DIRECTOR, OFFICE OF MANAGEMENT AND BUDGET

INTRODUCTORY REMARKS:

Chair Grady called the meeting to order at 4:02 pm and Ms. Gresham did a roll call of members in attendance. Board Member Brownlee arrived after the meeting was called to order and Board Member Overton Stanard was experiencing technical difficulties with her internet connection and would be absent. Chair Grady thanked everyone for the great conversation at the last meeting and follow-up information that they received for discussion at today's meeting. Board Member Wilson asked about viewership of the Board meetings.

MINUTES OF THE 2021 - 2022 CHARTER REVIEW
COMMISSION AND COMPENSATION REVIEW BOARD –
OCTOBER 6, 2021
PAGE 2

Ms. Gresham stated that the Clerk's Office reports the meetings are getting viewers, for instance, for the September 17th meeting there were about 24 views, April 7th meeting - 113 views, June 2nd meeting- 169 views, September 1st meeting- 56 views. Viewers may be live or viewing archived meetings.

APPROVAL OF MINUTES:

The minutes from the September 17th meeting were reviewed and Ms. Gresham informed the members there was a typo on Page 2, under "Additional Questions/Discussion" second sentence, "mythology" should be "methodology". Chair Grady moved for approval of the minutes and Board Member Dean seconded the motion. The minutes as amended were approved.

FOLLOW UP INFORMATION:

Ms. Rosalyn Pugh, Consultant to the Board, provided a revised chart showing annual Fiscal Year 2021 budgets for eight surrounding counties/cities. Mr. Josh Hamlin, Senior Legislative Budget and Policy Analyst for the County Council provided (1) a revised table showing the County Executive and Council Members compensation packages alongside the other County-based senior executive leadership (indicating whether the WSSC and PGCPS executive salaries included bonuses); and (2) a document with two charts illustrating wage growth among private sector workers and state and local government workers.

Director Stokes provided a revised presentation from July 7th on salary history for the County Executive, Chair and Vice Chair of the Council and Council Members. She also provided a revised chart on compensation changes for employees subject to collective bargaining. Director Stanley Earley provided an update on the County's financial status, which included information on Major Revenues, Income Tax, a summary of Preliminary Revenue Projects, General Fund Fiscal Summary, Six-Year Expenditures and General Fund Forecast Expenditures.

DISCUSSION OF COMPENSATION OF THE COUNTY EXECUTIVE AND COUNCIL MEMBERS:

Chair Grady started the discussion with a review of notes from the last meeting, for example, the finances of the County overall, multiple year projections, the overall health of the County, salaries of the employees including the unions and the labor market. After a robust question and answer session involving Director Earley and discussion among Board Members, Board Member Brownlee recommended removing the dollar cap and putting the salaries of both the County Executive and Council tied to the CPI-U with a possible percentage cap. Board Member Exum recommended to keep some form of a cap in place to have some measure of control.

MINUTES OF THE 2021 - 2022 CHARTER REVIEW
COMMISSION AND COMPENSATION REVIEW BOARD –
OCTOBER 6, 2021
PAGE 3

Board Member Dean agreed with a CPI-U with a CAP for County Executive and Council. Board Member Wilson agreed that whatever they do it should be across the board. Board Member Woody agreed with doing it across the board and consideration of whether the County can afford it. Ms. Gresham suggested Mr. Hamlin provide possible illustrations of the percentage cap that depicts not less than and not greater than the percentage cap and provide that at the next meeting.

NEXT MEETING:

Ms. Gresham reminded the Board the next meeting is Friday, October 15, 2021 at 10:00 am. She informed the Board they will receive the presentation from Mr. Earley and the document from Mr. Hamlin with the different compensation adjustment illustrations.

ADJOURNMENT:

A motion to adjourn was made by Board Member Exum, seconded by Board Member Brownlee. All members were in favor of adjournment. The meeting was adjourned at 5:49 p.m.