

**MINUTES OF THE  
2021 - 2022 COMPENSATION REVIEW BOARD  
AND CHARTER REVIEW COMMISSION  
NOVEMBER 3, 2021**

The following persons were present:

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

**Staff Present:**

ROBERT J. WILLIAMS, JR., COUNCIL ADMINISTRATOR  
WILLIAM M. HUNT, DEPUTY 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

**INTRODUCTORY REMARKS:**

Chair Grady called the meeting to order at 4:03 pm and Ms. Gresham did a roll call of members in attendance. Board Member Stanard arrived after the meeting was called to order.

**APPROVAL OF MINUTES:**

The minutes from the October 15th meeting were reviewed. Board Member Woody moved for approval of the minutes and Board Member Dean seconded the motion. The minutes were approved.

**FOLLOW UP INFORMATION:**

Ms. Gresham informed the Board the follow-up information they received was a Compensation Projection Illustration – Council Members and County Executive showing Maximum Annual Increase of CPI Increase with a 3% Cap and Year One Freeze; a Consumer Price Index, 12-month change, 2011-2021 Table; and a County Employees' Compensation Adjustments Chart for FY 2021-2022. Mr. Josh Hamlin, Senior

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Legislative Budget and Policy Analyst for the County Council did a brief overview of the follow-up information to the Board.

DISCUSSION OF COMPENSATION OF THE COUNTY EXECUTIVE AND COUNCIL MEMBERS:

Chair Grady started the discussion with asking the Board about the 3% Cap with a One Year Freeze recommendation which was discussed at the last meeting. Board Member Brownlee asked about the effective date of the increase. Board Member Wilson suggested doing some research on a salary that would compensate the At-Large Council Members for representing the whole County as opposed to representing a particular district. Board Member Exum suggested adding language in the letter for administrative staff to collect some data and have the next commission take up that subject. Rosalyn Pugh, Consultant to the Board, announced there is no variance in pay in other counties between At-Large and District Members. Board Member Brownlee asked about discussion on bonuses and vehicle usage in the recommendation. Board Member Exum answered that bonuses were discussed in a previous meeting and not the best approach at this time. She also stated that the previous Board addressed vehicle usage based on the Vehicle Use Review Board's recommendations. Board Member Dean inquired if the Council passed legislation to address the issue and Ms. Gresham stated that the Legislative Branch has a policy in place on how vehicle usage would be handled. With no further discussion, Board Member Dean made a motion, seconded by Board Member Brownlee, for the Board to recommend a 3% Cap with a One Year Freeze and that the Council should conduct a future study on a variance in salary for At-Large members. A roll call was taken on the motion and the motion passed 7-0.

NEXT MEETING:

Ms. Gresham announced that staff will prepare the Letter, Executive Summary, and Recommendation for the Board's review at the next meeting. Staff will compile a report, which includes all the presentations and charts in an appendix. The entire report will be submitted to the Clerk of the Council for distribution to the Council Chair and County Executive. Chair Grady requested to start Charter Review discussion at the next meeting. Ms. Gresham reminded the Board the next meeting is Friday, November 19, 2021 at 10:00 am.

ADJOURNMENT:

A motion to adjourn was made by Board Member Dean, seconded by Board Member Stanard. All members were in favor of adjournment. The meeting was adjourned at 4:35 p.m.