

**Compensation Review Board
Meeting Minutes of November 18, 2021
1:00 p.m. – Duke Room**

MEMBERS:

Present: *In-Person:* Bill Cooper, Anna Vermillion, Wilson Parran
Virtually: Tony DeStefano, Randy Smith, Cassandra Okwumabua, Mark Frisco
Absent: None
Staff: John Norris, County Attorney
Ashley Staples-Reid, Special Projects Program Manager, Office of the County Administrator

I. Call to Order:

Chairperson DeStefano determined a quorum and called the meeting to order at 1:10pm

II. Approval of November 18, 2021 open agenda

Motion: Vice Chairperson Parran moved to approve the open agenda as is.

Seconded: Bill Cooper

Action: Motion passed by a vote of 6-0-1 (Frisco not present for vote).

III. Approval of open minutes from November 9, 2021 open agenda

Discussion: Chairperson DeStefano requested that the minutes be amended to correctly reflect who gave direction during public comment (drafted minutes incorrectly indicated “Chairperson Frisco” as oppose to Chairperson DeStefano). Cassandra Okwumabua requested that the minutes be amended under introductions to include the verbiage that John Norris explained that the Board of County Commissioners accepted all 2017 CRB recommendations *except for* the County Sheriff recommendation.

Motion: Bill Cooper moved to approve the open minutes as amended.

Seconded: Cassandra Okwumabua

Action: Motion passed by a vote of 6-0-1 (Frisco not present for vote).

IV. Review of current elected official correspondence(s)

Chairperson DeStefano asked if all correspondence(s) received have been provided to all Compensation Review Board members. Ashley Staples-Reid confirmed.

V. Discussion of recommendation

County Commissioner & County Commissioner President

Discussion: Chairperson DeStefano noted that the Commissioners did not provide input or request to attend the meeting. Cassandra Okwumabua cited the MACo survey data and how Calvert’s Commissioner salaries are comparable to other similar counties. Chairperson DeStefano proposed that the commissioners’ salaries be increased to \$52,000 annually. Vice Chairperson Parran responded to Cassandra Okwumabua’s point by stating that

there are only 5 counties in Maryland who have a Board of County Commissioners. Cassandra Okwumabua reiterated that the commissioners are considered public servants.

Motion: Mark Frisco moved to recommend to fix the Associate Commissioner and Commissioner President compensation at its current salary (\$48,000 and \$50,500 annually, respectively) until determined otherwise.

Seconded: Anna Vermillion

Discussion: Vice Chairperson Parran wanted to note that this motion would not take inflation into consideration. Reiterated that he is not opposed to the motion but wanted to ensure that all members were aware of this.

Action: Motion passed by a vote of 7-0.

County Commissioners - Benefits

Motion: Bill Cooper moved to recommend that no change be made regarding all County Commissioners participation in the benefits program.

Seconded: Vice Chairperson Parran

Action: Motion passed by a vote of 7-0.

Sheriff

Discussion: Chairperson DeStefano noted that Sheriff Evans did provide input stating that he is requesting that no changes be made to the current legislation related to Calvert County Sheriff's salary. Additionally, he offered to attend the meeting if requested by the Board.

Motion: Bill Cooper moved to recommend no change to pay based on current legislation.

Seconded: Randy Smith

Discussion: Vice Chairperson wanted to clarify that if the Lieutenant Colonel for MSP received COLA increases throughout the Sheriff's elected term, would he/she be eligible for those increases as well. John Norris explained that that would be at the Attorney General's discretion, but historically has been done.

Action: Motion passed by a vote of 7-0.

State's Attorney

Discussion: Chairperson DeStefano noted that the State's Attorney office did provide input requesting that no changes be made to the current legislation related to the Calvert County State's Attorney salary.

Motion: Vice Chairperson Parran moved to recommend no change to pay based on current legislation.

Seconded: Randy Smith

Action: Motion passed by a vote of 7-0.

Treasurer

Discussion: Chairperson DeStefano noted that no comments or requests to attend the meeting were received by the current Treasurer. Bill Cooper asked John Norris to explain the role and in-office requirements of the County Treasurer and to inform the members on how many jurisdictions still have an elected Treasurer. John Norris explained the roles and requirements of the County Treasurer and informed members that Calvert is 1 of 2 jurisdictions that has an elected Treasurer. Consensus for Chair and Vice Chairperson to discuss a private matter with the BOCC was made.

- Motion:** Bill Cooper moved to recommend that the salary of the County Treasurer be fixed at the same amount as an Associate Commissioner (\$48,000).
Seconded: Anna Vermillion
Action: Motion passed by a vote of 7-0.

Judges of the Orphans' Court

- Motion:** Vice Chairperson Parran moved to recommend no change to pay based on current legislation.
Seconded: Cassandra Okwumabua
Action: Motion passed by a vote of 7-0.

Board of Education (BOE)

- Discussion:** Chairperson DeStefano confirmed if any input was provided from the BOE. Ashley Staples-Reid indicated that one BOE member originally expressed interest in attending the meeting but rescinded after further discussion with other BOE members. Cassandra Okwumabua requested to research and discuss salary amounts for BOE members in surrounding counties. John Norris provided compensation amounts for Charles County.
- Motion:** Mark Frisco moved to recommend no change to pay based on current legislation.
Seconded: Randy Smith
Discussion: Cassandra Okwumabua states that an increase is warranted, as the current BOE members travel and attend various events at local schools. Various members expressed that they felt that if the BOE wanted to request an increase in compensation, then they would have approached the CRB with those requests. Bill Cooper stated that he originally wanted to propose an increase in their compensation, but now agrees that since no request and/or input was given by the BOE members, that compensation should remain unchanged.
- Amended**
Motion: Mark Frisco moved to amend his original motion to include for the record that due to no BOE input provided, that he moves to recommend no change to pay based on current legislation.
Seconded: Randy Smith
Action: Motion passed by a vote of 6-1 (Okwumabua).

VI. Public Comment:

Chairperson DeStefano asked if there was anyone from the public either in-person or virtually. There were no speakers.

VII. Adjournment:

- Motion:** Cassandra Okwumabua moved to adjourn the CRB meeting.
Seconded: Randy Smith
Action: Motion passed by a vote of 7-0.

The meeting was adjourned at 2:17 p.m.