

MINUTES

FREDERICK COUNTY COMPENSATION REVIEW COMMISSION

February 12, 2025

Members Present: Mark Jafari, Dawn Oram, Randy Scritchfield, Brent Simmons, Timothy Tosten, Robert Van Rens

Call to Order: Mark Jafari, Chairperson called the meeting to order at 6:00 pm.

Pledge of Allegiance

Welcome: Mark Jafari, Chairperson

Approval of January 27, 2025 Minutes: The January 27, 2025 Minutes were approved with one amendment to correct the meeting start time from 7:00 pm to 6:00 pm.

Discussion of Maryland County Elected Officials' Compensation Levels:

Chairperson Jafari led the Commission in a discussion on the compensation of the elected officials in other Maryland counties. Randy Scritchfield asked the commission if there was a need to go above and beyond the current Frederick County salaries based on how much the elected official's jobs have changed since the Charter form of government began in 2014. Ragen Cherney, Legislative Director and Chief of Staff for the County Council, suggested that the Commission create a questionnaire for the current county executive and council to answer. The Commission discussed what information they would like to receive and settled on the following for the questionnaire:

County Executive

1. How has your position changed since you took office?
 - a. Time commitment
 - b. Responsibilities (having changed as a result of our County's growth or other reasons)
 - c. Other ways?

County Council

1. In addition to the hours spent in County Council meetings, what other activities do you attend in an official capacity? How many hours per week do you spend on these activities? Keep in mind the following:
 - a. Meetings (Annual as well as weekly)
 - b. Constituent Services
 - c. Associations/Liaisons/Legislative Hearings
 - d. County Council Meeting Prep

e. Budget Town Halls

2. How has this time changed over the last two years, and if you were a Council Member at the time, the last two years, four years, and eight years?
3. Do you feel you are fairly compensated? Why or why not?

The Commission asked staff to send the questionnaire to the County Executive and County Council and to have their responses returned by Friday, February 21, 2025.

Future Compensation Review Commission Meeting: The Commission discussed upcoming meetings and decided to not meet on Monday, February 17, 2025. The next meeting will be on Wednesday, February 26, 2025, and will include public comment

Other Business: Brent Simmons requested the following information from staff: the number of employees by county, household income by county, population of each county, an update of the chart that was created for the 2021 Compensation Review Commission, and a clarification of the Frederick County executive's benefits.

Tim Tosten requested the following information from staff: reorder the spreadsheet by the county with the highest population to the least and Anne Arundel County executive benefits.

Chairperson Mark Jafari requested the following information from staff: Maryland county census data - population growth.

Adjournment: A motion to adjourn was made by Mr. Scritchfield and seconded by Mr. Tosten. The motion passed unanimously. The meeting adjourned at 7:26 pm.



Mark Jafari, Chairperson
Compensation Review Commission