

2021 Salary Standard Commission

Anne Arundel County, Maryland

Minutes of October 28, 2021

The Salary Standard Commission meeting was held on Thursday, October 28, 2021, in the County Council Chambers in Annapolis, Maryland. The meeting was called to order by O'Brien Atkinson, Chairman, at 6:00 p.m. with the following members present:

Idella Gregory
Brian Griffiths
O'Brien Atkinson
Douglas Nichols
Tyler Patton
William Kraus

Phiona Bareebe was absent.

APPROVAL OF MINUTES

On motion of Mr. Kraus, seconded by Mr. Griffiths, the minutes of October 21, 2021, were approved as submitted.

REVIEW OF MILEAGE ALLOWANCE

Mr. Atkinson reviewed what the last SSC had determined about a mileage allowance versus what previous Councils had available to them. He noted that the CPI is expected to be 5%-6% which would equal approximately \$200 in pay to the Council. He also noted the last Commission had determined that they would increase the salary for all of the positions and then a percentage of increase during the last four years.

Mr. Atkinson noted that gas prices have increased 23% since the last Commission reviewed the reimbursement. Ms. Gregory asked about the Council keeping a mileage log for Council-related business and getting reimbursed for their mileage that way. She asked if it was a complicated process to get the reimbursements and clarification on an allowance versus a reimbursement.

It was requested that Ms. Corby have counsel available at the next meeting for legal questions.

Mr. Patton made a motion, seconded by Ms. Gregory, to increase the mileage allowance from \$350 to \$450 per month, pending legal approval. The motion passed by the following roll call vote:

Aye – Ms. Gregory, Mr. Nichols, Mr. Patton, Mr. Kraus
Nay – Mr. Griffiths

REVIEW OF DISCUSSION FROM LAST MEETING

Mr. Atkinson wanted to let the Commissioners know that he had contacted the Frederick County Council to determine how much their Council was paid, any increases that were scheduled and other pay information, which was brought up at the last meeting.

Mr. Atkinson stated that the Frederick County Council has just voted for a 55% increase in the beginning salary of their Council to begin December 1, 2022. They will also have a yearly COLA or CPI, whichever is greater.

TECH ALLOWANCE

There was a discussion of the tech allowance offered to Councilmembers. This allowance would cover their phones and laptops.

Mr. Atkinson asked Ms. Corby to poll the Councilmembers to determine who is using a county-owned laptop and phone. He also asked how these items are replaced if damaged.

SALARY INCREASES

Mr. Patton stated he thinks the next topic they should address are salary increases. He stated they should not invest time in something that they can't agree to or that they think the Council will not agree to. He asked for an informal poll of Commissioners to determine everyone's stance on any type of salary increase for Councilmembers.

Ms. Gregory - District 2 – Percentage current salary of increase – no particular percentage in mind.

Mr. Griffiths - District 3 – No increase on any item because it is unsustainable

Mr. Atkinson - District 4 – No comment

Mr. Nichols - District 5 – 1% per year increase over the next four years, no COLA

Mr. Patton - District 6 – Stated the current salary is a deterrent for good people to consider running. He thinks there should be a set percentage and that the jobs are not typical part time jobs. He also stated that the Commission should consider making standard increases part of the Charter.

Mr. Kraus - District 7 – The County's budget should be taken into consideration on what the income is anticipated to be in the next four years. He stated we should not worry about playing catch up for past Council's not increasing the salary.

Mr. Nichols stated that the current Council is a good Council and their salary didn't seem to be a deterrent to them running.

Mr. Patton stated that the salary goal should be that the salary should be a non-issue for those considering running for the job.

ADJOURNMENT

On motion of Mr. Griffiths, seconded by Ms. Gregory, the meeting was adjourned at 7:18 p.m.

Respectfully submitted,



Susan F. Cline

Secretary