



CALVERT COUNTY COMPENSATION REVIEW BOARD

Open Meeting Minutes

The 2025 Compensation Review Board conducted their open meeting on Wednesday, July 30, 2025, at 1:00pm at 30 Duke Street, Duke Room, Prince Frederick, MD 20678 and virtually via Microsoft Teams

MEMBERS:

Present: *In-Person:* Donna Zupancic and Randy Smith
Virtually: Jim Fleshman, Tim Gervais, David “Matt” Cox, and Cindy Yoe
Staff: John Norris, County Attorney
Ashley Staples-Reid, Special Projects Program Manager, Office of the County Administrator

General Business and Administrative Matters:

- I. Call to Order
The meeting was called to order by Chairperson Donna Zupancic at 1:00pm.
- II. Review and Approve Agenda
Motion to approve the agenda as presented
Motion: Jim Fleshman
Seconded: Matt Cox
Action: Motion passed 6-0
- III. Review and Approve July 17, 2025, minutes
Motion to approve the minutes as amended
Motion: Randy Smith
Seconded: Jim Fleshman
Action: Motion passed 6-0

New Business:

- I. County Official Interview
 - a. County Commissioners – President Earl F. “Buddy” Hance and Mike Hart
 - i. Salary (2026-2030)
 1. President
 2. Commissioner**Motion to set President salary at \$58,000 and Commissioner salary at \$53,000 for all four years**
Motion: Tim Gervais
Seconded: Matt Cox
Action: Motion passed 5-0-1 (Smith abstain)
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- Motion to phase in salary over the four-year term**
Motion: Randy Smith
Seconded: Matt Cox
Action: Motion failed 1-4-1 (Smith aye; Gervais abstain)

ii. Benefits

1. Health Insurance
2. Pension/Retirement

a. Retiree Health Insurance Eligibility

Consensus to table discussion to a later date. Staff will obtain fiscal analysis as requested by the Board

iii. Leave

Public Comment:

There were no speakers in-person or online.

Adjournment:

Having no closed items to discuss pursuant to General Provisions Article §3-305 of the Annotated Code of Maryland, the committee adjourned at 1:48 p.m.

Motion to adjourn

Motion: Matt Cox

Seconded: Randy Smith

Action: Motion passed 6-0

Transcribed by Ashley N. Staples-Reid, Special Project Program Manager