



CALVERT COUNTY COMPENSATION REVIEW BOARD

Open Meeting Minutes

The 2025 Compensation Review Board conducted their open meeting on Wed, Aug. 27, 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, David “Matt” Cox, and Randy Smith
Virtually: Jim Fleshman
Absent: Tim Gervais and Cindy Yoe
Staff: John Norris, County Attorney (Virtual)
Ashley Staples-Reid, Special Projects Program Manager, Office of the County Administrator
Melanie Woodson, Director, Department of Human Resources

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: Matt Cox
Seconded: Randy Smith
Action: Motion passed 4-0
- III.** Review and Approve July 30, 2025, minutes
Motion to approve the minutes as amended
Motion: Matt Cox
Seconded: Randy Smith
Action: Motion passed 4-0

New Business:

- I.** County Official Interview
- a. Board of Education – Lisa Grenis, Vice-Chair
- i. Salary
1. Chair
2. Member
Motion to set Chair salary at \$8,500 and member salary at \$7,500 with a 1% annual increase
Motion: Randy Smith
Seconded: Matt Cox
Action: Motion passed 4-0
- ii. Benefits
1. Health Insurance
2. Pension/Retirement
- a. Retiree Health Insurance Eligibility

iii. Leave

Motion to recommend all other benefits (travel, expenses, health insurance, retirement, and leave) remain unchanged

Motion: Matt Cox

Seconded: Jim Fleshman

Action: Motion passed 4-0

Old Business

I. Retiree Health Insurance Eligibility for County Commissioners

Motion to recommend that County Commissioners be entitled to retiree health insurance benefits after 10 years of service, without age restriction

Motion: Matt Cox

Seconded: Randy Smith

Action: Motion passed 4-0

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 1:52 p.m.

Motion to adjourn

Motion: Matt Cox

Seconded: Randy Smith

Action: Motion passed 4-0

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