



CALVERT COUNTY COMPENSATION REVIEW BOARD

Open Meeting Minutes

The 2025 Compensation Review Board conducted their open meeting on Wed, Oct. 8, 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: Tim Gervais (absent until 1:12pm), David “Matt” Cox and Cindy Yoe
Absent: Jim Fleshman

Staff: Pam Lucas, Deputy County Attorney (Virtually)
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 1:00 pm.
- II.** Review and Approve Agenda
Motion to approve the agenda as presented
Motion: Randy Smith
Seconded: Matt Cox
Action: Motion passed unanimously (T. Gervais absent)
- III.** Review and Approve Sept. 24, 2025, minutes
Motion to approve the minutes as presented
Motion: Matt Cox
Seconded: Randy Smith
Action: Motion passed unanimously (T. Gervais absent)

New Business:

- I.** County Official Interview
- a. County Sheriff – Ricky Cox, Sheriff
- i. Salary
- ii. Benefits
1. Health Insurance
2. Pension/Retirement
3. Leave
- Motion to recommend no changes**
Motion: Cindy Yoe
Seconded: Tim Gervais
Action: Motion passed unanimously
- b. Orphans Court Judges – None present
- i. Salary
- ii. Benefits
1. Health Insurance
2. Pension/Retirement
3. Leave

Motion to recommend no changes

Motion: Tim Gervais

Seconded: Matt Cox

Action: Motion passed unanimously

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 1:15 p.m.

Motion to adjourn

Motion: Randy Smith

Seconded: Matt Cox

Action: Motion passed unanimously

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