



CALVERT COUNTY COMPENSATION REVIEW BOARD

Open Meeting Minutes

The 2025 Compensation Review Board conducted their open meeting on Wed, Oct. 15, 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, Jim Fleshman, David "Matt" Cox and Cindy Yoe (absent until 1:12pm)
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 1:00 pm.
- II.** Review and Approve Agenda
Motion to approve the agenda as presented
Motion: Randy Smith
Seconded: Matt Cox
Action: Motion passed unanimously (C. Yoe absent)
- III.** Review and Approve Oct. 8, 2025, minutes
Motion to approve the minutes as presented
Motion: Matt Cox
Seconded: Jim Fleshman
Action: Motion passed unanimously (C. Yoe absent)

New Business:

- I.** Overview of Recommendations
Motion to change the recommended salary for the Board of Education Chair to \$8,500 and the Board of Education Member (Non-Student) salary to \$7,500
Motion: Cindy Yoe
Seconded: Tim Gervais
Action: Motion passed unanimously
- Motion to remove health insurance eligibly for the Board of Education Chair and Members (Non-Student) from the Board's recommendation**
Motion: Cindy Yoe
Seconded: None
Action: Motion fails
- Motion to approve all remaining outstanding recommendations**
Motion: Randy Smith
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 1:24 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