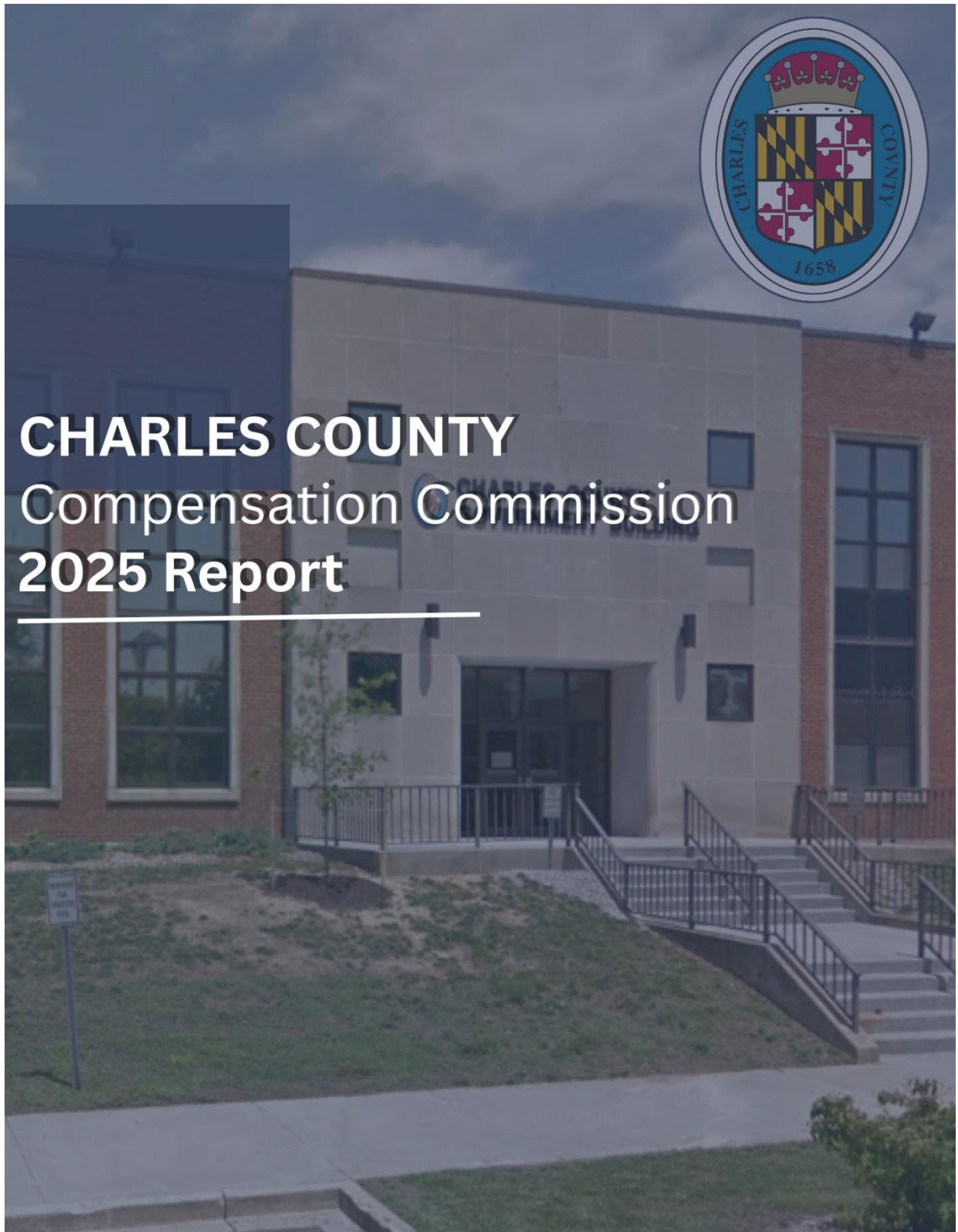




CHARLES COUNTY Compensation Commission **2025 Report**



2025 CHARLES COUNTY COMPENSATION BOARD MEMBERS

Vetoya Smith, Chairperson

Michelle Lyons, Commissioner

Jude Mutah, Commissioner

Sharlamar Taliaferro- Savannah, Commissioner

Terrah A. Dews, Attorney for the Commission

Melody Weschler, Clerk for the Commission

Table of Contents

1. **Executive Summary**
2. **Introduction**
 - 2.1 Purpose of the Compensation Commission
 - 2.2 Scope of Review
 - 2.3 Methodology and Data Sources
3. **Overview of Boards, Committees, and Commissions Reviewed**
 - 3.1 Board of Appeals
 - 3.2 Board of Electrical Examiners
 - 3.3 Board of License Commissioners (Liquor Board)
 - 3.4 Planning Commission
 - 3.5 Police Accountability Board
 - 3.6 Administrative Charging Committee
 - 3.7 Animal Matters Hearing Board
 - 3.8 Nuisance Abatement Board
 - 3.9 Board of County Commissioners
 - 3.10 Orphans' Court (as applicable)
4. **Compensation Review Framework**
 - 4.1 Fiscal Health and Budget Considerations
 - 4.2 Attendance and Meeting Requirements
 - 4.3 Cost-of-Living and Inflation Analysis
 - 4.4 Regional and Statewide Salary Comparisons
 - 4.5 Prior Compensation Commission Recommendations (2017 & 2021)
5. **Findings and Analysis**
 - 5.1 Boards Currently Receiving No Compensation
 - 5.2 Boards with Outdated Compensation
 - 5.3 Workload, Time Commitments, and Quorum Issues
 - 5.4 Board-Specific Testimony and Statements
 - 5.5 Disparities and Equity Considerations
6. **Compensation Recommendations**
 - 6.1 General Compensation Rules
 - 6.2 Stipend Introduction for Uncompensated Boards
 - 6.3 Cost-of-Living Adjustments
 - 6.4 County Commissioner Salary Recommendations

6.5 Police Accountability Board Recommendations

6.6 Orphans' Court Compensation Adjustments

7. Summary of Recommended Compensation Adjustments

7.1 Stipend Comparison Tables

7.2 Salary Adjustment Tables

7.3 Fiscal Impact Overview

8. Conclusion

9. Attachments

A. Resolution 2025-06 – Creation of Charles County Compensation Commission

B. [Md. Local Government Code Ann. § 10-302](#)

C. Charles County Code § 27-2

D. County Budget in Brief (FY26)

E. Human Resources Benefits Comparison Tables

F. Comparative Compensation Table for Maryland Jurisdictions

G. Summary of Compensation Commission Recommendations

December 1, 2025

Board of County Commissioners
Charles County Government
200 Baltimore Street
La Plata, Maryland 20646

Dear Members of the Board of County Commissioners:

The 2025 Charles County Compensation Commission has completed its review of compensation for the following County boards, committees, and commissions:

1. Board of County Commissioners
2. Board of Electrical Examiners
3. Board of License Commissioners (Liquor Board)
4. Planning Commission
5. Police Accountability Board
6. Administrative Charging Committee
7. Animal Matters Hearing Board
8. Nuisance Abatement Board
9. Board of Appeals

The Commission submits the enclosed compensation recommendations, which we believe are fair, reasonable, and grounded in the information provided throughout our review.

Overview of Process

The Commission gave significant consideration to the fiscal health of the County and the current economic climate. Should a budget freeze occur in the first fiscal year of implementation, all compensation will remain at current levels until the following fiscal year.

Our recommendations are based on:

- Comparative compensation data from counties across Maryland
- Findings from the 2017 and 2021 Compensation Commission reports
- Presentations from Fiscal Administrative Services regarding the FY25–FY26 budget
- Benefit analysis provided by the Department of Human Resources
- Direct testimony or written input from each board regarding duties, workload, and time commitment
- Services rendered by Board members for the benefit of the Charles County residents

This process provided essential firsthand insight into the responsibilities and dedication of board members, enabling the Commission to recommend equitable updates.

Key Principles and Amendments

The Commission recommends the following overarching compensation rules:

1. Stipends for County appointed boards shall be paid per meeting, consistent with the attendance policies in each board's governing resolution. Excused absences are eligible for compensation.
2. In the event of a budget freeze, stipends remain unchanged until the next fiscal year.

Boards Currently Without Compensation

The Animal Matters Hearing Board and Nuisance Abatement Board currently receive no stipend. Due to their meeting frequency, significant preparation requirements, and recurring quorum challenges, the Commission recommends implementation of compensation, either immediately or at the beginning of FY 2026 (whichever appropriate):

- **Nuisance Abatement Board (Meets once/mth)**
Chair: \$2,350
Members: \$1,900
- **Animal Matters Hearing Board (Meets twice/mth)**
Chair: \$2,880
Members: \$2,780

Board of County Commissioners

- **President:** Increase from \$62,969 to \$66,117
- **Commissioners:** Increase from \$51,957 to \$54,555

These adjustments are to remain the same and remain in place for the next four years are based on inflation and cost-of-living indicators.

Boards Recommended for Cost-of-Living Adjustments

The compensation for the following boards was not reviewed by the 2021 Compensation Commission and was last reviewed in 2017, if the board was in existence. The Commission recommends consistent COLA adjustments applied as follows:

- +\$350 for Board Chairs
- +\$250 for Board Members

Applied to:

- **Board of Appeals (Meets twice/mth)**
Current Stipend: Chair: \$2,350 Members: \$1,925
Recommended Stipend: Chair: \$2,700 | Members: \$2,175
- **Liquor Board (Meets once/mth)**
Current Stipend: Chair: \$2,350 Members: \$1,925
Recommended Stipend: Chair: \$2,700 | Members: \$2,175
- **Planning Commission (Meets twice/mth)**
Current Stipend: Chair: \$2,350 Members: \$1,925
Recommended Stipend: Chair: \$2,700 | Members: \$2,175

- **Board of Electrical Examiners (Meets once/mth)**
Current Stipend: Chair: \$2,100 Members: \$1,900
Recommended Stipend: Chair: \$2,450 | Members: \$2,150

Note: The Board of Electrical Examiners formally stated they do not request an increase; however, parity adjustments are recommended to maintain consistency across boards.

Police Accountability Board (PAB) (Meets once/qtr)

- **No changes to the Chair (\$2,300) or Members (\$1,875)** stipends given the board's 2022 creation.
- **Trial Board Members:** Recommend compensation of \$187.50 per trial for PAB member who serves on a Trial Board.

Administrative Charging Committee (Meets once/mth)

Current Stipend: Chair: \$2,880 Members: \$2,880
Recommended Stipend: Chair: \$3,230 Members: \$3,230

Orphans' Court (Meets every Tuesday)

Adjusted to reflect increased caseload, travel and continuing education demands:

Current Stipend: Chief Judge: \$13,850 Administrative Judge: \$13,250 Travel Stipend: \$500
Recommended Stipend:

- **Chief Judge:** \$14,850
- **Administrative Judge:** \$14,250
- **Travel Stipend:** Remains \$500

Closing

The Charles County Compensation Commission respectfully submits these recommendations for your consideration.

Sincerely,


Vetoya Smith (Dec 8, 2025 16:38:39 EST)

Vetoya Smith, Chairperson
2025 Charles County Compensation Commission

Executive Summary

The 2025 Charles County Compensation Commission has completed its review of compensation for appointed County boards, committees, and commissions, as well as the Board of County Commissioners. The review included: the Board of Appeals; Board of Electrical Examiners; Board of License Commissioners (Liquor Board); Planning Commission; Police Accountability Board; Administrative Charging Committee; Animal Matters Hearing Board; Nuisance Abatement Board; and the Board of County Commissioners.

The Commission's recommendations reflect the County's fiscal conditions, comparative analyses of compensation across Maryland jurisdictions, prior Compensation Commission reports (2017 and 2021), and presentations from Fiscal Administrative Services and the Department of Human Resources. Testimony and written input from respective boards provided additional insight into duties, workload, and operational challenges.

Key findings identified disparities in compensation structures: two boards currently receive no stipends; several boards have not received adjustments since 2017 or 2021; and some boards experience quorum challenges tied to uncompensated or under-compensated service. The Commission recommends maintaining a per-meeting stipend model tied to board attendance requirements and freezing compensation in any fiscal year where a countywide budget freeze is enacted.

Major recommendations include:

- Implementing stipends for the Nuisance Abatement Board and Animal Matters Hearing Board.
- Applying standardized cost-of-living adjustments (COLA) of \$350 for board chairs and \$250 for members for several boards.
- Maintaining current stipends for the Police Accountability Board due to its recent establishment.
- Introducing compensation for the currently unpaid Trial Board member who is a member of the PAB.
- Adjusting compensation for Orphans' Court judges to reflect significant workload increase and expanded continuing education and travel requirements.
- Updating salaries for County Commissioners based on population growth, increased constituent demands and cost-of-living metrics.

These recommendations aim to establish compensation equity across all boards, support member recruitment and retention, and align stipends with workload and the fiscal capacity of the County. The Commission respectfully submits these recommendations for adoption.

Board Recommendations

The following recommendations are based on fiscal responsibility, comparative analysis, workload assessments, testimony received from respective boards, and current economic conditions.

General Compensation Rules

1. Stipends shall be paid per meeting, contingent on adherence to each board's attendance policy.
2. Excused absences remain eligible for compensation.
3. If a budget freeze occurs in the first fiscal year of implementation, stipends and salaries will remain at current levels until the following fiscal year.

Boards Not Currently Receiving Compensation

1. Nuisance Abatement Board

- **Chair:** \$2,350
- **Members:** \$1,900

Rationale: Frequent meetings, significant pre-hearing workload, and quorum challenges support immediate compensation.

2. Animal Matters Hearing Board

- **Chair:** \$2,880
- **Members:** \$2,780

Rationale: Heavy workload, frequent meetings and difficulty maintaining quorum warrant implementing stipends immediately.

Board of County Commissioners

- **Commission President:** Increase from \$62,969 to \$66,117
- **Commissioners:** Increase from \$51,957 to \$54,555

Rationale: **Increased responsibilities and workload due to substantial population growth and the increase in the complexity of policy and legislation necessary to respond to the proper constituents.** Adjustments reflect inflation and cost-of-living indicators

Boards Receiving Cost-of-Living Adjustments (COLA)

The compensation for the following boards was not reviewed by the 2021 Compensation Commission and was last reviewed in 2017, if the board was in existence. The Commission recommends consistent COLA adjustments applied as follows:

- +\$350 for Board Chairs
- +\$250 for Board Members

Applied to:

- **Board of Appeals (Meets twice/mth)**
Current Stipend: Chair: \$2,350 Members: \$1,925
Recommended Stipend: Chair: \$2,700 | Members: \$2,175
- **Liquor Board (Meets once/mth)**
Current Stipend: Chair: \$2,350 Members: \$1,925
Recommended Stipend: Chair: \$2,700 | Members: \$2,175
- **Planning Commission (Meets twice/mth)**
Current Stipend: Chair: \$2,350 Members: \$1,925
Recommended Stipend: Chair: \$2,700 | Members: \$2,175
- **Board of Electrical Examiners (Meets once/mth)**
Current Stipend: Chair: \$2,100 Members: \$1,900
Recommended Stipend: Chair: \$2,450 | Members: \$2,150

Note: The Board of Electrical Examiners formally stated they do not request an increase; however, parity adjustments are recommended to maintain consistency across boards.

Police Accountability Board (PAB) (Meets once/quarter)

- **No changes to the Chair (\$2,300) or Members (\$1,875)** stipends given the board's 2022 creation.
- **Trial Board Members:** Recommend compensation of \$187.50 per trial for PAB member who serves on a Trial Board.

Administrative Charging Committee (Meets once/mth)

Current Stipend: Chair: \$2,880 Members: \$2,880

Recommended Stipend: Chair: \$3,230 Members: \$3,230

Orphans' Court (Meets every Tuesday)

Adjusted to reflect increased caseload, travel and continuing education demands:

Current Stipend: Chief Judge: \$13,850 Administrative Judge: \$13,250 Travel Stipend: \$500

Recommended Stipend:

- **Chief Judge:** \$14,850
- **Administrative Judge:** \$14,250
- **Travel Stipend:** Remains \$500

Boards With No Recommended Changes

Police Accountability Board

- **Chair:** \$2,300
- **Members:** \$1,875

Rationale: Established in 2022; insufficient time has passed to warrant an adjustment.

Additional Recommendation:

- Trial Board Member who serves on the PAB: \$187.50 per trial (currently uncompensated)

Orphans' Court

- **Chief Judge: Increase from \$13,850 to \$14,850**
- **Administrative Judge: Increase from \$13,250 to \$14,250**
- **Travel Stipend: Remains \$500**

Rationale: Increased workload, continuing education and travel requirements.

Conclusion

These recommendations promote fairness, support recruitment and retention, and align compensation with workload, responsibilities, and the County's fiscal capacity. They are respectfully submitted for the Board of Charles County Commissioners' consideration and approval.

Acknowledgments

The Commission extends its appreciation to the individuals and departments whose contributions ensured the accuracy, completeness, and overall quality of this report. Commission Clerk **Melody Weschler** and Commission Attorney **Terrah A. Dews** provided exceptional support and guidance throughout this process. Their responsiveness and dedication, particularly within a compressed timeline, were instrumental to the Commission's work.

The **Fiscal Administrative Services (FAS)** and **Human Resources** Departments of Charles County Government offered valuable insight into the County's budget structure, employee benefits, and operational processes. Their briefings enabled the Commission to conduct its duties with clarity and a well-informed understanding of County systems.

The Commission also recognizes the chairs and representatives of each County board who responded to our request for input. These individuals dedicated time outside of their regular commitments to share candid perspectives on board responsibilities, time requirements, and compensation needs. Their advocacy on behalf of their members, including for boards where leadership will transition next year, reflects a strong culture of service and camaraderie within Charles County. Their collective efforts significantly strengthened the Commission's analysis and recommendations.

**COUNTY COMMISSIONERS OF CHARLES COUNTY,
MARYLAND**

RESOLUTION NO. 2025-06

A Resolution concerning;

CREATION OF THE CHARLES COUNTY COMPENSATION COMMISSION

WHEREAS, State and County law provide for the appointment of a Compensation Commission; and

WHEREAS, Section 10-302, Local Government Article, Annotated Code of Maryland, provides that by ordinance, a county may establish a commission to recommend compensation and allowances for members of the county legislative body; and

WHEREAS, Charles County Code Section 27-2(C)&(D) contains the current provisions for the compensation of the Board of County Commissioners; and

WHEREAS, Subject to State law, Charles County Code Section 27-2(F) requires that a Compensation Commission be appointed by the Board of County Commissioners which shall set compensation to be paid to members of the Board of County Commissioners; and

WHEREAS, Charles County Code Section 27-2(F) requires that the Commission, by resolution, submit its determination for compensation to the Board of County Commissioners. It may recommend an increase or decrease in compensation, but in no event shall compensation be less than already provided pursuant to Section 27-2(C)&(D); and

WHEREAS, Charles County Code Section 27-2(F) requires that the Commission be comprised of five members, with one member from each Commissioner District and one which may reside anywhere in the County. The Board of County Commissioners shall, during each term, appoint the members and Chair; and

WHEREAS, The Commission shall set the compensation and allowances not later than 15 days after the beginning of the fourth year of the term of each Board of Commissioners; and the Board of County Commissioners may reduce or reject the Commission's recommendation, but may not increase the recommendation for compensation to the Board of County Commissioners.

NOW, THEREFORE, BE IT RESOLVED, by the Board of County Commissioners that there shall be a 2025 Charles County Compensation Commission in accordance with the following:

Charles County Compensation Commission shall:

1. Be comprised of five members, one residing in each of the four (4) Commissioner Districts, and one which may reside anywhere in Charles

County, who shall all be appointed by the Board of County Commissioners, one of whom shall be designated as Chair by the Board of County Commissioners.

2. Adhere to the Charles County Code of Ethics and Code of Civility.
3. Comply with the Maryland Open Meetings Act, Md. Ann. Code, General Provisions Art., §3-101, et seq.
4. Meet once per month or as needed as determined by the Chair.
5. No later than December 1, 2025, submit to the Board of County Commissioners its recommendation for compensation for the Board of County Commissioners to be effective December 1, 2026, if approved by the Board of County Commissioners.
6. No later than December 1, 2025, submit to the Board of County Commissioners its recommendation for compensation for the following appointed County boards, committees, and commissions:
 - (i) Board of Appeals
 - (ii) Board of Electrical Examiners
 - (iii) Board of License Commissioners (Liquor Board)
 - (iv) Planning Commission
 - (v) Police Accountability Board
 - (vi) Administrative Charging Committee
 - (vi) Animal Matters Hearing Board
 - (vii) Nuisance Abatement Hearing Board
7. No later than December 1, 2025, submit to the Board of County Commissioners its recommendation for compensation for the elected Charles County Orphans' Court Judges.
8. Serve without compensation, but members may be reimbursed for expenses in furtherance of its stated charge, such as mileage reimbursement.
9. Receive administrative and legal support from assigned employees of the Office of the County Attorney.

ADOPTED this 6th day of May 2025.

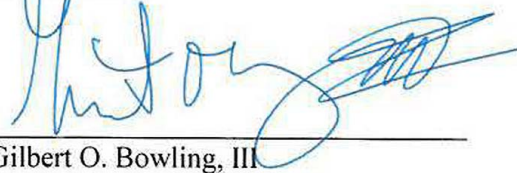
**COUNTY COMMISSIONERS OF
CHARLES COUNTY, MARYLAND**



Reuben B. Collins, II, Esq., President

ABSENT

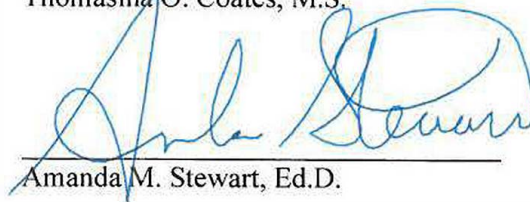
Ralph E. Patterson, II, M.A.,
Vice President



Gilbert O. Bowling, III



Thomasina O. Coates, M.S.



Amanda M. Stewart, Ed.D.

ATTEST:



Carol A. DeSoto, Clerk

[Md. Local Government Code Ann. § 10-302](#)

*** Current through the end of the 2025 Regular Session of the General Assembly. ***

Michie's™ Annotated Code of Maryland > **Local Government (Divs. I — V)** > **Division III. Counties. (Titles 9 — 15)** > **Title 10. Express Powers Act. (Subts. 1 — 3)** > **Subtitle 3. Express Powers of Charter Counties and Code Counties. (§§ 10-301 — 10-330)**

§ 10-302. County legislative body — Compensation.

(a) By ordinance, a county may establish a commission to recommend compensation and allowances for members of the county legislative body.

(b)

(1) Within 15 days after the beginning of the fourth year of the term, a commission established under this section, by resolution, shall submit to the county legislative body its recommendation for the compensation and allowances for members of the county legislative body.

(2) Subject to subsection (e) of this section, the commission may recommend an increase or decrease in the compensation and allowances for members of the county legislative body.

(c) On receiving the resolution, the county legislative body may reduce or reject the commission's recommendation, but may not increase any item.

(d) Any change in the compensation and allowances of members of the county legislative body shall be enacted by ordinance before the election for the members of the next succeeding county legislative body and take effect only for the members of the next succeeding county legislative body.

(e) The compensation or allowances for members of the county legislative body of a charter county may not be less than provided in the county charter.

Attachment C

Excerpt from Charles County Code outlining the process for establishing compensation for County Commissioners.

§ 27-2. Salaries and compensation; business hours established; reimbursement for expenses. [1959 Code, sec. 37; 1965 Code, sec. 28; 1969 Code, sec. 26. P.L.L., 1920, ch. 427; 1930, Art. 9, sec. 77; 1939, ch. 275; 1943, ch. 836; 1953, ch. 290; 1957, ch. 773, sec. 77(a); 1961, ch. 298, sec. 37; 1961, ch. 622; 1965, ch. 409, sec. 37(a); 1974, ch. 105, sec. 26; 1979, ch. 45; 1981, ch. 131; 1985, ch. 420; 1988, ch. 324; 1989, ch. 42³; 1994, ch. 305; 1995, ch. 62; 1995, ch. 101; 1997, ch. 537; 2001, ch. 66; 2001, ch. 68]

A. Meetings.

- (1) The Commissioners shall meet for the transaction of business on the days the Commissioners set by resolution at a public place designated for its meetings.
- (2) The County Commissioners may conduct an emergency closed meeting as authorized under

3. Editor's Note: Section 2 of Chapter 42 of 1989 provided "That the salaries for the President of the County Commissioners and the other County Commissioners specified in Chapter 420 of 1985 shall remain in effect for the remainder of the current term."

§ 10-508 of the State Government Article.

- (3) Notwithstanding Subsection A(1) or (2) of this section, the County Commissioners may cancel meetings because of:

- (a) Illness;
- (b) Vacations; or
- (c) Any other reasonable cause.

- (4) The County Commissioners shall give notice, in accordance with § 10-506 of the State Government Article, of:

- (a) The day, place, and time that the County Commissioners meet; and
- (b) The cancellation of scheduled meetings.

B. Legislative session days. [Added 3-17-2003 by Bill No. 2003-01⁴; amended 1-30-2007 by Bill No. 2007-02]

- (1) The County Commissioners may hold regular legislative sessions on the first and third Tuesday or Wednesday of each month, not to exceed 45 legislative days per year. **[Amended 12-9-2009 by Bill No. 2009-14]**
- (2) In the event that any regularly scheduled legislative session day shall fall on a County holiday or is otherwise not held due to an emergency, scheduling conflict, or other circumstance, the Tuesday or Wednesday immediately following that legislative session day may be designated as a substitute legislative session day. **[Amended 12-9-2009 by Bill No. 2009-14]**
- (3) Additional legislative session days, not to exceed the total number of legislative session days, as limited by law, may be held following due notice as provided by law upon resolution of the County Commissioners.
- (4) Executive and legislative sessions may be held on the same day.
- (5) Any bill pending before the County Commissioners which is not passed or defeated within 12 months of its introduction shall be declared defeated and may not be further considered by the County Commissioners unless reintroduced in the same manner in which any bill must be introduced.

C. The salary of the President of the County Commissioners is: [Amended 5-15-2006 by Bill No. 2006-03; 9-11-2018 by Bill No. 2018-03; 2-9-2022 by Bill No. 2022-01]

- (1) \$62,875 for calendar year 2023;
- (2) \$62,969. for calendar year 2024;
- (3) \$63,064 for calendar year 2025; and
- (4) \$63,159 for calendar year 2026 and each subsequent year.

D. The salary for the other County Commissioners is: [Amended 5-15-2006 by Bill No. 2006-03;

4. Editor's Note: This ordinance also redesignated former Subsections B, C and D as Subsections C, D and E, respectively.

9-11-2018 by Bill No. 2018-03; 2-9-2022 by Bill No. 2022-01]

- (1) \$51,957 for calendar year 2023;
- (2) \$51,957 for calendar year 2024;
- (3) \$51,957 for calendar year 2025; and
- (4) \$51,957 for calendar year 2026 and each subsequent year.

E. The County Commissioners are entitled to reimbursement for expenses in connection with their duties as County Commissioners in accordance with the County budget and guidelines, which shall be established by the County Commissioners. Reimbursement shall be made upon the submission of vouchers for the expenses monthly and after the approval of the vouchers by the Director of Fiscal Services for conformance to the adopted budget and guidelines. Any dispute over a reimbursement shall be referred to the County Administrator for resolution, who may refer it to the full Board of County Commissioners if he or she deems it necessary. Any Commissioner also may appeal a determination on an expense reimbursement to the full Board of County Commissioners.⁵ **[Amended 10-6-2003 by Bill No. 2003-09]**

F. Compensation Commission. **[Added 5-2-2005 by Bill No. 2005-09]**

- (1) There shall be a Compensation Commission, which shall set compensation to be paid to members of the Charles County Board of Commissioners. The Commission shall set the compensation and allowances not later than 15 days after the beginning of the fourth year of the term of each Board of Commissioners and Treasurer.
 - (2) The Commission shall be comprised of five members, with one member from each Commissioner District and one which may reside anywhere in the County. The Board of County Commissioners shall, during each term, appoint the members and Chair.
 - (3) The Commission, by resolution, shall submit its determination for compensation to the Board of County Commissioners. It may recommend an increase or decrease in compensation, but in no event shall compensation be less than already provided pursuant to § 27-2C and D. **[Amended 5-15-2006 by Bill No. 2006-03]**
 - (4) Upon receiving the resolution, the Board of County Commissioners may reduce or reject the Commission's recommendation, but it may not increase any item in the resolution.
 - (5) The recommendations contained in the resolution shall become effective upon adoption of an ordinance encompassing the recommendations, as may be modified pursuant to § 27-2F(4) above. The compensation specified shall only apply at the time the President of the County Commissioners and the Commissioners take office and shall not change for that period during which they were elected. The ordinance making any change in the compensation paid to the President and members of the Board of Commissioners shall be ordained prior to the election of the President and members of the next succeeding Board and take effect only for the next succeeding President and Board of Commissioners
-

County Budget in Brief (FY26); Budget in Brief

Benefits Available to Charles County Commissioners

Health Insurance

Individual; EE and spouse; EE and child; family
CareFirst Advantage PPO or Open Access HMO
County pays 70% of total premium cost

Dental Insurance

Individual; EE and spouse; EE and child; family
CareFirst or Delta Dental
County pays 70% of total premium cost

Flexible Spending Accounts (employee paid)

Healthcare and Dependent Care

Supplemental Income Products (employee paid)

Accident Plan, Critical Illness, and Hospital Indemnity plans

Long Term Disability

100% County paid
60% of monthly salary, up to \$5000/month, after 120 days and approval

Life Insurance – Term

100% County paid
1.5 times annual salary up to \$250k

Life Insurance – Term Supplemental Employee

May purchase 1-, 2-, or 3-times annual salary up to \$500k

Life Insurance – Term Supplemental Spouse (employee paid)

May purchase up to \$20k policy

Life Insurance – Term Supplemental Child(ren) (employee paid)

May purchase up to \$10k policy

Life Insurance – Whole Life (employee paid)

May purchase up to \$200k for employee; \$50k for spouse; \$10k for eligible children
Long Term Care Rider

County Pension

Optional for County Commissioners, 4% employee contribution
Normal retirement at age 60 with 20 years of service or 62 with 5 years of service
Early retirement provisions available

Elected Officials Retirement

Must serve 4 terms

Capped at 80% of highest salary

Retirement Health and Dental insurance

Has a minimum of 5 years of service; and has passed his/her 52nd birthday; and a combination of age and years of service that total a minimum of 70 years; and has been enrolled in the plan for the three (3) plan years immediately preceding retirement.

Employee pays between 33% - 90% of health insurance cost based on years of service

Deferred Compensation Plan – 457(b) Government Plan (employee paid)

Legal Resources – Prepaid legal plan (employee paid)

Employee Assistance Program (EAP) (no cost)

Wellness Programs – free to all employees

County Official Salary Comparisons – Commissioner Government (FY 2025)

Source: FY 2025 MACo report of County Employee Salaries, Health Benefits and Pensions

*County Commissioners***– denotes Code Home Rule Government*

County	Number of Commissioners	Salary – President	Salary – Commissioner
Allegany*	3	\$37,209	\$36,037
Calvert	5	\$50,500	\$48,000
Caroline*	3	\$16,000	\$15,000
Carroll	5	\$49,998	\$49,998
Charles*	5	\$62,969	\$51,957
Garrett	3	\$32,510	\$32,510
Kent*	3	\$20,000	\$20,000
Queen Anne's*	5	\$25,000	\$25,000
St. Mary's	5	\$55,825	\$50,750
Washington	5	\$41,018	\$38,002
Worcester*	7	\$28,277	\$28,277
Somerset	5	\$22,000	\$20,000

*County Sheriffs***– denotes Code Home Rule Government*

County	Salary	Does the Sheriff Provide Full Service Law Enforcement?
Allegany*	\$100,000	Yes
Calvert	\$187,649	Yes
Caroline*	\$138,238	Yes
Carroll	\$140,000	Yes
Charles*	\$202,199	No
Garrett	\$85,000	Yes
Kent*	\$122,453	Yes
Queen Anne's*	\$191,333	Yes
St. Mary's	\$187,649	Yes
Washington	\$126,630	Yes
Worcester*	\$101,200	No
Somerset	\$85,000	Yes

Final Compensation Table

Boards Not Previously Compensated

Board	Chair	Members	Notes
Nuisance Abatement Board	\$2,350	\$1,900	New stipend
Animal Matters Hearing Board	\$2,880	\$2,780	New stipend

Boards Receiving Cost-of-Living Adjustments (COLA)

Board	Prev Chair	New Chair	Prev Member	New Member
Board of Appeals	\$2,350	\$2,700	\$1,925	\$2,175
Liquor Board	\$2,350	\$2,700	\$1,925	\$2,175
Planning Commission	\$2,350	\$2,700	\$1,925	\$2,175
Board of Electrical Examiners	\$2,100	\$2,450	\$1,900	\$2,150
Administrative Charging Committee	\$2,880	\$2,700	\$1,925	\$2,175

Boards With No Stipend Change

Board	Chair	Members	Notes
Police Accountability Board	\$2,300	\$1,875	No adjustment
Trial Board Member	—	\$187.50 per trial	New compensation

Orphans' Court

Role	Previous	New	Notes
Chief Judge	\$13,850	\$14,850	Increased requirements
Administrative Judge	\$13,250	\$14,250	Increased requirements
Travel Stipend	\$500	\$500	Unchanged

Board of County Commissioners

Position	Previous	New	Notes
Commission President	\$62,969	\$62,117	COLA adjustment
District Commissioners	\$51,957	\$54,555	Inflation adjustment






Final 2025 Compensation Commission Recommendations

Final Audit Report

2025-12-08

Created:	2025-12-08 (Eastern Standard Time)
By:	Linda Price (pricel@charlescountymd.gov)
Status:	Signed
Transaction ID:	CBJCHBCAABAAwIVs4MokTF5cvu-QfOal0lxU8X32FC-4

"Final 2025 Compensation Commission Recommendations" History

-  Document created by Linda Price (pricel@charlescountymd.gov)
2025-12-08 - 4:20:49 PM EST
-  Document emailed to Vetoya Smith (vetoya.smith@gmail.com) for signature
2025-12-08 - 4:21:06 PM EST
-  Email viewed by Vetoya Smith (vetoya.smith@gmail.com)
2025-12-08 - 4:38:15 PM EST
-  Document e-signed by Vetoya Smith (vetoya.smith@gmail.com)
Signature Date: 2025-12-08 - 4:38:39 PM EST - Time Source: server
-  Agreement completed.
2025-12-08 - 4:38:39 PM EST