

# MINUTES

## FREDERICK COUNTY COMPENSATION REVIEW COMMISSION

January 27, 2025

**Members Present:** Mark Jafari, Dawn Oram, Randy Scritchfield, Brent Simmons, Timothy Tosten, Robert Van Rens

**Call to Order:** Ragen Cherney, Chief of Staff, County Council called the meeting to order at 6:00 pm.

### **Pledge of Allegiance**

**Welcome:** Frederick County Council President, Brad Young delivered welcoming remarks to the Compensation Review Commission recognizing their charge and thanking them for their service.

**Role of Compensation Review Commission and Legal Background:** Frederick County Attorney Bryon Black detailed the role and expectations of the Commission, the requirements of the Maryland Open Meetings Act and the Maryland Public Information Act. Specifically, Mr. Black noted the Commission members were to review the compensation of the county executive and county council and to make recommendations in a report to the Council on any revisions no later than March 18, 2025.

**Election of Officers:** Mark Jafari nominated himself and Brent Simmons nominated Dawn Oram to be Chairperson. There were no other nominations. Council Chief of Staff Cherney closed the nominations. Mr. Jafari was elected Chairperson with a 5-1 vote. (Members Jafari, Oram, Scritchfield, Tosten, and Van Rens voting in favor of Mr. Jafari and Simmons voting in favor of Ms. Oram.)

Randy Scritchfield nominated Dawn Oram and Robert Van Rens nominated himself for Vice Chairperson. Hearing no other nominations, Mr. Cherney closed the nominations. Ms. Oram was elected Vice Chairperson unanimously.

**Future Compensation Review Commission Meeting Dates and Times:** The Commission decided to meet on Wednesday, February 12, 2025, Monday, February 17, 2025, Wednesday, February 26, 2025, Thursday, March 6, 2025, and Wednesday, March 12, 2025. The meetings will be held at 6:00 pm in Winchester Hall.

**Other Business:** Council President Young asked Mr. Cherney to go over the process of requesting information from staff. Mr. Cherney explained that the Commission is to act as a body with requests and make the requests during the

meeting. The agendas, minutes and research will be done by staff. Mr. Jafari asked about the final report. Mr. Cherney explained that the report will be completed by March 18, 2025, and then presented to the County Council by the Commission during a Council meeting. Mr. Simmons suggested to discuss how the Commission should prepare for the next meeting. Mr. Jafari stated that he will be doing CPI calculations. Mr. Van Rens added that he was on Frederick City's compensation commission a year ago. He asked to have the absolute annual figures for the most recent year including the base salary and adjustments for the county executive and council for the next meeting. Mr. Cherney said that he will request that information. Randy Scritchfield asked if the Commission wanted to set up a values and principles to guide the recommendations. County Attorney Black said that information can be found in the package the Commission was given.

**Public Comments:** None

**Next Meeting**

Wednesday, February 12, 2025, at 6:00 pm, Winchester Hall

**Adjournment:** A motion to adjourn was made by Mr. Van Rens and seconded by Timothy Tosten. The motion passed unanimously. The meeting adjourned at 6:29 pm.



Mark Jafari, Chairperson  
Compensation Review Commission