

AGENDA ITEM #3
October 13, 2009

Report

MEMORANDUM

October 9, 2009

TO: County Council

FROM: Jean C. Arthur, ^{JCA}Legislative Analyst

SUBJECT: Report of the Committee to Study the Compensation of the County Executive, County Council, Sheriff, and State's Attorney

Attached is the report of the Committee to Study the Compensation of the County Executive, County Council, Sheriff, and State's Attorney. A summary of the recommendations is on pages 8 and 9.

Committee members will be at the Council's session to present the report and answer Councilmembers' questions.

REPORT
of the
COMMITTEE TO STUDY THE
COMPENSATION
OF THE
COUNTY EXECUTIVE
COUNTY COUNCIL
SHERIFF
STATE'S ATTORNEY

SEPTEMBER 2009





MONTGOMERY COUNTY COUNCIL
ROCKVILLE, MARYLAND

September 21, 2009

Phil Andrews, President
Montgomery County Council
100 Maryland Avenue
Rockville, MD 20850

Dear Mr. Andrews:

We submit the following report of the Council-appointed Committee to Study the Compensation of the County Executive, County Council, Sheriff, and State's Attorney for the next term of office. As with similar committees in the past, our goal from the beginning was to reach an honest, fair, and impartial recommendation for compensation for these positions, without regard to either the personalities or performance of the incumbents.

To that end, the Committee researched the histories of the positions and conducted extensive personal interviews of the State's Attorney, several Council Members, and the Sheriff. Two members also interviewed the County Executive. We collected data on counties from across the country with like demographics, governing bodies, per capita income, etc. Please bear in mind that the uniqueness and diversity of Montgomery County make it difficult to find a true match, and not all counties could be used for all positions.

After several months of meetings, reflection, and discussion, we are pleased to submit the report with the unanimous support and approval of the Committee. The Committee wishes to thank the Council for allowing us to serve the community in this matter. We also, by way of this letter, wish to commend Jean Arthur and Susan Mabie for their outstanding job collecting, assisting, and interpreting the relevant data.

In closing, the Committee looks forward to your acceptance of and concurrence with our recommendations.

Sincerely,

Handwritten signature of Yale J. Wiesberg in cursive.

Yale J. Wiesberg, Chair

Handwritten signature of Bryan C. Beamer in cursive.

Bryan C. Beamer

Handwritten signature of H. Giles Knight in cursive.

H. Giles Knight

Handwritten signature of Susan S. Lefkowitz in cursive.

Susan S. Lefkowitz

Handwritten signature of George E. Sauer in cursive.

George E. Sauer

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Background of Study

The Committee to Study the Compensation of the County Executive, County Council, Sheriff, and State's Attorney (Committee) was established by Resolution No. 16-877, adopted by the County Council on March 17, 2009. The last such Committee was convened in July 2005.

The members of the Committee are Yale J. Wiesberg, Chair; Bryan C. Beamer; H. Giles Knight; Susan S. Lefkowitz; and George E. Sauer. Council staff are Jean Arthur and Susan Mabie.

Sections 107 and 204 of the Charter of Montgomery County, Maryland authorize the Council to prescribe, by law, the compensation of the County Council and the County Executive for the succeeding terms of office. State law authorizes the Council to establish the salaries of the Sheriff and the State's Attorney for Montgomery County.

Maryland Constitution Article III, §35 prohibits increases or decreases in the salary of any public official during the official's term of office, except if the term of office is fixed by law to be longer than four years. The most recent changes in the terms of compensation for the elected officials under review became effective in December 2006.

Introduction

The Committee consists of five citizens - three Democrats, one Republican, and one Independent - who volunteered their time to carry out this civic responsibility. The members of the Committee were interviewed and then confirmed by the County Council on March 17, 2009. The Committee met 14 times between March 26 and September 14, 2009.

The Committee developed its findings given the following broad considerations:

- The responsibility of the Committee is to recommend compensation levels for these important public servants for the next term of office, an onerous task at this time due to the condition of the economy. The County faces budget deficits that require sacrifices from its employees and service reductions for its citizens.
- Four-year recommendations must attempt to balance fairness to the offices under consideration, the difficulties presented by the current economic downturn, and the potential for the economy to return to modest growth within this time period.
- Montgomery County places in the top 15 of almost every ranking of local governments around the country. The County population, estimated by the U.S. Census Bureau at 951,000, is higher than that of six states, and

per capita spending is higher than that of 14 states. Office holders in this County perform jobs with significant responsibility to provide services to the entire population, if At-Large, or to populous districts.

- As the cultural and economic diversity of Montgomery County's population continues to increase, demands on the offices of the County Executive and County Council, as well as on the State's Attorney and Sheriff, become more complex.
- Through nationwide searches, the County is able to recruit civil servants who perform at the highest levels of their individual areas of responsibility. Similarly, it is essential that the County continue to attract the most highly qualified candidates to run for public office.
- In determining compensation for these elected positions, the Committee included consideration of the value of the fringe benefits they receive.
- In 2006, Montgomery County residents adopted a Charter amendment, making membership on the County Council a full-time position for the purpose of determining compensation (Montgomery County Charter, §107).

The recommendations that follow are based on the Committee's review of the available data and reflect compensation levels it feels are equitable and provide a "fair return on our tax dollars" for the scope of responsibility exercised by those privileged to hold these positions. *First and foremost, the Committee's review and recommendations are without regard to politics or personalities. The total focus is on the jobs, not the incumbents.*

Methodology

The Committee used the following methodology in its deliberations to arrive at its recommendations:

Interviews – The Committee interviewed the County Sheriff and the State’s Attorney. Two Committee members interviewed the County Executive; the entire Committee interviewed six Council Members; and the Committee Chair interviewed an additional Council Member. In general, the interviews covered the duties and responsibilities of each position, as well as the amount of time each demands. The Committee also met with Council Staff Director Steve Farber.

Document Review – The Committee looked at sections in the Montgomery County Charter that established the various positions, the Maryland Constitution, and the Maryland Annotated Code. It reviewed archival material to trace how these positions evolved into their current roles. Additionally, the Committee looked at the organizational structure, budget, and workload for the offices.

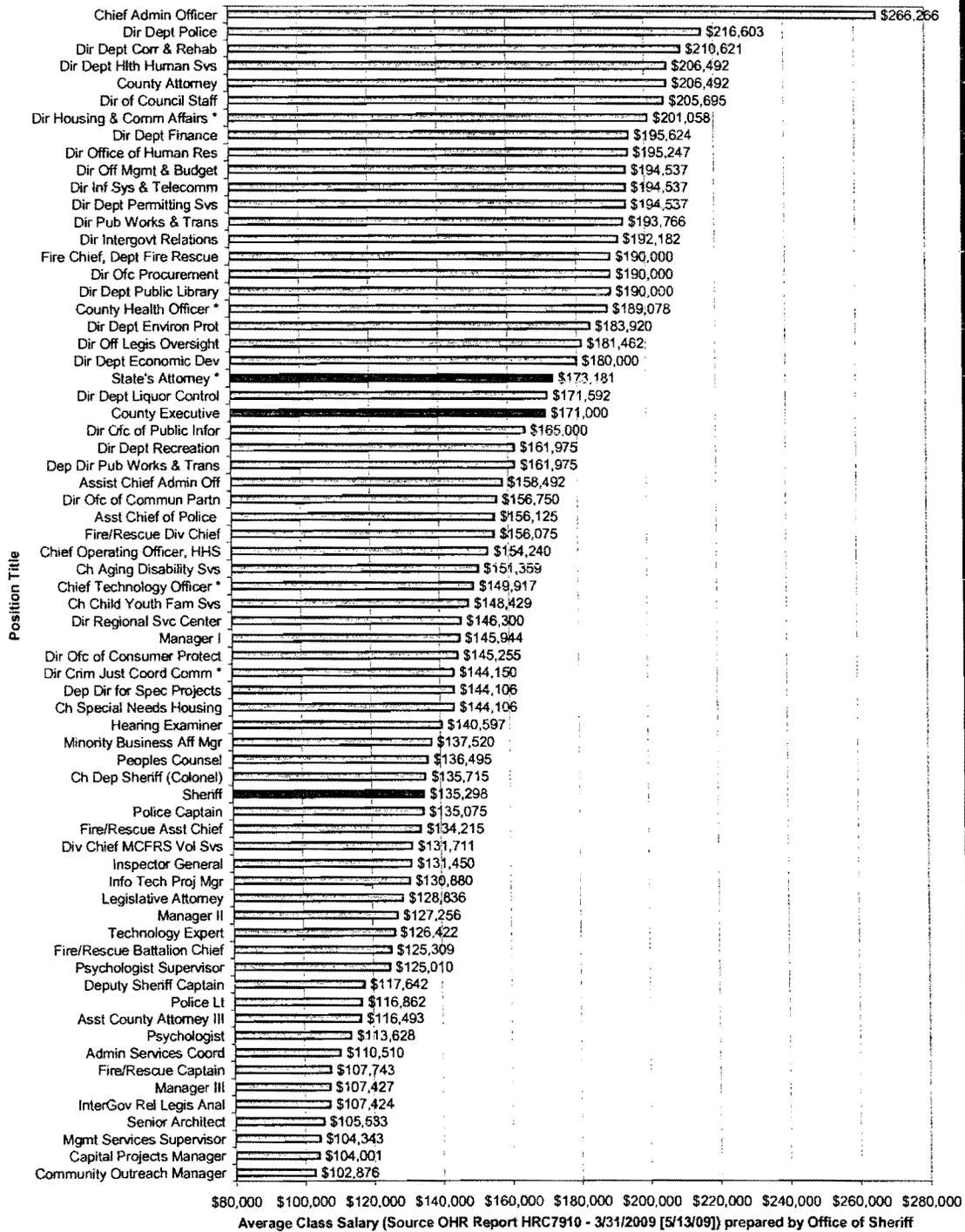
The Committee also reviewed the report of the 2005 Committee to Study the Compensation of the County Executive, County Council, Sheriff, and State’s Attorney and the report of the 2006 Charter Review Commission. Further, the Committee acknowledges that it adopted the format and some language from the 2005 Compensation Committee report.

Public Participation – The Committee sought comments from the public by sending a press release to the local media (Appendix B-1). The *Gazette* newspapers carried the announcement on August 19, 2009. The Committee also sent a press release to people on the County Council’s agenda e-mail list. The Committee received six written comments and held an open session for public participation on August 24, 2009. One citizen attended.

Comparative Data – The Committee looked at comparable positions in other counties around the country. The Committee started by looking at 21 major affluent counties with per capita income close to that of Montgomery County. A major affluent county is defined as one in either a Metropolitan Statistical Area or a Primary Metropolitan Statistical Area with a population of at least 175,000, where income levels are considerably higher than in the central city and other jurisdictions in the area. These counties are suburban in nature; no city or town within their borders accounts for more than 40 percent of the total population.

The Committee found that the offices of Sheriff and State’s Attorney are easier to equate with an occupation or actual employment when it comes to defining duties and attempting to set corresponding salaries. In this circumstance, the Committee found it helpful to consider the department size and supervisory responsibilities and salaries of other senior Montgomery County employees.

Selected Montgomery County Salaries - as of 3/31/2009 (except for *)



To obtain the most realistic comparison for each position, the Committee further narrowed the counties to which it compared Montgomery County. For each position, the Committee compared only counties where the position in question had similar job descriptions and populations (at least 500,000) and per capita income within a range similar to that of Montgomery County.

For example, when looking at the position of Sheriff, the Committee looked at counties where that position is not the primary law enforcement agency. Similarly, for the position of County Executive, the Committee looked only at counties with elected county officials. For County Council and State's Attorney positions, the Committee reviewed the data from counties with a population within a 250,000 (plus or minus) range of that of Montgomery County.

The Committee found it helpful to compare the salaries of County employees, including political appointees, with those of elected officials. However, professional staff is generally hired from an extensive pool of candidates because of their specialized training, education, and experience for a specific permanent job. Depending on the position level, such recruitment can be expected to result in higher compensation for professional employees than for elected officials.

The Committee differentiated between the State's Attorney and the Sheriff, on the one hand, and the County Executive and County Council Members on the other. The latter are responsible for determining County fiscal policies, thereby having a direct and significant impact on the County's finances. The State's Attorney and the Sheriff do not have the same impact on the economics of the County as a whole.

Sources included the U.S. Department of Commerce, the Bureau of Economic Analysis, the 2000 U.S. Census, and the National Association of Counties for population and income data, and conversations with government representatives in each of the counties referenced in the report.

SUMMARY OF RECOMMENDATIONS

Summary of Recommendations

Salary Changes

In the last ten years, most Montgomery County elected officials' raises were based on 100% of the annual change in the Washington-Baltimore Metropolitan Area Consumer Price Index for all Urban Consumers (CPI-U). Because the nation's economy experienced some inflation and County employees received general wage adjustments, the CPI-U based increases for elected officials seemed appropriate. In 2009, County employees did not receive a general wage adjustment and, in fact, they are faced with the possibilities of job cuts.

Under current law, members of the County Council, the Sheriff, and the State's Attorney are required to receive an increase in December 2009 (January 2010 in the case of the State's Attorney) if the CPI-U has increased, regardless of whether employees are receiving raises. The Committee is conscious that this can put elected officials in an uncomfortable position. Consequently, it is recommending that elected officials' salaries, in some years, be tied to the lower of the CPI-U or the negotiated union raises.

County Executive

The current salary of the County Executive (established through bill 5-06, enacted May 2, 2006) is \$171,000 and is scheduled to increase by \$4,000 on December 7, 2009, bringing it to \$175,000.

The Committee recommends that the County Executive salary not increase in the first two years of the next term. The Committee recommends a three percent increase in the third year of the term, December 2012. In the last year of the term, the Committee recommends that the County Executive's salary increase by the lower of the average of the CPI-U for the Washington-Baltimore Metropolitan Area for the 12 months preceding September first of the year or the amount of the general wage adjustment for Montgomery County Government Employees Organization (MCGEO) members.

County Council

The annual salary for County Council Members, effective December 2, 2008, is \$94,040. The Council President receives an additional 10 percent, raising that salary to \$103,444. At the completion of this report, it is not clear how much the County Council salary will change in December 2009; it is to be based on any increase in the CPI-U, which at present is at a negative value.

The Committee recommends that the Council Members' salary not increase in the first year (December 2010) of the next term. The Committee recommends a five percent increase in December 2011 and a five percent increase in December 2012. In the last year of the term, the Committee recommends that the Council Members' salary increase by the lower of the average of the CPI-U for the Washington-Baltimore Metropolitan Area for the 12 months preceding September first of the year or the amount of the general wage adjustment for MCGEO members.

The Committee recommends that the Council President continue to receive the 10 percent differential.

Sheriff

The salary for the Sheriff, effective December 2, 2008, is \$135,298. The Sheriff's salary effective on December 7, 2009 is not known at the completion of this report. That salary increase is to be based on any increase in the CPI-U.

The Committee recommends that the salary be increased to \$154,000 in December 2010. The Committee further recommends no salary increase in December 2011 or 2012, and an increase in 2013 equal to the lower of the average of the CPI-U for the Washington-Baltimore Metropolitan Area for the 12 months preceding September first of the year or the amount of the general wage adjustment for FOP members.

State's Attorney

The current salary of the State's Attorney is \$173,181, subject to a cost-of-living adjustment effective January 1, 2010.

The Committee recommends that the salary be increased to \$199,000, effective with the start of the next term, January 1, 2011. The Committee further recommends no salary increase in January 2012 or 2013, and an increase in 2014 equal to the lower of the average of the CPI-U for the Washington-Baltimore Metropolitan Area for the 12 months preceding September first of the year or the amount of the general wage adjustment for MCGEO members.

Benefits

All County employees hired after October 1, 1994 participate in Montgomery County Government's 401(a) Retirement Savings Plan (RSP) or Guaranteed

Retirement Income Plan (GRIP)^{*}. Officials elected since that date also may participate in this plan. However, elected officials contribute 3 percent of their salaries and the County matches 6 percent, as opposed to a contribution of 4 percent and a County match of 8 percent for other employees.

All elected officials are eligible to join one of three main medical health care plans. In addition, the elected officials are eligible to join the Vision and Dental Plans and, like all employees, are required to join the Long Term Disability plan. The Committee is not recommending any changes in the current benefit packages for any of the positions being reviewed, but does advise future Compensation Committees to take the relative value of benefits into consideration.

The Committee Chair compared the health care coverage provided to Montgomery County employees and these elected officials to that available to Federal government employees. In many cases, the benefits available in Montgomery County and the premium subsidy provided to County employees is richer than that provided to Federal employees.

Council Members are reimbursed for mileage for using their personal vehicles in the course of County business. The Sheriff, State's Attorney, and County Executive also are authorized take-home vehicles.

Outside Income

The Committee believes that, like Members of Congress, Council Members should be limited as to what they can earn from outside sources. The Committee believes that a limit will help maintain Montgomery County's reputation for ethical government and, therefore, recommends that the County Council refer the question of outside income limitation to the Charter Review Commission for consideration.

^{*} The incumbent Sheriff and State's Attorney participate in the County's defined benefit plan, the Employees' Retirement System.

RECOMMENDATIONS

COUNTY EXECUTIVE

Historical Background

The revised 1968 Montgomery County Charter created the position of County Executive. The Charter revisions, separating the executive and legislative functions of the government, were deemed necessary to address County residents' demands for more and improved services and to promote government accountability.

The Montgomery County Charter mandates that "[t]he County Executive shall devote full time to the duties of the office and shall not participate in any private occupation for compensation." County voters elect a County Executive every four years with an expectation that the elected official act as the chief executive officer to administer all Montgomery County Government departments and to ensure that they consistently provide essential services to residents of a rapidly growing and diverse Montgomery County.

While having "no legislative power except the power to make rules and regulations expressly delegated by a law enacted by the Council or ... Charter," the County Executive is responsible for administering such diverse departments as the libraries, liquor control, police, recreation, health and human services, and corrections.

Committee Findings

The County Executive oversees the enforcement and implementation of the laws of Montgomery County and provides executive direction to all departments and offices of the County Government. The approved Fiscal Year 2010 Operating Budget for the County Government (not including outside agencies) is about \$1.6 billion, a 0.5 percent decrease over FY 2009, and the approved number of positions for County Government employees is 9794, a 2.8 percent decrease from the previous year.

The County Executive also develops policies; proposes plans, programs, budgets, and legislation to the County Council; adopts Executive Orders and Regulations; and appoints citizens to boards, committees, and commissions. The Office of the County Executive provides leadership to the community and administrative direction to the County's departments and offices.

The Committee anticipates that population growth and development will increase, creating a greater demand for public services. Furthermore, the 2000 U.S. Census reported that forty percent of Montgomery County residents are non-white, and thirty-three percent speak English as a second language. Growth, coupled with our cultural and linguistic diversity, poses mounting challenges for

government officials at all levels to be open, accessible, and responsive as they work to ensure high value for our tax dollars. In addition, the Committee expects increased pressure on the County Executive in the next few years to guide the County as it climbs out of the current recession.

One of the factors the Committee considered in determining what it would recommend for the County Executive's salary over the next four years is that of salaries in comparable counties. The Committee looked at twenty-seven counties across the nation with demographics and government structures similar to ours. The Committee selected counties that also have an elected County Executive with similar scope and responsibilities. As the following graphics illustrate, our County Executive's salary is mid-range for this group:

County	Per Capita Income	Population (July 1, 2008 U.S. Census Bureau Estimate)	Bond Rating	Salary
San Francisco County, CA	\$71,342	808,976	BBB	\$252,885
Oakland, MI	\$55,207	1,202,000	AAA	\$180,658
Montgomery, MD	\$67,525	951,000	AAA	\$171,000*
Prince George's, MD	\$36,108	820,852	AAA	\$165,243
Westchester, NY	\$74,878	953,943	AAA	\$160,760
Baltimore County	\$48,617(2007)	785,168	AAA	\$150,000
Bergen, NJ	\$67,125	894,840	AAA	\$134,617
Avg. without Montgomery County				\$174,027
Governor, State of Maryland				\$150,000¹

The Committee reviewed top federal salaries to obtain an additional benchmark. Level I (highest level) Executive Schedule employees, who are appointed, receive \$196,700 annually. Senior Executive Schedule (SES) employees currently are capped at \$177,000 and are eligible to receive bonuses of up to \$25,000. We also note that the current salary for members of the U.S. Congress (both House and Senate) is \$174,000 per year. Majority and minority leaders receive \$193,400. The Speaker of the House earns \$223,500.

* Scheduled to increase to \$175,000 on December 7, 2009.

¹ The governor also gets housing and household staff.

Committee Recommendations

The Committee notes that at the recommendation of a Committee like this one, the Council approved legislation in 2005 as shown in the table below:

Current (effective Dec. 5, 2005)	Dec 2006	Dec 2007	Dec 2008	Dec 2009
\$158,285	\$163,000	\$167,000	\$171,000	\$175,000

This Committee believes that the County Executive will face continued challenges as the country struggles through a recession and eventual recovery. The County Executive will have to guide the County through a period of lower revenue, not only from property tax collections but also from the state and federal governments, and a higher demand on services.

The County Executive will need superb leadership and management skills to keep Montgomery County in a strong financial position. The salary that person is paid should be enough to attract or retain the person who possess those skills. And it should be at least comparable to other counties that are similar to ours in size and demographics.

The County Executive's salary at the end of the current term will be \$175,000. The Committee acknowledges the current economic downturn and recognizes that it may result in no general wage adjustments for County employees for some time. The County Executive's salary as of December 2009 will be about equal to the average salary of County Executives in comparable counties and, incidentally, higher than that of the Governor of the State of Maryland.

Consequently, the Committee recommends:

- that the Executive's salary remain the same for the first two years of the term, through December 2011
- a three percent salary increase in December 2012
- in December 2013, an increase equaling the lower of the average of the CPI-U for the Washington-Baltimore Metropolitan Area for the 12 months preceding September first of the year, or the amount of the general wage adjustment for MCGEO

Current Term (effective Dec. 7, 2009)	Dec 2009	Dec 2010	Dec 2011	Dec 2012	Dec 2013
\$175,000	\$175,000	\$175,000	\$175,000	\$180,250	\$180,250 +CPI-U or MCGEO GWA

COUNTY COUNCIL

Historical Background

The first Montgomery County Council took office on January 18, 1949 after passage of the Charter, which replaced the County Commissioner form of government.² This first Council was composed of seven members, one from each of the five Council Districts by residency and the other two from the County at-large. The County Council served as both the chief executive authority and as the legislative branch. The Council was required to sit in executive session at least once in each calendar month, and met in both open and closed executive sessions at least once every week.

Under the provisions of the original Charter, the executive powers granted to the Council included the adoption of expense and capital budgets; the appointment of a County Manager to serve at the Council's discretion; the election of officers from its own membership, including a president; the establishment by resolution of general policies, orders, and instructions for administering the functions of the executive branch; and the power to hold hearings on legislation.

The County Council-County Manager system soon proved inadequate for the rapidly growing population of the County that was demanding more services and accountability from the local government. Thus, a revised charter was prepared and approved in 1968. This charter provided for the election of a County Executive who would be responsible for administering all Montgomery County Government departments. The County Executive would appoint a Chief Administrative Officer to supervise day-to-day operations. The Council would continue to make laws, set tax rates, approve budgets, and deal with planning, zoning, and land use issues.

During its legislative sessions, the Council is authorized to enact or amend local laws for the County, except those of the incorporated municipalities, and to repeal or amend certain local laws for the County previously enacted by the General Assembly.

Since 1990, the County Council consists of nine members, five elected from districts and four County-wide. The Council continues to enact all local laws; oversee zoning and planning, including master plans; appropriate funding for the budgets of County agencies; set property tax rates; appoint the Montgomery County Planning Board, and also meet as the County Board of Health. The Council holds regular weekly sessions and conducts public hearings and work sessions throughout the year.

Each Council Member has staff who are responsible for carrying out the Council Member's projects, including a confidential aide provided for by the County

² Much of the history in this section is drawn from the Charter archive at <http://montgomeryarchives.org>

Charter. Annually, the Council elects from its Members a President to “preside over meetings.” Over time, the President’s duties have expanded to include more administrative tasks and, as a result, the Council President’s salary is currently 10 percent above the regular Members’ salary.

In 2006, Montgomery County voters approved an amendment to the County Charter which states “.... Membership on the Council shall be considered a full-time position for the purpose of determining compensation.” (Montgomery County Charter, §107).

Committee Findings

The responsibilities of the Council are significant and demanding, and are expected to continue to increase and become more difficult with County growth. The Council considers a wide range of issues every year, often of great complexity. The U.S. Census Bureau’s estimate of the County’s population in 2009 is 951,000, more than that of Alaska, Delaware, North Dakota, South Dakota, Vermont, or Wyoming. We are fortunate to have a diverse citizenry and a broad economic base that add both to the richness of the County and to the complexity of government.

Being in a multi-jurisdictional area and next to the Nation’s Capital also means that more demands are made on the Council, since many actions need to be coordinated on a regional basis. The importance of homeland security has increased dramatically. We can be proud that we have an involved citizenry that also places many demands on the Council.

All of this is reflected in the workload of the Council. The County Charter, as of the election of November 7, 2006, classifies the position of County Council Member as full-time for the purpose of compensation. The Charter does not mandate that Council Members work a 40-hour week, nor does it prohibit outside employment. However, our conclusion is that de facto, this is a full-time job.

The Committee finds that each member spends much more than a 40-hour work week on County business. The time commitment is well beyond that generally associated with merely being in Council session. In addition to their legislative duties, including full Council and Council Committee meetings, the County Council Members participate in a significant number of non-legislative sessions in the conduct of official business, including meetings with individual citizens and groups, in the County and around the state.

Except for recesses in August and holidays, the Council works steadily throughout the year. Residents expect a high level of availability and, besides formal meetings and office work, the members routinely attend many other outside meetings and events. Outreach is considered essential. Even accepting

that some of this work is political, most is not, and work weeks are long and extend into the weekend.

We compared salaries in two ways. First, we reviewed the salaries of other counties (see table below).^{*} Legislator salaries in some counties are lower or about the same, and some are higher. The responsibilities of Council Members in different jurisdictions vary widely, so comparisons are challenging. However, we believe Montgomery County Council Members should be at the higher end of the scale, given the vast responsibilities our County Government has and the high cost-of-living in this area, especially housing.

Closer to home, we looked at the salaries of County employees. On Page 6 above is a chart that shows the salaries of County department heads and other key positions. It is clear from the graph that many department heads make considerably more than Council Members, as do members of their own staffs.

County	Per Capita Income	Population (2000 U.S. Census Bureau)	Bond Rating	Salary
San Francisco County, CA	\$71,342	808,976	BBB	\$98,660
Prince George's, MD	\$36,108	821,000	AAA	Pres - \$102,087 Members - \$97,087
Montgomery, MD	\$67,525	951,000	AAA	Pres - \$103,444 Members - \$94,040
Montgomery, PA	\$62,086	778,000	AAA	Comm. Chair - \$90,846 Commissioners - \$87,647
Fairfax, VA	\$67,909	1,015,000	AAA	\$75,000
Westchester, NY	\$74,878	953,943	AAA	\$49,200
Avg. w/o Mont. Co.				\$81,519

^{*} The Committee did not include the District of Columbia in this study because its demographics did not match the criteria the Committee had set.

Committee Recommendations

The Committee notes that at the recommendation of a Committee like this one, the Council approved legislation in 2005 as shown in the table below:

	Current (effective Dec. 5, 2005)	Dec 2006	Dec 2007	Dec 2008	Dec 2009
Council Members	\$79,721	\$84,721	\$89,721	Previous year +COLA	Previous year +COLA
Council President	\$87,693	\$93,193	\$98,693	Previous year +COLA	Previous year +COLA

The annual salary of the County Council, effective December 2, 2008, is \$94,040; the Council President receives an additional 10 percent, raising that salary to \$103,444. At the completion of the report, it is not clear if the County Council's salary will change in December 2009.

The Committee makes the following recommendations:

- Council Members' salary should not increase in the first year (December 2010) of the next term.
- Members should receive a five percent increase in December 2011 and a five percent increase in December 2012.
- In the last year of the term, the Committee recommends that the County Council's salary increase by the lower of the average of the CPI-U for the Washington-Baltimore Metropolitan Area for the 12 months preceding September first of the year in question or the amount of the general wage adjustment for MCGEO.
- The Council President should continue to receive the 10 percent differential.

	Current (effective Dec. 2008)	Dec 2009	Dec 2010	Dec 2011	Dec 2012	Dec 2013
Council Members	\$94,040	\$94,040* + CPI-U	No Increase	5% increase	5% Increase	CPI-U or MCGEO raise
Council President	\$103,040	\$103,040 + CPI-U				

* As of this writing, it has not yet been determined whether Council Members' salary will increase in 2009. An increase is tied to the average of the 12-month CPI-U through September 1, and in 2009 that number may be negative, resulting in no salary increase.

Sheriff

The Office of the Sheriff of Montgomery County was created in 1777 and, until the early 1920s when the Maryland State Police and Montgomery County Police were established, the Sheriff was the only law enforcement agency in the County.

The Sheriff is a public official under the State government, elected by the County voters in gubernatorial election years to a 4-year term. He has 148 deputy sheriffs reporting to him, all of whom are certified Maryland police officers and graduates of the Montgomery County Police Academy or other certified police academies. In addition, the Sheriff has 35 civilian staff employees who fill administrative support and social services counseling functions. The Sheriff's Office total recommended FY 2010 Operating Budget is \$21.3 million and includes 175.8 work years.

The Sheriff's duties have grown dramatically over the last decade as the County's population has increased. The Sheriff's basic job of transporting and maintaining prisoners between the courthouses and correctional facilities has expanded into many other areas of County law enforcement. The Sheriff is responsible for security in County courthouses, fugitive investigations, process service, warrant service, and general law enforcement duties. All Deputy Sheriffs have full arrest powers. They also conduct community police functions, issue traffic citations, and respond to 911 emergency calls.

Deputy Sheriffs participate in the U.S. Marshal Service's Capital Area Regional Fugitive Task Force (CARFTF), Montgomery County Gang Task Force, Montgomery County Firearms Task Force, and the Montgomery County Alcohol Enforcement Task Force. The Sheriff's Office also maintains a Special Response Team (SRT), consisting of tactical (SWAT) and canine members, as well as crisis negotiators and tactical medics.

The Sheriff's Office of Domestic Violence Unit is the lead agency in Montgomery County for the service of civil Domestic Violence Orders, Emergency Evacuation Petitions, Peace Orders, and related court processes. Deputies in the Sheriff's Office perform welfare checks on domestic violence victims and arrest violators of court protective orders. These services, as of April 2009, are part of the core staffing at the new Family Justice Center. The Coordinator for the Sheriff's Office of Domestic Violence moderates a County-wide, multi-agency ALERT team designed to identify and provide an interdisciplinary response to high risk domestic violence situations.

Committee Findings

The Committee finds that the Sheriff's Office's workload has grown and has become more complex as the County has evolved and more active police roles have been added to the traditional Sheriff's responsibilities. Deputies in the Sheriff's Office are more frequently relied upon as law enforcement professionals that are as capable as those in the Montgomery County Police Department. The Sheriff's Office participates in the Special Events Response Team (SERT) started by the police. The SERT is trained to respond to a variety of events, including those involving weapons of mass destruction and civil disturbance.

The Committee recognizes that the workload, scope, and responsibilities of the Sheriff will continue to increase as the predominant issues of Montgomery County change. The timely opening of the Family Justice Center in April will result in substantial demand on the Sheriff's staff, particularly in growing areas of concern such as evictions and the removal of children from parents. Other areas that are becoming major problems are increased gang activity and home invasion violence.

Additionally, the Committee finds that the Montgomery County Sheriff's salary is lower than that of the three Montgomery County assistant police chiefs, most County department heads, and that of Sheriffs in many counties with similar demographics where the Sheriff has similar duties. For example, the Sheriffs in Fairfax County, VA; San Francisco County, CA; and Bergen County, NJ are all paid more than the Sheriff in Montgomery County, MD.

County	Per Capita Income	Population U.S. Census Bureau	Bond Rating	Salary
San Francisco County, CA	\$71,342	809,876	BBB	\$200,891
Fairfax, VA	\$67,909	1,015,302	AAA	\$153,272
Bergen, NJ	\$67,125	894,840	AAA	\$138,000
Montgomery, MD	\$67,525	950,860	AAA	\$135,298
Prince George's, MD	\$36,108	820,852	AAA	\$127,629
Baltimore County	\$48,617	785,168	AAA	\$85,000
Avg. w/o Mo. Co				\$140,958

Committee Recommendation

The Committee notes that at the recommendation of a Committee like this one, the Council approved legislation in 2005 as shown in the table below:

Current (effective 12/05/05)	December 2006	December 2007 - 2009
\$112,069	\$125,000	Previous year + COLA

It should be noted that past salary increases have focused on national cost-of-living statistics. However, we believe the Sheriff's salary level should focus on the growth of Montgomery County and the need to anticipate today's needs for tomorrow's success, in order to be truly responsible for the County's dynamic growth and change.

The salary for the Sheriff, effective Dec. 2, 2008, is \$135,298. The Sheriff's salary effective Dec. 7, 2009 is not presently known. That salary increase will be based on 100 percent of the annual change in the CPI-U for the Washington-Baltimore Metropolitan Area.

The Committee recognizes that the Sheriff's salary is significantly lower than those of similar positions, both within the County and in nearby jurisdictions. The position carries a large additional workload due to the new Family Justice Center as well as increased gang violence.

For the position of Sheriff, the Committee recommends:

- that the salary of the Sheriff be increased to \$154,000 in December 2010
- given the size of this increase, no salary increase for the years starting in December 2011 or 2012
- that the increase for 2013 be equal to the lower of the average of the CPI-U for the Washington-Baltimore Metropolitan Area for the 12 months preceding September first of the year or the amount of the general wage adjustment for Fraternal Order of Police members

The table below outlines these recommendations:

Current	December 2009	December 2010	December 2011	December 2012	December 2013
\$135,298	\$135,298 * + CPI-U	\$154,000	\$154,000	\$154,000	\$154,000 plus CPI-U or FOP increase

* As of this writing, it has not yet been determined whether the Sheriff's salary will increase in 2009. An increase is tied to the average of the 12-month CPI-U through September 1, and in 2009 that number may be negative, resulting in no salary increase.

STATE'S ATTORNEY

Historical Background

The Office of State's Attorney (SAO) is mandated by the Maryland Constitution. Voters elect a State's Attorney every four years in the general election. The mission of the SAO is to serve the public interest through the fair and honest administration of justice. The Office exercises its responsibilities by: prosecuting criminal violations in Montgomery County, educating the public about criminal justice issues, and providing training to lawyers for future service. The Office addresses inequality and promotes fairness in the criminal justice system, ensures access to the system, promotes professional relationships with judges and attorneys, and furthers the efficient use of criminal justice resources.

The Maryland Constitution requires that the State's Attorney must be "admitted to practice law in this state..." (MD. Const., Art. V, §10). By law, candidates running for State's Attorney must come from the pool of attorneys admitted to practice in Maryland and meet the residency requirements.

The State's Attorney is primarily responsible for enforcing State and County criminal laws.

The Office has two community prosecution teams and specialized teams for gangs, economic crimes, family violence, community outreach, Juvenile Court, and District Court. In addition, prosecutors work proactively with neighborhoods, schools, civic and business groups, and faith-based organizations to promote better communications within communities. The Office strives to promote community based problem-solving rather than simply prosecuting crimes.

The State's Attorney of Montgomery County appoints two Deputy State's Attorneys and employs 70 full-time Assistant State's Attorneys and dozens of other professional, administrative, and volunteer staff members. Each year, the Office handles over 35,000 cases.

Committee Findings

As the County's population has continued to increase, so has the workload and staffing of the Office of the State's Attorney. For FY10, the Office's total approved operating budget is over \$12 million and includes 122 work years.

The SAO has started several new initiatives to address growing concerns in the community. One such program is the Child Safety Initiative, aimed at protecting children from predators who use technology such as the internet to victimize children. The SAO has a full-time Internet Safety prosecutor, and staff members address students and parents around the County on internet dangers and

internet safety. In November 2008, SAO, Montgomery County Public Schools, and Montgomery County Police started the CyberSafety Initiative, which led to adding education on internet safety to the school curriculum.

Additionally, SAO participates in the Interagency Truancy Committee, which hears 8-10 cases per month of children whose truancy is at or approaching 20 percent. Further, in 2007, SAO created the first Gang Unit in Maryland, which handles all crimes in the County's District, Juvenile, and Circuit Courts believed to be committed by members of criminal gangs.

In 2009, SAO developed a presentation called CASE – Communities Against Senior Exploitation, aimed at equipping seniors with tools to combat fraud and exploitation. Finally, SAO now provides legal education to trainees at the Police Academy.

The current salary of the State's Attorney is \$173,181, possibly subject to a cost-of-living adjustment effective January 1, 2010. The cost-of-living adjustment is tied to the CPI-U, so it is not clear whether a raise in salary will occur.

The State's Attorney's salary currently is about average for prosecutors in jurisdictions with similar demographics, as is illustrated in the table below.

County	Per Capita Income	Population (2000 U.S. Census Bureau)	Bond Rating	Salary
San Francisco County, CA	\$71,342	808,976	BBB	\$218,870
Baltimore County	\$48,617(2007)	785,168	AAA	\$203,999
Montgomery, MD	\$67,525	950,860	AAA	\$173,181
Bergen, NJ	\$67,125	894,840	AAA	\$165,000
Oakland, MI	\$55,371	930,528	AAA	\$156,129
Westchester, NY	\$74,878	953,943	AAA	\$136,700
Prince George's, MD	\$36,108	820,852	AAA	\$125,500
Avg. w/o Mo Co				\$167,700
Mo Co Attorney				\$206,492

Unlike the State's Attorney, who is elected, the County Attorney is the unelected chief legal officer of the County and is responsible for providing legal advice and services to County departments, agencies, boards, and commissions. The Office represents the County government in defending and bringing civil actions such as contracts and land use matters. As of June 30, 2009 the County Attorney receives a salary of \$206,492, and for FY10 has a budget of \$5.4 million and a staff of 39.3 work years, which is less than half of what the State's Attorney manages.

Committee Recommendations

The Committee notes that at the recommendation of a Committee like this one, the Council approved legislation in 2005 as shown in the table below:

Current (01/01/06)	January 2007	January 2008 - 2010
\$149,215	\$160,000	Previous year + COLA

In recognition of the growing duties of the State’s Attorney, in terms of both scope and complexity, and of the fact that the salary is significantly less than that of other comparable positions in Montgomery County, the Committee believes that the salary of the State’s Attorney should be increased. Moreover, the Committee notes the generally higher salaries paid to state’s attorneys in other counties with comparable demographics and professional responsibilities.

Accordingly, the Committee makes the following salary increase recommendations:

- that the salary be increased to \$199,000 effective with the start of the next term, January 1, 2011
- because of the size of the initial increase, no salary increase in January 2012 or 2013, and an increase in January 2014 equal to the lower of the average of the CPI-U for the Washington-Baltimore Metropolitan Area for the 12 months preceding September first of the year or the amount of the general wage adjustment for MCGEO members

The table below outlines these recommendations:

Current Term (effective Dec. 7, 2009)	Jan 2010	Jan 2011	Jan 2012	Jan 2013	Jan 2014
\$173,181	\$173,181 + CPI-U	\$199,000	\$199,000	\$199,000	\$199,000+CPI-U or MCGEO GWA

Resolution No.: 16-877
Introduced: March 17, 2009
Adopted: March 17, 2009

**COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND**

By: Management and Fiscal Policy Committee

SUBJECT: Committee to Study the Compensation of the County Executive, County Council, Sheriff, and State's Attorney

Background

1. Charter Sections 107 and 204 authorize the Council to prescribe by law the compensation of the members of the County Council and the County Executive for the succeeding terms of office.
2. State law authorizes the Council to establish the salary of the Sheriff and State's Attorney for Montgomery County.
3. Changes in compensation levels apply only to the future terms of these elected offices.
4. The most recent change in compensation of these elected offices was effective in 2006.
5. The County Council believes that there is a need to examine present compensation levels for these four offices for the terms effective after the November 2010 election.

Action

The County Council for Montgomery County, Maryland, approves the following resolution:

1. A citizens' advisory committee to study compensation for the County Executive, County Council, Sheriff, and State's Attorney for the 2006 terms was established by Resolution No. 16-770 adopted on November 25, 2008.
2. The committee must submit recommendations on compensation levels to the Council no later than September 30, 2009.

3. Any action by the Council on compensation becomes effective with the elected terms that begin after the November 2010 general election.
4. The following individuals are hereby appointed to the Committee to Study the Compensation of the County Executive, County Council, Sheriff, and State's Attorney:

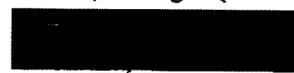
Yale J. Wiesberg (Democrat), Chairman



Bryan C. Beamer (Unaffiliated)



H. Giles Knight (Democrat)



Susan Lefkowitz (Democrat)



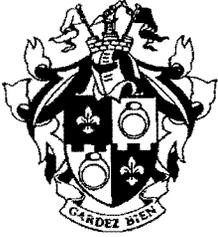
George Sauer (Republican)



5. Yale J. Wiesberg will serve as Chair.

This is a correct copy of Council action.

Linda M. Lauer, Clerk of the Council



Montgomery County Council

For Immediate Release

July 21, 2009

Contact: Jean Arthur 240-777-7934 Susan Mabie 240-777-7929

Montgomery County Compensation Committee Seeks Public Comment on Proposed Salary Recommendations for County Executive, County Council Members, Sheriff, and State's Attorney

*Residents Invited to Comment at Aug. 24 Session in
Rockville*

ROCKVILLE, Md., July 16, 2009—Montgomery County's Compensation Committee, which every four years is charged with examining the salaries of certain County officials—including those of the County Executive and members of the County Council—is seeking public comment as it prepares to make salary recommendations that would apply for the next four years.

The five-member committee (no more than three members from one political party), appointed by the Council, also will make recommendations on the salaries of the County Sheriff and the State's Attorney. The recommendations made will not apply to incumbent office holders, but will apply to the winners of elections held in November 2010.

The recommendations eventually made by the committee can either be accepted or rejected by the Council. Recommendations are due to the Council no later than Sept. 30 of this year.

The Compensation Committee will hold an open session, where residents can comment, at 7 p.m. on Monday, Aug. 24, 2009, at the Council Office Building, at 100 Maryland Avenue, in Rockville. Comments also can be sent by e-mail to jean.arthur@montgomerycountymd.gov or by mail to Compensation Commission / Montgomery County Council / 100 Maryland Ave., 5th Floor / Rockville, MD 20850 / Attn: Jean Arthur.

(more)

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The Committee is seeking public comment on the following:

County Executive

The current salary of the County Executive is \$171,000 and is scheduled to increase by \$4,000 on Dec, 7, 2009, bringing it to \$175,000.

The Committee determined that the current salary of the County Executive is within a reasonable range and should not increase in the first two years of the next term, 2010 and 2011. The Committee recommends a three percent (3 percent) increase in the third year of the term, starting December 2012.

For the term that begins in December 2013, the Committee recommends that the County Executive's salary increase by the lower of the average of the Washington-Baltimore Metropolitan Area Consumer Price Index for all Urban Consumers (CPI-U) for the 12-month period from September to September or the amount of the general wage adjustment for Municipal & County Government Employees Organization (MCGEO) members.

County Council

The annual salary of the County Council, effective Dec. 2, 2008, is \$94,040; the Council President receives an additional 10 percent (\$103,444). At the completion of the report, it is not clear if the County Council's salary will change in December 2009 because that possible increase is tied to the Washington Region's consumer price index over a 12-month period from September to September. It is possible that figure will not show an increase.

Given the current economic climate, the Committee is recommending that Council Members' salaries not increase in the first year of the next term that starts in December 2010. Recognizing the move to fulltime Council service that occurred in 2006--, the committee recommends a five percent increase (5 percent) in December 2011 and a five percent increase (5 percent) in December 2012.

In 2013, the Committee recommends that the County Council Members' salary increase by the lower of the average of the CPI-U for the Washington-/Baltimore area for the 12-month period from September to September or the amount of the general wage adjustment for MCGEO members.

The Committee recommends that the Council President continue to receive an additional 10 percent above the annual salary of Council Members.

(more)

Sheriff

The salary for the Sheriff, effective Dec. 2, 2008, is \$135,298. The Sheriff's salary effective on Dec. 7, 2009 is not known at the completion of this report. That salary increase is based on 100 percent of the annual change in the CPI-U for the Washington-Baltimore area.

The Committee recognizes that the Sheriff's salary is significantly lower than those of similar positions both within the County and in nearby jurisdictions and, because the position carries a large workload due to the new Family Justice Center as well as increased gang violence, recommends that the salary be increased to \$154,000 in December 2010. The Committee recommends no salary increase for the years starting in December 2011 or 2012. The recommended increase for 2013 is equal to the lower of the average of the CPI-U for the Washington-Baltimore area for the 12-month period from September to September or the amount of the general wage adjustment for Fraternal Order of Police members.

State's Attorney

The current salary of the State's Attorney is \$173,181, subject to a cost-of-living adjustment effective Jan. 1, 2010.

The Committee recognizes that the State's Attorney's salary is significantly lower than those of similar positions, both within position in the County and in nearby jurisdictions, and recommends that the salary be increased to \$199,000, effective with the start of the next term on Jan. 1, 2011. The Committee further recommends no salary increase in January 2012 or 2013. The recommended increase for 2014 is equal to the lower of the average of the CPI-U for the Washington-/Baltimore area for the 12-month period from September to September or the amount of the general wage adjustment for MCGEO members.



Maryland's First
Nationally Accredited
Sheriff's Office



Raymond M. Kight
Sheriff

Darren M. Popkin
Chief Deputy

50 Maryland Avenue • Rockville, Maryland 20850 • 240-777-7000 • 240-777-7148 Fax

April 17, 2009

MEMORANDUM

To: Yale J. Wiesberg, Chair
Committee Members
Montgomery County Compensation Study Committee

From: Raymond M. Kight
Montgomery County Sheriff

Re: Sheriff's Office Background Information

It is my pleasure to appear before the Montgomery County Committee to Study the Compensation of elected officials to discuss the appropriate level of compensation for the next Montgomery County Sheriff. In order to properly evaluate the appropriate compensation level, I believe it would be useful for you to compare the Sheriff's compensation, with that of a wide range of senior Montgomery County Government employees. Attached is a bar chart depicting the relative compensation levels from the Office of Human Resources, Actual Average Class Salaries Summary, Report HRC7910 as of March 31, 2009.

I thought that it would also be important for you to know the wide range of public safety, judicial, civil and security functions carried out by my office. All of my 148 Deputy Sheriffs are certified as Maryland Police Officers, have full statewide arrest powers, and are graduates of the Montgomery County Police Academy or other certified police academy. My deputies generally train with the Montgomery County Police and many of our operations are carried out in co-operation with the Police Department. I also have 35 civilian staff employees who fill administrative support and social services counseling functions. The Sheriff's Office total recommended FY2010 operating budget is \$21.3 million dollars and includes 175.8 work years.

Attached is a reprint of the *Maryland Sheriff's Magazine* article describing the history of the Sheriff's Office and many facets of Sheriff's Office assignments as well as identifying the programs and task force operations that we conduct. Also attached is a brochure explaining the functions and services available at the Montgomery County Family Justice Centerⁱ, scheduled to formally open in May, 2009. The Sheriff's Office has been instrumental in the planning, design and staffing of this multi-agency resource for victims of Domestic Violence, the first of its kind in Maryland.

The Office of the Sheriff in Montgomery County was created in 1777 by the Maryland Constitution as part of the Judicial Branch of Maryland State Government and is the oldest law enforcement agency in Montgomery County, Md. The Sheriff is an elected public official under the Maryland State Government.

Montgomery County Deputy Sheriffs are required to complete a six month Montgomery County Police entry level training academy and a three month Sheriff's Office field training program. The Sheriff's Office maintains a full time Training Coordinator at the Montgomery County Police Academy who instructs police recruit firearms, physical training and Domestic Violence classes as well as in-service training. Upon successful completion of the police academy, all Montgomery County Deputy Sheriffs become sworn Maryland law enforcement officers, certified as police officers by the Maryland Police Training Commission.

In 1995, the Montgomery County Sheriff's Office was the first Maryland sheriff's office to become nationally accredited by the Commission on Accreditation of Law Enforcement Agencies (CALEA)ⁱⁱ. We will be renewing our accreditation again during on-site standards and performance audits to be conducted during August, 2009.

The Sheriff's Office 148 Deputy Sheriffs engage in general law enforcement, fugitive investigation, prisoner transport, security and judicial enforcement duties. The Sheriff's Office conducts community policing functions, issues motor vehicle citations, responds to 911 emergency calls when available, participates in law enforcement task force operations with local, state and federal agencies and deploys with the Montgomery County Police Department during natural disasters and declared states of public emergency.

Montgomery County Deputy Sheriffs currently participate in the U.S Marshals' Capitol Area Regional Fugitive Task Force (CARFTF)ⁱⁱⁱ, Montgomery County Gang Task Force, Montgomery County Firearms Task Force, and the Montgomery County Alcohol Enforcement Task Force. Deputy Sheriffs previously participated in the Washington area-wide Sniper Task Force, and provided law enforcement support for the 2009 Presidential Inauguration. Annually, the Sheriff's Office provides police patrols for 4th of July celebrations in Montgomery County and on the mall in Washington, DC. In September, 2005, three of my deputies, along with county police and firefighters, went to New Orleans for two weeks as part of Montgomery County's mutual aid response to Hurricane Katrina.

The Montgomery County Sheriff's Office maintains a Special Response Team (SRT) that deploys to high-risk situations that may arise out of the Sheriff's Office duties and participates with the Montgomery County Police Emergency Response Team in responding to high risk police calls. The Sheriff's Office SRT is composed of Tactical Members, Canine, Crisis Negotiators and Tactical Medics. The Sheriff's Office SRT members are graduates of the Police Department's SWAT school and other specialty law enforcement programs.

The Sheriff's Office four K-9 teams are cross trained in explosive detection, patrol and tracking duties. Sheriff's Office K-9 teams are first responders during business hours for K-9

Montgomery County Compensation Study Committee
Sheriff Raymond M. Kight
April 17, 2009
Page 3 of 3

calls in Montgomery County and surrounding areas.

The Sheriff's Office's judicial duties include courthouse security, transportation of prisoners, apprehension of fugitives on a nationwide basis, service of arrest warrants and court orders, and conducting evictions and court-ordered seizures.

The Sheriff's Office Domestic Violence Unit is the lead agency in Montgomery County for the service of civil Domestic Violence Orders, Emergency Evaluation Petitions, Peace Orders and related court process. Deputies in the Sheriff's Office perform welfare checks on domestic violence victims, and arrest violators of court protective orders. These services, as of April, 2009, are part of the core staffing at the Montgomery County Family Justice Center^{iv}. The Sheriff's Office Domestic Violence Coordinator moderates a county wide, multi-agency, ALERT team designed to identify and provide an interdisciplinary response to high risk domestic violence situations.

Please let me know if there are any specific areas of our public safety and judicial enforcement operations that you would like me to discuss. Thank you for your attention and the valuable time you have committed to your committee functions.

Cc:

Bryan C. Beamer
Susan Lefkowitz
H. Giles Knight
George Sauer

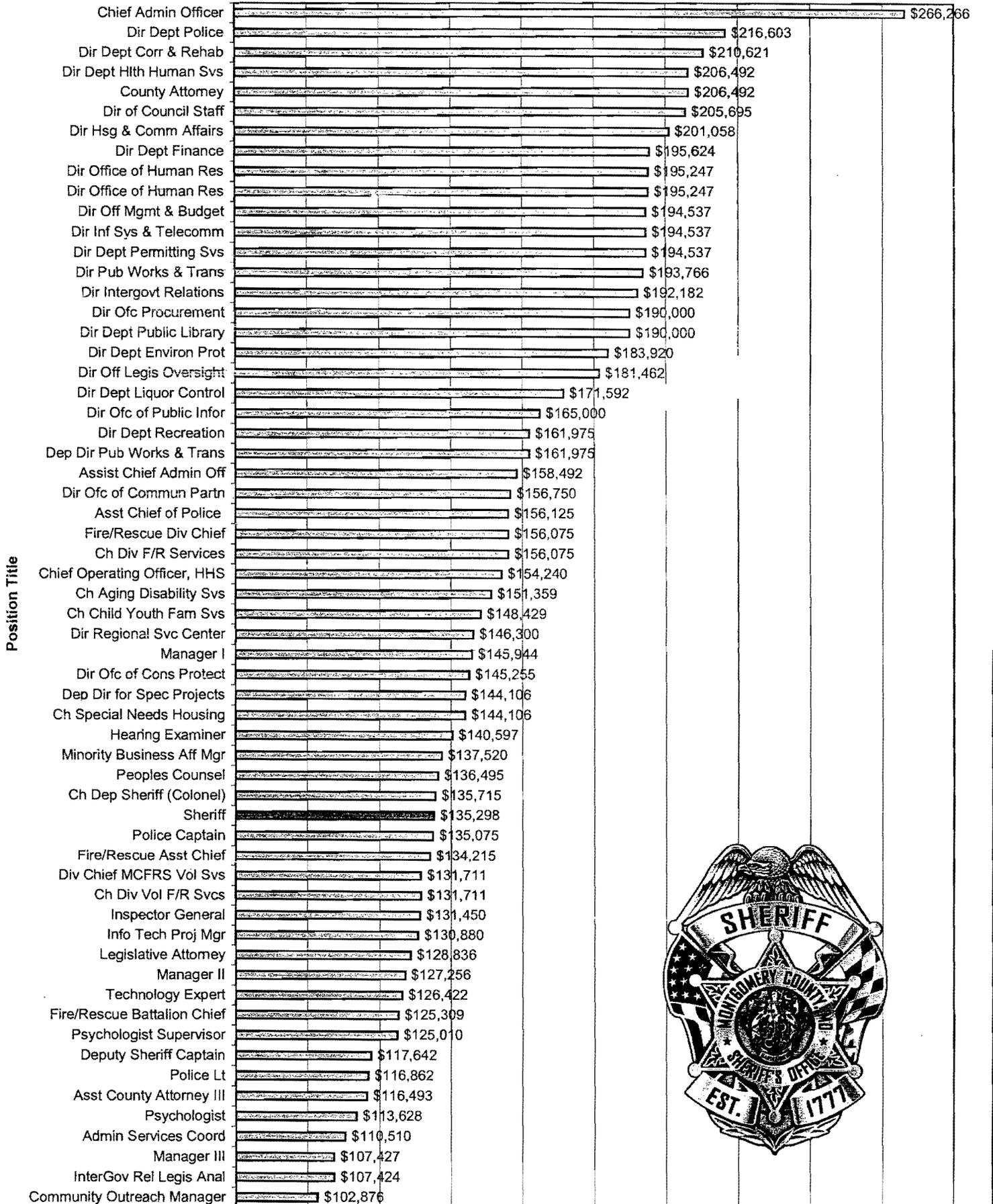
ⁱ www.mcfjcfoundation.org

ⁱⁱ www.calea.org

ⁱⁱⁱ www.usmarshals.gov/investigations/taskfrcs/rffs/capital/ca-rff.htm

^{iv} www.gazette.net/stories/09232008/montnew184645_32527.shtml

Montgomery County Sheriff's Salary - Comparison as of 3/31/2009



\$80,000 \$100,000 \$120,000 \$140,000 \$160,000 \$180,000 \$200,000 \$220,000 \$240,000 \$260,000 \$280,000

Average Class Salary (Source OHR Report HRC7910 - 3/31/2009)



Community Partners

- Montgomery County Sheriff's Office
- Montgomery County State's Attorney's Office
- Montgomery County Department of Health and Human Services
 - Abused Persons Program
 - Child Welfare Services
 - Emergency Services
- Montgomery County Department of Police
- Montgomery County Department of Correction and Rehabilitation
- Montgomery County Office of Community Partnerships
- House of Ruth, Maryland
- Catholic Charities of the Archdiocese of Washington, Inc. Immigration Legal Services
- STTAR Center – Counseling
- Maryland Department of Child Support Enforcement
- Safe Start Services for children exposed to domestic violence
- Interfaith Community Against Domestic Violence
- Child Advocacy Center – Treehouse (off-site)
- Montgomery County Family Justice Center Foundation, Inc. – Non - Profit and Supporting Partner www.mcfjcfoundation.org

Frequently Asked Questions

Do I need an appointment?

No. You can walk in for services.

Where can I park?

There is a free parking garage in the building on the Jefferson Street side. There is also street parking. The center is also within walking distance from Rockville Metro Station.

Can I bring my children with me?

Yes. We have a specially designed play room and kitchen facilities for children.

May I bring a friend for support?

Yes. However, when you speak to one of the professional staff, your friend may be asked to wait in the reception area.

Will it cost me anything for legal services?

No. There are no fees for any services at the Montgomery County Family Justice Center.

Can I get Protective Order Services at the Family Justice Center?

Staff can assist you with filing your petition for protection.

Can I return for additional services?

Yes. We encourage you to take advantage of all appropriate services.



A community partnership providing help for hurting families



Montgomery County
FAMILY JUSTICE CENTER

600 Jefferson Street
Rockville, Maryland 20852

240-773-0444

www.montgomerycountymd.gov/FJC

Crisis Line 24 Hour Assistance
240-777-4000



About Us

The Montgomery County Family Justice Center is a comprehensive one stop center for victims of family violence and their children. The center co-locates multiple agencies to provide coordinated advocacy, law enforcement, civil legal services and social services for wrap-around support for families. Your safety is our first priority. Our goal is to help you in a specially designed facility where you and your children can feel safe and comfortable.



Who Is Eligible?

Anyone who is experiencing or has experienced domestic violence is eligible to receive services. Children are welcome to use the child friendly environment while the parent is receiving services.

Available Services

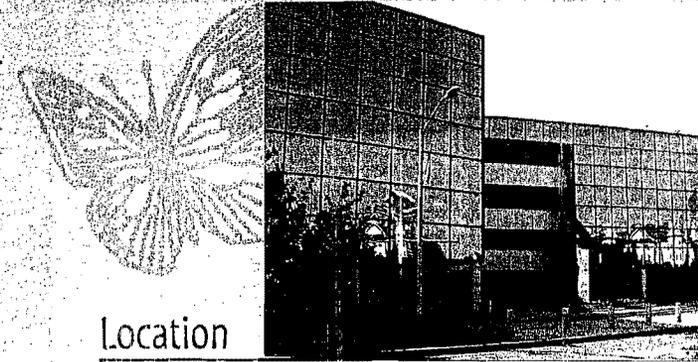
- Safety Planning – staff at the Center will work with you on an individualized, comprehensive safety plan.
- Legal Advocacy – advocates can assist you in filing for a protective order or with criminal charges.
- Legal Representation for Civil Protective Orders – the House of Ruth has a staff of civil attorneys to represent you at a Protective Order hearing at no charge.

- Counseling for you and your children – you can meet with a counselor and make arrangements for further individual or group counseling services.
- Criminal Investigation – you can meet with a detective or prosecutor about possible criminal charges or to discuss a pending case.
- Immigration Consultation under Federal Violence Against Women Act (VAWA) – an attorney can meet with you in a confidential setting to explain the VAWA provisions to protect battered immigrant women.
- Emergency Protective Orders – an advocate can assist you with filing your petition for protection at the Center.
- Shelter Placement – staff can assist you and your children in accessing a confidential shelter as part of your safety plan.
- Referral To Safe Havens for pets – if your pet needs shelter, you can receive information on how the Humane Society can help.
- Snacks and play room for your children to relax.
- Child Advocacy Center (off site) – you can be referred to the Treehouse Child Advocacy Center for services for your children who have been hurt or witnessed domestic violence.
- Chaplaincy program - Chaplains will be available for spiritual support and guidance.



Fees

There are no fees for services at the Family Justice Center.



Location

The Family Justice Center is located at 600 Jefferson Street, Suite 500, Rockville, Maryland (on Route 355, the intersection of Rockville Pike and Jefferson Street). The Family Justice Center is accessible by public transportation, the Rockville Metro Station, and is near the Rockville District and Circuit courts.

Hours

The Family Justice Center is open Monday – Friday 8:30 a.m. – 5:00 p.m.

240-773-0444

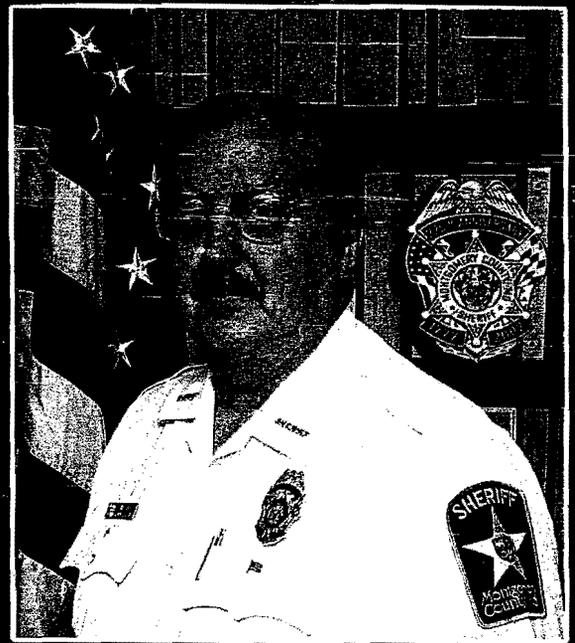


Maryland



VOL. 22, NO. 4
WINTER 2005-2006

SHERIFF



Montgomery County Sheriff
Raymond Kight



Montgomery County Sheriff's Office: A Wide Range of Community Services

MONTGOMERY COUNTY SHERIFF'S OFFICE: *Serving the Community*



By Bruce Sherman
Assistant Sheriff
Montgomery County
Sheriff's Office

Montgomery County Sheriff Raymond Kight always knew that his career would be in law enforcement. "I have police work in my blood," he said.

Kight joined the U.S. Army at 17 and was stationed in Heidelberg, Germany, as a military police officer for two years. He concluded his army service working with the Baltimore City Police Department where he had grown up. After his discharge from the army, his experience as a military police officer helped him win a position as a Montgomery County police officer in 1962. Kight also began classes at the University of Maryland. In 1966, he transferred to the Montgomery County Sheriff's Office as a deputy sheriff and enrolled in the University of Baltimore Law School. He graduated with a law degree in 1970 and was promoted to lieutenant. In 1976 he became chief deputy sheriff.

Kight's first assignment in the Sheriff's Office was to purchase bullets for the unloaded .38 caliber revolver that was handed to him when he reported for duty.

One of Kight's more creative solu-



Sheriff Raymond Kight waits outside the Montgomery County Detention Center during the transfer of sniper suspect Lee Boyd Malvo from Virginia to Maryland custody.

tions to jail overcrowding in Montgomery County occurred during a freeze on new admissions at the Maryland Penitentiary. Kight drove a sheriff's

office van with state-sentenced prisoners into the Maryland Reception, Diagnostic and Classification Center in Baltimore. He unloaded the prisoners in the secured sally-port and then went to the restroom. Instead of returning to the prisoners, he got back in his van and drove away, leaving the state with custody of an additional group of sentenced inmates.



Sheriff Kight began his law enforcement career as a military police officer.

Office of the Sheriff

Ray Kight was first elected as the 73rd Montgomery County sheriff in 1986. He has been reelected in 1990, 1994, 1998 and 2002. Robert McCarthy, an attorney and columnist in a local newspaper, summed up Kight's success: "In 1986, he was elected sheriff of Montgomery County, and has been re-elected by the voters continuously since then. He runs, with quiet professionalism, the 'silent service' of Montgomery County law enforcement."

The modern Montgomery County Sheriff's Office that Kight now leads



The Montgomery County Sheriff's Office Special Response Team is trained in conducting explosive entries. Sergeant Sean Mullican practices precision blasting techniques with Montgomery County Police Sergeant Jeff Nyce.



The Montgomery County Special Response Team demonstrate their forcible entry techniques for gaining access to an apartment in a confined area.

bears little resemblance to the agency he took over in 1986, with a total of 76 full-time employees, and a \$3,180,000 budget.

The sheriff's office now performs a wide range of public safety, judicial, civil and security functions. All 138 uniformed Montgomery County deputy sheriffs are certified as Maryland police officers, have full statewide arrest powers and are graduates of the Montgomery County Police Academy or other certified police academy. They generally train with the Montgomery County Police and many sheriff's office operations are carried out in cooperation with the police department. There are 30 civilian staff employees who fill administrative support and social services domestic violence-related functions. The sheriff's office total approved fiscal 2006 operating budget is \$16 million dollars and includes 169 work-years.

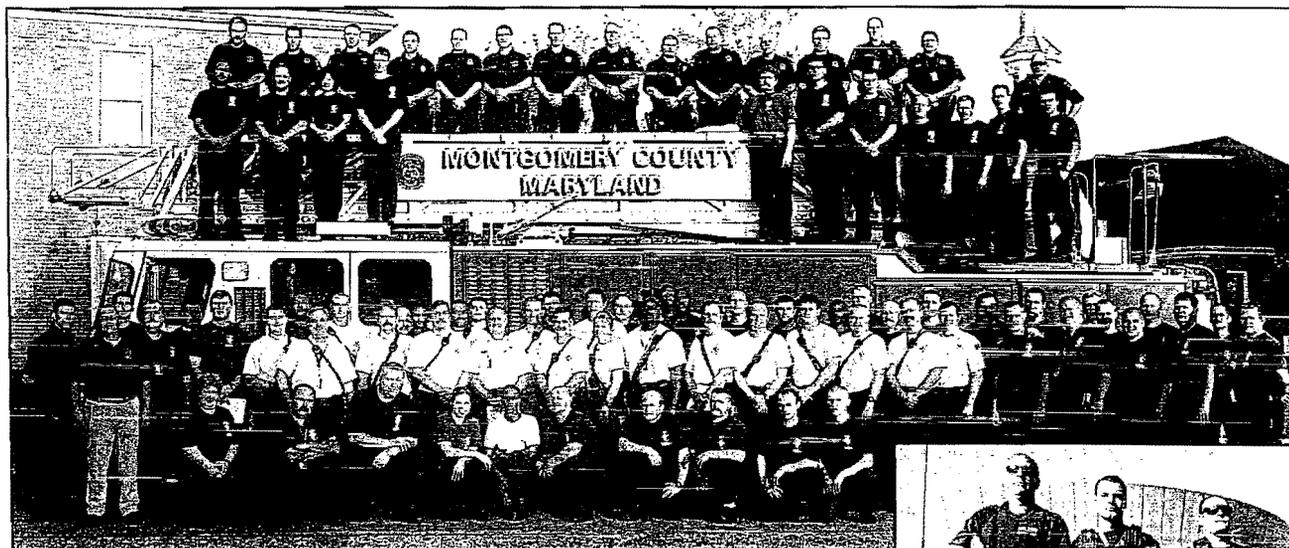
In 1995, the Montgomery County Sheriff's Office was the first Maryland sheriff's office to become nationally accredited by the Commission on Accreditation of Law Enforcement Agencies (CALEA). The sheriff's office has been reaccredited continuously since then.

Deputy Sheriffs

The 138 deputy sheriffs of the office engage in general law enforcement, fugitive investigation, prisoner transport and court-related enforcement duties. The sheriff's office conducts community policing functions, issues motor vehicle citations, responds to 911 emergency calls when available, participates in law enforcement task force operations with local, state and federal agencies and deploys with the Montgomery County Police Department during natural disasters and declared states of public emergency.

Montgomery County deputy sheriffs are required to complete a six-month Montgomery County police training academy and a three-month sheriff's office field training and evaluation program. The sheriff's office maintains a full-time training coordinator at the Montgomery County Po-

Kight: Serving Montgomery County



Three Montgomery County deputy sheriffs were sent on September 5 as part of a mutual aid mission to New Orleans in the aftermath of Hurricane Katrina. The deputy sheriffs and Montgomery County Police were sent to provide security for 70 firefighters along with equipment and apparatus. The law enforcement officers participated in search and recovery efforts for storm victims.



Deputy Sheriff Daniel Hendrick, Sergeant Michael Stull and Sergeant Sean Mullican stand in front of the New Orleans Superdome during their mutual aid response to New Orleans, Louisiana following hurricane Katrina.

enforcement support for the 2005 presidential inauguration and the dedication of the World War II memorial in Washington, D.C. Annually, the sheriff's office provides police patrols for Fourth of July celebrations in Montgomery County and on the mall in the District of Columbia.

With other Montgomery County law enforcement agencies, the sheriff's office participates in the Special Events Response Team (SERT) started by the Montgomery County Police Department. SERT is a specially trained and equipped team to respond to a variety of events, including civil disturbances and incidents involving weapons of mass destruction that might occur in Montgomery County, as well as mutual aid response to neighboring jurisdictions.

In September, three Montgomery County deputy sheriffs on the SERT team, with county police and firefighters, were deployed to New Orleans for two weeks as part of the mutual aid response to Hurricane Katrina.

Services to the Community

The sheriff's office's court-related duties include courthouse security, transporting prisoners, apprehending fugitives nationwide, serving arrest warrants and court orders and conducting evictions and court-ordered seizures.

The sheriff's office maintains a Special Response Team (SRT) that responds to high-risk situations that may arise out of the sheriff's office duties. The SRT also participates with the Montgomery County Police Emergency Response Team in responding to high-risk police calls. The sheriff's office SRT is composed of tactical members, canine, crisis negotiators and tactical medics. The sheriff's office SRT members are graduates of the police department's SWAT school.

The sheriff's office K-9 teams are cross-trained in explosive detection, patrol and tracking duties. Sheriff's office K-9 teams are first responders during business hours for K-9 calls in Montgomery County. In December, three of the sheriff's K-9 teams were

awarded Triple Crown certification from the U.S. Police Canine Association (Region 3) for patrol, tracking and explosive detection.

The Court Services Division of the sheriff's office is responsible for transporting and guarding prisoners between the Montgomery County Detention Center (MCDC) in Rockville and the Montgomery County Correctional Facility (MCCF) in Boyds, and various court holding facilities, as well as to and from health care facilities and other institutions. In early 2003 when the MCCF opened, the sheriff's office transported approximately 800 inmates on four consecutive weekends between MCDC and MCCF. When a writ is received from other counties, deputies are required to transport prisoners from MCCF to

Kight: Serving Montgomery County

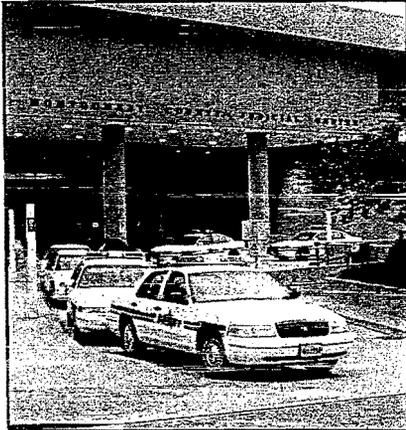


Sheriff Raymond Kight attended the opening of the new district court building in Silver Spring.

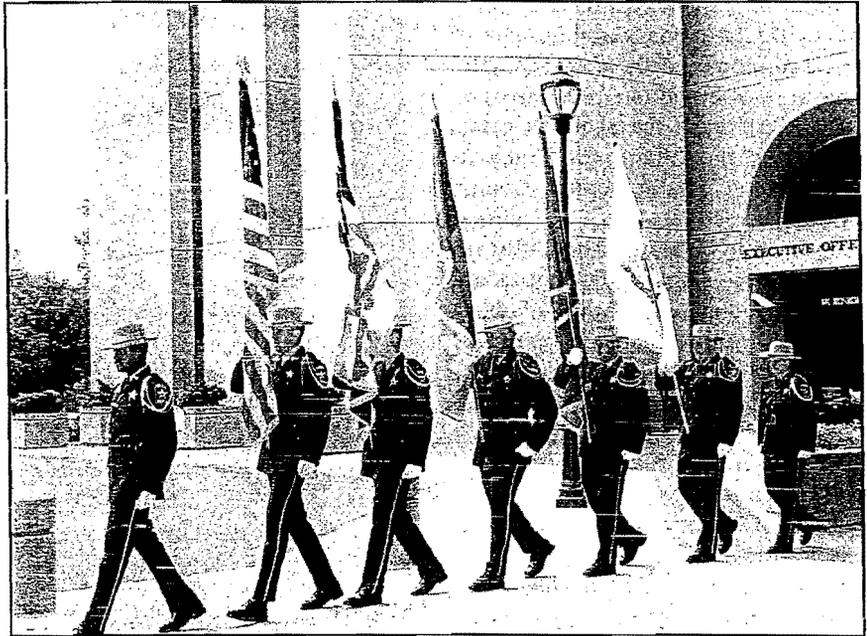


Deputy Sheriff Amanda Boyer and K-9 Sammy display some of their trophies. The sheriff's office has four explosive detection trained teams.

Kight: Serving Montgomery County



Part of the sheriff's office fleet are displayed in front of the Montgomery County Judicial Center in Rockville.



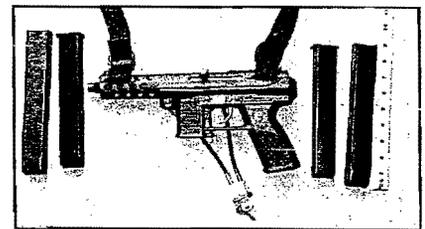
The sheriff's office color guard performs in front of the Montgomery County Judicial Center. Participating are Deputy Sheriffs Lenworth Black, Thomas Alderton, Max Uy, Tom Davies, Brian Phillips (now a civilian), Jim Baxter and Amanda Boyer.



Deputy Sheriff Vince Magruder and his K-9 partner Cyrus completed training with this demonstration involving Montgomery County Police Officer Jim Cibula.



Montgomery County Deputy Sheriff Don Walters has trained to use a bicycle for urban patrol work. Walters used his bike to patrol the Rockville City hometown holidays in the Rockville City Courthouse Square area.



During the service of domestic violence interim and temporary protective orders, the sheriff's office secures numerous firearms. This TEC-9 semi-automatic pistol was held during the term of a protective order.

other Maryland district and circuit courts. The sheriff's office performs about 20,000 such prisoner transports a year.

In Montgomery County, the sheriff operates four temporary detention facilities for court-related functions. These detention facilities are located in the Silver Spring and Rockville District Courts, Circuit Court and Juvenile Court. These detention facilities

meet stringent accreditation standards and process approximately 14,500 prisoners annually.

The office has a variety of transportation vehicles to perform these prisoner movements. On the request of other law enforcement agencies, the sheriff has also provided these vehicles and deputies to assist with events that may result in mass arrests. The sheriff's office is equipped and

prepared for emergency holding and works with the Montgomery County Detention Center to establish emergency evacuation and support plans in the event an incident should occur requiring emergency housing of inmates.

In one of the more unusual evictions in March 2002, the sheriff's office was ordered to evict a Russian language book publisher from a ware-

Kight: Serving Montgomery County

house in Rockville. The landlord hired dump trucks to transport thousands of Russian books to the county's solid waste transfer station after the eviction. Staff from the sheriff's office contacted the Library of Congress and then Congresswoman Connie Morella to see if some of the unusual books could be saved. This effort resulted in the Library of Congress accepting a donation of tens of thousands of Russian language books for their own collection and for transfer to other libraries throughout the United States.

The sheriff's office Domestic Violence Unit is the lead agency in Montgomery County for the service of civil domestic violence orders, emergency evaluation petitions, peace orders and related court processes. Deputies in the sheriff's office perform welfare checks on domestic violence victims and arrest violators of court protective orders.

In an effort to enhance protection for the victims of domestic violence, the sheriff's office offers cellular phones to all domestic violence victims and has a partnership with ADT for alarm pendants for victims who are most vulnerable. The sheriff's office domestic violence coordinator moderates a county wide, multi-agency, ALERT team designed to identify and provide an interdisciplinary response to high-risk domestic violence situations.

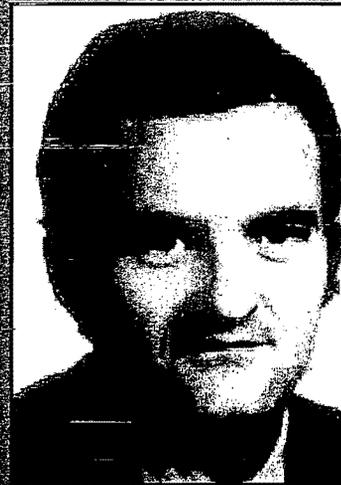
The office has a contractual agreement with the state's Department of Human Resources to serve all summonses generated by the State Child Support Enforcement Division. Staff assigned to the Child Support Enforcement Section serve child support summonses and subpoenas, research cases dealing with defendants evading service and respond to emergency situations that occur within the county's child support offices.

Preparations

In preparation for any possible bioterrorism incidents, deputy sheriffs are prepared for possible expo-



William Bradford Bishop, Jr.



William Bradford Bishop, Sr.

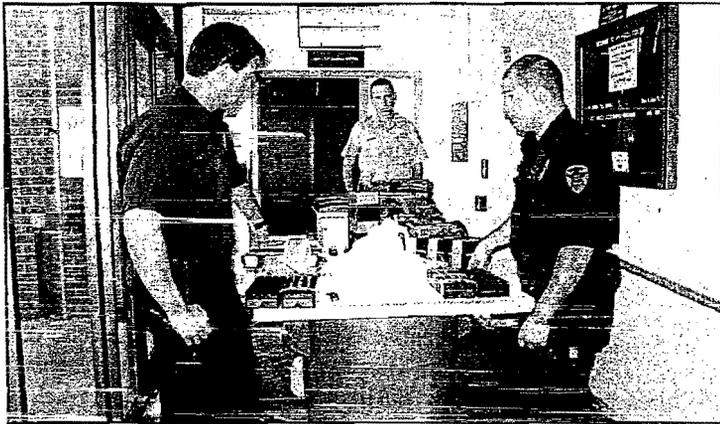


An artist's rendering of Bishop's contemporary appearance.

The Ongoing Hunt

For the last 20 years, Sheriff Kight has been searching for fugitive William Bradford Bishop. He was wanted for the March 1976 federal murders of his entire family. The victims were his wife Annette Kathryn Bishop, his three sons William Bradford Bishop, III, William German Bishop, Jerry Gregory Corder Bishop, Jr., and his mother Lois (Amar) W. Bishop. Bishop is a white male, 5'11", 175 lbs., blue eyes, and brown hair. He has a medium complexion and a thin nose. Bishop was born in Chicago, Ill., in 1926 and his Social Security number is 34-111-1000. He speaks fluent English, Spanish, Italian, Sicilian, Croatian and German. Bishop is a divorced man and has a bad record of arrests, some involving theft. He graduated and a master's degree in international studies from the University of California. He also attended Marquette College in Vermont and the University of Nevada in Reno. Bishop worked for the U.S. Department of State as an assistant chief in the Division of Special Activities and Commercial Attachés. Bishop's case has been featured in several American and European magazines.

Kight: Serving Montgomery County



MCPD Officer Reinold Winterhalter and Deputy Sheriff Sergeant Sean Mullican conduct explosive entry practice in a soon-to-be destroyed school building. They prepare a live charge while Chief Deputy Darren Popkin looks on from a distance.



The sheriff's office started a ceremonial motorcycle unit. The first MCSO motor officers are Deputy Sheriffs Norman Adams and Ernest Turner.

sure or infection from the potential release of a pathogen. If this scenario were to occur, deputies must have immediate access to appropriate medication.

With Montgomery County Department of Health and Human Services, the sheriff's office implemented the Bio-Pack Program. Each deputy is pre-screened by a Montgomery County nurse to ensure it is safe for that individual to use the county's emergency prescribed medication to combat a bio-terrorist threat.

After this review and medical clearance, each deputy is issued two bio-packs. Each one contains a bottle of medication likely to be the most effective treatment therapy for exposure to a bioterrorism agent, other than smallpox, and those diseases caused by viruses.

If a bio-terrorism event were to occur, the county health officer would provide the sheriff's office with specific instructions regarding the dose, frequency and any other pertinent information. Deputies are instructed to keep one Bio-Pack at home and one at the worksite to ensure they can begin taking their medication immediately upon notification. With this program, the Montgomery County Sheriff's Office has taken a proactive step toward safeguarding deputy sheriffs' health.



Two newly promoted deputy sheriff sergeants hold their certificates surrounded by sheriff's office executive staff. From left to right are Lieutenant Zachary Grant, Sheriff Raymond Kight, Sergeant Shannon St. Louis, Sergeant Robert Lehman, Captains Rodney Brown, Robert Cordes and Chief Deputy Darren Popkin

Kight: Serving Montgomery County



MCSO graduation from the police academy, with Captains Cordes and Bonanno, Deputy Sheriff Michael Brickles, Lieutenant Grant, Sergeant Uy and Chief Deputy Darren Popkin.



Deputy Sheriff Sergeant Joe Stanton and K-9 partner Griz in front of the Montgomery County Judicial Center in Rockville

Changes Through the Years

The modern Montgomery County Sheriff's Office is quite different from its historical predecessor. According to historical records, Clement Beall became the county's first sheriff on May 20, 1777. The county's citizens depended on the sheriff for all of law enforcement until the early 1920s when the Maryland State Police and the Montgomery County Police Departments were formed.

One of the sheriff's early duties was maintaining the jail and custody of its inmates. The county's first jail was located at Hungerford's Tavern, a 24-foot by 16-foot structure. A whipping post and gallows were located in the rear.

In 1801, the jail was moved to North Washington Street and West Montgomery Avenue in Rockville. In 1901, a new jail was built of stone and was located where the Montgomery County Council Office building stands today. The county jail until 1931, this stone building housed 12 small cells, a windowless dungeon in the basement, a whipping post at the rear and an apartment for the jailer. On April 15, 1921, in the courtyard of the jail, Sheriff George E. Nicholson "sprung the trap" of the gallows which resulted in the last execution held in Montgomery County.

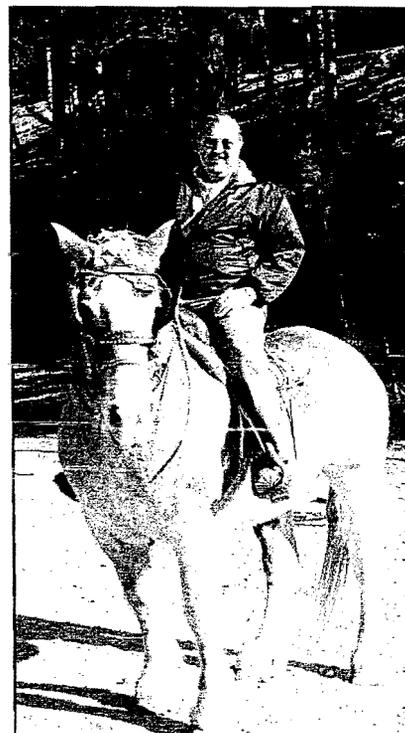
A new county jail was built in 1932 located on top of the Gray Courthouse in downtown Rockville. It contained 11 rooms where prisoners were confined. The facility also included a room for trustees and a detention room for men who were serving sentences or awaiting trial. Two rooms were for women, two rooms for men and one for juveniles. Included were two bullpens and two block cell rooms. Each room was ventilated and had a toilet and shower.

As was the case in all the jails of the time, the sheriff or a deputy would live with his family, in quarters above the jail. The "turnkey" was in charge of the jail. In the county's 1940-1941 budget, \$1,920 was appropriated for

Kight: Serving Montgomery County



Two deputy sheriffs received awards during the Rockville City Chamber of Commerce Public Safety Awards ceremony. From left are Chief Deputy Popkin, Deputy Sheriff Michael Stultz, Sergeant Joe Stanton, and Sheriff Kight.



Sheriff Kight briefly turned in his police car for horseback riding in the mountains on this Belgian draft horse.

salaries and \$4,500 for other expenses of operating the jail. In 1950, supervision of the jail was transferred from the sheriff to the Montgomery County Department of Corrections.

The sheriff's office was located on the first floor of the Gray Courthouse until 1968, when the office was moved to the third floor of the same building. Sometime shortly after renovation, the sheriff's office moved to the third floor of the adjacent Red Brick Courthouse. The Red Brick Courthouse is now a historical building and the district court operates out of the old Gray Courthouse.

Since 1980, the sheriff's office has

been housed in the new Judicial Center on Maryland Avenue. The sheriff's office of the 1990s had a staff of more than 100, performing many of the traditional duties it performed for more than 200 years but utilizing more modern technology.

Substantial changes in the sheriff's office have occurred under Sheriff Kight's leadership. Deputies now wear sheriff's office uniforms and drive marked police vehicles. They receive entry-level training at the Montgomery County Police Training Academy as part of the police recruit class and receive state certification as police officers. A deputy sheriff is assigned to the academy staff

as a coordinator and instructor. This integration into the academy training has created a bond between the sheriff's deputies and police officers and has strengthened the camaraderie between the two agencies. Highly trained and specialized sheriff's units will continue to serve and adapt to the challenges of this decade.

Sheriff Kight looks forward to meeting the law enforcement challenges of the next several years. He believes that the dedicated, well trained and equipped men and women of the sheriff's office will continue to serve the county in the best tradition of law enforcement.

Tuesday, Sept. 23, 2008

'One-stop' center for domestic violence victims in the works

Montgomery officials embark on a two-day planning session for Family Justice Center

by Sebastian Montes | Staff Writer

A select group of county officials and family advocates has embarked on a two-day planning session that will help define the shape and scope of a "one-stop" center for victims of domestic violence, set to open in March in downtown Rockville.

Modeled after a widely hailed system of Family Justice Centers around the nation, the county's version has been several years in the making, driven by the efforts of domestic violence advocates and spear-headed by County Councilwoman Duchy Trachtenberg (D-At Large) of North Bethesda. The county-funded Family Justice Center will provide a range of services under one roof — including the sheriff's office to help with protective orders, the State's Attorney's office to help with criminal charges, legal advocates, referrals to shelters and child services and help with immigration issues.

A meet-and-greet Sunday night of about 50 elected officials and law enforcement agents at the Glenview Mansion in Rockville kicked off the strategic planning sessions today and tomorrow. The sessions are not open to the public.

Casey Gwinn, president of the National Family Justice Center Alliance will provide advice and technical guidance. Starting from the original Family Justice Center he helped create in San Diego in 2002, there are now 40 such centers nationwide and another 40 in planning, he said Sunday night — all of them successful only insofar as the various agencies involved commit to cooperating with each other.

"I have no doubt that Montgomery County is going to be one of those model centers and leading centers. It's a simple concept — co-located services — it's just hard to do," he said. "It's a principle of physics; everything goes from order to disorder over time. You put people together and agencies don't want to stay together, they tend to drift — ego, personality, turf. And to keep trying, leadership matters. And that's why I have so much hope for Montgomery County, is because of committed leaders. So if leadership keeps working on this and you keep the power of 'We,' you can go forward," he said. "I have no doubt that in the final analysis, 20 years from now, the fact that you are going through this together here today, is going to have an impact on the world, and thousands of families in the future."

SAFETY ALERT: If you are in danger, please use a safer computer, or call 911, Montgomery County Crisis Center (240-777-4000) or the U.S. National Domestic Violence Hotline at 1-800-799-7233 and TTY 1-800-787-3224. There is always a computer trail, but you can leave this site quickly.



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What is a Family Justice Center?

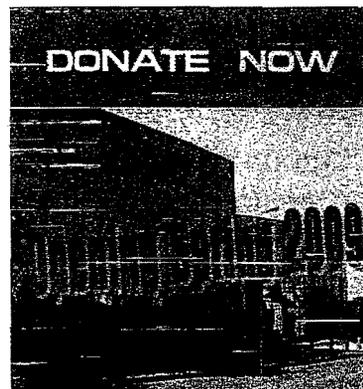
It is the co-location of a multi-disciplinary team of professionals who work together in one, centralized location to provide coordinated services to victims of family violence. While a Family Justice Center may house many partners, the basic partners include Sheriff's Deputies, police officers, prosecutors and community-based advocates. The core concept is to provide Services in a seamless, efficient manner and include advocacy, crisis counseling, safety planning, assistance in obtaining protective orders, shelter referrals, counseling groups, chaplains, pro bono and immigration attorney services, the opportunity to talk with police and prosecutors.

The primary goal of the FJC is to create a comfortable place for families to meet with service providers rather than go from place to place seeking help. There will be a kitchen stocked with snacks and beverages available for victims or children who may be hungry. A children's room and library provides safe, child-friendly areas for children to play, read, and watch television, do homework, or use a computer while their mothers talk with a counselor confidentially.

Objectives of the Family Justice Center are to work in a united effort to achieve the following goals:

- Improved access to services for victims and families
- Co-location of law enforcement and social services to enhance the coordinated community response
- Improved case management for victims
- Outreach to the immigrant population
- Reduce the number of unreported domestic violence cases
- Hold domestic violence offenders accountable
- Reduce the number of protective orders dismissed because of petitioner FTA
- Promote a community-wide response of zero tolerance for domestic violence.

The Family Justice Center model is based on the San Diego Family Justice Center model (www.familyjusticecenter.org) which opened in 2002. The Family Justice Center model has been identified as a best practice in the field of domestic violence intervention and prevention services. The documented and published outcomes in the Family Justice Center model have included: reduced homicides; increased victim safety; increased autonomy and empowerment for victims; reduced fear and anxiety for victims and their children; and reduced recantation and minimization by victims when wrapped in services and support, to name a few.



Montgomery County Family Justice Center
Rockville, Maryland 20850

[Contact Us](#)

MCFJC Foundation, Inc.
P.O. Box 10692
Rockville, Maryland 20849

[Email Us](#)

[Who's Online](#)

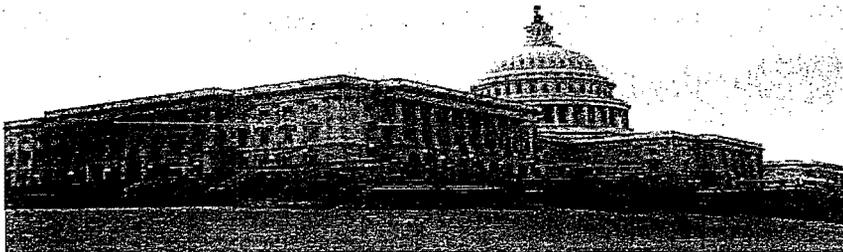
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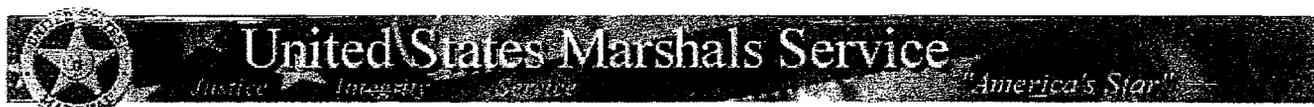
Participating Agencies

Area of Service

District of Columbia
Superior Court
District of Columbia District
Court
District of Maryland
Eastern District of Virginia

Office Contact Information

Washington (202) 682-
DC 6061



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Capital Area Regional Fugitive Task Force

Participating Agencies

Federal Agencies

United States Marshals Service

Department of State

Bureau of Alcohol, Tobacco, Firearms, and Explosives

Drug Enforcement Administration

Department of Housing and Urban Development

Department of Veterans Affairs

Federal Protective Services

Federal Bureau of Investigation

U.S. Capitol Police

U.S. Mint Police

U.S. Postal Inspectors

U.S. Secret Service

Social Security Administration

State and Local Agencies

District of Columbia

DC Department of Corrections

DC Metropolitan Police Department

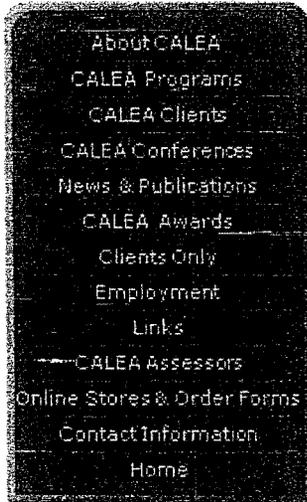
Maryland

Baltimore City Police Department

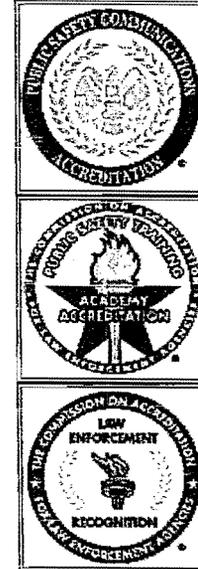
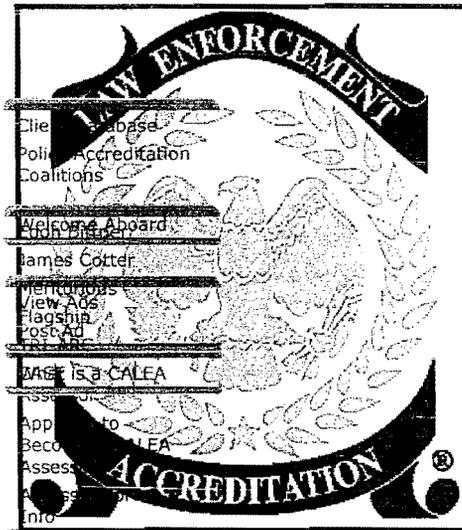
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Montgomery County Sheriff's Office

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The Washington Times

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Tuesday, June 23, 2009

CITIZEN JOURNALISM: Montgomery takes on gangs

John Muller SPECIAL TO THE WASHINGTON TIMES

CITIZEN JOURNALISM:

On the evening of the 65th anniversary of D-Day, a watchful full moon illuminates the Silver Spring Metro station, where "Ghost," 24, of Langley Park, interacts with passersby and lets them know that he has "nicks goin' quick."

While he openly hustles \$5 bags of marijuana, or "nicks," he downplays Montgomery County's gang activity.

Montgomery County has only "Faker Bloods. Fake Crips. Just unorganized wannabes. The only thing serious is MS-13. Nothing else - wannabes. Trying too hard," says Ghost, who asked that his full name not be used.

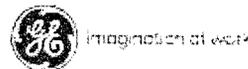
With more than a half dozen visible tattoos, he says that whenever the police see him, they will automatically operate under the assumption that he is gang-affiliated.

"Some gang members don't have typical identification markers. You won't know they're a gang member until they bust your head in and throw up that sign," Ghost says.

He insists that he is not in a gang and doesn't "gang-bang." Instead, he "mobs" - or hustles - with a large but loose group of what he termed as "islanders."

As certain areas of Montgomery County have undergone the transformation from rural to predominantly urbanized suburbs of the District, problems historically associated with inner-

GE can help save the
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city life have moved beyond their traditional boundaries.

On June 1, Montgomery County's elected officials announced the appointment of Victor DelPino as the new chief of the county's gang-prosecution unit in the State's Attorney's Office.

Mr. DelPino, 33, a Silver Spring native, began working with the Montgomery County State's Attorney's Office five years ago and was a member of the first gang-prosecution unit in Maryland when that agency announced the creation of a gang task force in 2007.

The unit is in place to attack the issue of gang activity "proactively," and has been instrumental in "training prosecutors to handle [gang] cases appropriately," Mr. DelPino said. His immediate staff consists of five prosecutors and three investigators.

Becoming the first Hispanic to lead a trial unit in county history, Mr. DelPino wants to make it clear that gang activity is not isolated to one particular ethnic group or national origin.

The diversity of Montgomery County is reflected in the diversity that county police see in gang membership, Mr. DelPino said.

In Montgomery County, gangs can have a "multicultural membership" that is rarely seen in other parts of the country, Mr. DelPino said.

He acknowledged that county law enforcement has seen the growth of local Bloods, who use the same name and brand as the gang started in Los Angeles, but there has not been any evidence to support a linkage between localized sets and the larger national organization.

Mr. DelPino acknowledged the sensitivity of branding a certain individual or group of individuals as being gang-affiliated. The county has an intense validation process to verify active gang members, and acknowledges that his office "takes it very serious."

"Before we mention 'gang' in open court, we make sure the validation process is correct," he said.

Mr. DelPino's office is actively reaching out to members of the community and speaking at schools and public hearings. The objective of his office is to "develop a unified front within the county, because everyone is on the same team, with the same goal. We want kids to not join gangs, to have alternatives, and ultimately be successful."

According to county police, 5 percent of all county crime is gang-related. The county has about 40 active gangs and 1,150 gang members of all backgrounds, according to the state's

attorney's Web site.

Montgomery County initially began tracking gang activity in 1992 with a "gang intelligence" database.

Last November's shooting death of a 14-year-old high school freshman on a Ride-On-Bus in Silver Spring and the stabbing death of a 15-year-old in Gaithersburg's Malcolm King Park in January reminded county officials that, despite the additional prosecutorial and prevention resources they have developed, the county does have a gang problem that poses a threat to public safety for all county residents, according to several county officials.

A March report by Montgomery County Police Chief J. Thomas Manger states, "Our gang investigators were very busy in 2008. Although overall gang-related crime was down for 2008, burglaries and robberies were up significantly."

The report states that "the Central Business Districts of Silver Spring and Wheaton have a disproportionate amount of robberies and aggravated assaults."

According to the state's attorney's office, the county has an "'all crimes' approach" to gang activity, from trespassing offenses to homicide. If committed by a known gang member, the crime is tracked by Mr. DelPino's office. Since the creation of the gang-prosecution task force in 2007, Montgomery County has prosecuted nearly 1,000 gang-related offenses, although a single individual can account for multiple offenses.

Mr. DelPino said that although gang activity has been documented in all police districts in the county, certain areas of the county have a greater concentration of gang activity. In these areas, he explained, "We are seeing recruitment at an early age, and county residents have shared their great concern when seeing older kids hanging out at elementary schools."

"It is important we recognize that there are more kids in-county doing well, being of benefit to society than those who are detrimental," Mr. DelPino said.

Ashley Peters, 17, who grew up near First and Kennedy streets in Northwest Washington, is currently a student at Wheaton Senior High School. She is not in a gang, but thinks "the police set a certain image on all teens that all of us are no good and in gangs, which is not true."

Ashley concedes she did not think there was crime in the suburbs "until I moved to Wheaton, where I have witnessed innocent citizens robbed on the bus for iPods and cell phones."

She now says, "Everywhere, never let your guard down."

First-term Montgomery County Council member Marc Elrich, who taught for more than 15 years at Rolling Terrace Elementary School in Takoma Park, sees the county's dedication of resources toward gang prevention as a smaller element of the broader countywide effort to advance positive youth development.

Montgomery County's approach to gang prevention and youth development has changed, Mr. Elrich said.

"People are finally acknowledging there is a gang issue. We spent a lot of time avoiding the reality," he said. "You can't develop programming if you don't acknowledge the problem."

Currently, Mr. Elrich said, he is working to create a countywide coalition that brings together after-school programming and consolidates services in an effort to maximize the effectiveness of appropriate services on youth development.

He said the county needs more educational alternatives to discourage youths from turning to the streets.

Mr. Elrich and his staff are also working on an effective evaluation process because he said he recognizes that money is not unlimited. His office is focused on positive youth development, as eliminating gangs from the county will "not solve all of our concerns about safety and juvenile crime."

He said he wants to ensure the county does not lose focus on youths "not involved with gangs." All initiatives are aimed at providing opportunities for young adults to improve their quality of life and that of their families and communities, he said.

Although born in the United States, "Ghost" spent his childhood on a Caribbean island, where he says "hustling" - starting with selling marijuana - was a family tradition he quickly learned.

So what does "Ghost" think of the county's increased efforts to prosecute what is perceived as gang-related crime? "Courts just smash your head," he said. "They throw the book at you and call it doing something. That is what they call rehabilitation."

- John Muller is a writer living in Montgomery County.

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Committee to Study the Compensation for the County Executive, County Council, Sheriff, and State's Attorney

Thursday, March 26, 2009
6:30 p.m. to 8:00 p.m.
5CCR

Members Present: Yale Wiesberg, Chair; Bryan Beamer; Giles Knight; George Sauer
From Council Staff: Jean Arthur; Susan Mabie

Absent: Susan Lefkowitz

The Chair suggested that compensation for officials be studied (and interviews given) in the following order:

1. Sheriff
2. State's Attorney
3. Executive
4. Councilmembers (suggested that 5 Councilmembers be interviewed – 3 by district, 2 at large)

The Chair suggested that the first 3 be finished by late April (interviews to start by Committee's 3rd meeting), and the 4th by late May/early June because budget season is starting, and interviews with these will have to be delayed.

All members who were present agreed that the Committee should look at outside compensation of Councilmembers, including passive income.

The question was raised as to whether CPIs should be used.

Information requested for future meetings:

1. "Job Description" for Councilmembers – how is their time spent?
2. Jean to search for compensation information from NACO on comparable counties across the nation (population; per capita income; style of government, i.e., County Council & elected Executive)
3. All benefits of these elected officials

Jean will call Sheriff, State's Attorney, and Executive to set up interviews (Committee hoping that Executive will be willing to meet with the whole Committee).

Next meetings: April 6, April 20, April 27 – all at 6:30 p.m.

Minutes written by Susan Mabie, Legislative Services Coordinator

Committee to Study the Compensation for the County Executive, County Council, Sheriff, and State's Attorney

Monday, April 7, 2009
6:30 p.m. to 8:15 p.m.
6CCR

Members Present: Yale Wiesberg, Chair; Bryan Beamer; Giles Knight; Susan Lefkowitz; George Sauer
From Council Staff: Jean Arthur

The committee prepared for interviews with the County Sheriff and State's Attorney.

Committee requested the proposed budget for both offices and the salary of the State's Attorney for Baltimore County. Also requested the salary of assistant chief of police in Montgomery County.

The committee developed the following questions as the core of the interviews with the Sheriff and State's Attorney:

What do they see as the big problems in the next few years?

Or

What will make the job more difficult in the next few years?

Description of duties

How do they think the current salary ranks compared to similar jobs?

What positions do they think their positions should be compared for salary purposes?

Written by: Jean C. Arthur

Committee to Study the Compensation for the County Executive, County Council, Sheriff, and State's Attorney

Monday, April 20, 2009

6:30 p.m. to 9:40 p.m.

6CCR

Members Present: Yale Wiesberg, Chair; Bryan Beamer; Giles Knight; Susan Lefkowitz;
George Sauer

From Council Staff: Susan Mabie (Jean Arthur left before meeting began)

The Committee interviewed Sheriff Raymond Kight and State's Attorney John McCarthy.

Interview with Sheriff Kight:

- His last term in office, so he is advocating for future persons
- Instrumental in opening the Family Justice Center (one-stop for victims of domestic violence); also oversees many other duties, such as fugitive squad, transporting prisoners, SWAT team, canine units
- Previous to his becoming sheriff, sheriffs made same pay as State's Attorney, but State's Attorney received large compensation increase, while sheriff did not (previous sheriff felt salary was adequate)
- Believes a fair salary would be approximately \$156,000; increase warranted by hours/day worked and level of responsibility for position vs. others in County who make much more without same level of responsibility
- Biggest concerns going forward are domestic violence, evictions, removing children from parents, gang activities, which all can have a high level of danger
- No other income

Interview with John McCarthy:

- Gave overview of responsibilities (including an active trial calendar himself) and innovations since taking office (including establishing grant writer position that brings in \$600K each year and teaching position at Police Academy on Constitutional Law)
- Believes there should be some performance base to the salary, and that State's Attorney should be paid the same as the County Attorney
- Biggest concerns going forward are gangs, ensuring that the office reflects the diversity of the community it serves, staffing the office with quality individuals
- Other income - teaches part-time at Montgomery College (this salary not high)

All members agreed that benefits should be considered as a factor when considering compensation.

Next meeting: members would like to prepare for meeting with CE; prepare questions to help in better decision-making; and discuss information from tonight's meeting.

Future meetings: April 27, May 11, May 27 – all at 6:30 p.m.

Minutes written by Susan Mabie, Legislative Services Coordinator

Committee to Study the Compensation for the County Executive, County Council, Sheriff, and State's Attorney

Monday, April 27, 2009
6:30 p.m. to 8:30 p.m.
6CCR

Members Present: Yale Wiesberg, Chair; Giles Knight; Susan Lefkowitz; George Sauer
Absent: Bryan Beamer
From Council Staff: Susan Mabie

Members discussed last week's interviews with the Sheriff and State's Attorney and, in the light of the April 24 Washington Post article about salary raises for Prince George's County Executive and Council, came up with several ideas/questions regarding their (Sheriff and State's Attorney's) salaries:

- Should consideration of their salaries be separate from that of the Executive and Council, since they have no vote/say regarding pay (as opposed to CE and Council)?
- Any raise in the first year is unacceptable, given this economy.
- There should be at least some increase.
- Come up with a range that is competitive with similar nearby counties, and establish their salaries at higher end of range.

Consensus: Both are vastly underpaid, and their salaries should be brought up to a range that is more competitive with similar nearby counties.

Sheriff – because: (1) his deputy makes more than he; (2) Fairfax County Sheriff makes \$153,000; and (3) Mont. County Assistant Police Chiefs make \$154,000-159,000, salary should be set at range of \$154,000-159,000.

State's Attorney – because the salaries of: (1) the State's Attorney of Baltimore County; and (2) the Montgomery County Attorney are considerably higher than that of Montgomery County State's Attorney, salary should be set at range of \$199,000-206,000.

These ranges, and whether to allow CPI increases, to be finalized at a later meeting. Some discussion centered around the thought of giving no CPI increases in years 1-2, and allowing them in years 3-4 (but not to exceed the MCGEO COLA in those years).

******Subsequent to this meeting, by email, unanimous agreement was reached that the Sheriff's CPI should be tied into the FOP raise, since he is in law enforcement.***

******Also subsequent to this meeting, by email, the following statement was brought to the Committee for discussion by the Chair:***

- ***We are making a recommendation on the Sheriff's salary for the years December 2010-2013 and the State's Attorney for the years January 2011-2014. If we are giving both of these positions large increases in the first year, and because of that we are not recommending a CPI for two years, then we are only talking about one year of a CPI for both positions.***

Questions to ask in interview with County Executive:

- What have you done to bring businesses into the County?
- Why should the CE get a raise in this economic climate?
- Comment on this thought: the business of raises is not linked to consequences; whether or not the CE negotiates what many believe are excessive raises and benefits for County employees, he still gets a raise and the same benefits (this seems a conflict of interest to some).
- Do the unions influence your decisions?

Any further questions to be emailed to Yale and/or Jean.

Interviews with Councilmembers to be scheduled for June 3 and June 8. A tentative schedule:

June 3 – R. Berliner, M. Knapp, N. Floreen

June 8 – D. Trachtenberg, P. Andrews

Council staff S. Mabie to begin a draft of the Committee's report (using the previous report as template) that includes: minutes, the Post article, bases for decisions on salary recommendations and CPIs.

Future meetings: May 11, June 3, June 8 – all at 6:30 p.m.

Minutes written by Susan Mabie, Legislative Services Coordinator

Committee to Study the Compensation for the County Executive, County Council, Sheriff, and State's Attorney

Monday, May 11, 2009
6:30 p.m. to 8:30 p.m.
5CCR

Members Present: Yale Wiesberg, Chair; Bryan Beamer; Giles Knight; George Sauer
Absent: Susan Lefkowitz
From Council Staff: Jean Arthur; Susan Mabie

Establishing Sheriff's salary:

- Comparisons with San Francisco, CA; Bergen, NJ; Fairfax, VA; Montgomery County Sheriff's Deputy; other Montgomery County official's salaries
- Year 1 - \$154,000; Years 2-3 – no raise; Year 4 – raise will be lesser of CPI or FOP COLA

Establishing State's Attorney's salary:

- Comparisons with Baltimore City, Baltimore County, Montgomery County Attorney
- Year 1 - \$199,000; Years 2-3 – no raise; Year 4 – raise will be lesser of CPI or MCGEO COLA

Discussion held on several ideas/questions regarding Executive & Council salaries:

- Give a one-time fair raise, but no CPIs or other raises (if this is the case, elected persons will be in a better position to bargain with unions)
- Why do people run for these positions? (Salary? Power? Stepping stone to greater position/salary?). Don't want to make the salary so high that someone runs for that reason
- Committee's methodology in determining salaries will be of high importance – want to ensure that reasons will stand up under scrutiny

Members who were present agreed: because of current fiscal constraints, no raise to Councilmembers or Executive years 1-2, give raise year 3, no raise year 4 (S. Lefkowitz to weigh in on this). Question: what would justify a raise in the 3rd year?

B. Beamer agreed to lead the interviews with M. Knapp & R. Berliner (J. Arthur to schedule)

Chair asked about FY11 and beyond projected gaps in fiscal plans. **Answer: FY11 - \$370m; FY12 - \$468m; FY13 – \$630m; FY14 – \$800m; FY15 - \$945m - found at:**

http://www.montgomerycountymd.gov/content/omb/Fy10/fiscalplan/pdf/fiscalplan_summ.pdf

Chair also asked what Governor O'Malley's salary is. **Answer: \$150,000 (HB 100)**

Future meetings: June 8, June 15 (June 3 meeting canceled) – both at 6:30 p.m.

Minutes written by Susan Mabie, Legislative Services Coordinator

Committee to Study the Compensation for the County Executive, County Council, Sheriff, and State's Attorney

Monday, June 8, 2009

6:30 p.m. to 8:40 p.m.

SCCR Front

Members Present: Yale Wiesberg, Chair; Bryan Beamer; Giles Knight; Susan Lefkowitz; George Sauer

From Council Staff: Susan Mabie

Interview with Phil Andrews (PA), Council President:

PA: Councilmember (CM) job clearly full-time (FT) – requires more than FT effort to do well; taxpayers getting money's worth; salaries less than those with comparable authority in County government (especially Executive branch) & less than many on Council staff; compensation should be enough to attract greatest number of citizens to serve (1st term takes especially long hours to do well); salaries reflect past practice of CMs being part-time (PT) - this view of PT CMs still lingers; health benefits most likely not a factor for those who decide to run for office; appreciates all the hard work and deliberation of the Committee

Q & As (with PA)

- Q: The Committee is in a difficult spot trying to justify compensating well in this tough economic situation. Also, given that the Council has historically voted exactly what the Committee has recommended, should we recommend that salaries be tempered, or that they be raised to the levels we feel are deserved, letting the Council temper salaries by voting less?
- A: Recommend what you think is necessary or justified and explain your thinking. I'd primarily rely on the Council to make the political judgment as to what it thinks is acceptable to voters. Committee recommendations will be a ceiling, not a floor.
- Q: Do you think the Council President (CP) salary should exceed 10% above CM salaries?
- A: Haven't thought about it and don't know why it's 10% – it's 20-30% more work so doesn't represent workload difference. Bigger issue is really the basic CM salary level.
- Q: Does the office, or the individual, merit the raise?
- A: The office – you're recommending compensation for a future group. Salary should be to accomplish what you want it to accomplish, and should be enough to support a family as the major family income.
- Q: Should there be a limit or prohibition on outside income? These might eliminate well-qualified candidates.
- A: Limit, not prohibition (federal legislators have, I think, 15-20% limit). You can do this job FT and have another job if you want to work very hard, but you don't want a situation where people have to have another job in order to be a CM.

Other topics:

- Discussion again raised regarding whether salary increases should be treated differently for CMs & CE vs. Sheriff & State's Attorney.
- Before submitting final report, do a press release and get comments from general public (unanimous agreement)
- Get bond ratings, population, & per capita income for comparable jurisdictions
- Question: Are Fairfax County Bd. of Supervisors FT? **Answer: Yes**

- Add to Sheriff comps – Prince George’s; Fairfax; San Francisco; Bergen, NJ counties
- Add to State’s Attorney comps – San Francisco; DuPage, IL; Baltimore counties & Baltimore City
- Add to CE comps – Oakland, MI; Westchester, NY; Prince George’s; King, WA counties
- Re: CE salary, it will be \$175K in December. Consensus to give 3% raise in 3rd year

Future meetings: June 15, 4:30 p.m. (interview w/N. Floreen)
June 15, 6:30 p.m. (interview w/D. Trachtenberg 6:40)
June 22, 6:30 p.m. (w/Steve Farber, Council Staff Director)
June 29, 6:30 p.m. (interview w/V. Ervin 6:40; *possible* interview w/G. Leventhal 7:15)

Minutes written by Susan Mabie, Legislative Services Coordinator

Committee to Study the Compensation for the County Executive, County Council, Sheriff, and State's Attorney

Monday, June 15, 2009

5:00-5:45 p.m. and 6:30-8:30 p.m.

5CCR Front

5:00-5:45

Present: Yale Wiesberg, Chair; Susan Mabie, Council Staff

Interview with Councilmember (CM) Nancy Floreen

Regarding health benefits: a conversation is warranted – how do we treat people who work for the public & from whom we demand much? Regarding what the CM position is worth: it should be valued more, but doesn't have a particular salary figure. CMs are always on the go, expected to attend many events. Even with fiscal crisis, the average person will not oppose a raise. If you want people from diverse backgrounds (including economic – and there aren't many ordinary people of modest means on the Council), provide a salary that can support a family (spouses must take up a lot of slack at home because of CMs' long hours). Is on NACo Steering Comm. – doesn't know of any other jurisdiction where one can compare job responsibilities as apples/apples – DC would be closest (and they make much more). Recommends contacting NACo to look at the functions of comparable jurisdictions (how often they meet; budget size; jurisdiction – over all county services, schools, fire/rescue?; how many independent taxing authorities?; how is time spent?)

6:30-8:30

Members Present: Yale Wiesberg, Chair; Bryan Beamer; Giles Knight; Susan Lefkowitz; George Sauer

From Council Staff: Susan Mabie

Interview with CM Duchy Trachtenberg

Although this has been a very difficult year, expects next year to be even more so, since we won't be able to use the same cost-saving measures we used this year (such as not fully funding retirement fund, etc.); repeating these measures could jeopardize our AAA bond rating. Regarding compensation: although the position should receive higher salary (\$100-125K), and most CMs work extra long hours, is not here to make money and doesn't think we can sustain an increase. How can it be justified when County can't pay employee COLAs & is cutting services & jobs? More than a pay raise, would like increase for more staff & office space. Regarding benefits: they were negotiated in a very different fiscal climate.

Consensus: CMs should receive 8% salary increase in the 3rd year. Comps – San Francisco, Prince George's, Fairfax, Montgomery (PA) counties; Washington, DC

Committee wants to have press release & receive input from the public before the report is submitted to the Council. Question for interview w/CM Leventhal: since CP's workload is 20-30% higher than that of other CMs, should CP salary be increased to more than 10% over CM salary?

Future meetings: June 22, 6:30 p.m. (w/Steve Farber, Council Staff Director; 7:00 interview w/G. Leventhal)

June 29, 6:30 p.m. (interview w/V. Ervin 6:40)

Minutes written by Susan Mabie, Legislative Services Coordinator

Committee to Study the Compensation for the County Executive, County Council, Sheriff, and State's Attorney

Monday, June 22, 2009

6:30-8:30 p.m.

5CCR Front

Members Present: Yale Wiesberg, Chair; Bryan Beamer; Giles Knight; Susan Lefkowitz; George Sauer

From Council Staff: Jean Arthur; Susan Mabie

Meeting w/Steve Farber, Council Staff Director

Mr. Farber distributed an "Employee Distribution by Annual Base Salary" chart as well as a comparison of salaries for middle management & professional Federal vs. Montgomery County employees. Over 1,000 County employees have higher salaries than Councilmembers (CMs). Other points:

- Mont. County Council one of the most powerful Councils, with more responsibilities than many other county legislators – final fiscal authority, land use decisions, population & budget larger than those of 7 states
- Positions with comparable responsibility in Mont. County are not paid as well as Federal employees
- CMs don't have tenure (not Merit System) – no job security
- CMs won't receive retiree health benefits (unless they retire at a certain age with enough years of service)
- All elected officials receive less match (6%-**not** 8%) from County for 401(a) & not eligible for GRIP
- When asked for advice for Committee regarding choices in this difficult fiscal time, mentioned need to look at the framework of this being a 4-year period; look at comps; possibility of using cpi

Interview w/George Leventhal

- All CMs have large amount discretion how to spend time; all work more than 40 hours/week
- Hard to say what CM salary should be; all chiefs of staff & department heads make more
- Because they don't get step increments, buying power erodes each year
- Re: question of Council President (CP) salary, even though CP works more than 10% more hours than CMs, it would be difficult to get agreement on higher percentage for CP salary
- Re: limitations on outside earned income, does not believe there should be - let voters judge
- Doesn't think public will have a problem if salary raises are recommended
- Possible options – raise after 1-2 years, or use cpi
- Don't worry about political consequences of recommending raises; let CMs worry about that
- Don't react too drastically to a temporary recession

Future meetings: June 29, 6:30 p.m. (interview w/V. Ervin 6:40), 5CCR Front

July 13 & July 20, 5CCR Front

Minutes written by Susan Mabie, Legislative Services Coordinator

Committee to Study the Compensation for the County Executive, County Council, Sheriff, and State's Attorney

Monday, June 29, 2009

6:30-8:30 p.m.

5CCR Front

Members Present: Yale Wiesberg, Chair; Giles Knight; Susan Lefkowitz; George Sauer

From Council Staff: Jean Arthur

Interview w/ Council Member Valerie Ervin

- Council Member Ervin represents District 5 consisting of the Wheaton, Kensington, Silver Spring, Takoma Park areas.
- She has three satellite offices throughout her district, one each in Wheaton, Kensington and downtown Silver Spring
- CMs would benefit from a bigger staff to budget to allow them to have more staff out in the community. Right now her staff rotates between a satellite office and the Rockville office
- CM Ervin reported that she spends about 10-12 hours/day on Council business
- CM Ervin pointed out that although a charter amendment was passed to elevate the position of County Council member to full-time for compensation purposes, compensation had not, in fact, increased to reflect the full-time status.

Committee Discussion

Based on comments from the various interviews over the committee has held, it is revising its recommendations as follows:

Council

Year 1 No increase

Year 2 5% increase

Year 3 5%

Year 4 The lower of the average of the CPI-U for the Washington/Baltimore area for the 12-month period from September to September or the amount of the general wage adjustment for MCGEO members

The committee felt that this salary increase distribution is more equitable given the salary structure cannot be changed for four years. Additionally, the committee recognized that the salaries must increase some to allow the officials to maintain buying power.

County Executive

Year 1 No increase

Year 2 No increase

Year 3 3%

Year 4 The lower of the average of the CPI-U for the Washington/Baltimore area for the 12-month period from September to September or the amount of the general wage adjustment for MCGEO members

Sheriff

Year 1 \$154,000
Year 2 No increase
Year 3 No increase

Year 4 The lower of the average of the CPI-U for the Washington/Baltimore area for the 12-month period from September to September or the amount of the general wage adjustment for FOP members

State's Attorney

Year 1 \$199,000
Year 2 No increase
Year 3 No increase
Year 4 The lower of the average of the CPI-U for the Washington/Baltimore area for the 12-month period from September to September or the amount of the general wage adjustment for MCGEO members

Committee members asked that the salary of the governor of Maryland be included in the salary comparisons for the County Executive

The committee decided to divide responsibility for the final report in the following manner:

Introduction and press release	- Susan
Sheriff and State's Attorney	- Giles and Bryan
County Executive	- Yale and George
County Council	- All

Jean will send by e-mail whatever drafts she has to the appropriate persons in the next few days.

Future meetings: July 13, August 10 and August 17

Minutes written by Jean Arthur

Committee to Study the Compensation for the County Executive, County Council, Sheriff, and State's Attorney

Monday, July 13, 2009

6:30-8:00 p.m.

5CCR Front

Members Present: Yale Wiesberg, Chair; Bryan Beamer; Giles Knight; Susan Lefkowitz; George Sauer

From Council Staff: Jean Arthur; Susan Mabie

Members discussed the press release to invite the public to comment on the Committee's proposals for compensation. To be noted is that this is recommended by the Committee, and not by the CE or Council. Press release to be drafted by J. Arthur and S. Lefkowitz, and is to include:

- a chart with each year and percentages
- why raises are being given in first year to Sheriff & State's Attorney and not to others
- at least a full page (not legal notice as previous Committee's was)

Press release to be sent to usual places as well as to e-mail list. People are to be invited to come to August 24 meeting to talk with the Committee as well as to send written correspondence.

Future meetings: August 10, 6:30 p.m. (interview w/M. Knapp)

*****NO AUGUST 17 MEETING*****

August 24, 6:30 p.m. (opportunity for public to comment)

Minutes written by Susan Mabie, Legislative Services Coordinator

Committee to Study the Compensation for the County Executive, County Council, Sheriff, and State's Attorney

Monday, August 10, 2009

6:30-8:30 p.m.

5CCR Front

Members Present: Yale Wiesberg, Chair; Bryan Beamer; Giles Knight; Susan Lefkowitz;
George Sauer

From Council Staff: Jean Arthur; Susan Mabie

Interview with CM Knapp (MK) – thoughts from MK:

- As chair of COG last year, got good perspective on other jurisdictions: Fairfax part-time; DC more comparable to Mont. Cty
- There are many younger people (30-45) from a wide variety of backgrounds who could run for office as CM; want to make compensation enough so that it will be possible
- Salary challenging for people in mid-career who might want to run; would like it to be enough so that no outside salary is required - \$110-120K
- Perception among much of population that we are a suburban, residential county and shouldn't be business-oriented; we need to grow in business
- When asked how much time CMs work to further concerns of the county at large, responded that minimum to do it well is 60-70 hours/week. Some CMs work that or more, some less
- In response to question about his perspective on the economy: We are currently using a 35 year old model of government; markets & industries will look very different in 1.5 years, and government must take a similar approach – we must come up with a way to structure ourselves differently. How many people do we need, & how much should we pay them; pay the right amount to retain them.
- Re: satellite offices, because of the sheer size of his district, it is easier for MK to go where the people are – libraries, senior centers, etc.
- In response to the question “what are/will be the biggest concerns in your district”: Clarksburg – huge master plan hasn't worked well; infrastructure – local jurisdictions are paying more for transportation now than ever; workforce element – we have assets such as NIST, NIH, etc. – how do we leverage these assets well?; we must plan – things don't just happen without planning well
- Works about 25 hours/month as consultant to supplement CM salary
- Agrees that total compensation (salary and benefits) should be considered by Committee

Future meetings:

*****NO AUGUST 17 MEETING*****

August 24, 6:30 p.m. (opportunity for public to comment)

August 31, 6:30 p.m.

September 14, 6:30 p.m.

Minutes written by Susan Mabie, Legislative Services Coordinator

Committee to Study the Compensation for the County Executive, County Council,
Sheriff, and State's Attorney

Monday, August 24, 2009

6:30-7:30 p.m.

5CCR Front

Members Present: Yale Wiesberg, Chair; Bryan Beamer; Giles Knight; Susan Lefkowitz; George Sauer

From Council Staff: Jean Arthur; Susan Mabie

A question was brought up by a member of the Committee: Do we want to reconsider our decision to give the Sheriff and the State's Attorney (SA) raises in the first year (wait until the second year to do so)? Responses:

- Both positions are dramatically underpaid, and they've waited long enough for the raises they should have; also, they are in law enforcement and don't have any control over the decisions made about their salaries
- No problem defending our choices; Sheriff's salary definitely way below what it should be, and SA salary still lagging, even after huge jumps over the past decade or so; their workloads are very busy
- Keep salaries as we decided

S. Lefkowitz read over the section of the report that addresses benefits.

Members of the public had been invited to join us at 7 p.m. to discuss the press release regarding the Committee's thoughts on salary increases. We were joined by a Committee member's spouse, but no others came. Ms. Knight mentioned that she agreed with much of what the Committee has decided.

Future meetings: August 31, 6:30 p.m.

September 14, 6:30 p.m.

Save September 21 & 28 for meetings as needed

Minutes written by Susan Mabie, Legislative Services Coordinator

Committee to Study the Compensation for the County Executive, County Council,
Sheriff, and State's Attorney

Monday, August 31, 2009

6:30-8:30 p.m.

5CCR Front

Members Present: Yale Wiesberg, Chair; Bryan Beamer; Giles Knight; Susan
Lefkowitz; George Sauer

From Council Staff: Jean Arthur

The Committee started review of the final report. Edited the first thirteen pages of the
report .

Future meetings:

September 14, 6:30 p.m.

September 21, 6:30 p.m.

Minutes written by Jean Arthur

Committee to Study the Compensation for the County Executive, County Council,
Sheriff, and State's Attorney

Monday, September 14, 2009

6:30-8:30 p.m.

5CCR Front

Members Present: Yale Wiesberg, Chair; Bryan Beamer; Giles Knight; Susan
Lefkowitz; George Sauer

From Council Staff: Jean Arthur, Susan Mabie

The Committee started review of the final report. Edited the entire report. Committee finalized and signed letter of submission.

Cancelled meeting of Sept. 21. Jean Arthur will make changes and send report electronically to members for review. Yale will come to the office to review a hard copy.

Minutes written by Jean Arthur