

COUNTY COMMISSIONERS OF CAROLINE COUNTY, MARYLAND

LEGISLATIVE BILL #2025-015

INTRODUCED BY: COMMISSIONERS BREEDING, PORTER, AND BARTZ

INTRODUCED ON: DECEMBER 16, 2025

ATTEST: 
J. TRAVIS BREEDING, PRESIDENT

PUBLIC HEARING: JANUARY 13, 2026, BEGINNING AT 9:15 A.M.
COURTHOUSE, 109 MARKET STREET,
ROOM 106
DENTON, MARYLAND 21629

THIRD READING: FEBRUARY 10, 2026

ENACTED: FEBRUARY 10, 2026

EFFECTIVE: MARCH 28, 2026

CHAPTER 18 COMMISSIONERS

AN ACT TO AMEND THE COMPENSATION OF THE COUNTY COMMISSIONERS OF CAROLINE COUNTY AFTER REVIEW OF THE RESOLUTION OF THE CAROLINE COUNTY COMPENSATION REVIEW COMMISSION

AN ACT to repeal and reenact with amendments §§ A of §18-5 “Compensation and Compensation Review Commission” of Chapter 18 “Commissioners” for the purpose of amending the current rates of compensation for the County Commissioners of Caroline County after review and consideration of the Resolution of the Caroline County Compensation Review Commission, which Commission undertook a comprehensive study of the rate of current compensation and allowances for the County Commissioners and made recommendations regarding the amount of compensation and allowances in accordance with State and local laws; and generally relating to Commissioner compensation; and providing that this title be deemed a

fair summary of this public local law for all purposes.

WHEREAS, the County Commissioners of Caroline County, Maryland (the "County Commissioners") are authorized under Article XI-F of the Maryland Constitution and §9-308 of the Local Government Article of the Annotated Code of Maryland (the "Local Government Article") to adopt public local laws in general; and

WHEREAS, pursuant to §10-302 of the Local Government Article of the Annotated Code of Maryland, the County Commissioners enacted an ordinance which established the Caroline County Compensation Review Commission (the "Review Commission") to recommend compensation and allowances for members of the board of County Commissioners; and

WHEREAS, the Review Commission presented its Resolution dated November 13, 2025, regarding Commissioner compensation to the County Commissioners at their meeting of November 18, 2025; and

WHEREAS, the salaries of elected officials may not be changed during their term in office and must be established for said term prior to the commencement of said term; and

WHEREAS, 2026 is an election year for all three County Commissioners and the terms of said Commissioners shall commence after November 2026; and

WHEREAS, §§ A of §18-5 of the Code of Public Local Laws of Caroline County contains the current provisions for the compensation and allowances for the County Commissioners which, despite inflation and increases in the cost of living, have been unchanged since 2009; and

WHEREAS, the Review Commission Resolution provides, in pertinent part, that:

- (1) "[T]he responsibilities and time commitments of the County Commissioners have significantly increased over time due to expanded administrative, regulatory, and constituent demands, and that the current compensation is not consistent with comparable jurisdictions or the workload expected of the office";
- (2) "[T]he Commission has reviewed salary and benefit information from other Maryland counties of similar size and population, as well as historical compensation data for Caroline County, and has determined that a phased salary adjustment

would fairly reflect the duties and obligations of the office while remaining fiscally responsible; and

(3) “[T]he Commission further finds that a gradual increase over the course of the next term will allow for appropriate budgeting and minimize any fiscal impact while aligning Caroline County's compensation more closely with that of pure jurisdictions”; and

WHEREAS, the Review Commission’s Resolution recommended:

1. The annual salary for members of the Caroline County Board of County Commissioners shall begin at \$24,000.
2. The salary shall increase by \$2,000 per year for the next three years, reaching \$30,000 by the fourth year of the term.
3. The annual salary for the President of the Board of County Commissioners shall begin at \$25,000, which is \$1,000 above the base salary for other members, and shall increase by \$2,000 per year for the next three years, reaching \$31,000 by the fourth year of the term.
4. All other benefits, including health insurance, remain consistent with those currently offered to County employees unless otherwise modified by County policy.
5. In the event that a Commissioner is elected to consecutive terms, their annual salary shall remain at the final rate established under this schedule and shall not exceed \$30,000 per year for Commissioners and \$31,000 per year for the President of the Board.

WHEREAS, the County Commissioners find and declare that the complexity and magnitude of the duties of a County Commissioner continue to increase substantially each year, that the cost of living has increased over the past 16 years, and that the County has granted cost-of-living increases for County employees during that time, and that partial implementation of the Review Commission’s recommendation is in the best interest of the citizens of Caroline County; and

WHEREAS, this Bill may also be known by its short title “Amendment of Compensation of the County Commissioners”.

NOW, THEREFORE, IN AN EXERCISE OF THE COUNTY'S POLICE POWER AS A CODE HOME RULE COUNTY, BE IT ENACTED BY THE COUNTY COMMISSIONERS OF CAROLINE COUNTY, MARYLAND, IN LEGISLATIVE SESSION, THAT:

SECTION 1. SUBSECTION A OF SECTION 18-5 "COMPENSATION AND COMPENSATION REVIEW COMMISSION" OF CHAPTER 18 "COMMISSIONERS" OF THE CODE OF PUBLIC LOCAL LAWS OF CAROLINE COUNTY is hereby REPEALED.

SECTION 2. NEW SUBSECTION A OF SECTION 18-5 is hereby enacted in lieu thereof, to read:

A. Compensation of the County Commissioners.

(1) For the 2026-2027 term year, the annual salary of the President of the County Commissioners is \$25,000, and the annual salary of the other members is \$24,000.

(2) For the 2027-2028 term year, and thereafter, until modified by act of the County Commissioners, the annual salary of the President of the County Commissioners is \$27,000, and the annual salary of the other members is \$26,000.

(3) Each County Commissioner shall receive reimbursement for expenses incurred in the performance of official duties as provided by State standard travel regulations.

(4) Each County Commissioner shall be entitled to receive or participate in insurance, pension, and other fringe benefits generally made available to County employees in the classified service, on the same terms and conditions applicable thereto, and as heretofore, have been provided to County Commissioners; provided, however, that County Commissioners shall not be entitled to personal leave, sick leave, vacation leave, or provisions regarding work hours.

SECTION 3. The Recitals to this Bill are incorporated herein and deemed to be a substantive part of this Bill.

SECTION 4. The provisions of this Bill are declared to be severable. If any section, subsection, sentence, clause, phrase, or portion of this Bill is for any reason held invalid or unconstitutional by a court of competent jurisdiction, the same shall be deemed separate, distinct, and independent from, and such holding shall not affect the validity of, the remaining portions of this Bill, it being the intent of the County that this Bill shall stand, notwithstanding the invalidity of any section, subsection, sentence, clause, phrase, or portion hereof.

SECTION 5. The Publishers of the Code of Public Local Laws of Caroline County, Maryland (the “Code”), the Caroline County Office of Law, or the Caroline County Department of Planning and Codes, in consultation with and subject to the approval of the County Administrator, shall be authorized to make non-substantive corrections to codification, style, capitalization, punctuation, grammar, spelling, organization, and any internal or external reference or citations to the County Code or the State Code that is incorrect or obsolete, with no further action required by the County Commissioners. All such corrections shall be adequately referenced and described in the editor's note following the section affected.

SECTION 6. The title and summary of this Bill shall be published in at least one newspaper of general circulation in Caroline County three times, at weekly intervals, and within the 4-week period after passage of the Bill, in accordance with §9-311 (i) of the Local Government Article of the Annotated Code of Maryland. The title of this Bill, or a condensed version thereof, shall be deemed to be, and is, a fair summary of this Bill for publication and all other purposes. The title is not a substantive part of this Bill for publication and all other purposes. If the Bill is amended, the title may be administratively revised to conform to the content of the Bill as finally enacted.


SECTION 7. AND BE IT FURTHER ENACTED, that when this ordinance takes effect, it shall be prospective and applicable only to the compensation of future boards of County Commissioners.

ENACTED THIS 10TH DAY OF FEBRUARY, 2026.

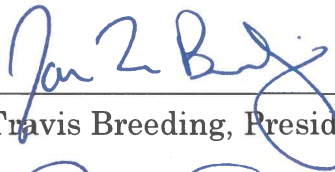
[Signatures on next page]

ATTEST:

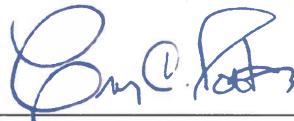
COUNTY COMMISSIONERS OF
CAROLINE COUNTY, MARYLAND



Jennifer F. Reibly
Public Information Officer



J. Travis Breeding, President



Larry C. Porter, Vice-President

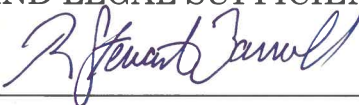
(SEAL)





N. Franklin Bartz III, Member

APPROVED AS TO FORM
AND LEGAL SUFFICIENCY:



Stewart Barroll
County Attorney