Why the Mayor needs a Deputy Chief of Staff

February 5, 2026

The Reality of Annapolis' Government Structure

▶ The Mayor is the Executive, not just ceremonial

▶ Mayor is highly active politically and regionally

▶ Mayor's Office leads policy, communications, and involved in cross department initiatives & issues

▶ Current structure is stretched beyond sustainable capacity

Why Now?

- Increasing intergovernmental, business and resident demands

- Need for faster response, execution and clearer accountability

- Growth and redevelopment pressures such as Choice Neighborhood Initiatives (CNI)

- Complex projects like City Dock

Chief of Staff: Current Responsibilities

- **Strategic Advisor** and trusted confidant to Mayor
- **Strategic Coordination**, sets priorities and long-term goals
- **Executive Support**, manages Mayor's schedule, workflow and agendas
- **Stakeholder & Intergovernmental Relations**
- **Leads Crisis & Issue Management**
- **Manages Mayor's Office Budget & Supervises Staff**
  - Outreach Team
  - Communications/PIO
  - Constituent Services/Ombudsman
  - Community Engagement

What a Deputy Chief of Staff Does

► **Senior advisor**

  ► Oversees key policy portfolios like housing

► **Operational support** for COS

► **Supports issue response and special initiatives**

  ► Troubleshoots stalled initiatives

  ► Manages cross-departmental issues

  ► Ensures follow-through on mayoral decisions

► **Acts on behalf of the Chief of Staff when needed**

► **City Council & Stakeholder Coordination** (see next slide)

Council & Stakeholder Coordination

▶ **Point person for City Council**

  ▶ Single source for all support from the Mayor's office

  ▶ Streamlined communication that reduces delays, eliminates duplication, and keeps leadership aligned

  ▶ Drives policy and follow-through

  ▶ Supports City Council agendas and work sessions

▶ **Manages relationships with community and business leaders**

  ▶ City of Annapolis Internship Program

▶ **Coordinates intergovernmental and diplomatic initiatives**

  ▶ Sister Cities (14) - Diplomatic outreach, visits, and events

The Bottom Line

▶ Deputy Chief of Staff adds capacity including speed, coordination, and reliability from the Mayor's Office

▶ Improves outcomes for departments and residents

▶ Frees Mayor and COS to focus on top priorities

▶ A practical step to achieve "Annapolis Works"