



MEMORANDUM

DATE: May 16, 2017

TO: Annapolis City Council

FROM: Mayor Michael Pantelides
City Manager Thomas Andrews

RE: Confirmation of Exempt Level Appointments

Pursuant to City of Annapolis Code, Section 3.08.030, we are seeking confirmation by the City Council of my appointment to the following Exempt level position:

Scott Baker – Police Chief - A20/step 10, \$149,866.26

A copy of Scott Baker's resume is attached for your review and consideration.

There were 72 applicants from around the country for the position of Police Chief. The credentials of those candidates were reviewed by the City Manager, screened for most qualified and narrowed to 10 candidates for interview by the diverse group of credentialed interviewers listed below. The finalists were interviewed using a structured and weighted interview rating process. The selection committee was comprised of:

David Stokes, City of Annapolis Fire Chief (panel chair)
Wes Adams, Anne Arundel County State's Attorney
Dean D'Camera, Local businessman and former detective with Anne Arundel
County Police Department
Corey Johnson, Security Director for Westin in Georgetown
Bill Krampf, Anne Arundel County Deputy Police Chief
Beth Mauk, Harbormaster

Tricia Hopkins, Human Resources Manager (served as moderator)

Acting Chief Baker was among the top 5 candidates recommended by the selection committee from a field of 10 candidates who were interviewed by the selection committee. Acting Chief Baker was selected by the Mayor and City Manager from among 3 finalists.

Major Baker has been the Acting Chief since February of this year and is responsible for directing the Police department's sworn and civilian staff operating with an \$18.2 million budget. He has been Deputy Chief/Major of the City of Annapolis Police Department since 2008, held the same title with the Maryland State Department of General Services in 2007 and prior to that was with the Baltimore City Police Department. The last position he held with Baltimore City was Detective Lieutenant and Homicide Shift Commander (2004-2006) where he supervised homicide sergeants and detectives and investigated homicides (150/year), police-involved shootings and suspicious deaths.

Acting Chief Baker has his Juris Doctorate from the University of Baltimore School of Law, a Bachelor's of Science in Criminal Justice, and has attended the FBI training academy.

Accordingly, we trust that you will find the education, training and experience of Acting Chief Baker to far exceed the minimum qualifications required for the position. He will be present for confirmation at the City Council meeting scheduled for Monday, May 22, 2017.