



**City of Annapolis**  
**Signature Copy**  
**Ordinance: O-12-17**

160 Duke Of  
Gloucester Street  
Annapolis, MD 21401

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**File Number: O-12-17**

**Compensation of the Mayor, Aldermen/Alderwomen and City Manager** - For the purpose of specifying compensation and allowances to be paid to the Mayor and Aldermen/Alderwomen for the term of office commencing on the first Monday in December, 2017; and for specifying compensation and allowances to be paid to the City Manager.

**CITY COUNCIL OF THE**  
**City of Annapolis**

**Ordinance No. O-12-17**

**Sponsor: Mayor Pantelides**

**Referred to:**  
**Finance Committee**  
**Rules and City Government Committee**

**AN ORDINANCE** concerning

**Compensation of the Mayor, Aldermen/Alderwomen and City Manager**

**FOR** the purpose of specifying compensation and allowances to be paid to the Mayor and Aldermen/Alderwomen for the term of office commencing on the first Monday in December, 2017; and for specifying compensation and allowances to be paid to the City Manager.

**BY** repealing and re-enacting with amendments the following portions of the Code of the City of Annapolis, 2016 Edition:  
Section 3.08.030

**WHEREAS**, on December 12, 2016, in accordance with the provisions of Article II, Section IV of the Annapolis City Charter, the City Council appointed a Council Compensation Commission via R-29-16 to review the compensation and allowances to be paid to the Mayor and Aldermen/Alderwomen during the terms of office commencing on the first Monday in December 2017, and compensation and allowances to be paid to the City Manager; and

**WHEREAS**, on January 9, 2017 pursuant to the Annapolis City Charter, Article II, Section 4(b) (2), the Council Compensation Commission submitted its report containing

recommendations on compensation for the Mayor, Aldermen/Alderwomen and the City Manager; and

**WHEREAS,** on January 23, 2017, pursuant to the Annapolis City Charter, Article II, Section 4(b) (3), a public hearing was held regarding the Commission's recommendations.

**SECTION I: BE IT ESTABLISHED AND ORDAINED BY THE ANNAPOLIS CITY COUNCIL** that the Code of the City of Annapolis shall be amended to read as follows:

**Title 3 - HUMAN RESOURCES**

**CHAPTER 3.08 - EXEMPT SERVICE**

**3.08.030 - Salary.**

A. 1. For purposes of setting annual salaries, the following positions in the exempt service are assigned grades in the City's pay plan as indicated:

<b>Position</b>	<b>Grade</b>
Executive Office Associate	A10
Recruitment/Employee Relations Administrator	A15
Communications Officer	A18
Deputy Fire Chief	F18
Human Resources Manager	A18
Director of Transportation	A20
Director of Office of Environmental Policy	A20
Director of Recreation and Parks	A20
City Attorney	A20
Assistant City Attorney	A18
Director of Finance	A20
Director of Planning and Zoning	A20
Human Services Officer and Ombudsman	A18
Community Relations Specialist	A12
Administrative Assistant	A8
Assistant City Manager	A14
Public Information Officer and Quartermaster	A12
Fire Chief	F20
Police Chief	P20
Police Major	P18
Police Captain	P17
Director of Public Works	A20

2. The salary of the Mayor for the term of office commencing on the first Monday in December, ~~2013~~2017, shall be an annual salary of ninety-eight thousand dollars and an entitlement to the benefits afforded to the City's exempt service employees.

3. The salary of each Alderman and Alderwoman for the term of office commencing on the first Monday in December, ~~2013~~2017, shall be an annual salary of ~~thirteen thousand five hundred~~ **FIFTEEN THOUSAND** dollars. Each Alderman and Alderwoman shall be

afforded an annual allowance of one thousand five hundred dollars TO BE USED EXCLUSIVELY FOR ~~expenses related to executing the duties associated with their office; such expenses shall include the cost of cell phones, postage, correspondence, office supplies, and~~ education and training. Aldermen and Alderwomen shall participate in the Maryland State Retirement and Pension System.

4. The salary of the City Manager shall be:

- i. Salary and Performance Reviews. A base salary for the City Manager ranging from ~~one hundred twenty thousand~~ ONE HUNDRED FORTYTHIRTY THOUSAND dollars to one hundred eighty thousand dollars per year, with incremental increases based upon annual performance reviews conducted by the Mayor. The initial base salary shall be fixed within the provided range based upon the City Manager's education and employment experience. The annual performance review shall be based upon criteria established in advance by the Mayor in consultation with the Manager of Human Resources. The base salary and increments shall be subject to cost of living increases (COLAS) every two years, based upon COLAS awarded to other City exempt service employees during the two-year period. The City Manager's compensation shall be subject to reduction to the same extent as other City exempt service employees, including reductions based upon furloughs or similar actions.
- ii. Benefits. The City Manager is entitled to receive the same benefits as other City exempt service employees, including but not limited to inclusion in the City's health care and retirement plans, in which the City and the employee contribute in the same proportion as other City exempt service employees.
- iii. Allowances. The City shall provide the City Manager with a City vehicle, or additional compensation to reimburse the use of a personally-owned vehicle.
- iv. Severance Pay. Three months' severance pay of salary if a City Manager has been removed from the position without cause, but there shall be no severance pay if the removal is for cause. Grounds for removal that constitute cause shall be 1) conviction of a felony or a crime of moral turpitude; or 2) malfeasance or misfeasance in office.

B. Salary raises for the list of positions included in the table in Section 3.08.030A.1:

1. Shall be justified by a performance evaluation by the City Manager or the Mayor, whichever is the Appointing Authority, that exceeds the minimum requirements for the position and shall be entirely at the City Manager or the Mayor's discretion, with the exception of those positions listed in Subsection (B)(2) of this Section;
2. Shall be justified by a performance evaluation by the Department Director that exceeds the minimum requirements for the position for the following positions:
  - i. Deputy Fire Chiefs,
  - ii. Police Captains,
  - iii. Police Major,
  - iv. Recruitment/Employee Relations Administrator,
  - v. Assistant City Attorney,
  - vi. Public Information Officer and Quartermaster.

3. Shall not be awarded to an individual more frequently than once per year;
  4. Shall not be for an amount exceeding one pay step in the grade range for the position as set in Subsection (A)(1) of this Section;
  5. Shall not cause an individual's salary to exceed the maximum salary of the assigned grade.
- C. Longevity salary increases awarded to civil service employees shall not be a benefit of the exempt service.
- D. A City employee appointed to a position specified in Subsection (A)(1) of this Section shall be assigned to a salary in the new pay grade which is at a minimum five percent higher than the employee's salary prior to promotion or shall be assigned to the minimum of the new grade, whichever is higher. In no case shall the new salary exceed the maximum salary of the new grade.
- E. For positions other than those specified in Subsection (B)(2) of this Section, the Mayor or City Manager, whichever is the Appointing Authority, may make an initial appointment at a salary greater than the first step of the assigned grade. The appointment and initial salary is subject to confirmation by the City Council. For those positions specified in Subsection (B)(2) of this Section, appointments made by Department Director do not require City Council approval and initial appointments may be made at a salary greater than the first step of the assigned grade subject to the availability of funding.
- F. The Mayor shall report to the City Council on an annual basis the salaries of all positions listed in Subsection A of this Section, and all increases in salary awarded since the prior report.

**SECTION II: AND BE IT FURTHER ESTABLISHED AND ORDAINED BY THE ANNAPOLIS CITY COUNCIL** that this Ordinance shall take effect July 1, 2017 ~~AT THE BEGINNING OF THE NEXT COUNCIL TERM.~~

**EXPLANATION**

CAPITAL LETTERS indicate matter added to existing law.

[brackets] indicate matter stricken from existing law.

Underlining indicates amendments

ADOPTED this 3rd day of April, 2017.

**Aye:** 6 Mayor Pantelides, Alderwoman Finlayson, Alderman Littmann, Alderman Kirby, Alderman Pfeiffer and Alderman Arnett

**Nay:** 3 Alderman Budge, Alderman Paone and Alderwoman Pindell Charles

THE ANNAPOLIS Michael Pantelides  
CITY COUNCIL Michael J. Pantelides

Date 4-7-2017

ATTEST Regina C. Watkins-Eldridge  
Regina C. Watkins-Eldridge, MMC

Date 4/20/17

