



**City of Annapolis**  
**Signature Copy**  
R-42-24



**..Title**

**Establishment of Salaries Review Commission** - For the purpose of establishing a Salaries Review Commission to make recommendations to the City Council on the pay and compensation for the Mayor, City Council, and City Manager to be effective for the four years beginning December 1, 2025; and matters generally relating to said pay and compensation.

**..Body**

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

**Resolution 42-24**

**Introduced by: Mayor Buckley**

**Co-sponsored by: Aids. Gay and Pindell Charles**

**A RESOLUTION** concerning

**Establishment of Salaries Review Commission**

**For** the purpose of establishing a Salaries Review Commission to make recommendations to the City Council on the pay and compensation for the Mayor, City Council, and City Manager to be effective for the four years beginning December 1, 2025.

**WHEREAS**, Article II, Section 4(b)(1) of the City Charter requires that "Not later than one (1) year before the date of any general municipal election for the election of mayor and aldermen, the city council shall appoint a commission consisting of not less than three (3) nor more than seven (7) residents of the city to review the compensation and allowances to be paid to the mayor and aldermen during the ensuing terms of office"; and

**WHEREAS**, Article VI, Section 2B(d) of the City Charter states that "The compensation of the city manager shall be fixed by the mayor according to the provisions of an executive pay plan formulated by the Council Compensation Commission and adopted by ordinance.

**NOW, THEREFORE, BE IT RESOLVED BY THE ANNAPOLIS CITY COUNCIL** that the "2025 Salaries Review Commission" is hereby established, and pursuant to Article II, Section 4 of the City Charter:

1. Commission membership shall consist of not less than three nor more than seven residents of the city to review the compensation and allowances to be paid to the mayor and aldermen/alderwomen during the ensuing terms of office;
2. The Commission shall submit its recommendations for compensation and allowances to the City Council by Tuesday, February 4, 2025.
3. Upon receiving the commission's resolution, the City Council shall conduct a public hearing regarding the commission's recommendation.
4. The City Council may reduce or reject the commission's recommendation, but it may not increase any item in the resolution.
5. The recommendations in the resolution and any permitted changes to such recommendations shall be adopted by ordinance by July 31, 2025.
6. The City Council pay changes will take effect only for the following succeeding terms of office.
7. The salaries specified in the ordinance shall remain the same during the 2025-2029 City Council term.

**AND BE IT FURTHER RESOLVED BY THE ANNAPOLIS CITY COUNCIL** that the term of all members of the Commission shall end with the publication of its report, the members shall serve without compensation, the members shall elect from among their membership a Chair, vice chair and secretary, the Commission meetings shall be held publicly by the Maryland Open Meetings Act and Robert's Rules of Order, and testimony shall be taken from the public on at least one occasion.

**AND BE IT FURTHER RESOLVED BY THE ANNAPOLIS CITY COUNCIL** that this resolution shall take effect upon passage.

**ADOPTED this 23rd day of September 2024.**

**Aye:** 8 Mayor Buckley, Alderman Huntley, Alderwoman O'Neill, Alderwoman Pindell Charles, Alderwoman Finlayson, Alderman Schandelmeier, Alderman Gay, and Alderman Savidge

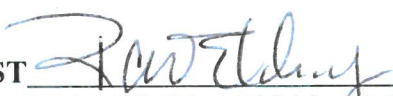
**Absent:** 1 Alderman Arnett

THE ANNAPOLIS CITY  
COUNCIL

  
Gavin Buckley, Mayor

Date: 9/27/24

ATTEST

  
Regina Watkins-Eldridge, MMC,  
City Clerk

Date: 9/27/24