



City of Annapolis

Signature Copy

Resolution: R-15-19

160 Duke Of Gloucester  
Street  
Annapolis, MD 21401

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**File Number: R-15-19**

**Position Classifications and Pay Plan** - For the purpose of approving the FY 2020 position classification and pay plan effective July 1, 2019.

CITY COUNCIL OF THE  
**City of Annapolis**

**Resolution 15-19**

**Introduced by: Mayor Buckley**

**Referred to**  
**Finance Committee**  
**Financial Advisory Commission**

**A RESOLUTION** concerning

**Position Classifications and Pay Plan**

**FOR** the purpose of approving the FY 2020 position classification and pay plan effective July 1, 2019.

**WHEREAS,** Section 3.12.020 A. of the City Code, states that the City Council “in conjunction with the adoption of the annual operating budget and whenever deemed necessary, consider the recommendations of the Civil Service Board on requests for the creation of new positions, the abolishment of positions, and the classification and reclassification of existing positions”; and

**WHEREAS,** Section 3.12.020 B. of the City Code, states that the City Council “adopt, by resolution, a pay plan and subsequent revisions after consideration of the recommendations of the Civil Service Board”; and

**WHEREAS,** the FY 2020 pay classifications and pay plan, effective July 1, 2019, are attached to this Resolution.

**NOW THEREFORE BE IT RESOLVED BY THE ANNAPOLIS CITY COUNCIL** that the FY 2020 pay classifications and pay plan are adopted as attached.

**AND BE IT FURTHER RESOLVED BY THE ANNAPOLIS CITY COUNCIL** that this Resolution

shall take effect on July 1, 2019.

**EXPLANATION**

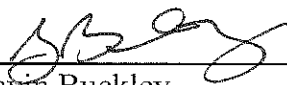
UPPERCASE indicates matter added.  
~~Strikethrough~~ indicates matter stricken.  
Underlining indicates amendments.

ADOPTED this 17th day of June, 2019.

**Aye:** 7 Mayor Buckley, Alderwoman Tierney, Alderman Paone,  
Alderwoman Pindell Charles, Alderwoman Finlayson, Alderman  
Rodriguez and Alderman Arnett


**Abstain:** 1 Alderman Savidge

THE ANNAPOLIS  
CITY COUNCIL

  
\_\_\_\_\_  
Gavin Buckley

Date 7/9/19

ATTEST

  
\_\_\_\_\_  
Regina C. Watkins-Eldridge, MMC

Date 7/9/19

FY2020 PAY SCALE EFFECTIVE JULY 1, 2019

GRADE	STEP											
	1	2	3	4	5	6	7	8	9	10	11	12
A01	24,908	26,244	27,651	29,133	30,695	32,341	34,075	35,901	37,826	39,854	41,990	
A02	26,777	28,212	29,725	31,319	32,997	34,766	36,630	38,594	40,662	42,842	45,139	
A03	28,786	30,329	31,955	33,668	35,473	37,374	39,378	41,489	43,714	46,057	48,526	
A04	30,944	32,603	34,350	36,193	38,132	40,177	42,331	44,600	46,992	49,511	52,165	
A05	33,265	35,048	36,927	38,907	40,993	43,191	45,505	47,945	50,515	53,224	56,077	
A06	35,760	37,678	39,696	41,826	44,068	46,429	48,919	51,542	54,304	57,216	60,283	
A07	38,442	40,503	42,674	44,962	47,372	49,911	52,588	55,407	58,378	61,506	64,804	
A08	41,325	43,540	45,874	48,334	50,924	53,654	56,531	59,562	62,755	66,120	69,664	
A09	44,424	46,805	49,314	51,959	54,744	57,679	60,771	64,028	67,461	71,077	74,888	
A10	47,756	50,316	53,013	55,855	58,850	62,004	65,329	68,831	72,522	76,409	80,505	
A11	51,338	54,090	56,990	60,044	63,264	66,656	70,228	73,994	77,961	82,141	86,544	
A12	55,187	58,145	61,263	64,547	68,008	71,653	75,495	79,542	83,806	88,299	93,033	
A13	59,327	62,507	65,859	69,389	73,109	77,029	81,158	85,509	90,092	94,922	100,011	
A14	63,777	67,196	70,797	74,593	78,593	82,805	87,245	91,923	96,851	102,042	107,513	
A15	68,558	72,234	76,106	80,187	84,485	89,015	93,787	98,814	104,112	109,694	115,574	
A16	73,702	77,653	81,815	86,203	90,824	95,693	100,822	106,228	111,922	117,922	124,244	
A17	79,229	83,476	87,952	92,668	97,635	102,869	108,384	114,194	120,316	126,767	133,563	
A18	85,171	89,737	94,548	99,616	104,957	110,584	116,511	122,759	129,339	136,273	143,578	
A19	91,558	96,467	101,639	107,087	112,829	118,877	125,249	131,965	139,039	146,493	154,347	
A20	98,425	103,702	109,261	115,118	121,290	127,793	134,643	141,861	149,467	157,480	165,923	

F10	44,329	46,706	49,210	51,847	54,628	57,556	60,642	63,893	67,318	70,927	74,729	78,736
F11	47,655	50,210	52,902	55,738	58,726	61,874	65,191	68,687	72,369	76,249	80,337	84,643
F12	51,230	53,976	56,869	59,918	63,131	66,515	70,081	73,838	77,797	81,967	86,361	90,991
F13	55,070	58,022	61,133	64,411	67,864	71,501	75,335	79,373	83,628	88,112	92,836	97,813
F14	59,200	62,374	65,717	69,240	72,953	76,863	80,984	85,326	89,901	94,720	99,798	105,148
F15	63,641	67,053	70,648	74,435	78,426	82,630	87,059	91,727	96,645	101,825	107,284	113,036
F16	68,414	72,081	75,945	80,016	84,307	88,827	93,589	98,606	103,892	109,462	115,330	121,513
F17	73,547	77,490	81,644	86,021	90,632	95,491	100,610	106,004	111,687	117,675	123,983	130,630
F18	81,000	85,588	90,177	95,012	100,104	105,471	111,126	117,082	123,360	129,974	136,941	144,282
F20	98,907	104,210	109,796	115,682	121,884	128,419	135,303	142,556	150,199	158,252	166,736	

P10	49,888	52,563	55,380	58,349	61,478	64,773	68,246	71,905	75,759	79,820	84,100	88,608
P11	53,632	56,507	59,536	62,728	66,091	69,634	73,367	77,299	81,445	85,810	90,411	95,258
P12	57,653	60,743	64,000	67,431	71,046	74,855	78,868	83,096	87,551	92,244	97,190	102,400
P13	61,976	65,298	68,799	72,487	76,374	80,468	84,781	89,326	94,116	99,161	104,477	110,078
P15	70,217	73,981	77,947	82,127	86,530	91,168	96,056	101,205	106,631	112,347	118,370	124,716
P17	81,144	85,494	90,077	94,907	99,995	105,355	111,003	116,954	123,224	129,831	136,791	144,124
P18	87,230	91,907	96,834	102,024	107,495	113,257	119,329	125,726	132,467	139,567	147,050	154,933
P20	100,805	106,208	111,902	117,901	124,222	130,881	137,898	145,292	153,080	161,288	169,934	



R-15-19 POSITION CLASSIFICATIONS FY2020

POSITION CLASSIFICATIONS	GRADE
OFFICE ASSOCIATE I	A02
OFFICE ASSOCIATE II	A04
POLICE RECORDS SPECIALIST	A06
OFFICE ASSOCIATE III	A06
OFFICE ASSOCIATE IV	A07
ADMINISTRATIVE OFFICE ASSOCIATE	A09
HUMAN RESOURCES ADMINISTRATOR	A16
LEGAL ASSISTANT	A10
BENEFITS ADMINISTRATOR	A15
PERMITS ADMINISTRATOR	A10
CITY CLERK	A16
DEPUTY CITY CLERK	A10
PW COMMUNICATIONS OPERATOR	A07
FIRE ADMINISTRATIVE OFFICER	A14
LEGISLATIVE AND POLICY ANALYST	A14
HISTORIC PRESERVATION ASSISTANT	A11
WARRANT CONTROL CLERK	A05
HUMAN RESOURCES ASSOCIATE	A08
HUMAN RESOURCES OFFICE ADMINISTRATOR	A10
PERMITS ASSOCIATE	A07
ADMINISTRATIVE ASSISTANT	A08
MIT ANALYST	A16
MIT SPECIALIST	A12
MIT WEB DEVELOPER	A13
MIT NETWORK ENGINEER	A15
MIT ADMINISTRATIVE SUPPORT ANALYST	A10
GIS COORDINATOR	A15
GIS TECHNICIAN	A11
PROCUREMENT OFFICER	A18
SENIOR BUYER	A10
BUYER	A09
SENIOR PURCHASING CLERK	A08
POLICE ADMINISTRATIVE CLERK	A09
FACILITIES MAINTENANCE SUPERVISOR	A13
ASSISTANT FINANCE DIRECTOR	A18
SENIOR ACCOUNTANT	A15
ACCOUNTING ASSOCIATE I	A07
ACCOUNTING ASSOCIATE II	A08
ACCOUNTING ASSOCIATE III	A09
ACCOUNTANT	A13
FINANCE OFFICE ADMINISTRATOR	A10
FINANCE OFFICE MANAGER	A13
RISK MANAGEMENT PROGRAM ADMINISTRATOR	A14
CITY COUNCIL ASSOCIATE	A10
SMALL AND MINORITY BUSINESS ENTERPRISE LIAISON	A14

**R-15-19 POSITION CLASSIFICATIONS FY2020**

POSITION CLASSIFICATIONS	GRADE
TRANSPORTATION SUPERVISOR	A10
TRANSPORTATION SUPERINTENDENT	A14
BUS DRIVER II	A07
BUS DRIVER I	A05
TRANSPORTATION COORDINATOR	A10
TRANSPORTATION SPECIALIST	A13
BUS DRIVER TRAINEE	A04
FLEET MAINTENANCE SPECIALIST	A11
FLEET MAINTENANCE TECHNICIAN I	A10
FLEET MAINTENANCE TECHNICIAN II	A11
FLEET MAINTENANCE SUPERVISOR	A12
FLEET MAINTENANCE TECHNICIAN III	A12
FLEET PARTS SPECIALIST	A09
PARALEGAL	A10
POLICE LIEUTENANT	P15
POLICE SERGEANT	P13
POLICE CORPORAL	P12
POLICE OFFICER 1/C	P11
POLICE OFFICER	P10
PARKING ENFORCEMENT OFFICER I	A04
POLICE COMMUNICATIONS OPERATOR II	A11
POLICE COMMUNICATIONS OPERATOR I	A09
POLICE PROPERTY COORDINATOR	A10
POLICE PLANNING ANALYST	A10
POLICE ID SPECIALIST	A08
WARRANT CONTROL/RECORDS SUPERVISOR	A10
EMERGENCY MANAGEMENT PLANNER	A13
COMMUNITY SERVICES SUPERVISOR	A14
SYSTEMS SUPPORT SPECIALIST	A12
POLICE EXTERNAL AFFAIRS OFFICER	A15
HISPANIC COMMUNITY LIAISON	A12
ADMINISTRATIVE ENFORCEMENT ASSOCIATE	A08
CRIME ANALYST	A12
FIRE BATTALION CHIEF	F17
FIRE CAPTAIN	F16
FIRE LIEUTENANT	F15
FIRE APPARATUS MAINTENANCE SPECIALIST	A11
FIRE ADMINISTRATIVE SPECIALIST	A12
FIREFIGHTER I	F10
FIREFIGHTER II	F10
FIREFIGHTER I/II-EMT-I OR CRT	F11
FIREFIGHTER II-TECHNICIAN	F11
FIREFIGHTER III	F11
FIREFIGHTER I/II EMT-P	F12
FIREFIGHTER II-FIRE MARSHAL INSPECTOR	F12

R-15-19 POSITION CLASSIFICATIONS FY2020

POSITION CLASSIFICATIONS	GRADE
FIREFIGHTER III-EMT-I OR CRT	F12
FIREFIGHTER III - TECHNICIAN	F12
FIREFIGHTER 1/C	F13
FIREFIGHTER III-EMT-P	F13
FIREFIGHTER III-FIRE MARSHAL INVEST	F13
FIREFIGHTER 1/C ALS	F14
FIREFIGHTER 1/C-FIRE MARSHAL INSPECTOR	F14
FIREFIGHTER 1/C-FIRE MARSHAL INVESTIGATOR	F14
FIREFIGHTER 1/C - INSTRUCTOR	F14
EMERGENCY MANAGEMENT GRANTS SPECIALIST	A08
DEPUTY DIRECTOR EMERGENCY PREPAREDNESS	A14
CHIEF OF CURRENT PLANNING	A18
CHIEF OF HISTORIC PRESERVATION	A17
CHIEF OF COMPREHENSIVE PLANNING	A17
SENIOR PLANNER	A15
ZONING ENFORCEMENT OFFICER	A13
PLANNER	A13
COMMUNITY DEVELOPMENT ADMINISTRATOR	A17
COMMUNITY DEVELOPMENT SPECIALIST	A13
SENIOR COMPREHENSIVE PLANNER	A15
SENIOR TRANSPORTATION PLANNER	A15
PLANNING OFFICE ADMINISTRATOR	A10
ASSISTANT DIRECTOR PUBLIC WORKS	A18
PW BUREAU CHIEF-ENGINEERING	A18
CAD TECHNICIAN	A11
ENGINEERING TECHNICIAN III	A09
ENGINEERING TECHNICIAN II	A08
ENGINEERING TECHNICIAN IV	A10
CIVIL ENGINEER II	A15
CIVIL ENGINEER I	A13
TRAFFIC ENGINEER	A15
ASSISTANT TO PLANNING DIRECTOR	A15
PUBLIC WORKS ANALYST	A15
CHIEF OF CODE ENFORCEMENT	A17
BUILDING INSPECTOR	A10
SENIOR PROPERTY MAINTENANCE INSPECTOR	A12
PROPERTY MAINTENANCE INSPECTOR	A09
PLUMBING/UTILITY INSPECTOR	A12
ENVIRONMENTAL PROGRAMS COORDINATOR	A[13]12
ELECTRICAL INSPECTOR	A12
ARCHITECTURAL PLANS REVIEWER	A15
PUBLIC WORKS INSPECTOR	A10
[CITY FORESTER]ENVIRONMENTALIST	A[13]12
MECHANICAL INSPECTOR	A12
FIRE SAFETY INSPECTOR	A09

**R-15-19 POSITION CLASSIFICATIONS FY2020**

POSITION CLASSIFICATIONS	GRADE
COMBINATION INSPECTOR	A13
STORMWATER MANAGEMENT ENGINEER	A15
ENVIRONMENTAL COMPLIANCE INSPECTOR	A10
PARKS ADMINISTRATOR	A15
RECREATION SPORTS SUPERVISOR	A12
RECREATION LEADER I	A07
RECREATION LEADER II	A08
RECREATION PROGRAM SUPERVISOR	A14
HORTICULTURIST	A13
RECREATION OFFICE ADMINISTRATOR	A10
PARK FOREMAN	A10
PARKS MAINTENANCE WORKER I	A05
DANCE & FITNESS COORDINATOR	A04
RECREATION DIVISION CHIEF	A16
PARKS DIVISION CHIEF	A16
COMMUNITY CENTER MANAGER	A13
COMMUNITY HEALTH & AQUATICS SUPERVISOR	A12
FRONT DESK SUPERVISOR	A12
MARKETING COORDINATOR	A11
FACILITY SUPERVISOR	A12
PARKS MAINTENANCE CREW LEADER	A07
PW MAINTENANCE WORKER I	A04
PW MAINTENANCE WORKER II	A05
PARKS MAINTENANCE WORKER II	A06
MASON I	A07
MASON II	A08
PUBLIC WORKS SUPERVISOR	A12
CREW LEADER	A09
TRAFFIC TECHNICIAN I	A06
TRAFFIC TECHNICIAN II	A08
TRAFFIC TECHNICIAN III	A10
SOLID WASTE CONTRACT ADMINISTRATOR	A12
PUBLIC WORKS SERVICE WORKER	A04
SUPERINTENDENT-PW SERVICES	A16
FLEET MANAGER	A16
EQUIPMENT OPERATOR I	A06
EQUIPMENT OPERATOR II	A07
EQUIPMENT OPERATOR III	A08
SUPERINTENDENT-PW UTILITIES	A16
WATER PLANT SUPERINTENDENT	A16
ASSISTANT WATER PLANT SUPERINTENDENT	A14
UTILITY SUPERVISOR	A12
INSTRUMENTATION TECHNICIAN	A10
METER TECHNICIAN I	A06
METER TECHNICIAN II	A07



R-15-19 POSITION CLASSIFICATIONS FY2020

POSITION CLASSIFICATIONS	GRADE
UTILITY MECHANIC II	A09
WATER PLANT MECHANIC	A09
UNDERGROUND UTILITY LOCATOR	A07
WATER PLANT TECHNICIAN I	A07
WATER PLANT TECHNICIAN II	A09
WATER PLANT TECHNICIAN III	A11
UTILITY MECHANIC III	A10
WATER PLANT OPERATOR IV	A11
FACILITIES MAINTENANCE ENGINEER II	A12
FACILITIES MAINTENANCE ENGINEER I	A11
FACILITIES MAINTENANCE TECHNICIAN	A07
HARBORMASTER	A18
HARBORMASTER OFFICE ADMINISTRATOR	A10
DEPUTY HARBORMASTER	A13

[Brackets] = material deleted

Underlining = material added

