



FISCAL IMPACT NOTE

Resolution: R-27-26

Title: Fiscal Year 2027 Position Classifications and Pay Plan Update

Date: July 27, 2026

Resolution 27-26 formally approves the City of Annapolis's position classifications and pay plan for FY 2027. The proposed pay plan encompasses classifications for non-represented positions, as well as those represented by the Annapolis Fire Department, the Annapolis Police Department, American Federation of State, County and Municipal Employees (AFSCME) Local 3162, and the AFSCME Local 3406.

This legislative action complies with Section 3.12.020(B) of the Annapolis City Code, which mandates that the City Council adopt and revise a municipal pay plan by resolution following consideration of recommendations made by the Director of Human Resources. The Director of Human Resources has officially forwarded the Fiscal Year 2027 position classifications and pay plan to the City Council with a recommendation for its adoption. Implementing this updated annual pay plan establishes a legal framework for the City's personnel spending.

This legislation strictly governs internal compensation limits and does not independently generate municipal revenue or levy taxes. It is assumed that the overall personnel costs resulting from the updated position classifications and the FY 2027 pay plan have been anticipated and funded within the overarching FY 2027 City of Annapolis Operating Budget. The wage and classification changes for the Annapolis Fire Department, Annapolis Police Department, AFSCME Local 3162, and AFSCME Local 3406 reflect the agreed-upon terms of their respective, active collective bargaining agreements.

The proposed Resolution will not have a direct or indirect fiscal impact on the operating budget of the City of Annapolis.

Prepared by *Karen B. Ajayi, Finance Director*