



STAFF REPORT ON PROPOSED LEGISLATION

To: Mayor Gavin Buckley

From: Michael Mallinoff, City Manager

Date: November 6, 2024

Subject: CA-2-24: FY 2025 City of Annapolis Departmental Reorganization
O-34-24: FY 2025 Changes in Exempt Service Job Classifications
R-53-24: FY 2025 Update to the City of Annapolis Pay Plan

Purpose of legislation

The purpose of CA-2-24 is to recreate the Department of Human Resources; create the Department of Integrated Technology Solutions; reassign certain duties; and all matters generally related to such departmental reorganization.

The purpose of O-34-24 is to specify the duties of the Department of Integrated Technology Solutions, update references to the Director of Human Resources, update the classification grades for City employees in exempt service positions; and generally related to City employee salaries for exempt service positions.

The purpose of R-53-24 is to update the Fiscal Year 2025 annual pay plan; and specify an effective date.

Impact of legislation on staffing

These three pieces of legislation will formalize Human Resources and Integrated Technology Solutions as independent departments, move several exempt positions onto a new executive scale, and update some pay rule language. The move to the executive scale will put the City in line with the practices of peer jurisdictions, including Anne Arundel County. The changes to the pay rules will open up changes to the rules and regulations of the personnel system, which will enable the City to more effectively address pay inequities and retention issues.

Prepared by Victoria Buckland, Assistant City Manager