



City of Annapolis
Signature Copy
O-41-25



FY 2026 Changes in Exempt Service Job Classification

For the purpose of updating the classification grades for City employees in exempt service positions; and generally related to City employee salaries for exempt service positions.

**City Council of the
City of Annapolis**

Ordinance 41-26

Introduced by: Mayor Littmann

Co-sponsored by:

Referred to: Rules and City Government Committee

AN ORDINANCE concerning

FY 2026 Changes in Exempt Service Job Classification

FOR the purpose of updating the classification grades for City employees in exempt service positions; and generally related to City employee salaries for exempt service positions.

BY repealing and reenacting with amendments the following portions of the Code of the City of Annapolis, 2025 Edition: Section 3.08.010 and Section 3.08.030

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:

City Code Title 3 - HUMAN RESOURCES
Chapter 3.08 - Exempt Service

Section 3.08.010 - Positions Included

The exempt service includes:

1. All the elected officials;
2. All department directors;
3. City Manager;
4. Communications Officer;
5. City Attorney;
6. Assistant City Attorney;
7. Attorney I;
8. Attorney II;
9. Community Engagement Administrator;
10. Community Programs Administrator;
11. Constituent Services Officer;
12. Administrative Assistant;
13. Deputy City Manager for Administration;
14. Public Information Officer ~~and Quartermaster~~;
15. Executive Office Associate;
16. Deputy Fire Chiefs;
17. Police Major
18. Police Captains;
19. Deputy City Manager for Resilience and Sustainability;
20. Economic Development Manager;
21. Development/Events Specialist;
22. Chief of Staff;
23. Police Professional Standards Manager;
24. Special Projects/Arts Administrator; ~~and~~
25. Community Service Coordinator; and
26. Deputy Chief of Staff.

Explanation:

~~Strikethrough~~ indicates matter stricken from existing law.

Underlining indicates a change to the City Code.

Underlining & black - copyediting or reformatting of existing Code section

Underlining & red - new matter added to the code.

Title 3 - HUMAN RESOURCES
Chapter 3.08 - Exempt Service

Section 3.08.030 - Salary.

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

Position	Grade
Executive Office Associate	N10
Communications Officer	N15
Deputy Fire Chief	F18
Director of Human Resources	E5
Director of Transportation	E5
Deputy City Manager for Resilience and Sustainability	E4
Director of Recreation and Parks	E5
City Attorney	E5
Assistant City Attorney	N18
Attorney I	N14
Attorney II	N16
Director of Finance	E5
Director of Planning and Zoning	E5
Constituent Services Officer	N14
Community Programs Administrator	N13
Community Engagement Administrator	N14
Community Service Coordinator	N09
Administrative Assistant	N8
Deputy City Manager for Administration	E4
Public Information Officer	N12
Fire Chief	E5
Police Chief	E5
Police Major	P18
Police Captain	P17
Director of Public Works	E5
Economic Development Manager	N17
Chief of Staff	E3
<u>Deputy Chief of Staff</u>	<u>N16</u>
Director of the Office of Emergency Management	E5

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Director of Integrated Technology Solutions	E5
Police Professional Standards Manager	N17
Special Projects/Arts Administrator	N10
Director of Central Services	E5

SECTION II: AND BE IT FINALLY ESTABLISHED AND ORDAINED BY THE ANNAPOLIS CITY COUNCIL that this ordinance shall take effect upon passage.

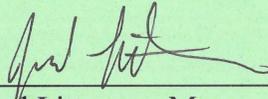
ADOPTED this 9th day of February 2026.

Aye: 6 Mayor Littmann, Alderman Smith-Brown, Alderwoman Allsup-Johnson, Alderman Schandelmeier, Alderwoman Contee, and Alderman Thorp

Aye: 2 Alderwoman O'Neill and Alderman Savidge

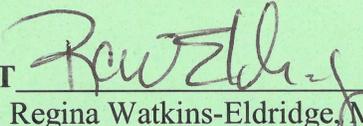
Absent: 1 Alderman Huntley

THE ANNAPOLIS CITY
COUNCIL


Jared Littmann, Mayor

Date: Feb 23, 2026

ATTEST


Regina Watkins-Eldridge, MMC,
City Clerk

Date: 2/23/26

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