

R-17-24

Fiscal Year 2025 Position Classifications and Pay Plan

AMENDMENT 3 – MAYOR BUCKLEY

Amendment Summary:

This amendment:

- 1) eliminates the proposed "E"-grade executive pay range; and
- 2) replaces the American Federation of State, County and Municipal Employees (AFSCME) pay scale with the collective bargaining agreement scale agreed to between the City of Annapolis and AFSCME Locals 3162 and 3406 for the Fiscal Years 2025 through 2026

In the attachment to Resolution 17-24 entitled "R-17-24 FY 2025 Pay Plan (proposed)":

- 1) delete the the following graphs:
"Executive Pay Range",
"AFSCME Pay Scale Effective July 6, 2023 - Step Value 5.361%"
- 2) And insert the graph named, "AFSCME 3162 & 3406 Pay Scale Effective July 4, 2024"

As the change would look in the resolution:

FY2025 Pay Scales Effective July 4, 2024

Executive Pay Range -Effective July 4, 2024		
GRADE	Low	High
E01	419,000	308,300
E02	137,000	239,800
E03	158,000	276,500

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.
Underlining & blue - amendment

AFSCME Pay Scale Effective July 6, 2023 - Step Value 5.361%											
GRADE	1	2	3	4	5	6	7	8	9	10	11
A01	27,763	29,251	30,820	32,472	34,212	36,046	37,979	40,015	42,160	44,420	46,803
A02	29,845	31,445	33,131	34,907	36,778	38,750	40,828	43,016	45,322	47,753	50,312
A03	32,085	33,806	35,618	37,527	39,538	41,658	43,892	46,245	48,724	51,336	54,088
A04	34,490	36,339	38,287	40,340	42,503	44,781	47,182	49,711	52,376	55,184	58,143
A05	37,077	39,066	41,160	43,367	45,691	48,141	50,722	53,440	56,306	59,325	62,505
A06	39,858	41,995	44,247	46,619	49,118	51,751	54,526	57,449	60,529	63,774	67,193
A07	42,848	45,145	47,565	50,115	52,802	55,633	58,615	61,757	65,068	68,557	72,232
A08	46,061	48,531	51,133	53,874	56,762	59,806	63,012	66,389	69,949	73,699	77,650
A09	49,516	52,173	54,968	57,915	61,019	64,290	67,737	71,369	75,195	79,226	83,473
A10	53,230	56,084	59,090	62,259	65,596	69,113	72,818	76,721	80,835	85,168	89,735
A11	57,222	60,288	63,521	66,926	70,515	74,295	78,278	82,475	86,896	91,555	96,463
A12	61,512	64,810	68,284	71,945	75,802	79,866	84,147	88,658	93,412	98,419	103,686
A13	66,127	69,671	73,406	77,342	81,489	85,857	90,460	95,310	100,419	105,803	111,475
A14	71,087	74,898	78,913	83,143	87,601	92,297	97,245	102,459	107,951	113,739	119,837
A15	76,415	80,512	84,828	89,376	94,168	99,216	104,535	110,139	116,043	122,265	128,820
A16	82,149	86,552	91,192	96,081	101,232	106,659	112,378	118,403	124,751	131,438	138,485
A17	88,309	93,043	98,032	103,287	108,824	114,659	120,805	127,282	134,106	141,295	148,871
A18	94,932	100,922	105,384	111,034	116,986	123,258	129,866	136,828	144,164	151,893	160,036
FOR A Scale:	The pay plan consists of 11 steps. The last four steps (8-11) are reserved for longevity for Civil Service employees; to be given at 7, 12, 15, and 20 (added this step effective 7/1/18) years of service. If a Civil Service employee has attained any of the longevity years of service prior to reaching steps 8-11, then the employee is allowed to progress through these final steps in annual increments until they reach the required years of service for the longevity step. This typically occurs as the result of promotion. Exempt Service employees are not entitled to longevity and are able to progress to Step 11 in annual increments. All merit increases are tied to meeting performance review requirements.										

AFSCME 3162 & 3406 Pay Scale Effective July 4, 2024																			
GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
A04	36,339	37,793	39,305	40,877	42,512	44,212	45,980	47,819	49,732	51,721	53,773	54,871	56,517	58,213	59,959	61,758	63,611	65,519	67,485
A05	39,066	40,628	42,253	43,943	45,701	47,529	49,430	51,407	53,463	55,602	57,270	58,988	60,758	62,581	64,458	66,392	68,384	70,436	72,549
A06	41,995	43,675	45,422	47,239	49,129	51,094	53,138	55,264	57,475	59,774	61,567	63,414	65,316	67,275	69,293	71,372	73,513	75,718	77,990
A07	45,145	46,951	48,829	50,782	52,813	54,926	57,123	59,408	61,784	64,255	66,183	68,168	70,213	72,319	74,489	76,724	79,026	81,397	83,839
A08	48,531	50,472	52,491	54,591	56,775	59,046	61,408	63,864	66,419	69,076	71,148	73,282	75,480	77,744	80,076	82,478	84,952	87,501	90,126
A09	52,170	54,257	56,427	58,684	61,031	63,472	66,011	68,651	71,397	74,253	76,481	78,775	81,138	83,572	86,079	88,661	91,321	94,061	96,883
A10	56,084	58,327	60,660	63,086	65,609	68,233	70,962	73,800	76,752	79,822	82,217	84,684	87,225	89,842	92,537	95,313	98,172	101,117	104,151
A11	60,288	62,700	65,208	67,816	70,529	73,350	76,284	79,335	82,508	85,808	88,382	91,033	93,764	96,577	99,474	102,458	105,532	108,698	111,959
A12	64,810	67,402	70,098	72,902	75,818	78,851	82,005	85,285	88,696	92,244	95,011	97,861	100,797	103,821	106,936	110,144	113,448	116,851	120,357
For A Scale:	Step value from step 1 to step 10 - 4%; Step value from step 10 to step 19 - 3% No Longevity Hold; Grade Value - 7.5%																		

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.
Underlining & blue - amendment