

1 **..Title**

2 **Establishment of Salaries Review Commission** - For the purpose of establishing a Salaries  
3 Review Commission to make recommendations to the City Council on the pay and compensation  
4 for the Mayor, City Council, and City Manager to be effective for the four years beginning  
5 December 1, 2025; and matters generally relating to said pay and compensation.

6 **..Body**

7 **CITY COUNCIL OF THE**  
8 **City of Annapolis**

9  
10 **Resolution 42-24**

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12 **Introduced by: Mayor Buckley**

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14 **A RESOLUTION** concerning

15  
16 **Establishment of Salaries Review Commission**

17  
18 **For** the purpose of establishing a Salaries Review Commission to make recommendations to  
19 the City Council on the pay and compensation for the Mayor, City Council, and City  
20 Manager to be effective for the four years beginning December 1, 2025.

21  
22 **WHEREAS**, Article II, Section 4(b)(1) of the City Charter requires that “Not later than one (1)  
23 year before the date of any general municipal election for the election of mayor and  
24 aldermen, the city council shall appoint a commission consisting of not less than  
25 three (3) nor more than seven (7) residents of the city to review the compensation  
26 and allowances to be paid to the mayor and aldermen during the ensuing terms of  
27 office”; and

28  
29 **WHEREAS**, Article VI, Section 2B(d) of the City Charter states that “The compensation of the  
30 city manager shall be fixed by the mayor according to the provisions of an executive  
31 pay plan formulated by the Council Compensation Commission and adopted by  
32 ordinance.

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34 **NOW, THEREFORE, BE IT RESOLVED BY THE ANNAPOLIS CITY COUNCIL** that the  
35 "2025 Salaries Review Commission" is hereby established, and pursuant to Article II, Section 4 of  
36 the City Charter:

- 37 **1.** Commission membership shall consist of not less than three nor more than seven residents  
38 of the city to review the compensation and allowances to be paid to the mayor and  
39 aldermen/alderwomen during the ensuing terms of office;
- 40 **2.** The Commission shall submit its recommendations for compensation and allowances to  
41 the City Council by Tuesday, February 4, 2025.
- 42 **3.** Upon receiving the commission's resolution, the City Council shall conduct a public  
43 hearing regarding the commission's recommendation.

- 1       4. The City Council may reduce or reject the commission's recommendation, but it may not  
2       increase any item in the resolution.
- 3       5. The recommendations in the resolution and any permitted changes to such  
4       recommendations shall be adopted by ordinance by July 31, 2025.
- 5       6. The City Council pay changes will take effect only for the following succeeding terms  
6       of office.
- 7       7. The salaries specified in the ordinance shall remain the same during the 2025-2029 City  
8       Council term.
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10    **AND BE IT FURTHER RESOLVED BY THE ANNAPOLIS CITY COUNCIL** that the term  
11    of all members of the Commission shall end with the publication of its report, the members shall  
12    serve without compensation, the members shall elect from among their membership a Chair, vice  
13    chair and secretary, the Commission meetings shall be held publicly by the Maryland Open  
14    Meetings Act and Robert’s Rules of Order, and testimony shall be taken from the public on at least  
15    one occasion.

16  
17    **AND BE IT FURTHER RESOLVED BY THE ANNAPOLIS CITY COUNCIL** that this  
18    resolution shall take effect upon passage.