

1 **Compensation of Mayor, Alderpersons, and City Manager**

2 For the purpose of adjusting the compensation and allowances to be paid to the Mayor,  
3 Aldermen and Alderwomen for the term of office commencing on the first Monday in December  
4 2025; and for adjusting the compensation to be paid to the City Manager.

5 ..Body

6  
7 **City Council of the**  
8 **City of Annapolis**

9 **Ordinance 13-25**

10 **Introduced by: Mayor Buckley**

11 **Co-sponsored by:**

12  
13 **Referred to:** Finance Committee, Rules and City Government Committee

14 **AN ORDINANCE** concerning

15 **Compensation of Mayor, Alderpersons, and City Manager**

16  
17 **FOR** the purpose of adjusting the compensation and allowances to be paid to the Mayor,  
18 Aldermen and Alderwomen for the term of office commencing on the first Monday in  
19 December 2025; and for adjusting the compensation to be paid to the City Manager.

20  
21 **BY** repealing and reenacting with amendments the following portions of the Code of the City  
22 of Annapolis, 2025 Edition: **Section 3.08.030.**

23  
24 **WHEREAS,** On December 9, 2024, under Article II, Section 401(b)(1) of the Annapolis City  
25 Charter and Council Resolutions 50-24 and 56-24, the City Council created the  
26 2025 Salary Review Commission (“Commission”).

27  
28 **WHEREAS,** The Commission was charged with reviewing the compensation and allowances  
29 paid to the Mayor, City Council and the City Manager

30  
31 **WHEREAS,** The Charter directs the Commission to submit its recommendations to the City  
32 Council -- “...not later than nine months before the date of the next general  
33 municipal election” -- and since the next general election is scheduled for  
34 November 4, 2025, the Commission’s report was submitted to the Council on  
35 February 4, 2025.

36  
37 **WHEREAS,** The Commission's findings are as follows:

1. The Commission reviewed current compensation levels for the Mayor, Alderpersons and City Manager and agreed unanimously that they are inadequate and should be increased;
2. The Commission found that the current levels of compensation for the Mayor, Alderpersons and the City Manager are, in many cases, significantly below those offered in other comparable jurisdictions around the country and, therefore, may serve as a disincentive to a wide variety of individuals who otherwise might be interested in serving the City as elected or appointed officials.
3. The Commission urged the City Council to exclude from the purview of future Salary Review Commissions consideration and recommendations upon compensation for the City Manager.

*"The Commission recognizes that in accordance with Article VI, Section 2B, the City Manager is appointed by the Mayor and confirmed by the City Council and does not hold an elected office. Further, the City Manager is a direct report to the Mayor, and it is the Mayor who is charged under Article VI, Section 2B(d) with establishing their salary in accordance with an executive pay plan."*  
**- 2025 Salary Review Commission**

**WHEREAS,** The Commission's monetary compensation recommendations are advisory and included in this ordinance; however, if they are adopted, in whole or in part, they are to be effective for the four years beginning on December 1, 2025.

**WHEREAS,** On March 24, 2024, under the Annapolis City Charter, Article II, Section 4(b)(3), the City Council accepted the Commission's recommendations.

**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 3.08.030 - Salary**

**In 3.08.030(A)(1) after "Position" and before "Executive Office Associate" insert the following:**

- A. 1. 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      |
|----------------------------|------------|
| <b>City Manager</b>        | <b>E06</b> |
| Executive Office Associate | N10        |

1  
2 **Strike §§ 3.08.030(A)(2) through 3.08.030(A)(4)(iv) and insert the following:**

3  
4 2. **Mayor.**

5 The Mayor, for the term of office commencing on the first Monday in  
6 December 2025, shall have an annual salary of \$120,000 and be entitled to the  
7 benefits afforded to the City's exempt service employees.

8 3. **Alderpersons.**

9 a. **Salary.** The salary of each Alderman and Alderwoman for the 2025-2029  
10 term of office commencing on the first Monday in December of the  
11 following years shall be:

12 2025 \$32,000

13 2026 \$34,000

14 2027 \$36,000

15 2028 \$38,000

16 b. **City Benefits.**

17 i. Aldermen and Alderwomen shall participate in the Maryland State  
18 Retirement and Pension System.

19 ii. The City will provide the Alderperson with a cell phone to be used  
20 exclusively for City business. The City will pay for all expenses  
21 related to said cell phone, including the initial purchase.

22 c. **Expense Allowance.**

23 i. Each Alderman and Alderwoman will receive an annual allowance  
24 of \$3,000, which will be used exclusively for expenses related to  
25 the performance of standard constituent services.

26 ii. Eligible expenses may include but are not limited to supplies for  
27 town halls, outreach efforts, and education and training activities.

28  
29 **SECTION II: AND BE IT FURTHER ESTABLISHED AND ORDAINED BY THE**  
30 **ANNAPOLIS CITY COUNCIL that:**

31 A. Article II, Section 4 of The Charter outlines the City Council's process for adjusting the  
32 compensation and benefits of its members.:

- 33 1. The city council may reduce or reject the commission's recommendation, but it  
34 may not increase any item in the resolution;
- 35 2. The recommendations contained in the resolution, and any permitted changes to  
36 such recommendations, shall not become effective unless adopted by ordinance  
37 enacted at least three months prior to the elections of the next succeeding mayor;

1                   3. Aldermen/alderwomen, and shall take effect only for the next succeeding terms of  
2                   office of the mayor and aldermen/alderwomen;

3                   4. The salaries specified at the time a mayor and aldermen/alderwomen take office  
4                   may not be changed during that period for which the mayor and  
5                   aldermen/alderwomen were elected; and

6           B. Pursuant to The Charter, the City Council must adopt this ordinance by August 1, 2025,  
7           for it to take effect.

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