

MEMORANDUM

February 8, 2021

TO: Annapolis City Council
FROM: Ian Pfeiffer, Chairman
Council Compensation Commission
RE: Report and Recommendations

Attached is the Report and Recommendations of the Council Compensation Commission.

If the Council has additional questions or would like to hear from other commissioners at a Council meeting, a work session, or other forum, the commissioners would be pleased to accommodate as their schedules permit.

REPORT AND RECOMMENDATIONS OF THE 2021 COUNCIL COMPENSATION COMMISSION

Introduction

On October 12, 2020, pursuant to Charter Article II, Section 4, and City Council Resolution R-52-20, the City Council appointed the undersigned as the members of the 2021 Council Compensation Commission. The Commission was charged with the responsibility to “review the compensation and allowances of the City Manager, Mayor, and Alderman/Alderwomen during the next succeeding terms of office.”

Meetings of the Commission

The Commission held public meetings in accordance with the Maryland Open Meetings Act and Robert’s Rules of Order.

Documents Reviewed and Persons Interviewed

The Commission obtained a variety of documents from different sources as part of its information gathering process. The Commission had access to, among other materials: (1) the reports and related data from the previous Compensation Commissions that made compensation recommendations in 2009, 2013 and 2017; (2) comparative charts of the compensation of similar office holders and city managers in other parts of Maryland; (3) descriptive information regarding the duties and responsibilities of the respective officials, their salaries and benefits; and (4) relevant City Charter and Code provisions.

The Mayor, the Aldermen, and the City Manager were invited to meet with the commission or to submit written comments. Alderwoman Finlayson, Alderman Paone, Alderwoman Pindell-Charles, Alderwoman Tierney, Alderman Gay, and Alderman Schandelmeier, in addition to the City Manager, met with and offered comments to the Commission. Alderman Savidge submitted written comments.

In addition, the Commission was ably assisted by Tricia Hopkins, Human Resources Director, and by Kerry Berger, Assistant City Attorney.

Recommendations

***Mayor:* The salary of the Mayor should remain at \$98,000 per year. The fringe benefits and allowable expenses should remain unchanged.**

***Aldermen and Alderwomen:* The salary of the Aldermen and Alderwomen should be increased as following, in year one of the term, it should be increased by the percentage of the Consumer Price Index (CPI), as calculated for the 12-month average annually for the Baltimore Washington region. In year two, the salary will first increase by \$1000, then increase by the CPI rate as described in year one. In year three, the salary will first increase by an additional \$1000, then increase by the CPI rate as described in year one. Finally, in year 4, the salary will first increase by an additional \$1000, then increase by the CPI rate as described in year one.**

The current allocation of \$1,500 per Alderperson, for education, training , and supporting constituent engagement activities, should be increased by \$500, to a total allocation of \$2000. This increase supports the allocation’s expanded scope directed by O-43-20, which includes expenses related to the performance of usual and customary constituent services as part of the annual allowance afforded to each Alderman and Alderwoman.

***City Manager:* The range of salary for the City Manager should remain unchanged \$140,000-\$180,000. The provision in the City Manager’s benefits calling for a Cost of Living Adjustment every two years, should be deleted and instead replaced with language calling for the City Manager to receive a Cost of Living Adjustment when other Senior staff (Department Heads) receive such an adjustment.**

Respectfully submitted,

Ian Pfeiffer, Chair

Faye Currie

Joseph Connors

Allison Webster-Giddings

Date: February 8, 2021