

1 **..Title**

2 **Exempt Service - Position Classification Update** - For the purpose of removing the  
3 Development/Events Specialist position from the Exempt Service position classifications.

4 **..Body**

5 **CITY COUNCIL OF THE**  
6 **City of Annapolis**

7  
8 **Ordinance 37-21**

9  
10 **Introduced by: Mayor Buckley**

11 **Co-sponsored by:**

12  
13 **Referred to**

14 **Rules and City Government Committee**

15 **90 day Rule:** \_\_\_\_\_

16  
17 **AN ORDINANCE** concerning

18  
19 **Exempt Service - Position Classification Update**

20  
21 **FOR** the purpose of removing the Development/Events Specialist position from the Exempt  
22 Service position classifications.

23  
24 **BY** repealing and reenacting with amendments the following portions of the Code of the City  
25 of Annapolis, 2022 Edition  
26 3.08.010  
27 3.08.030

28  
29 **WHEREAS,** on June 22, 2020, the City Council adopted R-38-20 approving the FY 2021  
30 Position Classifications and Pay Plan as part of the annual operating budget; and

31  
32 **WHEREAS,** upon the passage of R-38-20 the Development/Events Specialist position was  
33 converted from Exempt Service to Civil Service; and

34  
35 **WHEREAS,** in accordance with the passage of R-38-20, it is necessary to adopt O-37-21 to  
36 remove the Development/Events Specialist position from the Exempt Service  
37 position classifications as set forth in Chapter 3.08.

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40 **SECTION I: BE IT ESTABLISHED AND ORDAINED BY THE ANNAPOLIS CITY**  
41 **COUNCIL** that the Code of the City of Annapolis shall be amended to read as follows:

42  
43 **Title 3 – HUMAN RESOURCES**

44 **Chapter 3.08 - EXEMPT SERVICE**

45

1 **Section 3.08.010 Positions included.**

2  
3 The exempt service includes:

- 4  
5 1. All the elected officials;  
6 2. All department directors;  
7 3. City Manager;  
8 4. Communications Officer;  
9 5. City Attorney;  
10 6. Assistant City Attorney;  
11 7. Attorney I;  
12 8. Attorney II;  
13 9. Community Engagement Administrator;  
14 10. Community Services Specialist;  
15 11. Constituent Services Officer;  
16 12. Administrative Assistant;  
17 13. Assistant City Manager;  
18 14. Public Information Officer and Quartermaster;  
19 15. Executive Office Associate;  
20 16. Recruitment/Employee Relations Administrator;  
21 17. Deputy Fire Chiefs;  
22 18. Police Major and Captains;  
23 19. Human Resources Manager;  
24 20. Deputy City Manager for Resilience and Sustainability;  
25 21. Economic Development Manager;  
26 22. ~~Development/Events Specialist;~~  
27 23. Chief of Staff; and  
28 24. Management Information Technology Manager; and  
29 25. Police Professional Standards Manager.  
30

31 **Section 3.08.030 Salary.**

- 32  
33 A. 1. For purposes of setting annual salaries, the following positions in the exempt service are  
34 assigned grades in the City's pay plan as indicated:  
35

<b>Position</b>	<b>Grade</b>
Executive Office Associate	A10
Recruitment/Employee Relations Administrator	A15
Communications Officer	A15
Deputy Fire Chief	F18
Human Resources Manager	A19
Director of Transportation	A20
Deputy City Manager for Resilience and Sustainability	A20
Director of Recreation and Parks	A20
City Attorney	A20

Assistant City Attorney	A18
Attorney I	A14
Attorney II	A16
Director of Finance	A20
Director of Planning and Zoning	A20
Constituent Services Officer	A14
Community Services Specialist	A10
Community Engagement Administrator	A14
Administrative Assistant	A8
Assistant City Manager	A14
Public Information Officer and Quartermaster	A12
Fire Chief	F20
Police Chief	P20
Police Major	P18
Police Captain	P17
Director of Public Works	A20
Economic Development Manager	A17
Development/Events Specialist	A12
Chief of Staff	A16
Director of the Office of Emergency Management	A20
Management Information Technology Manager	A19
Police Professional Standards Manager	A17

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2. The salary of the Mayor for the term of office commencing on the first Monday in December, 2017, shall be an annual salary of ninety-eight thousand dollars and an entitlement to the benefits afforded to the City's exempt service employees.
  3. The salary of each Alderman and Alderwoman for the term of office commencing on the first Monday in December, 2021, shall be an annual salary of fifteen thousand dollars increased by the percentage of the consumer price index (CPI), as calculated for the twelve-month average annually for the Washington-Baltimore Metropolitan Area. In year two of their term, the annual salary shall first increase by one thousand dollars, then increase by the CPI rate as described in year one. In year three, the annual salary shall first increase by an additional one thousand dollars, then increase by the CPI rate as described in year one. In year four, the annual salary will first increase by an additional one thousand dollars, then increase by the CPI rate as described in year one. Each Alderman and Alderwoman shall be afforded an annual allowance of two thousand dollars to be used exclusively for expenses related to the performance of usual and customary constituent services; such expenses may include supplies for town halls and constituent outreach, education, and training. Aldermen and Alderwomen shall participate in the Maryland State Retirement and Pension System.
  4. The salary of the City Manager shall be:
    - i. Salary and Performance Reviews. A base salary for the City Manager ranging from one hundred thirty thousand dollars to one hundred eighty thousand dollars per year, with incremental increases based upon annual performance reviews conducted by

1 the Mayor. The initial base salary shall be fixed within the provided range based  
2 upon the City Manager's education and employment experience. The annual  
3 performance review shall be based upon criteria established in advance by the  
4 Mayor in consultation with the Manager of Human Resources. The base salary and  
5 increments shall be subject to cost of living increases (COLAS), commensurate  
6 with COLAS awarded to other City exempt service employees. The City Manager's  
7 compensation shall be subject to reduction to the same extent as other City exempt  
8 service employees, including reductions based upon furloughs or similar actions.

- 9 ii. Benefits. The City Manager is entitled to receive the same benefits as other City  
10 exempt service employees, including but not limited to inclusion in the City's health  
11 care and retirement plans, in which the City and the employee contribute in the  
12 same proportion as other City exempt service employees.
- 13 iii. Allowances. The City shall provide the City Manager with a City vehicle, or  
14 additional compensation to reimburse the use of a personally-owned vehicle.
- 15 iv. Severance Pay. Three months' severance pay of salary if a City Manager has been  
16 removed from the position without cause, but there shall be no severance pay if the  
17 removal is for cause. Grounds for removal that constitute cause shall be 1)  
18 conviction of a felony or a crime of moral turpitude; or 2) malfeasance or  
19 misfeasance in office.

20 B. Salary raises for the list of positions included in the table in Section 3.08.030A.1:

- 21 1. Shall be justified by a performance evaluation by the City Manager or the Mayor,  
22 whichever is the Appointing Authority, that exceeds the minimum requirements for the  
23 position and shall be entirely at the discretion of the City Manager or the Mayor, with  
24 the exception of those positions listed in Subsection (B)(2) of this Section;
- 25 2. Shall be justified for the following positions by a performance evaluation by the  
26 Department Director that exceeds the minimum requirements for the position:
- 27 i. Deputy Fire Chiefs
  - 28 ii. Police Captains
  - 29 iii. Police Major
  - 30 iv. Recruitment/Employee Relations Administrator
  - 31 v. Assistant City Attorney
  - 32 vi. Attorney I
  - 33 vii. Attorney II
  - 34 viii. Public Information Officer and Quartermaster
  - 35 ix. Economic Development Manager
  - 36 x. Police Professional Standards Manager.
- 37 3. May not be awarded to an individual more frequently than once per year;
- 38 4. May not be for an amount exceeding one pay step in the grade range for the position as  
39 set in Subsection (A)(1) of this Section;
- 40 5. May not cause an individual's salary to exceed the maximum salary of the assigned  
41 grade.

42 C. Longevity salary increases awarded to civil service employees shall not be a benefit of the  
43 exempt service.

44 D. A City employee appointed to a position specified in Subsection (A)(1) of this Section shall  
45 be provided pay as follows:

- 1 1. If the employee is appointed to a position in a higher grade, the salary shall be at a rate  
2 in the new pay grade which is at a minimum five percent higher than the employee's  
3 salary prior to promotion or shall be assigned to the minimum of the new grade,  
4 whichever is higher.
  - 5 2. If the employee is appointed to a position in a lower grade or if the position is reclassified  
6 to a classification in a lower grade or if the employee's classification is reallocated to a  
7 lower grade, the employee's new pay shall be at a level within the new grade that is  
8 closest to and not lower than the level at which the employee was paid in the former  
9 grade. If the level at which the employee was paid in the former grade is more than the  
10 maximum pay for the new grade, the employee's new pay shall remain the same as the  
11 employee's pay in the former grade and the employee is not eligible for any form of pay  
12 increase unless or until the maximum pay in the new grade is increased to a level that  
13 exceeds the employee's pay.
- 14 E. The Mayor, City Manager, or Department Director, whichever is the Appointing Authority,  
15 may make an initial appointment at a salary greater than the first step of the assigned grade  
16 for positions that report to them. Appointments to the following positions do not require City  
17 Council approval and initial appointments may be made at a salary greater than the first step  
18 of the assigned grade subject to the availability of funding:
- 19 1. i. Administrative Assistant
  - 20 ii. Assistant City Manager
  - 21 iii. Executive Office Associate
  - 22 iv. Chief of Staff
  - 23 v. Communications Officer
  - 24 vi. Constituent Services Officer
  - 25 vii. Community Engagement Administrator
  - 26 viii. Community Services Specialist
  - 27 ix. ~~Development/Events Specialist~~
  - 28 x. Deputy Fire Chiefs
  - 29 ~~xi.~~ Police Captains
  - 30 ~~xii.~~ Police Major
  - 31 ~~xiii.~~ Recruitment/Employee Relations Administrator
  - 32 ~~xiv.~~ Assistant City Attorney
  - 33 ~~xv.~~ Attorney I
  - 34 ~~xvi.~~ Attorney II
  - 35 ~~xvii.~~ Public Information Officer and Quartermaster
  - 36 ~~xviii.~~ Economic Development Manager
  - 37 ~~xix.~~ Police Professional Standards Manager
- 38 F. The appointment and initial salary for the following positions is subject to confirmation by  
39 the City Council:
- 40 1. i. City Manager
  - 41 ii. City Attorney
  - 42 iii. Police Chief
  - 43 iv. Fire Chief
  - 44 v. Director of Transportation
  - 45 vi. Director of Recreation and Parks
  - 46 vii. Director of Finance

- 1           viii. Director of Planning and Zoning
- 2           ix. Director of Public Works
- 3           x. Director of the Office of Emergency Management
- 4           xi. Deputy City Manager for Resilience and Sustainability
- 5           xii. Human Resources Manager
- 6           xiii. Management Information Technology Manager

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9     **SECTION II: AND BE IT FURTHER ESTABLISHED AND ORDAINED BY THE**  
10    **ANNAPOLIS CITY COUNCIL** that this ordinance shall take effect from the date of its passage.

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13                            **Explanation:**

14                            UPPERCASE indicates matter added to existing law.  
15                            ~~Strikethrough~~ indicates matter stricken from existing law.  
16                            Underlining indicates amendments.

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