



City of Annapolis
Signature Copy
O-13-25



Compensation of Mayor, Alderpersons, and City Manager

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

City Council of the
City of Annapolis

Ordinance 13-25

Introduced by: Mayor Buckley

Referred to: Finance Committee, Rules and City Government Committee

AN ORDINANCE concerning

Compensation of Mayor, Alderpersons, and City Manager

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

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

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

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

WHEREAS, The Charter directs the Commission to submit its recommendations to the City Council -- "...not later than nine months before the date of the next general municipal election" -- and since the next general election is scheduled for November 4, 2025, the Commission's report was submitted to the Council on February 4, 2025.

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:

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

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
<u>City Manager</u>	<u>E06</u>
Executive Office Associate	N10

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

2. Mayor.

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

3. Alderpersons.

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

2025 \$32,000

2026 \$34,000

2027 \$36,000

2028 \$38,000

b. City Benefits.

- i. Aldermen and Alderwomen shall participate in the Maryland State Retirement and Pension System.
- ii. The City will provide the Alderperson with a cell phone to be used exclusively for City business. The City will pay for

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all expenses related to said cell phone, including the initial purchase.

c. Expense Allowance.

- i. Each Alderman and Alderwoman will receive an annual allowance of \$3,000, which will be used exclusively for expenses related to the performance of standard constituent services.
- ii. Eligible expenses may include but are not limited to supplies for town halls, outreach efforts, and education and training activities.

SECTION II: AND BE IT FURTHER ESTABLISHED AND ORDAINED BY THE ANNAPOLIS CITY COUNCIL that:

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

1. The city council may reduce or reject the commission's recommendation, but it may not increase any item in the resolution;
2. The recommendations contained in the resolution, and any permitted changes to such recommendations, shall not become effective unless adopted by ordinance enacted at least three months prior to the elections of the next succeeding mayor;
3. Aldermen/alderwomen, and shall take effect only for the next succeeding terms of office of the mayor and aldermen/alderwomen;
4. The salaries specified at the time a mayor and aldermen/alderwomen take office may not be changed during that period for which the mayor and aldermen/alderwomen were elected; and

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

SECTION III: AND BE IT FINALLY ESTABLISHED AND ORDAINED BY THE ANNAPOLIS CITY COUNCIL that this ordinance shall take effect upon passage the effective date of CA-2-25.

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ADOPTED this 8th day of September 2025.

Aye: 7 Mayor Buckley, Alderwoman O'Neill, Alderwoman Pindell Charles,
Alderwoman Finlayson, Alderman Schandelmeier, Alderman Savidge,
and Alderman Arnett

Nay: 1 Alderman Huntley

Absent: 1 Alderman Gay

**THE ANNAPOLIS CITY
COUNCIL**


Gavin Buckley, Mayor Date: 10/16/2025

ATTEST 
Regina Watkins-Eldridge, MMC,
City Clerk Date: 10/22/25

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