



## STAFF REPORT and FISCAL IMPACT NOTE ON PROPOSED LEGISLATION

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To: Mayor Gavin Buckley

From: Michael Mallinoff, City Manager

Date: June 24, 2024

Subject: R-31-24: FY 2025 Position Classifications and Pay Plan for the Annapolis Police Department

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### **Purpose of legislation**

The purpose of this legislation is to approve the Fiscal Year 2025 annual position classifications and pay plan for the Annapolis Police Department; and specifying an effective date.

### **Impact of legislation on operations**

This legislation affects staffing within the Annapolis Police Department, but it also has some operational impacts. The new pay scale removes the longevity holds that appear in the current pay scale and makes for a smooth annual progression for staff. Operationally, this means that much of the calculation and error checking that happens now to account for the longevity steps gets simplified. The new scale has many benefits for staff, but they also have operational benefits for the City as well.

### **Impact of legislation on staffing**

This legislation confirms the pay scale agreed to in the negotiated agreement with the United Food and Commercial Workers, Local 400 union. It also incorporates the P20 grade as approved by Council in the O-9-24 ordinance as well as P17 and P18 which are tied to the exempt service ranks of Police Captain and Police Major.

As with the other pay scales approved by Council in resolution R-17-24, the new P scale does not have any longevity holds within it; staff will move annually at the beginning of the pay period on or after their anniversary date in accordance with 3.12.070 C. of the City Code. Existing staff

will move onto the new scale at the step that most closely matches (and either matches exactly or is higher than) their June 30, 2024 salary. Since placement on the new scale will result in somewhat uneven increases, staff will also receive a one-time bonus payment equal to 2.5% of their salary minus the increase they get from placement on the new scale. The City is excited to finalize the introduction of the new pay scales, since they bring the City more in line with scales used in other jurisdictions, make the City more competitive, improve recruitment and retention, and will make the process of navigating the scale simpler.

**Fiscal impact of legislation**

The fiscal impact of the new pay scales and the bonus payments have been factored into the FY25 operating budget resolution.

*Prepared by Victoria Buckland, Assistant City Manager*