

R-17-23

Fiscal Year 2025 Position Classifications and Pay Plan

AMENDMENT 4(a) – ALD. TIERNEY

Amendment Summary:
 This amendment delays the City Council vote on changes recommended by the Administration to the Fiscal Year 2025 Position Classifications and Pay Plan until after completion and Council consideration of the Classification and Compensation Study. *Union agreements are excluded.*

Strike all text after Whereas paragraph two, "recommendations of the Civil Service Board";" and insert the following:

"WHEREAS, The FY 2025 position classifications and pay plan proposed by City Administration are attached to this Resolution;

WHEREAS, The City Council recognizes the significance of the comprehensive Classification and Compensation Study for the City of Annapolis, which began in the Fall of 2023, and is eagerly awaiting its finalization;

WHEREAS, The City Council, as the governing body responsible for the City's fiscal health, is committed to thoroughly considering the study's conclusions before making any decisions on executive and managerial pay scales;

NOW, THEREFORE, BE IT RESOLVED BY THE ANNAPOLIS CITY COUNCIL that:

1. The Council, in its commitment to fiscal responsibility, shall postpone its vote on the Fiscal Year 2025 position classifications and pay plan until after the Classification and Compensation Study for the City of Annapolis is received and thoroughly considered by the Council; and
2. The Finance Director shall establish an account for City funds designated for an executive contingency pay program to address potential changes in executive pay, provide a safety net for the City budget, and ensure financial stability.

AND BE IT FURTHER RESOLVED BY THE ANNAPOLIS CITY COUNCIL that this Resolution shall take effect-upon adoption."

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

The Changes in the Resolution:

Fiscal Year 2025 Position Classifications and Pay Plan

FOR the purpose of approving the Fiscal Year 2025 annual position classifications and pay plan; and specifying an effective date.

WHEREAS, Section 3.12.020 A. of the City Code states that the City Council “in conjunction with the adoption of the annual operating budget and whenever deemed necessary, shall consider the recommendations of the Civil Service Board on requests for the creation of new positions, the abolishment of positions, and the classification and reclassification of existing positions”; and

WHEREAS, Section 3.12.020 B. of the City Code states that the City Council “adopt, by resolution, a pay plan and subsequent revisions after consideration of the recommendations of the Civil Service Board”; ~~and~~

WHEREAS, the FY 2025 position classifications and pay plan proposed by City Administration are attached to this Resolution ~~and shall become effective July 1, 2024.~~

WHEREAS, The City Council recognizes the significance of the comprehensive Classification and Compensation Study for the City of Annapolis, which began in the Fall of 2023, and is eagerly awaiting its finalization;

WHEREAS, The City Council, as the governing body responsible for the City's fiscal health, is committed to thoroughly considering the study's conclusions before making any decisions on executive and managerial pay scales;

NOW, THEREFORE, BE IT RESOLVED BY THE ANNAPOLIS CITY COUNCIL that: ~~the Fiscal Year 2025 position classifications and pay plan are adopted as attached~~

1. The Council, in its commitment to fiscal responsibility, shall postpone its vote on the Fiscal Year 2025 position classifications and pay plan until after the Classification and Compensation Study for the City of Annapolis is received and thoroughly considered by the Council; and
2. The Finance Director shall establish an account for City funds designated for an executive contingency pay program to address potential changes in executive pay, provide a safety net for the City budget, and ensure financial stability.
3. Pay scales included in Collective Bargaining Agreements negotiated between the City of Annapolis and employee unions are exempted from this resolution.

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AND BE IT FURTHER RESOLVED BY THE ANNAPOLIS CITY COUNCIL that this Resolution shall take effect ~~on July 1, 2024~~ upon adoption and pay scales included in Collective Bargaining Agreements adopted by the Council shall take effect on July 1, 2024.

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