



REPORT AND RECOMMENDATIONS OF THE 2025 SALARY REVIEW COMMISSION

February 4, 2025

Introduction

On December 9, 2024, pursuant to 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"). The members of the Commission are listed in Appendix A of this Report.

The Commission was charged with reviewing the compensation and allowances paid to the Mayor, City Council and the City Manager and making recommendations thereon. The Commission's recommendations are advisory in nature; however, if they are adopted, in whole or in part, they are to be effective for the four years beginning on December 1, 2025.

Background

In accordance with the Charter of the City of Annapolis, a commission is to be established not later than one year prior to the date of every general election to review the current compensation, including benefits, provided to the Mayor and Alderpersons. The Charter directs the Commission to submit its recommendations to the City Council "...not later than nine (9) months prior to the date of the next general municipal election." Accordingly, since the date of the next general election is scheduled for November 4, 2025, the Commission's report is being submitted to the Council on February 4, 2025.

The six members of the Commission represented a preponderance of the City's Wards. While disappointed that the composition of the Commission did not reflect a balance across the entire City, we worked diligently to ensure that our discussions were open and reflective of the views of residents throughout this extraordinary and diverse City.

Meetings of the Commission

The Commission met virtually six (6) times and took care to ensure that we complied with the Maryland Open Meetings Act and other applicable meeting rules and conditions, including the posting of meeting agendas on the City web site in advance of each meeting. Opportunity for public comment was provided although no members of the public chose to avail themselves of this opportunity.

The meetings were recorded and minutes for each meeting were created. All of this information can be accessed through the City's web site.

Documents Reviewed and Persons Interviewed

The Commission was provided with a range of documents throughout the course of its work. These included reports from prior Commission, most notably the Final Report of the 2021 Council Compensation Commission; salary data developed and shared on December 6, 2024 by the City of Frederick for 13 jurisdictions in Maryland, Pennsylvania, Delaware and Virginia; data created by the International City/County Management Association related to prospective pay ranges for City Managers in six cities around the U.S. similar in size to Annapolis; the Annapolis City-wide Class and Compensation Study; Resolution 53-24 regarding executive compensation for Annapolis officials; R-50-24 and R-56-24 establishing the 2025 Salary Review Commission and its members; and, the Charter of the City of Annapolis.

Members of the Commission were able to interview all eight current members of the City Council, Mayor Gavin Buckley and City Manager Michael Mallinoff, as well as County Council Member Lisa Rodvien. Commissioners used a questionnaire as the basis of a series of questions regarding compensation and benefits for its interviews with City Council members. The interviews with Mayor Buckley and City Manager Mallinoff were live and, therefore, part of the Commission's official proceedings.

The Commission was assisted significantly during the course of its work by Tricia Hopkins, Annapolis Human Resources Manager.

Findings of the Commission

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 finds 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 urges the City Council to exclude from the purview of future Salary Review Commissions consideration of, 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, as such, 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 his/her salary in accordance with an executive pay plan.

Recommendations of the Commission

1. Mayor

The Commission recommends that the Mayor of Annapolis be directly compensated at a rate of \$120,000 per year.

2. Alderspersons

Direct compensation: The Commission recommends that the compensation for Alderspersons be increased in the following manner on the first Monday in December for each of the following years:

Year 1	\$32,000
Year 2	\$34,000
Year 3	\$36,000
Year 4	\$38,000

Benefits: The Commission recommends that in addition to benefits currently provided, which shall remain unchanged (except as noted below in “annual allowance”), the City should provide each Aldersperson with a cell phone to be used exclusively for the conduct of city business. The City shall pay for all expenses related to said cell phone, including initial purchase.

Annual allowance: The Commission recommends that the annual allowance provided to each Aldersperson be increased to \$3,000 per year.

3. City Manager

The Commission recommends that the Annapolis City Manager’s annual compensation be not less than \$250,000 per year and not greater than \$294,000 per year. Further, we recommend, to the extent practicable under applicable City rules and statutes, that the City Manager’s compensation be higher than that of his/her direct reports.

Conclusion

The members of the 2025 Salary Review Commission are honored to have been appointed and to have had an opportunity to serve the residents of Annapolis. We have worked diligently in the brief time provided to develop the findings and recommendations contained in this report,

which we hope will be adopted by the City Council. We believe our recommendations are both fiscally responsible and sufficient to ensure our City attracts the best persons available to serve and lead Annapolis in future years.

A handwritten signature in black ink that reads "Paul Rankin". The signature is written in a cursive, flowing style.

Paul W. Rankin, Chairperson
February 4, 2025

APPENDIX A

Members of the 2025 Salary Review Commission

Paul Rankin, Chair	Ward 8
Barbara Chenault	Ward 3
Stuart Cohen	Ward 1
Faye Currie	Ward 7
Siena Scott	Ward 5
Brandon Wright	Ward 2