



160 Duke of Gloucester Street  
Annapolis, MD 21401

**Signature Copy**  
R-31-22

---

**..Title**

**Position Classifications and Pay Plan** - For the purpose of approving the Fiscal Year 2023 position classifications and pay plan; and specifying an effective date.

**..Body**

**CITY COUNCIL OF THE  
City of Annapolis**

**Resolution 31-22**

**Introduced by: Mayor Buckley**

**A RESOLUTION** concerning

**Position Classifications and Pay Plan**

**FOR** the purpose of approving the Fiscal Year 2023 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 2023 position classifications and pay plan are attached to this Resolution and shall become effective July 1, 2022.

**NOW, THEREFORE,**

**BE IT RESOLVED BY THE ANNAPOLIS CITY COUNCIL** that the Fiscal Year 2023 position classifications and pay plan are adopted as attached.

**AND BE IT FURTHER RESOLVED BY THE ANNAPOLIS CITY COUNCIL** that this Resolution shall take effect on July 1, 2022.

EXPLANATION

Underlining indicates matter added.

~~[Strikethrough]~~ indicates matter stricken.

ADOPTED this 27<sup>th</sup> day of June, 2022.

Aye: 9 Mayor Buckley, Alderwoman Tierney, Alderwoman O'Neill,  
Alderwoman Pindell Charles, Alderwoman Finlayson,  
Alderman Schandelmeier, Alderman Gay, Alderman Savidge,  
Alderman Arnett

THE ANNAPOLIS CITY  
COUNCIL

Gavin H. Buckley  
Gavin Buckley, Mayor ~~Acting~~

Date: 8 July 2022

ATTEST

Regina Watkins-Eldridge  
Regina Watkins-Eldridge, MMC,  
City Clerk

Date: July 8, 2022

FY2023 PAY SCALE EFFECTIVE JULY 1, 2022

GRADE	STEP [5.361%]											
	1	2	3	4	5	6	7	8	9	10	11	12
A01	27,085	28,538	30,068	31,680	33,378	35,167	37,053	39,039	41,132	43,337	45,661	
A02	29,117	30,678	32,323	34,056	35,881	37,805	39,832	41,967	44,217	46,588	49,085	
A03	31,302	32,981	34,749	36,612	38,574	40,642	42,817	45,117	47,536	50,084	52,769	
A04	33,649	35,453	37,339	39,356	41,466	43,689	46,031	48,499	51,099	53,838	56,725	
A05	36,173	38,113	40,156	42,309	44,577	46,967	49,483	52,137	54,933	57,878	60,980	
A06	38,885	40,971	43,168	45,482	47,920	50,489	53,196	56,048	59,053	62,219	65,554	
A07	41,803	44,044	46,405	48,893	51,514	54,276	57,185	60,251	63,481	66,885	70,470	
A08	44,938	47,347	49,886	52,560	55,378	58,347	61,475	64,770	68,243	71,901	75,756	
A09	48,308	50,898	53,627	56,502	59,531	62,722	66,085	69,628	73,361	77,294	81,437	
A10	51,932	54,716	57,649	60,740	63,996	67,427	71,042	74,850	78,863	83,091	87,548	
A11	55,826	58,818	61,972	65,294	68,795	72,483	76,369	80,463	84,777	89,322	94,110	
A12	60,012	63,229	66,619	70,190	73,953	77,918	82,095	86,496	91,134	96,019	101,167	
A13	64,514	67,972	71,616	75,456	79,501	83,763	88,254	92,985	97,970	103,222	108,756	
A14	69,353	73,071	76,988	81,115	85,464	90,046	94,873	99,960	105,318	110,965	116,914	
A15	74,551	78,548	82,759	87,196	91,871	96,796	101,985	107,453	113,213	119,283	125,678	
A16	80,145	84,441	88,968	93,738	98,763	104,058	109,637	115,515	121,708	128,232	135,107	
A17	86,155	90,774	95,641	100,768	106,170	111,862	117,859	124,178	130,835	137,849	145,240	
A18	92,617	97,582	102,814	108,326	114,133	120,252	126,699	133,491	140,648	148,188	156,133	
A19	99,562	104,900	110,524	116,449	122,692	129,270	136,200	143,502	151,195	159,301	167,841	
A20	107,029	112,767	118,813	125,183	131,894	138,965	146,415	154,264	162,535	171,248	180,423	
F10	48,717	51,329	54,081	56,980	60,035	63,253	66,644	70,217	73,981	77,947	82,126	86,529
F11	52,371	55,179	58,137	61,253	64,537	67,997	71,642	75,483	79,530	83,793	88,286	93,019
F12	56,299	59,317	62,497	65,847	69,378	73,097	77,016	81,144	85,495	90,078	94,907	99,995
F13	60,521	63,766	67,184	70,786	74,581	78,579	82,792	87,230	91,907	96,834	102,025	107,495
F14	65,050	68,548	72,223	76,095	80,174	84,473	89,001	93,773	98,800	104,096	109,677	115,557
F15	69,940	73,689	77,640	81,802	86,188	90,808	95,676	100,805	106,210	111,904	117,903	124,223
F16	75,185	79,216	83,463	87,937	92,652	97,619	102,852	108,366	114,175	120,296	126,745	133,540
F17	80,824	85,157	89,723	94,533	99,600	104,940	110,566	116,493	122,739	129,319	136,251	143,556
F18	86,872	91,407	96,100	101,041	106,343	111,908	117,752	123,889	130,335	137,107	144,223	151,695
F20	108,693	114,520	120,660	127,128	133,944	141,124	148,669	156,561	165,060	173,909	183,232	
P10	60,000	63,217	66,606	70,176	73,939	77,902	82,079	86,479	91,115	96,000	101,146	106,569
P11	64,500	67,958	71,601	75,440	79,484	83,745	88,235	92,965	97,949	103,200	108,732	114,561
P12	69,338	73,055	76,971	81,098	85,445	90,026	94,852	99,937	105,295	110,940	116,887	123,154
P13	74,538	78,534	82,744	87,180	91,854	96,778	101,966	107,433	113,192	119,260	125,654	132,390
P15	84,448	88,975	93,745	98,771	104,066	109,645	115,523	121,716	128,242	135,117	142,360	149,992
P17	97,590	102,822	108,334	114,142	120,261	126,708	133,501	140,658	148,199	156,144	164,515	173,334
P18	104,910	110,534	116,450	122,703	129,281	136,212	143,514	151,208	159,315	167,855	176,854	186,335
P20	121,236	127,736	134,583	141,798	149,400	157,410	165,848	174,739	184,107	193,977	204,376	

**FOR A Scale:** The pay plan consists of 11 steps. The last four steps (8-11) are reserved for longevity for Civil Service employees; to be given at 7, 12, 15, and 20 (added this step effective 7/1/18) years of service. If a Civil Service employee has attained any of the longevity years of service prior to reaching steps 8-11, then the employee is allowed to progress through these final steps in annual increments until they reach the required years of service for the longevity step. This typically occurs as the result of promotion. Exempt Service employees are not entitled to longevity and are able to progress to Step 11 in annual increments. All merit increases are tied to meeting performance review requirements.

**For F Scale and for P Scale:** The pay plan consists of 12 steps (with 11 steps for F20 and P20). The last five steps (8-12) are reserved for longevity for Civil Service employees; to be given at 7, 12, 15, 17 and 22 years of service. If a Civil Service employee has attained any of the longevity years of service prior to reaching steps 8-12, then the employee is allowed to progress through these final steps in annual increments until they reach the required years of service for the longevity step. This typically occurs as the result of promotion. Exempt Service employees are not entitled to longevity and are able to progress to Step 12 (or Step 11 for F20 and P20) in annual increments. All merit increases are tied to meeting performance review requirements.

A scale increased by 2.5%
F scale increased by 2.5% after adjustment to entry pay
P scale increased by 2.5% after adjustment to entry pay



1001 OFFICE ASSOCIATE I	A02
1002 OFFICE ASSOCIATE II	A04
1004 POLICE RECORDS SPECIALIST	A06
1005 OFFICE ASSOCIATE III	A06
1006 OFFICE ASSOCIATE IV	A07
1008 ADMINISTRATIVE OFFICE ASSOCIATE	A09
1009 HUMAN RESOURCES ADMINISTRATOR	A16
1010 LEGAL ASSISTANT	A10
1011 BENEFITS ADMINISTRATOR	A15
1013 PERMITS ADMINISTRATOR	A10
1014 CITY CLERK	A16
1015 DEPUTY CITY CLERK	A10
1016 PUBLIC WORKS COMMUNICATIONS OPERATOR	A07
1018 FIRE ADMINISTRATIVE OFFICER	A14
1019 LEGISLATIVE AND POLICY ANALYST	A14
1020 FIRE ADMINISTRATIVE SUPPORT ANALYST	A10
1021 EMERGENCY MANAGEMENT GRANT COORDINATOR	A08
1022 HOUSING AFFORDABILITY SPECIALIST	A10
1023 HISTORIC PRESERVATION ASST	A11
1024 WARRANT CONTROL CLERK	A05
1026 HUMAN RESOURCES OFFICE ADMINISTRATOR	A10
1028 PERMITS ASSOCIATE	A07
1029 ADMINISTRATIVE ASSISTANT	A08
1035 HUMAN RESOURCES ASSOCIATE	A08
1040 SOCIAL WORK CARE COORDINATOR	A10
1101 MIT ANALYST	A16
1104 MIT SPECIALIST	A12
1105 MIT WEB DEVELOPER	A13
1106 MIT NETWORK ENGINEER	A15
1112 MIT ADMINISTRATIVE SUPPORT ANALYST	A10
1113 GIS COORDINATOR	A15
1114 GIS TECHNICIAN	A11
1201 PROCUREMENT OFFICER	A18
1202 SENIOR BUYER	A13
1203 BUYER	A09
1204 SENIOR PURCHASING CLERK	A08
1205 POLICE ADMINISTRATIVE CLERK	A09
1207 FACILITIES MAINTENANCE SUPERVISOR	A13
1302 ASSISTANT FINANCE DIRECTOR	A18
1304 SENIOR ACCOUNTANT	A15
1306 ACCOUNTING ASSOCIATE I	A07
1307 ACCOUNTING ASSOCIATE II	A08
1308 ACCOUNTING ASSOCIATE III	A09
1309 ACCOUNTANT	A13
1311 FINANCE OFFICE ADMINISTRATOR	A10
1312 FINANCE OFFICE MANAGER	A13
1313 ACCOUNTING MANAGER	A17
1314 BUDGET ANALYST	A13
1315 SENIOR BUDGET ANALYST	A15
1316 BUDGET MANAGER	A17

1321 RISK MANAGEMENT PROGRAM ADMINISTRATOR	A14
1517 DEVELOPMENT/EVENTS SPECIALIST	A12
1521 CITY COUNCIL ASSOCIATE	A10
1531 SMALL AND MINORITY BUSINESS ENTERPRISE LIAISON	A14
1600 DEPUTY DIRECTOR TRANSPORTATION	A18
1603 TRANSPORTATION SUPERVISOR	A10
1604 TRANSPORTATION SUPERINTENDENT	A14
1605 BUS DRIVER II	A07
1606 BUS DRIVER I	A05
1607 TRANSPORTATION COORDINATOR	A10
1608 TRANSPORTATION SPECIALIST	A13
1609 BUS DRIVER TRAINEE	A04
1610 FLEET MAINTENANCE SPECIALIST	A11
1611 FLEET MAINTENANCE TECHNICIAN I	A10
1612 FLEET MAINTENANCE TECHNICIAN II	A11
1613 FLEET MAINTENANCE SUPERVISOR	A12
1616 FLEET MAINTENANCE TECHNICIAN III	A12
1617 FLEET PARTS SPECIALIST	A09
1700 MOBILITY AND PARKING SPECIALIST	A13
2003 PARALEGAL	A10
4004 POLICE LIEUTENANT	P15
4005 POLICE SERGEANT	P13
4006 POLICE CORPORAL	P12
4007 POLICE OFFICER 1/C	P11
4009 POLICE OFFICER	P10
4011 PARKING ENFORCEMENT OFFICER I	A04
4013 POLICE COMMUNICATIONS OPERATOR II	A11
4014 POLICE COMMUNICATIONS OPERATOR I	A09
4016 POLICE PROPERTY COORDINATOR	A10
4017 POLICE PLANNING ANALYST	A10
4019 POLICE ID SPECIALIST	A08
4022 WARRANT CONTROL/RECORDS SUPERVISOR	A10
4025 SENIOR EMERGENCY MANAGEMENT PLANNER	A13
4026 COMMUNITY SERVICES SUPERVISOR	A14
4027 SYSTEMS SUPPORT SPECIALIST	A12
4028 POLICE COMMUNICATIONS MANAGER	A14
4029 ACCOUNTS AND EQUIPMENT ADMINISTRATOR	A10
4030 POLICE EXTERNAL AFFAIRS OFFICER	A15
4031 HISPANIC COMMUNITY LIAISON	A12
4032 ADMINISTRATIVE ENFORCEMENT ASSOCIATE	A08
4033 CRIME ANALYST	A12
4034 POLICE ADMINISTRATIVE MANAGER	A15
4035 FORENSIC SERVICES UNIT SUPERVISOR	A13
4036 CRIME SCENE INVESTIGATOR	A09
4037 EMERGENCY MANAGEMENT PLANNER	A12
4038 EXERCISE, TRAINING AND COMMUNITY OUTREACH COOR	A12
4104 FIRE BATTALION CHIEF	F17
4103 FIRE CAPTAIN	F16
4105 FIRE LIEUTENANT	F15

4108	FIRE APPARATUS MAINTENANCE SPECIALIST	A11
4109	FIRE ADMINISTRATIVE SPECIALIST	A12
4110	FIREFIGHTER I	F10
4111	FIREFIGHTER II	F10
4112	FIREFIGHTER I/II-EMT-I OR CRT	F11
4113	FIREFIGHTER II-TECHNICIAN	F11
4114	FIREFIGHTER III	F11
4115	FIREFIGHTER I/II EMT-P	F12
4116	FIREFIGHTER II-FIRE MARSHAL INSPECTOR	F12
4119	FIREFIGHTER III-EMT-I OR CRT	F12
4120	FIREFIGHTER III - TECHNICIAN	F12
4121	FIREFIGHTER 1/C	F13
4122	FIREFIGHTER III-EMT-P	F13
4124	FIREFIGHTER III-FIRE MARSHAL INVESTIGATOR	F13
4126	FIREFIGHTER 1/C ALS	F14
4127	FIREFIGHTER 1/C-FIRE MARSHAL INSPECTOR	F14
4128	FIREFIGHTER 1/C-FIRE MARSHAL INVSTIGATOR	F14
4129	FIREFIGHTER 1/C - INSTRUCTOR	F14
4160	FIRE PROTECTION ENGINEER	A15
4200	DEPUTY DIRECTOR EMERGENCY PREPAREDNESS	A14
5002	CHIEF OF CURRENT PLANNING	A18
5003	CHIEF OF HISTORIC PRESERVATION	A17
5004	CHIEF OF COMPREHENSIVE PLANNING	A17
5005	SENIOR PLANNER	A15
5006	ZONING ENFORCEMENT OFFICER	A13
5007	PLANNER	A13
5008	COMMUNITY DEVELOPMENT ADMINISTRATOR	A17
5009	COMMUNITY DEVELOPMENT SPECIALIST	A13
5010	SENIOR COMPREHENSIVE PLANNER	A15
5011	SENIOR TRANSPORTATION PLANNER	A15
5012	PLANNING OFFICE ADMINISTRATOR	A10
5102	ASSISTANT DIRECTOR PUBLIC WORKS	A18
5103	PUBLIC WORKS BUREAU CHIEF-ENGINEERING	A18
5106	CAD TECHNICIAN	A11
5107	ENGINEERING TECHNICIAN III	A09
5108	ENGINEERING TECHNICIAN II	A08
5109	ENGINEERING TECHNICIAN IV	A10
5110	CIVIL ENGINEER II	A15
5111	CIVIL ENGINEER I	A13
5113	TRAFFIC ENGINEER	A15
5114	ASSISTANT TO PLANNING DIRECTOR	A15
5115	PUBLIC WORKS ANALYST	A15
5201	CHIEF OF CODE ENFORCEMENT	A17
5202	BUILDING INSPECTOR	A10
5203	SENIOR PROPERTY MAINTENANCE INSPECTOR	A12
5204	PROPERTY MAINTENANCE INSPECTOR	A09
5205	PLUMBING/UTILITY INSPECTOR	A12
5206	ENVIRONMENTAL PROGRAMS COORDINATOR	A12
5207	ELECTRICAL INSPECTOR	A12
5208	ARCHITECTURAL PLANS REVIEWER	A15

5209	PUBLIC WORKS INSPECTOR	A10
5210	ENVIRONMENTALIST	A12
5211	MECHANICAL INSPECTOR	A12
5212	FIRE SAFETY INSPECTOR	A09
5213	COMBINATION INSPECTOR	A13
5214	STORMWATER MANAGEMENT ENGINEER	A15
5215	ENVIRONMENTAL COMPLIANCE INSPECTOR	A10
5216	STORMWATER PROGRAM MANAGER	A16
6002	PARKS ADMINISTRATOR	A15
6003	RECREATION SPORTS SUPERVISOR	A12
6004	RECREATION LEADER I	A07
6005	RECREATION LEADER II	A08
6006	RECREATION PROGRAM SUPERVISOR	A14
6007	HORTICULTURIST	A13
6009	RECREATION OFFICE ADMINISTRATOR	A10
6010	PARK FOREMAN	A10
6011	PARKS MAINTENANCE WORKER I	A05
6013	DANCE & FITNESS COORDINATOR	A04
6014	RECREATION DIVISION CHIEF	A16
6015	PARKS DIVISION CHIEF	A16
6016	COMMUNITY CENTER MANAGER	A13
6017	COMMUNITY FITNESS & AQUATICS SUPERVISOR	A12
6100	FRONT DESK SUPERVISOR	A12
6200	MARKETING COORDINATOR	A11
6300	FACILITY SUPERVISOR	A12
6311	PARKS MAINTENANCE CREW LEADER	A07
7001	PW MAINTENANCE WORKER I	A04
7002	PW MAINTENANCE WORKER II	A05
7003	PARKS MAINTENANCE WORKER II	A06
7004	MASON I	A07
7005	MASON II	A08
7010	PUBLIC WORKS SUPERVISOR	A12
7012	CREW LEADER	A09
7014	TRAFFIC TECHNICIAN I	A06
7015	TRAFFIC TECHNICIAN II	A08
7016	TRAFFIC TECHNICIAN III	A10
7017	SOLID WASTE CONTRACT ADMINISTRATOR	A12
7101	PUBLIC WORKS SERVICE WORKER	A04
7104	SUPERINTENDENT-PUBLIC WORKS SERVICES	A16
7220	FLEET MANAGER	A16
7301	EQUIPMENT OPERATOR I	A06
7302	EQUIPMENT OPERATOR II	A07
7303	EQUIPMENT OPERATOR III	A08
7402	SUPERINTENDENT-PUBLIC WORKS UTILITIES	A16
7403	WATER PLANT SUPERINTENDENT	A16
7404	ASSISTANT WATER PLANT SUPERINTENDENT	A14
7405	UTILITY SUPERVISOR	A12
7406	INSTRUMENTATION TECHNICIAN	A10
7407	METER TECHNICIAN I	A06
7408	METER TECHNICIAN II	A07



7409	UTILITY MECHANIC II	A09
7410	WATER PLANT MECHANIC	A09
7411	UNDERGROUND UTILITY LOCATOR	A07
7412	WATER PLANT TECHNICIAN I	A07
7413	WATER PLANT TECHNICIAN II	A09
7414	WATER PLANT TECHNICIAN III	A11
7415	UTILITY MECHANIC III	A10
7416	ASSISTANT UTILITY SUPERINTENDENT	A14
7417	WATER PLANT OPERATOR IV	A11
7418	SENIOR INSTRUMENTATION TECHNICIAN	A11
7600	FACILITIES MAINTENANCE ENGINEER II	A12
7601	FACILITIES MAINTENANCE ENGINEER I	A11
7602	FACILITIES MAINTENANCE TECHNICIAN	A07
8001	HARBORMASTER	A18
8002	HARBORMASTER OFFICE ADMINISTRATOR	A10
8004	DEPUTY HARBORMASTER	A13