

Budget bands for operating and combined operating+CIP budgets

Dept	Operating Budget					Capital Budget		
	GF	Nonallocated	Other funds	Total-nonall	%	Capital	Op+Capital	% of GF+Cap
OOL	\$1,995,050			\$1,995,050	1.4%		\$1,995,050	1.0%
CM	\$3,169,300			\$3,169,300	2.2%		\$3,169,300	1.6%
CS	\$3,182,400		\$7,584,100	\$10,766,500	7.5%		\$10,766,500	5.3%
HR	\$1,563,900			\$1,563,900	1.1%		\$1,563,900	0.8%
OITS	\$3,169,800		\$148,000	\$3,317,800	2.3%		\$3,317,800	1.6%
FIN	\$3,296,700	\$22,254,445		\$3,296,700	2.3%		\$3,296,700	1.6%
P&Z	\$5,535,050		\$306,703	\$5,841,753	4.1%		\$5,841,753	2.9%
APD	\$29,813,700		\$147,521	\$29,961,221	20.9%		\$29,961,221	14.7%
AFD	\$25,444,700			\$25,444,700	17.8%		\$25,444,700	12.5%
OEM	\$762,300		\$148,000	\$910,300	0.6%		\$910,300	0.4%
DPW	\$7,698,950		\$26,348,000	\$34,046,950	23.8%	\$61,219,821	\$95,266,771	46.6%
ADOT			\$15,963,815	\$15,963,815	11.2%		\$15,963,815	7.8%
R&P	\$6,710,400		\$165,457	\$6,875,857	4.8%		\$6,875,857	3.4%
Total	\$92,342,250			\$143,153,846			\$204,373,667	

green = >\$15M

yellow = >\$5M

blue is without nonallocated funds

green = >\$25M

yellow = >\$5M

blue is without nonallocated funds

Comparison of current scale vs. E scale

Title	Salary as of 12/11/2024	Current grade	Current scale minimum	Current scale maximum	Proposed grade	E scale minimum	E scale maximum
Chief of Staff	\$126,887	N16	\$86,552	\$160,737	E03	\$126,900	\$180,000
Deputy City Manager for Resilience and Sustainability	\$185,165	N20	\$115,587	\$214,657	E04	\$145,600	\$218,400
Assistant City Manager	\$146,631	N18	\$100,022	\$185,749	E04	\$145,600	\$218,400
Director of ADOT	\$185,165	N20	\$115,587	\$214,657	E05	\$160,000	\$240,000
Director of CS		N20	\$115,587	\$214,657	E05	\$160,000	\$240,000
Director of DPW	\$185,165	N20	\$115,587	\$214,657	E05	\$160,000	\$240,000
Director of FIN*	\$190,720	N20	\$115,587	\$214,657	E05	\$160,000	\$240,000
Director of HR	\$172,247	N19	\$107,523	\$199,681	E05	\$160,000	\$240,000
Director of ITS*	\$162,359	N19	\$107,523	\$199,681	E05	\$160,000	\$240,000
Director of OEM	\$185,165	N20	\$115,587	\$214,657	E05	\$160,000	\$240,000
Director of P&Z*	\$190,720	N20	\$115,587	\$214,657	E05	\$160,000	\$240,000
Director of R&P	\$185,165	N20	\$115,587	\$214,657	E05	\$160,000	\$240,000
City Attorney	\$185,165	N20	\$115,587	\$214,657	E05	\$160,000	\$240,000
Fire Chief	\$193,037	F20	\$115,867	\$217,265	E05	\$160,000	\$240,000
Chief of Police*	\$210,398	P20	\$131,339	\$243,910	E05	\$160,000	\$240,000
City Manager*	\$200,201				E06	\$196,000	\$294,000

* Has already received merit increase for FY25 as of Dec. 31. Note that all directors currently at \$185,165 will move to \$190,720 by the end of FY26.

Classification	Annapolis		Anne Arundel County		Howard County		Baltimore County		Prince George's County	
	Grade	Range	Grade	Range	Grade	Range	Grade	Range	Grade	Range
Chief of Staff	E03	126,900 - 180,000	E-08	133,839 - 248,609	Q	140,323 - 270,516				
Deputy City Manager for Resilience and Sustainability	E04	145,600 - 218,400	E-07	118,438 - 220,009	Q	140,323 - 270,516	EP12	166,260 - 249,390	G40	133,491 - 287,952
Assistant City Manager	E04	145,600 - 218,400	E-07	118,438 - 220,009	Q	140,323 - 270,516	EP12	166,260 - 249,390	G40	133,491 - 287,952
Director of ADOT	E05	160,000 - 240,000	E-06	107,300 - 207,590	O	114,319 - 220,413			G35	104,594 - 225,617
Director of CS	E05	160,000 - 240,000	E-07	118,438 - 220,009					G38	121,079 - 261,181
Director of DPW	E05	160,000 - 240,000	E-08	133,839 - 248,609	R	155,492 - 299,695	8M	103,623 - 161,435	G35	104,594 - 225,617
Director of FIN	E05	160,000 - 240,000	E-07/08	133,839 - 248,609	P	126,676 - 244,019	EP13	179,520 - 269,280	G38	121,079 - 261,181
Director of HR	E05	160,000 - 240,000	E-07	118,438 - 220,009	O	114,319 - 220,413	EP13	179,520 - 269,280	G38	121,079 - 261,181
Director of ITS	E05	160,000 - 240,000	E-07	118,438 - 220,009	S	172,293 - 331,972	EP13	179,520 - 269,280	G38	121,079 - 261,181
Director of OEM	E05	160,000 - 240,000	E-06	107,300 - 207,590	O	114,319 - 220,413	27F	108,639 - 150,556	G35	104,594 - 225,617
Director of P&Z	E05	160,000 - 240,000	E-07	118,438 - 220,009	P	126,676 - 244,019	EP12	166,260 - 249,390	G38	121,079 - 261,181
Director of R&P	E05	160,000 - 240,000	E-07	118,438 - 220,009	P	126,676 - 244,019	EP12	166,260 - 249,390		
City Attorney	E05	160,000 - 240,000	E-08	133,839 - 248,609	Q	140,323 - 270,516	EP15	221,340 - 332,010	G38	121,079 - 261,181
Fire Chief	E05	160,000 - 240,000	E-09	143,206 - 266,016	R	155,492 - 299,695	EP14	195,840 - 293,760	G38	121,079 - 261,181
Chief of Police	E05	160,000 - 240,000	E-09	143,206 - 266,016	R	155,492 - 299,695	EP14	195,840 - 293,760	G38	121,079 - 261,181
City Manager	E06	196,000 - 294,000	E-10	153,233 - 284,631	S	172,293 - 331,972	EP15	221,340 - 332,010	G42	147,173 - 317,467

(Note: Highlighted cells show where the top end of the range is lower than the proposed Annapolis executive scale)

Anne Arundel County links:

<https://www.aacounty.org/personnel/employment-information/class-compensation-plan>

Executive section: <https://www.aacounty.org/sites/default/files/2023-06/exempt.pdf>

Executive pay scale: https://www.aacounty.org/sites/default/files/2023-06/executive-scales_0.pdf?1

Howard County links:

<https://www.howardcountymd.gov/human-resources/classification-pay-plans>

<https://www.howardcountymd.gov/human-resources/resource/pay-plan>

(Note: Executive Exempt employee classifications start on page 50)

<https://www.howardcountymd.gov/human-resources/howard-county-pay-schedules>

Baltimore County links:

<https://www.baltimorecountymd.gov/departments/human-resources/title-salary>

Executive pay plan: <https://www.baltimorecountymd.gov/files/Documents/HumanResources/payschedules/Executive%20Pay%20Plan.pdf>

(Note: Public Works and Transportation are combined in a single department. The Deputy Director of Public Works is under the Public Works Administration series, not the executive pay plan. The Deputy Director of Transportation position clearly exists, but I was unable to find it within the pay plan. The director position of the combined department is a grade EP12, which goes up to \$249,390.)

(Note: Director of Emergency Management is under the Fire series, not in the executive pay plan.)

(Note: Baltimore County clearly has a Chief of Staff position, but I was unable to find it within the pay plan.)

Prince George's County

<https://www.princegeorgescountymd.gov/sites/default/files/media-document/dcv17109.pdf>

<https://www.princegeorgescountymd.gov/human-resources-management/employees/classification--compensation/salary-schedules>

(Note: Prince George's County has a single job title for Directors. I have populated the table above based on the organizational structure.)

(Note: The Office of Homeland Security has a division for Public Safety Communications (911) and a separate division for the Office of Emergency Management. The director position for the entire department is a grade G38, which goes up to \$261,181.)

(Note: Public Works and Transportation are combined in a single department. The divisions within are administrative services, engineering and project management, highway maintenance, storm drain maintenance, and transportation. Even though most of these match our DPW, I have shown the deputy director level as the equivalent for both in the table above. The director position of the combined department is a grade G38, which goes up to \$261,181.)

	Titles used in comparator jurisdictions			
Classification	Anne Arundel County	Howard County	Baltimore County	Prince Georges County
Chief of Staff	Chief of Staff	Chief of Staff	Chief of Staff	<i>no equivalent found</i>
Deputy City Manager for Resilience and Sustainability	Resilience Authority Director	Deputy Chief Administrative Officer	Director of Environment Pro and Sustainability	Deputy Chief, Administrative Officer
Assistant City Manager	Deputy Chief Administrative Officer	Deputy Chief Administrative Officer	Deputy County Administrator	Deputy Chief, Administrative Officer
Director of ADOT	Transit Officer	Transportation Administrator	Deputy Director of Transportation	Deputy Director (<i>Department of Public Works and Transportation</i>)
Director of CS	Central Services Officer	<i>no equivalent found</i>	<i>no equivalent found</i>	Director (<i>Office of Central Services and Office of Procurement</i>)
Director of DPW	Director of Public Works	Director, Public Works	Deputy Director of Public Works	Deputy Director (<i>Department of Public Works and Transportation</i>)
Director of FIN	Controller <i>and</i> Budget Officer	Director of Finance <i>and</i> Budget Administrator	Director of Office of Budget and Finance	Director (<i>Office of Finance and Office of Management and Budget</i>)
Director of HR	Personnel Officer <i>and</i> Human Services Officer	Human Resources Administrator	Director of Human Resources	Director (<i>Office of Human Resources Management</i>)
Director of ITS	Information Technology Officer	Director, Technology and Communication Services	Director of Information Technology	Director (<i>Office of Information Technology</i>)
Director of OEM	Emergency Management Director	Administrator, Office of Emergency Management	Director of Emergency Management	Deputy Director (<i>Office of Homeland Security</i>)
Director of P&Z	Planning and Zoning Officer <i>and</i> Director Inspections and Permits	Director, Planning and Zoning <i>and</i> Director, Inspections, Licenses, and Permits	Director of Permits, Approvals, and Inspection <i>and</i> Director of Planning	Director (<i>Department of Permitting, Inspections, and Enforcement</i>)
Director of R&P	Director of Recreation and Parks	Director, Recreation and Parks	Director of Recreation and Parks	<i>no equivalent found</i>
City Attorney	County Attorney	County Solicitor	County Attorney	Director (<i>Office of Law</i>)
Fire Chief	Fire Chief	Chief, Fire and Rescue Services	Fire Chief	Director (<i>Fire EMS Department</i>)
Chief of Police	Chief of Police	Chief of Police	Chief of Police	Director (<i>Police Department</i>)
City Manager	Chief Administrative Officer	Chief Administrative Officer	County Administrative Officer	Chief Administrative Officer

Recalculated minimum values for executive scale

Grade	Current Minimum	Current Maximum	Recalculated Minimum
E03	\$126,900	\$180,000	\$96,925
E04	\$145,600	\$218,400	\$117,603
E05	\$160,000	\$240,000	\$129,234
E06	\$196,000	\$294,000	\$158,311

Width of existing scales is 85.71%. The recalculated minimum would result in the same width for the executive scale.

Department Director salary as a percentage of total staff salary

Department	FY21 Actuals Salary Total	FY22 Salary Actuals Total	FY23 Salary Actuals Total	FY24 Salary Actuals Total	FY25 Salary Budgeted	FY26 Proposed	FY27 Projected
Office of Law	19.1%	18.1%	17.4%	15.3%	15.0%	14.8%	14.8%
City Manager	19.6%	17.1%	14.7%	13.5%	10.7%	10.7%	10.7%
Human Resources	22.6%	22.5%	21.7%	21.5%	19.3%	18.8%	18.8%
Integrated Technology Solutions	13.5%	14.1%	13.9%	13.9%	13.1%	13.0%	13.0%
Finance	10.3%	9.8%	10.3%	9.3%	8.3%	8.3%	8.3%
Planning & Zoning	5.5%	5.7%	5.9%	5.5%	5.2%	5.2%	5.2%
Police Department	1.5%	1.5%	1.3%	1.4%	1.3%	1.3%	1.3%
Fire Department	1.5%	1.5%	1.4%	1.4%	1.4%	1.4%	1.4%
Office of Emergency Management	30.9%	29.3%	32.4%	30.7%	27.9%	27.1%	27.1%
Public Works	2.3%	2.7%	2.4%	4.2%	2.2%	2.1%	2.1%
Recreation & Parks	5.8%	5.5%	5.3%	5.3%	4.8%	4.7%	4.7%
Transportation	6.8%	7.9%	5.1%	5.8%	4.9%	5.0%	5.0%