



Legislative Summary

O-13-25

Compensation of Mayor, Alderpersons, and City Manager

The City of Annapolis Office of Law created this summary for the use of Annapolis City Council members during their consideration of the legislation.

Bill Summary

O-13-25 establishes the compensation and benefits package for the city manager, City Council, and Mayor for the upcoming council term.

Background

According to Article II, Section 401(b)(1) of the City Charter, the Annapolis City Council is required to review the pay and benefits of Council members and vote on the compensation plan for the next term before the end of the current term.

To assist with this, the Council established the 2025 Salary Review Commission, composed of city residents, to provide recommendations. O-13-25 contains the commission's recommendation as presented to the Council.

The Charter specifies that the Council can accept the recommendations in whole or part. While the Council can reduce or reject the commission's recommendations, members cannot increase or add benefits.

The full [2025 Salary Review Commission report and recommendations](#) are available on the [City's website](#).



Details

O-5-24, if accepted in full, the pay increases go into effect December 1, 2025, when the new Council is sworn in and include:

- Sets the City Manager at grade E06.
- Salaries:
 - Mayor - \$120,000 per year
 - Alderpersons - 2025 \$32,000
2026 \$34,000
2027 \$36,000
2028 \$38,000
- Benefits:
 - Participation in the Maryland State Retirement & Pension System
 - City cell phone & expenses related to the phone
 - Annual allowance of \$3,000 to be used for constituent services (meeting supplies, outreach, education, and training)