



City of Annapolis
Signature Copy
R-8-25



Mayor, Alderperson, and City Manager Compensation.

For the purpose of reviewing and accepting the 2025 Salary Review Commission report dated February 4, 2025, which provides recommendations for adjusting the City Council and City Manager salaries for the 2025-2029 term.

City Council of the
City of Annapolis

Resolution 8-25

Introduced by: Mayor Buckley
Co-sponsored by: Alderman Gay

Referred to: Public Hearing

A RESOLUTION concerning

Mayor, Alderperson, and City Manager Compensation

FOR the purpose of of reviewing and accepting the 2025 Salary Review Commission report dated February 4, 2025, which provides recommendations for adjusting the City Council and City Manager salaries for the 2025-2029 term.

WHEREAS, The City Council established a Salary Review Commission on November 12, 2024, to recommend Council member and City Manager compensation for the 2025 to 2029 term under Article II, Section 401(b)(1) of the Annapolis City Charter, and Resolutions 50-24 and 56-24; and

WHEREAS, A six-member commission of Annapolis residents, appointed by the Mayor and confirmed by the City Council, issued its report on February 4, 2025, recommending compensation and allowances for the Mayor, City Council, and City Manager; and

WHEREAS, The Commission conducted a comprehensive review of current compensation levels for the Mayor, Alderpersons, and City Manager and found "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.";

WHEREAS The Commission, after thorough deliberation, unanimously agreed that the current compensation levels are inadequate and should be modified; and

WHEREAS This resolution contains the 2025 Salary Review Commission's recommendations as a basis for Council discussion and consideration, and the Council may reduce or reject the 2025 Salary Commission's recommendations, but it may not increase any recommended changes as presented below.

NOW, THEREFORE, BE IT RESOLVED BY THE ANNAPOLIS CITY COUNCIL that the Council is committed to considering the following per the 2025 Salary Review Commission recommendations:

1. **Mayor.** The Mayor of Annapolis be directly compensated at a rate of \$120,000 per year.
2. **Alderpersons.**
 - a. **Annual Compensation.** Aldermen and Alderwomen shall be compensated on the first Monday of December for each of the following years:
 - i. Year 1 - \$32,000;
 - ii. Year 2 - \$34,000;
 - iii. Year 3 - \$36,000;
 - iv. Year 4 - \$38,000;
 - b. **Benefits.** Additional benefits remain unchanged, with the exception of providing each council member a cell phone to be used exclusively for city business, with the City paying cell phone-related expenses; and
 - c. **Annual Allowance.** The annual expense allowance provided to each Alderperson be increased to \$3,000 per year.
3. **City Manager.**
 - a. Annual compensation be between \$250,000 and \$294,000 per year; and
 - b. To the extent practicable under applicable City rules and statutes, the City Manager's compensation be higher than that of their direct reports.

BE IT FURTHER RESOLVED BY THE ANNAPOLIS CITY COUNCIL that:

1. The City Council held a public hearing on this resolution under Article II, Section 401(b)(3) of the Annapolis City Charter on March 10, 2025.
2. The City Council accepts the submission of the 2025 Salary Review Commission report that is attached to this resolution.
3. The City Council accepts the 2025 Salary Review Commission meeting minutes that are attached to this resolution.
4. The City Council shall consider the report's recommendations via an ordinance that provides for approval of the compensation amounts before July 28, 2025, under Article II, Section 401(b)(3) of the Annapolis City Charter
5. The recommendations may be amended via ordinance and will apply to the next City Council, elected on Tuesday, November 4, 2025, and become effective for the four-year City Council term beginning on December 1, 2025; and

AND BE IT FINALLY RESOLVED BY THE ANNAPOLIS CITY COUNCIL that:
this resolution goes into effect upon adoption.

ADOPTED this 24th day of March 2025.

Aye: 8 Mayor Buckley, Alderman Huntley, Alderwoman O'Neill,
Alderwoman Finlayson, Alderman Schandelmeier, Alderman Gay,
Alderman Savidge and Alderman Arnett

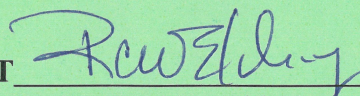
Abstain: 1 Alderwoman Pindell Charles,

**THE ANNAPOLIS CITY
COUNCIL**


Gavin Buckley, Mayor

Date: 31/3/2025

ATTEST


Regina Watkins-Eldridge, MMC,
City Clerk

Date: 3/3/25

