

1 **Mayor, Alderperson, and City Manager Compensation.**

2 For the purpose of reviewing and accepting the 2025 Salary Review Commission report dated  
3 February 4, 2025, which provides recommendations for adjusting the City Council and City  
4 Manager salaries for the 2025-2029 term.  
5

6 City Council of the  
7 **City of Annapolis**

8 Resolution 8-25

9 **Introduced by: Mayor Buckley**

10 **Co-sponsored by:**

11  
12 **Referred to:** Public Hearing

13 **A RESOLUTION** concerning

14 Mayor, Alderperson, and City Manager Compensation  
15

16 **FOR** the purpose of of reviewing and accepting the 2025 Salary Review Commission report  
17 dated February 4, 2025, which provides recommendations for adjusting the City Council  
18 and City Manager salaries for the 2025-2029 term.  
19

20 **WHEREAS,** The City Council established a Salary Review Commission on November 12, 2024,  
21 to recommend Council member and City Manager compensation for the 2025 to  
22 2029 term under Article II, Section 401(b)(1) of the Annapolis City Charter, and  
23 Resolutions 50-24 and 56-24; and  
24

25 **WHEREAS,** A six-member commission of Annapolis residents, appointed by the Mayor and  
26 confirmed by the City Council, issued its report on February 4, 2025,  
27 recommending compensation and allowances for the Mayor, City Council, and City  
28 Manager; and  
29

30 **WHEREAS,** The Commission conducted a comprehensive review of current compensation  
31 levels for the Mayor, Alderpersons, and City Manager and found "that the current  
32 levels of compensation for the Mayor, Alderpersons and the City Manager are in  
33 many cases significantly below those offered in other comparable jurisdictions  
34 around the country and, therefore, may serve as a disincentive to a wide variety of  
35 individuals who otherwise might be interested in serving the City as elected or  
36 appointed officials.";  
37

1 **WHEREAS** The Commission, after thorough deliberation, unanimously agreed that the current  
2 compensation levels are inadequate and should be modified; and  
3

4 **WHEREAS** This resolution contains the 2025 Salary Review Commission's recommendations  
5 as a basis for Council discussion and consideration, and the Council may reduce or  
6 reject the 2025 Salary Commission's recommendations, but it may not increase any  
7 recommended changes as presented below.  
8

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

12 **1. Mayor.** The Mayor of Annapolis be directly compensated at a rate of \$120,000 per year.

13 **2. Alderpersons.**

14 a. **Annual Compensation.** Aldermen and Alderwomen shall be compensated on the  
15 first Monday of December for each of the following years:

16 i. Year 1 - \$32,000;

17 ii. Year 2 - \$34,000;

18 iii. Year 3 - \$36,000;

19 iv. Year 4 - \$38,000;

20 b. **Benefits.** Additional benefits remain unchanged, with the exception of providing  
21 each council member a cell phone to be used exclusively for city business, with the  
22 City paying cell phone-related expenses; and

23 c. **Annual Allowance.** The annual expense allowance provided to each Alderperson  
24 be increased to \$3,000 per year.

25 **3. City Manager.**

26 a. Annual compensation be between \$250,000 and \$294,000 per year; and

27 b. To the extent practicable under applicable City rules and statutes, the City  
28 Manager's compensation be higher than that of their direct reports.

29  
30 **BE IT FURTHER RESOLVED BY THE ANNAPOLIS CITY COUNCIL** that:

31 1. The City Council held a public hearing on this resolution under Article II, Section  
32 401(b)(3) of the Annapolis City Charter on \_\_\_\_\_.

33 2. The City Council accepts the submission of the 2025 Salary Review Commission report  
34 that is attached to this resolution.

35 3. The City Council accepts the 2025 Salary Review Commission meeting minutes that are  
36 attached to this resolution.

1       4. The City Council shall consider the report's recommendations via an ordinance that  
2       provides for approval of the compensation amounts before July 28, 2025, under Article II,  
3       Section 401(b)(3) of the Annapolis City Charter

4       5. The recommendations may be amended via ordinance and will apply to the next City  
5       Council, elected on Tuesday, November 4, 2025, and become effective for the four-year  
6       City Council term beginning on December 1, 2025; and

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