

# MINUTES

## 2025 Annapolis Salary Review Commission February 3, 2025

1. Meeting type/time/location  
Regular Meeting  
5:02 p.m. – 6:24 p.m.  
Virtual: Televised and recorded

2. Members present -  
Ms. Barbara Chenault  
Ms. Siena Scott  
Mr. Paul Rankin, Chair  
Mr. Stuart Cohen  
Ms. Faye Currie

Member not present –  
Mr. Brandon Wright

Commission staff liaison -  
Ms. Tricia Hopkins; Human Resources Manager and staff support

3. Call to order/roll call. Chairman Paul Rankin called the meeting to order at 5:02 p.m. He welcomed the Commissioners and Ms. Hopkins and expressed appreciation for their willingness to meet so often in during the past few weeks. Ms. Hopkins called the roll.
4. Public participation. Mr. Rankin inquired if there were any members of the public on the call and, if so, asked if they would like to make remarks to the Commission. No members of the pubic were on the call.
5. Minutes. Mr. Rankin asked for a motion to approve the Minutes of the both the January 28, 2025 Commission meeting and the January 31, 2025 Commission meeting. He reminded members that the January 28, 2025 minutes were not available to Commissioner in advance of the last meeting. Mr. Cohen made the following motion which was seconded by Ms. Scott:

The Commission approves without revision the Minutes of the January 28, 2025 and January 31, 2025 meetings.

The motion was approved unanimously.

6. Commission discussion. Mr. Rankin said that based upon all the excellent work accomplished at the January 31, 2025 meeting, the Commission appears to be ready to adopt final compensation and benefits recommendations for the Mayor, Alderpersons and the City Manager. He noted that the Commission needs to finalize its recommendation in the form of a report, which must be submitted to the Mayor and City Council by close-of-business Tuesday, February 4, 2025. The Commissioners agreed with this schedule.

(a) City Manager compensation. Mr. Rankin pointed out that the Commissioners had adopted in principle several recommendations regarding compensation for the City Manager, and had also agreed to include a recommendation in their report that the City Manager's compensation be excluded from review by future Salary Commissions.

The Commissioners discussed the decisions made at the prior meeting regarding compensation for the City Manager position. Mr. Cohen made the following motion, which was seconded by Ms. Scott:

**Based upon information reviewed by the Commission regarding City Manager compensation in various jurisdictions around the country, as well as consideration of the City's "Class and Compensation" study, The Commission recommends that the Annapolis City Manager' annual direct compensation be in the range of \$250,000 to \$294,000. Additionally, the City Manager's annual direct compensation should be higher than that of his/her direct reports.**

The motion was adopted unanimously.

Mr. Cohen made the following motion which was seconded by Ms. Chenault:

The Commission recommends that consideration of compensation for the City Manager's position be excluded from the purview of future Salary Review Commissions because we believe the City Manager is or should be part of the Executive Pay Plan, and the City Manager is appointed by the Mayor and confirmed by the City Council under City of Annapolis Charter provisions.

The motion passed unanimously.

(b) Mayoral compensation. The Commission discussed the motion adopted by the Commission at its January 28, 2025 meeting, which recommends an increase to the Mayor's annual compensation to \$120,000 per year. Mr. Cohen said that he still favors increasing the Mayor's salary to \$160,000 per year. Following discussion, the Commission agreed to allow the January 28, 2025 motion to stand.

(c) Alderperson's compensation. Mr. Rankin reminded Commissioners that they adopted two resolutions during the January 28, 2025 meeting recommending (a) an increase in Alderpersons compensation to \$32,000 per year, with \$2,000 increases in each of the following

three years; and (b) that each Alderperson receive a cell phone for City business paid for entirely by the City of Annapolis.

Following discussion, Mr. Cohen made the following motion that was seconded by Ms. Currie:

**The Commission recommends that Annapolis City Alderperson's compensation be increased to \$32,000/yr. in year one; to \$34,000 in year two; to \$36,000 in year three and to \$38,000 in year four. Additionally, the Commission recommends that each Alderperson be provided with a cell phone to be used exclusively for City business activities, and that the cost of the phone and related expenses be paid by the City.**

The motion passed unanimously.

7. Commission report to City Council. Mr. Rankin reminded the Commissioners that their final report must be submitted to the City Council by close-of-business on February 4, 2025. He offered to prepare a draft report which would be circulated to Commissioners prior to tomorrow morning's scheduled meeting. The Commissioners thanked Mr. Rankin and agreed to the schedule.
8. Next meeting. The Commission agreed to meet again on Monday, February 4, 2025 at 8:30 a.m.
9. Adjournment. By unanimous consent of the Commissioners present, the meeting was adjourned at 6:24 p.m.

Minutes respectfully submitted by Paul Rankin.