



# Legislative Summary

CA-1-25

## City Council Compensation

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

CA-1-25 deals with the compensation of City Council members and the City Manager as laid out in the City Charter.

1. **Policy Change.** The City Council, instead of the citizen commission, will determine the City Manager's salary through the annual pay and compensation resolution that establishes job levels and pay for all non-union City employees..
2. **Reorganization.** The provision in the City Charter regarding the commission that determines the City Council's compensation has been removed from the article on Council election requirements and relocated to the article outlining Council requirements.
3. **Commission Name.** It maintains the commission composed of city residents to review Council salaries and benefits, and provides a uniform name for the commission, "Council Compensation Commission."

### *Background*

#### **Charter Conflicts**

In 2020, the City Council changed the City Code [Article VI, Section 2B(d) of the City Charter] to require the City Manager's salary to be set by the "Council Compensation Commission." However, that commission is not authorized or mentioned anywhere else in the Charter or the Code.

The Charter does have a section that requires a review commission of City residents to recommend Council compensation [Article II, Section 4(b)(1), of the City Charter]. However, the commission created in 2001 has no name.

That section is under the *Election of Mayor and Aldermen/Alderwomen* Article.

---



While the decision must occur prior to the Council members' election, but it's not tied directly to the election.

### **Salary Review Commission**

In 2025, the commission was called the "2025 Salary Review Commission." In the Findings of the Commission issued February 4, 2025:

- "3. The Commission urges the City Council to exclude from the purview of future Salary Review Commissions consideration of, and recommendations upon, compensation for the City Manager. The Commission recognizes that, in accordance with Article VI, Section 2B, the City Manager is appointed by the Mayor and confirmed by the City Council and, as such, does not hold an elected office. Further, the City Manager is a direct report to the Mayor and it is the Mayor who is charged under Article VI, Section 2B(d) with establishing his/her salary in accordance with an executive pay plan."

## **Details**

### ***Section 4 of Article II***

It strikes the entire section, "Salaries; review commission," dealing with Council "salaries" and creating a review commission to recommend the compensation for Council members.

### ***Section 11 of Article IV***

This section combines Section 4 into a new Section 11 named "Council Member Compensation." The commission is named the Council Compensation Committee. The section is copyedited to the current legislative writing style.

### ***Section 2B of Article VI***

Strikes the entire subsection dealing with City Manager compensation, which automatically places the City Manager under the annual jobs & pay schedule adopted annually by the City Council. The Human Resources Department recommends the pay level; the City Council votes to approve, change, or reject it.