

City Council Compensation Commission

For the purpose of updating the process for setting the City Council's compensation; removing it from the Council Elections Article of the City Charter and inserting it under The City Council Article; and removing the requirement that the Council's compensation commission sets the City Manager's compensation.

City Council of the
City of Annapolis

Charter Amendment 1-25

Introduced by: Mayor Buckley

Co-sponsored by:

Referred to: Rules and City Government Committee

AN ORDINANCE concerning

City Council Compensation Commission

FOR the purpose of updating the process for setting the City Council's compensation; removing it from the Council Elections Article of the City Charter and inserting it under The City Council Article; and removing the requirement that the Council's compensation commission sets the City Manager's compensation.

BY repealing the following portions of the Code of the City of Annapolis, 2025 Edition: Article II, Section 4 (Salaries; review commission) of the City Charter.

BY enacting with amendments the following portions of the Code of the City of Annapolis, 2025 Edition: Article IV, Section 11 (Council Member Compensation) of the City Charter.

BY repealing and reenacting with amendments the following portions of the Code of the City of Annapolis, 2025 Edition: Article VI (City manager), Section 2B(d) of the City Charter.

Explanation: ~~Strikethrough~~ indicates matter stricken from existing law.
 Underlining indicates a change to the City Code.
 Underlining & black - copyediting or reformatting of existing Code section
 Underlining & red - new matter added to the code.

1 **WHEREAS,** The 2025 Salary Review Commission was established on December 9, 2024, in
2 accordance with Article II, Section 4(b)(1) of the Annapolis City Charter and
3 Council Resolutions 42-24, 50-24, and 56-24; and
4

5 **WHEREAS,** Pursuant to Article VI, Section 2B(d) of the City Charter, the Council
6 Compensation Commission, which is also known as the Salary Review
7 Commission under Article II, Section 4(b)(1), conducted a review of the City
8 Manager's salary; and
9

10 **WHEREAS,** Following this 2025 review, the Commission requested the City Council to
11 remove the City Manager's compensation review from the responsibilities of
12 future commissions and incorporate it into the standard Department of Human
13 Resources employee compensation review.
14

15 **WHEREAS,** The proposed change resulted in a comprehensive reorganization of the
16 compensation commission's responsibilities as defined in the City Charter,
17 ensuring greater clarity and effectiveness in fulfilling its duties.
18

19 **SECTION I: BE IT ESTABLISHED AND ORDAINED BY THE ANNAPOLIS CITY**
20 **COUNCIL** that the Code of the City of Annapolis shall be amended to read as follows:
21

22 **City Charter**

23 **Article II - Election of Mayor and Aldermen/Aldерwoman**
24

25 **Section 4. Salaries; ~~review commission.~~ (RESERVED)**

26 ~~(a) The mayor and each alderman/alderwoman shall receive a salary as established by~~
27 ~~ordinance of the city council in accordance with the procedures established in subsection (b)~~
28 ~~below. The mayor and aldermen/alderwomen shall be allowed such amounts for expenses as~~
29 ~~established by ordinance.~~

30 ~~(b) (1) Not later than one (1) year prior to the date of any general municipal election for~~
31 ~~the election of mayor and aldermen/alderwomen, the city council shall appoint a~~
32 ~~commission consisting of not less than three (3) nor more than seven (7) residents of~~
33 ~~the city to review the compensation and allowances to be paid to the mayor and~~
34 ~~aldermen/alderwomen during the ensuing terms of office.~~

35 ~~(2) The commission, by resolution, shall submit its recommendations for~~
36 ~~compensation and allowances to the city council not later than nine (9) months~~
37 ~~prior to the date of the next general municipal election. The commission may~~
38 ~~recommend an increase or decrease in the compensation paid to the mayor and~~
39 ~~aldermen/alderwomen.~~

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1 ~~(3) Upon receiving the resolution of the commission, the city council shall conduct a~~
2 ~~public hearing regarding the commission's recommendation. Thereafter, the city~~
3 ~~council may reduce or reject the commission's recommendation, but it may not~~
4 ~~increase any item in the resolution. The recommendations contained in the~~
5 ~~resolution, and any permitted changes to such recommendations, shall not become~~
6 ~~effective unless adopted by ordinance enacted at least three (3) months prior to the~~
7 ~~elections of the next succeeding mayor and aldermen/alderwomen, and shall take~~
8 ~~effect only for the next succeeding terms of office of the mayor and~~
9 ~~aldermen/alderwomen.~~

10 ~~(4) The salaries specified at the time a mayor and aldermen/alderwomen take office~~
11 ~~may not be changed during that period for which the mayor and~~
12 ~~aldermen/alderwomen were elected.~~

13
14 **City Charter**
15 **Article IV - The City Council**

16 **Section 11. Council Member Compensation.**

17 **(a) Financial Compensation.**

18 (1) The mayor and each alderman or alderwoman shall receive financial
19 compensation as established by an ordinance passed by the city council in
20 accordance with the procedures outlined in subsection (b) below.

21 (2) The mayor and aldermen or alderwomen shall be entitled to reimbursement for
22 expenses.

23 **(b) Council Compensation Commission.**

24 (1) **Establishment.** At least one year before any general municipal election for the
25 mayor and aldermen/alderwomen positions, the City Council must appoint the
26 Council Compensation Commission.

27 (2) **Purpose**

28 (i) The Commission will review the compensation and allowances to be paid
29 to the mayor and aldermen/alderwomen during the upcoming terms of
30 office.

31 (ii) The Commission may recommend an increase or decrease in the
32 compensation for the mayor and aldermen/alderwomen.

33 (3) **Membership.** The Commission shall consist of three to seven city residents.

34 (4) **Process.**

(i) The Commission must submit its recommendations for compensation and allowances to the City Council in the form of a resolution no later than nine months before the next general municipal election.

(ii) Upon receiving the Commission's resolution, the city council will conduct a public hearing regarding the Commission's recommendations.

(iii) The recommendations and any amendments must be adopted by the council in the form of an ordinance enacted at least three months before the elections for the next mayor and aldermen/alderwomen.

(iv) In that ordinance, the city council may reduce or reject the Commission's recommendation but cannot increase any item in the recommendation.

(v) These changes will apply only to the mayor and aldermen/alderwomen elected for the subsequent term.

(5) Implementation. The compensation set for the mayor and aldermen cannot be altered during their term.

City Charter

Article VI - Operations

Section 2B - City manager.

Strike subsection (d) and renumber accordingly.

~~(d) The compensation of the city manager shall be fixed by the mayor according to the provisions of an executive pay plan formulated by the Council Compensation and adopted by ordinance. If the city manager is hired during an interim year, the mayor and council shall determine the compensation based on the recommendations from the Finance Committee.~~

SECTION II: BE IT RESOLVED BY THE ANNAPOLIS CITY COUNCIL that:

1. The City Council conducted a public hearing on the proposed amendment in accordance with § 4-304 of the Local Government Article of the Annotated Code of Maryland on July 14, 2025.
2. Notice of the public hearing regarding the proposed charter amendment was published, providing residents of the City of Annapolis with at least 21 days' advance notice.

SECTION III: AND BE IT FURTHER RESOLVED BY THE ANNAPOLIS CITY COUNCIL that the City Clerk shall:

1. Post an exact copy of the charter amendment at City Hall for 40 days following the adoption of this resolution;

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2. Publish a fair summary of the proposed amendment in a newspaper with general circulation at least four times, at weekly intervals, within 40 days after the resolution is adopted and
3. Maintain proof that the requirements were carried out and provide the information required by the Maryland Department of Legislative Services per § 4-304 of the Local Government Article of the Annotated Code of Maryland.

SECTION IV: BE IT FINALLY RESOLVED BY THE ANNAPOLIS CITY COUNCIL that this Charter Amendment will take effect *50 days after its adoption* unless a petition for a referendum on the proposed amendment is submitted to the City Council in accordance with § 4-304(c) of the Local Government Article of the Annotated Code of Maryland.

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