

# MINUTES

2025 Annapolis Salary Review Commission  
February 4, 2025

1. Meeting type/time/location  
Regular Meeting  
8:32 a.m. – 9:35 a.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 8:32 a.m. He welcomed the Commissioners and Ms. Hopkins and thanked everyone for their work. 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 public were on the call.
  
5. Minutes. Mr. Rankin said that the meeting minutes from the February 3 evening meeting had not yet been prepared. The minutes will be distributed as soon as possible.
  
6. Commission discussion. Mr. Rankin said that he had written and distributed to all Commissioners and Ms. Hopkins a draft final report. The purpose of this meeting is to review, revise and finalize the report for submission to the Council later in the day.  
The Commissioners thanked Mr. Rankin for preparing the draft report. They reviewed the report and took the following actions:
  - (a) Accepted the “introduction” statement without revision.
  - (b) Accepted the “background” statement without revision.

- (c) Accepted the “meetings” section with minor text revision.
- (d) Made several minor revisions to the “documents reviewed” section and agreed to the revised text.
- (e) Agreed to create a “Findings” section which would including three items:
  - (i) The current levels of compensation for the Mayor, Alderpersons and City Manager are inadequate and should be increased;
  - (ii) The current levels of compensation for the Mayor, Alderpersons and the City Manager have been found to be significantly lower than corresponding jurisdictions in various parts of the U.S.; and,
  - (iii) The Commission recommends that the City Council exclude from the purview of future Salary Review Commissions consideration of and recommendations upon, compensation for the City Manager.
- (f) Agreed to the following “Recommendations of the Commission” provisions:
  - (i) The Mayor should be compensated at a rate of \$120,000 per year. The Commission will not comment upon the Mayor’s benefits package, assuming it will remain as is.
  - (ii) Alderpersons should be compensated at the following levels for the next four years, starting in December 2025: Year 1 - \$32,000; Year 2 - \$34,000; Year 3 - \$36,000, and Year 4 - \$38,000. Additionally, the Commission agreed to recommend (a) that each Alderperson should receive a phone for work-related activities, paid for by the City; and (b) that the annual allowance for Alderpersons be increased to \$3,000 per year.
  - (iii) The City Manager’s compensation be increased should fall within the following range – Not less than \$250,000 per year and not greater than \$294,000 per year. Further, it is the wish of the Commission that, to the extent practicable, the compensation of the City Manager not be less than that of his/her direct reports.
- (g) Agreed to adopt the proposed “Conclusion,” with a slight revision, i.e. revision the phrase “men and women” to “persons.”

7. Thanks and adjournment. Mr. Rankin thanked the Members of the Commission for their hard work and dedication. He noted the Commission had completed its work in just one month and that this was, in his view, an exceptional accomplishment. Other Commissioners expressed their appreciation to one another for a job well done. The Commissioners also thanked Ms. Hopkins for all of her effort and many contributions to the Commission.

Ms. Hopkins thanked everyone on the Commission and advised that she would distribute the Final Report and notify all Commissioners when they are invited by the Council to present the report.

Mr. Cohen made a motion to adjourn the meeting, which was seconded by Ms. Chenault. The motion was adopted unanimously. The Commission adjourned at 9:35 a.m.