

MINUTES

2025 Annapolis Salary Review Commission January 28, 2025

1. Meeting type/time/location
Regular Meeting
8:30 a.m. – 10:27 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
Mr. Brandon Wright

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

3. Call to order. Chairman Paul Rankin called the meeting to order at 8:30 a.m. He welcomed the Commissioners and Ms. Hopkins and reminded everyone that today they would have an opportunity to speak with City Manager Mike Mallinoff and Mayor Buckley regarding their views about future compensation of key elected and appointed City officials.

4. Minutes. Mr. Rankin asked for a motion to approve the Minutes of the January 24, 2025 Commission. Prior to the motion, Ms. Currie noted that it was Ms. Scott, not her, who made the motion to elect Mr. Rankin Commission Chair during the prior meeting. Mr. Cohen made a motion, which was seconded by Mr. Rankin, to approve the January 24, 2025 Meeting Minutes, as amended by Ms. Currie. The Motion passed unanimously.

5. Public speakers. Mr. Rankin noted there were no members of the public on the call.

6. Presentations by City Manager Mallinoff and Mayor Buckley. Mr. Rankin welcomed City Manager Mike Mallinoff (160 Duke of Gloucester Street, Annapolis, MD 21401) and briefly reviewed the scope purpose of the Commission, which is to make recommendations to the Council regarding future direct and indirect compensation for the Mayor, City Manager and Alderpersons. He asked Mr. Mallinoff to provide the Commission with information about his professional background and the scope of his responsibilities as City Manager.

Following Mr. Mallinoff's excellent presentation, the Commissioners asked questions about his views regarding possible future compensation for the Annapolis City Manager. Mallinoff said that for a City as large and complex as Annapolis, a well-qualified City Manager should expect to receive a salary in the range of about \$225,000 to \$250,000. Regarding perquisites that he believes are important, Mr. Mallinoff said that options related to deferred compensation and portability of 401K and 457 retirement plans is important. Mallinoff believes that Councilmanic pay is reasonable given that the job is supposed to be part-time. He believes some additional staff support may be warranted for Alderpersons; however, at the present time there is very little office space available to house more staff.

Mr. Rankin and the Commissioners thanked Mr. Mallinoff for his comments.

Mr. Rankin welcomed Mayor Buckley (160 Duke of Gloucester Street, Annapolis, MD 21401) representing the City of Annapolis, and briefly introduced the purpose and scope of the Commission. Mayor Buckley thanked the Commission for their work and provided an overview of his position, including time requirements and oversight responsibilities. The Mayor believes that his current pay is reasonable but that going forward additional compensation could be an incentive for those who seek to hold the job. He did not indicate how much additional pay would be reasonable for the next Mayor.

Mayor Buckley believes that Council members are not adequately compensated, and suggested that this may be why a majority of Alderpersons are retired. He would like to see some younger members of the community run for these positions, and suggested that a compensation increase of up to \$40,000/yr. might incentivize young men and women to run for office. Mayor Buckley also supports some additional staff be provided to Alderpersons to help take care of general administrative responsibilities. He believes that free parking is the most valuable perquisite available to Alderpersons.

Mr. Rankin thanked Mayor Buckley for his excellent presentation to the Commission.

7. Commission discussion. After Mayor Buckley left the video call, Mr. Cohen said that he recently spoke with County Council member Lisa Rodvien about current compensation levels for County Council members. She advised that Council members presently receive about 44,000/year, but they also are supported by one full-time staff person. Mr. Cohen reported that Ms. Rodvien said she would support an increase in pay for Annapolis Alderpersons.

8. Next meetings. The Commission agreed to meet again on Friday, January 31 at 8:30 a.m. and also the following Monday at a time to be determined.

9. Adjournment. By unanimous consent of the Commissioners present, the meeting was adjourned at 10:27 a.m.

Minutes respectfully submitted by Paul Rankin.