

MINUTES

2025 Annapolis Salary Review Commission January 24, 2025

1. Meeting date/time/location
January 24, 2025
11:00 a.m. – 12:40 p.m.
Virtual: Televised and recorded

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

Members absent -
Mr. Brandon Wright

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

3. Call to order. The meeting came to order and Ms. Hopkins welcomed Commissioners to its second meeting. She noted that an email had been sent earlier in the morning to all members providing information from 2013 forward regarding compensation for City Council members, Mayor and City Manager. Hopkins explained that the data does not include information about benefits (e.g. travel, expenses, etc.), and that the City Manager's current direct compensation is \$200,201. Further, she explained that the City Council is considering legislation addressing the pay scale of the City's executive leadership.

Ms. Hopkins also advised that in accordance with the Commission's request, she contacted both the Mayor and the City Manager to arrange appearances before the Commission. She said that both individuals agreed to meet with the group on Tuesday, January 28, 2025. City Manager Mallinoff will meet with the Commission at 8:30 a.m. and the Mayor is scheduled for 9:30 a.m. The Commissioners thanked Ms. Hopkins for her assistance.

4. Minutes. The Commission thanked Mr. Rankin for preparing Minutes of the January 21, 2025 Commission meeting. Mr. Cohen made a motion to approve the Minutes as presented, which was seconded by Mr. Rankin. The motion was approved unanimously.

5. Outreach. During the January 21, 2025 meeting of the Commission, it was agreed that members would reach out to Alderpersons from each Ward and ask them each a series of questions regarding compensation, benefits and related matters. The results of the informal survey were presented by each Commissioner. Survey results were able to be gathered for all but two Alderpersons. Generally, Alderpersons believe that the annual salary for Council members should be raised, as should the salaries

for the Mayor and City Manager. Various salary increases were suggested. Feedback showed that Alderpersons spend at least 30 hours and typically 40 hours per week on constituent services and City-related business activities. A majority believe that additional support staff would help them with day-to-day activities, if financially feasible for the City. Most believe the perquisites provided are reasonable, but several would like some additional funding to be provided for education and training programs.

The Commission discussed the results of the survey and asked Ms. Hopkins for information about the pay scale for members of the Anne Arundel County Council. Ms. Hopkins shared that County Council members receive \$30,000 per year, along with other benefits and additional staff resources. She noted that there are approximately 595,000 citizens in AA County, and about 40,000 citizens in the City of Annapolis.

Mr. Cohen asked members to share their current views about the current level of compensation for members of the City Council. He believes that an increase in compensation is in order, perhaps up to the level of County Council members. Several other members favored an increase in annual compensation in principle, but cautioned that any increase should take into consideration the City's budgetary limitations. Mr. Rankin asked if the City Council was in any way bound by the decisions of the Commission. Ms. Hopkins advised that the Commission submits non-binding recommendations to the Council. It is up to the Council to accept, reject or revise the Commission's recommendations.

6. Election of Chairperson. Ms. Currie made a motion to elect Mr. Paul Rankin as Chair of the 2025 Salary Review Commission. The motion was seconded by Ms. Chenault. The motion passed unanimously. Mr. Rankin thanked Commissioners for their vote of confidence.

7. Next meeting. The Commission agreed to meet next on Tuesday, January 28 at 8:30 a.m.

Minutes respectfully submitted by Paul Rankin.