



## ANNE ARUNDEL COUNTY GOVERNMENT RELATIONS OFFICE

### **Legislative and Fiscal Summary of Administration Legislation**

**To:** Members, Anne Arundel County Council

**From:** Ethan Hunt, Director of Government Affairs /s/

**Date:** May 5, 2025

**Subject:** Bill No. 49-25 – AN ORDINANCE concerning: County Executive – Compensation

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This summary was prepared by the Anne Arundel County Government Relations Office for use by members of the Anne Arundel County Council during consideration of Bill No. 49-25.

### **Summary**

This Bill changes the compensation for the position of County Executive for the term beginning on December 7, 2026. The current salary for the County Executive was set in 2014 in Bill No. 53-14, is \$142,000 annually, and has remained unchanged since December 2017. Section 406 of the Charter empowers the County Council, by an affirmative vote of at least five members, to alter the compensation of the County Executive for the next term; no change in compensation is permitted for an incumbent during a current term. The Bill sets the salary at \$180,000 and increases it by \$3,000 each year of the next term, similar to Bill 53-14, which increased the salary by \$3,000 each year for the term from 2014 to 2017.

The Anne Arundel County Personnel Board conducted a survey of executive compensation of neighboring jurisdictions and provided a recommendation last year, a copy of which has been provided to the Council. It found that Anne Arundel is the lowest of the seven it surveyed, and is more than 50% below the median. As of the time of the Board's survey, the salaries for county executives in the Baltimore-Washington Metropolitan Area were as follows:

<b>Jurisdiction</b>	<b>County Executive Salary (2024)</b>
Anne Arundel County	\$142,000
Baltimore City	\$209,121
Baltimore County	\$192,000

**Note: This Legislative and Fiscal Summary provides a synopsis of the legislation as introduced. It does not address subsequent amendments to the legislation.**

Harford County	\$165,557
Howard County	\$227,012
Montgomery County	\$231,915
Prince George's County	\$228,658

This legislation does not increase the salary to the level recommended by the Personnel Board, however it does adjust the salary to a level near to what it would be had it kept pace with inflation since 2017, as measured by the United States Bureau of Labor Statistics. The Board noted that since 2018, all County merit employees annually received both merit increases and cost of living adjustments, with the exception of FY 2021, when non-represented employees received a \$1500 lump sum payment in lieu of a cost of living adjustment and merit increase.

The Administration strongly believes that the compensation should be set at a level sufficient to ensure that it does not discourage people from seeking the office or limit the pool of candidates, while enabling them to support raising a family while living and serving in Anne Arundel County.

#### **Purpose**

This Bill changes the compensation for the position of County Executive for the term beginning on December 7, 2026, to \$180,000. The compensation has not increased in 8 years.

#### **Fiscal Impact**

Please see the Fiscal Note the Budget Office has prepared for an explanation of the fiscal impact of this Bill.

#### **Additional Information**

The Government Relations Office is available to answer any additional questions regarding this Bill. Specific questions should be directed to Lori Blair Klasmeier, Office of Law, or Anne Budowski, Personnel Officer. Thank you.

cc: Honorable Steuart Pittman, County Executive  
Christine Anderson, Chief Administrative Officer  
Jenny Proebstle, Chief of Staff  
Anne Budowski, Personnel Officer  
Gregory Swain, County Attorney