

**Anne Arundel County Council  
2025 Salary Standard Commission**

Arundel Center  
Annapolis, MD 21401

December 2, 2025

Anne Arundel County Council  
44 Calvert Street  
Annapolis, MD 21401

Dear Chair Hummer and Members of the County Council:

I am pleased to present the final report of the 2025 Salary Standard Commission with our recommendations for Anne Arundel County Council Members elected in November 2026.

By Council Resolution No. 21-25, adopted July 21, 2025, and consistent with the requirements of the Annotated Code of Maryland and the Anne Arundel County Charter, the members appointed to the Commission included myself (Scott Howarth), serving as Chair, Daniel McGinty, Robert Wagner, David Morsberger, Michael Cox, Sharon Blugis, and Natasha Hillsman.

Over the past several months, the Commission conducted research and received information from the current members of the County Council, the Personnel Officer, and other County staff. We also reviewed data related to compensation and history of our County Council and other County Council members of comparable jurisdictions.

All of our meetings were open to the public in accordance with the Maryland Open Meetings Act.

The ability of the Commission to complete our work in a timely and thorough manner is a reflection of the commitment of the Commission and County staff who assisted us. We would like to thank Kaley Schultze, Administrative Officer, and Meredith Beach, Legislative Counsel.

The members of the Commission thank you for giving us the opportunity to serve the citizens of Anne Arundel County in this assignment. Although our formal charge is complete upon submission of our report, we are available to provide further advice or consultation at your request.

Sincerely,

Scott Howarth  
Chair, Anne Arundel County Council 2025 Salary Standard Commission

**Summary of Recommendations:**

Salary Adjustment	2027	2028	2029	2030
Councilmember	\$53,400	\$55,400	\$57,400	\$59,400
Vice Chair	\$54,400	\$56,400	\$58,400	\$60,400
Chair	\$58,400	\$60,400	\$62,400	\$67,400

The recommended raise represents a 30% increase for members spread across 4 years. The Anne Arundel County Council remains well behind similar sized jurisdictions across the state for compensation for council members. While these members are not considered full time, many members work full time hours representing the constituents of their districts. The Commission discussed this at length and determined that there was a need to make adjustments to salaries to account for the amount of work that goes into being an effective council member, representing ~85,000 people per district.

The salary adjustment recommendation was passed by the Commission with a 5-2 super majority in support of the changes (Commissioners Howarth, McGinty, Wagner, Blugis, and Hillsman in support; Morsberger and Cox in opposition).

The Commission recommends that the current Technology and Transportation benefits remain in place, as is seen below:

Allowances	Technology	Transportation
All Members	\$100/month	\$450/month

These benefits provide compensation to members to offset the personal costs incurred by representing the people of their district. Members utilize their own devices (phones, computers, tablets, etc.) and vehicles to complete official business. These allowances should remain in place as is.

The Commission received a presentation from the Personnel Officer on the current offerings for healthcare and retirement for County council members. While this was discussed and considered as a part of the Commission's research, the Commission recommends not modifying the healthcare or retirement benefits at this time.

The continuation of the technology, transportation, healthcare, and retirement benefits were supported unanimously by the Commission.

## **Considerations Discussed**

The Commission discussed moving to per diem rates for mileage driven, in the council member's official capacity, but decided that continuing the flat transportation benefit for all members was the better path forward. Continuing with these flat benefits reduces administrative and bureaucratic burden associated with per diem reimbursement and ensures members receive benefits in a consistent and timely manner.

Lastly, there was significant discussion across the Commission about work load for the council members and their staff as the county continues to grow. The Commission recommends that as the county population grows, future commissions and the council consider adding additional staff in council member's offices or expanding the council membership itself to ensure constituents are adequately represented.

The commission believes that these recommendations for compensation for members of the County Council are fair and reasonable. We strongly urge the County Council to implement these recommendations. We are available for additional questions should the Council require any.