



**Council Legislative Meeting Agenda
VIRTUAL MEETING
City of New Carrollton**

WEDNESDAY, OCTOBER 21, 2020, 7:00 P.M.

Council Action

- 1. **Call-to- Order** _____
- 2. **Meeting Minutes** _____
 - a.) Council Workshop Meeting/Special Council Legislative Meeting Minutes (September 2, 2020)
 - b.) Council Workshop Meeting Minutes (September 14, 2020)
 - c.) Council Legislative Meeting Minutes (September 16, 2020)
- 3. **Review of the Bills** _____
 - Batch # 1 (September 18, 2020), Batch # 2 (October 2, 2020), Batch # 3 (October 5, 2020), Batch # 4 (October 8, 2020), and Batch # 5 (October 9, 2020)
- 4. **Council Questions/Council Announcements**
- 5. **Additions to the Agenda by the Council** _____
 - Adding : Small Business Saturday Proclamation (Lashley)**
- 6. **OLD BUSINESS**
- 7. **None**
- 8. **NEW BUSINESS**
- 9. **Proclamation – Municipal Government Works Month – November 2019** _____
 - Motion:** I move that the City Council along with the Mayor proclaim November 2020, as Municipal Government Works Month in the City of New Carrollton. – **Mills**
- 10. **Proclamation – Red Ribbon Week (October 23 – October 31, 2020)** _____
 - Motion:** I move that the City Council along with the Mayor proclaim the week of October 23 through October 31, 2020, as Red Ribbon Week in the City of New Carrollton. – **Robbins**
- 11. **Resolution 21-02 Creating a Community Relations Committee** _____
 - Motion:** I move that the City Council adopt Resolution 21-02, a Resolution of the Council of the City of New Carrollton creating a Community Relations Committee. – **Hooks**
- 12. **Resolution 21-03 Creating a Community Outreach Committee** _____
 - Motion:** I move that the City Council adopt Resolution 21-03, a Resolution of the Council of the City of New Carrollton creating a Community Outreach Committee. – **Mills**

- 13. **Ordinance 21-02 Chapter 23 Personnel Policies (First Reading)**
Motion: I move that the City Council introduce Ordinance 21-02, an Ordinance of the City Council on New Carrollton amending City Code, Chapter 23 “Personnel Policies” to Rename the Chapter “Personnel”, and to add a Labor Code, resulting in the creation of an Article I “General” for the existing provisions of Chapter 23, the reservation of certain sections, and the creation of Article II “Labor Code” **(First Reading).** – **John**

- 14. **Resolution 21-04 Amending and Reauthorizing the City of New Carrollton Economic Development Grant Program**
Motion: I move that the City Council adopt Resolution 21-04, a Resolution of the City Council of New Carrollton amending and reauthorizing the City of New Carrollton Economic Development Grant Program. – **Hooks**

- 15. **Ethics Commission Appointment – Ms. Chakeia Cambell**
Motion: I move that the Council approve the Mayor’s appointment of Ms. Chakeia Cambell as a member of the City of New Carrollton Ethics Commission for a term that will end on October 21, 2023, as stated in City of New Carrollton Code, Chapter 12- Ethics, Section 12-4. –**Mills**

- 16. **Ethics Commission Appointment – Anne Cuddy**
Motion: I move that the Council approve the Mayor’s appointment of Ms. Anne Cuddy as a member of the City of New Carrollton Ethics Commission for a term that will end on October 21, 2023, as stated in City of New Carrollton Code, Chapter 12- Ethics, Section 12-4. – **John**

- 17. **Board of Elections Appointment – Sandra Dawson**
Motion: I move that the Council approve the Mayor’s appointment of Ms. Sandra Dawson as a member of the City of New Carrollton Board of Elections Commission for a term that will end on June 22, 2022, as stated in City of New Carrollton Charter Section C-5 Board of Elections. – **Robbins**

- 18. **Board of Elections Appointment – Petal Sampson**
Motion: I move that the Council approve the Mayor’s appointment of Ms. Petal Sampson as a member of the City of New Carrollton Board of Elections Commission for a term that will end on June 22, 2021, as stated in City of New Carrollton Charter Section C-5 Board of Elections. – **Hooks**

- 19. **Board of Elections Appointment – Tamar Edwards**
Motion: I move that the Council approve the Mayor’s appointment of Ms. Tamar Edwards as a member of the City of New Carrollton Board of Elections Commission for a term that will end on June 22, 2021, as stated in City of New Carrollton Charter Section C-5 Board of Elections. – **Mills**

- 20. **Weinbach Scholarship Appointment – Winston Wilson**
Motion: I move that the Council approve the Mayor’s appointment of Mr. Winston Wilson as a member of the City of New Carrollton Weinbach Scholarship Committee Commission for a one year term that will end on October 21, 2021. – **John**

21. **Proclamation - Small Business Saturday, November 28, 2020**
Motion: I move that the City Council along with the Mayor proclaim Saturday, November 28, 2020, as Small Business Saturday in the City of New Carrollton and encourage all residents of our community to support and shop small businesses and merchants on Small Business Saturday and throughout the year.
– **Robbins**
-
22. **Adjournment**
-

This Agenda is subject to change. If this agenda is modified it will be reposted to the City of New Carrollton’s website:
www.newcarrolltonmd.gov. If you have any questions please contact the City Clerk at (301) 459-6100.

PLEASE NOTE: This meeting of the City of New Carrollton Council will be a virtual meeting. Anyone interested in listening to the meeting will be able to by calling the following number: **301-715-8592 with code 936 2277 9720**. You do not need a participant code. If you want to join the meeting via the Computer click on the link to join the Zoom Meeting:

Join Zoom Meeting <https://zoom.us/j/93622779720> Meeting ID: 936 2277 9720

If you have comments for the Council please email them to City Clerk Doug Barber at dbarber@newcarrolltonmd.gov by 3:00 p.m. the day of the meeting.

WORKSHOP/LEGISLATIVE MEETING

MORE THAN \$10,000 CHECKS:

1. DALY COMPUTERS INC (Sensing devices and floor stands)	11,528.60
2. GOODE COMPANIES (Recycling contract - City Hall)	10,833.79
3. NOW TECHNOLOGIES INC (Monthly charges & computer purchase)	13,450.25
4. PRINCE GEORGE'S COUNTY (Landfill fees - 8/20)	19,264.24
5. CHESAPEAKE EMPLOYERS INSURANCE COMPANY (Policy adjustment)	12,988.00
6. GOODE COMPANIES INC. (Refuse collection contract (apartments)- 08/20 - 09/20)	11,283.01

79,347.89

PAYMENT DESCRIPTION:

1st BATCH TOTAL (09/18/20) - 6 pages (Total amount of all of the bills for this batch)	130,597.65
2nd BATCH TOTAL (10/02/20) -5 pages (Total amount of all of the bills for this batch)	170,493.30
3rd BATCH TOTAL (10/05/20) -1 page (Total amount of all of the bills for this batch)	11,283.01
4th BATCH TOTAL (10/08/20) -1 page (Total amount of all of the bills for this batch)	2330.40
5th BATCH TOTAL (10/09/20) -2 pages (Total amount of all of the bills for this batch)	22,195.58
SUNTRUST BANK (Electronic transfer -July 2020)	15,642.78
SUNTRUST BANK (Electronic transfer - August 2020)	13,970.22
M & T BANK (Electronic transfer - Sept 2020)	19,590.26
	<u>386,103.20</u>

Dept	Dept Name	Dept Head
1110	Mayor and Council	Karen Ruff
1510	Admin	Karen Ruff
1530	H/R	Karen Ruff
1520	Economic Development	Karen Ruff
2010	Finance	Karen Ruff
2510	Code Enforcement	Chief Rice
3010	Police Admin	Chief Rice
3030	Police Speed Camera	Chief Rice
3040	Police Patrol	Chief Rice
3050	Parking and Animal	Chief Rice
3510	Public Works Admin	Andre Triplett
3610	Highways	Andre Triplett
3710	Sanitation	Andre Triplett
3810	Parks and Rec	Andre Triplett

CITY OF NEW CARROLLTON
TD GENERAL
A/P Detail Check Register for Check Date 9/18/2020

Check	Vendor	Description or Invoice Numbers	Check Amount	Invoice Distribution Accounts	Distribution Amount
EFT		EFT Transmittal	20,001.47	01-0000-10100-00000-00000 TD BANK GENERAL ACCOUNT	-20001.47
EFT ✓	ALEXANDER CLEAVER PA ✓	Invoices 69948JAD, 69948JAD, 70098JAD	0.00	01-1510-50300-00000-00000 CITY ATTORNEY EXPENSE ✓	1050.00 ✓
0039917	AMERICAN SIGNATURE, INC./DBA VALUE CITY FURNITURE	Refund: PUBLIC SAFETY TAX - FY 2020	53.00		
0039918	AMERICAN SIGNATURE, INC./DBA VALUE CITY FURNITURE	Refund: ADJUSTED PERSONAL PROPERTY TAX - FY 2020	586.48		
0039919 ✓	AUTOZONE STORES LLC ✓	Invoices 1833638924, 1833638926, 1833644631, 1833653954, 1833674263, 1833681223, 1833683042	134.79	01-2510-52130-00000-00000 VEHICLE OPERATIONS & MAINTENANCE 01-3010-52130-00000-00000 VEHICLE OPERATION & MAINTENANCE 01-3510-52130-00000-00000 VEHICLE OPERATIONS & MAINTENANCE	5.85 212.84 -83.90
0039920 ✓	CENTRAL TRUCK CENTER INC. ✓	Invoices 969251, 969531	429.65	01-3510-52130-00000-00000 VEHICLE OPERATIONS & MAINTENANCE	429.65
EFT ✓	CHESAPEAKE FORD OF DC ✓	Invoices 217920, 218589, 38866	0.00	01-3010-52130-00000-00000 VEHICLE OPERATION & MAINTENANCE	655.96 ✓
EFT ✓	CINTAS CORPORATION LOC 41 ✓	Invoices 4061055638, 4061056944, 4061640248	0.00	01-1510-52550-00000-00000 JANITORIAL SUPPLIES 01-3510-53570-00000-00000 UNIFORMS ✓	230.48 571.96
0039921 ✓	COMCAST CABLE COMMUNICATIONS MANAGEMENT, LLC ✓	Invoices 2008 - 0303439, 2009 - 0450608	253.86	01-1510-50430-00000-00000 CABLE TELEVISION OPERATION 01-1510-54150-00000-00000 UPKEEP OF HANCO BUILDING	15.34 238.52
0039923 ✓	DALY COMPUTERS INC ✓	SENSING DEVICE & FLOOR STAND - POLICE	11,528.60	01-3010-50470-00000-00000 COVID RELATED EXPENSES	11528.60
0039924 ✓	DARCARS CHR JEEP DODGE OF NC ✓	Invoices 15823DJW, 15907DJW, 15919DJW, 15924DJW, 15927DJW	580.48	01-3010-52130-00000-00000 VEHICLE OPERATION & MAINTENANCE	580.48
EFT ✓	DC MATERIALS INC ✓	PARKS FIELD & TREE MAINTENANCE	0.00	01-3810-54250-00000-00000 PARKS, FIELDS & TREE MAINTENANCE	273.47
EFT ✓	DELL MARKETING L.P. ✓	Invoices 10422107132, 10422474042	0.00	01-1510-50430-00000-00000 CABLE TELEVISION OPERATION	5701.74 ✓
0039925	EXPRESS MANAGEMENT HOLDINGS LTD. LIABILITY COMPANY	Refund: REASSESSMENT OF PERSONAL PROPERTY TAX - FY 2020	224.10		

CITY OF NEW CARROLLTON

TD GENERAL

A/P Detail Check Register for Check Date 9/18/2020

Check	Vendor	Description or Invoice Numbers	Check Amount	Invoice Distribution Accounts	Distribution Amount
0039926 ✓	EXPRESS SERVICES INC ✓	PAYMENT FOR WEEK ENDING 09/06/20 - L.CHAPMAN, M.PAYNE & T. SNOWDEN	2,330.40 ✓	01-3510-50330-00000-00000 TEMPORARY LABOR SUPPORT	2330.40
0039927 ✓	FANNON PETROLEUM SERVICES INC	VEHICLE GAS USAGE PW, CODE, ADMIN, POLICE	6,777.96	01-1510-52140-00000-00000 VEHICLE GASOLINE USE 01-2510-52140-00000-00000 VEHICLE GASOLINE USE 01-3010-52140-00000-00000 VEHICLE GASOLINE USE 01-3510-52140-00000-00000 VEHICLE GASOLINE USE	22.14 173.90 4181.95 2399.97
0039928 ✓	FLEETPRO INC	Invoices 530394, 530399, 548289, 548290, 548291, 548294, 548295, 549695, 549696, 557296, 557297, 557393, 557394, 557403, 575082, 575083, 575465, 580903, 583787, 588238	8,125.01	01-3510-51000-00000-00000 PREVENTIVE VEHICLE & MAINT.	8125.01
0039929	FORMAN MILLS INC	Refund: PERSONAL PROPERTY TAXES REASSESSED - FY 2020	2,162.65		
0039930	FORMAN MILLS, INC	Refund: PUBLIC SAFETY TAXES REASSESSED - FY 2020	195.42		
0039931 ✓ ✓ sk. paid	FRED PRYOR SEMINARS	EMPLOYEE TRAINING - I. BROOKS	109.00 ✓	01-3010-53520-00000-00000 EMPLOYEE TRAINING	109.00
0039933 ✓	GOODE COMPANIES INC. ✓	6016 PRINCESS GARDEN PKWY - RECYCLING CONTRACT	10,833.79 ✓	01-3710-50550-00000-00000 RECYCLING CONTRACT	10833.79
EFT ✓	GROFF TRACTOR MID ATLANTIC, LLC	VEHICLE MAINTENANCE (BACKHOE)	0.00	01-3510-52130-00000-00000 VEHICLE OPERATIONS & MAINTENANCE ✓	613.32 ✓
EFT ✓	HANCOCK REFRIGERATION / COMPANY, INC	BUILDING MAINTENANCE & REPAIR	0.00	01-3510-52100-00000-00000 BUILDING MAINT. & REPAIR	110.00
0039934 ✓	HOFSTRA UNIVERSITY ✓	WEINBACH SCHOLARSHIP RECIPIENT - J. OMOLOLA # 702822191	1,000.00	01-4521-62200-00000-00000 WEINBACH SCHOLARSHIP GRANT	1000.00
EFT	HOMESTEAD GARDENS, INC. ✓	PARKS FEILD & TREE MAINTENANCE	0.00	01-3810-54250-00000-00000 PARKS, FIELDS & TREE MAINTENANCE	201.25
0039935 ✓	HOWARD UNIVERSITY ✓	WEINBACH SCHOLARSHIP RECIPIENT - T. THOMAS # 02972008	1,000.00	01-4521-62200-00000-00000 WEINBACH SCHOLARSHIP GRANT	1000.00

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Check	Vendor	Description or Invoice Numbers	Check Amount	Invoice Distribution Accounts	Distribution Amount
0039944	ON DUTY SUPPLY INC	UNIFORMS - CHIEF	691.97	01-3010-53570-00000-00000 UNIFORMS	691.97
EFT	PASSPORT LABS, INC	VEHICLE CONTROL FINES	0.00	01-3010-54495-00000-00000 VEHICLE CONTROL FINE SERVICE FEES	1473.41
0039945	PEPCO	Invoices 200421357664, 210003584932	6,831.54	01-3610-51210-00000-00000 STREET LIGHTING	6831.54
0039946	PITNEY BOWES INC	OFFICE EQUIPMENT LEASE - ACC# 0012397850	239.52	01-1510-50760-00000-00000 OFFICE EQUIPMENT CONTRACTS	239.52
0039947	PRINCE GEORGE'S COUNTY	LANDFILL FEES - 8/20	19,264.24	01-3710-51100-00000-00000 LANDFILL FEES-COUNTY	19264.24
0039948	READYREFRESH	Invoices 1010437380884, 1017802571500	216.50	01-1510-52510-00000-00000 PANTRY SUPPLIES 01-3010-52510-00000-00000 PANTRY SUPPLIES	10.99 205.51
EFT	ROK BROTHER'S INC	Invoices 78472, 78474, 78547, 78548	0.00	01-3010-52130-00000-00000 VEHICLE OPERATION & MAINTENANCE	1632.60
0039949	SAM'S CLUB DIRECT	PANTRY SUPPLIES	649.31	01-3510-52510-00000-00000 PANTRY SUPPLIES	649.31
EFT	SANDRASLIMAS DO ROAD, PROMOTIONS	PHOTOGRAPHY SERVICES - COUNCIL	0.00	01-1110-54550-00000-00000 MISCELLANEOUS EXPENSES	125.00
EFT	SECURE ALARMS, INC	Invoices 57452, WO-0319, WO- 0321	0.00	01-1510-52100-00000-00000 BUILDING MAINT. & REPAIR 01-1510-54150-00000-00000 UPKEEP OF HANKO BUILDING 01-3510-52100-00000-00000 BUILDING MAINT. & REPAIR	300.00 300.00 239.00
0039950	SF MOBILE-VISION, INC	Invoices 33991, 33992	2,725.00	01-3010-50200-00000-00000 COMPUTER & IT SUPPORT	2725.00
0039951	ST MARY'S COLLEGE OF MARYLAND	WEINBACH SCHOLARSHIP RECIPIENT -ALYSSA HEINTZELMAN - #479395	1,000.00	01-4521-62200-00000-00000 WEINBACH SCHOLARSHIP GRANT	1000.00
0039952	STAPLES ADVANTAGE	Invoices 8058962982, 8059032023, 8059317804, 8059464582, 8059555800, 8059572320	1,955.71	01-1510-50470-00000-00000 COVID RELATED EXPENSES 01-1510-52510-00000-00000 PANTRY SUPPLIES 01-1510-52520-00000-00000 OFFICE SUPPLIES & PRINTING 01-2010-52520-00000-00000 OFFICE SUPPLIES & PRINTING 01-2510-52520-00000-00000 OFFICE SUPPLIES & PRINTING 01-3010-52520-00000-00000 OFFICE SUPPLIES & PRINTING 01-3510-50470-00000-00000 COVID RELATED	213.95 105.35 347.07 193.40 57.77 84.98 953.19

CITY OF NEW CARROLLTON
TD GENERAL
A/P Detail Check Register for Check Date 9/18/2020

<u>Check</u>	<u>Vendor</u>	<u>Description or Invoice Numbers</u>	<u>Check Amount</u>	<u>Invoice Distribution Accounts</u>	<u>Distribution Amount</u>
0039953	STAPLES CREDIT PLAN	PURCHASES/CHARGES FOR THE MONTH OF AUGUST 2020	70.82	01-2010-52520-00000-00000 OFFICE SUPPLIES & PRINTING	70.82
0039954	STREET COP TRAINING	EMPLOYEE TRAINING - N. HOWELL	249.00	01-3010-53520-00000-00000 EMPLOYEE TRAINING	249.00
0039955	THE CARLSEN GROUP INC.	MONTHLY SERVICE CHARGES	312.00	01-1510-52520-00000-00000 OFFICE SUPPLIES & PRINTING 01-2010-52520-00000-00000 OFFICE SUPPLIES & PRINTING 01-2510-52520-00000-00000 OFFICE SUPPLIES & PRINTING	104.00 104.00 104.00
0039956	THE LUCIAN COMPANY	OFFICE SUPPLIES & MISCELLANEOUS	19.95	01-1110-54550-00000-00000 MISCELLANEOUS EXPENSES 01-1510-52520-00000-00000 OFFICE SUPPLIES & PRINTING	11.45 8.50
0039957	TOWSON UNIVERSITY	WEINBACH SCHOLARSHIP RECIPIENT - A. ANDREWS -# 0738399 & CCBC# 901085896	1,000.00	01-4521-62200-00000-00000 WEINBACH SCHOLARSHIP GRANT	1000.00
0039958	TOWSON UNIVERSITY	WEINBACH SCHOLARSHIP RECIPIENT - C. GORDON #0717934	1,000.00	01-4521-62200-00000-00000 WEINBACH SCHOLARSHIP GRANT	1000.00
0039959	UNITED STATES INSURANCE SERVICES	PUBLIC OFFICIALS LIABILITY & BONDING - K. RUFF	525.00	01-1510-50720-00000-00000 PUBLIC OFFICIALS LIABILITY & BONDING	525.00
0039960	WASHINGTON GAS	6016 PRINCESS GARDEN PKWY - ACC# 220004003822	89.60	01-1510-54060-00000-00000 UTILITY-NATURAL GAS	89.60
0039961	WASHINGTON SUBURBAN SANITARY COMMISSION	Invoices 2008 - 010000, 2008 - 740000, 2008 - 740000	1,495.40	01-1510-54070-00000-00000 UTILITY-WATER 01-3510-54070-00000-00000 UTILITY - WATER	935.62 559.78
0039962	WHEWELL, SCOTT B.	BOOT REIMBURSEMENT	150.00	01-3010-53570-00000-00000 UNIFORMS	150.00
0039963	WILDES-SPIRIT PRINTING	CITY NEWSLETTER MAILING	3,741.22	01-1510-50450-00000-00000 CITY NEWSLETTER	3741.22
0039964	XEROX CORPORATION	PD - XEROX CUSTOMER # 725457931	189.25	01-3010-50760-00000-00000 OFFICE EQUIPMENT CONTRACTS	189.25

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<u>Check</u>	<u>Vendor</u>	<u>Description or Invoice Numbers</u>	<u>Check Amount</u>	<u>Invoice Distribution Accounts</u>	<u>Distribution Amount</u>
EFT	XEROX FINANCIAL SERVICES	CONTRACT # 010-0037890-002 - ADMIN LEASE - 08/16 - 09/15	0.00	01-1510-50760-00000-00000 OFFICE EQUIPMENT CONTRACTS	427.28
Total for Check Run:			<u>130,597.65</u>		

[Handwritten Signature] 9/17/20
 Signature and Date to Approve Checks

[Handwritten Signature] 9/18/20
 Signature and Date to Approve Checks

[Handwritten Signature] 9/21/20
 Signature and Date to Approve Checks

CITY OF NEW CARROLLTON
TD GENERAL
A/P Detail Check Register for Check Date 10/02/2020

<u>Check</u>	<u>Vendor</u>	<u>Description or Invoice Numbers</u>	<u>Check Amount</u>	<u>Invoice Distribution Accounts</u>	<u>Distribution Amount</u>
EFT		EFT Transmittal	77,528.95	01-0000-10100-00000-00000 TD BANK GENERAL ACCOUNT	-77528.95
EFT	ACCUFUND INC	COMPUTER IT & SUPPORT - MAYOR	0.00	01-2010-50200-00000-00000 COMPUTER & IT SUPPORT	40.00
EFT	AFLAC	3RD PARTY INSURANCE	0.00	01-0000-21120-00000-00000 AFLAC WITHHOLDING	2746.88
0039965	AGGREGATE INDUSTRIES MANAGEMENT INC	STREET MAINTENANCE - COLD MIX	127.50	01-3610-53000-00000-00000 STREET & STORM DRAIN MAINT. MATERIALS	127.50 ✓
0039966	ASSA ABLOY ENTRANCE SYSTEMS US INC.	Fixing Town Hall Entry Door	5,715.77	01-1510-52100-00000-00000 BUILDING MAINT. & REPAIR	5715.77 ✓
EFT	ATLANTIC OCCUPSYCH, INC	PRE-EMPLOYMENT PSYC. EVALUATION - C. BATENGA	0.00	01-3010-53550-00000-00000 PRE-EMPLOYMENT & MENTAL WELLNESS	300.00
0039967	AUTOZONE STORES LLC	Invoices 1833688648, 1833690207, 1833694516, 1833694517, 1833697545, 1833697572, 1833697573, 1833697986, 1833704146, 1833704299	712.26	01-2510-52130-00000-00000 VEHICLE OPERATIONS & MAINTENANCE	112.81 ✓
EFT	AZURA INVESTIGATIONS LLC	PRE- EMPLOYMENT SCREENINGS - CUST# NEW CAR	0.00	01-3010-52130-00000-00000 VEHICLE OPERATIONS & MAINTENANCE	252.77
0039968	BGE	6016 PRINCESS GARDEN PKWY - ACC# 0195120000	2,241.41	01-1530-53580-00000-00000 PRE-EMPLOYMENT SCREENINGS	112.00 ✓
0039969	BOWIE STATE UNIVERSITY	2020 WEINBACH SCHOLARSHIP RECIPIENT - A. ALBERT ID# 2211874	1,000.00	01-1510-54050-00000-00000 UTILITY-ELECTRICITY	2241.41 ✓
0039970	CELLCO PARTNERSHIP	Refund: REFUND OF PERSONAL PROPERTY TAXES FOR THE YEAR 2020/2021 DUE TO STATE REASSESSMENT	42.00	01-4521-62200-00000-00000 WEINBACH SCHOLARSHIP GRANT	1000.00 ✓
0039971	CENTRAL TRUCK CENTER INC.	VEHICLE MAINTENANCE - TRUCK 28	1,519.10	01-3510-52130-00000-00000 VEHICLE OPERATIONS & MAINTENANCE	1519.10 ✓
0039972	CHARLEY'S CRANE SERVICES	VEHICLE MAINTENANCE - TRASH TRUCK	300.00	01-3510-52130-00000-00000 VEHICLE OPERATIONS & MAINTENANCE	300.00 ✓
0039973	CHESAPEAKE EMPLOYERS INSURANCE COMPANY	POLICY # 206463523	12,988.00	01-0000-15300-00000-00000 PREPAID ITEMS	12988.00 ✓
EFT	CHESAPEAKE FORD OF DC	VEHICLE MAINTENANCE - #138	0.00	01-3010-52130-00000-00000 VEHICLE OPERATION & MAINTENANCE	538.25

CITY OF NEW CARROLLTON
TD GENERAL
A/P Detail Check Register for Check Date 10/02/2020

<u>Check</u>	<u>Vendor</u>	<u>Description or Invoice Numbers</u>	<u>Check Amount</u>	<u>Invoice Distribution Accounts</u>	<u>Distribution Amount</u>
EFT	CINTAS CORPORATION LOC 41	Invoices 4062273408, 4062845214	0.00	01-3510-52550-00000-00000 JANITORIAL SUPPLIES 01-3510-53570-00000-00000 UNIFORMS	138.19 285.98
0039974	COLLIFLOWER	Invoices 01266747, 01273015	576.86	01-3510-52130-00000-00000 VEHICLE OPERATIONS & MAINTENANCE	576.86 ✓
0039975	COLONIAL LIFE	3RD PARTY INSURANCE	3,096.52	01-0000-21121-00000-00000 COLONIAL WITHHOLDING	3096.52 ✓
0039976	COMCAST CABLE COMMUNICATIONS MANAGEMENT, LLC	8314A ANNAPOLIS RD POLICE TRAILER - ACC# 8299 42 060 2061445	194.15	01-3010-52105-00000-00000 TRAILER MAINT. & SUPPLIES	194.15 ✓
0039977	COMMUNITY COLLEGE OF BALTIMORE COUNTY	2020 WEINBACH SCHOLARSHIP RECIPIENT - J. ANDREWS ID# 0738399 & CCBC ID# 901085896	1,000.00	01-4521-62200-00000-00000 WEINBACH SCHOLARSHIP GRANT	1000.00 ✓
0039978	DELUXE	AP CHECKS PURCHASE - CUSTOMER# 994024-707838	813.18	01-2010-52520-00000-00000 OFFICE SUPPLIES & PRINTING	813.18 ✓
0039979	EXPRESS SERVICES INC	PAYMENT FOR WEEK ENDING 09/20/20 - L.CHAPMAN, M.PAYNE & T. SNOWDEN	2,330.40	01-3510-50330-00000-00000 TEMPORARY LABOR SUPPORT	2330.40 ✓
0039980	FANNON PETROLEUM SERVICES INC	GASOLINE USAGE	8,137.80	01-3510-52140-00000-00000 VEHICLE GASOLINE USE	8137.80 ✓
0039981	FLEETPRO INC	Invoices 541365, 548293, 581210, 581267, 583897, 588240	2,973.03	01-3510-51000-00000-00000 PREVENTIVE VEHICLE & MAINT.	2973.03 ✓
0039982	GEORGETOWN FLOORCOVERING, INC	FLOORING FOR MAYOR'S OFFICE	4,237.00	01-1110-57011-00000-00000 MUNICIPAL BUILDING UPGRADE	4237.00 ✓
0039983	GOODE COMPANIES INC.	Invoices 08103379, 09103373 <i>Notes</i>	11,948.11	01-3710-50500-00000-00000 REFUSE COLLECTION CONTRACT	11948.11 ✓
EFT	HANCOCK REFRIGERATION COMPANY, INC	6318 WESTBROOK DR. - CONDENSOR ISSUES	0.00	01-3510-52100-00000-00000 BUILDING MAINT. & REPAIR	295.08 ✓
0039984	HOME PARAMOUNT	MONTHLY PEST CONTROL - 6318 WESTBROOK DR	78.00	01-3510-52100-00000-00000 BUILDING MAINT. & REPAIR	78.00
EFT	HOMESTEAD GARDENS, INC.	PARKS MAINTENANCE - CUSTOMER# 601571	0.00	01-3810-54250-00000-00000 PARKS, FIELDS & TREE MAINTENANCE	19.56
EFT	INTERNATIONAL CODE COUNCIL, INC.	MEMBERSHIP RENEWAL - I. HARRIS # 5141050	0.00	01-2510-53510-00000-00000 DUES & SUBSCRIPTIONS	145.00
0039985	IPMA - HR	Invoices AROWLETT, J. NICHOLS	50.00	01-1530-53510-00000-00000 DUES & SUBSCRIPTIONS	50.00 ✓
0039986	JOHNSON TRUCK CENTER	VEHICLE MAINTENANCE - # 98	338.80	01-3510-52130-00000-00000 VEHICLE OPERATIONS & MAINTENANCE	338.80 ✓

CITY OF NEW CARROLLTON
TD GENERAL
A/P Detail Check Register for Check Date 10/02/2020

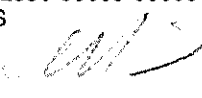
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0039987	JUST TIRES	VEHICLE MAINTENANCE	1,198.74	01-3010-52130-00000-00000 VEHICLE OPERATION & MAINTENANCE	1198.74 ✓
0039988	KOHLER EQUIPMENT	EQUIPMENT REPAIR/MAINT - ACC# 112201	90.00	01-3810-52210-00000-00000 EQUIPMENT REPAIR & MAINTENANCE	90.00 ✓
0039989	LANDOVER PRINTING CENTER	BUSINESS CARDS K.RUFF & A BENITEZ - CUSTOMER ID# 405	80.00	01-1510-52520-00000-00000 OFFICE SUPPLIES & PRINTING	80.00 ✓
EFT	LOCAL GOVT. INSURANCE TRUST	Invoices 119285, 39280-0	0.00	01-0000-21110-00000-00000 HEALTH INSURANCE WITHHOLDING 01-3510-50700-00000-00000 GENERAL LIABILITY INSURANCE	65669.35 195.24
0039990	MARTY MOWS	PARKS CONTRACTUAL	955.00	01-3810-51130-00000-00000 PARKS CONTRACTUAL	955.00 ✓
EFT	MD STATE RETIREMENT AGENCY	FY 21 ADMIN COST FEE	0.00	01-0000-15300-00000-00000 PREPAID ITEMS	2554.84
0039991	MINUTE KEY INC	Refund: REFUND OF PPT FOR 2019/2020 DUE TO STATE REASSESSMENT- BUSINESS FORFEITED	182.60	✓	
EFT	NAC MECHANICAL SERVICES, LLC	6016 PRINCESS GARDEN PKWY - HVAC	0.00	01-1510-52100-00000-00000 BUILDING MAINT. & REPAIR	365.00
0039992	NEW YORK LIFE	3RD PARTY INSURANCE - REMITTER ID# 021017768	996.83	01-0000-21125-00000-00000 NEW YORK LIFE INSURANCE PAYABLE	996.83 ✓
0039993	NITV FEDERAL SERVICES, LLC	EMPLOYEE TRAINING - V. LYEW 01/04/21 - 01/08/21	470.00	01-3010-53520-00000-00000 EMPLOYEE TRAINING	470.00 ✓
0039994	NORTHERN TOOL + EQUIPMENT	VEHICLE MAINTENANCE - SHOP	268.97	01-3510-52130-00000-00000 VEHICLE OPERATIONS & MAINTENANCE	268.97 ✓
0039995	OCCUPATIONAL MEDICAL SERVICES, INC	Invoices 5168-301, 5181-273	463.00	01-1530-53590-00000-00000 POST-EMPLOYMENT SCREENINGS	463.00 ✓
0039996	ON DUTY SUPPLY INC	Invoices 8252, 8253	3,167.94	01-3010-53570-00000-00000 UNIFORMS	3167.94 ✓
0039997	OURISMAN CHEVROLET OF BOWIE	VEHICLE MAINTENANCE #130	286.18	01-3010-52130-00000-00000 VEHICLE OPERATION & MAINTENANCE	286.18 ✓
EFT	P & H AUTO - ELECTRIC INC.	Invoices 00973, 234837, 951967	0.00	01-3010-52130-00000-00000 VEHICLE OPERATION & MAINTENANCE 01-3510-52130-00000-00000 VEHICLE OPERATIONS & MAINTENANCE	209.98 116.99
0039998	PEPCO	Invoices 200081416614, 200351381024, 200391369781, 200591342248, 200721307780, 200721307781	171.72	01-3610-51210-00000-00000 STREET LIGHTING	171.72 ✓

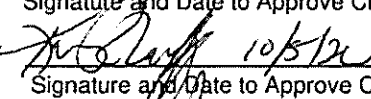
CITY OF NEW CARROLLTON
TD GENERAL
A/P Detail Check Register for Check Date 10/02/2020

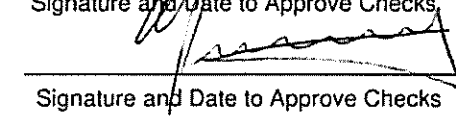
<u>Check</u>	<u>Vendor</u>	<u>Description or Invoice Numbers</u>	<u>Check Amount</u>	<u>Invoice Distribution Accounts</u>	<u>Distribution Amount</u>
0039999	PHELECIA NEMBARD	REIMBURSEMENT FOR COMMUNITY OUTREACH	76.35	01-1110-54340-00000-00000 COMMUNITY OUTREACH EXPENSES	76.35 ✓
0040000	QUILL CORPORATION	PANTRY SUPPLIES - ADMIN ACC# 5817433	50.98	01-1510-52520-00000-00000 OFFICE SUPPLIES & PRINTING	50.98 ✓
0040001	RAPID MOLD REMOVAL LLC	MOLD TREATMENT - 6016 PRINCESS GARDEN PKWY	1,149.00	01-1510-52100-00000-00000 BUILDING MAINT. & REPAIR	1149.00 ✓
0040002	RESERVE ACCOUNT	Invoices 093020, 093020	3,000.00	01-1510-54080-00000-00000 POSTAGE METER & COURIER SERVICES 01-3010-54080-00000-00000 POSTAGE METER & COURIER SERVICE	2500.00 ✓ 500.00
EFT	ROK BROTHER'S INC	VEHICLE MAINTENANCE	0.00	01-3010-52130-00000-00000 VEHICLE OPERATION & MAINTENANCE	593.09
0040003	RTI RESTORATION SERVICES, LLC	COVID 19 DISINFECTING - 6318 WESTBROOK DR & 20 VEHICLES	1,975.00	01-3510-50470-00000-00000 COVID RELATED EXPENSES	1975.00 ✓
0040004	SAM'S CLUB DIRECT	PURCHASES/ CHARGES FOR 07/20 - P.W ACC# 0402 598824407	120.71	01-3510-52510-00000-00000 PANTRY SUPPLIES	120.71 ✓
0040005	SANIJOHN	Invoices 0000001407, 0000001905	1,218.00	01-3810-52180-00000-00000 EQUIPMENT RENTAL & PORT A POTTY	1218.00 ✓
0040006	SHERWIN-WILLIAMS CO.	VEHICLE MAINT SAFETY SUPPLIES	558.71	01-3510-52130-00000-00000 VEHICLE OPERATIONS & MAINTENANCE 01-3510-53120-00000-00000 SAFETY SUPPLIES	554.47 ✓ 4.24
0040007	SHRED-IT USA	MONTHLY SERVICE CHARGES - CUSTOMER# 11776711	138.30	01-1510-52520-00000-00000 OFFICE SUPPLIES & PRINTING	138.30 ✓
0040008	SIGNS BY TOMORROW	COMMUNITY APPRECIATION BANNERS	420.00	01-3010-54445-00000-00000 POLICE COMMUNITY PROMOTION	420.00 ✓
0040009	STAPLES ADVANTAGE	Invoices 8059032023, 8059086957, 8059703431, 8059777624	444.39	01-2510-52520-00000-00000 OFFICE SUPPLIES & PRINTING 01-3010-50470-00000-00000 COVID RELATED EXPENSES 01-3010-52520-00000-00000 OFFICE SUPPLIES & PRINTING	294.30 ✓ 91.90 ✓ 58.19 ✓
EFT	THE LINCOLN NATIONAL LIFE INSURANCE COMPANY	LIFE & AD&D PREMIUM	0.00	01-0000-20102-00000-00000 LIFE INSURANCE PAYABLE	3203.52
0040010	U.S. POSTAL SERVICE	REFILL BULK MAIL POSTAGE PERMIT 2349	3,000.00	01-1510-50450-00000-00000 CITY NEWSLETTER	3000.00 ✓
0040011	VERIZON A/C # 755-300-184-0001 -65	6016 PRINCESS GARDEN PKWY - ACC# 755 300 184 0001 65	119.99	01-1510-54010-00000-00000 TELEPHONES	119.99 ✓

CITY OF NEW CARROLLTON
TD GENERAL
A/P Detail Check Register for Check Date 10/02/2020

<u>Check</u>	<u>Vendor</u>	<u>Description or Invoice Numbers</u>	<u>Check Amount</u>	<u>Invoice Distribution Accounts</u>	<u>Distribution Amount</u>
0040012	VERIZON CONNECT NWF INC	Invoices OSV000002186489, OSV000002186489, OSV000002209469, OSV000002214306, OSV000002214306, OSV000002214986	987.59	01-1510-54021-00000-00000 GPS TRACKING 01-2510-54021-00000-00000 GPS TRACKING 01-3010-54021-00000-00000 GPS TRACKING 01-3510-54021-00000-00000 GPS TRACKING	32.38 161.90 404.75 388.56 ✓
0040013	VERIZON WIRELESS	ACC# 902009495-0001 - POLICE	40.45	01-3010-54020-00000-00000 CELL PHONES	40.45 ✓
0040014	WASHINGTON GAS	Invoices 2008 - 055354, 2008 - 613886	135.51	01-1510-54150-00000-00000 UPKEEP OF HANKO BUILDING 01-3510-54060-00000-00000 UTILITY - NATURAL GAS	30.94 104.57 ✓
0040015	WB WASTE SOLUTIONS, LLC	FRENCHMANS CREEK CONDOS - 10/20 CUSTOMER# 150006306	8,360.45	01-3710-50500-00000-00000 REFUSE COLLECTION CONTRACT	8360.45 ✓
0040016	WINDSTREAM	TELEPHONE CHARGES - ADMIN & P.W - ACC# 012272451	1,064.47	01-1510-54010-00000-00000 TELEPHONES 01-3510-54010-00000-00000 TELEPHONES	807.65 ✓ 256.82
0040017	ZEP SALES & SERVICE	JANITORIAL SUPPLIES -P.W CUST # 11172459	1,353.58	01-3510-52550-00000-00000 JANITORIAL SUPPLIES	1353.58 ✓
Total for Check Run:			<u>170,493.30</u>		

 10/1/20

 Signature and Date to Approve Checks
 10/5/20

 Signature and Date to Approve Checks
 10/5/20

 Signature and Date to Approve Checks

CITY OF NEW CARROLLTON
TD GENERAL
A/P Detail Check Register for Check Date 10/05/2020

<u>Check</u>	<u>Vendor</u>	<u>Description or Invoice Numbers</u>	<u>Check Amount</u>	<u>Invoice Distribution Accounts</u>	<u>Distribution Amount</u>
0040018	GOODE COMPANIES INC.	Invoices 08103379, 09103373, 0A100037	11,283.01	01-3710-50500-00000-00000 REFUSE COLLECTION CONTRACT	11283.01
Total for Check Run:			<u>11,283.01</u>		

M3 10/5/20

Signature and Date to Approve Checks

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Signature and Date to Approve Checks

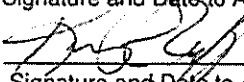
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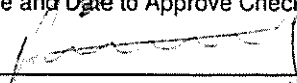
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CITY OF NEW CARROLLTON
TD GENERAL
A/P Detail Check Register for Check Date 10/08/2020

<u>Check</u>	<u>Vendor</u>	<u>Description or Invoice Numbers</u>	<u>Check Amount</u>	<u>Invoice Distribution Accounts</u>	<u>Distribution Amount</u>
0040035	EXPRESS SERVICES INC	PAYMENT FOR WEEK ENDING 09/27/20 - L.CHAPMAN, M.PAYNE & T. SNOWDEN	2,330.40	01-3510-50330-00000-00000 TEMPORARY LABOR SUPPORT	2330.40
Total for Check Run:			<u>2,330.40</u>		

 10/8/20
Signature and Date to Approve Checks

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Signature and Date to Approve Checks

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Signature and Date to Approve Checks

CITY OF NEW CARROLLTON
TD GENERAL
A/P Detail Check Register for Check Date 10/09/2020

<u>Check</u>	<u>Vendor</u>	<u>Description or Invoice Numbers</u>	<u>Check Amount</u>	<u>Invoice Distribution Accounts</u>	<u>Distribution Amount</u>
EFT		EFT Transmittal	12,775.62	01-0000-10100-00000-00000 TD BANK GENERAL ACCOUNT	-12775.62 ✓
0040019	BENNETT, PAMLA	REIMBURSEMENT FOR PARTY EXPENSES	68.19 ✓	01-3010-54550-00000-00000 MISCELLANEOUS EXPENSES	68.19 ✓
0040020	CENTRAL TRUCK CENTER INC.	VEHICLE MAINTENANCE - 98	97.16 ✓	01-3510-52130-00000-00000 VEHICLE OPERATIONS & MAINTENANCE	97.16 ✓
EFT	INTRADO INTERACTIVE SERVICES CORPORATION	WEBSITE	0.00 ✓	01-1510-50220-00000-00000 WEBSITE & EMAIL SERVICES	750.00 ✓
0040021	INVENTIVE SOFTWARE SYSTEMS LLC	COMPUTER & IT SUPPORT - TRAINING MANUAL (4)	600.00 ✓	01-2010-50200-00000-00000 COMPUTER & IT SUPPORT	600.00 ✓
0040022	KOHLER EQUIPMENT	Invoices 328527, 329022, 329036, 329702, 329748	1,237.12 ✓	01-3810-52210-00000-00000 EQUIPMENT REPAIR & MAINTENANCE 01-3810-53130-00000-00000 SMALL EQUIPMENT	1147.12 ✓ 90.00
EFT	LEXIPOL LLC	LAW ENFORCEMENT PROCEDURE MANUAL ANNUAL SUBSCRIPTION 11/20 - 10/31/21	0.00 ✓	01-3010-50200-00000-00000 COMPUTER & IT SUPPORT	9170.00 ✓
0040023	NATIONAL BUSINESS FURNITURE, LLC	FURNITURE - POLICE DEPT	824.00 ✓	01-3010-58000-00000-00000 FURNITURE & FIXTURES	824.00 ✓
0040024	NIMCO, INC	COMMUNITY PROMOTIONS - POLICE	796.95 ✓	01-3010-54445-00000-00000 POLICE COMMUNITY PROMOTION	796.95 ✓
0040025	NITV FEDERAL SERVICES, LLC	EMPLOYEE TRAINING - B. ROBINSON - 01/04/21 - 01/08/21	470.00 ✓	01-3010-53520-00000-00000 EMPLOYEE TRAINING	470.00 ✓
0040026	ON DUTY SUPPLY INC	UNIFORMS - WASHINGTON	149.37 ✓	01-3010-53570-00000-00000 UNIFORMS	149.37 ✓
0040027	ORKIN INC AC 689632	8511 LEGATION RD - ACC# 689632	62.40 ✓	01-1510-54150-00000-00000 UPKEEP OF HANKO BUILDING	62.40 ✓
0040028	ORKIN LLC AC 740578	6016 PRINCESS GARDEN PKWY - ACC# 740578	141.19 ✓	01-1510-52100-00000-00000 BUILDING MAINT. & REPAIR	141.19 ✓
EFT	PASSPORT LABS, INC	VEHICLE CONTROL FINES	0.00 ✓	01-3010-54495-00000-00000 VEHICLE CONTROL FINE SERVICE FEES	2196.84 ✓
0040029	PEPCO	Invoices 200321385996, 200321385997, 200321385998, 200351381195, 200391375443, 200401372345, 200811273499, 200841258340, 200921191679	1,157.62 ✓	01-1510-54150-00000-00000 UPKEEP OF HANKO BUILDING 01-3510-54050-00000-00000 UTILITY - ELECTRICITY 01-3610-51210-00000-00000 STREET LIGHTING	359.60 ✓ 689.20 108.82
0040030	PITNEY BOWES GLOBAL FINANCIAL SERV LLC	PHOTOCOPY MACHINE LEASE - ACC# 0012397850 <i>postage machine</i>	345.27 ✓	01-1510-50760-00000-00000 OFFICE EQUIPMENT CONTRACTS	345.27 ✓

CITY OF NEW CARROLLTON
TD GENERAL
A/P Detail Check Register for Check Date 10/09/2020

Check	Vendor	Description or Invoice Numbers	Check Amount	Invoice Distribution Accounts	Distribution Amount
0040031	QUILL CORPORATION	PANTRY & OFFICE SUPPLIES - ADMIN - ACC# 5817433	132.98 ✓	01-1510-52510-00000-00000 PANTRY SUPPLIES 01-1510-52520-00000-00000 OFFICE SUPPLIES & PRINTING	16.37 ✓ 116.61 ✓
EFT	ROK BROTHER'S INC	VEHICLE MAINTENANCE #144 P138	0.00	01-3010-52130-00000-00000 VEHICLE OPERATION & MAINTENANCE	516.64 ✓
0040032	T-MOBILE	Invoices 2009 - 020832, 2009 - 020832, 2009 - 020832, 2009 - 269421, 2009 - 721991	2,025.71 ✓	01-1510-54020-00000-00000 CELLPHONES 01-2510-54020-00000-00000 CELL PHONES 01-3010-54020-00000-00000 CELL PHONES 01-3510-54020-00000-00000 CELL PHONES	317.48 ✓ 60.96 1551.74 95.53
0040033	THE CARLSEN GROUP INC.	MONTHLY SERVICE CHARGES	312.00 ✓	01-1510-52520-00000-00000 OFFICE SUPPLIES & PRINTING 01-2010-52520-00000-00000 OFFICE SUPPLIES & PRINTING 01-2510-52520-00000-00000 OFFICE SUPPLIES & PRINTING	104.00 ✓ 104.00 104.00
0040034	UNIVERSITY OF MARYLAND BALTIMORE COUNTY	WEINBACH SCHOLARSHIP RECIPIENT - B. NEMBARD ID# GE88575	1,000.00 ✓	01-4521-62200-00000-00000 WEINBACH SCHOLARSHIP GRANT	1000.00 ✓
EFT	XEROX FINANCIAL SERVICES	LEASE PAYMENT - 09/16 - 10/15 - ADMIN - CONTRACT# 010- 0037890-002	0.00	01-1510-50760-00000-00000 OFFICE EQUIPMENT CONTRACTS	142.14 ✓
Total for Check Run:			<u>22,195.58</u>		

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CITY OF NEW CARROLLTON
Municipal Government Works Month
Proclamation

The Mayor and Council of the City of New Carrollton, proclaim November 2020 to be Municipal Government Works Month.

- Whereas,** the City of New Carrollton was incorporated in 1953; and
- Whereas,** Maryland is home to 157 municipalities; and
- Whereas,** municipal government represents the most responsive level of government, allowing citizens to have direct access to elected officials; and
- Whereas,** in an effort to educate citizens about municipal government and the importance of their participation, the City of New Carrollton is proud to promote municipal government awareness; and
- Whereas,** municipalities enhance the quality of life for their residents by maintaining natural and historic sites and structures and helping to make Maryland a great place to live, work, play and explore.

NOW, THEREFORE, BE IT PROCLAIMED that the Mayor and the City Council of New Carrollton hereby join the Maryland Municipal League in declaring November to be Municipal Government Works Month in New Carrollton.

IN WITNESS THEREOF, we have hereunto set our hand and caused the Seal of the City of New Carrollton affixed this Twenty-First day of October, Two Thousand Twenty.

Phelecia E. Nembhard, Mayor

Sarah Potter Robbins, Mayor Pro-Tem

Lincoln H.G. Lashley, Chair

Stephen L. John, Vice Chair

Allyne Hooks, Alternate Treasurer

Cynthia DB Mills, Councilmember

DATE: _____

ATTEST:

[SEAL]

Douglass A. Barber, MMC



CITY OF NEW CARROLLTON
National Red Ribbon Week (October 23 – October 31, 2020)
Proclamation

WHEREAS, the New Carrollton Police Department is the local sponsor of Red Ribbon Week in New Carrollton, Maryland and local government agencies, churches, and public schools are actively participating in Red Ribbon Week activities; and

WHEREAS, communities across America have been plagued by the numerous problems associated with illicit drug use and the people who traffic in them; and

WHEREAS, there is hope in winning the war on drugs, and that hope lies in education and drug demand reduction, coupled with the hard work and determination of organizations such as the City of New Carrollton Police to foster a healthy, drug-free lifestyle; and

WHEREAS, government and community leaders know that citizen support is one of the most effective tools in the effort to reduce the use of illicit drugs in our communities; and

WHEREAS, the red ribbon has been chosen as the symbol commemorating the work of Enrique “Kiki” Camarena, a Drug Enforcement Administration Special Agent who was murdered in the line of duty, and represents the belief that one person can make a difference; and

WHEREAS, the Red Ribbon Campaign was established by Congress in 1988 to encourage a drug-free lifestyle and involvement in drug prevention and education efforts; and

WHEREAS, October 23 – October 31, 2020, has been designated National Red Ribbon Week, which encourages Americans to wear a red ribbon to show their support for a drug-free environment.

NOW, THEREFORE, BE IT PROCLAIMED by the Mayor and Council of the City of New Carrollton, Maryland that the week of October 23 – October 31, 2020, be known as ***National Red Ribbon Week*** in New Carrollton, Maryland.

BE IT FURTHER PROCLAIMED that all citizens are urged to join Mayor Phelecia E. Nembhard, in this special observance now and throughout the year.

IN WITNESS THEREOF, we have hereunto set our hand and caused the Seal of the City of New Carrollton affixed this Twenty-First Day of October.

Phelecia E. Nembhard, Mayor

Sarah Potter Robbins, Mayor Pro-Tem

Lincoln H.G. Lashley, Chair

Stephen L. John, Vice Chair

Allyne Hooks, Alternate Treasurer

Cynthia DB Mills, Councilmember

DATE: _____

ATTEST:

[SEAL]

Douglass A. Barber, MMC
City Clerk



Resolution 21-02
Creating a Community Relations Committee

Effective: October 21, 2020

**A RESOLUTION
OF THE CITY COUNCIL OF NEW CARROLLTON
CREATING A COMMUNITY RELATIONS COMMITTEE**

WHEREAS, the Charter of the City of New Carrollton, § C-3 “Government of the City” allows for the creation of a committee; and

WHEREAS, the City Council desires to create a Community Relations Committee to advise the City about City residents’ special life events and assist the City in recognizing these events; and

WHEREAS the City Council has reviewed the proposed Community Relations Committee prepared committee guidelines for the City Council’s consideration, which are attached hereto as Exhibit A.

NOW, THEREFORE, BE IT HEREBY RESOLVED, by the City Council of New Carrollton, that a Community Relations Committee is hereby created.

ADOPTED AND ENACTED BY THE CITY COUNCIL OF NEW CARROLLTON THIS 21st DAY OF OCTOBER 2020.

[SEAL]

Lincoln H.G. Lashley, Chair
City Council

ATTEST:

APPROVED:

Douglass A. Barber, MMC, City Clerk

Phelecia E. Nembhard, Mayor

Date: _____

City of New Carrollton Community Relations Committee

Purpose: The City of New Carrollton Community Relations Committee shall advise the City about City residents' special life events and assist the City in recognizing these events.

Methods of Outreach: The Committee will use a variety of ways to perform outreach efforts in the City to learn of residents' special life events, to include but not be limited to publications in City newsletters, eNewsletters, website and social media, where appropriate.

Types of Special Life Events to be Recognized:

The Committee will assist the City in recognizing the following types of special life events:

- a. Milestone Birthdays (70, 75, 80, 85, 90, 95, 100)
- b. Milestone Wedding Anniversaries (40, 50, 60, 70)
- c. Milestone Educational Events (High School and College graduation, Doctorate)
- d. Military person returning home from a tour of active duty
- e. Longevity of City employees and promotions of City employees

Composition of the Committee: The Committee will consist of 5 members. Members shall be volunteers and will not be paid.

Committee Responsibilities:

- The Committee will meet twice a month (on a day and time determined by the Committee members). The Committee shall discuss new ideas, comments, opinions and perspectives for its operations.
- The Committee will acquire resident information (name, mailing address, date of events) from a reliable source. The Committee shall also obtain permission to publish the information.
- The Committee will coordinate with the Mayor and City Council a quarterly meeting for the signing of outgoing congratulatory material. The Committee will strive to send materials the first week of the month of an event.

- Members will be provided a meeting agenda and committee materials in advance of the meeting to be prepared for discussion/comment.
- A Staff Liaison will be assigned to the Committee.



Resolution 21-03
Creating a Community Outreach Committee

Effective: October 21, 2020

**A RESOLUTION
OF THE CITY COUNCIL OF NEW CARROLLTON
CREATING A COMMUNITY OUTREACH COMMITTEE**

WHEREAS, the Charter of the City of New Carrollton, § C-3 “Government of the City” allows for the creation of a committee; and

WHEREAS, the City Council desires to create a Community Outreach Committee to engage with residents who are interested in volunteering with the City of New Carrollton; and

WHEREAS the City Council has reviewed the proposed Community Outreach Committee prepared committee guidelines for the City Council’s consideration, which are attached hereto as Exhibit A.

NOW, THEREFORE, BE IT HEREBY RESOLVED, by the City Council of New Carrollton, that a Community Outreach Committee is hereby created.

ADOPTED AND ENACTED BY THE CITY COUNCIL OF NEW CARROLLTON THIS 21st DAY OF OCTOBER 2020.

[SEAL]

Lincoln H.G. Lashley, Chair
City Council

ATTEST:

APPROVED:

Douglass A. Barber, MMC, City Clerk

Phelecia E. Nembhard, Mayor

Date: _____

City of New Carrollton Community Outreach Committee

Purpose: The City of New Carrollton Community Outreach Committee shall will seek out volunteers from the residents of New Carrollton to assist the City in the volunteer efforts of the City.

Methods of Outreach: The Committee will use a variety of ways to engage and encourage residents to volunteer for the City of New Carrollton. The committee will be promoted in publications in City newsletters, eNewsletters, website and social media, where appropriate.

Committee's Purpose:

Composition of the Committee: The Committee will consist of 5 members. Members shall be volunteers and will not be paid.

Committee Responsibilities:

- The Committee will meet twice a month (on a day and time determined by the Committee members). The Committee shall discuss new ideas, comments, opinions and perspectives for its operations.
- The Committee will acquire resident information (name, mailing address, date of events) from the resident to be collected for a database of volunteers, to track volunteers, and to use for outreach when volunteers are needed. The Committee shall also obtain permission to collect and provide residents information for the use by the City and the committee.
- The Committee will coordinate with the Mayor a quarterly meeting to provide updates on the committee's work and outreach.
- Members will be provided a meeting agenda and committee materials in advance of the meeting to be prepared for discussion/comment.
- A Staff Liaison will be assigned to the Committee.



Ordinance 21-02
Chapter 23 Personnel Policies
The Code of the City of New Carrollton

Effective: 2020

**AN ORDINANCE OF THE CITY COUNCIL OF NEW CARROLLTON
 AMENDING CITY CODE, CHAPTER 23 “PERSONNEL POLICIES” TO RENAME
 THE CHAPTER “PERSONNEL”, AND TO ADD A LABOR CODE, RESULTING IN
 THE CREATION OF AN ARTICLE I “GENERAL” FOR THE EXISTING
 PROVISIONS OF CHAPTER 23, THE RESERVATION OF CERTAIN SECTIONS,
 AND THE CREATION OF ARTICLE II “LABOR CODE”**

WHEREAS, City Code, Chapter 23 “Personnel Policies” establishes a system of personnel administration governing the appointment, promotion, transfer, layoff, removal, discipline and welfare of City employees, known as the Personnel Ordinance; and

WHEREAS, the City Council of New Carrollton recently adopted Charter Amendment Resolution 20-04 amending City Charter, §C-3 “Government of the City,” subsection D “Council: Powers and Duties” to authorize the City Council to recognize and engage in collective bargaining for non-managerial sworn police officers of the City of New Carrollton Police Department; and

WHEREAS, Charter Amendment Resolution 20-04 became effective October 8, 2020; and

WHEREAS, pursuant to the authority granted to the City Council in City Charter, §C-3.D via Charter Amendment Resolution 20-04, the City Council desires to enact this ordinance establishing a system of rules and regulations to govern the collective bargaining process.

NOW, THEREFORE, BE IT ENACTED AND ORDAINED by the City Council of New Carrollton that Chapter 23 “Personnel Policies,” of the City Code is hereby amended to read as follows:

Chapter 23 Personnel [Policies]

ARTICLE I. GENERAL

§23-1 Purpose

§23-2 Citation

§23-3 Authority

§23-4 Delegation of authority

§23-5 Scope

§23-6 Personnel Policies

§23-7 THROUGH §23-9 (RESERVED)

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ARTICLE II. LABOR CODE

§23-10 LEGISLATIVE FINDINGS AND PURPOSE

§23-11 DEFINITIONS

§23-12 LABOR COMMISSIONER

§23-13 EMPLOYEE RIGHTS

§23-14 EMPLOYER RIGHTS

§23-15 COLLECTIVE BARGAINING

§23-16 REPRESENTATION

§23-17 UNFAIR LABOR PRACTICES

§23-18 NO STRIKE/NO LOCKOUT

§23-19 CHECK OFF

§23-20 PERMISSIBLE UNION ACTIVITIES

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§23-21 GRIEVANCE PROCEDURE

§23-22 IMPASSE IN COLLECTIVE BARGAINING

§23-10 LEGISLATIVE FINDINGS AND PURPOSE.

- (A) ***TITLE OF ARTICLE.*** THIS ARTICLE SHALL HEREIN BE REFERRED TO AS THE LABOR CODE OF THE CITY OF NEW CARROLLTON, MARYLAND, OR "LABOR CODE."
- (B) ***LEGISLATIVE FINDINGS.*** IT IS THE PUBLIC POLICY OF THE MAYOR AND CITY COUNCIL AND THE PURPOSE OF THIS LABOR CODE TO PROMOTE A FAIR, HARMONIOUS, PEACEFUL AND COOPERATIVE RELATIONSHIP BETWEEN THE MANAGEMENT OF THE CITY AND THOSE EMPLOYEES OF THE CITY POLICE DEPARTMENT WHO ARE COVERED BY THIS LABOR CODE AND TO SAFEGUARD THE PUBLIC BY ASSURING THE RESPONSIVE, ORDERLY, EFFICIENT AND CONTINUOUS OPERATION OF THE DEPARTMENT.
- (C) ***PURPOSE.*** PURSUANT TO THE AUTHORITY SET FORTH IN THE CHARTER OF THE CITY OF NEW CARROLLTON, WHICH AUTHORIZES THE MAYOR AND CITY COUNCIL TO ENACT BY ORDINANCE OR AMENDMENT A SYSTEM OF RULES AND REGULATIONS TO GOVERN THE PROCESS, THE MAYOR AND CITY COUNCIL ENACT THIS ARTICLE FOR THE FOLLOWING PURPOSES:
- (1) TO PROVIDE PROCEDURES FOR NON-MANAGERIAL SWORN POLICE OFFICERS HOLDING THE RANK OF SERGEANT OR BELOW TO PARTICIPATE IN THE FORMULATION AND IMPLEMENTATION OF POLICIES ESTABLISHING OR AFFECTING THEIR CONDITIONS OF EMPLOYMENT;
 - (2) TO RECOGNIZE THE RIGHT OF SAID EMPLOYEES TO ORGANIZE FOR THE PURPOSE OF COLLECTIVE BARGAINING;
 - (3) TO PROVIDE A MEANS BY WHICH SAID EMPLOYEES MAY SELECT A COLLECTIVE BARGAINING REPRESENTATIVE;
 - (4) TO REQUIRE THE CITY'S ADMINISTRATIVE OFFICER OR HIS OR HER DESIGNEE TO MEET AND CONFER WITH THE COLLECTIVE BARGAINING REPRESENTATIVE(S) OF SAID EMPLOYEES AND TO NEGOTIATE AND ENTER INTO WRITTEN AGREEMENTS ON CERTAIN MATTERS OF WAGES, HOURS AND OTHER TERMS AND CONDITIONS OF

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EMPLOYMENT, SUBJECT TO RATIFICATION BY THE EMPLOYEES IN THE BARGAINING UNIT AND THE MAYOR AND CITY COUNCIL; AND
 (5) TO ESTABLISH A METHOD OF DISPUTE RESOLUTION.

SEC. 23-11. - DEFINITIONS.

FOR THE PURPOSES OF THIS ARTICLE, THE FOLLOWING WORDS AND PHRASES SHALL HAVE THE MEANINGS RESPECTIVELY ASCRIBED TO THEM BY THIS SECTION:

BARGAINING UNIT. ALL SWORN POLICE OFFICERS OF THE CITY ASSIGNED TO THE CITY POLICE DEPARTMENT HOLDING THE RANK OF SERGEANT OR BELOW, EXCLUDING MANAGERIAL EMPLOYEES AND CONFIDENTIAL EMPLOYEES.

CONFIDENTIAL EMPLOYEE. ANY SWORN POLICE OFFICERS WHO HOLD THE RANK OF SERGEANT OR BELOW WHO ASSIST IN A CONFIDENTIAL CAPACITY; PERSONS WHO FORMULATE, DETERMINE AND EFFECTUATE MANAGEMENT POLICIES IN THE FIELD OF PERSONNEL AND LABOR RELATIONS.

EMPLOYEE. A PERSON EMPLOYED BY THE CITY POLICE DEPARTMENT WHO IS CLASSIFIED AS A POLICE OFFICER, WHO HAS COMPLETED THE INITIAL ENTRANCE TRAINING FOR CERTIFICATION AS A SWORN POLICE OFFICER, AND HOLDS THE RANK OF SERGEANT OR BELOW. THIS DEFINITION AND THIS LABOR CODE SHALL IN NO WAY SERVE TO MODIFY ANY PERSONNEL POLICY OF THE CITY RELATIVE TO PROBATIONARY PERIOD OR THE LAW ENFORCEMENT OFFICERS' BILL OF RIGHTS.

EMPLOYEE ORGANIZATION. ANY LAWFUL ORGANIZATION THAT ADMITS SWORN POLICE OFFICERS TO MEMBERSHIP, THE PRIMARY PURPOSE OF WHICH IS TO REPRESENT SWORN POLICE OFFICERS CONCERNING WAGES, TERMS AND CONDITIONS OF EMPLOYMENT, PROVIDED THAT THE TERM "EMPLOYEE ORGANIZATION" SHALL NOT BE DEFINED TO INCLUDE ANY ORGANIZATION THAT DISCRIMINATES ON THE BASIS OF RACE, COLOR, SEX, CREED OR NATIONAL ORIGIN, WITH REGARD TO THE ACQUISITION OR RETENTION OF MEMBERSHIP OR IN ACCEPTING OR ADVANCING MEMBERS IN ANY TRAINING, APPRENTICESHIP OR EMPLOYMENT PROGRAM.

EMPLOYER. THE MAYOR AND CITY COUNCIL OF NEW CARROLLTON, MARYLAND.

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GRIEVANCE. A DISPUTE CONCERNING THE APPLICATION OR INTERPRETATION OF THE TERMS OF A COLLECTIVE BARGAINING AGREEMENT BETWEEN AN EMPLOYEE ORGANIZATION AND THE EMPLOYER.

LABOR BOARD. THE LABOR BOARD SHALL CONSIST OF THE CITY ADMINISTRATIVE OFFICER, THE HUMAN RESOURCES OFFICER, AND A REPRESENTATIVE OF THE BARGAINING UNIT WHO IS NOT PART OF THE COLLECTIVE BARGAINING PROCESS, APPOINTED BY THE MAYOR FROM A LIST OF NOMINEES SUBMITTED BY THE POLICE CHIEF.

LOCKOUT. A LOCKOUT IS A TEMPORARY WORK STOPPAGE OR DENIAL OF EMPLOYMENT DURING A LABOR DISPUTE INITIATED BY THE CITY.

MANAGERIAL EMPLOYEE. AN EMPLOYEE OF THE CITY ASSIGNED TO THE CITY POLICE DEPARTMENT WHO HAS THE AUTHORITY TO EXERCISE INDEPENDENT JUDGMENT IN THE INTEREST OF THE EMPLOYER TO RECOMMEND THE HIRE, TRANSFER, SUSPEND, LAYOFF, RECALL, AND TO PROMOTE OTHER EMPLOYEES; WHO HAS THE RESPONSIBILITY TO DIRECT THEM OR ADJUST THEIR GRIEVANCES, OR EFFECTIVELY TO RECOMMEND SUCH ACTION; IF, IN CONNECTION WITH THE FOREGOING, THE EXERCISE OF SUCH AUTHORITY IS NOT OF A ROUTINE OR CLERICAL NATURE BUT REQUIRES THE USE OF INDEPENDENT JUDGMENT, INCLUDING, BUT NOT LIMITED TO, THOSE EMPLOYEES WHO ARE SWORN POLICE OFFICERS OF THE RANK OF LIEUTENANT OR HIGHER, BUT NOT INCLUDING THOSE EMPLOYEES WHO ARE SWORN POLICE OFFICERS OF THE RANK OF SERGEANT OR LOWER.

STRIKE. THE FAILURE TO REPORT FOR DUTY, THE STOPPAGE OR SLOWDOWN OF WORK, OR THE ABSTINENCE IN WHOLE OR IN PART FROM THE FULL, FAITHFUL AND PROPER PERFORMANCE OF THE DUTIES OF EMPLOYMENT FOR THE PURPOSE OF INDUCING, INFLUENCING, COERCING OR PREVENTING A CHANGE IN COMPENSATION OR RIGHTS, PRIVILEGES, OBLIGATIONS OR OTHER TERMS AND CONDITIONS OF EMPLOYMENT, WHETHER BY CONCERTED OR INDIVIDUAL ACTION.

TERMS AND CONDITIONS OF EMPLOYMENT. ALL WAGES, BENEFITS AND OTHER MATTERS RELATING TO THE EMPLOYMENT OF EMPLOYEES IN THE BARGAINING UNIT, INCLUDING, BUT NOT LIMITED TO, HOLIDAYS, RETIREMENT, MEDICAL BENEFITS AND COVERAGE, SICK LEAVE, PAID AND UNPAID LEAVE, MILITARY LEAVE, OVERTIME, ALLOWANCES, EQUIPMENT, AND TRAINING.

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SEC. 23-12 - LABOR COMMISSIONER.

- (A) **THERE SHALL BE A LABOR COMMISSIONER WHO SHALL EXERCISE THE AUTHORITY AND PERFORM THE FUNCTIONS ASSIGNED PURSUANT TO THIS LABOR CODE. THE LABOR COMMISSIONER SHALL BE APPOINTED BY THE MAYOR IN CONSULTATION WITH THE BARGAINING UNIT, AND SHALL BE CONFIRMED BY THE CITY COUNCIL. THE LABOR COMMISSIONER MAY BE COMPENSATED BY THE CITY.**
- (B) **THE LABOR COMMISSIONER SHALL BE APPOINTED FOR SPECIFIC MATTERS AS THEY ARISE UNDER THIS CODE. THE LABOR COMMISSIONER CAN BE SELECTED FROM THE NEW CARROLLTON COMMUNITY, PRINCE GEORGE'S COUNTY OR FROM A LIST OF INDIVIDUALS SUPPLIED BY THE AMERICAN ARBITRATION ASSOCIATION IN RESPONSE TO A JOINT LETTER FROM THE CITY AND THE EXCLUSIVE REPRESENTATIVE. THE SELECTED INDIVIDUAL AND THE LIST SHALL BE COMPRISED OF INDIVIDUALS WITH PRIOR WORK EXPERIENCE IN LABOR LAW AND LABOR RELATIONS MATTERS WHO RESIDE IN MARYLAND, THE DISTRICT OF COLUMBIA OR VIRGINIA. THE CITY AND THE EXCLUSIVE REPRESENTATIVE SHALL CONFER WITHIN TEN (10) DAYS OF RECEIPT OF THE LIST; IF THEY ARE UNABLE TO AGREE ON AN INDIVIDUAL, THEY SHALL ALTERNATELY STRIKE NAMES FROM THE LIST UNTIL ONE (1) PERSON REMAINS, AND THAT PERSON SHALL SERVE AS LABOR COMMISSIONER FOR THE SPECIFIC MATTER. THE COSTS OF THE LABOR COMMISSIONER SHALL BE PAID BY THE CITY. THE LABOR COMMISSIONER SHALL NOT SERVE IN ANY OTHER APPOINTED CITY POSITION NOR SHALL THE LABOR COMMISSIONER BE EMPLOYED BY THE CITY.**
- (C) **THE LABOR COMMISSIONER APPOINTED FOR A SPECIFIC MATTER SHALL HAVE THE FOLLOWING AUTHORITY WITH RESPECT TO THAT MATTER:**
- (1) ***ADMINISTRATION.***
- A. **THE LABOR COMMISSIONER SHALL BE CHARGED WITH THE INTERPRETATION OF THE LABOR CODE AND SHALL BE FURTHER AUTHORIZED TO MAKE ANY RULES AND REGULATIONS AS MAY BE NECESSARY OR PROPER TO EFFECTUATE THE PURPOSES AND INTENT OF THE LABOR CODE.**
- B. **THE LABOR COMMISSIONER MAY APPOINT A REPRESENTATIVE OR REPRESENTATIVES TO PERFORM INVESTIGATIVE, ADMINISTRATIVE, MINISTERIAL, PROCEDURAL OR OTHER TASKS ASSOCIATED WITH THE DUTIES ASSIGNED PURSUANT TO THIS SECTION, AS APPROVED BY THE MAYOR.**

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(2) **REPRESENTATION.**

- A. TO GRANT AND REVOKE CERTIFICATION PER THE PROVISIONS OF SECTION 24-7 OF ANY EMPLOYEE ORGANIZATION AS THE EXCLUSIVE BARGAINING REPRESENTATIVE OF EMPLOYEES IN THE BARGAINING UNIT;
- B. TO SUPERVISE THE CONDUCT OF REPRESENTATION ELECTIONS;
AND
- C. TO DETERMINE THE APPROPRIATENESS OF THE EMPLOYEE ORGANIZATIONS.

(3) **UNFAIR LABOR PRACTICES. INVESTIGATION AND ADJUDICATION OF UNFAIR LABOR PRACTICE CHARGES AND DETERMINATION OF REMEDIES FOR UNFAIR LABOR PRACTICES IN ACCORDANCE WITH THE PROCEDURES AND INTENT OF THIS LABOR CODE.**

- (D) DECISIONS OF THE LABOR COMMISSIONER SHALL BE IN WRITING. ANY PARTY AGGRIEVED BY A DECISION OF THE LABOR COMMISSIONER MAY FILE AN APPEAL TO THE LABOR BOARD WITHIN THIRTY (30) DAYS OF THE ISSUANCE OF THE LABOR COMMISSIONER'S DECISION. THE DECISION OF THE LABOR BOARD SHALL BE FINAL, SUBJECT ONLY TO JUDICIAL REVIEW. IN THE EVENT THAT THERE SHALL BE A TIE VOTE, THEN THE DECISION OF THE LABOR COMMISSIONER SHALL BE UPHELD.

SEC. 23-13. - EMPLOYEE RIGHTS.

- (A) EMPLOYEES SHALL HAVE THE RIGHT OF SELF-ORGANIZATION; TO FORM, JOIN, OR ASSIST EMPLOYEE ORGANIZATIONS; AND TO BARGAIN COLLECTIVELY THROUGH REPRESENTATIVES OF THEIR OWN CHOOSING ON TERMS AND CONDITIONS OF EMPLOYMENT. EMPLOYEES SHALL ALSO HAVE THE RIGHT TO REFRAIN FROM ANY OR ALL SUCH ACTIVITIES.
- (B) EMPLOYEES SHALL BE FREE FROM RETALIATION FOR THE EXERCISE OF ANY RIGHTS SET FORTH HEREIN, OR FOR PARTICIPATING IN ANY PROCEEDING ESTABLISHED PURSUANT TO THIS LABOR CODE.
- (C) NOTHING IN THIS LABOR CODE SHALL PROHIBIT AN EMPLOYEE FROM PRESENTING, DISCUSSING OR RESOLVING ANY GRIEVANCE DIRECTLY WITH THE EMPLOYER PER ESTABLISHED CITY POLICY AND WITHOUT THE INTERVENTION OF THE EMPLOYEE ORGANIZATION THAT REPRESENTS THE BARGAINING UNIT, PROVIDED THAT ANY ADJUSTMENT OF THE GRIEVANCE MADE SHALL NOT BE INCONSISTENT WITH THE TERMS OF

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ANY APPLICABLE COLLECTIVE BARGAINING AGREEMENT. EMPLOYEES CHOOSING THIS PATH SHOULD NOT BE ABLE TO UTILIZE ANY OTHER GRIEVANCE PROCEDURE CONTAINED HEREIN.

SEC. 23-14. - EMPLOYER RIGHTS.

(A) THE EMPLOYER SHALL HAVE THE FOLLOWING RIGHTS:

- (1) TO DETERMINE THE BUDGET OF THE CITY AND THE CITY POLICE DEPARTMENT, INCLUDING ALL FINANCIAL OBLIGATIONS AND EXPENDITURES, AND TO EXERCISE ITS TAXING AUTHORITY AS PROVIDED FOR BY THE CITY CHARTER;**
- (2) TO DETERMINE THE WAYS AND MEANS TO ALLOCATE FUNDS TO ITS VARIOUS DEPARTMENTS AND PROJECTS;**
- (3) TO ESTABLISH METHODS AND PROCEDURES FOR FULFILLING ITS MISSION;**
- (4) TO DETERMINE HOW AND WHEN TO DEPLOY ITS PERSONNEL;**
- (5) TO ESTABLISH, SUSPEND, RELOCATE OR DISCONTINUE OPERATIONS, FACILITIES, STATIONS, OPERATIONS, SERVICES AND TO REDUCE PERSONNEL;**
- (6) TO DETERMINE THE WAY PERSONNEL WILL BE USED TO EFFECTUATE THE MISSION TO ENSURE THE PUBLIC SAFETY;**
- (7) TO ADOPT REASONABLE RULES, REGULATIONS, POLICIES AND GENERAL ORDERS PERTAINING TO THE DEPARTMENT'S PURPOSE, OPERATION, TECHNIQUES, EFFICIENCY AND MANAGEMENT WHICH ARE NOT INCONSISTENT WITH THE TERMS OF THE COLLECTIVE BARGAINING AGREEMENT, PROVIDED THAT DURING NEGOTIATIONS FOR A COLLECTIVE BARGAINING AGREEMENT, THE EXCLUSIVE REPRESENTATIVE AND THE CITY SHALL HAVE THE RIGHT TO DISCUSS RULES, REGULATIONS, POLICIES AND GENERAL ORDERS;**
- (8) TO DETERMINE STAFFING, INCLUDING, BUT NOT LIMITED TO, THE USE OF FULL AND PART-TIME POLICE OFFICERS, POLICE OFFICER CANDIDATES, CADETS, AUXILIARY, OR RESERVE POLICE, AND THE NUMBER OF SUCH STAFF;**
- (9) TO SUSPEND, DEMOTE, DISCHARGE OR TAKE DISCIPLINARY ACTION AGAINST EMPLOYEES WITH JUST CAUSE AND SUBJECT TO THE**

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PROVISIONS OF THE LAW ENFORCEMENT OFFICERS' BILL OF RIGHTS OR ANY AMENDMENT OR SUCCESSOR THERETO; AND

- (B) THE EMPLOYER SHALL NOT ENTER INTO OR BECOME BOUND BY ANY COLLECTIVE BARGAINING AGREEMENT PURSUANT TO THIS LABOR CODE THAT CONTAINS TERMS THAT INFRINGE UPON OR LIMIT THE RIGHTS SET FORTH IN THIS SECTION. THE EMPLOYEE RELATIONS BOARD IN DETERMINING A GRIEVANCE UNDER A COLLECTIVE BARGAINING AGREEMENT SHALL NOT HAVE THE AUTHORITY TO ADD TO, ALTER, AMEND, DELETE, MODIFY OR INFRINGE UPON ANY OF THE RIGHTS SET FORTH IN THIS SECTION.**

SEC. 23-15. - COLLECTIVE BARGAINING.

- (A) *BARGAINING IN GOOD FAITH.* UPON CERTIFICATION OF AN EMPLOYEE ORGANIZATION BY THE LABOR COMMISSIONER, THE EMPLOYER AND THE EMPLOYEE ORGANIZATION SHALL HAVE THE DUTY, THROUGH OFFICIALS OR THEIR DESIGNATED REPRESENTATIVES, TO NEGOTIATE COLLECTIVELY AND IN GOOD FAITH WITH RESPECT TO THE SUBJECTS OF BARGAINING ENUMERATED IN THIS SECTION AND TO REDUCE TO WRITING THE MATTERS AGREED UPON AS A RESULT OF SUCH NEGOTIATIONS SUBJECT TO THE LIMITATIONS CONTAINED IN SECTION 24-5 (A) AND (B).**

(B) *EMPLOYER/EMPLOYEE ORGANIZATION REPRESENTATIVE.*

- (1) THE CITY ADMINISTRATIVE OFFICER SHALL APPOINT THE EMPLOYER'S REPRESENTATIVE OR REPRESENTATIVES FOR THE PURPOSE OF CONDUCTING ANY BARGAINING WITH A CERTIFIED EMPLOYEE ORGANIZATION.**
- (2) THE EMPLOYEE ORGANIZATION SHALL APPOINT A REPRESENTATIVE OR REPRESENTATIVES WHO MAY OR MAY NOT BE PRESIDENT OF THE EMPLOYEE ORGANIZATION FOR THE PURPOSE OF CONDUCTING ANY BARGAINING WITH THE EMPLOYER.**

(C) *SUBJECTS OF BARGAINING.* THE EMPLOYER AND EMPLOYEE ORGANIZATION MAY BARGAIN COLLECTIVELY AND REACH AGREEMENT ON THE FOLLOWING SUBJECTS OF BARGAINING:

- (1) WAGES AND OTHER FORMS OF REMUNERATION; AND**
- (2) TERMS AND CONDITIONS OF EMPLOYMENT AS DEFINED HEREIN; AND**

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- (3) EMPLOYEE BENEFIT PLANS; AND
 - (4) DURATION OF COLLECTIVE BARGAINING AGREEMENT; AND
 - (5) GRIEVANCE RESOLUTION
- (D) *SCOPE OF BARGAINING.* THE EMPLOYER SHALL NOT ENTER INTO, OR BE BOUND BY, ANY COLLECTIVE BARGAINING AGREEMENT, AMENDMENT THERETO OR OTHER AGREEMENT THAT COVERS A SUBJECT OF BARGAINING NOT SPECIFICALLY ENUMERATED IN THIS SECTION, OR WHICH ALTERS, AMENDS, DELETES, MODIFIES OR INFRINGES UPON ANY OF THE EMPLOYER RIGHTS ENUMERATED IN SECTION 24-5.

SEC. 23-16. - REPRESENTATION.

- (A) CERTIFICATION OF REPRESENTATIVE. NO COLLECTIVE BARGAINING AGREEMENT SHALL BE VALID OR ENFORCEABLE UNLESS IT IS BETWEEN THE EMPLOYER AND AN EMPLOYEE ORGANIZATION THAT IS CERTIFIED BY THE LABOR COMMISSIONER AS THE EXCLUSIVE BARGAINING REPRESENTATIVE FOR EMPLOYEES IN THE BARGAINING UNIT.
- (B) EMPLOYEE ORGANIZATION HAS BEEN SELECTED OR DESIGNATED BY A MAJORITY OF EMPLOYEES IN THE BARGAINING UNIT.
- (C) PROCEDURE.
 - (1) *CERTIFICATION ELECTION.* AN EMPLOYEE ORGANIZATION SEEKING EXCLUSIVE BARGAINING REPRESENTATIVE STATUS FOR EMPLOYEES IN THE BARGAINING UNIT SHALL FILE A PETITION WITH THE LABOR COMMISSIONER ACCOMPANIED BY EVIDENCE THAT AT LEAST THIRTY (30) PERCENT OF THE EMPLOYEES IN THE BARGAINING UNIT HAVE DESIGNATED THE EMPLOYEE ORGANIZATION AS THEIR EXCLUSIVE BARGAINING REPRESENTATIVE. A PETITION MAY NOT BE ACCEPTED BY THE LABOR COMMISSIONER UNLESS FILED BY THE EMPLOYEE ORGANIZATION DURING THE MONTH OF SEPTEMBER, PROVIDED, HOWEVER, THAT IN 2020 THE EMPLOYEE ORGANIZATION SHALL HAVE THE RIGHT TO FILE A PETITION ANYTIME UP TO AND INCLUDING JUNE 30, 2021. WITHIN THIRTY (30) DAYS OF FILING A PETITION FOR CERTIFICATION, THE LABOR COMMISSIONER SHALL CONDUCT A SECRET BALLOT ELECTION. IF THE RESULTS OF THE SECRET BALLOT ELECTION ESTABLISH THAT A MAJORITY OF THOSE BARGAINING UNIT EMPLOYEES VOTING IN THE ELECTION DESIGNATE THE PETITIONING EMPLOYEE ORGANIZATION AS THEIR EXCLUSIVE BARGAINING

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REPRESENTATIVE, THEN THE LABOR COMMISSIONER SHALL CERTIFY THE EMPLOYEE ORGANIZATION AS THE EXCLUSIVE BARGAINING REPRESENTATIVE AND SHALL AUTHORIZE THE EMPLOYER TO BARGAIN COLLECTIVELY WITH THE EMPLOYEE ORGANIZATION.

- (2) ***VOLUNTARY RECOGNITION.*** EMPLOYER RESERVES THE RIGHT TO VOLUNTARILY RECOGNIZE AN EMPLOYEE ORGANIZATION AS REPRESENTATIVE OF THE EMPLOYEES SO LONG AS EMPLOYER IS SATISFIED THAT SUCH ORGANIZATION REPRESENTS MORE THAN FIFTY (50) PERCENT OF THE POLICE OFFICERS OF THE RANK OF SERGEANT AND BELOW. EVIDENCE OF SUCH CAN EITHER BE BY PROVISION OF A LETTER FROM THE BARGAINING ORGANIZATION OR CERTIFICATES WITH THE SIGNATURES OF AT LEAST FIFTY-ONE (51) PERCENT OF THE POLICE OFFICERS THAT ARE COVERED BY THIS LABOR CODE.
- (3) ***DECERTIFICATION ELECTION.*** ANY EMPLOYEE SEEKING TO TERMINATE THE CERTIFICATION OF AN EMPLOYEE ORGANIZATION AS THE EXCLUSIVE BARGAINING REPRESENTATIVE OF EMPLOYEES IN THE BARGAINING UNIT MAY FILE A PETITION WITH THE LABOR COMMISSIONER ACCOMPANIED BY EVIDENCE THAT AT LEAST THIRTY (30) PERCENT OF THE EMPLOYEES IN THE BARGAINING UNIT HAVE EXPRESSED THEIR DESIRE TO REMOVE THE EMPLOYEE ORGANIZATION AS THEIR EXCLUSIVE BARGAINING REPRESENTATIVE. A PETITION MAY NOT BE ACCEPTED BY THE LABOR COMMISSIONER UNLESS FILED DURING THE MONTH OF SEPTEMBER. WITHIN THIRTY (30) DAYS OF THE FILING OF A PETITION FOR DECERTIFICATION, THE LABOR COMMISSIONER SHALL CONDUCT A SECRET BALLOT ELECTION. IF THE RESULTS OF THE SECRET BALLOT ELECTION ESTABLISH THAT A MAJORITY OF THOSE EMPLOYEES IN THE BARGAINING UNIT NO LONGER WISH TO HAVE THE EMPLOYEE ORGANIZATION AS THEIR EXCLUSIVE BARGAINING REPRESENTATIVE, THEN THE LABOR COMMISSIONER SHALL DECERTIFY THE EMPLOYEE ORGANIZATION AS THE EXCLUSIVE BARGAINING REPRESENTATIVE OF THE EMPLOYEES IN THE PETITIONED-FOR UNIT.
- (4) **NO ELECTION UNDER THIS SECTION MAY BE CONDUCTED MORE FREQUENTLY THAN ONCE EVERY TWENTY-FOUR (24) MONTHS.**

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SEC. 23-17.- UNFAIR LABOR PRACTICES.

(A) *EMPLOYER UNFAIR LABOR PRACTICES.* IT SHALL BE AN UNFAIR LABOR PRACTICE FOR THE EMPLOYER BY AND THROUGH ITS OFFICERS, AGENTS AND REPRESENTATIVES TO ENGAGE IN THE FOLLOWING CONDUCT:

- (1) INTERFERE WITH, RESTRAIN OR COERCE EMPLOYEES IN THE EXERCISE OF THEIR RIGHTS GUARANTEED UNDER THIS LABOR CODE;**
- (2) DISCRIMINATE IN REGARD TO HIRE OR TENURE OF EMPLOYMENT OR ANY TERM OR CONDITION OF EMPLOYMENT TO ENCOURAGE OR DISCOURAGE MEMBERSHIP IN ANY EMPLOYEE ORGANIZATION;**
- (3) DIRECTLY OR INDIRECTLY CAUSE, INSTIGATE, ENCOURAGE, CONDONE, INITIATE, SPONSOR, SUPPORT, DIRECT OR ENGAGE IN ANY LOCKOUT;**
- (4) FAIL OR REFUSE TO NEGOTIATE IN GOOD FAITH WITH A CERTIFIED EMPLOYEE ORGANIZATION;**
- (5) RETALIATE AGAINST AN EMPLOYEE BECAUSE OF THAT EMPLOYEE'S EXERCISE OF RIGHTS GUARANTEED UNDER THIS LABOR CODE; OR**
- (6) CONTROL OR DOMINATE AN EMPLOYEE ORGANIZATION OR CONTRIBUTE FINANCIAL OR OTHER SUPPORT TO IT.**

(B) *EMPLOYEE ORGANIZATION UNFAIR LABOR PRACTICES.* IT SHALL BE AN UNFAIR LABOR PRACTICE FOR AN EMPLOYEE ORGANIZATION BY AND THROUGH ITS OFFICERS, AGENTS AND REPRESENTATIVES TO ENGAGE IN THE FOLLOWING CONDUCT:

- (1) INTERFERE WITH, RESTRAIN OR COERCE EMPLOYEES IN THE EXERCISE OF THEIR RIGHTS GUARANTEED UNDER THIS LABOR CODE;**
- (2) INDUCE THE EMPLOYER OR ITS REPRESENTATIVES TO COMMIT ANY UNFAIR LABOR PRACTICE OR INTERFERE WITH THE EMPLOYER'S CHOICE OF BARGAINING REPRESENTATIVE;**
- (3) DIRECTLY OR INDIRECTLY, CAUSE, INSTIGATE, ENCOURAGE, CONDONE, INITIATE, SPONSOR, SUPPORT, DIRECT OR ENGAGE IN ANY STRIKE;**
- (4) FAIL OR REFUSE TO NEGOTIATE IN GOOD FAITH WITH THE EMPLOYER;
OR**
- (5) RETALIATE AGAINST AN EMPLOYEE BECAUSE OF THAT EMPLOYEE'S EXERCISE OF RIGHTS GUARANTEED UNDER THIS LABOR CODE.**

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(C) *PROCEDURE.*

- (1) ***CHARGE AND EVIDENTIARY HEARING.*** IN THE EVENT THAT A CLAIM IS MADE THAT AN UNFAIR LABOR PRACTICE HAS BEEN COMMITTED BY EITHER THE EMPLOYER OR THE EMPLOYEE ORGANIZATION, THE COMPLAINING PARTY SHALL FILE WITH THE LABOR COMMISSIONER A VERIFIED COMPLAINT SETTING FORTH A DETAILED STATEMENT OF THE ALLEGED UNFAIR LABOR PRACTICE NO LATER THAN THIRTY (30) DAYS AFTER THE DATE OF THE ALLEGED UNFAIR LABOR PRACTICE. THE PARTY COMPLAINED OF SHALL HAVE THE RIGHT TO FILE AN ANSWER TO THE COMPLAINT WITHIN FIVE (5) DAYS AFTER SERVICE THEREOF. AFTER INVESTIGATION, THE LABOR COMMISSIONER MAY ISSUE AN ORDER DISMISSING THE COMPLAINT, ORDER A FURTHER INVESTIGATION, OR SCHEDULE AN EVIDENTIARY HEARING THEREON AT A DESIGNATED TIME AND PLACE. ANY SUCH HEARING SHALL BE CONDUCTED WITHOUT REGARD FOR THE STRICT RULES OF EVIDENCE AND A TRANSCRIPT OF TESTIMONY SHALL BE TAKEN. THE LABOR COMMISSIONER MAY DESIGNATE A NEUTRAL FACT FINDER TO CONDUCT THE HEARING AND ISSUE RECOMMENDED FINDINGS OF FACT AND CONCLUSIONS OF LAW.
- (2) ***DETERMINATION.*** IF, AT THE CONCLUSION OF ALL TESTIMONY, OR UPON CONSIDERATION OF THE NEUTRAL FACT FINDER'S RECOMMENDED FINDINGS OF FACT AND CONCLUSIONS OF LAW, THE LABOR COMMISSIONER DETERMINES THAT AN UNFAIR LABOR PRACTICE HAS BEEN COMMITTED, THE LABOR COMMISSIONER SHALL STATE HIS/HER FINDINGS AND SHALL ISSUE AND CAUSE TO BE SERVED UPON THE PARTY COMMITTING THE UNFAIR LABOR PRACTICE AN ORDER REQUIRING THE PARTY TO CEASE AND DESIST FROM SUCH PRACTICE WITHIN A SPECIFIED PERIOD AND SHALL TAKE SUCH FURTHER AFFIRMATIVE ACTION AS WILL COMPLY WITH THE PROVISIONS OF THIS LABOR CODE. IF UPON ALL THE TESTIMONY, THE LABOR COMMISSIONER DETERMINES THAT A PROHIBITED PRACTICE HAS NOT BEEN OR IS NOT BEING COMMITTED; HE/SHE SHALL STATE A FINDING OF FACT AND SHALL ISSUE AN ORDER DISMISSING THE COMPLAINT.
- (3) ***PROCEDURE IN THE EVENT OF A STRIKE OR LOCKOUT.*** NOTHING IN THIS LABOR CODE SHALL PROHIBIT OR IMPEDE THE EMPLOYER OR A CERTIFIED EMPLOYEE ORGANIZATION FROM USING ALL AVAILABLE LAWFUL MEANS TO END A STRIKE OR LOCKOUT, INCLUDING THE INITIATION OF LEGAL PROCEEDINGS TO ENJOIN THE STRIKE OR LOCKOUT.

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- (4) **MEDIATION.** NOTHING IN THIS SECTION SHALL PROHIBIT THE LABOR COMMISSIONER FROM PERSONALLY CONDUCTING MEDIATION TO RESOLVE UNFAIR LABOR PRACTICE ISSUES.

SEC. 23-18. - NO STRIKE/NO LOCKOUT.

- (A) **PURPOSE.** THE SERVICES PERFORMED BY EMPLOYEES ARE ESSENTIAL TO THE PUBLIC SAFETY. ACCORDINGLY, STRIKES AND LOCKOUTS ARE PROHIBITED.
- (B) **NO LOCKOUTS.** THE EMPLOYER SHALL NOT, EITHER DIRECTLY OR INDIRECTLY, CAUSE, INSTIGATE, ENCOURAGE, CONDONE, INITIATE, SPONSOR, SUPPORT, DIRECT OR ENGAGE IN ANY LOCKOUT.
- (C) **NO STRIKE BY EMPLOYEES.** NO EMPLOYEE SHALL EITHER DIRECTLY OR INDIRECTLY, CAUSE, INSTIGATE, ENCOURAGE, CONDONE, INITIATE, SPONSOR, SUPPORT, DIRECT OR ENGAGE IN ANY STRIKE. ANY SUCH CONDUCT BY AN EMPLOYEE SHALL BE SUBJECT TO IMMEDIATE DISCIPLINE IN ACCORDANCE WITH THE LAW ENFORCEMENT OFFICERS' BILL OF RIGHTS AND/OR ANY SUCCESSOR THERETO, WITHOUT RECOURSE TO THE GRIEVANCE PROCEDURE CONTAINED IN AN APPLICABLE COLLECTIVE BARGAINING AGREEMENT.
- (D) **NO STRIKE BY EMPLOYEE ORGANIZATION.** NO EMPLOYEE ORGANIZATION SHALL EITHER DIRECTLY OR INDIRECTLY, CAUSE, INSTIGATE, ENCOURAGE, CONDONE, INITIATE, SPONSOR, SUPPORT, DIRECT OR ENGAGE IN ANY STRIKE. IF ANY EMPLOYEE ORGANIZATION VIOLATES THIS PROVISION, ITS CERTIFICATION AS THE EXCLUSIVE REPRESENTATIVE, IF ANY, SHALL BE REVOKED AND THE EMPLOYEE ORGANIZATION SHALL THEREAFTER BE INELIGIBLE TO PARTICIPATE IN PROCEDURES UNDER THIS LABOR CODE TO BECOME AND/OR REMAIN THE EXCLUSIVE REPRESENTATIVE OF EMPLOYEES OF THE EMPLOYER FOR A PERIOD OF NOT LESS THAN THREE (3) YEARS.
- (E) **OTHER REMEDIES.** THE EMPLOYER, EMPLOYEES AND EMPLOYEE ORGANIZATIONS SHALL HAVE THE RIGHT TO PURSUE LEGAL AND EQUITABLE REMEDIES IN THE APPROPRIATE COURTS IN THE EVENT OF A VIOLATION OF THIS SECTION, AT THE EXPENSE OF WHOEVER INITIATES SUCH LEGAL ACTION. THE PREVAILING PARTY MAY SEEK REIMBURSEMENT OF FUNDS EXPENDED FOR ITS CAUSE.

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SEC. 23-19. - CHECK OFF.

- (A) ***DUES CHECK OFF.*** WHEN AN EMPLOYEE ORGANIZATION HAS BEEN CERTIFIED AS THE EXCLUSIVE REPRESENTATIVE OF THE EMPLOYEES IN THE BARGAINING UNIT, IT SHALL BE THE ONLY EMPLOYEE ORGANIZATION ELIGIBLE TO OBTAIN AN AGREEMENT FROM THE EMPLOYER TO DEDUCT DUES OR SERVICE FEES DESIGNATED OR CERTIFIED BY THE APPROPRIATE OFFICER OF THE EMPLOYEE ORGANIZATION FROM THE PAY OF THOSE EMPLOYEES IN THE UNIT WHO PROVIDE WRITTEN, SIGNED AND DATED AUTHORIZATION, AND TO REMIT SAID DUES TO THE EMPLOYEE ORGANIZATION WITHOUT COST, SUBJECT ONLY TO CHECK REISSUE FEES. ALL AUTHORIZATIONS SHALL BE IRREVOCABLE FOR A PERIOD OF ONE (1) YEAR AND SHALL BE AUTOMATICALLY RENEWABLE FROM YEAR TO YEAR UNLESS WRITTEN NOTICE OF TERMINATION BY THE EMPLOYEE IS RECEIVED BY THE EMPLOYER AT ANY TIME AFTER THE FIRST ANNIVERSARY OF THE ORIGINAL AUTHORIZATION.
- (B) ***INDEMNIFICATION.*** THE EMPLOYER SHALL NOT HAVE THE AUTHORITY TO ENTER INTO A COLLECTIVE BARGAINING AGREEMENT THAT AUTHORIZES THE DEDUCTION OF DUES FROM PAY UNLESS THE AGREEMENT CONTAINS A PROVISION WHEREBY THE EMPLOYEE ORGANIZATION AGREES TO INDEMNIFY THE EMPLOYER FOR ANY AND ALL CLAIMS ARISING OUT OF THE DEDUCTION OF DUES AND/OR FEES PURSUANT TO THIS SECTION.
- (C) ***NO COMPULSORY UNION MEMBERSHIP.*** NO AGREEMENT BETWEEN THE EMPLOYER AND AN EMPLOYEE ORGANIZATION SHALL COMPEL ANY EMPLOYEE TO BECOME AND REMAIN A MEMBER OF THE EMPLOYEE ORGANIZATION AND/OR PAY DUES.

SEC. 23-20. - PERMISSIBLE UNION ACTIVITIES.

SOLICITATION OF MEMBERS AND DUES, AND OTHER INTERNAL EMPLOYEE ORGANIZATION BUSINESS SHALL BE CONDUCTED ONLY DURING THE NON-DUTY HOURS OF THE EMPLOYEES CONCERNED. EMPLOYER-REQUESTED OR APPROVED CONSULTATIONS AND MEETINGS BETWEEN MANAGEMENT OFFICIALS AND REPRESENTATIVES OF THE RECOGNIZED EMPLOYEE ORGANIZATION SHALL, WHENEVER PRACTICABLE, BE CONDUCTED ON OFFICIAL TIME. NEGOTIATIONS BETWEEN THE EMPLOYER AND DESIGNATED MEMBERS OF THE EMPLOYEE ORGANIZATION FOR THE

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PURPOSE OF NEGOTIATING A COLLECTIVE BARGAINING AGREEMENT SHALL BE CONDUCTED DURING WORK HOURS.

SEC. 23-21. - GRIEVANCE PROCEDURE.

ALL COLLECTIVE BARGAINING AGREEMENTS BETWEEN THE EMPLOYER AND EMPLOYEE ORGANIZATION SHALL CONTAIN A GRIEVANCE PROCEDURE THAT INCLUDES A PROVISION FOR BINDING DECISION AS TO DISPUTES CONCERNING THE TERMS OF THE COLLECTIVE BARGAINING AGREEMENT OR A CLAIMED VIOLATION OF SUCH BY A PROFESSIONAL ARBITRATOR WHO IS A MEMBER OF THE NATIONAL ACADEMY OF ARBITRATORS AND APPOINTED THROUGH THE AMERICAN ARBITRATION ASSOCIATION.

SEC. 23-22. - IMPASSE IN COLLECTIVE BARGAINING.

- (A) *TIMELINE.* (TIMELINE TO BE SET TO ACCOMMODATE BUDGET SCHEDULE). REGARDLESS OF THE DATE UPON WHICH CERTIFICATION IS ISSUED TO THE EMPLOYEE ORGANIZATION, NEGOTIATIONS FOR THE FIRST COLLECTIVE BARGAINING AGREEMENT AND ANY RENEWAL AGREEMENT SHALL COMMENCE BY NO LATER THAN DECEMBER 1 AND BE COMPLETED ON OR BEFORE THE LAST WORK DAY IN FEBRUARY. ANY MEMORANDUM OF UNDERSTANDING REACHED AS A RESULT OF SUCH NEGOTIATIONS SHALL BECOME EFFECTIVE JULY 1 OF THE YEAR FOLLOWING SUCH NEGOTIATIONS. ANY SUCH MEMORANDUM OF UNDERSTANDING SHALL BE PRESENTED TO THE MAYOR AND CITY COUNCIL FOR ITS APPROVAL AT ITS FIRST REGULAR MEETING IN APRIL IN ORDER THAT SUFFICIENT TIME SHALL EXIST TO IMPLEMENT SAME AT THE COMMENCEMENT OF THE NEXT FISCAL YEAR ON JULY 1.**
- (B) *IMPASSE PROCEDURE.* IF AFTER A REASONABLE PERIOD OF NEGOTIATION OVER THE TERMS OF A MEMORANDUM OF UNDERSTANDING A DISPUTE EXISTS BETWEEN THE EMPLOYER AND THE CERTIFIED EMPLOYEE ORGANIZATION, OR IF NO UNDERSTANDING HAS BEEN REACHED WITHIN A REASONABLE PERIOD OF TIME, BUT NOT LATER THAN THE LAST WORK DAY IN FEBRUARY, IT SHALL BE DEEMED THAT AN IMPASSE HAS BEEN REACHED, AT WHICH TIME THE MATTERS IN DISPUTE SHALL BE PRESENTED JOINTLY BY THE PARTIES IN WRITING TO THE MAYOR AND CITY COUNCIL FOR HEARING AND RESOLUTION.**
- (C) *HEARING PROCEDURE.***

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- (1) THE MAYOR AND CITY COUNCIL SHALL HOLD A HEARING ON ALL DISPUTED ISSUES WITHIN THIRTY (30) DAYS OF THE PRESENTATION OF THE DISPUTE, AND IT SHALL ISSUE ITS FINAL DECISION WITHIN THIRTY (30) DAYS OF THE CONCLUSION OF THE HEARING. THE DECISION OF THE MAYOR AND CITY COUNCIL SHALL BE FINAL AND BINDING UPON THE CITY ADMINISTRATIVE OFFICER AND THE EMPLOYEE ORGANIZATION AND SHALL BE RENDERED AT LEAST FORTY (40) DAYS BEFORE THE BEGINNING OF THE FISCAL YEAR. THE DECISION OF THE MAYOR AND CITY COUNCIL SHALL BE IN WRITING AND A COPY SHALL BE SERVED ON THE CITY ADMINISTRATIVE OFFICER AND EMPLOYEE ORGANIZATION AT THE TIME THE MAYOR AND CITY COUNCIL ISSUES A FINAL DECISION.
- (2) THE MAYOR AND CITY COUNCIL SHALL ESTABLISH THE DATE, TIME, AND PLACE OF ALL HEARINGS, ADMINISTER OATHS, ISSUE SUBPOENAS TO COMPEL THE ATTENDANCE OF WITNESSES TO APPEAR, AND ISSUE SUBPOENAS DUCES TECUM TO COMPEL THE PRODUCTION OF DOCUMENTS AND OTHER TANGIBLE EVIDENCE.
- (3) IN REACHING ITS DECISION, THE MAYOR AND CITY COUNCIL MAY TAKE INTO CONSIDERATION ANY FACTORS IT CONSIDERS SIGNIFICANT TO REACHING THE DETERMINATION, INCLUDING, BUT NOT LIMITED TO, THE FOLLOWING FACTORS:
- A. WAGES, BENEFITS AND OTHER WORKING CONDITIONS OF OTHER LOCAL GOVERNMENT EMPLOYEES EMPLOYED IN PUBLIC SAFETY BARGAINING UNITS IN OTHER MUNICIPAL OR COUNTY AGENCIES OF A SIMILAR SIZE AND DEMOGRAPHICS;
 - B. THE VALUE OF OTHER BENEFITS AVAILABLE TO OR RECEIVED BY CITY EMPLOYEES;
 - C. COST-OF-LIVING INFORMATION; OR
 - D. THE AVAILABILITY OF FUNDS.
- (D) *MEDIATION*. NOTHING HEREIN CONTAINED SHALL BE CONSTRUED AS PROHIBITING THE MAYOR AND CITY COUNCIL FROM MEDIATING THE DISPUTE AT ANY TIME PRIOR TO THE ISSUANCE OF ITS FINAL AND BINDING DECISION.

INTRODUCED BY THE CITY COUNCIL OF NEW CARROLLTON, MARYLAND ON THE ___ DAY OF OCTOBER, 2020.

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**ADOPTED AND ENACTED BY THE CITY COUNCIL OF NEW CARROLLTON ON THE __
DAY OF NOVEMBER, 2020.**

EFFECTIVE: _____, 2020

Attest: City of New Carrollton

Douglass A. Barber, MMC
City Clerk

Lincoln Lashley, Chair
City Council

Date: _____

Approved:

Phelecia E. Nembhard, Mayor

Date: _____

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Resolution 21-04
Amending and Reauthorizing the City of New Carrollton
Economic Development Grant Program

Effective: October 21, 2020

**A RESOLUTION
 OF THE CITY COUNCIL OF NEW CARROLLTON AMENDING AND
 REAUTHORIZING THE CITY OF NEW CARROLLTON
 ECONOMIC DEVELOPMENT GRANT PROGRAM**

WHEREAS, in 2019, the City of New Carrollton created an Economic Development Grant Program (“Program”) designed to improve the City’s commercial tax base and enhance businesses in the City and the commercial district as a whole; and

WHEREAS, the Program was designed to finance physical improvements to structures that would result in business retention or commercial revitalization, not business operations or to pay or refinance current debt; and

WHEREAS, grants were expected to be in an amount not to exceed Twenty-Five Thousand Dollars (\$25,000); and

WHEREAS, the COVID-19 pandemic has had an impact on businesses and commercial-ly zoned properties in the City, and has hampered the City’s ability to attract new businesses; and

WHEREAS, the City desires to help its businesses and to help attract new businesses by making the following amendments to the Program:

1. Clarify that when faced with competing grant requests, priority is given for physical improvements that result in business retention and commercial revitalization.
2. During the COVID-19 pandemic and for six months thereafter, grants may be used to pay for relocation expenses for new businesses coming to the City and utility, rent and office/business supply expenses of existing businesses located in the City.
3. Increase the amount of the grant from “up to \$25,000” to “up to \$50,000;” and

NOW THEREFORE BE IT RESOLVED by the City Council of New Carrollton that the City of New Carrollton Economic Development Grant Program is hereby amended and reauthorized. The Mayor and Administration are authorized to administer the Program in substantially similar form to that presented to Council and set forth in the attached Exhibit A.

ADOPTED AND ENACTED BY THE CITY COUNCIL OF NEW CARROLLTON THIS ____
DAY OF OCTOBER, 2020.

Lincoln Lashley, Chair
City Council

[SEAL]

ATTEST:

APPROVED:

Douglass A. Barber, MMC
City Clerk

Phelecia E. Nembhard
Mayor

Date: _____



CITY OF NEW CARROLLTON

6016 PRINCESS GARDEN PARKWAY • NEW CARROLLTON, MARYLAND 20784-2898
Phone (301) 459-6100 Fax (301) 459-8172

EXHIBIT A

City of New Carrollton Economic Development Grants

The City of New Carrollton has dedicated up to \$300,000 to help finance projects and programs that create or retain jobs, improve the City's commercial tax base or otherwise enhance the quality of businesses and the commercial district located in the City. The City desires to empower businesses that want to launch, expand, attract or retain their business in the City. When there are competing applications, priority is given for physical improvements that result in business retention or commercial revitalization. Grant funds are not available to non-profit businesses. Existing businesses in the City must have a City business license, when required, be current on all license fees and taxes and not have any outstanding City Code enforcement violations. Applicant businesses must be in good standing with the State and Maryland and shall submit a Certificate of Good Standing from the State Department of Assessments and Taxation with its Application.

Features:

- Grants up to \$50,000, subject to the availability of funds.
- The applicant must be actively engaged in the business.
- Available to businesses located or desiring to locate within the City of New Carrollton.
- Eligible uses: building and property improvements; energy efficient equipment upgrades and building retrofits; equipment. During the COVID-19 pandemic, and for six (6) months thereafter, grants may be used to pay for relocation expenses for new businesses coming to the City and for utility, rent and office/business supply expenses of existing businesses in the City. Thereafter, grants may not be used for business operations.
- Grants may not be used to pay or refinance current debt.
- Term: As set forth in the grant document, depending on each individual application.
- Grant shall be repaid to the City in the event that the business leaves the City within three years of obtaining the grant.
- Terms and conditions of grants are established by the City for each individual grant request. The terms and conditions will relate to the nature of the purpose for which the funds are sought.
- Must be repaid, with interest, if the project for which the grant was approved is not completed or the terms and conditions of grant are not met.

- No less than thirty (30) days prior to the end of the term of the Grant Agreement, the Applicant shall submit a post-grant report documenting the use of the funds and explaining how the grant helped the business.



CITY OF NEW CARROLLTON
Small Business Saturday Proclamation

**The Mayor and Council of the City of New Carrollton, proclaim
November 28, 2020, to be Small Business Saturday in the City of New
Carrollton.**

WHEREAS, the government of New Carrollton, Maryland, celebrates our local small businesses and the contributions they make to our local economy and community;

WHEREAS, according to the United States Small Business Administration, there are 30.7 million small businesses in the United States, which represent 99.7% of all firms with paid employees in the United States, and are responsible for 64.9% of net new jobs created from 2000 to 2018; and

WHEREAS, small businesses employ 47.3% of the employees in the private sector in the United States; and

WHEREAS, 94% of consumers in the United States value the contributions small businesses make in their community; and

WHEREAS, 96% of consumers who plan to shop on Small Business Saturday® said the day inspires them to go to small, independently-owned retailers or restaurants that they have not been to before, or would not have otherwise tried; and

WHEREAS, 92% of companies planning promotions on Small Business Saturday said the day helps their business stand out during the busy holiday shopping season; and

WHEREAS, 59% of small business owners said Small Business Saturday contributes significantly to their holiday sales each year; and

WHEREAS, New Carrollton, Maryland supports our businesses that create jobs, boost our local economy and preserve our communities; and

WHEREAS, advocacy groups, as well as public and private organizations, across the country have endorsed the Saturday after Thanksgiving as Small Business Saturday.

NOW, THEREFORE, BE IT PROCLAIMED that the Mayor and the City Council of the City of New Carrollton, Maryland hereby proclaim November 28, 2020, as Small Business Saturday in the City of New Carrollton and urge the residents of our community, and communities across the country, to support small businesses and merchants on Small Business Saturday and throughout the year.

IN WITNESS THEREOF, we have hereunto set our hand and caused the Seal of the City of New Carrollton affixed this Twenty-First day of October Two Thousand Twenty.

Phelecia E. Nembhard, Mayor

Sarah Potter Robbins, Mayor Pro-Tem

Lincoln H.G. Lashley, Chair

Stephen L. John, Vice Chair

Allyne Hooks, Alternate Treasurer

Cynthia DB Mills, Councilmember

DATE: _____

ATTEST:

[SEAL]

Douglass A. Barber, MMC