

Mayor and Council
Executive Session, Work Session, and Special Session (24th Voting Session)
November 2, 2021
Agenda

"The City of Hagerstown will promote a diverse, business-friendly, and sustainable community with clean, safe, and strong neighborhoods."

"The City of Hagerstown shall be the model provider of the most efficient and highest quality customer services to be known as the municipal location of choice for all"

The agenda and meeting packet is available at www.hagerstownmd.org/government/agenda

“Unity is strength...when there is teamwork and collaboration, wonderful things can be achieved.” – *Mattie Stepanek*

2:30 PM The Mayor and Council will meet in Open Session only for the purpose of voting to close its meeting to discuss matters that the Open Meetings Act permits it to discuss in Executive/Closed Session.

EXECUTIVE SESSION

2:30 PM 1. EXECUTIVE SESSION

4:00 PM WORK SESSION

- 1. Proclamation - Municipal Government Works Week
- 4:05 PM 2. Discussion with Downtown Baseball Representatives - *Blackie Bowen, Don Bowman, Frank Boulton, and Jim Holzapfel***
- 4:25 PM 3. Neighborhood Protection - Removal of Snow from Public Sidewalks - *Paul Fulk, Neighborhood Services Manager***
- 4:40 PM 4. Hagerstown Police Department - Amendment of Starting Salary and Incentives and Bonuses Presentation - *Paul "Joey" Kifer, Police Chief***
- 5:10 PM 5. Strategic Plan Presentation - *Mayor Emily Keller***

SPECIAL SESSION

- 1. Introduction of an Ordinance: Approve Termination of Agreement with Antietam Fire Company, Inc. and to Forgive the Balance of Payments Due to the City under the Agreement
- 2. Introduction of an Ordinance: Approving Donation of Real Property to Antietam Fire Company, Inc.
- 3. Approval of Starting Salary Increase for AFSCME 3373
- 4. Approval of an Increase in Incentives and Bonuses for Officers of the Hagerstown Police Department

CITY ADMINISTRATOR'S COMMENTS

MAYOR AND COUNCIL COMMENTS

ADJOURN

**REQUIRED MOTION
MAYOR AND CITY COUNCIL
HAGERSTOWN, MARYLAND**

Topic:

The Mayor and Council will meet in Open Session only for the purpose of voting to close its meeting to discuss matters that the Open Meetings Act permits it to discuss in Executive/Closed Session.

Mayor and City Council Action Required:

Discussion:

Financial Impact:

Recommendation:

Motion:

Action Dates:

**REQUIRED MOTION
MAYOR AND CITY COUNCIL
HAGERSTOWN, MARYLAND**

Topic:

EXECUTIVE SESSION

Mayor and City Council Action Required:

Discussion:

Financial Impact:

Recommendation:

Motion:

Action Dates:

ATTACHMENTS:

File Name

November_2__2021_Executive_Session.pdf

Description

Executive Session Agenda



EXECUTIVE SESSION

MAYOR & CITY COUNCIL

NOVEMBER 2, 2021

AGENDA

2:30 p.m. EXECUTIVE SESSION

1. To consider a matter that concerns the proposal for a business or industrial organization to locate, expand, or remain in the State; (#4)
**Two Business Proposals*
2. To consult with counsel to obtain legal advice; (#7)
**Legal advice on terms for a contract, two proposed easements, and general consultation*

***AUTHORITY: Annotated Code of Maryland, General Provisions Article: Section 3-305(b)**
(Subsection is noted in parentheses)

CITY OF HAGERSTOWN, MARYLAND

PUBLIC BODY: Mayor & City Council

DATE: November 2, 2021

PLACE: Room 407, 4th floor, City Hall

TIME: 2:30 p.m.

AUTHORITY: **ANNOTATED CODE OF MARYLAND, GENERAL PROVISIONS ARTICLE: Section 3-305(b) :**

1. To discuss:
 - ☐ (i) the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation or performance evaluation of appointees, employees, or officials over whom it has jurisdiction; or
 - ☐ (ii) any other personnel matter that affects one or more specific individuals;
- ☐ 2. To protect the privacy or reputation of individuals with respect to a matter that is not related to public business;
- ☐ 3. To consider the acquisition of real property for a public purpose and matters directly related thereto;
- ☒ 4. To consider a matter that concerns the proposal for a business or industrial organization to locate, expand, or remain in the State;
- ☐ 5. To consider the investment of public funds;
- ☐ 6. To consider the marketing of public securities;
- ☒ 7. To consult with counsel to obtain legal advice;
- ☐ 8. To consult with staff, consultants, or other individuals about pending or potential litigation;
- ☐ 9. To conduct collective bargaining negotiations or consider matters that relate to the negotiations;
- ☐ 10. To discuss public security, if the public body determines that public discussions would constitute a risk to the public or public security, including:
 - (i) the deployment of fire and police services and staff; and
 - (ii) the development and implementation of emergency plans;
- ☐ 11. To prepare, administer or grade a scholastic, licensing, or qualifying examination;
- ☐ 12. To conduct or discuss an investigative proceeding on actual or possible criminal conduct; or
- ☐ 13. To comply with a specific constitutional, statutory, or judicially imposed requirement that prevents public disclosures about a particular proceeding or matter; or
- ☐ 14. Before a contract is awarded or bids are opened, discuss a matter directly related to a negotiation strategy or the contents of a bid or proposal, if public discussion or disclosure would adversely impact the ability of the public body to participate in the competitive bidding or proposal process.
- ☐ 15. Administrative Function

EXECUTIVE SESSION AGENDA

City Hall • Council Chamber • 1 East Franklin Street • Hagerstown, MD 21740
301.739.8577, Ext. 113 • Telephone for the Hearing Impaired 301.797.6617

**REQUIRED MOTION
MAYOR AND CITY COUNCIL
HAGERSTOWN, MARYLAND**

Topic:

Proclamation - Municipal Government Works Week

Mayor and City Council Action Required:

Discussion:

Financial Impact:

Recommendation:

Motion:

Action Dates:

**REQUIRED MOTION
MAYOR AND CITY COUNCIL
HAGERSTOWN, MARYLAND**

Topic:

Discussion with Downtown Baseball Representatives - *Blackie Bowen, Don Bowman, Frank Boulton, and Jim Holzapfel*

Mayor and City Council Action Required:

Discussion:

Financial Impact:

Recommendation:

Motion:

Action Dates:

ATTACHMENTS:

File Name

Letter_from_Downtown_Baseball_LLC_-_10-25-21.pdf

Description

Letter from Downtown
Baseball, LLC

**Downtown Baseball. LLC
11949 Robinwood Drive
Hagerstown, MD 21742**



2:10 p.m.

October 25, 2021

**Mayor and Council
City of Hagerstown, City Hall
1 East Franklin Street
Hagerstown, MD 21740**

Dear Mayor Keller and City Council Members,

As you know, the Maryland Legislature funded the construction of a new multi-purpose stadium in downtown Hagerstown. The Maryland Stadium Authority has been tasked with getting the stadium built. They have expressed concern that due to COVID-19 the supply chain for building materials may delay construction to the point that the new stadium may not be complete for the start of the 2023 baseball season.

The new baseball team needs to begin play in April of 2023. Therefore, we respectfully request that, if necessary, the new team be able to utilize Municipal Stadium for a portion or all of the 2023 baseball season.

We request the opportunity to meet with you at your earliest convenience to discuss the details of this request. We thank you in advance for your cooperation for a smooth transition for the new Hagerstown professional baseball team.

Very truly yours,

Blackie

Don

Frank

Jim

Blackie Bowen

Don Bowman

Frank Boulton

Jim Holzapfel

**REQUIRED MOTION
MAYOR AND CITY COUNCIL
HAGERSTOWN, MARYLAND**

Topic:

Neighborhood Protection - Removal of Snow from Public Sidewalks - *Paul Fulk, Neighborhood Services Manager*

Mayor and City Council Action Required:

Discussion:

Financial Impact:

Recommendation:

Motion:

Action Dates:

ATTACHMENTS:

File Name

2021_Snow_and_Ice_Abatement_Update.pdf

Description

PCAD Update on Snow and Ice Abatement



CITY OF HAGERSTOWN, MARYLAND

Planning and Code Administration Department

MEMORANDUM

TO: Scott Nicewarner, City Administrator

FROM: Paul W. Fulk, Neighborhood Services Manager

DATE: October 26, 2021

SUBJECT: Neighborhood Protection – Removal of snow from Public Sidewalks

Staff will be present at the November 2nd work session to provide the Mayor and City Council with an update on the Planning and Code Administration snow and ice abatement program.

Background

The Planning and Code Administration Department has been operating under the “Policy on removal of snow from sidewalks” adopted by the Mayor and City Council since 2004 for snow abatements. This policy addresses the process to abate snow and ice conditions from abutting property owner’s public sidewalks. Since that time, the City has abated snow and ice conditions from 370 public sidewalks. The most abated in one snow season was during the 2013-2014 season when the City abated 107 sidewalks. During this season, the City had 46 inches of snow which is the 11th most all-time for this area. The next highest abated total was in 2009-2010 season when 75 sidewalks were abated, the City had 71 inches of snow that season, 2nd all-time for this area. There have been 6 seasons when no public sidewalks were abated for snow and ice conditions.

Planning and Code Administration staff presented to the Mayor and City Council during November of 2019 recommending more time for voluntary compliance removing snow and ice conditions from public sidewalks. The recommendation was to adjust the compliance time from 4 hours in the business district and 10 hours outside the business district, once the snow subsides, to a City wide standard of 24 hours after a storm subsides. The recommendation was approved and became effective on January 17, 2020.

Snow and Ice Covered Sidewalks Process

Once a storm subsides and 24 hours have elapsed since the subsiding, our department patrols areas determining the citizen response for clearing public sidewalks from snow and ice conditions. The policy prioritizes our enforcement by first having us focus on walking routes adjacent to public schools, hospitals, and government offices. Next we focus on areas adjacent to shopping interfaces with residential areas and finally our residential neighborhoods.

When a property is identified as not clearing the public sidewalk we will assess the occupancy of the structure. Vacant and/or abandoned properties get immediately posted with an abatement notice. Occupied properties in violation of the code requirement typically receive a door hanger informing the property owner/occupant of the code requirements. An inspector will re-inspect the property the next day after distributing a door hanger. If no action is taken from a doorhanger, the inspector will post an abatement notice.

The policy states properties owned by the City of Hagerstown are to clear snow and ice conditions on our abutting sidewalks prior to abating any other property owner's abutting public sidewalk. The Property Maintenance Code states a sidewalk shall have a clear and unobstructed path of snow and ice conditions for the width of the sidewalk or 48 inches, whichever is less. The Directors of Public Works, Community and Economic Development, Parks and Recreation and City Light are to notify our department when they are compliant with the snow and ice code. Once all notifying City departments have reported their sidewalks are clear, the policy authorizes our department to conduct abatements for occupied properties with snow and ice conditions on abutting public sidewalks. The abatement contractor for snow and ice conditions was awarded by the Mayor and City Council last year and may be renewed annually five times.

Challenges for Citizens

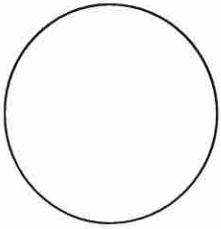
There are several challenges the general public should be made aware of regarding the removal of snow and ice from public sidewalks. They are:

- The time period between clearing sidewalks when snow events are close together.
- Corner properties have two sidewalk areas needing cleared of snow and ice conditions.
- Smaller snow amounts do not always melt away quickly and require as much attention as a large snow event.
- Citizens that do not have the ability to shovel their own sidewalk due to their physical limitations or financial constraints. Snow Angel program no longer exists due to lack of volunteers.
- City Code only addresses public sidewalks. Private sidewalks and private parking lots are not under any regulations for snow and ice removal.

Attachments

- Snow and Ice Doorhanger
- Snow and Ice Flyer

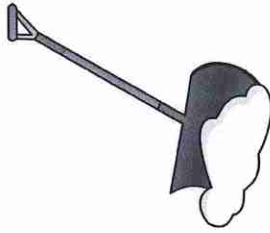
c: Kathleen Maher, Planning and Code Administration Director
Blaine Mowen, Chief Code Official
Emily McFarland, Neighborhood Services Programs Coordinator



Neighborhood Reminder

The Property Maintenance Code
of the City of Hagerstown

Requires that Ice and Snow be
removed from sidewalks within 24
hours after the precipitation stops.



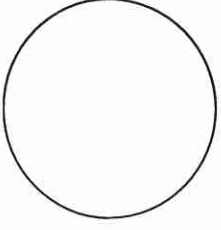
Your assistance in assuring
the hazardous conditions
are removed is greatly
appreciated.

Questions? Please contact the Planning and Code
Administration Team at 301-739-8577 x 103.



Issued by: _____ Ext. _____

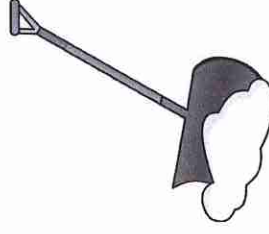
Keep our neighborhoods clean, safe & green



Recordatorio De Vecindad

El Código de Mantenimiento de
Propiedad de la Ciudad de
Hagerstown

Requiere que hielo y nieve se elimine
de las aceras dentro de 24 horas
después que pare la precipitación.



Su ayuda es muy
apreciada. Juntos
podemos mantener a
Hagerstown como una
comunidad de Gran
Carácter Cuenta.

Tiene Preguntas? Por favor de contactar la Administración
de Planificación y Código al 301-739-8577 x 103.



Emitido por: _____ Ext. _____

Mantenga nuestras vecindades limpias, seguras y verde

Keeping our sidewalks free of ice and snow is the neighborly thing to do ...



Together, we are all responsible for keeping Hagerstown safe and comfortable for winter walking. For your own benefit and to help your neighbors, people pushing strollers or using wheelchairs, and the many people in Hagerstown who walk, please do your part.

... and it's the law.

City of Hagerstown ordinance requires that property owners clear public sidewalks after the end of a snowfall within 24 hours.

When you shovel snow and clear ice

- * Shovel the sidewalks on all sides of your property, the full width of the sidewalk or 48 inches, whichever is less, down to the bare pavement
- * Remove all ice and snow conditions from sidewalks
- * Pile snow on your property. It's against the law to shovel snow into streets and alleys.
- * If you have a corner property, be sure to clear curb cuts at corners and crosswalks to the street.
- * The Hagerstown Fire Department appreciates residents, property owners and businesses clearing a three-foot radius around fire hydrants on or near your property. Remember - the time it takes you to "dig out" a hydrant is the amount of delay they could expect if responding firefighters have to do the work.

Avoid getting abated

- * If the City of Hagerstown gets a complaint or discovers that a sidewalk is not properly cleared, City Staff will inspect the sidewalk and give the property owners a chance to clear it.
- * Crews will remove the snow and ice from the sidewalk. Property owners will be billed for this service, and unpaid bills will be added to the owner's property tax.
- * If the sidewalk has not been cleared after a reasonable time, the property owner may be subject to a fine.

Remember

- * You are as responsible for clearing ice on your sidewalk as you are for clearing snow. Ice can be more dangerous and intimidating than snow.
- * The sooner and more completely you shovel, the less likely ice will form.
- * Make arrangements for someone to take over while you are out of town.



Report sidewalks that need shoveling

To report a sidewalk that is not shoveled, call 301-790-4163 ext. 103 or visit www.hagerstowncode.org



Planning and
Code Administration Department
For more information:

Call 301-790-4163 ext. 103 or visit
www.hagerstowncode.org

**REQUIRED MOTION
MAYOR AND CITY COUNCIL
HAGERSTOWN, MARYLAND**

Topic:

Hagerstown Police Department - Amendment of Starting Salary and Incentives and Bonuses
Presentation - *Paul "Joey" Kifer, Police Chief*

Mayor and City Council Action Required:

Discussion:

Financial Impact:

Recommendation:

Motion:

Action Dates:

ATTACHMENTS:

File Name

HPD_-_Amendment_of_Starting_Salary.pdf

HPD_-_Incentives_and_Bonuses.pdf

Police_Incentives_Council_Presentation.pdf

Description

Memo - Starting Salary
Increase

Memo - Increase in
Incentives and Bonuses

Power Point



CITY OF HAGERSTOWN MARYLAND

DEPARTMENT OF POLICE
50 N. Burhans Blvd.

Non-Emergency 301-790-3700
Emergency 240-313-4345
Fax 301-733-5513

October 25, 2021

To: Scott Nicewarner,
City Administrator

From: Paul J. Kifer, *PJK*
Chief of Police

Ref: Amendment of Starting Salary

I will be attending the Work Session of the Mayor and Council meeting on November 2, 2021 to discuss an amendment to our starting salary. This will address an increase in Step 1 pay for 3373 to \$46,700 and the rate of pay for non-union officers who are hired to attend the police academy to \$46,700.

If approved, an amendment to the current agreement can be signed.

Thank you.



A Nationally Accredited Law Enforcement Agency



CITY OF HAGERSTOWN MARYLAND

DEPARTMENT OF POLICE
50 N. Burhans Blvd.

Non-Emergency 301-790-3700
Emergency 240-313-4345
Fax 301-733-5513

October 25, 2021

To: Scott Nicewarner,
City Administrator

From: Paul J. Kifer, *POC*
Chief of Police

Ref: Incentives and Bonuses

I will be attending the Work Session of the Mayor and Council meeting on November 2, 2021 to discuss increasing our incentives and bonuses.

This will address an increase in our current monthly housing incentive from \$100 to \$300 (which was approved on April 29, 2014) to \$300 to \$500. The original housing incentive for \$100 was approved on August 28, 2012. Funding for this will come from our general fund (0110401 5570).

It will also address increasing our signing bonuses from \$5,000 (which was originally approved on August 28, 2012) to \$20,000 for lateral applicants and from \$5,000 to \$10,000 for Comparative Compliance applicants. Both of these bonuses will require a 3 year contract that will require the officers to reimburse the City the full amount, if their contract is broken. Former HPD employees will not be eligible for this incentive. Funding for this would come directly from salary savings.

Thank you.





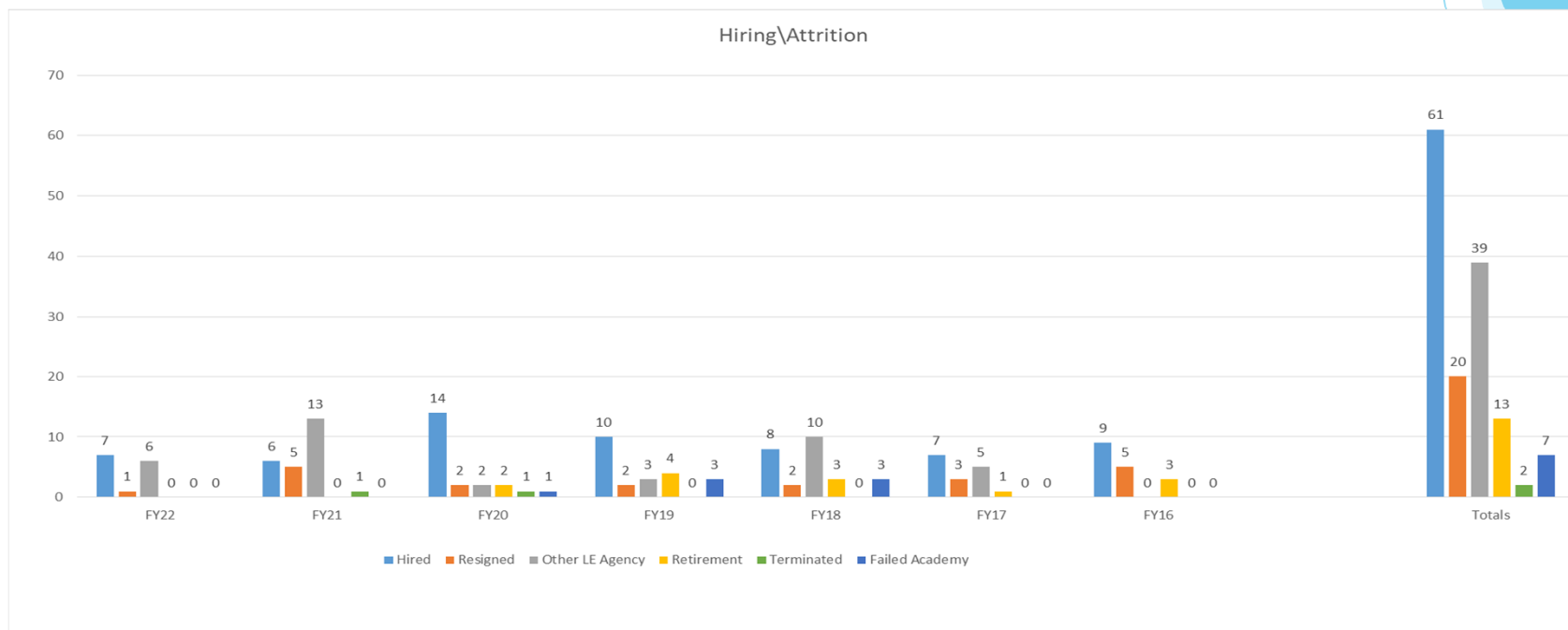
Hagerstown Police Department

Police Incentives

Current Staffing

[illegible]

HPD Hiring and Attrition



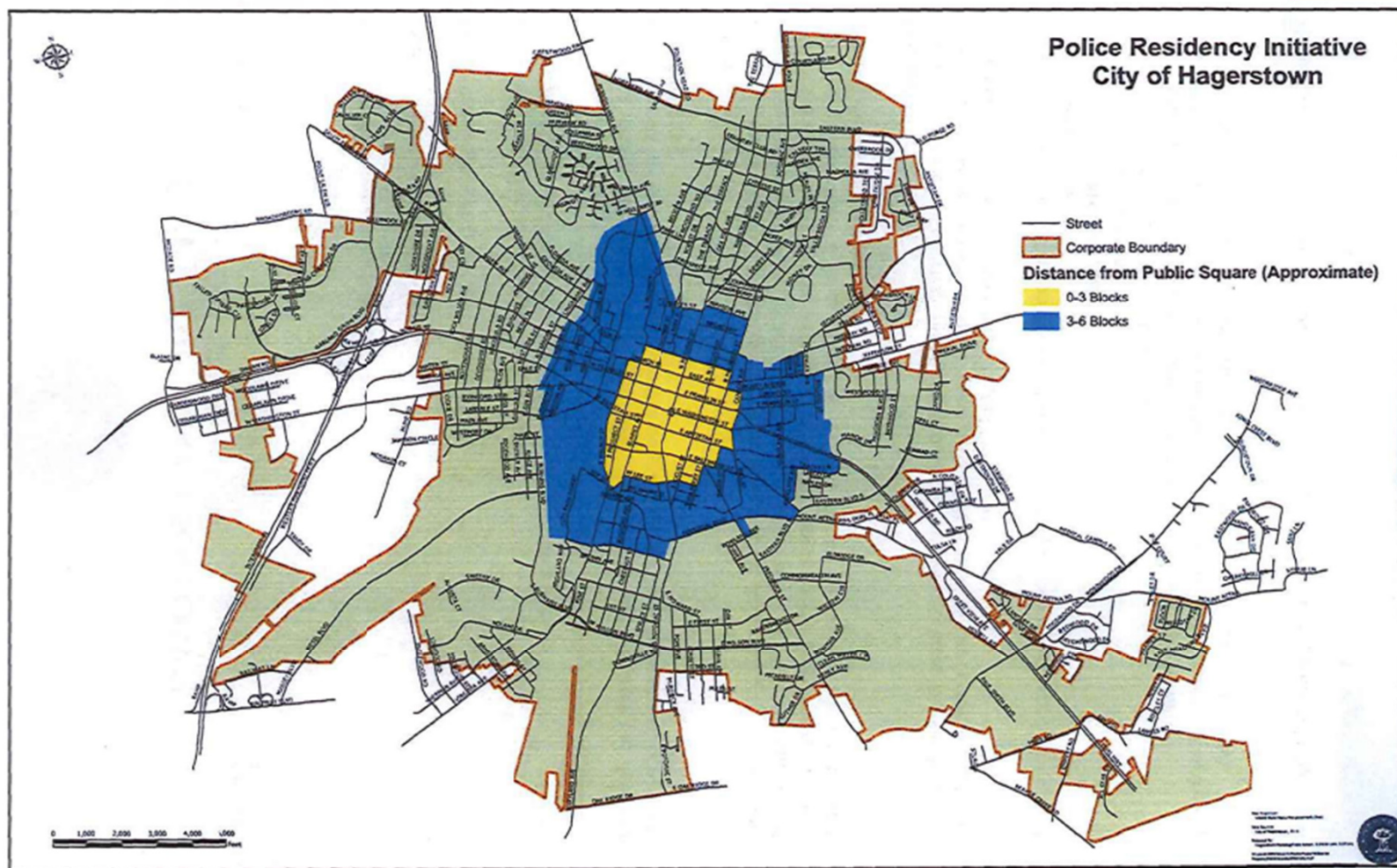
Z: Chaney/October 2021 Police Incentives

Increase Starting Pay

- ▶ HPD starting pay is falling increasingly behind that of other departments in the area.
- ▶ In early October, we presented an offer to AFSCME Local 3373 that increased the starting pay from \$40,106.56 to \$46,700.00 (same as a step 2 officer)
- ▶ On October 25th we were notified that 3373 membership accepted this proposal.
- ▶ This change will benefit 11 current HPD officers and newly hired officers.
- ▶ The FY22 costs can be absorbed within the department's existing budget. (Estimated impact \$45K)

HPD Housing Incentive

- ▶ **Current Program** - The city currently offers a \$100 - \$300 monthly housing incentive (depending on location) to any police officer and trainee living within the city limits. HPD currently has 5 officers participating in this program.
- ▶ **Proposal** - I'm seeking approval to increase the monthly housing allowance to \$300 - \$500 (depending on location). As the Chief of Police, I would like to see an increase in the number of police officers living within the city limits.
- ▶ **Working together** - We are currently working with the Department of Community and Economic Development & Planning and Code to establish a list of landlords who are interested in having a police officer residing in one of their properties. This list will be provided to current employees and new employees.
- ▶ **Funding** - Funds currently allocated for "House Allowance" in the FY22 budget can support a 60% increase (3 additional officers) residing within the city. If additional funds become necessary, we will reallocate them from our current budget.



Z: Chaney/October 2021 Police Incentives

Increase Bonus for Lateral & Comparative Compliance Applicants

	Vacancy 1	Vacancy 2	Vacancy 3
Status	New Police Officer	Maryland Certified Police Officer (Lateral)	Certified Comparative Compliance
Hired Date	11/1/2021	11/1/2021	11/1/2021
Academy Training	26 weeks	0 weeks	5 weeks
Field Training	16 weeks	4 weeks	16 weeks
Total Training Weeks	42	4	21
Salary Cost during TRN	\$37,719	\$3,592	\$18,860
Back Fill Overtime Hour	1680	160	840
Backfill Overtime	\$56,579	\$5,388	\$28,289
Bonus Monies	\$0	\$20,000	\$10,000
Estimated Cost Prior to being Operational	\$94,298	\$28,981	\$57,149

**REQUIRED MOTION
MAYOR AND CITY COUNCIL
HAGERSTOWN, MARYLAND**

Topic:

Strategic Plan Presentation - *Mayor Emily Keller*

Mayor and City Council Action Required:

Discussion:

Financial Impact:

Recommendation:

Motion:

Action Dates:

ATTACHMENTS:

File Name

Strategic_Plan_2021-2024.pdf

Description

Strategic Plan

City of Hagerstown - Strategic Plan 2021-2024

Vision Statement

The City of Hagerstown will inspire an inclusive, business-friendly, and sustainable community with clean, safe and vibrant neighborhoods.

Mission Statement

The City of Hagerstown shall be a community focused municipality.

<u>Focus Area</u> NEIGHBORHOODS REVITALIZATION & SUSTAINABILITY	<u>Focus Area</u> PUBLIC SAFETY	<u>Focus Area</u> PUBLIC FACILITIES AND INFRASTRUCTURE	<u>Focus Area</u> ECONOMIC DEVELOPMENT
Goal Statement The citizens of Hagerstown will experience a high quality of life.	Goal Statement The City of Hagerstown ensures that all who live, work, and play in the City of Hagerstown will be healthy and safe.	Goal Statement The City of Hagerstown will maintain quality services and infrastructure that support residents and businesses in a cost-effective manner.	Goal Statement The City of Hagerstown will continue to grow a diverse, business-friendly economy that supports the community's needs.
Objectives • Identify and prioritize blighted structures and rehabilitation of these parcels to allow placement back on the real property tax roll. • Sustaining and improving Planning, Code and Zoning policies and laws for continued neighborhood protections. • Promote neighborhood-based services and citizen engagement by defining neighborhood boundaries and identities and also by expanding Neighborhoods 1st programming. • Continue to improve conditions in neighborhoods by working with owners, tenants and investors utilizing the Rental Facilities and Vacant Structures programs. • Promote neighborhoods that demonstrate community pride on a regular basis • Develop partnerships to create a public housing plan and diversify housing balance • Targeted Community Revitalization	Objectives • Support the manpower and capital needs of the City Police, Fire, Code and Public Works Departments. • Focus attention and resources to recruitment and retention in the Police Department. • Sustain a focus for the City Fire System and the all hazards mission. • Work with State delegation and community stakeholders to develop legislation and programs to address gangs, violence, drug activity and juvenile crimes. Invest in Youth Violence Prevention Initiative • Continue focus on the opioid epidemic through collaborating with community stakeholders and through the continuing opioid litigation. • Explore 24-Crisis Center in partnership with hospital, health department, other partners	Objectives • Planning for construction of a third parking and incorporate new technologies that provide and promote a more customer-oriented parking experience throughout the City owned parking facilities and lots. • Implementation of Stormwater Restoration Plan and continually review fee structure. • Support current improvement plan to the Breichner Water Plant, Edgemont Reservoir and surrounding watershed properties. • Using the data from an updated street Pavement Condition Survey, make future pavement maintenance decisions. • Support MML 2022 Legislative priority to restore HUR permanently • Ensure sustainability of our water/wastewater distribution and apply industry best management practices. • Reserve capacity of water/wastewater	Objectives • Implement the Community's City Center Plan to promote economic development and strong neighborhoods • Review of Pre-annexation agreements and continue to explore new possibilities for annexation opportunities. • Continued marketing of City owned properties to the private sector and attracting tenants to available space in City-owned property and managing lease agreements and lease renewals. • Business Retention, Expansion and Attraction. • Continued administration of incentive programs including the Invest Hagerstown Grant. • Engage in an updated community center city plan

City of Hagerstown - Strategic Plan 2021-2024

Vision Statement

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<u>Focus Area</u> CITIZEN-BASED GOVERNMENT	<u>Focus Area</u> FISCAL ACCOUNTABILITY	<u>Focus Area</u> PARKS & RECREATION FOR ACTIVE/HEALTHY LIVING	<u>Focus Area</u> INNOVATIVE/ PROGRESSIVE GOVERNMENT
Goal Statement The City of Hagerstown is an ethical and financially responsible government.	Goal Statement The City of Hagerstown will strive for continuous improvement of fiscally responsible decision making.	Goal Statement The City of Hagerstown supports a culturally vibrant community.	Goal Statement The City of Hagerstown is committed to employee development, excellence in services, and adapting to meet the needs of the community and the organization.
Objectives • Promote awareness and understanding of the City's finances through accessible and easy-to-use data presentations. • Continue to support the Main Street Program and those volunteer groups. • Grow a foundation of active and engaged residents to serve on various City boards and commissions. • Improve access to City website information for mobile device users. • Create text message opportunities to promote events, meetings and important alerts • Continue and enhance Hagerstown Youth Council • Support A&E Committee	Objectives • Grow assessable base (see Neighborhood Revitalization & Sustainability). • Promote improvements to the State tax assessment and appeals process. • Continue to strive for the most efficient management of departmental resources and expense controls. • Evaluate the future structure and delivery of City services within the availability of our community's financial resources and in response to the needs of Hagerstown's citizens and businesses. • Continued review of Fiscal policies and make recommendations for any changes. • Continue work on the Utility Rate structures for Water, Wastewater and Stormwater. •Address staffing in all departments including competitive salary.	Objectives • Construct a Splash Pad.. • Continue to develop and expand programs through the Parks & Recreation Division to increase active, healthy living for our citizens. • Continue to develop programs that add public art throughout City neighborhoods, parks and public gathering places on an annual basis. •Create a public art wall and invest in community murals • Make public space inviting and a focal point • Wheaton Park Improvement Plan • Support public art commission • Grow interconnected pedestrian walkability	Objectives • High focus on Customer Service innovations to enhance the customer service experience. • Full Service / 24 hour access to City services through implementation of a customer kiosk in the Downtown area. • Provide ability for application for all types of City permits online, 24x7 access. • Charter and City Code amendment review. (Possible creation of Ad-Hoc committee). • Human Resource technology focus on ways to automate or streamline routine tasks • Support and explore energy sustainability options

City of Hagerstown - Strategic Plan 2021-2024

Vision Statement

The City of Hagerstown will inspire an inclusive, business-friendly, and sustainable community with clean, safe and vibrant neighborhoods.

Mission Statement

The City of Hagerstown shall be a community focused municipality.

Focus Area COMMUNITY PROMOTION / PRIDE	Focus Area ECONOMIC DEVELOPMENT THROUGH SPORTS AND TOURISM	Focus Area MISC PROJECTS, GOALS AND LEGISLATIVE PRIORITIES	
Goal Statement The City of Hagerstown will improve our Community Image.	Goal Statement . The City of Hagerstown will be creative and diversify opportunities for Economic Development through nontraditional means.	Goal Statement The City of Hagerstown takes a creative approach at finding solutions.	
Objectives • Creation of an Image/Marketing Plan • Taking image management and enhancement messaging outside of Hagerstown and Washington County. • Utilize all means of media outlets and partners to promote our messaging including our own studio and help of organizations such as MML, trade shows, professional conferences, Chamber etc. • City hosted block parties, diversity events, and other inclusive, unique opportunities • City hosted Neighborhood Clean up Events • Development of Mayoral Ambassador Program across all communities outside of N1 program • Host public meetings in the community	Objectives • Indoor Sportsplex RFP and development by 2023 including property acquisition for redevelopment. • Amphitheater exploration and RFP • Finish Skateboard Park by 2022 • Support and expand opportunities at existing recreation facilities.	Objectives • Enhance community partnerships to help address homeless issues including housing crisis, mental health and lack of year round shelter • Work to address food deserts • Expand Bridge to Change Program by working with other organizations • Solutions based meetings approach • Expand "Operation Take Back" approach • Neon Light Project and other "light up" promotions • Find solution for tax differential and fair fire funding or consider pulling resources • Address long term MRGA water/wastewater plan • Public Restrooms	

**REQUIRED MOTION
MAYOR AND CITY COUNCIL
HAGERSTOWN, MARYLAND**

Topic:

Introduction of an Ordinance: Approve Termination of Agreement with Antietam Fire Company, Inc. and to Forgive the Balance of Payments Due to the City under the Agreement

Mayor and City Council Action Required:

Discussion:

Financial Impact:

Recommendation:

Motion:

Action Dates:

ATTACHMENTS:

File Name

Motion - Ordinance -
_Termination_of_Agreement_with_Antietam_Fire.pdf

Description

Ordinance - Terminating
Agreement with Antietam
Fire Company

REQUIRED MOTION

MAYOR AND CITY COUNCIL HAGERSTOWN, MARYLAND

Date: November 2, 2021

TOPIC: **Introduction of an Ordinance: Approve Termination of Agreement with Antietam Fire Company, Inc. and to Forgive the Balance of Payments Due to the City under the Agreement**

Charter Amendment	_____
Code Amendment	_____
Ordinance	<u> X </u>
Resolution	_____
Other	_____

MOTION:

I hereby move to introduce an ordinance authorizing the termination of an agreement with Antietam Fire Company, Inc., (Antietam) dated June 1, 2011, by which Antietam leases the property at 790-800 Potomac Avenue, Hagerstown, Maryland from the City of Hagerstown. Antietam leases the property for the sum of \$ 2,592.62 per month, with a term of thirty years.

This ordinance terminates the agreement and the City will forgive the balance of the rental payments due and owing under the agreement. The balance of \$ 451,070.07 is hereby forgiven. The funding to cover this forgiveness will be a transfer to Property Management from the Economic Redevelopment Incentive line item or GF Fund Balance Reserves.

By separate ordinance, the City shall donate the property to Antietam for its continued use as a volunteer fire station.

DATE OF INTRODUCTION: November 2, 2021

DATE OF PASSAGE: November 23, 2021

EFFECTIVE DATE: December 24, 2021

CITY OF HAGERSTOWN, MARYLAND

**AN ORDINANCE TO APPROVE THE
TERMINATION OF AN AGREEMENT WITH
ANTIETAM FIRE COMPANY, INC., DATED JUNE 1, 2011,
AND TO FORGIVE THE BALANCE OF PAYMENTS
DUE TO THE CITY UNDER SAID AGREEMENT**

RECITALS

WHEREAS, the City of Hagerstown, a Maryland Municipal Corporation, (“the City”) is the owner of certain improved real property located at 790-800 Potomac Avenue in Hagerstown, Washington County, Maryland which presently serves as the location of a volunteer fire station operated by Antietam Fire Company, Inc. (“Antietam”), and which the City desires to donate to the Antietam; and

WHEREAS, the Property is subject to an Agreement dated June 1, 2011, by which Antietam leases the Property from the City for the sum of \$2592.62 per month for a term of thirty (30) years (“the Agreement”); and

WHEREAS, by separate Ordinance, the City shall donate the Property to Antietam for its continued use as a volunteer fire station, subject to a right of first refusal to the City, should Antietam ever elect to sell the parking lot located on the Property on Manilla Avenue;

WHEREAS, upon the effective date of this Ordinance, the Parties shall terminate the Agreement, and the City shall forgive the balance of the rental payments due and owing under the Agreement; and

WHEREAS, the Mayor and Council believe that the termination of the Agreement would benefit the citizens; and

WHEREAS the Mayor and Council believe it to be in the best interest of the citizens of the City of Hagerstown to donate the Property to Antietam for no monetary consideration but for other good and valuable consideration, the receipt and sufficiency of which is acknowledged by the City;

NOW THEREFORE, BE IT RESOLVED, ENACTED AND ORDAINED by the Mayor and Council of the City of Hagerstown, Maryland, as its duly constituted legislative body, as follows:

1. That the foregoing Recitals be and are hereby incorporated herein as if set forth *verbatim*.
2. That the termination of the June 1, 2011 Agreement with Antietam Fire Company be and is hereby **TERMINATED**.

3. That the balance of rental payments due and owing to the City, as of the introduction of this Ordinance, namely FOUR HUNDRED FIFTY-ONE THOUSAND SEVENTY DOLLARS and 07/100 CENTS (\$451,070.07), be and is hereby forgiven.

4. That City Staff be and are hereby authorized to execute and deliver any additional documentation and take any additional steps necessary to effectuate the purpose of this ordinance and satisfy the terms of thereof.

BE IT FURTHER RESOLVED, ENACTED AND ORDAINED THAT this ordinance shall become effective at the expiration of thirty (30) calendar days following its approval.

WITNESS AND ATTEST
AS TO CORPORATE SEAL

MAYOR AND COUNCIL OF THE
CITY OF HAGERSTOWN, MARYLAND

Donna K. Spickler,
City Clerk

Emily N. Keller, Mayor

Date of Introduction: November 2, 2021
Date of Passage: November 23, 2021
Effective Date: December 24, 2021

PREPARED BY:
SALVATORE & MORTON, LLC
CITY ATTORNEYS

**REQUIRED MOTION
MAYOR AND CITY COUNCIL
HAGERSTOWN, MARYLAND**

Topic:

Introduction of an Ordinance: Approving Donation of Real Property to Antietam Fire Company, Inc.

Mayor and City Council Action Required:

Discussion:

Financial Impact:

Recommendation:

Motion:

Action Dates:

ATTACHMENTS:

File Name

Motion - Ordinance -
_Donation_of_Property_to_Antietam_Fire_Company.pdf

Description

Motion - Ordinance -
Donation of Property to
Antietam Fire Company

REQUIRED MOTION

MAYOR AND CITY COUNCIL HAGERSTOWN, MARYLAND

Date: November 2, 2021

TOPIC: **Introduction of an Ordinance: Approving Donation of Real Property to Antietam Fire Company, Inc.**

Charter Amendment	_____
Code Amendment	_____
Ordinance	<u> X </u>
Resolution	_____
Other	_____

MOTION:

I hereby move to introduce an ordinance to approve an Agreement of Donation to donate the real property at 790-800 Potomac Avenue to Antietam Fire Company, Inc., (Antietam) per the June 1, 2011 agreement with Antietam. The Agreement of Donation is subject to a right of first refusal to the City, should Antietam ever elect to sell the parking lot located on the property on Manilla Avenue.

The Mayor and City staff are hereby authorized to execute and deliver the Agreement of Donation and any additional documentation for this action.

DATE OF INTRODUCTION: November 2, 2021
DATE OF PASSAGE: November 23, 2021
EFFECTIVE DATE: December 24, 2021

CITY OF HAGERSTOWN, MARYLAND

**AN ORDINANCE TO APPROVE THE
DONATION OF IMPROVED
REAL PROPERTY
TO ANTIETAM FIRE COMPANY, INC.,
AND CURRENTLY SERVING
AS A VOLUNTEER FIRE STATION
IN HAGERSTOWN, MARYLAND**

RECITALS

WHEREAS, the City of Hagerstown, a Maryland Municipal Corporation, (“the City”) is the owner of certain improved real property located at 790-800 Potomac Avenue in Hagerstown, Washington County, Maryland which presently serves as the location of a volunteer fire station operated by Antietam Fire Company, Inc. (“Antietam”), and which the City desires to donate to the Antietam; and

WHEREAS, the Property is subject to an Agreement dated June 1, 2011, by which Antietam leases the Property from the City for the sum of \$2592.62 per month for a term of thirty (30) years; and

WHEREAS, by separate Ordinance, the Parties shall terminate the Agreement, and the City shall forgive the balance of the rental payments due and owing under the Agreement; and

WHEREAS, the Donee wishes to accept land for improvement and continued use as a volunteer fire station;

WHEREAS, the Agreement of Donation, attached hereto and incorporated herein, will be subject to a right of first refusal to the City, should Antietam ever elect to sell the parking lot located on the Property on Manilla Avenue;

WHEREAS, the introduction of this Ordinance shall constitute the twenty (20)-day notice of the proposed transfer as required by law; and

WHEREAS, the Mayor and Council believe that the donation of the Property would benefit the citizens; and

WHEREAS the Mayor and Council believe it to be in the best interest of the citizens of the City of Hagerstown to donate the Property to Antietam for no monetary consideration;

NOW THEREFORE, BE IT RESOLVED, ENACTED AND ORDAINED by the Mayor and Council of the City of Hagerstown, Maryland, as its duly constituted legislative body, as follows:

1. That the foregoing Recitals be and are hereby incorporated herein as if set forth *verbatim*.
2. That the donation of the Property to Antietam Fire Company be and is hereby approved.
3. That the Mayor be and is hereby authorized to execute and deliver the Agreement of Donation with Antietam Fire Company, Inc., a copy of which is attached hereto and incorporated herein by reference.
4. That City Staff be and are hereby authorized to execute and deliver any additional documentation and take any additional steps necessary to effectuate the purpose of this ordinance and satisfy the terms of the aforesaid conveyance.

BE IT FURTHER RESOLVED, ENACTED AND ORDAINED THAT this ordinance shall become effective at the expiration of thirty (30) calendar days following its approval.

WITNESS AND ATTEST
AS TO CORPORATE SEAL

MAYOR AND COUNCIL OF THE
CITY OF HAGERSTOWN, MARYLAND

Donna K. Spickler,
City Clerk

Emily N. Keller, Mayor

Date of Introduction: November 2, 2021
Date of Passage: November 23, 2021
Effective Date: December 24, 2021

PREPARED BY:
SALVATORE & MORTON, LLC
CITY ATTORNEYS

AGREEMENT OF DONATION

THIS AGREEMENT OF DONATION ("Agreement") is made this ____ day of _____, 2021, by and between The City of Hagerstown, a Maryland Municipal Corporation (hereinafter "Donor" or "City"), and Antietam Fire Company, Inc. (hereinafter "Donee" or "Antietam").

WHEREAS, the Donor is the owner of certain real property located at 790-800 Potomac Avenue in Hagerstown, Washington County, Maryland which presently serves as the location of a volunteer fire station operated by Antietam ("the Property"), and which the City desires to donate to the Antietam; and

WHEREAS, the Property is subject to an Agreement dated June 1, 2011, by which Antietam leases the Property from the City for the sum of \$2592.62 per month for a term of thirty (30) years; and

WHEREAS, by separate Ordinance, the Parties shall terminate the Agreement, and the City shall forgive the balance of the rental payments due and owing under the Agreement; and

WHEREAS, the Donee wishes to accept land for improvement and continued use as a volunteer fire station;

WHEREAS, the Agreement will be subject to a right of first refusal to the City, should Antietam ever elect to sell the parking lot located on the Property on Manilla Avenue;

NOW, THEREFORE, THIS AGREEMENT WITNESSETH: That the Donor, in consideration of the covenants hereinafter entered into by the Donee, agrees to donate and does donate to the Donee, and the Donee agrees to accept and does accept, subject to the terms and conditions hereinafter set forth, all the following described property, situate in the City of Hagerstown, Washington County, Maryland, Election District No. 21, and being more particularly described as follows:

PARCEL NO. 1: Situated near East Hagerstown Station on the Western Maryland Railway in Hagerstown, in Washington County, in the State of Maryland, and being designated as Lots No. 16 and 17 on the Plat of Lots of East Park Addition to Hagerstown, which is recorded in the Plat Records in the Office of the Clerk of the Circuit Court of Washington County at folios 7 and 45, said lots being contiguous to each other and fronting in the aggregate 100 feet, more or less, on the East side of Potomac Avenue, and running back with that uniform width a distance of 200 feet to an alley, Lot No. 17 being bounded on the south by Manilla s laid out on said plat, and Lot No. 16 being bounded on the south by Lot No. 17. SUBJECT, HOWEVER, TO THE BUILDING LINE ESTABLISHED AND LAID DOWN ON SAID PLAT ALONG THE EAST SIDE OF POTOMAC AVENUE.

PARCEL NO. 2: Beginning for the same at a point, said point being the intersection of the

southeasterly marginal line of Potomac Avenue and the southwesterly marginal line of Manilla Avenue, and running thence with the said southwesterly marginal line of Manilla Avenue South 33 degrees 27 minutes east 400.0 feet; thence leaving said Manilla Avenue North 58 degrees 39 minutes West 227.94 feet; thence North 33 degrees 27 minutes West 194.00 feet to the said southeasterly marginal line of Potomac Avenue, the aforementioned line being 3.0 feet measured perpendicular from the concrete structure owned by the Standard Oil Company of New Jersey and now or formerly leased to R. S. Boyer of Hagerstown, Maryland; thence with said southeasterly marginal line of Potomac Avenue North 56 degrees 41 minutes East 97.09 feet to the point of beginning; containing 0.662 of an acre of land, more or less.

Said conveyance is made together with all improvements situated thereon and all fixtures located on, attached to, or used in connection with the improvements situated thereon and together with all and singular the rights and appurtenances pertaining to such land, including any right, title and interest of the Donor in and to adjacent streets, roads, alleys and rights of way and in, to and under any and all leases affecting such land, at and for a total purchase price of Zero and 00/100 Dollars (\$0.00) but for other good and valuable consideration, including Donor's agreement to maintain and improve said Property at its own expense, for use as a volunteer fire station to serve the surrounding community.

The parties further agree as follows:

1. Transfer shall occur within thirty (30) days of the satisfaction of all contingencies but in no event later than January 31, 2022.
2. Possession shall be given at the time of transfer, except that Donee may enter upon the Property at any time and for any purpose reasonably necessary for the acquisition, inspection, and demolition of the property by the Donee. Donee may make such changes and alterations to the Property as it deems desirable prior to settlement.
3. All costs of transfer shall be borne by the Donee.
4. All rent, water rent, real estate and any and all public charges which may exist as liens upon the property shall be paid by the Donee as of the date of settlement.
5. The Property is to be held at the risk of the Donor until legal title has passed.
6. Except as otherwise provided herein Donor is making no warranties as to the condition of the property and the Property is being sold "AS IS."
7. Donor affirms that it is the fee simple record and beneficial owner of the Property. No person or entity has an option, right of first refusal or other similar right to acquire all or any portion of the Property. Donor has performed all obligations under and is not in default in complying with the terms and provisions of any covenants, conditions, restrictions, rights-of-way, or easements applicable to the Property. Donor shall not enter into any Contracts of any kind with

respect to the Property or any portion thereof, except as mutually agreed.

8. Donor affirms that no proceeding, suit, or litigation relating to Donor or the Property or any part thereof is pending or, to Donor's knowledge, threatened in any court or other tribunal or before any Governmental Authority. Donor is not the subject of, nor has Donor received any written notice of or threat that it has or will become the subject of, any actions or proceedings under the United States Bankruptcy Code, 11 U.S.C. §§ 101, et seq. ("Bankruptcy Code"), or under any other federal, state or local laws affecting the rights of debtors and/or creditors generally, whether voluntary or involuntary and including, without limitation, proceedings to set aside or avoid any transfer of any interest in property or obligations, whether denominated as a fraudulent conveyance, preferential transfer or otherwise, or to recover the value thereof or to charge, encumber or impose a lien thereon.

9. Donor, agrees to execute and deliver to Donee a good and sufficient deed of the above described Property, with covenants of special warranty and further assurances free of all liens and encumbrances, except those, if any, herein mentioned and such easements, conditions, and restrictions, if any, to which the Property may now be subject. The deed shall have a provision providing a right of first refusal to the City for the parking lot located on the Property on Manilla Avenue. If the title should be found defective and cannot be perfected, then this Agreement shall be null and void. Prior to settlement, Donee shall be entitled to receive a title report at Donee's cost with respect to the property, and, in the event that such title report indicates matters of exception to title objectionable to Donee, Donee may terminate this Agreement, provided that Donee notifies Donor of its intention to so terminate this Agreement within Fifteen (15) days of its receipt of such title report. Such title report shall be brought to date at the time of settlement and Donee may terminate this Agreement if such title report contains any additional exceptions from the previous title report furnished to Donee.

10. If Donee defaults in performing any of Donee's obligations under this Agreement for any reason other than Donor's default or a permitted termination hereof by Donee, then Donor shall be entitled to avail itself of any other right or remedy granted to it hereunder or at law or in equity. If Donor defaults in performing any of Donor's obligations under this Agreement for any reason other than Donee's default or a permitted termination hereof, then Donee may, at its option, (a) terminate this Agreement, (b) compel specific performance of this Agreement by Donor, or (c) avail itself of any other right or remedy granted to it hereunder or at law or in equity.

11. Each party certifies to the other that it has no knowledge of or has assumed any obligation with respect to recognizing or paying any commission to a real estate broker or agent for services rendered in connection with this sale.

12. It is the express understanding of the parties that time is of the essence of this Agreement, that the terms and provisions hereof shall survive the delivery of the deed of conveyance, and that this Agreement shall be binding upon the parties, their heirs, successors, and assigns. However, Donee shall not assign this Agreement to any party without the prior written consent of the Donor.

13. This Agreement and all documents referred to herein are governed by and construed and interpreted in accordance with the laws of the State of Maryland, without regard to its conflicts of laws provisions.

14. To facilitate execution, this Agreement may be executed in as many counterparts as may be required. It shall not be necessary that the signature on behalf of both parties hereto appear on each counterpart hereof. All counterparts hereof shall collectively constitute a single agreement.

15. Regardless of whether settlement occurs hereunder, each party hereto shall be responsible for its own costs in connection with this Agreement and the transactions contemplated hereby, including without limitation fees of attorneys, engineers, and accountants.

16. All notices, requests, demands and other communications hereunder shall be in writing and shall be given to such party at its address or telecopy number set forth below or such other address or telecopy number as such party may hereafter specify for that purpose by notice to the other party. Each such notice, request, or communication shall, for all purposes, be deemed given and received (a) if given by telecopy, when such telecopy is transmitted to the telecopy number specified below during normal business hours and confirmation or complete receipt is received during normal business hours, provided that on the day on which the telecopy is sent, the sender also sends a copy by a recognized overnight delivery service, (b) if hand delivered against receipted copy, when the copy thereof is receipted, (c) if given by a recognized overnight delivery service, the day after being sent prepaid by such recognized overnight delivery service, or (d) if given by registered or certified mail, return receipt requested postage prepaid, three (3) days after it is posted with the United States Postal Service at the address specified below:

For the Donor: Antietam Fire Company
790 Potomac Avenue
Hagerstown, Maryland 21742

With a copy to:

For the Donor: City of Hagerstown
Attn: City Administrator
1 East Franklin Street
Hagerstown, MD 21740

With a copy to:

Jason Morton
SALVATORE & MORTON, LLC
82 West Washington Street, Suite 100
Hagerstown, Maryland 21740

Any party hereto may change its address or designate different or other persons or entities to receive copies by notifying the other party in a manner described in this Section.

17. Further Assurances. Donor agrees that it will, at any time and from time to time after the settlement, upon reasonable request of Donee, do, execute, acknowledge and deliver, or will cause to be done, executed, acknowledged and delivered, all such further acts, deeds, assignments, transfers, conveyances, powers of attorney and assurances as may be reasonably required for the better assigning, transferring, granting, assuring and confirming to Donee, or to its successors and assigns of, or for aiding and assisting in collecting and reducing to possession, any or all of the assets or property being transferred to Donee pursuant to this Agreement; provided, however, that any instruments to be executed by Donor shall be in form and substance reasonably acceptable to Donor and in no event shall Donor be required to incur any liability or obligation in addition to that which it is obligated to incur under this Agreement. The provisions of this Section shall survive the closing of the transactions contemplated by this Agreement.

18. This Agreement contains the final and entire agreement between the parties hereto and neither they nor their agents shall be bound by any terms, conditions or representations not herein written.

WITNESS the names and seals of the parties hereto, signed the date first above written:

ATTEST:

DONOR
City of Hagerstown

Donna K. Spickler, City Clerk

BY: _____(SEAL)
Emily N. Keller

ATTEST:

DONEE
Antietam Fire Company, Inc.

BY: _____(SEAL)

[Print Name and title]

STATE OF MARYLAND, COUNTY OF WASHINGTON, to-wit:

I HEREBY CERTIFY that on this day of , 2021, before me, the subscriber, a Notary Public in and for the State and County aforesaid, personally appeared Emily N. Keller, known to me to be the Mayor of The City of Hagerstown, whose name is subscribed to the foregoing Agreement of Donation, and who acknowledged that she executed the same for the purposes therein contained as the act of The City of Hagerstown, with full authority to do so.

WITNESS my hand and Official Notarial Seal.

Notary Public

My Commission Expires:

STATE OF MARYLAND, COUNTY OF _____, to-wit:

I HEREBY CERTIFY that on this day of , 2021, before me, the subscriber, a Notary Public in and for the State and County aforesaid, _____, personally appeared before me, _____, whose name is subscribed to the foregoing Agreement of Donation, and who acknowledged that he, in his capacity as _____ of Antietam Fire Company, Inc., executed the same for the purposes therein contained as true act and deed of said corporation, with full authority to do so.

WITNESS my hand and Official Notarial Seal.

Notary Public

My Commission Expires:

**REQUIRED MOTION
MAYOR AND CITY COUNCIL
HAGERSTOWN, MARYLAND**

Topic:

Approval of Starting Salary Increase for AFSCME 3373

Mayor and City Council Action Required:

Discussion:

Financial Impact:

Recommendation:

Motion:

Action Dates:

ATTACHMENTS:

File Name

Motion_-_Amendment_of_Starting_Salary.pdf

Description

Motion - Starting Salary
Increase - HPD

REQUIRED MOTION

MAYOR AND CITY COUNCIL HAGERSTOWN, MARYLAND

Date: November 2, 2021

TOPIC: Approval Starting Salary Increase for AFSCME 3373

Charter Amendment	_____
Code Amendment	_____
Ordinance	_____
Resolution	_____
Other	<u> X </u>

MOTION: I hereby move for Mayor and Council approval to increase the Step 1 pay for AFSCME 3373 to \$46,700 and the rate of pay for non-union officers who are hired to attend the police academy to \$46,700, effective November 1, 2021.

DATE OF PASSAGE: 11/02/21

**REQUIRED MOTION
MAYOR AND CITY COUNCIL
HAGERSTOWN, MARYLAND**

Topic:

Approval of an Increase in Incentives and Bonuses for Officers of the Hagerstown Police Department

Mayor and City Council Action Required:

Discussion:

Financial Impact:

Recommendation:

Motion:

Action Dates:

ATTACHMENTS:

File Name

Motion_-_Incentives_and_Bonuses.pdf

Description

Motion - Increase in
Incentives and Bonuses

REQUIRED MOTION

MAYOR AND CITY COUNCIL HAGERSTOWN, MARYLAND

Date: November 2, 2021

TOPIC: **Approval of an Increase in Incentives and Bonuses for Officers of the Hagerstown Police Department**

Charter Amendment	_____
Code Amendment	_____
Ordinance	_____
Resolution	_____
Other	<u> X </u>

MOTION: I hereby move for Mayor and Council approval to increase the current monthly housing incentive that ranges from \$100 to \$300 (which was approved on April 29, 2014) to range from \$300 to \$500 per month. The original housing incentive for \$100 per month was approved on August 28, 2012. Funding for this will come from the Hagerstown Police Department's general fund (0110401 5570).

I, also, hereby move for Mayor and Council approval to increase the Hagerstown Police Department's signing bonuses from \$5,000 (which was originally approved on August 28, 2012) to \$20,000 for lateral applicants and from \$5,000 to \$10,000 for Comparative Compliance applicants, effective with new hires November 1, 2021. Both of these bonuses will require a 3 year contract that will require the officers to reimburse the City the full amount, if their contract is broken. Former HPD employees will not be eligible for this incentive. Funding for this would come directly from salary savings.

DATE OF PASSAGE: 11/02/21