

**COUNCIL MEETING OF THE CITY COUNCIL  
HYATTSVILLE, MARYLAND**

May 21, 2007

Mayor Bill Gardiner called the meeting of the Council to order at 7:07 p.m. at the Municipal Building, 4310 Gallatin Street, Hyattsville, Maryland.

Present were Mayor Bill Gardiner, Council President Krista Atteberry, Council Vice President Marc Tartaro, and Council Members, Ruth Ann Frazier, Christopher Currie (arrived at 7:14 p.m.), Paula Perry, Mary Elwood, Carlos Lizanne (arrived at 7:11 p.m.), Mark Matulef, Nicole Hinds (arrived at 7:12 p.m.), and Bill Tierney.

Also present were City Administrator Murphy, Chief of Police Holland, City Treasurer Oliphant, City Attorney Colaresi, and City Clerk Barber.

Mayor Gardiner requested a moment of silence in honor of Mr. William Aleshire, Council Member from the City of Bowie on his recent passing.

**APPROVAL OF AGENDA:**

**Council Member Perry moved that the Mayor and Council approve the agenda as amended.** The motion passed, unanimously.

**PUBLIC COMMENT:**

Ms. Miriam Howe, 5001 41<sup>st</sup> Place, and President of the Hyattsville Preservation Association, addressed the Mayor and Council; she thanked the Mayor and Council who volunteered on the day of the Hyattsville Historic House Tour this year and additionally thanked the City staff for their work on the tour. Ms. Howe provide comments on proposed Motion#99-05-07 where the HPA has been requested to provide comments regarding the Hyattsville Legacy Trails Task Force Dissolution and would be able to provide some comments by the deadline as stated in the motion, but would like to have additional time to provide comments on the issues until the end of October.

Mr. David Marshall, 6000 Block of 37<sup>th</sup> Avenue, addressed the Mayor and Council regarding his comments on the pay for performance agenda item before the Council.

Mr. Patrick O'Hagan, President of F.O.P Lodge #119, addressed the Mayor and Council on the proposed bonuses for the Hyattsville Police officers; he stated that currently the F.O.P. has no comment on this issue.

**CONSENT ITEMS:**

**Council President Atteberry moved that the Mayor and Council approve the following items as consent: (1) to accept and appropriate the \$5,000 grant being offered by the Prince George's County, Maryland Highway Safety Office to be used to combat aggressive driving and to enforce seatbelt and child vehicle restraint laws in the City. The grant will pay the overtime salaries of City officers when they conduct special operations targeted specifically at reducing aggressive driving in the City and/or the monitoring and enforcement of seat belt use and child vehicle restraint laws. The terms of the grant award require that the City provide a 40% (\$2,000) match to the grant funds. There are adequate funds available in the adopted FY08 budget to cover these additional costs so no supplemental appropriations are required. These matching funds will be used to pay the benefits (e.g. income taxes, FICA/Medicare taxes and worker's compensation premiums) associated with the salaries the officers will earn while conducting the special operations funded by the grant; (2) to approve the following proclamations of appreciation for Council Member Christopher Currie, Council Member Mary Elwood, and a proclamation of recognition for Hyattsville Elementary School in honor of its 90th Anniversary. The motion passed, unanimously.**

**ACTION ITEMS:**

**Council Vice President Tartaro moved that the Mayor and Council certify the results of the City Biennial Election held on Monday, May 7, 2007. This certification is provided for under Section C4-11 of the Hyattsville City Charter. A copy of the certification read into the record by Council Vice President Tartaro is affixed to the official minutes of this meeting. The motion passed, unanimously.**

**Council Member Currie moved that the Mayor and Council dissolve the Hyattsville Legacy Trails Task Force, thank its current and former members for their years of service, direct Staff to finish and propose to Council by November 30, 2007, a detailed specification for the Hyattsville Legacy Walking Tour (allowing for any further input received from the Hyattsville Preservation Association by October 30, 2007); and reassign responsibility for developing recommendations concerning the further development of the Hyattsville Legacy Trail (the "Trolley Trail") to the Hyattsville Bicycle and Pedestrian Safety Committee. The Mayor and Council discussed the issue at length. Council Member Perry moved to amend the motion by removing all language after the word service in the motion. A roll call vote was taken on the amendment. The amendment failed with Council Members Frazier, Perry, Elwood, Matulef, and Tierney voting for and Council President Atteberry, Council Vice President Tartaro, and Council Members Currie, Lizanne, and Hinds voting against. The Mayor and Council then voted on the motion as presented. A roll call vote was taken on the motion. The motion passed with Council President Atteberry, Council Vice President Tartaro, and Council Members Currie, Elwood, Lizanne, Matulef, Hinds, Tierney, and Mayor Gardiner voting for and Council Members Frazier and Perry voting against.**

**Council Member Elwood moved that the Mayor and Council authorize the City Administrator, with input from all Department Directors (and the Personnel Committee if desired), to create and implement a program that provide bonuses and overnight shift differential pay for full-time, permanent employees, using the guidelines below.**

**Bonuses are only *granted* ~~earned~~ for skills above and beyond the acceptable standards for fulfilling a position and that demonstrably add value to the provision of City services within the employee's position. Certifications that are required or expected for a position are not normally eligible for a bonus. The City Administrator may adjust the recommended amounts and related criteria in order to encourage the development of specific skills needed to perform City services or to ensure the bonus reflects the value of the skill to the City. For FY08, the estimated total annual cost shall not exceed \$90,000 for sworn officers and police civilians and \$25,000 for all other employees.**

**The plan will be implemented starting July 1, 2007, and if deemed appropriate by the City Attorney, the Personnel Manual will be amended to include the policies.**

**The City Administrator shall present to Council a report on the program in the spring of 2008.**

**The general categories for the additional pay are below:**

**Shift Differential:**

**All full-time, permanent employees will be eligible to receive a shift differential of \$1.35 per hour for all hours worked between 11 p.m. and 7 a.m.**

**Language Proficiency Bonus:**

**Employees are eligible for a language proficiency bonus of \$1,000 per year. The bonus will be provided for proficiency in Spanish or any other language (including sign language) that would assist the employee in his or her position on a regular basis. The recipient must pass a language proficiency test demonstrating a high level of proficiency. [Test standards determined by the City Administrator]**

**Fitness Bonus:**

**All employees are eligible for a fitness bonus upon successful scores on the Fitness Indicator Test (FIT) administered annually. The FIT test is measuring endurance, cardiovascular fitness and strength ~~comprised of four components; sit-ups, push-ups, flexibility, and a 1.5 mile run.~~ Participants must pass a minimum score in each category and the bonus pay will be based on an overall average score of each category with a maximum bonus of \$500. [City Administrator and Chief of Police will set passing levels eligible for a bonus based on above average standards of fitness. The City Administrator may approve alternative components for civilian employees.]**

**Field Training of New Officers:**

**A daily bonus of \$25 for all sworn officers who have completed a Maryland Police Training Commission certified FTO training course and are assigned a recruit or lateral officer for six hours or more in a single day.**

**Certification Bonus:**

**An annual bonus may be provided to all full-time employees who have received one or more specialty certifications that are not required or expected as part of the normal training. Employees may receive a bonus for a maximum of two certifications. The City Administrator, upon recommendations from the department directors, shall determine the eligible certifications and the value and frequency of the bonus. A list of certifications and the bonus value suggested by the City Administrator and the Department Directors is attached. Adjustments will be made by the City Administrator under further review of the budget constraints and the particular certifications.**

**Pay For Experience:**

**The current City policy allows newly hired officers with one to five years prior experience to start at higher steps on the pay scale. An additional bonus of \$3,000 shall be provided to new officers with a minimum of one year prior experience, paid at the following intervals: upon hiring, \$1,000; upon successful completion of the probationary period, \$1,000; upon successful completion of 36 months, \$1,000. The City Administrator may in unique circumstances provide a bonus for new civilian employees.**

**City Residency Bonus for Full-time, Permanent Employees:**

**A \$1,000 annual bonus for all full-time permanent employees who reside full-time in the City.**

The Mayor and Council discussed the issue at length. Chief Holland, at the Mayor's request, commented and provided his clarification to the motion being presented. City Attorney Colaresi commented on the motion as presented and offered changes in some of the language which has been made to the original motion. **Council President Atteberry moved to amend the motion accepting City Attorney Colaresi's changes to the motion that are offered in italics and to delete under shift differential to strike the \$1.35 per hour and leave that up to the discussion and negotiation with the City Administrator and to changes the hours worked from 7:00 p.m. to 7:00 a.m. with a \$45,000 cap on the shift differential piece of the program.** A roll call vote was taken on the amendment. The amendment passed with Council President Atteberry, and Council Members Frazier, Currie, Perry, Elwood, Lizanne, Matulef, Tierney, and Mayor Gardiner voting for and Council Vice President Tartaro and Council Member Hinds voting against. **Council Member Currie moved to amend the motion under City Residency Bonus to have it read as the following: A \$1,000 annual bonus for all full-time permanent employees who are designated by the City Administrator as first responders of who reside full-time in the City and to re-implement the live near your work program for all City employees.** The Mayor and Council discussed the issue at length. A roll call vote was taken on the amendment. The amendment failed with Council Vice President Tartaro, and Council Members Currie and Lizanne voting for and Council President Atteberry, and Council Members Frazier, Perry, Elwood, Matulef, Hinds, and Tierney voting against. The Mayor and Council then voted on the motion as amended. A roll call vote was taken on the motion as amended. The motion passed with Council President Atteberry, and Council

Members Frazier, Currie, Perry, Elwood, Lizanne, Matulef, Hinds, Tierney, and Mayor Gardiner voting for and Council Vice President Tartaro voting against.

**PRESENTATION OF PORTRAITS:**

Council Member Mary Elwood was presented with a proclamation for her dedication and years of service to the City of Hyattsville by the Mayor and Council and was presented with her Council portrait by Mayor Gardiner.

Council Member Christopher Currie was presented with a proclamation for his dedication and years of service to the City of Hyattsville by the Mayor and Council and presented with his Council portrait by Mayor Gardiner.

Mayor Gardiner then presented Council Member Currie with the Mayor's Award for his outstanding leadership, dedication, and accomplishments on behalf of the City of Hyattsville.

**Council Member Perry moved that the Mayor and Council adjourn the Council Meeting of May 21, 2007 Sine Die.** The motion passed, unanimously.

The Council Meeting of May 21, 2007 ended at 8:42 p.m.

**ATTEST:**

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Douglass A. Barber, City Clerk

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William F. Gardiner, Mayor