

CITY OF ANNAPOLIS
SPECIAL MEETING OF THE CITY COUNCIL

Monday, December 16, 2013 at 6:30 p.m.

Call to Order

Mayor Pantelides

Pledge of Allegiance

Mayor Pantelides

Roll Call

City Clerk Watkins-Eldridge

Statutory Authority to Close Sessions, State Government Article § *10-508 (a) (7)*:



City of Annapolis
Office of the City Clerk
160 Duke of Gloucester Street
Annapolis, MD 21401-2535

RCEldridge@annapolis.gov · 410-263-7942 · Fax 410-280-1853 · TDD 410-263-7943 · www.annapolis.gov

MEMORANDUM

TO: Mayor and Alderpersons

FROM: Regina C. Watkins-Eldridge, MMC
City Clerk

RE: A Proposed Closed Session

A closed session of the City Council has been proposed for **Monday, December 16, 2013 at 6:30 p.m.** in the City Council Chamber, 160 Duke of Gloucester Street, 2nd Floor, Annapolis, Maryland 21401 in accordance with Maryland State Government Article Sec. 10-508 (a) (7):

To consult with counsel to obtain legal advice on a legal matter.

Topic of Discussion:

Personnel Issues

The Council will convene in open session and move pursuant to Maryland State Government Article, Sec. 10-508 (a) (7) to go into closed session as indicated above.

cc: City Manager
Communications Officer
Press

**CITY OF ANNAPOLIS
SPECIAL MEETING OF THE CITY COUNCIL**

December 16, 2013 7:00 p.m.

Call to Order
Invocation
Pledge of Allegiance
Roll Call

Mayor Pantelides
Mayor Pantelides
Mayor Pantelides
City Clerk Watkins-Eldridge

PETITIONS, REPORTS AND COMMUNICATIONS

Reports by Committees

Time Limitation for Petitions, Reports and Communications per Section 2.16.035 of the City Code

Comments by the General Public

PUBLIC HEARING

- O-39-13** **Appropriation of Property Tax Revenue Above Estimates to Fund a Cost of Living Adjustment for All City of Annapolis Employees at a Rate of 1% Retroactive to July 1, 2013 and 3% Effective January 1, 2014 and Other Employee Benefits Including Pension and Other Post Employment Benefits** – For the purpose of appropriating property tax revenue above estimates to fund a Cost of Living Adjustment (COLA) for all City of Annapolis employees at a rate of 1% retroactive to July 1, 2013 and 3% effective January 1, 2014 and other employee benefits including pension and other post employment benefits (OPEB).

LEGISLATIVE HISTORY			
<i>Legislative referrals are subject to City Council action at the time of introduction and are reflected in the City Council's adopted minutes</i>			
First Reading	Public Hearing	Fiscal Impact Note	90 Day Rule
12/9/13	12/16/13	12/11/13	3/10/14
Referred to	Referral Date	Meeting Date	Action Taken
Finance Committee	12/9/13	12/16/13	
Financial Advisory Commission	12/9/13	N/A	Previous comments on ratification of collective bargaining agreements

- R-39-13** **Authorizing New Year's Eve Vendors in the Historic District** – For the purpose of A. L. Goodies General Store at 112 Main Street and Hard Bean Coffee at 36 Market Space to sell non-alcoholic beverages, food and souvenirs from the sidewalk in front of 112 Main Street and 36 Market Space during the City of Annapolis' New Year's Eve celebration on December 31, 2013.

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First Reading	Public Hearing	Fiscal Impact Note	90 Day Rule

12/9/13	12/16/13	12/11/13	3/10/14
Referred to	Referral Date	Meeting Date	Action Taken
Economic Matters	12/9/13	N/A	N/A

LEGISLATIVE ACTION

2ND READER – ORDINANCE AND RESOLUTION

O-39-13 **Appropriation of Property Tax Revenue Above Estimates to Fund a Cost of Living Adjustment for All City of Annapolis Employees at a Rate of 1% Retroactive to July 1, 2013 and 3% Effective January 1, 2014 and Other Employee Benefits Including Pension and Other Post Employment Benefits** – For the purpose of appropriating property tax revenue above estimates to fund a Cost of Living Adjustment (COLA) for all City of Annapolis employees at a rate of 1% retroactive to July 1, 2013 and 3% effective January 1, 2014 and other employee benefits including pension and other post employment benefits (OPEB).

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R-39-13 **Authorizing New Year's Eve Vendors in the Historic District** – For the purpose of A. L. Goodies General Store at 112 Main Street and Hard Bean Coffee at 36 Market Space to sell non-alcoholic beverages, food and souvenirs from the sidewalk in front of 112 Main Street and 36 Market Space during the City of Annapolis' New Year's Eve celebration on December 31, 2013.

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Referred to	Referral Date	Meeting Date	Action Taken
Economic Matters	12/9/13	N/A	N/A

1ST READER - RESOLUTION

R-41-13 Metered Parking Rate – FY 2013 Fee Schedule Revision – For the purpose of reducing the metered parking rate from \$2/hour to \$1/hour from January 1, 2014 through March 31, 2014 by amending the FY 2013 fee schedule.

LEGISLATIVE HISTORY			
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First Reading	Public Hearing	Fiscal Impact Note	90 Day Rule
12/16/13	N/A	12/16/13	3/17/13
Referred to	Referral Date	Meeting Date	Action Taken
Finance	12/16/13		
Transportation	12/16/13		
		Unanimous consent requested for both introduction and vote on 12/16/13	

BUSINESS and MISCELLANEOUS

1. Confirmation of Timothy D. Murnane as City Attorney
2. Appointments
3. Budget Revisions

UPCOMING CITY COUNCIL EVENTS

Regular Meeting: Monday, January 13, 2014 at 7:00 p.m. in City Council Chambers
Special Meeting: Monday, January 27, 2014 at 7:00 p.m. in City Council Chambers

Jessica Cowles
Legislative and Policy Analyst
City of Annapolis Office of Law
E) JCCowles@annapolis.gov
P) 410-263-7954
F) 410-268-3916

December 10, 2013

TO: The Capital Legal Notices: legalad@capgaz.com
FROM: Jessica Cowles, Legislative and Policy Analyst
RE: Notice of Public Hearing
PUBLISH: Please publish on: **Sunday, December 15, 2013 and Monday, December 16, 2013**

Please send bill and certificate of publication to the City of Annapolis Office of Law, 160 Duke of Gloucester, Annapolis, MD 21401.

NOTICE OF ANNAPOLIS CITY COUNCIL PUBLIC HEARING

Notice is hereby given that the Annapolis City Council will hold a public hearing on Monday, December 16, 2013 at 7:00 p.m., in City Council Chambers, 160 Duke of Gloucester Street, Annapolis, for a public hearing on:

- O-39-13 Appropriation of Property Tax Revenue Above Estimates to Fund a Cost of Living Adjustment for All City of Annapolis Employees at a Rate of 1% Retroactive to July 1, 2013 and 3% Effective January 1, 2014 and Other Employee Benefits Including Pension and Other Post Employment Benefits** – For the purpose of appropriating property tax revenue above estimates to fund a Cost of Living Adjustment (COLA) for all City of Annapolis employees at a rate of 1% retroactive to July 1, 2013 and 3% effective January 1, 2014 and other employee benefits including pension and other post employment benefits (OPEB).

- R-39-13 Authorizing New Year’s Eve Vendors in the Historic District** – For the purpose of A. L. Goodies General Store at 112 Main Street and Hard Bean Coffee at 36 Market Space to sell non-alcoholic beverages, food and souvenirs from the sidewalk in front of 112 Main Street and 36 Market Space during the City of Annapolis’ New Year’s Eve celebration on December 31, 2013.

The above legislation on the City Council agenda for public hearing can be viewed on the City’s website at: <http://www.annapolis.gov/Government/Departments/LawOffice/PendingLegis.aspx>

1 CITY COUNCIL OF THE
2 City of Annapolis

3
4 Ordinance No. O-39-13

5 Introduced by: Alderwoman Finlayson, Alderman Arnett, Alderman Pfeiffer, and
6 Alderman Budge
7
8

LEGISLATIVE HISTORY			
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12/9/13			3/10/14
Referred to	Referral Date	Meeting Date	Action Taken
Finance Committee	12/9/13		
Financial Advisory Commission	12/9/13		

9
10 **A ORDINANCE** concerning

11 **Appropriation of Property Tax Revenue Above Estimates to Fund a Cost of Living**
12 **Adjustment for All City of Annapolis Employees at a Rate of 1% Retroactive to July 1,**
13 **2013 and 3% Effective January 1, 2014 and Other Employee Benefits Including Pension**
14 **and Other Post Employment Benefits**

15 **FOR** the purpose of appropriating property tax revenue above estimates to fund a Cost of
16 Living Adjustment (COLA) for all City of Annapolis employees at a rate of 1% retroactive
17 to July 1, 2013 and 3% effective January 1, 2014 and other employee benefits including
18 pension and other post employment benefits (OPEB).

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20 **WHEREAS,** the City of Annapolis' actual tax levy exceeded appropriated property tax
21 revenue estimates; and

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23 **WHEREAS,** the City Council of the City of Annapolis ratified agreements with the City's
24 collective bargaining units on October 28, 2013 that provided for Cost of
25 Living Adjustments (COLAs) of 1% retroactive to July 1, 2013 and 3%
26 effective January 1, 2014; and

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28 **WHEREAS,** the City of Annapolis and its employees have agreed to increase their
29 respective pension and OPEB contributions; and

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31 **WHEREAS,** consistent with past practice, the City of Annapolis has approved the same
32 COLA percentage for all other employees not covered under the collective
33 bargaining agreements; and
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1 **WHEREAS,** the City Council intends to appropriate the property tax revenue above
2 estimates to employee COLAs in the amount of 1% retroactive to July 1,
3 2013 and 3% effective January 1, 2014.
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5 **NOW THEREFORE:**
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7 **SECTION I: BE IT ESTABLISHED AND ORDAINED BY THE ANNAPOLIS CITY**
8 **COUNCIL** that the Fiscal Year 2014 operating budget is amended as follows:
9 increase property tax revenues and all departmental salaries and benefits expenses accordingly
10 by \$1,324,892.80 per the table, below.
11

	FY 2014
Fire	208,786.37
Police	213,647.90
Subtotal	422,434.27
AFSCME	224,676.92
Civil Service	300,892.00
Exempt	85,443.98
Subtotal	611,012.90
Contract	66,258.09
Temporary	5,314.60
Subtotal	71,572.70
Total Salaries	1,105,019.87
P&O Impact*	219,872.93
Total Budgetary Impact	1,324,892.80

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33 *P&O stands for Pension and Other Post Employment Benefits.
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35 **SECTION II: AND BE IT FURTHER ESTABLISHED AND ORDAINED BY THE**
36 **ANNAPOLIS CITY COUNCIL** that this Ordinance shall take effect with respect to the 1%
37 COLA, retroactively to July 1, 2013; and with respect to the 3% COLA, on January 1, 2014.
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39 **ADOPTED** this _____ day of _____, _____.
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41

ATTEST:

THE ANNAPOLIS CITY COUNCIL

BY

Regina C. Watkins-Eldridge, MMC, City Clerk

Michael J. Pantelides, Mayor

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EXPLANATION

CAPITAL LETTERS indicate matter added to existing law.
[brackets] indicate matter stricken from existing law.
Underlining indicates amendments.

Staff Report

Ordinance O-39-13

Appropriation of Property Tax Revenue Above Estimates to Fund a Cost of Living Adjustment for All City of Annapolis Employees at a Rate of 1% Retroactive to July 1, 2013 and 3% Effective January 1, 2014 and other Employee Benefits Including Pension and Other Post Employment Benefits

The proposed ordinance would appropriate \$1,324,892.80 in property tax revenue above the amount appropriated in the Fiscal year 2014 operating budget to fund a Cost of Living Adjustment (COLA) for all City of Annapolis employees at a rate of 1% retroactive to July 1, 2013 and 3% effective January 1, 2014 and other employee benefits including pension and other post employment benefits (OPEB).

The proposed ordinance is intended to help solve long-term financial obligations. The current amount of unfunded pension liability is \$16,567,623, leaving the pension 90% funded. By 2027, it is expected that the pension would be 83% funded. The current amount of OPEB liability is \$35,521,000 and such liability is expected to increase to \$51,500,000 in the next 20 years.

Interest-Based Bargaining (IBB) Process

Representatives from the City of Annapolis and its four union locals worked during the last half of 2012 to study the Police and Fire pension plan, Other Post Employment Benefits (OPEB) and Deferred Retirement Option Plan (DROP). Their efforts developed into the interest based bargaining (IBB) process that occurred in 2013. The IBB process involved the teams from the City, AFSCME Locals 3162 and 3406, IAFF Local 1926 and UFCW Local 400. The City team consisted of the City Manager, Human Resources Director, Finance Director, Police Chief, Fire Chief, two members of the City Council, a representative from the City Financial Advisory Commission and the chair of the Employee Feedback Committee representing the non-union City employees.

The IBB teams collaboratively addressed specific subjects of bargaining, such as wage and benefit issues. The purpose was to enter into a collective problem-solving process in which the participants shared information and ideas while exploring solutions to challenges they had jointly identified in greater depth. By focusing on shared mutual interests to those challenges, the representatives for each unit were more able to satisfy the other parties' interests as well as their own and come to agreement on solution(s).

IBB Goals and Objectives

The primary goals and objectives that were either determined prior to the first IBB meeting or were the outgrowth of collective problem solving are as follows:

1. Adequately fund the Police and Fire Retirement Plan and OPEB based on actuarial calculations.
2. Secure a four-year agreement for each bargaining unit in order to fully implement all of the agreed upon changes during a single contract period.
3. Phase in funding for retiree health over the four years of the agreements.
4. Create an OPEB trust.

5. Create a Voluntary Employee Beneficiary Trust (VEBA) for non-public safety employees in order to pre-fund their retiree healthcare and eliminate that portion of OPEB liability.
6. Establish wage increases that are consistent across all collective bargaining agreements that utilize the City's available cash flow over the four years of the agreements and are consistent with surrounding jurisdictions.
7. Create a three-year DROP for Police and Fire that is cost neutral
8. Make appropriate health plan changes to cover employee costs towards funding of OPEB and VEBA.
9. Move to a Consumer Price Index model of COLA which is linked to employee performance.

IBB Results

1. Agreed upon phased in increases in employee and City contributions to the Police Fire Retirement Plan and several changes in the Plan which will have the Plan fully funded immediately and keep it at funding levels from 96% to 101% over the next 20 years.
2. Achieved a four-year agreement with all four bargaining units which allows for the full implementation of all aspects of the agreement.
3. Established retiree health funding rates of 3% for each of the four years of the agreements, which will enable the City to switch from PAYGO funding of retiree healthcare to paying from the OPEB Trust in 20 years.
4. Successfully created an OPEB trust for Public Safety employees and some current general employees in which the City will contribute 2% of total payroll annually and the employees will contribute an additional 1% through either savings via health plan redesign or new employee contributions of 1%.
5. Created a VEBA for all new non-public safety employees and for current employees who choose to enroll. These employees and Public Safety employees may also fund a VEBA through donations of annual leave in excess of a predefined limit. These employees will have their retiree healthcare pre-funded and will not be part of the City's future OPEB liability.
6. Wage increases from FY14 through FY16 will total 10% with a re-opener in the fourth year. The funding requirements work with the City's cash flow requirements.
7. A cost neutral DROP was created for Police and Fire that requires three years of participation.
8. IBB representatives chose health plan design changes that provided around \$375,000 in savings to cover current employees' 1 % contribution to OPEB or VEBA.
9. The re-opener for the fourth year will consider moving to a system tying COLAs to the Employment Cost Index (ECI) and linking such increases to an individual employee's performance.

Prepared by Paul Rensted, Human Resources Director, at PMRensted@annapolis.gov and 410-263-7998 and Bruce Miller, Finance Director, at BTMiller@annapolis.gov and 410-263-7952.

FISCAL IMPACT NOTE

Legislation No: O-39-13

First Reader Date: 12-9-13

Note Date: 12-11-13

Legislation Title: Appropriation of Property Tax Revenue Above Estimates to Fund a Cost of Living Adjustment for All City of Annapolis Employees at a Rate of 1% Retroactive to July 1, 2013 and 3% Effective January 1, 2014 and Other Employee Benefits Including Pension and Other Post Employment Benefits

Description: For the purpose of appropriating property tax revenue above estimates to fund a Cost of Living Adjustment (COLA) for all City of Annapolis employees at a rate of 1% retroactive to July 1, 2013 and 3% effective January 1, 2014 and other employee benefits including pension and other post employment benefits (OPEB).

Analysis of Fiscal Impact: This legislation would result in the appropriation of \$1,324,892.80 in property tax revenue above the amount appropriated in the Fiscal year 2014 operating budget to fund a Cost of Living Adjustment (COLA) for all City of Annapolis employees at a rate of 1% retroactive to July 1, 2013 and 3% effective January 1, 2014 and other employee benefits including pension and other post employment benefits (OPEB).

	FY 2014
Fire	208,786.37
Police	213,647.90
Subtotal	422,434.27
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Contract	66,258.09
Temporary	5,314.60
Subtotal	71,572.70
Total Salaries	1,105,019.87
P&O Impact*	219,872.93
Total Budgetary Impact	1,324,892.80

As shown in the chart above, the total COLA in FY 2014 for Police and Fire is \$422,434.27; \$611,012.90 for AFSCME, Civil Service and Exempt employees; and \$71,572.70 for contract and temporary staff.

This legislation was also intended to decrease the Pension and OPEB liability by increasing the funded ratio. An additional \$219,872.93 will be appropriated in FY 2014. The current amount of unfunded pension liability is \$16,567,623, leaving the pension 90% funded. By 2027, it is expected that the pension would be 83% funded. The current amount of OPEB liability is \$35,521,000 and such liability is expected to increase to \$51,500,000 in the next 20 years. With the new agreement, increases in employee and City contributions to the Police Fire Retirement Plan and several changes in the Plan will have the Plan fully funded immediately and keep it at funding levels from 96% to 101% over the next 20 years.

Overall, this would not produce a significant financial impact to the City, as the anticipated tax revenues are \$1,324,892.80 in excess of the budgeted FY 2014 tax revenues.



City of Annapolis
Financial Advisory Commission
Referral Action Report

Date: October 24, 2013

To: Jessica Cowles,
City of Annapolis Office of Law,
Legislative and Policy Analyst

The Financial Advisory Commission has reviewed the pending collective bargaining agreement for all four City employee unions proposed for ratification by the City Council on October 28, 2013, and has taken the following action:

Favorable

Favorable with amendments

Unfavorable

No Action

Other

Comments:

Recommend ratification. See accompanying October 24, 2013, letter with the Commission's explanation and rationale for support.

Meeting Date: 10/17/13

Signature of Chair: *Frederick C. Sussman*

CITY OF ANNAPOLIS FINANCIAL ADVISORY COMMISSION
c/o Frederick C. Sussman, Esq., Chair
P.O. Box 2289
Annapolis, Maryland 21404-2289
(410) 268-6600
fsussman@cbknlaw.com

October 24, 2013

BY E-MAIL AND HAND DELIVERY

Mayor and City Council of the City of Annapolis
160 Duke of Gloucester Street
Annapolis, Maryland 21401

Re: Report and Recommendations Regarding:
Collective Bargaining Agreements with All City Unions

Dear Mayor Cohen and Members of the City Council:

I am writing to you on behalf of the City of Annapolis Financial Advisory Commission (FAC) to offer our observations and recommendations regarding the tentative agreements before the Council for adoption on October 28, 2013. Section 2.48.110 of the City Code charges the FAC to “review collective bargaining agreements prior to execution.” Our analysis and recommendations follow.

Pension and OPEB Task Force and Negotiations Process:

The Collective Bargaining Agreements (CBA) reached with all four of the unions representing City employees in 2012 provided for the creation of a Pension and OPEB Task Force comprised of City management representatives, two members of the City Council, Aldermen Ross Arnett and Sheila Finlayson, as well as a FAC representative and representatives of the four unions (AFSCME Locals 3162 and 3406, UFCW Local 400 and the IAFF Local 1926). The charge to the Task Force was to explore solutions to the underfunding of the police and fire pension plan and the unfunded liability of citywide OPEB. The Task Force began meeting in August, 2012. The FAC representative, Lee Finney, made regular reports to the FAC as the Task Force members educated themselves on the details of pension funding and plan redesign options together with retiree health care options. One of the potential solutions explored, pension obligation bonds, was vigorously opposed by the FAC as exchanging a soft debt for a hard debt that would certainly require additional tax increases to fund with an uncertain outcome. The use of pension obligation bonds was subsequently discarded by the Task Force as not a viable option.

The FAC representative suggested several times that the group consider plan re-design in the form of either replacing the existing pension with a defined contribution pension plan or a mixed defined benefit and defined contribution plan. The union members of the Task Force consistently saw a defined contribution plan as a non-starter and the City's actuary demonstrated the significant initial costs of paying off the legacy costs of the existing defined benefit plan if it were to be replaced with a defined contribution plan. As the Task Force continued to meet with few attractive options before it as the time to begin regular union contract negotiations approached, City management proposed that the Task Force be maintained and become the bargaining committees to conduct contract negotiations by using the Interest Based Bargaining (IBB) process with a professional facilitator. The four unions agreed to this process and settled on the use of a Federal Mediation and Conciliation Service mediator who trained the parties in the IBB process and acted as facilitator for all subsequent sessions until the federal government shutdown when the group facilitated itself. Approximately twenty-five (25) meetings were held for the Task Force and the IBB negotiations. The FAC representative was a party to most of these meetings as a member of the City bargaining team.

The IBB process was intended to provide a way for all the parties to have open and frank discussions as they explored each party's issues and brainstormed potential solutions without using the traditional bargaining format of specific proposal exchange. Throughout the Task Force meetings and the IBB phase, a number of outside experts and consultants provided input such as detailed actuarial models for a variety of options to modify the existing pension and OPEB arrangements in terms of both plan design and funding mechanisms. Options were evaluated by agreed-upon objective criteria. Many variations were considered and discarded as the parties looked for cost effective ways to meet both the short term needs of the unions for wage increases after several years of no increases and furloughs, and the City's needs regarding the long term ongoing problems of unfunded and underfunded liabilities. The IBB process was enhanced by the regular participation of the two alderpersons, the City Manager, the Police and Fire Chiefs, the FAC representative and the Finance Director, and frequent participation by the City's actuaries and health care consultants. By the conclusion of the 14 month process all participants had a thorough understanding of the issues and the consequences of various options and the specific projected costs for each component. Such a thorough process led to a comprehensive four-year agreement with a number of specific elements designed to address one or more issues. In the past the FAC has recommended that the City seek longer term collective bargaining agreements than the one-year agreements that had been the practice for many years.

Proposed Collective Bargaining Agreements:

Specific provisions of the Agreements that are notable are:

- Police-Fire Retirement Plan Changes – both the employees and the City will increase contributions each year until the City contribution is 18% and the employee contribution is 8% by July 1, 2016. Combined with the change to a fixed 2% annual COLA for all

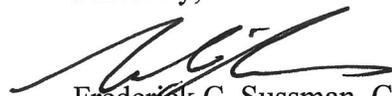
the existing pension plans (Old Plan, Old Plan Revised, New Plan, New Plan Revised), the actuarial model shows that the pension funding will be stabilized and the trend to an increasing unfunded liability will be halted. This represents a major achievement. The pension plan will be codified into a Plan Document incorporated by reference into the City Code so as to prevent any future unfunded City contributions as has occurred in the past.

- A Deferred Retirement Option Program (DROP) was sought by the police and fire unions as a benefit for those members who retire but desire to defer the receipt of their retirement benefit while continuing to work for the City. The parties have committed to a cost neutral DROP that will be actuarially reviewed every three years and, at any point that it no longer operates as cost neutral to the City, the parties will meet and confer to consider alternatives. This benefit makes the City police and fire departments more competitive because Anne Arundel County has such a DROP. So long as the DROP remains cost neutral in both design and application, there should be no downside for the City.
- Other Post-Employment Benefits (OPEB) were addressed in several ways. An OPEB Trust will be established. This will be funded through an annual 3% contribution by police and fire personnel, the City contributing 2% of payroll annually, and existing employees having the equivalent of 1% of payroll contributed through health plan design changes and new employees having a payroll deduction of 1% annually into the OPEB Trust. Until the OPEB Trust is sufficiently funded to begin covering the annual payout costs, the City will continue to pay OPEB on a “pay-go” basis. This arrangement addresses the process for funding the large OPEB unfunded liability and represents a step in the right direction. For the AFSCME employees who do not derive much benefit from the existing OPEB plan because they tend to retire at 62 or 65 unlike police and fire employees who retire younger, the solution agreed upon is the creation of a Voluntary Employee Beneficiary Association (VEBA). The current OPEB plan ends all payouts to retirees when they become eligible for Medicare. The VEBA establishes a defined contribution plan funded by contributions from the City and the employee at the level equivalent to the OPEB plan but allows the employee to use the funds thus accumulated to pay medical costs not covered by Medicare for as long as the employee has funds in their VEBA account. This extends the life of a retiree health benefit that otherwise ends at age 65 while removing the OPEB liability for the City for all employees participating in the VEBA – a mutually beneficial outcome.
- In order to make some cost of living adjustments (COLAs) affordable for the City while maintaining competitive salaries, the COLA increases agreed upon are to be spread out over the first three years of the agreements with a 1% COLA effective July 1, 2013, 3% on January 1, 2014, 1% on July 1, 2014, 2% on January 1, 2015, 1% on July 1, 2015 and

2% on January 1, 2016. These adjustments were specifically designed to accommodate the City's cash flow needs and to use existing additional tax revenue for the FY 2014 without either raising taxes further or drawing down the current fund balance. Because the City will have one more year under the current triennial property tax assessment cycle, funding all of the elements of these agreements will require careful management of resources. However, by having a four-year agreement, the City should be better able to budget for what are now predictable rather than unpredictable costs. The parties will reopen talks on the subject of wages to consider utilizing the Employment Cost Index (ECI) as a basis for a COLA in FY 2017. The use of such a market-based index as a formula for COLAs would be an innovation that could benefit all parties if structured carefully.

Having reviewed the major provisions of these comprehensive agreements the FAC is satisfied that the important goal of establishing sustainable funding mechanisms for both of the large unfunded or underfunded liabilities the City has been carrying for several years has been met. In the future it may be feasible to move to a hybrid pension system that will combine the elements of a defined benefit and a defined contribution pension plan. The changes made by the proposed agreements are a step in the right direction towards containing and adequately funding pension and OPEB obligations. Longer term agreements provide an element of financial stability and predictability that has been missing. The FAC notes that the IBB process appears to have led to much better outcomes than were expected as the parties struggled with the challenges before them over the past year. The FAC recommends ratification of these collective bargaining agreements and commends the commitment by all parties to finding mutually acceptable solutions to difficult problems.

Sincerely,



Frederick C. Sussman, Chair

cc: Commission Members (By e-mail)
Michael Mallinoff, City Manager (By e-mail)
Bruce Miller, Finance Director (By e-mail)
Hilary Raftovich, Boards and Commissions Coordinator (By e-Mail)
Jessica Cowles, Legislative and Policy Analyst (By e-mail)

1 CITY COUNCIL OF THE
2 City of Annapolis

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4 Resolution No. R-39-13

5 Introduced by: Alderman Budge
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LEGISLATIVE HISTORY			
<i>Legislative referrals are subject to City Council action at the time of introduction and are reflected in the City Council's adopted minutes</i>			
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Economic Matters	12/9/13		

8
9 **A RESOLUTION** concerning

10 **Authorizing New Year's Eve Vendors in the Historic District**

11 **FOR** the purpose of authorizing A. L. Goodies General Store at 112 Main Street and Hard
12 Bean Coffee at 36 Market Space to sell non-alcoholic beverages, food and souvenirs
13 from the sidewalk in front of 112 Main Street and 36 Market Space during the City of
14 Annapolis' New Year's Eve celebration on December 31, 2013.

15
16 **WHEREAS,** Section 7.40.090 of the City Code authorizes the City Council to designate
17 certain days when peddlers, hawkers and itinerant merchants may sell
18 merchandise in the Historic District or a nonresidential area; and
19

20 **WHEREAS,** the City of Annapolis will host a New Year's Eve celebration on December 31,
21 2013 and A. L. Goodies General Store at 112 Main Street and Hard Bean
22 Coffee at 36 Market Space are seeking to sell non-alcoholic beverages, food
23 and souvenirs from the sidewalk in front of 112 Main Street and 36 Market
24 Space during the celebration.
25

26 **NOW THEREFORE, BE IT RESOLVED BY THE ANNAPOLIS CITY COUNCIL** that A. L.
27 Goodies General Store and Hard Bean Coffee are authorized to sell non-alcoholic beverages,
28 food and souvenirs from the sidewalk in front of 112 Main Street and 36 Market Space from the
29 hours of 11:00 a.m. on December 31, 2013 to 12:00 a.m. on January 1, 2014.
30

31 **AND, BE IT FURTHER RESOLVED BY THE ANNAPOLIS CITY COUNCIL** that A. L. Goodies
32 General Store and Hard Bean Coffee shall name the City of Annapolis and its Mayor, elected
33 officials, employees and agents as additional insureds on a policy of commercial general liability
34 insurance approved by the City of Annapolis, and shall deliver it to the City of Annapolis Law
35 Office with a Certificate of Insurance no later than December 17, 2013.
36

37 **AND, BE IT FURTHER RESOLVED BY THE ANNAPOLIS CITY COUNCIL** that A. L. Goodies
38 General Store and Hard Bean Coffee shall indemnify, defend and hold the City of Annapolis and

1 its Mayor, elected officials, employees and agents harmless from all liability resulting from
2 personal injury or property damage in any manner associated with any sales authorized by this
3 Resolution.

4
5 **AND, BE IT FURTHER RESOLVED BY THE ANNAPOLIS CITY COUNCIL** that A. L. Goodies
6 General Store and Hard Bean Coffee shall not place any items for sale, tables, materials,
7 equipment, or other such items at a distance greater than five (5) feet from the storefront at 112
8 Main Street.

9
10
11 **ADOPTED** this _____ day of _____, ____.

12 ATTEST: THE ANNAPOLIS CITY COUNCIL

BY

Regina C. Watkins-Eldridge, MMC, City Clerk Michael J. Pantelides, Mayor

13
14 **EXPLANATION**
15 CAPITAL LETTERS indicate matter added to existing law.
16 [brackets] indicate matter stricken from existing law.
17 Underlining indicates amendments.

Staff Report

R-39-13

Authorizing New Year's Eve Vendors in the Historic District

The proposed resolution would authorize A. L. Goodies General Store at 112 Main Street and Hard Bean Coffee at 36 Market Space to sell non-alcoholic beverages, food and souvenirs from the sidewalk in front of 112 Main Street and 36 Market Space during the City of Annapolis' New Year's Eve celebration on December 31, 2013.

Prepared by Jessica Cowles, Legislative and Policy Analyst, in the Office of Law at JCCowles@annapolis.gov and 410-263-1184.

FISCAL IMPACT NOTE

Legislation No: R-39-13

First Reader Date: 12-9-13

Note Date: 12-11-13

Legislation Title: **Authorizing New Year's Eve Vendors in the Historic District**

Description: For the purpose of A. L. Goodies General Store at 112 Main Street and Hard Bean Coffee at 36 Market Space to sell non-alcoholic beverages, food and souvenirs from the sidewalk in front of 112 Main Street and 36 Market Space during the City of Annapolis' New Year's Eve celebration on December 31, 2013.

Analysis of Fiscal Impact: This legislation produces no significant fiscal impact.

1 CITY COUNCIL OF THE
2 City of Annapolis

3
4 Ordinance No. O-39-13

5 Introduced by: Alderwoman Finlayson, Alderman Arnett, Alderman Pfeiffer, and
6 Alderman Budge
7
8

LEGISLATIVE HISTORY			
<i>Legislative referrals are subject to City Council action at the time of introduction and are reflected in the City Council's adopted minutes</i>			
First Reading	Public Hearing	Fiscal Impact Note	90 Day Rule
12/9/13			3/10/14
Referred to	Referral Date	Meeting Date	Action Taken
Finance Committee	12/9/13		
Financial Advisory Commission	12/9/13		

9
10 **A ORDINANCE** concerning

11 **Appropriation of Property Tax Revenue Above Estimates to Fund a Cost of Living**
12 **Adjustment for All City of Annapolis Employees at a Rate of 1% Retroactive to July 1,**
13 **2013 and 3% Effective January 1, 2014 and Other Employee Benefits Including Pension**
14 **and Other Post Employment Benefits**

15 **FOR** the purpose of appropriating property tax revenue above estimates to fund a Cost of
16 Living Adjustment (COLA) for all City of Annapolis employees at a rate of 1% retroactive
17 to July 1, 2013 and 3% effective January 1, 2014 and other employee benefits including
18 pension and other post employment benefits (OPEB).

19
20 **WHEREAS,** the City of Annapolis' actual tax levy exceeded appropriated property tax
21 revenue estimates; and

22
23 **WHEREAS,** the City Council of the City of Annapolis ratified agreements with the City's
24 collective bargaining units on October 28, 2013 that provided for Cost of
25 Living Adjustments (COLAs) of 1% retroactive to July 1, 2013 and 3%
26 effective January 1, 2014; and

27
28 **WHEREAS,** the City of Annapolis and its employees have agreed to increase their
29 respective pension and OPEB contributions; and

30
31 **WHEREAS,** consistent with past practice, the City of Annapolis has approved the same
32 COLA percentage for all other employees not covered under the collective
33 bargaining agreements; and
34

1 **WHEREAS,** the City Council intends to appropriate the property tax revenue above
2 estimates to employee COLAs in the amount of 1% retroactive to July 1,
3 2013 and 3% effective January 1, 2014.

4
5 **NOW THEREFORE:**

6
7 **SECTION I: BE IT ESTABLISHED AND ORDAINED BY THE ANNAPOLIS CITY**
8 **COUNCIL** that the Fiscal Year 2014 operating budget is amended as follows:
9 increase property tax revenues and all departmental salaries and benefits expenses accordingly
10 by \$1,324,892.80 per the table, below.

	FY 2014
Fire	208,786.37
Police	213,647.90
Subtotal	422,434.27
AFSCME	224,676.92
Civil Service	300,892.00
Exempt	85,443.98
Subtotal	611,012.90
Contract	66,258.09
Temporary	5,314.60
Subtotal	71,572.70
Total Salaries	1,105,019.87
P&O Impact*	219,872.93
Total Budgetary Impact	1,324,892.80

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33 *P&O stands for Pension and Other Post Employment Benefits.

34
35 **SECTION II: AND BE IT FURTHER ESTABLISHED AND ORDAINED BY THE**
36 **ANNAPOLIS CITY COUNCIL** that this Ordinance shall take effect with respect to the 1%
37 COLA, retroactively to July 1, 2013; and with respect to the 3% COLA, on January 1, 2014.

38
39 **ADOPTED** this _____ day of _____, _____.

40
41
42
43
44
45
ATTEST:

THE ANNAPOLIS CITY COUNCIL

BY

Regina C. Watkins-Eldridge, MMC, City Clerk

Michael J. Pantelides, Mayor

1
2
3
4

EXPLANATION

CAPITAL LETTERS indicate matter added to existing law.
[brackets] indicate matter stricken from existing law.
Underlining indicates amendments.

Staff Report

Ordinance O-39-13

Appropriation of Property Tax Revenue Above Estimates to Fund a Cost of Living Adjustment for All City of Annapolis Employees at a Rate of 1% Retroactive to July 1, 2013 and 3% Effective January 1, 2014 and other Employee Benefits Including Pension and Other Post Employment Benefits

The proposed ordinance would appropriate \$1,324,892.80 in property tax revenue above the amount appropriated in the Fiscal year 2014 operating budget to fund a Cost of Living Adjustment (COLA) for all City of Annapolis employees at a rate of 1% retroactive to July 1, 2013 and 3% effective January 1, 2014 and other employee benefits including pension and other post employment benefits (OPEB).

The proposed ordinance is intended to help solve long-term financial obligations. The current amount of unfunded pension liability is \$16,567,623, leaving the pension 90% funded. By 2027, it is expected that the pension would be 83% funded. The current amount of OPEB liability is \$35,521,000 and such liability is expected to increase to \$51,500,000 in the next 20 years.

Interest-Based Bargaining (IBB) Process

Representatives from the City of Annapolis and its four union locals worked during the last half of 2012 to study the Police and Fire pension plan, Other Post Employment Benefits (OPEB) and Deferred Retirement Option Plan (DROP). Their efforts developed into the interest based bargaining (IBB) process that occurred in 2013. The IBB process involved the teams from the City, AFSCME Locals 3162 and 3406, IAFF Local 1926 and UFCW Local 400. The City team consisted of the City Manager, Human Resources Director, Finance Director, Police Chief, Fire Chief, two members of the City Council, a representative from the City Financial Advisory Commission and the chair of the Employee Feedback Committee representing the non-union City employees.

The IBB teams collaboratively addressed specific subjects of bargaining, such as wage and benefit issues. The purpose was to enter into a collective problem-solving process in which the participants shared information and ideas while exploring solutions to challenges they had jointly identified in greater depth. By focusing on shared mutual interests to those challenges, the representatives for each unit were more able to satisfy the other parties' interests as well as their own and come to agreement on solution(s).

IBB Goals and Objectives

The primary goals and objectives that were either determined prior to the first IBB meeting or were the outgrowth of collective problem solving are as follows:

1. Adequately fund the Police and Fire Retirement Plan and OPEB based on actuarial calculations.
2. Secure a four-year agreement for each bargaining unit in order to fully implement all of the agreed upon changes during a single contract period.
3. Phase in funding for retiree health over the four years of the agreements.
4. Create an OPEB trust.

5. Create a Voluntary Employee Beneficiary Trust (VEBA) for non-public safety employees in order to pre-fund their retiree healthcare and eliminate that portion of OPEB liability.
6. Establish wage increases that are consistent across all collective bargaining agreements that utilize the City's available cash flow over the four years of the agreements and are consistent with surrounding jurisdictions.
7. Create a three-year DROP for Police and Fire that is cost neutral
8. Make appropriate health plan changes to cover employee costs towards funding of OPEB and VEBA.
9. Move to a Consumer Price Index model of COLA which is linked to employee performance.

IBB Results

1. Agreed upon phased in increases in employee and City contributions to the Police Fire Retirement Plan and several changes in the Plan which will have the Plan fully funded immediately and keep it at funding levels from 96% to 101% over the next 20 years.
2. Achieved a four-year agreement with all four bargaining units which allows for the full implementation of all aspects of the agreement.
3. Established retiree health funding rates of 3% for each of the four years of the agreements, which will enable the City to switch from PAYGO funding of retiree healthcare to paying from the OPEB Trust in 20 years.
4. Successfully created an OPEB trust for Public Safety employees and some current general employees in which the City will contribute 2% of total payroll annually and the employees will contribute an additional 1% through either savings via health plan redesign or new employee contributions of 1%.
5. Created a VEBA for all new non-public safety employees and for current employees who choose to enroll. These employees and Public Safety employees may also fund a VEBA through donations of annual leave in excess of a predefined limit. These employees will have their retiree healthcare pre-funded and will not be part of the City's future OPEB liability.
6. Wage increases from FY14 through FY16 will total 10% with a re-opener in the fourth year. The funding requirements work with the City's cash flow requirements.
7. A cost neutral DROP was created for Police and Fire that requires three years of participation.
8. IBB representatives chose health plan design changes that provided around \$375,000 in savings to cover current employees' 1 % contribution to OPEB or VEBA.
9. The re-opener for the fourth year will consider moving to a system tying COLAs to the Employment Cost Index (ECI) and linking such increases to an individual employee's performance.

Prepared by Paul Rensted, Human Resources Director, at PMRensted@annapolis.gov and 410-263-7998 and Bruce Miller, Finance Director, at BTMiller@annapolis.gov and 410-263-7952.

FISCAL IMPACT NOTE

Legislation No: O-39-13

First Reader Date: 12-9-13

Note Date: 12-11-13

Legislation Title: Appropriation of Property Tax Revenue Above Estimates to Fund a Cost of Living Adjustment for All City of Annapolis Employees at a Rate of 1% Retroactive to July 1, 2013 and 3% Effective January 1, 2014 and Other Employee Benefits Including Pension and Other Post Employment Benefits

Description: For the purpose of appropriating property tax revenue above estimates to fund a Cost of Living Adjustment (COLA) for all City of Annapolis employees at a rate of 1% retroactive to July 1, 2013 and 3% effective January 1, 2014 and other employee benefits including pension and other post employment benefits (OPEB).

Analysis of Fiscal Impact: This legislation would result in the appropriation of \$1,324,892.80 in property tax revenue above the amount appropriated in the Fiscal year 2014 operating budget to fund a Cost of Living Adjustment (COLA) for all City of Annapolis employees at a rate of 1% retroactive to July 1, 2013 and 3% effective January 1, 2014 and other employee benefits including pension and other post employment benefits (OPEB).

	FY 2014
Fire	208,786.37
Police	213,647.90
Subtotal	422,434.27
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Contract	66,258.09
Temporary	5,314.60
Subtotal	71,572.70
Total Salaries	1,105,019.87
P&O Impact*	219,872.93
Total Budgetary Impact	1,324,892.80

As shown in the chart above, the total COLA in FY 2014 for Police and Fire is \$422,434.27; \$611,012.90 for AFSCME, Civil Service and Exempt employees; and \$71,572.70 for contract and temporary staff.

This legislation was also intended to decrease the Pension and OPEB liability by increasing the funded ratio. An additional \$219,872.93 will be appropriated in FY 2014. The current amount of unfunded pension liability is \$16,567,623, leaving the pension 90% funded. By 2027, it is expected that the pension would be 83% funded. The current amount of OPEB liability is \$35,521,000 and such liability is expected to increase to \$51,500,000 in the next 20 years. With the new agreement, increases in employee and City contributions to the Police Fire Retirement Plan and several changes in the Plan will have the Plan fully funded immediately and keep it at funding levels from 96% to 101% over the next 20 years.

Overall, this would not produce a significant financial impact to the City, as the anticipated tax revenues are \$1,324,892.80 in excess of the budgeted FY 2014 tax revenues.



City of Annapolis
Financial Advisory Commission
Referral Action Report

Date: October 24, 2013

To: Jessica Cowles,
City of Annapolis Office of Law,
Legislative and Policy Analyst

The Financial Advisory Commission has reviewed the pending collective bargaining agreement for all four City employee unions proposed for ratification by the City Council on October 28, 2013, and has taken the following action:

Favorable

Favorable with amendments

Unfavorable

No Action

Other

Comments:

Recommend ratification. See accompanying October 24, 2013, letter with the Commission's explanation and rationale for support.

Meeting Date: 10/17/13

Signature of Chair: *Frederick C. Sussman*

CITY OF ANNAPOLIS FINANCIAL ADVISORY COMMISSION
c/o Frederick C. Sussman, Esq., Chair
P.O. Box 2289
Annapolis, Maryland 21404-2289
(410) 268-6600
fsussman@cbknlaw.com

October 24, 2013

BY E-MAIL AND HAND DELIVERY

Mayor and City Council of the City of Annapolis
160 Duke of Gloucester Street
Annapolis, Maryland 21401

Re: Report and Recommendations Regarding:
Collective Bargaining Agreements with All City Unions

Dear Mayor Cohen and Members of the City Council:

I am writing to you on behalf of the City of Annapolis Financial Advisory Commission (FAC) to offer our observations and recommendations regarding the tentative agreements before the Council for adoption on October 28, 2013. Section 2.48.110 of the City Code charges the FAC to “review collective bargaining agreements prior to execution.” Our analysis and recommendations follow.

Pension and OPEB Task Force and Negotiations Process:

The Collective Bargaining Agreements (CBA) reached with all four of the unions representing City employees in 2012 provided for the creation of a Pension and OPEB Task Force comprised of City management representatives, two members of the City Council, Aldermen Ross Arnett and Sheila Finlayson, as well as a FAC representative and representatives of the four unions (AFSCME Locals 3162 and 3406, UFCW Local 400 and the IAFF Local 1926). The charge to the Task Force was to explore solutions to the underfunding of the police and fire pension plan and the unfunded liability of citywide OPEB. The Task Force began meeting in August, 2012. The FAC representative, Lee Finney, made regular reports to the FAC as the Task Force members educated themselves on the details of pension funding and plan redesign options together with retiree health care options. One of the potential solutions explored, pension obligation bonds, was vigorously opposed by the FAC as exchanging a soft debt for a hard debt that would certainly require additional tax increases to fund with an uncertain outcome. The use of pension obligation bonds was subsequently discarded by the Task Force as not a viable option.

The FAC representative suggested several times that the group consider plan re-design in the form of either replacing the existing pension with a defined contribution pension plan or a mixed defined benefit and defined contribution plan. The union members of the Task Force consistently saw a defined contribution plan as a non-starter and the City's actuary demonstrated the significant initial costs of paying off the legacy costs of the existing defined benefit plan if it were to be replaced with a defined contribution plan. As the Task Force continued to meet with few attractive options before it as the time to begin regular union contract negotiations approached, City management proposed that the Task Force be maintained and become the bargaining committees to conduct contract negotiations by using the Interest Based Bargaining (IBB) process with a professional facilitator. The four unions agreed to this process and settled on the use of a Federal Mediation and Conciliation Service mediator who trained the parties in the IBB process and acted as facilitator for all subsequent sessions until the federal government shutdown when the group facilitated itself. Approximately twenty-five (25) meetings were held for the Task Force and the IBB negotiations. The FAC representative was a party to most of these meetings as a member of the City bargaining team.

The IBB process was intended to provide a way for all the parties to have open and frank discussions as they explored each party's issues and brainstormed potential solutions without using the traditional bargaining format of specific proposal exchange. Throughout the Task Force meetings and the IBB phase, a number of outside experts and consultants provided input such as detailed actuarial models for a variety of options to modify the existing pension and OPEB arrangements in terms of both plan design and funding mechanisms. Options were evaluated by agreed-upon objective criteria. Many variations were considered and discarded as the parties looked for cost effective ways to meet both the short term needs of the unions for wage increases after several years of no increases and furloughs, and the City's needs regarding the long term ongoing problems of unfunded and underfunded liabilities. The IBB process was enhanced by the regular participation of the two alderpersons, the City Manager, the Police and Fire Chiefs, the FAC representative and the Finance Director, and frequent participation by the City's actuaries and health care consultants. By the conclusion of the 14 month process all participants had a thorough understanding of the issues and the consequences of various options and the specific projected costs for each component. Such a thorough process led to a comprehensive four-year agreement with a number of specific elements designed to address one or more issues. In the past the FAC has recommended that the City seek longer term collective bargaining agreements than the one-year agreements that had been the practice for many years.

Proposed Collective Bargaining Agreements:

Specific provisions of the Agreements that are notable are:

- Police-Fire Retirement Plan Changes – both the employees and the City will increase contributions each year until the City contribution is 18% and the employee contribution is 8% by July 1, 2016. Combined with the change to a fixed 2% annual COLA for all

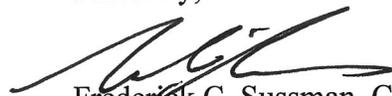
the existing pension plans (Old Plan, Old Plan Revised, New Plan, New Plan Revised), the actuarial model shows that the pension funding will be stabilized and the trend to an increasing unfunded liability will be halted. This represents a major achievement. The pension plan will be codified into a Plan Document incorporated by reference into the City Code so as to prevent any future unfunded City contributions as has occurred in the past.

- A Deferred Retirement Option Program (DROP) was sought by the police and fire unions as a benefit for those members who retire but desire to defer the receipt of their retirement benefit while continuing to work for the City. The parties have committed to a cost neutral DROP that will be actuarially reviewed every three years and, at any point that it no longer operates as cost neutral to the City, the parties will meet and confer to consider alternatives. This benefit makes the City police and fire departments more competitive because Anne Arundel County has such a DROP. So long as the DROP remains cost neutral in both design and application, there should be no downside for the City.
- Other Post-Employment Benefits (OPEB) were addressed in several ways. An OPEB Trust will be established. This will be funded through an annual 3% contribution by police and fire personnel, the City contributing 2% of payroll annually, and existing employees having the equivalent of 1% of payroll contributed through health plan design changes and new employees having a payroll deduction of 1% annually into the OPEB Trust. Until the OPEB Trust is sufficiently funded to begin covering the annual payout costs, the City will continue to pay OPEB on a “pay-go” basis. This arrangement addresses the process for funding the large OPEB unfunded liability and represents a step in the right direction. For the AFSCME employees who do not derive much benefit from the existing OPEB plan because they tend to retire at 62 or 65 unlike police and fire employees who retire younger, the solution agreed upon is the creation of a Voluntary Employee Beneficiary Association (VEBA). The current OPEB plan ends all payouts to retirees when they become eligible for Medicare. The VEBA establishes a defined contribution plan funded by contributions from the City and the employee at the level equivalent to the OPEB plan but allows the employee to use the funds thus accumulated to pay medical costs not covered by Medicare for as long as the employee has funds in their VEBA account. This extends the life of a retiree health benefit that otherwise ends at age 65 while removing the OPEB liability for the City for all employees participating in the VEBA – a mutually beneficial outcome.
- In order to make some cost of living adjustments (COLAs) affordable for the City while maintaining competitive salaries, the COLA increases agreed upon are to be spread out over the first three years of the agreements with a 1% COLA effective July 1, 2013, 3% on January 1, 2014, 1% on July 1, 2014, 2% on January 1, 2015, 1% on July 1, 2015 and

2% on January 1, 2016. These adjustments were specifically designed to accommodate the City's cash flow needs and to use existing additional tax revenue for the FY 2014 without either raising taxes further or drawing down the current fund balance. Because the City will have one more year under the current triennial property tax assessment cycle, funding all of the elements of these agreements will require careful management of resources. However, by having a four-year agreement, the City should be better able to budget for what are now predictable rather than unpredictable costs. The parties will reopen talks on the subject of wages to consider utilizing the Employment Cost Index (ECI) as a basis for a COLA in FY 2017. The use of such a market-based index as a formula for COLAs would be an innovation that could benefit all parties if structured carefully.

Having reviewed the major provisions of these comprehensive agreements the FAC is satisfied that the important goal of establishing sustainable funding mechanisms for both of the large unfunded or underfunded liabilities the City has been carrying for several years has been met. In the future it may be feasible to move to a hybrid pension system that will combine the elements of a defined benefit and a defined contribution pension plan. The changes made by the proposed agreements are a step in the right direction towards containing and adequately funding pension and OPEB obligations. Longer term agreements provide an element of financial stability and predictability that has been missing. The FAC notes that the IBB process appears to have led to much better outcomes than were expected as the parties struggled with the challenges before them over the past year. The FAC recommends ratification of these collective bargaining agreements and commends the commitment by all parties to finding mutually acceptable solutions to difficult problems.

Sincerely,



Frederick C. Sussman, Chair

cc: Commission Members (By e-mail)
Michael Mallinoff, City Manager (By e-mail)
Bruce Miller, Finance Director (By e-mail)
Hilary Raftovich, Boards and Commissions Coordinator (By e-Mail)
Jessica Cowles, Legislative and Policy Analyst (By e-mail)

1 CITY COUNCIL OF THE
2 **City of Annapolis**

3
4 Resolution No. R-39-13

5 Introduced by: Alderman Budge
6
7

LEGISLATIVE HISTORY			
<i>Legislative referrals are subject to City Council action at the time of introduction and are reflected in the City Council's adopted minutes</i>			
First Reading	Public Hearing	Fiscal Impact Note	90 Day Rule
Referred to	Referral Date	Meeting Date	Action Taken
12/9/13			3/10/14
Economic Matters	12/9/13		

8
9 **A RESOLUTION** concerning

10 **Authorizing New Year's Eve Vendors in the Historic District**

11 **FOR** the purpose of authorizing A. L. Goodies General Store at 112 Main Street and Hard
12 Bean Coffee at 36 Market Space to sell non-alcoholic beverages, food and souvenirs
13 from the sidewalk in front of 112 Main Street and 36 Market Space during the City of
14 Annapolis' New Year's Eve celebration on December 31, 2013.

15
16 **WHEREAS,** Section 7.40.090 of the City Code authorizes the City Council to designate
17 certain days when peddlers, hawkers and itinerant merchants may sell
18 merchandise in the Historic District or a nonresidential area; and
19

20 **WHEREAS,** the City of Annapolis will host a New Year's Eve celebration on December 31,
21 2013 and A. L. Goodies General Store at 112 Main Street and Hard Bean
22 Coffee at 36 Market Space are seeking to sell non-alcoholic beverages, food
23 and souvenirs from the sidewalk in front of 112 Main Street and 36 Market
24 Space during the celebration.
25

26 **NOW THEREFORE, BE IT RESOLVED BY THE ANNAPOLIS CITY COUNCIL** that A. L.
27 Goodies General Store and Hard Bean Coffee are authorized to sell non-alcoholic beverages,
28 food and souvenirs from the sidewalk in front of 112 Main Street and 36 Market Space from the
29 hours of 11:00 a.m. on December 31, 2013 to 12:00 a.m. on January 1, 2014.
30

31 **AND, BE IT FURTHER RESOLVED BY THE ANNAPOLIS CITY COUNCIL** that A. L. Goodies
32 General Store and Hard Bean Coffee shall name the City of Annapolis and its Mayor, elected
33 officials, employees and agents as additional insureds on a policy of commercial general liability
34 insurance approved by the City of Annapolis, and shall deliver it to the City of Annapolis Law
35 Office with a Certificate of Insurance no later than December 17, 2013.
36

37 **AND, BE IT FURTHER RESOLVED BY THE ANNAPOLIS CITY COUNCIL** that A. L. Goodies
38 General Store and Hard Bean Coffee shall indemnify, defend and hold the City of Annapolis and

1 its Mayor, elected officials, employees and agents harmless from all liability resulting from
2 personal injury or property damage in any manner associated with any sales authorized by this
3 Resolution.

4
5 **AND, BE IT FURTHER RESOLVED BY THE ANNAPOLIS CITY COUNCIL** that A. L. Goodies
6 General Store and Hard Bean Coffee shall not place any items for sale, tables, materials,
7 equipment, or other such items at a distance greater than five (5) feet from the storefront at 112
8 Main Street.

9
10
11 **ADOPTED** this _____ day of _____, ____.

12 ATTEST: THE ANNAPOLIS CITY COUNCIL

BY

Regina C. Watkins-Eldridge, MMC, City Clerk Michael J. Pantelides, Mayor

13
14 **EXPLANATION**
15 CAPITAL LETTERS indicate matter added to existing law.
16 [brackets] indicate matter stricken from existing law.
17 Underlining indicates amendments.

Staff Report

R-39-13

Authorizing New Year's Eve Vendors in the Historic District

The proposed resolution would authorize A. L. Goodies General Store at 112 Main Street and Hard Bean Coffee at 36 Market Space to sell non-alcoholic beverages, food and souvenirs from the sidewalk in front of 112 Main Street and 36 Market Space during the City of Annapolis' New Year's Eve celebration on December 31, 2013.

Prepared by Jessica Cowles, Legislative and Policy Analyst, in the Office of Law at JCCowles@annapolis.gov and 410-263-1184.

FISCAL IMPACT NOTE

Legislation No: R-39-13

First Reader Date: 12-9-13

Note Date: 12-11-13

Legislation Title: **Authorizing New Year's Eve Vendors in the Historic District**

Description: For the purpose of A. L. Goodies General Store at 112 Main Street and Hard Bean Coffee at 36 Market Space to sell non-alcoholic beverages, food and souvenirs from the sidewalk in front of 112 Main Street and 36 Market Space during the City of Annapolis' New Year's Eve celebration on December 31, 2013.

Analysis of Fiscal Impact: This legislation produces no significant fiscal impact.

**CITY COUNCIL OF THE
City of Annapolis**

Resolution No. R-41-13

Introduced by: Mayor Pantelides, Alderman Budge, Alderman Paone, and Alderwoman Pindell Charles

LEGISLATIVE HISTORY			
<i>Legislative referrals are subject to City Council action at the time of introduction and are reflected in the City Council's adopted minutes</i>			
First Reading	Public Hearing	Fiscal Impact Note	90 Day Rule
12/16/13	N/A		3/17/13
Referred to	Referral Date	Meeting Date	Action Taken
Finance	12/16/13		
Transportation	12/16/13		
		Unanimous consent requested for both introduction and vote on 12/16/13	

A RESOLUTION concerning

Metered Parking Rate – FY 2014 Fee Schedule Revision

FOR the purpose of reducing the metered parking rate from \$2/hour to \$1/hour from January 1, 2014 through March 31, 2014 by amending the FY 2014 fee schedule.

WHEREAS, the months of January through March are during a period of historically lower demand for metered parking; and

WHEREAS, reducing the metered parking rate should help spur needed economic activity along the corridors with meter parking available.

NOW THEREFORE BE IT RESOLVED BY THE ANNAPOLIS CITY COUNCIL that metered parking rates are hereby reduced from \$2/hour to \$1/hour from January 1, 2014 through March 31, 2014 as per the revision of the FY 2014 fee schedule, below:

Section	Type of Fee	Amount of Fee FY 2014
12.24.020	Hourly rate per parking meter JANUARY 1, 2014 – MARCH 31, 2014	\$2.00 \$1.00

ADOPTED this _____ day of _____, _____.

ATTEST:

THE ANNAPOLIS CITY COUNCIL

BY

Regina C. Watkins-Eldridge, MMC, City Clerk

Michael J. Pantelides, Mayor

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EXPLANATION

CAPITAL LETTERS indicate matter added to existing law.

[brackets] indicate matter stricken from existing law.

Underlining indicates amendments.

Staff Report

Resolution R-41-13

Metered Parking Rate - FY 2014 Fee Schedule Revision

The proposed resolution would reduce the metered parking rate from \$2/hour to \$1/hour from January 1, 2014 through March 31, 2014, a period of historically lower demand for metered parking.

Prepared by Jessica Cowles, Legislative and Policy Analyst, in the City Attorney's Office at JCCowles@annapolis.gov or 410-263-1184.

FISCAL IMPACT NOTE

Legislation No: R-41-13

First Reader Date: 12/16/13

Note Date: 12/16/13

Legislation Title: *Metered Parking Rate – FY 2014 Fee Schedule Revision*

Description:

The purpose of this legislation is to reduce the metered parking rate from \$2/hour to \$1/hour from January 1, 2014 through March 31, 2014 by amending the FY 2014 fee schedule.

Fiscal Impact Analysis:

The City budgeted 1,604,000 for parking revenues for FY 2014. To date, the City has collected \$660,420 which equates to \$1,440,900 on a straight line annualized basis. Based on fiscal 2013 general ledger activity, the City received \$193,895 of revenue during the January, February and March time period, however, a portion of these revenues were payments received for reserved contractor parking permits. These rates were not increased to \$2 per hour and therefore are not part of the fiscal impact.

Based on current projections, it is anticipated that if this resolution is adopted, revenues will decrease by approximately \$135,000.

Options:

Based on the above revenue shortfall, there are several budgetary options that can be adopted to mitigate the budget impact. Action is necessitated because the Transportation Fund is subsidized by parking revenues and since parking revenues will decrease as a result of this Resolution, if adopted, then steps will be necessitated to bring the fund back into balance.

The following two options will necessitate Council approval.

- Transfer \$135,000 from the General Fund Contingency Reserve fund to the Transportation Fund. The Contingency Reserve appropriated \$400,000 for unforeseen and unexpected events. Although no transfers from the Contingency fund have been approved to date, current requests total approximately \$150,000.
- Decrease the Transportation budget by \$135,000 as the offset to the revenue shortfall.

The following will not necessitate Council approval.

- Increase parking garage revenue by increasing garage rates or reduce non-revenue hours to offset the revenue shortfall.



MEMORANDUM

DATE: December 16, 2013
TO: Annapolis City Council
FROM: Mayor Michael J. Pantelides *mjp*
RE: Confirmation of Exempt Level Appointment

Pursuant to City of Annapolis Code, Section 3.08.030(E), I am seeking confirmation by the City Council of my appointment to the following Exempt level position:

Timothy Murnane, Esq. –City Attorney - A20 /step 10, \$135,738.24/year

A copy of Mr. Murnane's biography is attached for your review and consideration.

Mr. Murnane is a graduate of University of Baltimore School of Law

Mr. Murnane will be present for confirmation at the City Council Session scheduled for Monday, December 16, 2013, at 7:00 pm.

Biography of Timothy D. Murnane

Timothy D. Murnane has been a general practitioner for more than 30 years. He has served as a public defender for Anne Arundel County for 11 years, instructed classes in business law and principles of real estate at Anne Arundel Community College for nearly 10 years, and has been the managing partner of the Law Office of Timothy D. Murnane, P.C., for almost 25 years.

Mr. Murnane specialized in trial work and more recently transitioning major International law departments for efficiency, corporate governance including the Foreign Corrupt Practices Act, UK Anti-Bribery Act, Due Diligence, Ethics, Conflict of Interest, Integrity Issues, and Social Media Policy.

Mr. Murnane has been actively engaged in transitioning Anne Arundel County governments having served as transition team chairman for Public Safety, studying the Anne Arundel County Police Department, the Anne Arundel County Fire Department, the Anne Arundel County Detention Center, the Anne Arundel County Emergency Management, and the Anne Arundel County Office of Law.

Mr. Murnane obtained his J.D. from the University of Baltimore School of Law and has been a member of the Maryland Bar since May 1, 1979.

Mr. Murnane currently resides in Annapolis and has had a home here for nearly 30 years. He has been married to his wife, Susan Neall Murnane, for 37 years.

City Attorney

Job Class Code: 2001

Pay Grade: 20

FLSA: Exempt

Updated: 3/05

GENERAL STATEMENT OF DUTIES: Performs professional and administrative legal work as the legal advisor for the City; does related work as required.

DISTINGUISHING FEATURES OF THE CLASS: Work involves responsibility for the direction of legal work of the City and for the planning and development of an adequate legal program in relation to municipal activities. The employee in this class is the legal advisor of the City's Mayor, City Council, department heads, boards, commissions and committees. Duties require the exercise of extensive independent judgment as the ultimate legal authority for the City. Supervision is exercised over employees. Work is performed in accordance with general policies of the Mayor and the accepted standards and practices of the legal profession.

EXAMPLES OF WORK: (Illustrative only)

- < Renders oral and written opinions to the City Council, Mayor, department heads, and other officials of the City government;
- < Attends Council meetings and conferences for the purpose of learning policies underlying official action and gives advice on legal implications involved, including advice as to alternative legal and administrative approaches to the solution of major City problems;
- < Keeps informed of proposed legislation for consideration by the City Council;
- < Draws contracts and agreements and passes on the legality of other contracts and agreements;
- < Represents the City in important civil actions; prepares pleadings, conducts legal research or represents the City at trials and in appeals;
- < Exercises general supervision over City Clerk's Office.

REQUIRED KNOWLEDGE, SKILLS AND ABILITIES: Thorough knowledge of City code and charter provisions of general City and State law, with particular reference to municipal legal provisions and of municipal law; extensive knowledge of established precedents and sources of legal reference; extensive knowledge of judicial procedure and rules of evidence; thorough knowledge of the organization, functions and legal limitations on the authority of the various City departments; ability to determine whether a legal or administrative approach will best resolve a City problem; ability to organize, interpret and apply legal principles and knowledge to complex legal problems; ability to supervise the preparation and trial of important cases and to present material clearly and logically in oral or written form; ability to meet and effectively deal with persons interested or involved in suits against the City; ability to plan and supervise the work of others.

ACCEPTABLE EXPERIENCE AND TRAINING: Considerable experience in the practice of municipal law and graduation from a recognized school of law; or any equivalent combination of experience and training which provides the required knowledge skills and abilities.

ADDITIONAL REQUIREMENTS: Must remain a member in good standing with the bar of the State of Maryland.

AMERICANS WITH DISABILITIES ACT:

Physical ability: strength and ability sufficient to present cases in court, examining and cross-examining witnesses, etc

Visual ability: sufficient to conduct research, prepare briefs and numerous other legal documents.

Hearing ability: sufficient to understand radio transmissions, conversation with other individuals both in person and over a telephone.

Speaking ability: sufficient to communicate effectively with other individuals in person, over a telephone, over a radio.

Freedom from mental disorders which would interfere with performance of duties as described.

3.08.030 Salary.

- A. 1. For purposes of setting annual salaries, the following positions in the exempt service are assigned grades in the City's pay plan as indicated:

Position	Grade
Executive Office Associate	A10
Recruitment/Employee Relations Administrator	A15
Communications Officer	A18
Deputy Fire Chief	F18
Human Resources Director	A20
Director of Transportation	A20
Director of Neighborhood and Environmental Programs	A20
Director of Recreation and Parks	A20
City Attorney	A20
Assistant City Attorney	A18
Director of Finance	A20
Director of Planning and zoning	A20
Human Services Officer and Ombudsman	A18
Community Relations Specialist	A12
Administrative Assistant	A8
Assistant City Manager	A14
Public Information Officer and Quartermaster	A12
Fire Chief	F20
Police Chief	P20
Police Major	P18
Police Captain	P17
Director of Public Works	A20

2. The salary of the Mayor for the term of office commencing on the first Monday in December, 2013, shall be an annual salary of ninety-eight thousand dollars and an entitlement to the benefits afforded to the City's exempt service employees.
3. The salary of each Alderman and Alderwoman for the term of office commencing on the first Monday in December, 2013, shall be an annual salary of thirteen thousand five hundred dollars. Each Alderman and Alderwoman shall be afforded an annual allowance of one thousand five hundred dollars for expenses related to executing the duties associated with their office; such expenses shall include the cost of cell phones, postage, correspondence, office supplies, and education and training. Aldermen and Alderwomen shall participate in the Maryland State Retirement and Pension System.
4. The salary of the City Manager shall be:
- i. Salary and Performance Reviews. A base salary for the City Manager ranging from one hundred twenty thousand dollars to one hundred eighty thousand dollars per year, with incremental increases based upon annual performance reviews conducted by the Mayor. The initial base salary shall be fixed within the provided range based upon the City Manager's education and employment experience. The annual performance review shall be based upon criteria

established in advance by the Mayor in consultation with the Director of Human Resources. The base salary and increments shall be subject to cost of living increases (COLAS) every two years, based upon COLAS awarded to other City exempt service employees during the two-year period. The City Manager's compensation shall be subject to reduction to the same extent as other City exempt service employees, including reductions based upon furloughs or similar actions.

- ii. Benefits. The City Manager is entitled to receive the same benefits as other City exempt service employees, such as inclusion in the City's health care and retirement plans, in which the City and the employee contribute in the same proportion as other City exempt service employees.
 - iii. Allowances. The City shall provide the City Manager with a City vehicle, or additional compensation to reimburse the use of a personally-owned vehicle.
 - iv. Severance Pay. Three months' severance pay of salary only for a City Manager who has been removed from the position without cause and no severance if the removal is for cause. Grounds for removal that constitute cause shall be 1) conviction of a felony or a crime of moral turpitude; or 2) malfeasance or misfeasance in office.
- B. Salary raises for the list of positions included in the table in Section 3.08.030 A.1.:
- 1. Shall be justified by either satisfactory or above satisfactory performance reviews by the Mayor and shall be entirely at the Mayor's discretion, with the exception of those positions listed in subsection (B)(2) of this section;
 - 2. Shall be at the discretion of the Department Director for the following positions:
 - i. Deputy Fire Chiefs,
 - ii. Police Captains,
 - iii. Police Major,
 - iv. Recruitment/Employee Relations Administrator,
 - v. Assistant City Attorney,
 - vi. Executive Office Associate,
 - vii. Communications Officer,
 - viii. Human Services Officer and Ombudsman,
 - ix. Community Relations Specialist,
 - x. Administrative Assistant,
 - xi. Assistant City Manager,
 - xii. Public Information Officer and Quartermaster.
 - 3. Shall not be awarded to an individual more frequently than once a year;
 - 4. Shall not be for an amount exceeding one pay step in the grade range for the position as set in subsection (A)(1) of this section;
 - 5. Shall not cause an individual's salary to exceed the maximum salary of the assigned grade.
- C. Longevity salary increases awarded to civil service employees shall not be a benefit of the exempt service.
- D. A City employee appointed to a position specified in subsection (A)(1) of this section shall be assigned to a salary in the new pay grade which is at a minimum five percent higher than the employee's salary prior to promotion or shall be assigned to the minimum of the new grade,

whichever is higher. In no case shall the new salary exceed the maximum salary of the new grade.

- E. For positions other than those specified in subsection (B)(2) of this section, the Mayor may make an initial appointment at a salary greater than the first step of the assigned grade. The appointment and initial salary is subject to confirmation by the City Council. For those positions specified in subsection (B)(2) of this section, appointments made by Department Director do not require City Council approval and initial appointments may be made at a salary greater than the first step of the assigned grade subject to the availability of funding.
- F. The Mayor shall report to the City Council on an annual basis the salaries of all positions listed in subsection A of this section, and all increases in salary awarded since the prior report.

(Ord. O-32-08 Revised § 1 (part), 2008; Ord. O-11-07 Revised § 1 (part), 2007; Ord. O-52-06 § 1, 2007; Ord. O-6-05 § 1 (part), 2005; Ord. O-17-01 § 1 (part): amended during supplement #7; Ord. O-46-97 § 1; Ord. O-25-97 § 1 (part); Ord. O-42-96 § 1; Ord. O-6-96 § 1; Ord. O-36-95 § 1; Ord. O-62-94 § 1 (part); Ord. O-24-91 § 1 (part); Ord. O-48-90 § 1 (part); Ord. O-7-90 § 1 (part); Ord. O-56-88 § 1; Ord. O-72-87 § 1 (part); Ord. O-19-87 § 1; prior code § 7-3.1(b), (c), (h), (i))

(Ord. No. O-12-10 Revised Amended, § 1, 7-12-2010; Ord. No. O-12-10 Revised Amended, § 1, 7-12-2010; Ord. No. O-10-12 Amended, § 1, 6-4-2012; Ord. No. O-1-13 Amended, § 1, 3-18-2013; Ord. No. O-10-13, § 1, 6-10-2013)

2.12.040 City Attorney.

- A. The City Attorney shall be appointed by the Mayor and confirmed by the council and shall meet the qualifications set forth in the Charter.
- B. The City Attorney shall have the following powers and duties:
 - 1. To perform legal services for the City;
 - 2. To perform advisory, documentary and drafting services for the City;
 - 3. To issue opinions upon questions affecting the interest of the City;
 - 4. To review and approve as to form and legal sufficiency each instrument to be executed on behalf of the City;
 - 5. To prepare and approve the title papers whenever the City purchases any real estate and no contract shall be made or money paid on account of the purchase of real property until the City Attorney certifies to the title of the property and legal sufficiency of the deeds or other instruments intended to convey the property to the City;
 - 6. To assist the Mayor, Aldermen and City Clerk in the preparation of legislation.

(Ord. O-54-98 § 1 (part))

Sec. 4. City attorney.

The office of the mayor shall include the general counsel for the city who shall be known as the city attorney. The city attorney shall be appointed on the basis of his/her knowledge of municipal law and administration, shall be a member in good standing of the Bar of Maryland, shall have been actively engaged in the practice of law in the state of Maryland for at least five (5) years, and shall not maintain a private practice except to the extent authorized by the city council.

(Added by Res. CA-8-98 § 1 (part))



Chartered 1708

Mike Pantelides, Mayor
160 Duke of Gloucester Street
Annapolis, MD 21401-2517
410-263-7997

December 12, 2013

To: Alderpersons, City of Annapolis

From: Mayor Mike Pantelides *MJP*

Re: Financial Advisory Commission reappointment

Pending your approval, I would like to reappoint Mr. Bob Burdon to the Financial Advisory Commission. Mr. Burdon has served on this board since 2010.

Bob Burdon
24 Old Sturbridge Rd
Arnold, MD 21012
(410) 757-9496
rburdon@aaacc.org

Mr. Burdon's term will expire on 12/13/2017. A copy of his resume is attached.

Thank You.

MJP/hrr

Reviewed by: <u>Finance Committee</u>	
<input type="checkbox"/> Favorable	<input type="checkbox"/> Unfavorable
_____	_____
Committee Chair	Date



Bob Burdon
- Biographical Information -
2013

Bob Burdon is the President & CEO of the Annapolis and Anne Arundel County Chamber of Commerce (AAACCC). He has served in that capacity since 1997. Mr. Burdon was instrumental in the merger of the Anne Arundel Trade Council and the Greater Annapolis Chamber of Commerce in 1999. The Annapolis and Anne Arundel County Chamber is a regional chamber of commerce serving businesses throughout Anne Arundel County and the City of Annapolis with over 600 members and growing.

Prior to his leadership role at the Chamber of Commerce, Mr. Burdon was President & Publisher of the Washington Business Journal and Baltimore Business Journal, where he successfully led an effort to expand small business news coverage in both publications. Mr. Burdon also published newspapers in Pennsylvania and Virginia where he successfully started a morning daily newspaper in Pennsylvania and several weekly newspapers in Virginia. He also was advertising director for Baltimore Magazine in the early to mid-1980s. Mr. Burdon started his publishing career with The Capital Gazette Newspapers in Annapolis, Maryland.

Bob Burdon writes a monthly business column for Capital Gazette Newspapers. He also has served as a weekly business news commentator for WBAL Television in Baltimore from 1992 to 1993. He recently was host of a "Business Beat" segment for Anne Arundel County with Comcast Cable Television and currently is a monthly radio guest on WNAV Radio.

During his tenure as President & CEO of the Annapolis and Anne Arundel County Chamber of Commerce, Mr. Burdon has served on many county and city taskforces and advisory committees addressing issues of importance to our region. Among those is service on two Anne Arundel County Public School Facility taskforces, three government budget taskforces (Anne Arundel County, City of Annapolis, and Anne Arundel County Public Schools), two Anne Arundel County Impact Fees taskforces, City of Annapolis Economic Affairs Commission, and the City of Annapolis Economic Development Advisory Committee. Mr. Burdon currently serves on the Financial Advisory Commission for the City of Annapolis, Board of Directors for the Annapolis Economic Development Corporation, and on the Transportation Task Force for Anne Arundel County.

Mr. Burdon has established the Annapolis and Anne Arundel County Chamber of Commerce as a consensus builder in the community that brings different perspectives together to identify areas of common agreement on the opportunities, challenges, and solutions that face Anne Arundel County and the City of Annapolis.

Mr. Burdon is a graduate of Old Dominion University with a Bachelors Degree in Political Science. His wife Kathy is a native of Anne Arundel County and grew up in Edgewater, Maryland. They have two children, Ken and Michele; Ken is married and working as a corporate attorney for a law firm in Boston, Massachusetts. Michele is married and working for the U.S. Department of State and assigned to the U.S. Mission to the United Nations in Geneva, Switzerland.



Chartered 1708

Mike Pantelides, Mayor
160 Duke of Gloucester Street
Annapolis, MD 21401-2517
410-263-7997

December 12, 2013

To: Alderpersons, City of Annapolis

From: Mayor Mike Pantelides *MJP*

Re: Financial Advisory Commission reappointment

Pending your approval, I would like to reappoint Mr. Ross Dierdorff to the Financial Advisory Commission. Mr. Dierdorff has served on this board since 2012.

Ross Dierdorff
228 Claude Street
Annapolis, Maryland 21401
443-994-0131
ross.dierdorff@gmail.com

Mr. Dierdorff's term will expire on 12/13/2017. A copy of his resume is attached.

Thank You.

MJP/hrr

Reviewed by: <u>Finance Committee</u>	
<input type="checkbox"/> Favorable	<input type="checkbox"/> Unfavorable
_____	_____
Committee Chair	Date

Professional Profile

Principal architect of data models and information processing technologies in support of supervisory activities, regulatory functions and academic research at the Federal Deposit Insurance Corporation.

- Deduce conceptual models of the operations and activities under review.
- Draw out and define core information needs.
- Model decision making under conditions of uncertainty.
- Organize and present ideas for ease of understanding and implementation.
- Data mining, pattern recognition, GIS, and Spatial Analysis expertise
- In-depth knowledge of cost – benefit theory and analysis
- Leadership in planning, strategizing and coordinating projects.
- Highly regarded as a mentor and teacher

Professional Experience with Resolutions and Receivership Activities

Federal Deposit Insurance Corporation, Washington, DC

Senior Financial Analyst, Research Division

October 1996 to present

- Designed and implemented Visual Acuity and Cluster Management software that took an existing research solution and developed contingent operational capability to determine deposit insurance and process claims at failing banks with millions of accounts (2008).
- Designed and constructed a prototype index to synchronize the regulatory identifiers of affiliated bank holding companies and financial institutions (RSSDID and Certificate Number) with market identifiers (stock symbols, CUSIP, and SEC TIK) at all levels of tiered relationships and cross ownership. In this manner, financial performance data of individual insured bank subsidiaries are linked in a meaningful way with market data that are responsive to consolidated operations of the highest holder (2006)
- Designed and developed a prototype model to calibrate "reasonableness" edits to flag or reject individual submissions of quarterly Call Report data that would otherwise materially distort the aggregate data (2005).

Federal Deposit Insurance Corporation, Washington DC

Senior Financial Analyst, Division of Compliance and Consumer Affairs

June 1995 to October 1996

- Augmented Community Reinvestment Act performance evaluation and

Fair Lending screening methods and metrics with geospatial analysis.

Senior Financial Analyst, Division of Resolutions

September 1992 to June 1995

- Designed and implemented the Risk Analysis and Value Estimation system that FDIC uses to take inventory of assets and liabilities at failing financial institutions, value the inventory and repackage it for prompt and least cost resolution.

Senior Case Manager, Priority Projects Section

April 1992 to September 1992

- Chaired the Resolution Trust Corporation's national task force for the termination of employee benefit plans at failed financial institutions.

Risk Management Analyst, Senior Case Manager, Division of FSLIC Operations

June 1989 to April 1992

- Analyzed and administered financial assistance agreements granted acquirers of failed savings and loan associations, and represented FDIC in complex negotiations to change the terms or terminate underperforming agreements.
- Prepared and presented business plans and oversaw the operations of individual receivership properties valued in excess of \$10,000,000. My portfolio included the country's largest apple orchard, several hotel and conference centers, golf course developments and high rise condominium conversion projects.

Federal Savings and Loan Insurance Corporation, New Orleans LA

Senior Property Manager, Office of Receivership Operations

January 1986 to June 1989

- Established and managed the property management division for receivership operations of the Federal Savings and Loan Insurance Corporation office in New Orleans; The real estate and loan foreclosure portfolio comprised approximately 1,000 parcels with an overall market value of \$500 million dollars.

Education

Tulane University, New Orleans, LA
Master of Business Administration
June, 1988

Tulane University, New Orleans, LA
Bachelor of Science, Mathematics and Philosophy
June, 1976

References

References are available upon request.



Chartered 1708

Mike Pantelides, Mayor
160 Duke of Gloucester Street
Annapolis, MD 21401-2517
410-263-7997

December 12, 2013

To: Alderpersons, City of Annapolis

From: Mayor Mike Pantelides *mjp*

Re: Financial Advisory Commission reappointment

Pending your approval, I would like to reappoint Mr. Frederick Sussman to the Financial Advisory Commission. Mr. Sussman has served on this board since 2010. Mr. Sussman is currently the Chair of this committee.

Frederick Sussman
1416 Catlyn Pl
Annapolis MD 21401
(410) 571-5611
FSussman@cbknlaw.com

Mr. Sussman's term will expire on 12/13/2017. A copy of his resume is attached.

Thank You.

MJP/hrr

Reviewed by: <u>Finance Committee</u>	
<u> </u> Favorable	<u> </u> Unfavorable
_____	_____
Committee Chair	Date

RESUME OF FREDERICK C. SUSSMAN

Frederick C. Sussman is a Director and Shareholder of the Annapolis law firm of Council, Baradel, Kosmerl & Nolan, P.A. Mr. Sussman received his B.A. degree from Tulane University in 1972 and his J.D. degree from Tulane University in 1974. Mr. Sussman was admitted to the Maryland Bar in December, 1974, and is admitted to practice in State and federal courts.

Mr. Sussman has an extensive background in representing public and private sector clients in numerous aspects of local government, land use, zoning, real estate, contract, employment and condominium, homeowner association and community organization law.

From 1975 to 1982 Mr. Sussman was an Assistant County Solicitor for Anne Arundel County. Between 1982 and 1986, Mr. Sussman served as the first full-time City Attorney for Annapolis. Mr. Sussman currently serves public sector clients as Town Attorney for the Town of La Plata, Town Attorney for the Town of Indian Head, City Attorney for the City of Seat Pleasant, Town Attorney for the Town of Riverdale Park, Town Attorney for the Town of Highland Beach, Town Attorney for the Town of Capitol Heights, special counsel to the City of Aberdeen, counsel to the Crofton Special Taxing District, General Counsel to the Maryland Municipal League, General Counsel to the Anne Arundel Economic Development Corporation, and counsel to Arundel Community Development Services, Inc. and Anne Arundel Workforce Development Corporation. Since 1986 Mr. Sussman also has served as an Anne Arundel County Temporary Zoning Hearing Officer, Town Attorney for the Town of Leonardtown, and special counsel to the Charles County Board of Appeals, the City of Greenbelt and the Towns of Charlestown, Perryville and Port Tobacco. Mr. Sussman currently serves as a member of the Maryland General Assembly's Code Revision Article Review Committee for the Local Government Article, and recently completed service as Chair of the City of Annapolis' Blue Ribbon Commission to Study City Finances. In 2005 Mr. Sussman served on the Anne Arundel County Public Schools Budget Task Force, where he was Chair of its Administration and Mid-level Administration Committee, and the City of Annapolis Code Revision Committee. Mr. Sussman also was the first Chairman of the City of Annapolis Ethics Commission, and has served as Chairman of the City of Annapolis 2001 Aldermanic Redistricting Committee and the Anne Arundel County Council 2001 and 2005 Salary Standard Commissions. Mr. Sussman has served by appointment of several Governors on several State Commissions studying matters affecting local government. Mr. Sussman has been in the private practice of law since 1986.

Mr. Sussman has presented numerous seminars for businesses, chambers of commerce and local governments throughout Maryland entitled "How to Avoid Employment Lawsuits", "How to Discharge Your Best Friend (and Avoid Liability)"; "Hiring Practices, Job Descriptions, EEO Requirements and ADA Compliance", and "Dealing With the Difficult Employee". Mr. Sussman has authored articles entitled "Employers Beware: EEOC Toughens ADA 'Reasonable Accommodation' Obligations for Employers"; "Telecommuting - A Boon or an Employer's Nightmare?"; "Tips for Dealing With the Difficult Employee (and Attempting to Avoid

Successful Lawsuits at the Same Time); "The Nuts and Bolts of the Municipal Annexation of Land in Maryland"; "Zoning Considerations in the Municipal Annexation of Land"; "The Municipal Attorney - A Vital Part of Your Municipal Government"; and "Local Government Lawyer - An Integral Part of the Process". He has spoken on many occasions about matters involving employment relations, local governments and condominiums, homeowners associations and other community organizations.

Mr. Sussman served two years as Past-Chair of the Annapolis and Anne Arundel County Chamber of Commerce, after serving as Chair in 2006 and 2007 and Vice Chair in 2004 and 2005. Mr. Sussman also served on the Chamber's Board of Directors, served as the Chamber's Secretary-Treasurer in 2003, and had served for many years as Chair of the Chamber's Government Relations Committee. Mr. Sussman also served as President of the Greater Annapolis Chamber of Commerce in 1989 and 1990 and was a member of that Chamber's Board of Directors for many years.

Mr. Sussman is a member of the American Bar Association, the Maryland State Bar Association (where he is a member and past-Chairman of the Section Council of its State and Local Government Section, and is a member of its Employment Law and Real Property Sections), the Anne Arundel County Bar Association, the Maryland Municipal Attorneys Association (of which he is a past-President and Secretary), the International Municipal Lawyers Association, the Community Associations Institute, Chesapeake Region Chapter, and the Society for Human Resources Management. Mr. Sussman also is a member of the Editorial Advisory Board of the Municipal Litigation Reporter, a monthly publication that provides up-to-date information on new case law and legislative developments around the country to attorneys who represent local governments.

Mr. Sussman resides in Annapolis with his wife of 37 years, Robin, and has two adult children.

co\fc\resumes\resume~4/19/10



Mike Pantelides, Mayor
160 Duke of Gloucester Street
Annapolis, MD 21401-2517
410-263-7997

Chartered 1708

December 12, 2013

To: Alderpersons, City of Annapolis

From: Mayor Mike Pantelides *MJP*

Re: Financial Advisory Commission reappointment

Pending your approval, I would like to reappoint Mr. Frank A. Brown to the Financial Advisory Commission. Mr. Brown has served on this board since 2012.

Frank A. Brown
414 Chesapeake Avenue
Annapolis, MD 21403
410-353-1497
fabrown5@comcast.net

Mr. Brown's term will expire on 12/13/2017. A copy of his resume is attached.

Thank You.

MJP/hrr

Reviewed by: <u>Finance Committee</u>	
<u> </u> Favorable	<u> </u> Unfavorable
_____	_____
Committee Chair	Date

FRANK A. BROWN
fabrown5@comcast.net

414 Chesapeake Avenue Annapolis, MD 21403 Cell: 410-353-1497

EXECUTIVE-LEVEL MANAGEMENT:
Credit Union and Financial Services Industry

Self-motivated financial executive with a result oriented and proven mentoring leadership style. Over 30 years of industry experience providing positive impact on corporate performance, and operations while maintaining strategic initiatives and exceeding expectations. Committed to developing a team environment in, which the staff can achieve higher levels of proficiency.

Highlights

- *Advanced Graduate Degree in Business Management*
- *Broad and proven experience in multiple areas of operations*
- *Career dedicated to the "not for profit, but for service" philosophy*
- *Consistent goal accomplishment*
- *Performance acknowledgements*
- *Ongoing commitment to professional and personal development*
- *Vast experience with computer software and hardware*
- *Possess successful managerial and leadership background that encompasses qualities indicative of highly motivated and product organizations.*
- *Directed complex financial processes that resulted in positive risk avoidance and significant savings to corporate costs.*
- *Past contributor to major organizations innovations including system conversions, new product development, equipment redeployment, core system configurations, as well as contract and pricing negotiations.*

CORE COMPETENCIES

Financial Operations • Business Development • Business Structuring • Project Management • Asset Liability Management
Strategic Planning • Budget Planning • Financial Analysis • Credit Risk Analysis • Rate Risk Analysis • Resource Allocation
Team Building • Relationship Management • Financial Services Marketing • Strategic Alliances Development • Consumer
Debt Management • Equity Leveraging • Process Efficiency & Development • Information Systems Design • Technological
Process Improvements • Systems and Networking Management • Data Integrity Management • Continuity & Disaster
Recovery Planning • Mentoring • Vendor & Proposal Development • Vendor Contract Negotiations

EDUCATION

Master of Business Administration, Management
University of Maryland University College, College Park, MD

Master of Science, Non-Profit Management
University of Maryland University College, College Park, MD
Capstone Class Team received 1st Place certificate in a Worldwide Business simulation

Bachelors of Science, Management Studies
University of Maryland University College, College Park, MD

Certified Credit Union Executive Designation
Credit Union National Association, Madison, Wisconsin

- Continued

PROFESSIONAL EXPERIENCE

WSSC Federal Credit Union; Laurel, MD • 2008 - Present
Vice President (COO)

Recruited to; progress member -staff - management relationships through the further development of staff competencies and skills, to improve upon the corporate image and brand, to focus the quality, consistency, depth of service, and utilization of the technological resources most advantageous to a modest sized credit union, to drive products and services in a direction that brings greater member value and maintains positive corporate growth, to develop new and enhance old strategic alliances with industry and vendor executives, examiners, analysts, and associates.

Key Accomplishments / Major Contributions:

- Expanded use of available technology to increase productivity and service efficiency.
- Completed a redesign of the marketing scheme including brochures, corporate attire, and Corporate Website.
- Increased employee morale through creating an open and contributory working environment.
- 2010 assumed duties as the Compliance Officer.
- In 2011-
 - Recommended a new loan program/promotion, which generated over \$1 million in new loans in four months.
 - Created the initial layouts and directed a complete redesign of the website.
 - Coordinated the implementation of the National Mortgage Licensing System.
- 2011 and 2012 Credit Union achieved CAMEL 1 rating

NASA Federal Credit Union; Upper Marlboro, MD • 1998 - 2007
Assistant Vice President-Collection

Coordinate the efforts of a seven to nine person staff in managing a +\$400 million loan portfolio to levels consist with corporate budgetary needs and strategic initiatives. Direct the efforts of a three person document management area for a period of two years. Corporate liaison to the credit union community for collection compliance matters. Created GAAP based guidelines for administering performing and non-performing loans. Direct all legal resolution including; foreclosure and civil relief options. Develop consumer lending compliance policies and procedures. Developing and implementing restructuring and workout plans for consumer loans. Provide; evaluation, training, and mentoring to staff.

Key Accomplishments / Major Contributions:

- Within the first six months of employment, achieved a 50% reduction in the delinquency ratio. (.96 to .43)
- Significantly reducing outstanding delinquency resulted in the credit union receiving its first CAMEL 1 rating.
- Two time recipient of the Chairman of the Board's Outstanding Employee Award.
- Implement employee training and incentive programs, which appreciably increased a positive moral as indicated by the long staff tenures, decrease in employee absenteeism, positive responses to balance score card surveys, increased interest by general staff in being assigned to the department, and having the staff receiving a proportionally higher rate of recognition awards.
- Contribute to the creation of a new Allowance for Loan and Lease Loss (ALLL) methodology through the analysis of historical data, current data and projections of market and account trends. Also, by dissecting a proprietary Odds Chart and creating a flow process with Microsoft Excel to calculate the results.

Educational Systems Federal CU; Greenbelt, MD • 1996 - 1998
Manager-Collection

Spearhead collection operations of this moderate sized credit union serving the educators and hospital staff of Prince George's County, Maryland. Perform proficient financial and industry analysis, serve an instrumental role in negotiations, and generate financial plans.

Key Accomplishments / Major Contributions:

- Devised a more accurate accounting methodology for delinquency calculation.
- Completed restructure and expansion of collection area inclusive of loan file management and auto title processing.
- Initiated new strategic alliances (internal and external) improving work processes.

FRANK A. BROWN
fabrown5@comcast.net

414 Chesapeake Avenue Annapolis, MD 21403 Cell: 410-353-1497

Congressional Federal Credit Union; Oakton, VA • 1982 - 1996
Department Manager

Rapidly promoted through roles of Teller, Accounting Assistant, Payroll Processor, IRA Administrator, Bookkeeper, Records Manager, Account Services Manager, Information Systems Manager, and Collection Manager. The rapid promotions were attributed to exceptional performance, demonstrated skills and qualities in the areas of creativity, leadership, cooperation and dedication.

Key Accomplishments / Major Contributions:

- Achieved an eleven month consecutive decline in delinquency during a declining loan market.
- Implemented the first peer to peer PC network.
- Prepared RFP for new Microfilm/Microfiche information storage and retrieval system. Completed the contract negotiation, installation, and process conversion.
- Created a database file to maintain a 2000+ source manual payroll system.

Career Note: Recognized by Collection Advisor Magazine as one of the "Top 50 Most Influential Collection Professionals" in 2006.

Business, Leadership, and Technical Training:

Credit Union National Association - Center for Executive Development

Financial Management School I & Strategic Planning	San Diego, California
Executive Edge	Durham, New Hampshire
Financial Counseling and Collections	Tempe, Arizona

Maryland and District of Columbia Credit Union Association

2008 - 11 Compliance Update & Asset Liability Management	Columbia, Maryland
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Fannie Mae

Housing Finance Institute	Washington, DC
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COMMUNITY INVOLEMENT

Mt. Zion United Methodist Church, Eastport - Member and Trustee Chairman
Brewer Hill Cemetery Association, Inc. - Treasurer
Rotary Club of Annapolis Evenings - Charter Member and Treasurer
African American Credit Union Coalition - Member

TECHNICAL SKILLS AND RESPONSIBILITIES

Software: Microsoft Office Suite (Word, Excel, Access, Outlook, etc), Microsoft Visio, Microsoft Project, Microsoft Office Publisher, Microsoft Expressions Web, Core! WordPerfect, Core! Quattro Pro, Adobe Acrobat Professional, Adobe Photoshop CS3, ACT, Web Page Construction, Marketing Plan Pro, and Business Plan Pro.

Core Systems: DataSafe (USERS, Inc.), Summit, Symitar, Apex Data System, Inc., and Collect Anywhere Collection software from Akcelerant.

System Administrator for: Equifax, Trans Union, Experian, E-Oscar, M and T Bank WEB Info Plus, Mid-Atlantic Corporate Credit Union Zephyr, and the National Mortgage Licensing System.



Chartered 1708

Mike Pantelides, Mayor
160 Duke of Gloucester Street
Annapolis, MD 21401-2517
410-263-7997

December 12, 2013

To: Alderpersons, City of Annapolis

From: Mayor Mike Pantelides *MJP*

Re: Financial Advisory Commission reappointment

Pending your approval, I would like to reappoint Ms. Faye B. Currie to the Financial Advisory Commission. Ms. Currie has served on this board since 2013.

Faye B. Currie
204 Victor Parkway Unit #C
Annapolis, MD 21403
410-570-4612
faecur@verizon.net

Ms. Currie's term will expire on 12/13/2017. A copy of her resume is attached.

Thank You.

MJP/hrr

Reviewed by: <u>Finance Committee</u>	
<input type="checkbox"/> Favorable	<input type="checkbox"/> Unfavorable
_____	_____
Committee Chair	Date

Faye B. Currie

204 Victor Parkway Unit #C
Annapolis, MD 21403
Phone: 410-570-4612 (cell)
Email: faecur@verizon.net

Professional Summary

Faye has over 25 years of senior level financial industry experience including new market development, strategic planning and branch operations. Throughout her career, Faye has demonstrated exceptional knowledge of business management practices, marketing plan implementation, effective sales generation efforts, and risk performance analysis. She possesses strong analytical and people skills and is excellent at fostering teamwork and empowering employees to the level of their accountability. Faye is very creative, gregarious, high energy, and detail oriented.

Work Experience

7/2007 to Present

CFG Community Bank

Vice Pres. /Branch Mgr.

- Established the bank's footprint in the Annapolis community
- Grew deposits from \$0 to \$53 million in 48 months
- Actively promote and represent the bank
- Exercise strong sales skills and created a successful sales culture

5/2004-7/2007

Suburban Federal Savings Bank

Corporate Headquarters Branch Manager

- Actively promoted new bank deposits through various sales strategies
- Created a strong customer service oriented environment
- Grew deposits and fostered a successful branch environment

4/2002-5/2004

Burns Associates, Inc.

Comptroller/Office Manager

- Managed Accounts Payable and Receivable
- Supervised the inside sales team
- Managed daily operations
- Balanced monthly statements and prepared accounting reports

8/1995-4/2002

Farmers Bank of Maryland/ First Virginia Bank

Branch Manager/Loan Officer/Home Equity Dept. Supervisor

- Reviewed, evaluated and approved secured and unsecured loans
- Designed and implemented marketing plans to increase deposit and loan growth
- Developed and executed outside business development plan soliciting perspective customers
- Trained employees in customer service skills and product knowledge



Chartered 1708

Mike Pantelides, Mayor
160 Duke of Gloucester Street
Annapolis, MD 21401-2517
410-263-7997

December 12, 2013

To: Alderpersons, City of Annapolis

From: Mayor Mike Pantelides *MJP*

Re: Financial Advisory Commission reappointment

Pending your approval, I would like to reappoint Ms. Lee Finney to the Financial Advisory Commission. Ms. Finney has served on this board since 2010. Ms. Finney Currently serves as Vice-Chair.

Lee Finney
717 Warren Drive
Annapolis, MD 21403
410-268-2680
leefinney@verizon.net

Ms. Finney's term will expire on 12/13/2017. A copy of her resume is attached.

Thank You.

MJP/hrr

Reviewed by: <u>Finance Committee</u>	
<input type="checkbox"/> Favorable	<input type="checkbox"/> Unfavorable
_____	_____
Committee Chair	Date

LEE FINNEY
717 Warren Drive
Annapolis, MD 21403
410-268-2680 (home)
443-569-9756 (cell)
leefinney@verizon.net

COMMUNITY SERVICE:

- 2011 - present** **Vice-Chair**, City of Annapolis Financial Advisory Commission
- 2012 – present** **President**, Board of Trustees, **Acting General Manager**, Annapolis Opera Company
- 2013** **Coordinator**, Coordinated Annapolis Democratic Campaign, City of Annapolis municipal election
- 2013** **Campaign Manager**, Ross Arnett for Alderman, City of Annapolis municipal election
- 2012 – 2013** **Annapolis Financial Advisory Commission Representative**, City of Annapolis Pension and OPEB Task Force and Interest Based Bargaining Management Team
- 2011 – 2012** **Vice-President**, Board of Trustees, Annapolis Opera Company
- 2010 - 2011** **Trustee**, Annapolis Opera Company
- 2011** **Commissioner**, City of Annapolis Re-Districting Commission
- 2010 –2013** **Vice-President**, District 30 Democratic Club, Annapolis, MD
- 2009 -2010** **Member**, Mayor’s Idea Team on Public Safety, Annapolis, MD
- 2009** **Campaign Manager**, Ross Arnett for Alderman, City of Annapolis municipal election
- 2008 –2010** **Commissioner**, City of Annapolis Blue Ribbon Commission on the City’s Finances.
- 2007 –2009** **Vice-President**, Eastport Civic Association, Annapolis, MD.
- 2007** **Board Member**, Anne Arundel County Conflict Resolution Center, Annapolis, MD.
- 2006 - 2010** **Board Member**, District 30 Democratic Club

- 2006 – 2007** **Campaign Manager**, Ross Arnett for Alderman, City of Annapolis municipal special election
- 2006 – 2010** **Researcher**, Wider Opportunities for Women, Inc., Washington, D.C.
- 1993 – 2005** **Trustee**, Teamsters Managed Trust Funds, Castro Valley, CA.
- 1989 – 1991** **Board Member**, Contra Costa County YWCA Board of Directors, Richmond, CA.
- 1987 – 1989** **Chair**, Contra Costa County Advisory Committee on the Employment and Economic Status of Women, Concord, CA
- 1984 – 1989** **Committee Member** appointed by County Board of Supervisors
- 1989** **Woman of the Year Award**, Todos Santos Business & Professional Women’s Club, Concord, CA
- 1989** **Women Who Have Made a Difference Award**, East Bay Chapter of the Coalition of Labor Union Women, Oakland, CA
- 1989** **Author**, *The First Steps to Identifying Sex and Race Based Inequities in a Workplace: A Guide to Achieving Pay Equity*; Institute of Industrial Relations, University of California, Berkeley, CA
- 1987 – 1989** **Executive Board Member**, Contra Costa County Central Labor Council, Martinez, CA
- 1986 – 1988** **Northern California Vice-President**, Service Employees International Union, Local 535
- 1986** **Golden Nike Award**, Emeryville Business & Professional Women’s Club, Emeryville, CA
- 1983 – 1988** **Chief Negotiator & Chief Steward**, Contra Costa Chapter, Service Employees International Union, Local 535. Researched and negotiated the first pay equity labor contract in any county in California in 1984
- 1984 – 1987** **Board President & Executive Director**, Comparable Worth Project, Inc., Oakland, CA
- 1976** **Community Service Award**, Vocare Foundation, Oakland, CA.

EMPLOYMENT HISTORY:

- 2005** **Retired**
- 1990 – 2005** **Labor Relations Consultant-Chief Negotiator**, IEDA, (Industrial Employers and Distributors Association, Inc.) Emeryville, CA. Chief Negotiator-Spokesperson representing employers in labor contract negotiations for primarily public agencies (cities, counties, and special districts) plus non-profit and private companies. Consultant on conflict resolution, employee training, health and pension funds, and human resources policies.
- 1989 – 1990** **Director of Staff Development**, Contra Costa County Social Services Department, Martinez, CA. Developed and implemented training programs, distributed training funds, supervised training staff. Created curriculum for the Children Services Training Unit.
- 1988 – 1989** **Pay Equity Analyst**, Contra County Personnel Department, Martinez, CA. Designed, planned and conducted pilot job evaluation study to implement pay equity for County employees.
- 1987 – 1988** **Social Work Supervisor II**, Contra Costa County Social Services Department, Antioch, CA. Triaged Children’s Protective Services referrals, supervised social workers and coordinated programs.
- 1987 – 1989** **Instructor**, California State University, Hayward, CA. Taught graduate courses in Law and Ethics for Psychotherapists and Child Abuse Assessment in the Masters in Counseling Program, Educational Psychology Department.
- 1987** **Social Work Supervisor I-Court Representative**, Contra Costa County Social Services Department, Richmond, CA. Represented social workers and the agency in Juvenile Court, consultant to Juvenile Court Referee.
- 1980 – 1987** **Social Casework Specialist II**. Contra Costa County Social Services Department, Richmond, CA. Crisis intervention, family counseling and case management in Children’s Protective Services.
- 1979 – 1980** **Child Welfare Worker**, Alameda County Social Services Department, Oakland, CA. Supervised children in foster home placement.
- 1974 – 1978** **Deputy Probation Officer**, Alameda County Probation Department, Oakland, CA. Supervised adult probationers with drug-abuse convictions.

1973 – 1974 **Senior Probation Officer**, New York City Probation Department, New York, NY. Pre-court intake referrals for Manhattan Family Court.

1969 – 1973 **Probation Officer**, New York City Probation Department, NY.

1966 – 1968 **Caseworker**, New York City Welfare Department, NY.

EDUCATION:

1982 – 1986 **Master of Sciences in Counseling - 1986**, California State University, Hayward, CA. Specialty in Clinical Counseling; **Most Outstanding Student in School of Education Award for 1986.**

1963 – 1965 **Bachelor of Arts in Government – 1965**, George Washington University, Washington, DC. Major in International Affairs.

1961 – 1963 Sweet Briar College, Sweet Briar, VA.

City of Annapolis Budget Revision Request

Control number GT-6-14

Department FIRE

Date 29-Oct-2013
TRSF TO TRSF FROM

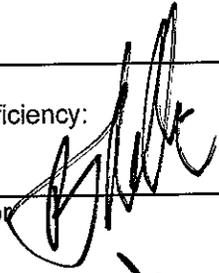
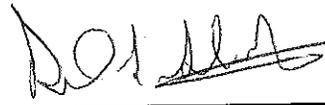
Revenue			
CPR CLASSES		480.00	
Expenditures			
Overtime Salaries		376.00	
Supplies		104	

To budget for revenue received to cover cost of CPR Classes given by City Fire Department. This covers cost of Overtime Salaries and necessary supplies.

near

Approved for Financial & Accounting Sufficiency:

Finance Director

Department Director

vgs

Approved by:
Mayor
Finance Committee
City Council



**City of Annapolis
Budget Revision Request**

Control number GT-7-14

Department -P&Z APP

Date 13-Nov-2013
TRSF TO TRSF FROM

Revenue			
Police Forfeitures Fugitive Recovery		1,548.53	
Expenditure			
Fugitive Recovery Vehicle Fuel		774.26	
Fugitive Recovery Travel		774.27	

To establish working budgets for funds received from State Attorney office to cover expenditures related to Fugitive Recovery.

Handwritten initials

Approved for Financial & Accounting Sufficiency:

Finance Director *[Signature]*

Department Director *[Signature]*

Approved by:
Mayor
Finance Committee
City Council

[Signature]

City of Annapolis Budget Revision Request

Control number GT-8-14

Department
POLICE

Date 17-Oct-2013

Account Name Only	Transfer TO	Transfer FROM
Revenue		
Forfeiture	20,000.00	
Expenditures		
Towed Vehicles-Special Programs	20,000.00	

Justification:
 Revision is necessary to fund the Special Programs-Towing account to pay outstanding invoices for towing and storage fees for seized vehicles.

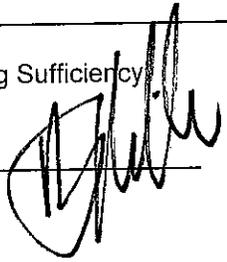
The source for these revisions has sufficient funds.

There is no effect on the source at the present time.

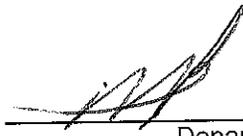
Handwritten notes:
 12
 new

Approved for Financial & Accounting Sufficiency

Finance Director

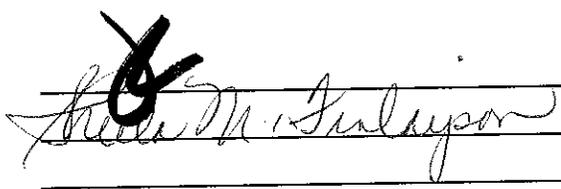


Department Director



Handwritten initials: VJB

Approved by:
 Mayor
 Finance Committee
 City Council



City of Annapolis Budget Revision Request

Control number GT-9-14

Department
POLICE

Date 18-Oct-2013

Account Name Only	Transfer TO	Transfer FROM
Revenue		
Forfeiture Receipts	22,000.00	
Expenditures		
Supplies	22,000.00	

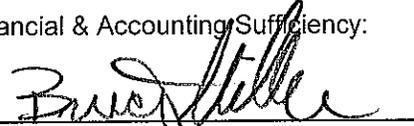
*SAC
WSP*

Justification:

The funding will be used for the purchase of (5) computers and scanners for newly purchased police vehicles. (Computers are not provided in the vehicle replacement budget, therefore additional resources are needed)

The source for this revision has sufficient funds.

Approved for Financial & Accounting Sufficiency:



Finance Director

 *VQB*

Department Director

Approved by:

Mayor

Finance Committee

City Council

