

CITY OF SALISBURY
WORK SESSION
JANUARY 18, 2022

Public Officials Present

Council President John “Jack” R. Heath	Mayor Jacob R. Day
Council Vice-President Muir Boda (arr. 4:36 p.m.)	Councilwoman Angela M. Blake
Councilwoman Michele Gregory	Councilwoman April Jackson

In Attendance

City Administrator Julia Glanz, Deputy City Administrator Andy Kitzrow, Fire Chief John Tull, Department of Infrastructure and Development (DID) Director Amanda Pollack, Police Chief Barbara Duncan, Sustainability Specialist Alyssa Hastings, Procurement Director Jennifer Miller, Information Services Assistant Director GIS John O’Brien, Information Services GIS Analyst IV Carl Flint, Assistant City Clerk Julie English, Attorney Ashley Bosche, City Clerk Kimberly Nichols, and members of the public.

On January 18, 2022 the Salisbury City Council convened in a Work Session on Zoom Video Conferencing at 4:30 p.m. in Council Chambers.

Budget amendment to reclassify several positions within the Fire Department

Fire Chief John Tull explained the proposed ordinance would approve an amendment of the FY22 General Fund Budget and authorizing the amendment of the authorized positions included in the budget. The current SAFER Grant was set to expire on February 28, 2022. In the FY22 Budget the City included the funds to retain all twelve of the positions provided for the in grant. The amendment would add the position allocations to the Fire Department Budget and to make several moves with the personnel. Changes included with personnel included an increase in the lieutenants’ capacity and making one of the Captains an Assistant Chief position.

Ms. Blake asked if the positions would be funded in the coming years and Chief Tull replied in the affirmative. Because the grant was set to expire at the end of February, funding was appropriated in FY22 to get them to the end of the budget year. The positions would be included in the FY23 Budget and budgets moving forward.

Council reached unanimous consensus to advance the ordinance to legislative agenda.

Ordinance to accept funds for the FY22 Exploring Predictive Policing with Machine Learning grant

Police Chief Barbara Duncan reported this was the second year of funding through the Governor’s Office of Crime Prevention, Youth and Victim Services to build on what John O’Brien and the Police Technology had worked on three years ago. This was in reference to Machine Learning, and was the department’s second year with University of

Maryland with professors and researchers from both the Criminal Justice Department and the Department of Engineering to work on furthering the Machine Learning Project.

Ms. Jackson asked about the technology. Chief Duncan said about three years ago the City hired an individual through a grant to replicate and create an algorithm similar to what was currently being used with Geolitica. They shared their research with University of Maryland. Last year they took their reported instances of crime data algorithm and began developing it further. This year they were trying to use a greater data set through an area such as Baltimore and working on software development focusing on community policing and underlying reasons for crime. This would enable them to remove something from the crime equation and hopefully prevent the crime from happening. Communities across the country were using similar programs to help prevent crime.

Council reached unanimous consensus to advance the ordinance to legislative agenda.

Environmental Policy Task Force (Task Force) Annual Update

DID Director Amanda Pollack reported that in February 2020 the Task Force was directed by Mayor Day to update the 2009 EPTF and identify new goals. In January 2021 the City Council adopted their report, and as part of the adopted resolution, an annual report would be provided to Council every year in January. She acknowledged Dave Nemazie, Chair of the Task Force, who was present on Zoom and then turned the presentation over to Sustainability Coordinator Alyssa Hastings.

Ms. Hastings recognized Elise Triligen, Green Team Chair and Councilwoman Michele Gregory, both valued participants on the Task Force. She said she was very excited about the progress made. The goal was to make progress in every sub-committee area, and that was achieved. The following is a synopsis of Ms. Hastings' report:

- Over 50 recommendations were presented January 2021 (Resolution No. 3088)
- Five subcommittees were formed (Energy Use & Emissions, Water, Wastewater, and Storm Water, Management of Public Open Space, Transportation, Sustainable Operation, and Education and Outreach)
 - Energy Use and Emissions- Progress was made in Category 1 (Embed Energy and Emissions Assessments into City Planning). Worked with CQI Energy Consultant to conduct Greenhouse gas emissions inventory for 2019. This would help track the City's contribution to climate change.
 - Water- Progress was made in lead poisoning prevention. A form was placed on the City website to request free water sampling.
 - Public Open Space- Worked on policies and procedures to improve the communication between Parks and Rec Committee, I & D Department, Field Ops, and Administration. Over 60 trees were planted last year.
 - Transportation- In the process of finalizing the City's Zoning Code rewrite. Made progression in the City's bay friendly and sustainable landscape options by legislating the City's Pocket Pollinator Meadow program.

- Education and Outreach- The City installed four water bottle refilling stations. WaterWorks will replace all the existing water fountains with new water bottle station/fountain model and will fund 1-2 new stations per year. Would partner with BEACON and Salisbury University Environmental Studies Senior Seminar class in the Spring to create a community survey, feedback at community events, and lead (2) focus groups to talk to community members to see what more needed to be done for sustainability.

Mr. Boda was grateful for everyone who had volunteered on the committee and asked if they had looked into applying for grants for electric vehicles to be used throughout the City. Ms. Hastings said they were awaiting the State to open up their Technical Assistance Grant Program. The grant would help the City have a third party evaluate the fleet and help identify which vehicles were best for starting the transition.

Ms. Jackson said they were doing an awesome job. She asked if the fountains would be placed in other places around in the City, and Ms. Hastings said they were open to suggestions to where new stations should go.

Ms. Blake said this was another great example why the City was so wonderful and appreciated the hard work. Ms. Gregory knew how hard everyone worked on this and was happy to see the City adopting this and was excited about the Community events.

President Heath asked what kind of tools were used to track all of the projects. Ms. Hastings said that because the projects spanned several departments, communication and spreadsheets were key to the tracking. Ms. Pollack said the Capital Projects were tracked through ASANA, but much of the work thus far was tracked through spreadsheets.

Moore Property Annexation modification

Ms. Pollack said the annexation agreement amendment request to reduce or eliminate the development assessment fees was received for the Moore View Business Park located at Route 50 and Walston Switch Road. The property was annexed in 2013. She and Bill Holland reviewed the annexation and determined the annexation fees were in line and consistent with current annexation practices. The City had considered reducing fees once milestones were reached in more recent annexations. If the project would agree to an accelerated timeline, fees could be reduced once reaching certain milestones. There were no precedents for waiving fees for businesses. Obviously the City wanted to see annexed property developed to increase the tax base.

Joining Council on Zoom were Merry Mears of SVN Miller and the Moore family. Ms. Mears informed Council she worked in Local Government for the majority of her career, and most recently in Worcester County as the Economic Development Director. About four years ago she entered the private sector and got the bug for development. She screen shared a map of the property and said that they received a contract on Lot 4, and as they researched they learned that there were assessment fees the buyer would have to pay. It was about 9 years ago under different Council that there was an annexation agreement

developed based on a conceptual plan that was no longer relevant in today's market. The buyers were excited about getting into the City of Salisbury and it was across from Wor-Wic, but when they looked at the assessment fees, they no longer were interested. This has happened multiple times over the years on this property. She added that back when the assessment fees were put into place, the idea was to have some sort of large national chain willing to pay those fees because of the location. But in today's market, they were looking a people who lived and worked in Salisbury, and they simply could not afford to pay the fees along with combined costs on the lots.

Mayor Day said they learned over the past months that annexation activity was very popular. For commercial annexations, incentivizing by eliminating fees has never been entertained nor recommended. He said that he would recommend something similar to exactly what Council has supported in numerous instances lately, which was taking agreements that were written at a time when speculation about future suburban development was a bit different and structured these agreements such that they had no flexibility. He recommended a time-based incentive where the initial fee would be at a very low amount should they develop during a certain period of time. He recommended following a template that had been adopted thus far. For slow action, the incentive would get a little less until it eventually would go away. President Heath restated that it would be on a sliding scale based on the time period, and assuming that the offset would be that the City would get the taxes much quicker than they would based on the original plan.

Ms. Pollack reported they adopted two this year that followed this model and at the fastest level of development it got their fees down to 25% of what had previously been agreed to. If that milestone was missed there would be another incentive where they paid 50% of the fees, and then up to 75%, and on up to 100% of the original agreement.

Council unanimously supported the modification of the annexation agreement. Ms. Pollack would work with Legal to prepare the agreement and the legislation would then be placed on an upcoming legislative agenda.

Resolution to establish a "Truth, Racial Unity, Transformation & Healing Advisory Committee"

Mayor Jacob Day said that yesterday was the 35th observation of Dr. Martin Luther King, Jr. Day. Today was the National Day of Racial Healing Day providing communities the opportunity to call for racial healing to bring people together to create a more just and equitable world. He presented a proposal to lay out the next step in the City's plan for a community-based process to bring about transformational and substantial change and to address the historic acts of racism in our own community. Earlier today the American Institute on City Design and Harvard Graduate School design announced eight mayors would join in the second class of the Just City Mayoral Fellowship. He was humbled to join the Mayors of Charleston, Madison, Duluth, Providence, College Park, Youngstown and Richmond. He said we were on a journey towards healing and it would take time, but there were steps behind us and in front of us. Behind us, the City has worked to acknowledge the past, to remember the acts that divided us, and to ensure they were

publicly laid bare. These included the advocacy to remove and the ultimate removal of the ill-placed Winder Confederate sign. Then it included the establishment of the Lynching Memorial Task Force, and the placement of the Lynching Memorial to remember the three men killed in the racial terror lynchings on a sign planted in the center of the City in collaboration with the Equal Justice Initiative.

Mayor Day said, in parallel, our nation awoke to contemporary racial injustices after George Floyd's killing. This led to gatherings, marches, and Black Lives Matter Boulevard, locally. Much of our history has been captured in those symbols and there is still more in books about these injustices locally including the late Linda Duyer's "Mob Law on Delmarva", Sherrilyn Ifill's "On the Courthouse Lawn" and the newly published "The Silent Shore" by Dr. Charles Chavis.

Mayor Day said the community needed thoughtful, dedicated members to analyze the impact of the injustices of the past that linger, and propose ways to heal, resolve, respond, transform, and unite as a diverse community moving forward together. He said that was why the advisory committee was being proposed this evening to provide recommendations to the City leadership team. He offered Dr. Chavis, present on Zoom, the opportunity to speak.

Dr. Charles Chavis thanked the Mayor and Council for the opportunity to speak. As the Vice-chair of the Lynching Commission, he was honored to be in Salisbury with the descendants of Matthew Williams for the marker unveiling and to see the hard work Salisbury was doing to heal and come together collectively. It was a testament to what needed to be done throughout Maryland and the nation.

Wicomico Truth and Reconciliation Initiative chair James Yamakawa reiterated what was already said. The process of truth telling was important to our community. One reason why they named the advisory committee the "truth" was that the truth had to come first. This was a transformational moment. He applauded the Mayor and Council for agreeing to form the advisory committee.

Mr. Boda supported the initiative was one more step towards healing and educating.

Ms. Jackson said when the truth comes out, healing will take place. Until we all come together to unveil the horrific acts of past, we won't be able to move forward.

Ms. Blake said this was another example of why Salisbury was so wonderful.

Ms. Gregory knew the time and energy that went into such an endeavor and was happy the City was doing it.

President Heath said that most of us had been silent for too many years. He recited a favorite quote of Dr. King, which was, "Our lives begin to end the day we become silent about the things that matter." He said this was another step towards not being silent.

Council fully supported the initiative.

Election Redistricting

Assistant Director of GIS John O'Brien said that since the 2020 census, the City had an opportunity to adjust the district boundaries. They did the analysis based on what was outlined in the memo. They looked at the overall and minority population, continuity of the districts, and keeping the Council members within their districts. The proposed maps allowed for future growth in the districts based on annexations, and considered the property values within each district- trying to equalize them. He screen shared the Proposed Districts Map and said it was the proposed map for the new districts.

Mr. Boda said he appreciated it because it made the districts more compact and kept more neighborhoods together.

Mr. O'Brien showed the comparison of total population metrics by current and proposed Council districts. The proposed districts were evened out much more population-wise. In the comparison of residential addresses by current and proposed council districts, the districts were more evened out in the proposed districts, but would change with future growth and annexations. In the Racial Demographics comparison, the proposed leveled out the racial demographics quite a bit and also property values were leveled out.

Ms. Jackson said that as long as the numbers accurately reflected the population, she would support it. Mr. O'Brien said that in District One, she lost a little in the non-Hispanic black only category, stayed very close in the non-Hispanic white only. She gained a few in Asian Ethnicity and Hispanic population dropped slightly. She asked how registered voters compared for the proposed district. She had just a few more registered voters in the proposed district.

Ms. Blake was very impressed with how the packet was put together.

President Heath asked City Clerk Nichols if a judge had to approve the districts in the 2010 redistricting. She said that was correct. Mr. O'Brien said that what he understood about the consent decree was that we would have two minority districts in Salisbury. Based on their recommendations for the proposed districts, we have moved from two minority majority districts to three- Districts One, Two and Four. He thought that Salisbury not only met the standards of the consent decree, if it was still in effect, but we have met the spirit of the consent decree with the proposed districts. President Heath asked City Attorney Bosche to check and make sure there was no connection to the previous consent decree. She would report back once she reads the consent decree.

Ms. Gregory appreciated that it was evening everybody out and thought it looked good.

President Heath thought Mr. O'Brien and Carl Flint did a great job.

Motion to convene in Closed Session

At 5:34 p.m. President Heath called for a motion to convene in Closed Session for the following reason: before a contract is awarded or bids are opened, to discuss a matter directly related to a negotiating strategy or the contents of a bid or proposal, if public discussion or disclosure would adversely impact the ability of the public body to participate in the competitive bidding or proposal process, in accordance with the Annotated Code of Maryland §3-305(b)(14). Ms. Jackson moved, Mr. Boda seconded, and the vote was unanimous (5-0) to convene in Closed Session.

Motion to adjourn Closed Session/Convene in Open Session/Report to Public

At 5:42 p.m. upon a motion and seconded by Ms. Jackson and Mr. Boda, respectively and approved by unanimous vote in favor (5-0 vote), Council ended the Closed Session and convened in Open Session at 5:52 p.m. President Heath reported that Council had met in Closed Session for the purpose of discussing a pending contract.

Comments from Administration and Council

Ms. Glanz reported on the successful vaccine clinic held today by the Maryland State Equity Task Force. Wicomico County was still in the 31% positivity range. The hospital was still very busy, which was the key indicator to watch now. Make the opportunity to get boosted. Upgrade your masks to medical grade or surgical masks. Cloth masks are not effective with the Omicron variant.

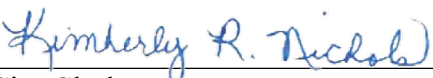
Mr. Boda said it was good to see everybody on Zoom even though he would rather be seeing them in person.

Ms. Jackson announced the Dr. Martin Luther King celebration was on Facebook and YouTube if anyone wanted to view it. It was wonderful and Dr. Dale Greene was the eloquent speaker. The United Postal Service was giving out free over the counter COVID tests. Visit the following website at special.usps.com/testkits. Get your vaccines and boosters, sanitize and wear your masks.

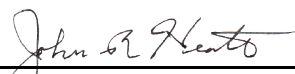
Ms. Blake reminded those healthy enough to donate blood. Delmarva was critically low on blood.

Ms. Gregory reminded everyone to get boosters and to wear correct masks, as the cloth masks were not good enough anymore. It looked like snow was coming this weekend, and be safe.

President Heath encouraged everyone to mask up and said people could double up on the surgical masks and be as protected as wearing the N95. Donate blood as we continue to be in a critical situation.



City Clerk



Council President