

CITY OF SALISBURY
WORK SESSION
JULY 18, 2022

Public Officials Present

Council President John “Jack” R. Heath (Zoom)	Mayor Jacob R. Day
Council Vice-President Muir Boda	Councilwoman Angela M. Blake
Councilwoman Michele Gregory	Councilwoman April Jackson (Zoom)

In Attendance

City Administrator Julia Glanz, Deputy City Administrator Andy Kitzrow, Fire Chief John Tull, Deputy Fire Chief Darrin Scott, EMT Ryan Jones, Human Resources Director Meg Caton, Business Development Director Laura Soper, Sergeant Brandon Caton, Assistant City Clerk Julie English, Attorney Ashley Bosche, and members of the public.

On July 18, 2022 the Salisbury City Council convened at 4:30 p.m. in a hybrid Work Session in Council Chambers of the Government Office Building and on Zoom Conferencing Video.

Ordinance to accept DHCD funds for the 2022 National Folk Festival

Business Development Director Laura Soper presented the ordinance to accept DHCD funds in the amount of \$27,000 to support the 2022 National Folk Festival in Maryland. She explained that the funds would be put toward things such as coordinators, office expenses, and marketing expenses.

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

Charter Amendment to provide for Collective Bargaining

City Administrator Julia Glanz began by introducing Human Resources Director Meg Caton, Sergeant Brandon Caton, and EMT Ryan Jones. Ms. Glanz explained that she would be presenting legislation allowing employees to have collective bargaining. At the request of Ms. Glanz, Ms. Bosche reviewed the roadmap that was presented to Council, which explained the process for obtaining collective bargaining.

Mr. Jones, the local IFF President, spoke to the benefits collective bargaining would provide for the fire fighters. He believed it would be a step in the right direction. He then requested the support of the Council in this matter.

Sergeant Caton, Vice President of the Wicomico Lodge 111 FOP, first thanked the firemen for bringing collective bargaining forward. He believed collective bargaining would keep the Salisbury Police Department competitive as well as aiding in keeping everyone in the City safe.

Before taking Council comments, Mr. Boda reminded everyone that this was the first step in a multi-step process.

Ms. Gregory was in support of collective bargaining and was pleased to secure things for the future.

Ms. Blake requested clarification from Ms. Bosche as to whether or not the Labor Code referenced in the packet already existed or would need to be created. Ms. Bosche responded that the Labor Code did not exist and would be a new section added to the charter.

Ms. Jackson concurred with Ms. Gregory and Ms. Blake. She believed this was needed and she appreciated the workers in the city.

Mr. Heath asked to hear from Ms. Caton on the subject. She believed collective bargaining would assist with hiring and retention within the city. In addition, she felt there were things that would need to be focused in on so the right thing would be done for all parties involved.

Mr. Boda received clarification from Ms. Caton that this legislation would allow for other departments in the city to join as well. He was supportive of collective bargaining and reflected on positive changes the Council had approved in the past.

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

Administration and Council Comments

Mayor Day thanked Council for moving collective bargaining through to legislative session. He acknowledged the long road ahead and the work it would require. He also mentioned the effects collective bargaining will have on employee retention in the fire department.

Ms. Gregory encouraged everyone to vote regardless of how they would vote.

Ms. Blake reminded the public about the upcoming National Night Out, which would be held on Tuesday, August 2nd from 5-8pm at the Salisbury City Park. She also mentioned the need for more volunteers for the National Folk Festival on August 26-28th. Ms. Blake shared that she used the Citizen Reporter for the first time and encouraged citizens to use it to report any issues in the city. Lastly, she noted that she was finally healthy enough to donate blood herself and encouraged others to do the same.

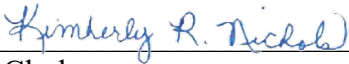
Ms. Jackson asked everyone to be safe and blessed.

Mr. Heath also encouraged everyone to donate blood. In addition, he asked that everyone get out and vote. He added that not everyone had that opportunity and it counts.

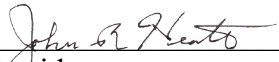
Mr. Boda concurred with previous remarks and encouraged everyone to visit Two Scoops in Downtown Salisbury for a milkshake after they vote.

Adjournment of Work Session

With no further business to discuss, Vice President Boda adjourned the Work Session at 4:49 p.m.



City Clerk



Council President