

CITY COUNCIL

READ FILE COVER SHEET

Subject: **Ordinance 1079 Repeal Chapter 25, Article XIII**
Employee Benefits and Compensation Commission
(Public Hearing)

Date: **6/22/2022**

Notice: Any comments made after 5:00 p.m. on the Thursday before the Council Meeting will not be seen in the agenda packet.

Purpose:

<input type="checkbox"/>	FYI
<input checked="" type="checkbox"/>	Read and Comment as Needed
<input checked="" type="checkbox"/>	Action Required by July 5, 2022
<input type="checkbox"/>	In Confidential File Drawer

Approve:

Casi Boyer	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> No Comment
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Comment: _____

Dave Martin	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> No Comment
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Comment: _____

Jim Ringsaker	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> No Comment
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Comment: _____

Jason Robertson	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> No Comment
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Comment: _____

Tammy Lynn Schneegas	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> No Comment
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Comment: _____

Carolyn Zinner	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> No Comment
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Comment: _____

Note: N/A

CITY COUNCIL
OF
HAVRE DE GRACE, MARYLAND

ORDINANCE NO. 1079

Introduced by Council President Ringsaker

AN ORDINANCE BY THE MAYOR AND CITY COUNCIL OF HAVRE DE GRACE, MARYLAND, ADOPTED PURSUANT TO THE AUTHORITY OF ARTICLE XI-E OF THE MARYLAND CONSTITUTION, THE LOCAL GOVERNMENT ARTICLE OF THE ANNOTATED CODE OF MARYLAND, AND SECTIONS 33 AND 34 OF THE HAVRE DE GRACE CITY CHARTER TO REPEAL ORDINANCE NO. 992, AND THEREFORE REPEALING ARTICLE XIII OF CITY CODE 25, BOARDS, COMMITTEES AND COMMISSIONS

On: June 21, 2022
at: 7:00 p.m.

Ordinance introduced, read first time, ordered posted and public hearing scheduled.

PUBLIC HEARING

A Public Hearing is scheduled for July 5, 2022 at 7:00 p.m.

EXPLANATION

Underlining indicates matter added to existing law.

[Bold Brackets] indicate matter deleted from existing law.

Amendments proposed prior to final adoption will be noted on a separate page with line references or by handwritten changes on the draft legislation.

WHEREAS, the Employee Benefits and Compensation Commission (hereafter referred to as the "Commission") was established on August 3, 2015, by Ordinance No. 971 and amended on July 3, 2017 by Ordinance No. 992; and

WHEREAS, the purpose of the Commission was to provide the Mayor and City Council with recommendations regarding 5 initiatives, including: (a) Strategic direction and consideration of employee benefits and compensation expenses to include employee wage rates, fringe benefits, the employee pension fund, and other post-employee benefits (OPEB), from a funding and budgetary perspective; (b) Exploration of alternative benefits for employees from those benefits currently in place, and analysis through routine reviews and comparisons of other comparable government and municipal employee benefits and compensation to assess the value and validity of current City operations and generate viable alternative solutions; (c) Review of the current personnel manual and recommendations concerning the same; (d) Consultation with the Administration as needed with regard to City Code Chapter 130 and recommendations related to the benefits provided to exempt service employees; (e) Consideration of potential outsourcing opportunities; and

WHEREAS, the Commission has worked diligently for nearly seven years and has provided the Administration with invaluable information to assist in developing a sustainable strategic direction; and

WHEREAS, the Administration has included those initiatives into a strategic plan, focusing on employee recruitment, employee retention, administrative policy and long term planning considerations that are practical and sustainable; and

WHEREAS, both Commission and the Administration agree the Commission has not only met, but exceeded the goals of the original mission and purpose.

NOW, THEREFORE, it is determined, decided, and ordained by the City Council that ARTICLE XIII, Section 25-77 through 25-82 shall be removed in its entirety.

ADOPTED by the City Council of Havre de Grace, Maryland this ____ day of ____, 2022.

SIGNED by the Mayor and attested by the Director of Administration this ____ day of ____, 2022.

ATTEST:

MAYOR AND CITY COUNCIL
OF HAVRE DE GRACE

Stephen J. Gamatoria
Director of Administration

William T. Martin
Mayor

77 Introduced/First Reading: 6/21/2022
78 Public Hearing: 7/5/2022
79 Second Reading/Adopted:
80

81 Effective Date:
82

83 Legislative History

84 Ordinance No. 992, enacted 7/3/2017

85 Ordinance No. 971, As Amended, enacted 8/3/2015

Public Hearing