



# Mayor and City Council of Cumberland

*Mayor* Raymond M. Morriss  
*Councilman* Richard J. "Rock" Cioni  
*Councilman* Eugene T. Frazier  
*Councilman* James L. Furstenberg  
*Councilwoman* Laurie P. Marchini

City Administrator Jeffrey F. Silka  
City Solicitor Michael S. Cohen  
City Clerk Allison K. Layton

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## Mayor and City Council of Cumberland

### WORK SESSION

City Hall 2<sup>nd</sup> Floor Conference Room  
57 N. Liberty Street  
Cumberland, MD 21502

Tuesday, June 20, 2023, 5:00 p.m.

**PRESENT:** Mayor Raymond M. Morriss; Council Members: Richard Cioni, Eugene Frazier, Jimmy Furstenberg, Laurie Marchini.

**ALSO PRESENT:** Jeffrey F. Silka, City Administrator; Allison Layton, City Clerk; Ken Tressler, Director of Administrative Services; Ruth Davis-Rogers, Historic Planner/Preservation; Shannon Adams, Fire Chief

**Media:** Teresa McMinn, Cumberland Times-News  
Kathy Cornwell, WCBC Radio

#### I. CEDC UPDATES

Mr. Miller provided updates on CEDC events and day-to-day issues. He advised about an upcoming event with the MEDA organization on October 18<sup>th</sup>, and said they have been assisting reps from MEDA to bring young members to visit Cumberland. He said that this is a good opportunity to discuss economic development initiatives in Cumberland.

Mr. Czapski provided an update about Hunter Douglas closing and the rapid response effort. He advised that two events were coordinated, and said the CEDC's presence alone speaks volumes. He stated that the first event was on April 18<sup>th</sup>, with over 335 of the 360 dislocated HD workers attending. He stated that he networked with attendees as they walked around. Mr. Czapski advised that the second event was on May 11<sup>th</sup>, which was a resource fair, and had 267 attendees. He stated that employers and resource organizations attended, and said he got lots of information networking.

There was discussion about what the HD employees are doing now, and if they are being absorbed somewhere. Mr. Czapski advised that their severance package was very generous, and said there were a number of employees that stated the severance they received would take them to

retirement age. He added that the employees that attended are the type employers want to have. He added that HD will shut down on July 28<sup>th</sup>, with a number of employees remaining through the end of the year to shutter operations. He further stated that the HD site, although out of the City limits, is ideal – lots of square footage, nice facility.

Mr. Miller advised that the CEDC staff had been invited to participate in a roundtable event regarding Maryland's economy at the Comptroller's office. He stated that reps from both the private and public sector were present to answer questions and provide feedback. He said the event was at FSU and was well-attended and provided a valuable opportunity to speak with key staff. He added there was good diversity, a good mix of people bringing different perspectives.

Mr. Miller stated that they visited Frederick's Economic Development department and discussed projects, received valuable information on best practices, etc. He said the feedback was valuable and said they had similar overall goals. Mr. Miller also stated that they gained contact with other entities that can maybe relocate to this area, and said he would like to do more of this with other jurisdictions.

Mr. Czapski provided an update on the Downtown Investment Program, and said Phase I is underway, with Phase II getting off to a good start with one draw so far. He stated that Phase III has five businesses of interest so far. Mr. Czapski discussed properties that were affected by Phase I and II, and said businesses are securing contracts and turning checks around in a day or two.

Mr. Miller advised that the CEDC staff had a kick-off meeting with the Lakota Group about how historic preservation has affected things. Mayor Morriss stated that it's good to hear that the CEDC and Historic Preservation are working together.

Mr. Miller also advised that he has been involved in the economic restructuring committee, with several private sector people involved. He said that taxes and the redesign's future has been under discussion. He stated that as construction ends, they will have an asset at the end. He said the committee has a good group of people on it – zoning and business types needed within this district, and gave kudos to Melinda Kelleher.

## **I. REVIEW OF UPDATED PERSONNEL POLICIES**

Mr. Tressler spoke about the updated policies and provided handouts. He said these are not up for approval today, but are just for review. He provided a summary and said some minor changes were implemented but for the most part it was just more detail being added.

*FMLA (last update August 2021):* FMLA is required after 5 consecutive days of missed work – increased from 3 days. Better definitions given regarding federal law, work week, serious health conditions, laws that affect spouses both employed by the City, and updated procedures.

*Workers' Comp Policy (last update August 2021):* HR will be custodian of medical info. Employees have a choice of how to treat unused vacation regarding compensable injuries. Vacation and sick time will not accrue after the 12-week FMLA period.

*Extended Leave Policy (not previously adopted by M&CC):* Required when employee has exhausted FMLA but wants to remain an employee – paid or unpaid. Extension of one year max from initial absence – automatic for compensable injuries until they reach max medical improvement. Vacation and sick time do not accrue.

*Modified Duty (previous version – 1995):* Major changes since previous version. Non-compensable injuries/illnesses qualify. Max period of 90 days. Establishes criteria for assigning modified duty, and intended for employees that expect to return to full duty. Sufficient enough work to warrant assignment – we are not creating work to create work. City Admin. has final approval. Preference given to employees injured at work.

Mr. Tressler advised that this will go on the next regular council meeting agenda for approval.

### **III. AGENDA REVIEW – JUNE 20, 2023**

Ruth Davis-Rogers advised that she had met with 3 members of the MD Historical Trust, and reviewed the Community Legacy presentation for tonight’s regular meeting; she said more detail would be provided then. She added that now it’s called the Revitalization Program, and went over the four projects up for funding – Baltimore St. Gateway; Roof Replacement; Façade Program, and Choose Cumberland Relocation Package. She advised that in order to market the program, they are looking at several other cities that have portions of their websites devoted to it.

Mr. Silka advised that the orders for tonight are all housekeeping or renewing service agreements. They discussed the retirement presentation, as well as the Skate Park Committee presentation.

### **IIIV. MAYOR AND CITY COUNCIL UPDATES**

Council Member Furstenberg advised that he went to see the tunnels under the Episcopal Church. He stated that people still need to stay on top of the grass growing – some areas at 4” high. He said it seems like certain neighborhoods just stop caring, then others follow suit.

Council Member Frazier talked about the recent Levitt AMP Music Series concert at Canal Place on Thursday that everyone enjoyed. He said the Juneteenth March was a great event and mentioned the Pine Avenue dedication for Jean Etta Beckward, who he stated was someone who cared and was a big influence in kids’ lives.

Council Member Marchini spoke about the past weekend as well, agreeing that Juneteenth was a big success. She advised that June 27<sup>th</sup> is the virtual Town Hall meeting about the downtown construction. She added that the next Friday After Five is July 7<sup>th</sup> outside of Mezzo’s. She also mentioned the Police Camp graduation last week and said the helicopter was brought in, which was something special for the kids.

Council Member Cioni talked about the Levitt AMP Music Series concert featuring Incendio coming up this Thursday at Canal Place. He stated that Friends of the Park group is putting together a mission statement, and said they had their first meeting last week. He said the park was hopping with lots of enthusiasm and excitement.

Mayor Morriss mentioned the Allegany Arts Council Plein Air event, and said it was well-attended. He discussed the nice reveal at the Shrine Club and the Quick Draw event on Saturday.

The Mayor also talked about the annual Jaycees Wing-Off and said it was wonderful. He mentioned Council Member Furstenberg participating in the wing eating contest.

He discussed the Pine Avenue playground dedication and said it was good to see the grown-ups there that had played on that playground as children. He added that Ms. Jean Etta Beckward was a wonderful role model to the kids in the neighborhood.

**V. ADJOURNMENT**

With no further business at hand, the meeting adjourned at 5:36 p.m.

Respectfully Submitted,

Allison K. Layton  
City Clerk

Minutes approved on: July 5, 2023