APPROVED: Meeting No. 22-96

ATTEST: Paula D. Jewell

MAYOR AND COUNCIL
ROCKVILLE, MARYLAND
Meeting No. 13-96

April 2, 1996

The Mayor and Council of Rockville, Maryland, convened in Worksession in the Council Chamber, Rockville City Hall, 111 Maryland Avenue, Rockville, Maryland, on April 2, 1996, at 7:38 p.m.

PRESENT

Mayor Rose G. Krasnow

Councilmember Robert E. Dorsey (arrived 7:43 p.m.)

Councilmember James T. Marrinan

Councilmember Glennon J. Harrison

Councilmember Robert J. Wright

In attendance: City Manager Rick Kuckkahn and City Clerk Paula Jewell. Also in attendance were Deputy City Manager Julia Novak, Personnel Director Rich Hajewski, and Assistants to the City Manager Thomas Edwin Thomas and Michelle Martin.

Re: Worksession with the Traffic and Transportation Commission

The Mayor and Council met with Traffic and Transportation Commission Chair Dennis Cain and Commission members Alice Bell, Ann Gaines, Stanley Klein, Alan Levine, William Meyer, Herbert Pennock, and Richard Resnick. The following issues were discussed:

1. Development review issues (King Farm annexation agreement)

Mr. Cain noted in a memo dated January 25, 1996, that issues were raised by the Commission regarding review of the King Farm annexation agreement. The Commission felt that the issue of a traffic study needed to be discussed with the Mayor and Council. Mayor Krasnow explained that annexation agreements were not normally distributed to boards and commissions because the details were worked out with the developer and the City Attorney. Mr. Kuckkahn noted that in terms of the traffic element, staff felt that the issue was adequately addressed; however, staff will continue to address the issue.

Councilmember Harrison said that he had attended a transportation planning meeting with Montgomery County and City of Gaithersburg officials, and he said that the City might have to fight hard in order to get transit facilities on the King Farm. Mr. Harrison also said the City was serious about having transit facilities on the King Farm and without them, serious impacts would result, not only for the King Farm but for surrounding communities as well. He suggested that the City may want to lobby the County about the issue. Mayor Krasnow also noted that the Human Needs and Service Advisory Task Force Report recommended better transportation for the area.

2. (a) Pedestrian Policies - Proposed pedestrian policies were originally discussed with the Mayor and Council at a worksession in November 1994. The policies have since been revised and copies of the revised draft report were distributed. The two

newest members of the Council will need time to review the report and the Mayor and Council may want to discuss it at a second worksession before the policies were adopted.

(b). Speed Humps - Mr. Cain noted that there was one Commission member (who could not be present tonight) opposed to speed hump placements. Mr. Cain said that the Traffic and Transportation Commission felt that speed humps were only one of the many speed control devices available; however, they should be used as a last resort. In the FY 1997 Neighborhood Traffic Management Plan, a 2-3 speed hump project, plus traffic beacons would cost $28,000.00. The Commission feels that speed humps were not cost effective and were not always the best traffic control device. Councilmember Harrison asked that staff test the speeds on the streets where humps had been installed (Scott Drive and Veirs Drive). Mayor Krasnow noted that speed had become a major issue in the City and she suggested that the top four projects recommended in the Traffic Management Plan be installed, using funds that were available.

Councilmember Dorsey asked about using cameras to capture and photograph the tags of speeders so that violators could be sent a citation by mail. Mr. Cutro noted that a recently proposed bill that would have placed cameras at particular intersections to note red light runners, failed in the legislature. Mayor Krasnow noted that there was also a civil rights issue involved in this type of proposal--people accused of breaking the law should be able to face their accusers.

Councilmember Harrison questioned whether installation of speed humps should be done geographically by neighborhoods as opposed to using a priority system.

3. Budget issues

(a) Review of FY 1997 CIP and operating budget - Commission members would like to see the Fiscal Year 1997 draft CIP and operating budget, at least seven to ten days before their next meeting. Mr. Kuckkahn indicated that this would be no problem if the document was available by that time.

(b) School Speed Limit Beacons - The Commission questioned whether the City was planning to adopt the use of school beacons as a traffic device; and if so, where would the funding come from. Mr. Cutro noted that one component about beacons is that they improve perceptions and reaction times of drivers; however, the measures do not necessarily control speed.

(c) Middle Lane Sidewalks - Sidewalks are planned for the West End neighborhood. The Mayor and Council will be looking at this corridor's sidewalks during their next walking town meeting.

4. (a) Snow Removal Policies - Following the winter storm, only a few citations were issued. The Commission questioned the City's policy. Mayor Krasnow responded that the issue was a difficult one to enforce--the City had to look at what was a reasonable expectation that the City could require from businesses and residents. The City

plans to review more efficient ways to advertise the policy and enforce it. Mr. Kuckkahn reported that a number of citations had been issued; 80 from one snow event; 100 citations from another. Mr. Kuckkahn said that businesses were especially targeted with the citations.

(b) Reverse Frontage Sidewalks - The Commission feels that the City does not have an inventory of these and has no idea where the walks are located. Clarification is needed in order for residents and others to know who is responsible for clearing snow from the frontage sidewalks. Mr. Kuckkahn said that a list would be provided to the Mayor and Council.

Re: Adjournment

The Worksession with Traffic and Transportation Commission adjourned at 8:30 p.m.

Re: Worksession with the Southern Christian Leadership Conference (SCLC)

The Mayor and Council met with Chapter President Christopher Hill, Executive Director of SCLC's Maryland Chapter, Dr. Jim Moone, and other members of SCLC's Montgomery County Chapter: John Green, Tom Evans, Rosemarie Prather, and Oliver Morris. Mr. Moone noted that Dr. Joseph Lowery, the National President of SCLC, appointed him as the new Executive Director of SCLC Maryland Chapter to

organize twenty-three chapters in the state. Mr. Moone said that Rockville's Chapter is recognized as the flagship chapter, and he remarked that historically, they were formerly known as the Association of Concerned Citizens of Rockville; however, they have been organized as the SCLC for the past five years. Mr. Moone commented that the Chapter has had many achievements with previous Mayor and Councils of Rockville and they looked forward to working with the new administration.

1. Affirmative Action Plan (AAP) Status of the 1/1/95 - 6/30/95 Report - Mr. Hill asked what the City's position was in view of recent down and right sizing of minorities from the City's payroll. Mr. Kuckkahn noted that the next Affirmative Action Report was due out in few weeks. Mr. Hajewski added that the next report would show a change in numbers of the employee population and positions occupied in the last six-month period. Throughout the City, decisions were made regarding essential and nonessential programs and positions, without regard to race and sex. Since the 1990 census, 52 positions were recognized as under-utilized and 54 positions were filled in the under-utilized categories. Mr. Hajewski distributed two forms used by the City; a Personnel Requisition Form and an Eligibility List Form and said that these were two tools that the City used to ensure that vacancy positions where looked at and filled with adherence to the Affirmative Action goals.

Mr. Moone said that he had some concerns with how final decisions were made by department directors; he asked what the City has done to train and sensitize department

directors to the process of hiring minorities. Mr. Hajewski said that all supervisors received the Affirmative Action Plan and were trained in its goals. In addition, a Personnel Department staff member sat in on every interview. Mr. Moone noted that the Plan dated January 1, 1995 through June 30, 1995 indicated that there was an under-utilization of Afro-American males in certain job areas, especially in comparison to the City's general population. Mr. Moone suggested that staff include an executive summary as part of the AAP document that would explain the bar graphs used in the Plan. Mr. Moone stressed the need for additional upward ability programs to promote and retrain minority females. Mr. Hajewski responded that this was done through professional development opportunities, seminars, and tuition reimbursement, all of which were available to staff.

2. Status of Human Rights Commission - The Commission questioned the move of certain human rights matters to the County. Mayor Krasnow said that the human rights program was changed from a case processing focus to a community mediation focus. Mr. Kuckkahn added that the Chairman of the Human Rights Commission felt that the change was working well--the County is handling case loads; however, City staff continued to track those cases and maintain close ties with the County to ensure that cases are settled in a timely manner. Mr. Moone expressed concern about the County passing the City's cases onto the State, Mayor Krasnow said that staff can easily obtain this information on how quickly the cases are being handled by the State. Mayor Krasnow

also said that the new mediation process added a personal touch into the process early on to resolve disputes. SCLC requested a copy of the follow-up report on EEO cases.

Mr. Morris questioned whether the City had an internal process for resolving disputes between employees and supervisors. Mr. Hajewski responded that there were a number of options an employee could pursue before an issue reached the grievance stage. Mr. Morris asked if the process included participation of a minority "ombudsman" who could help work through personnel problems. Mr. Hajewski said that the City's personnel administrators were available for handling such situations. Mr. Morris then raised the issue of the Personnel Director jointly serving as the City's Affirmative Action Officer.

4. Community Services Department - Status Report - SCLC expressed concern about the Chief of Police currently serving as Acting Director of Community Services. They felt that the Police Chief wore two hats in this role--one as a counselor and one as an enforcer, and they felt that someone with a family member who had an addiction or delinquency problem might not feel comfortable seeking assistance from a department headed by a Chief of Police. Mr. Kuckkahn said that the City was having some success with the program as it was currently operating and he would be inclined to recommend continuing the arrangement as there were many related issues between the two departments, i.e., handling family stresses in order to prevent them escalating into police matters. Mr. Kuckkahn said there was also some duplication of services between the two

departments. SCLC indicated that they will be committed to reviewing the progress of the initiative. Mr. Moone noted that the City needed a trained community services director to run the Community Services Department, and he said that this should not necessarily be a police chief. Mayor Krasnow said that this was an valid view point, and she said this would enter into the Mayor and Council's decision about whether to continue the arrangement.

5. Fiscal Year 1996-1997 Budget (Downsizing, Layoffs, etc.) - Mr. Kuckkahn reported that four positions were riffed in the Economic Division in order to implement a proposal to privatize the City's economic development operations. Mr. Kuckkahn also noted that this effort completed the number of City positions that will be riffed for Fiscal Year 1997. Mr. Hajewski added that counseling and job seeking/replacement opportunities were being provided to the riffed employees. SCLC requested copies of the proposed Fiscal Year 1997 budget when it became available.

6. SCLC Projects - Clinton Computer Learning Center - Mr. Kuckkahn was asked whether funding was being recommended for the Computer Learning Center. Mr. Moone noted that Computer Center was a model program for getting inter-city children involved with computers. SCLC competes for funding with many fine organizations that are non-human services related, and Mr. Moone asked for the Mayor and Council's support of the Center as decisions were made on the budget.

7. City Contracts - SCLC questioned how many City contracts were being awarded to African Americans and other minorities. Mr. Kuckkahn said that Rockville Center, Inc. had undertaken significant efforts to educate and attract minority contractors. Staff will get a report from RCI; however, he said that the City could not mandate that private companies undertake such efforts. Mayor Krasnow said that the City could encourage and educate developers to work at attracting minority contractors. Councilmember Dorsey said that in speaking to many minority contractors during recent workshops, he learned that some individual minority contractors felt that the City's bonding requirements were difficult to compete for. Mr. Dorsey encouraged the SCLC and other groups to help with this effort by training, educating, and working together with minority contractors to overcome the bonding problem through group effort and advocacy.

8. Community Partnerships - Mr. Hill asked that one of the City's goals be to work towards a partnership with SCLC. He said that SCLC had extended a hand to the Mayor and Council and he asked the Mayor and Council to extend the same.

Re: Adjournment

There being no further business to come before the Mayor and Council in Worksession, the meeting was adjourned at 10:10 p.m., to reconvene at 7:30 p.m. in General Session on April 8, 1996.